

HARNESSING DEPTHS FOR LASTING IMPACT

2025

Laporan Keberlanjutan
Sustainability Report

HARNESSING DEPTHS FOR LASTING IMPACT

PT Archi Indonesia Tbk mengambil langkah strategis dalam mengoptimalkan potensi dari kedalaman operasi untuk menciptakan dampak jangka panjang yang bernilai bagi seluruh pemangku kepentingan. Sepanjang tahun 2025, Perseroan memperkuat fondasi pertumbuhan melalui optimalisasi *pit*, pengembangan *pit* baru Marawuwung dan Araren, serta percepatan penambangan bawah tanah di *pit* Kopra yang menjadi tonggak penting dalam memperpanjang umur tambang dan menjaga kesinambungan produksi. Strategi tersebut didukung oleh kinerja operasional dan keuangan yang solid, tercermin dari peningkatan produksi dan penjualan emas, pendapatan dari kontrak dengan pelanggan, serta laba tahun berjalan. Capaian ini menegaskan bahwa pengelolaan aset tambang secara lebih mendalam dan terintegrasi tidak hanya memperkuat daya saing bisnis, tetapi juga memperluas kapasitas Perseroan dalam menciptakan nilai ekonomi yang berkelanjutan.

Lebih dari sekadar eksplorasi dan produksi, Archi juga berkomitmen untuk memastikan bahwa setiap langkah pengembangan usaha menghasilkan dampak yang bertahan lama dari sisi lingkungan, sosial, dan tata kelola. Hal ini tercermin melalui diversifikasi ke energi terbarukan melalui proyek *geothermal* TTG, dominasi energi terbarukan sebesar 33,70% dari total konsumsi energi, penurunan intensitas emisi, serta penguatan lisensi sosial melalui pemberdayaan masyarakat dan rehabilitasi lahan. Seluruh hal ini menegaskan bahwa kedalaman yang dikelola Archi bukan hanya kedalaman sumber daya tambang, melainkan juga kedalaman komitmen dalam membangun pertumbuhan yang bertanggung jawab, resilien, dan memberikan manfaat berkelanjutan bagi lingkungan, masyarakat, dan masa depan perusahaan.

PT Archi Indonesia Tbk undertook strategic steps in optimizing the potential from operational depth to create long-term value for all stakeholders. Throughout 2025, the Company strengthened its growth foundation through optimizing pits, developing new pits Marawuwung and Araren, as well as accelerating underground mining at Kopra pit, which serves as an important milestone in extending mine life and maintaining production continuity. This strategy was supported by solid operational and financial performance, reflected in increased gold production and sales, revenue from contracts with customers, and profit for the year. These achievements affirm that deeper and more integrated management of mining assets not only strengthens business competitiveness but also expands the Company's capacity to create sustainable economic value.

More than merely exploration and production, Archi is also committed to ensuring that every business development initiative generates long-lasting impacts from environmental, social, and governance perspectives. This is reflected through diversification into renewable energy through TTG geothermal project, a renewable energy share of 33.70% of total energy consumption, a reduction in emission intensity, as well as the strengthening of social license through community empowerment and land rehabilitation. All of these affirm that the depth managed by Archi is not only the depth of mining resources, but also the depth of its commitment to building growth that is responsible, resilient, and delivers sustainable benefits for the environment, society, and the future of the Company.



2025

Laporan Keberlanjutan
Sustainability Report

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Daftar Singkatan Nama Perseroan dan Grup Usaha

List of Abbreviations of the Company's and Its Business Group

PT Archi Indonesia Tbk		Archi atau Perseroan Archi or the Company	
ARPTE	Archipelago Resource Pte Ltd	EMAS	PT Elang Mulia Abadi Sempurna
MSM	PT Meares Sopotan Mining	JPP	PT Jasa Pertambangan Perkasa
TTN	PT Tambang Tondano Nusajaya	GMA	PT Geopersada Mulia Abadi
KKM	PT Karya Kreasi Mulia	TTG	PT Toka Tindung Geothermal

TENTANG LAPORAN KEBERLANJUTAN

About Sustainability Report



01.

Standar Pelaporan

Reporting Standard

Laporan Keberlanjutan PT Archi Indonesia Tbk (yang selanjutnya disebut juga Archi atau Perseroan) disusun sebagai wujud pertanggungjawaban dan transparansi atas penerapan prinsip keberlanjutan di seluruh aspek bisnis, sekaligus melanjutkan inisiatif pelaporan keberlanjutan yang akan diterbitkan secara periodik setiap akhir tahun buku. Laporan ini mencakup kinerja ekonomi, sosial, dan lingkungan hidup khususnya untuk Archi dan 2 Entitas Anak, yaitu PT Meares Soputan Mining (MSM) dan PT Tambang Tondano Nusajaya (TTN), untuk periode 1 Januari 2025 hingga 31 Desember 2025, dengan perbandingan terhadap capaian 3 tahun sebelumnya. [\[GRI 2-3\]](#) [\[GRI 2-2\]](#) [\[GRI 2-4\]](#)

The Sustainability Report of PT Archi Indonesia Tbk (hereinafter also referred to as Archi or the Company) is prepared as a form of accountability and transparency regarding the implementation of sustainability principles across all business aspects, while continuing the sustainability reporting initiative that will be published periodically at the end of each financial year. This report covers especially to the Company's economic, social, and the environment of Archi and its 2 Subsidiaries, namely PT Meares Soputan Mining (MSM) and PT Tambang Tondano Nusajaya (TTN), for the period from January 1, 2025, to December 31, 2025, with comparisons to achievements over the previous 3 years. [\[GRI 2-3\]](#) [\[GRI 2-2\]](#) [\[GRI 2-4\]](#)

Cakupan dan Batasan Laporan

Scope and Limitations of the Report

Penyajian data keuangan mengacu pada laporan keuangan konsolidasian yang telah diaudit, mencakup Entitas Anak dan Entitas Asosiasi. Dasar penyusunan laporan ini mengacu pada Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 dan indikator pelaporan *global reporting initiative (GRI) Standards* 2021 dengan opsi pelaporan "with reference". Adapun setiap informasi yang dinyatakan ulang atau disajikan kembali dari laporan sebelumnya karena alasan tertentu, diberi tanda "disajikan kembali". Penyusunan konten berdasarkan standar tersebut telah diverifikasi oleh pihak internal, tanpa proses penjaminan oleh pihak eksternal yang independen. [\[POJK G.1\]](#) [\[GRI 2-5\]](#)

The presentation of financial data refers to the audited consolidated financial statements, covering the Subsidiaries and Associated Entities. The preparation of this report refers to Financial Services Authority Regulation No. 51/POJK.03/2017 and the global reporting initiative (GRI) Standards 2021 reporting indicators using the "with reference" reporting option. Any information that has been restated or re-presented from previous reports for specific reasons is marked as "restated." The preparation of the content based on these standards has been verified internally, without assurance by an independent external party. [\[POJK G.1\]](#) [\[GRI 2-5\]](#)

Penentuan Materialitas [GRI 3-1]

Determination of Materiality

Penentuan materialitas dilakukan sebagai langkah strategis untuk mengidentifikasi isu-isu keberlanjutan yang paling relevan dan berdampak signifikan terhadap kinerja Archi serta kepentingan pemangku kepentingan. Proses ini dilaksanakan melalui analisis menyeluruh terhadap tren industri, regulasi, serta masukan dari para pemangku kepentingan, guna memastikan bahwa setiap topik yang diangkat dalam laporan ini mencerminkan prioritas strategis Archi. Berikut ini merupakan 4 prinsip Archi dalam menentukan muatan isi dan topik material pada Laporan Keberlanjutan Archi:

Materiality determination is conducted as a strategic step to identify sustainability issues that are most relevant and have a significant impact on Archi’s performance and stakeholder interests. This process is conducted through a comprehensive analysis of industry trends, regulations, and stakeholder input to ensure that each topic presented in this report reflects Archi’s strategic priorities. The following are the 4 principles applied by Archi in determining the content and material topics in Archi’s Sustainability Report:

<p>Inklusivitas Pemangku Kepentingan Stakeholder Inclusivity</p>	<p>Konteks Keberlanjutan Sustainability Context</p>	<p>Materialitas Materiality</p>	<p>Kelengkapan Completeness</p>
<p>Memastikan seluruh kelompok pemangku kepentingan yang relevan terlibat dan aspirasinya dipertimbangkan dalam proses penentuan topik.</p> <p>Ensuring the involvement of all relevant stakeholder groups and the consideration of their aspirations in the process of determining topics.</p>	<p>Mempertimbangkan kondisi ekonomi, sosial, dan lingkungan hidup yang memengaruhi kinerja dan strategi keberlanjutan usaha.</p> <p>Considering economic, social, and environmental conditions that affect performance and the sustainability strategy of the business.</p>	<p>Memilih topik yang berdampak signifikan terhadap kinerja dan pengambilan keputusan.</p> <p>Selecting topics that have a significant impact on performance and decision-making.</p>	<p>Menyajikan informasi yang mencakup seluruh dampak signifikan dan periode pelaporan secara memadai.</p> <p>Presenting information that adequately covers all significant impacts and the reporting period.</p>

Pendekatan tersebut tidak hanya memperkuat ketepatan pelaporan, tetapi juga mendukung pengambilan keputusan berfokus pada keberlanjutan jangka panjang melalui keterlibatan unit dan departemen terkait dalam merumuskan isu-isu penting. Penentuan isu yang relevan ditetapkan melalui beberapa langkah utama berikut ini:

This approach not only strengthens the accuracy of the reporting, but also supports long-term sustainability-focused decision-making through the involvement of relevant units and departments in formulating key issues. The determination of relevant issues is carried out through the following main steps:

<p>Identifikasi Identification</p>	<p>Prioritas Priority</p>	<p>Validasi Validation</p>
<p>“Isu dan topik diidentifikasi melalui berbagai saluran komunikasi dengan para pemangku kepentingan.”</p> <p>“Issues and topics are identified through various communication channels with stakeholders.”</p>	<p>“Archi meninjau dan memprioritaskan topik berdasarkan dampak dan pengaruhnya.”</p> <p>“Archi reviews and prioritizes topics based on their impacts and influence.”</p>	<p>Topik divalidasi bersama manajemen puncak, mencakup etika bisnis, tata kelola, serta isu lingkungan dan sosial.”</p> <p>“Topics are validated together with top management, covering business ethics, governance, as well as environmental and social issues.”</p>

Identifikasi Risiko dan Peluang

Identification of Risks and Opportunities

Dalam menetapkan topik material, penting bagi Archi untuk terlebih dahulu memahami risiko dan peluang utama yang melekat pada aspek lingkungan, sosial, dan tata kelola. Identifikasi risiko dan peluang lingkungan, sosial, dan tata kelola memberikan landasan strategis yang membantu Archi mengenali isu-isu yang berpotensi memengaruhi kelangsungan usaha, baik secara operasional, finansial, maupun reputasi. Dengan memetakan risiko dan peluang dalam kerangka waktu jangka pendek dan jangka panjang, Archi mampu memberikan respons berbasis data secara lebih adaptif terhadap dinamika eksternal maupun ekspektasi pemangku kepentingan.

Informasi risiko dan peluang lingkungan, sosial, dan tata kelola utama yang melekat pada Archi diuraikan sebagai berikut:

In determining material topics, it is important for Archi to first understand the key risks and opportunities inherent in environmental, social, and governance aspects. The identification of environmental, social, and governance risks and opportunities provides a strategic foundation that helps Archi recognize issues that may potentially affect business continuity, whether operationally, financially, or reputationally. By mapping risks and opportunities across short and long-term time horizons, Archi is able to provide more adaptive, data-driven responses to external dynamics and stakeholder expectations.

Information on the key environmental, social, and governance risks and opportunities inherent in Archi is described as follows:

Topik Material Material Topics	Risiko Risks		Peluang Opportunities	
	Jangka Pendek Short-Term	Jangka Panjang Long-Term	Jangka Pendek Short-Term	Jangka Panjang Long-Term
KATEGORI EKONOMI DAN TATA KELOLA ECONOMIC AND GOVERNANCE CATEGORY				
Kinerja Ekonomi	Fluktuasi harga emas global menekan margin.	Ketergantungan berlebih pada satu komoditas menghambat ketahanan bisnis.	Optimalisasi proses produksi dapat meningkatkan margin.	Diversifikasi usaha membuka pasar dan sumber pendapatan baru.
Economic Performance	Fluctuations in global gold prices put pressure on margins.	Excessive dependence on a single commodity hampers business resilience.	Optimization of production processes can improve margins.	Business diversification opens new markets and revenue streams.
Keberadaan Pasar	Penurunan daya beli masyarakat berdampak pada permintaan.	Perubahan regulasi ekspor-impor memengaruhi daya saing.	Ekspansi regional meningkatkan jangkauan pasar.	Inovasi produk hilir memperkuat posisi pasar dalam jangka panjang.
Market Presence	A decline in public purchasing power affects demand.	Changes in export-import regulations affect competitiveness.	Regional expansion increases market reach.	Downstream product innovation strengthens long-term market positioning.
Dampak Ekonomi Tidak Langsung	Kurangnya program sosial mengurangi dukungan masyarakat lokal.	Ketimpangan pembangunan menyebabkan resistensi sosial.	Investasi sosial memperkuat lisensi sosial dalam beroperasi.	Kontribusi pembangunan daerah memperkuat reputasi jangka panjang.
Indirect Economic Impact	The lack of social programs reduces support from local communities.	Unequal development leads to social resistance.	Social investment strengthens the social license to operate.	Contributions to regional development enhance long-term reputation.
Praktik Pengadaan	Ketergantungan pada pemasok tunggal meningkatkan risiko operasional.	Ketidaksihonestan praktik mitra usaha dengan prinsip lingkungan, sosial, dan tata kelola yang menimbulkan risiko reputasi.	Kemitraan dengan pemasok lokal mendorong efisiensi biaya.	Rantai pasok berkelanjutan memperkuat kepercayaan investor dan publik.
Procurement Practices	Dependence on a single supplier increases operational risk.	Misalignment of business partners' practices with environmental, social, and governance principles creates reputational risks.	Partnerships with local suppliers promote cost efficiency.	A sustainable supply chain strengthens investor and public trust.
Anti-Korupsi	Celah kontrol internal menimbulkan risiko hukum.	Skandal korupsi dapat menurunkan valuasi dan kepercayaan pasar.	Sistem kepatuhan yang kuat membangun integritas institusional.	Reputasi bersih membuka peluang kolaborasi dengan mitra global.
Anti-Corruption	Gaps in internal controls create legal risks.	Corruption scandals can reduce valuation and erode market confidence.	A strong compliance system builds institutional integrity.	A clean reputation opens opportunities for collaboration with global partners.



Topik Material Material Topics	Risiko Risks		Peluang Opportunities	
	Jangka Pendek Short-Term	Jangka Panjang Long-Term	Jangka Pendek Short-Term	Jangka Panjang Long-Term

KATEGORI SOSIAL KEMASYARAKATAN
CATEGORY OF THE SOCIAL COMMUNITY

Keselamatan dan Kesehatan Kerja Occupational Health and Safety	Kecelakaan kerja meningkatkan downtime dan biaya kompensasi. Workplace accidents increase downtime and compensation costs.	Reputasi jangka panjang terganggu jika terjadi kecelakaan fatal. Long-term reputation is disrupted if fatal accidents occur.	Budaya kesehatan dan keselamatan kerja meningkatkan produktivitas. Occupational health and safety culture increases productivity.	Zero fatality memperkuat citra employer of choice. Zero fatalities strengthen the image as an employer of choice.
Pelatihan dan Pendidikan Training and Education	Kurangnya pelatihan menghambat adaptasi terhadap teknologi baru. Lack of training hinders adaptation to new technologies.	Kualitas sumber daya manusia stagnan menghambat inovasi. Stagnant human resource quality hinders innovation.	Pelatihan teknis meningkatkan efisiensi operasional. Technical training improves operational efficiency.	Sumber daya manusia kompeten menjadi aset strategis untuk pertumbuhan. Competent human resources become strategic assets for growth.
Hubungan Karyawan dan Keberagaman Employee Relations and Diversity	Konflik industrial menurunkan moral dan produktivitas. Industrial conflicts reduce morale and productivity.	Budaya kerja eksklusif menurunkan daya saing talenta. An exclusive work culture weakens talent competitiveness.	Lingkungan kerja inklusif mendorong retensi sumber daya manusia. An inclusive work environment supports human resource retention.	Keberagaman memperkaya perspektif dan inovasi perusahaan. Diversity enriches corporate perspectives and innovation.
Kepatuhan Hukum terkait Pengelolaan Ketenagakerjaan Legal Compliance in Workforce Management	Pelanggaran aturan tenaga kerja menimbulkan sanksi dan citra buruk. Violations of labor regulations result in sanctions and damage to corporate image.	Ketidakpatuhan berulang menghambat akses ke pasar global. Repeated non-compliance hinders access to global markets.	Kepatuhan meningkatkan hubungan industrial yang harmonis. Compliance fosters harmonious industrial relations.	Integritas ketenagakerjaan memperkuat daya saing global. Labor integrity strengthens global competitiveness.
Ketenagakerjaan dan Pengadaan Lokal Employment and Local Procurement	Kurangnya kontribusi terhadap ekonomi lokal menimbulkan penolakan sosial. Insufficient contribution to the local economy leads to social rejection.	Ketergantungan pada tenaga kerja luar mengurangi dukungan komunitas. Dependence on external labor reduces community support.	Pemberdayaan lokal memperkuat hubungan dengan masyarakat. Local empowerment strengthens relationships with communities.	Ekosistem lokal yang kuat memperkuat hubungan menciptakan rantai nilai berkelanjutan. A strong local ecosystem creates a sustainable value chain.
Hubungan Masyarakat Community Relations	Ketidakterlibatan masyarakat menimbulkan resistensi terhadap proyek. Lack of community engagement generates resistance to projects.	Ketimpangan manfaat jangka panjang merusak kepercayaan sosial. Inequitable long-term benefits erode social trust.	Program pengembangan dan pemberdayaan masyarakat menciptakan dampak sosial langsung. Community development and empowerment programs create direct social impact.	Hubungan jangka panjang menciptakan lisensi sosial untuk beroperasi yang stabil. Long-term relationships establish a stable social license to operate.

KATEGORI LINGKUNGAN HIDUP
CATEGORY OF THE ENVIRONMENT

Penggunaan Energi dan Emisi Gas Rumah Kaca Energy Use and Greenhouse Gas Emissions	Ketergantungan pada energi fosil meningkatkan emisi dan biaya. Dependence on fossil energy increases emissions and costs.	Regulasi emisi yang ketat menghambat operasional jika tidak diantisipasi. Stringent emissions regulations may hinder operations if not anticipated.	Efisiensi energi menurunkan biaya dan emisi. Energy efficiency reduces costs and emissions.	Transisi energi memperkuat posisi sebagai tambang hijau. Energy transition strengthens positioning as a green mining.
Penggunaan Air Water Use	Krisis air lokal dapat menghambat operasi pabrik. Local water crises can disrupt plant operations.	Penurunan kualitas dan kuantitas air menyebabkan konflik dengan komunitas. Declining water quality and quantity lead to conflicts with communities.	Sistem daur ulang air meningkatkan efisiensi dan penerimaan sosial. Water recycling systems improve efficiency and social acceptance.	Praktik air berkelanjutan meningkatkan nilai lingkungan perusahaan. Sustainable water practices enhance the company's environmental value.
Rencana Pascatambang Post-Mining Plan	Keterlambatan reklamasi menimbulkan sanksi dan kerusakan lingkungan. Delays in reclamation result in sanctions and environmental damage.	Gagalnya pemulihan lahan merusak keanekaragaman hayati. Failure in land restoration harms biodiversity.	Reklamasi progresif membangun kepercayaan regulator. Progressive reclamation builds regulator trust.	Keberhasilan restorasi menjadi model industri dan reputasi hijau. Successful restoration becomes an industry model and strengthens a green reputation.
Tailing dan Pengelolaan Limbah Tailings and Waste Management	Pengelolaan limbah yang buruk menimbulkan pencemaran dan keluhan. Poor waste management causes pollution and complaints.	Akumulasi limbah yang tidak terkendali menyebabkan kerusakan ekologis. Uncontrolled waste accumulation leads to ecological damage.	Pemanfaatan kembali limbah mengurangi biaya dan volume buangan. Waste reuse reduces costs and disposal volumes.	Sistem limbah sirkular memperkuat keberlanjutan jangka panjang. Circular waste systems strengthen long-term sustainability.

Topik Material [GRI 3-2]

Material Topics

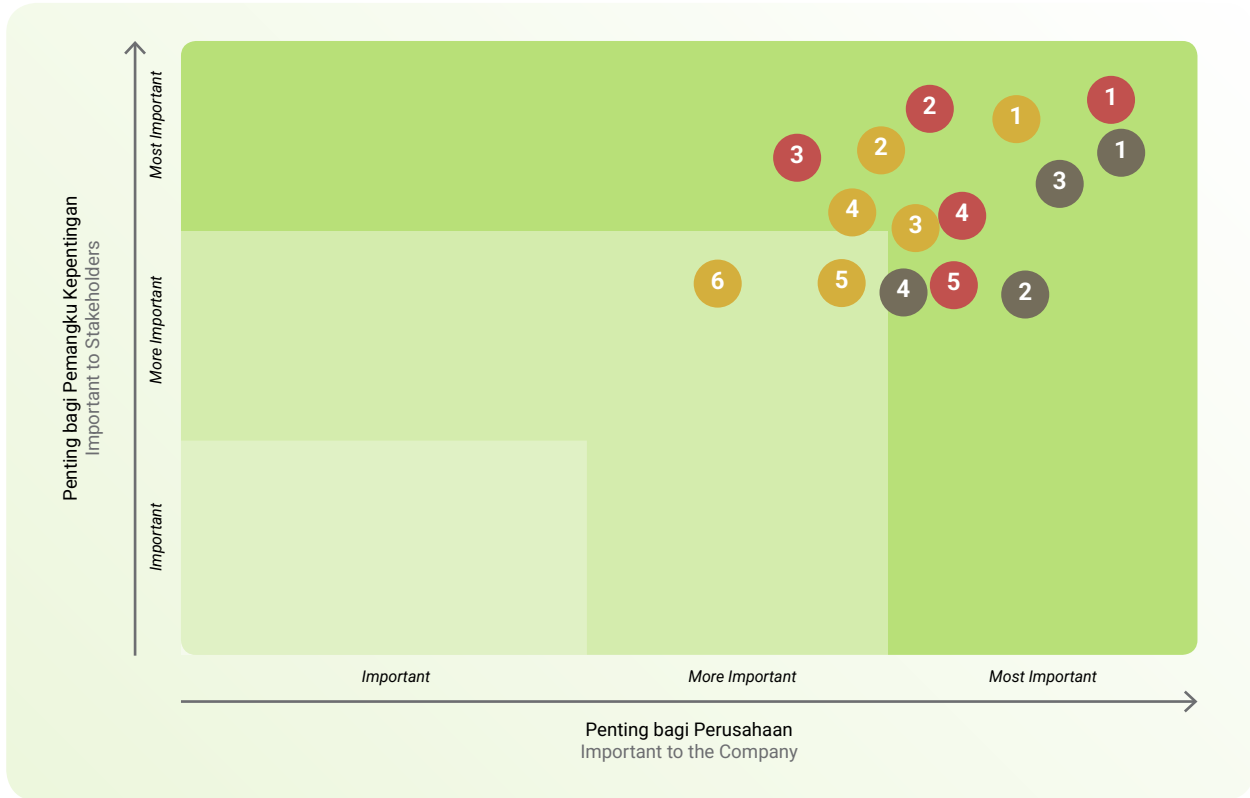
Berdasarkan hasil identifikasi, Archi menetapkan topik material yang disampaikan dalam Laporan Keberlanjutan berdasarkan standar GRI dengan kategori *most important*, *more important*, dan *important*. Dalam penentuan tersebut, pengelompokan topik material di tahun 2025 didasarkan pada alasan dan batasan materialitas, sebagaimana ditunjukkan berikut:

Based on the identification results, Archi determines the material topics presented in the Sustainability Report based on GRI standards with the category of most important, more important, and important. In this determination, the grouping of material topics in 2025 is based on the rationale and boundaries of materiality, as shown below:

Topik Material Material Topic	Alasan Bersifat Material Material Reasons	Batasan Limitation		Indikator GRI GRI Indicators
		Internal	Eksternal External	
KATEGORI EKONOMI DAN TATA KELOLA ECONOMIC AND GOVERNANCE CATEGORY				
Kinerja Ekonomi Economic Performance	Pengelolaan kegiatan usaha Archi ditujukan untuk memberikan manfaat yang berkelanjutan terhadap keberlangsungan Archi serta pemenuhan harapan pemangku kepentingan. The management of Archi's business activities is aimed at providing sustainable benefits to Archi's continuity as well as fulfilling stakeholder expectations.	✓	✓	201
Keberadaan Pasar Market Presence	Pangsa pasar memberikan pengaruh penting terhadap kegiatan usaha Archi melalui pertumbuhan penjualan. The market share significantly influences Archi's business activities through sales growth.	✓	✓	202
Dampak Ekonomi Tidak Langsung Indirect Economic Impact	Kebermanfaatn yang didistribusikan Archi tidak hanya berdampak secara langsung, namun juga secara tidak langsung terhadap pengentasan kemiskinan dan pembangunan ekonomi daerah. The benefits distributed by Archi have both direct and indirect impacts on poverty alleviation and regional economic development.	✓	✓	203
Praktik Pengadaan Procurement Practices	Praktik pengadaan yang bertanggung jawab berpengaruh penting terhadap penggunaan material yang ramah lingkungan serta proses produksi yang berkelanjutan. Responsible procurement practices play a vital role in using environmentally friendly materials and ensuring sustainable production processes.	✓	✓	204
Anti-Korupsi Anti-Corruption	Archi berkomitmen untuk menciptakan kegiatan usaha yang sehat serta bereputasi baik dengan mencegah tindakan korupsi atau pelanggaran hukum lainnya. Archi is committed to fostering healthy and reputable business operations by preventing corruption and other legal violations.	✓	✓	205
KATEGORI SOSIAL KEMASYARAKATAN CATEGORY OF THE SOCIAL COMMUNITY				
Keselamatan dan Kesehatan Kerja Occupational Health and Safety	Penyediaan lingkungan kerja yang aman dengan sarana dan prasarana kesehatan dan keselamatan kerja yang memadai merupakan bentuk pemenuhan hak karyawan untuk bekerja secara kondusif. The provision of a safe working environment with adequate occupational health and safety facilities and infrastructure represents the fulfillment of employees' rights to work in a conducive environment.	✓	-	403



Topik Material Material Topic	Alasan Bersifat Material Material Reasons	Batasan Limitation		Indikator GRI GRI Indicators
		Internal	Eksternal External	
Pelatihan dan Pendidikan Training and Education	Untuk mendukung transisi dalam penerapan prinsip keberlanjutan dalam kegiatan usaha, diperlukan keberadaan sumber daya manusia yang berkualitas dan kompeten. Supporting the transition to sustainability principles in business activities requires the presence of skilled and competent human resources.	✓	-	404
Hubungan Karyawan dan Keberagaman Employee Relation and Diversity	Menjaga hubungan industrial yang baik dapat berdampak positif terhadap motivasi kerja dan produktivitas karyawan Archi. Maintaining positive industrial relations can enhance employee motivation and productivity at Archi.	✓	-	405 dan / and 406
Kepatuhan Hukum terkait Pengelolaan Ketenagakerjaan Legal Compliance in Workforce Management	Pengelolaan ketenagakerjaan senantiasa dipastikan pemenuhannya terhadap setiap peraturan, termasuk mengenai tenaga kerja anak maupun kerja paksa. Workforce management is consistently ensured to comply with all regulations, including those related to child labor and forced labor.	✓	-	401, 408, dan / and 409
Ketenagakerjaan dan Pengadaan Lokal Employment and Local Procurement	Salah satu eksternalitas positif Archi terhadap masyarakat sekitar yakni melalui penyerapan tenaga kerja serta kontrak kerja sama dengan pemasok lokal. One of Archi's positive externalities for surrounding communities is through job creation and contracts with local suppliers.	✓	✓	204 dan / and 413
Hubungan Masyarakat Community Relations	Keberadaan Archi di antara masyarakat diupayakan untuk dapat memberikan manfaat secara konsisten dalam rangka peningkatan kesejahteraan sosial ekonomi masyarakat sekitar. Archi strives to consistently deliver benefits to surrounding communities to improve their social and economic well-being.	✓	✓	413
KATEGORI LINGKUNGAN HIDUP CATEGORY OF THE ENVIRONMENT				
Penggunaan Energi dan Emisi Gas Rumah Kaca Energy Use and Greenhouse Gas Emissions	Efisiensi penggunaan energi dalam aktivitas operasional diharapkan berdampak positif terhadap upaya menekan emisi gas rumah kaca yang dihasilkan pada setiap tahunnya. Efficiency in energy use in operational activities is expected to have a positive impact on efforts to reduce greenhouse gas emissions generated each year.	✓	✓	302 dan / and 305
Penggunaan Air Water Use	Penggunaan air secara bijak dapat menjaga ketersediaannya di alam. Prudent water use helps preserve its availability in nature.	✓	✓	303
Rencana Pascatambang Post-Mining Plan	Pemulihan lahan pascatambang berperan penting untuk menjaga kelestarian lingkungan serta keanekaragaman hayati di dalamnya. Post-mining land reclamation plays a crucial role in maintaining environmental sustainability and biodiversity.	✓	✓	304
Tailing dan Pengelolaan Limbah Tailings and Waste Management	Aktivitas operasional Archi menghasilkan limbah yang perlu dikelola secara bertanggung jawab untuk menjaga kelestarian lingkungan serta mencegah penyakit bagi masyarakat sekitar. Archi's operational activities generate waste that must be responsibly managed to protect the environment and prevent disease for surrounding communities.	✓	✓	303 dan / and 306



Kategori Ekonomi dan Tata Kelola Economic and Governance Category	1. Kinerja Ekonomi Economic Performance
	2. Keberadaan Pasar Market Presence
	3. Dampak Ekonomi Tidak Langsung Indirect Economic Impact
	4. Praktik Pengadaan Procurement Practice
	5. Anti-Korupsi Anti-Corruption
Kategori Sosial Kemasyarakatan Category of the Social Community	1. Keselamatan dan Kesehatan Kerja Occupational Health and Safety
	2. Hubungan Masyarakat Community Relations
	3. Ketenagakerjaan dan Pengadaan Lokal Employment and Local Procurement
	4. Pelatihan dan Pendidikan Training and Education
	5. Hubungan Karyawan dan Keberagaman Employee Relations and Diversity
	6. Kepatuhan Hukum terkait Pengelolaan Ketenagakerjaan Legal Compliance in Workforce Management
Kategori Lingkungan Hidup Category of the Environment	1. Penggunaan Energi dan Emisi Gas Rumah Kaca Energy Use and Greenhouse Gas Emissions
	2. Penggunaan Air Water Use
	3. Rencana Pascatambang Post-mining Plan
	4. Tailing dan Pengelolaan Tailings and Management

Aksesibilitas dan Umpan Balik

Accessibility and Feedback

Archi memastikan Laporan Keberlanjutan ini dapat diakses dengan mudah oleh seluruh pemangku kepentingan, baik dalam bentuk cetak maupun digital. Laporan Keberlanjutan tersebut dapat diunduh melalui situs resmi www.archiindonesia.com, sementara penyampaian masukan atau pertanyaan dapat dilakukan melalui sarana umpan balik pada laman <https://archiindonesia.com/id/hubungi-kami/>. Penyajian informasi dilakukan secara jelas, terstruktur, dan transparan agar pembaca dapat memahami kinerja keberlanjutan Archi secara menyeluruh.

Archi ensures that this Sustainability Report is easily accessible to all stakeholders, both in printed and digital formats. The Sustainability Report can be downloaded through the official website at www.archiindonesia.com, while the submission of feedback or questions can be made through the feedback channel on the page <https://archiindonesia.com/id/contact-us/>. Information is presented clearly, in a structured and transparent so that readers can understand Archi’s sustainability performance comprehensively.

Archi juga membuka ruang komunikasi 2 arah sebagai sarana umpan balik bagi pemangku kepentingan untuk menyampaikan pandangan, masukan, maupun pertanyaan melalui saluran berikut ini:

Archi also provides a two-way communication channel as a feedback mechanism for stakeholders to convey their views, input, and questions through the following channels:

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KOMITMEN DAN STRATEGI KEBERLANJUTAN

Commitment and Strategy of Sustainability



02.

Archi menegaskan strategi keberlanjutan melalui sejumlah langkah terarah yang menyatu dengan visi bisnis perusahaan. Pertama, keberlanjutan diintegrasikan ke dalam tata kelola dan pengambilan keputusan, sehingga setiap kebijakan mempertimbangkan dampak ekonomi, sosial, dan lingkungan hidup secara seimbang. Kedua, risiko sosial dan lingkungan diperlakukan sebagai bagian penting dari manajemen risiko, dengan pengelolaan yang terukur sejak tahap perencanaan hingga implementasi.

Strategi berikutnya dijalankan melalui kerangka 5 pilar keberlanjutan yang menjadi panduan dalam merancang program kerja, memastikan efektivitas implementasi, serta mengevaluasi dampak operasional secara menyeluruh. Pendekatan ini juga dirancang adaptif terhadap konteks lokal dan selaras dengan agenda pembangunan global, termasuk pencapaian tujuan pembangunan berkelanjutan (*sustainable development goals/SDGs*).

Dengan strategi ini, Archi berkomitmen menciptakan nilai jangka panjang bagi Pemegang Saham dan pemangku kepentingan, sekaligus menjaga keseimbangan antara pertumbuhan ekonomi, kesejahteraan sosial, dan pelestarian lingkungan hidup.

Archi affirms its sustainability strategy through a series of focused measures that are integrated with the Company's business vision. First, sustainability is embedded into governance and decision-making processes, so that each policy takes into account economic, social, and environmental impacts in a balanced manner. Second, social and environmental risks are treated as integral components of risk management, with structured management applied from the planning stage through to implementation.

The next strategy is implemented through a framework of 5 sustainability pillars that serve as a guide in designing work programs, ensuring effective implementation, and comprehensively evaluating operational impacts. This approach is also designed to be adaptive to local contexts and aligned with global development agendas, including the achievement of the sustainable development goals (SDGs).

Through this strategy, Archi is committed to creating long-term value for Shareholders and stakeholders, while maintaining a balance between economic growth, social well-being, and environmental preservation.



- | | | |
|----------|--------------------|---|
| 1 | People | <p>Mendorong terciptanya ekosistem kerja yang sehat, adil, dan inklusif, dengan memperhatikan kesejahteraan, keselamatan, dan pengembangan kapasitas manusia yang terlibat dalam rantai usaha Archi.</p> <p>Promoting the creation of a healthy, fair, and inclusive working ecosystem by prioritizing the well-being, safety, and the development of human capacity involved in Archi's value chain.</p> |
| 2 | Planet | <p>Menjalankan aktivitas operasional dengan memperhatikan efisiensi sumber daya, pengelolaan limbah yang bertanggung jawab, serta mitigasi dampak lingkungan secara proaktif.</p> <p>Conducting operational activities with due regard to resource efficiency, responsible waste management, and proactive mitigation of environmental impacts.</p> |
| 3 | Prosperity | <p>Berperan aktif dalam mendorong pertumbuhan ekonomi yang merata melalui penciptaan nilai bersama dan distribusi manfaat yang seimbang bagi para pemangku kepentingan.</p> <p>Playing an active role in encouraging equitable economic growth through shared value creation and balanced distribution of benefits for stakeholders.</p> |
| 4 | Peace | <p>Menjaga harmoni sosial melalui penerapan etika usaha, penguatan tata kelola, serta pendekatan dialogis dalam membangun hubungan yang konstruktif dengan masyarakat sekitar.</p> <p>Maintaining social harmony through the application of business ethics, strengthening governance, and adopting a dialog-based approach to building constructive relationships with surrounding communities.</p> |
| 5 | Partnership | <p>Memperluas kolaborasi strategis lintas sektor sebagai langkah kolektif dalam mengakselerasi pencapaian tujuan keberlanjutan secara inklusif dan terukur.</p> <p>Expanding cross-sector strategic collaborations as a collective effort to accelerate the achievement of sustainability goals in an inclusive and measurable manner.</p> |

Setiap strategi usaha Archi dipetakan secara langsung dengan SDGs untuk memastikan keselarasan arah kebijakan dengan target global yang relevan. Pemetaan ini merefleksikan integrasi aspek ekonomi, sosial, dan lingkungan hidup dalam kerangka strategis perusahaan, sekaligus menjadi dasar kontribusi nyata terhadap pembangunan yang inklusif dan berkelanjutan.

Each of Archi's business strategies is directly mapped to the SDGs to ensure alignment of policy direction with relevant global targets. This mapping reflects the integration of economic, social, and the environment within the Company's strategic framework, while also serving as a foundation for making tangible contributions to inclusive and sustainable development.

Aspek Ekonomi Economic Aspect

PEKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI
DECENT WORK AND ECONOMIC GROWTH

8.1 Mempertahankan pertumbuhan ekonomi per kapita sesuai dengan kondisi nasional.
8.1 Maintaining economic growth per capita in line with the national condition.

<p>Strategi:</p> <ul style="list-style-type: none"> • Mendorong pertumbuhan segmen penambangan emas, segmen pengolahan dan perdagangan, serta segmen usaha lainnya. • Percepatan pembukaan pertambangan terbuka dan pertambangan bawah tanah. • Penyelesaian proyek-proyek infrastruktur pertambangan. • Peningkatan <i>recovery</i> emas. 	<p>Strategy:</p> <ul style="list-style-type: none"> • Driving growth in the gold mining segment, processing and trading segment, as well as other business segments. • Accelerating the development of open-pit and underground mining. • Completing mining infrastructure projects. • Enhancing gold recovery rates.
<p>Target: Peningkatan volume produksi dan penjualan.</p>	<p>Target: Increase in production and sales volume.</p>
<p>Pencapaian di Tahun 2025:</p> <ul style="list-style-type: none"> • Volume produksi emas meningkat sebesar 30,28% dibandingkan tahun 2024. • Pendapatan dari kontrak dengan pelanggan meningkat sebesar 72,53% dibandingkan tahun 2024. 	<p>Achievements in 2025:</p> <ul style="list-style-type: none"> • Gold production volume increased by 30.28% compared to 2024. • Revenue from contracts with customers increased by 72.53% compared to 2024.

Aspek Sosial Social Aspect



PEKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI DECENT WORK AND ECONOMIC GROWTH

8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja.

8.8 Protecting labor rights and promoting a safe and secure working environment for all workers.

Strategi:

- Pengelolaan ketenagakerjaan yang adil dan bertanggung jawab, termasuk penegakkan keselamatan dan kesehatan kerja sesuai dengan standar Sistem Manajemen Keselamatan Pertambangan dan ISO 45001:2018.
- Penyelenggaraan pengembangan kompetensi, karier, dan kesejahteraan karyawan yang adil dan tanpa diskriminasi.

Strategy:

- Fair and responsible labor management, including the enforcement of occupational health and safety in accordance with the Mining Safety Management System standards and ISO 45001:2018.
- Implementation of fair and non-discriminatory employee competency development, career advancement, and welfare programs.

Target:

- Peningkatan kepuasan kerja.
- Peningkatan produktivitas karyawan.
- Menurunnya kecelakaan kerja atau tidak adanya insiden kecelakaan kerja fatal (*zero fatality*) dan tidak adanya laporan pengaduan masalah ketenagakerjaan.

Target:

- Improvement in job satisfaction.
- Increased employee productivity.
- Decrease in occupational accidents or absence of fatal occupational accidents (*zero fatality*) and no reported labor-related complaints.

Pencapaian di Tahun 2025:

- Pencapaian *zero fatality* selama tahun 2025 pada Perseroan dan Grup Usaha.
- Penyelenggaraan pelatihan dan pengembangan kompetensi terhadap 89,38% dari total karyawan, dengan fokus pada penguatan keterampilan teknis dan kepemimpinan.
- Tidak adanya laporan pengaduan terkait masalah ketenagakerjaan.

Achievements in 2025:

- Achievement of *zero fatality* throughout 2025 at the Company and its Business Group.
- Implementation of training and competency development programs for 89.38% of total employees, focusing on strengthening technical and leadership skills.
- No reported complaints related to labor issues.

TANPA KEMISKINAN NO POVERTY



1.1 Mengurangi proporsi laki-laki, perempuan, dan anak-anak dari semua usia, yang hidup dalam kemiskinan di semua dimensi, sesuai dengan definisi nasional.

1.1 Reducing the proportion of male, female, and children of all ages living in poverty in all its dimensions, as defined nationally.

TANPA KELAPARAN ZERO HUNGER



2.1 Meningkatkan investasi dalam infrastruktur perdesaan, layanan kajian dan perluasan pertanian, pengembangan teknologi dan bank gen untuk tanaman dan ternak, untuk meningkatkan kapasitas pertanian.

2.1 Increasing investment in rural infrastructure, agricultural research and extension services, technology development and gene banks for crops and livestock, to enhance agricultural productive capacity.

KEHIDUPAN SEHAT DAN SEJAHTERA GOOD HEALTH AND WELL-BEING



3.8 Mencapai cakupan kesehatan universal, termasuk perlindungan risiko keuangan, akses terhadap pelayanan kesehatan dasar yang baik, dan akses terhadap obat-obatan dan vaksin dasar yang aman, efektif, berkualitas, dan terjangkau bagi semua orang.

3.8 Achieving universal health coverage, including financial risk protection, access to good basic health services, and access to safe, effective, quality, and affordable basic medicines and vaccines for all.

PENDIDIKAN BERKUALITAS QUALITY EDUCATION



4.4 Meningkatkan secara signifikan jumlah pemuda dan orang dewasa yang memiliki keterampilan yang relevan, termasuk keterampilan teknik dan kejuruan, untuk pekerjaan, pekerjaan yang layak, dan kewirausahaan.

4.4 Significantly increasing the number of youth and adults to have the relevant skills, including technical and vocational skills, for employment, decent work, and entrepreneurship.

AIR BERSIH DAN SANITASI LAYAK CLEAN WATER AND SANITATION



6.1 Mencapai akses universal dan merata terhadap air minum yang aman dan terjangkau bagi semua.

6.1 Achieving universal and equitable access to safe and affordable drinking water for all.

PEKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI DECENT WORK AND ECONOMIC GROWTH



8.3 Menggalakan kebijakan pembangunan yang mendukung kegiatan produktif, penciptaan lapangan kerja layak, kewirausahaan, kreativitas dan inovasi, dan mendorong formalisasi dan pertumbuhan usaha mikro, kecil, dan menengah.

8.3 Promoting development policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encouraging the formalization and growth of micro, small, and medium enterprises.

INDUSTRI, INOVASI, DAN INFRASTRUKTUR INDUSTRY, INNOVATION, AND INFRASTRUCTURE



9.1 Mengembangkan infrastruktur yang berkualitas, andal, berkelanjutan, dan tangguh, termasuk infrastruktur regional dan lintas batas, untuk mendukung pembangunan ekonomi dan kesejahteraan manusia, dengan fokus pada akses yang terjangkau dan merata bagi semua.

9.1 Developing quality, reliable, sustainable, and resilient infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

BERKURANGNYA KESENJANGAN REDUCED INEQUALITIES



10.2 Memberdayakan dan meningkatkan inklusi sosial, ekonomi, dan politik bagi semua, terlepas dari usia, jenis kelamin, difabilitas, ras, suku, asal, agama, kemampuan ekonomi, atau status lainnya.

10.2 Empowering and promoting social, economic, and political inclusion for all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic status, or other circumstances.

KOTA DAN PEMUKIMAN YANG BERKELANJUTAN SUSTAINABLE CITIES AND COMMUNITIES



11.1 Menjamin akses bagi semua terhadap perumahan yang layak, aman, terjangkau, dan pelayanan dasar, serta menata kawasan kumuh.

11.1 Ensuring access for all to adequate, safe, and affordable housing and basic services, and upgrading slum areas.

PERDAMAIAN, Keadilan, dan Kelembagaan yang Tangguh PEACE, JUSTICE, AND STRONG INSTITUTIONS



16.1 Mengurangi segala bentuk kekerasan dan terkait angka kematian di mana pun.

16.1 Reducing all forms of violence and related death rates everywhere.

KEMITRAAN UNTUK MENCAPAI TUJUAN
PARTNERSHIPS FOR THE GOALS



- 17.17 Mendorong dan meningkatkan kerja sama pemerintah-swasta dan masyarakat sipil yang efektif, berdasarkan pengalaman dan bersumber pada strategi kerja sama.**
17.17 Promoting and enhancing effective public-private and civil society partnerships, building on experience and cooperation strategies.

Strategi:

Penyelenggaraan program pengembangan dan pemberdayaan masyarakat yang berkelanjutan yang difokuskan pada peningkatan kualitas kesehatan, pendidikan, ekonomi, sosial, dan budaya, serta infrastruktur bagi masyarakat.

Strategy:

Implementation of sustainable community development and empowerment programs focused on improving health quality, education, economy, social, and cultural aspects, as well as infrastructure for the community.

Target:

- Peningkatan cakupan dan penerima manfaat dari program pengembangan dan pemberdayaan masyarakat.
- Peningkatan kesejahteraan sosial ekonomi masyarakat lokal.

Target:

- Expansion of coverage and beneficiaries of community development and empowerment programs.
- Enhancement of the socio-economic welfare of local communities.

Pencapaian di Tahun 2025:

- Cakupan program pengembangan dan pemberdayaan masyarakat diperluas hingga 30 wilayah dengan jumlah penerima manfaat sebanyak 5.005 orang.
- Peningkatan akses layanan kesehatan masyarakat melalui penyelenggaraan program Peningkatan Kualitas Kesehatan Ibu dan Anak bertajuk "1.000 Hari Pertama dalam Kehidupan" yang menjangkau 29 desa/kelurahan dengan 1.623 penerima manfaat.
- Dukungan pendidikan diberikan melalui program Beasiswa Studi Perguruan Tinggi di wilayah nasional (Beasiswa Toka Gold) dengan penerima manfaat sebanyak 34 mahasiswa yang berasal dari wilayah Ring I, II, dan III.
- Pengembangan infrastruktur dasar masyarakat mencakup pembangunan/renovasi fasilitas umum di 4 titik lokasi prioritas, antara lain fasilitas program air bersih di 3 desa dan puskesmas pembantu di 1 kelurahan.

Achievements in 2025:

- Coverage of community development and empowerment programs expanded to 30 areas with a total of 5,005 beneficiaries.
- Improved access to public health services through the implementation of Maternal and Child Health Quality Improvement Program titled "First 1,000 Days of Life," reaching 29 villages/sub-districts with 1,623 beneficiaries.
- Educational support provided through the Higher Education Scholarship Program at the national level (Toka Gold Scholarship) with 34 student beneficiaries originating from Ring I, II, and III areas.
- Development of basic community infrastructure includes the construction/renovation of public facilities at 4 priority locations, including clean water program facilities in 3 villages and an auxiliary community health center in 1 sub-district.

Aspek Lingkungan Hidup
Environmental Aspect

AIR BERSIH DAN SANITASI LAYAK
CLEAN WATER AND SANITATION



- 6.1 Meningkatkan kualitas air dengan mengurangi polusi, menghilangkan pembuangan, dan meminimalkan pelepasan material dan bahan kimia berbahaya, mengurangi setengah proporsi air limbah yang tidak diolah, dan secara signifikan meningkatkan daur ulang, serta penggunaan kembali barang daur ulang yang aman secara global.**
6.1 Improving water quality by reducing pollution, eliminating discharges, and minimizing the discharge of hazardous materials and chemicals, halving the proportion of untreated wastewater, and significantly increasing recycling and safe reuse of recyclables globally.



ENERGI BERSIH DAN TERJANGKAU
AFFORDABLE AND CLEAN ENERGY

- 7.2 Meningkatkan, secara substansial, pangsa energi terbarukan dalam bauran energi global.**
7.2 Substantially increasing the market share of renewable energy in the global energy mix.



KONSUMSI DAN PRODUKSI YANG BERTANGGUNG JAWAB
RESPONSIBLE CONSUMPTION AND PRODUCTION

12.5 Mengurangi produksi limbah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali.
12.5 Reducing waste production through prevention, reduction, recycling, and reuse.



PENANGANAN PERUBAHAN IKLIM
CLIMATE ACTION

13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi, dan perencanaan nasional.
13.2 Integrating climate change anticipatory actions into national policies, strategies, and plans.



EKOSISTEM DARATAN
LIFE ON LAND

15.1 Menjamin pelestarian, restorasi, dan pemanfaatan berkelanjutan dari ekosistem daratan dan perairan darat serta jasa lingkungannya.
15.1 Ensuring the conservation, restoration, and sustainable use of terrestrial and inland water ecosystems and the environmental services.

Strategi:

- Peningkatan penggunaan sumber energi terbarukan.
- Efisiensi penggunaan energi dan sumber daya air.
- Pengelolaan material dan limbah dengan mengutamakan penggunaan kembali.
- Penyelenggaraan inisiatif lingkungan hidup di area operasional tambang dan sekitarnya.

Strategy:

- Increased use of renewable energy sources.
- Efficiency in energy and water resource utilization.
- Material and waste management prioritizing reuse.
- Implementation of environmental initiatives in and around mining operational areas.

Target:

- Penggunaan energi di Archi didominasi oleh sumber energi terbarukan.
- Peningkatan efisiensi energi.
- Penurunan intensitas emisi yang dihasilkan.
- Peningkatan jumlah limbah yang digunakan kembali serta pengurangan limbah yang dibuang.
- Pemenuhan kewajiban reklamasi lahan tambang.
- Tidak adanya laporan pengaduan maupun sanksi dari regulator terkait masalah lingkungan hidup yang ditimbulkan.

Target:

- Archi's energy usage is dominated by renewable energy sources.
- Improvement in energy efficiency.
- Reduction in emission intensity.
- Increased waste reuse and reduced waste disposal.
- Fulfillment of obligations for mining land reclamation.
- No reported complaints or sanctions from regulators regarding environmental issues.

Pencapaian di Tahun 2025:

- Kontribusi energi terbarukan mencapai 33,70% dari total konsumsi energi sepanjang tahun 2025.
- Efisiensi energi meningkat menjadi 0,008/Ton.
- Intensitas emisi karbon turun ke level 0,0017TonCO₂eq/Ton dibandingkan tahun sebelumnya.
- Kontribusi penggunaan air daur ulang mencapai 74,56% air dari tailings storage facility dari total konsumsi air sepanjang tahun 2025.
- Rehabilitasi lahan pada tahun 2025 mencapai 163 hektare, termasuk 4,9 hektare yang direalisasikan melalui program reklamasi.
- Tidak terdapat pengaduan maupun sanksi regulator terkait aspek lingkungan hidup.

Achievements in 2025:

- Contribution of renewable energy reached 33.70% of total energy consumption throughout 2025.
- Energy efficiency increased to 0.008 GJ/Ton.
- Carbon emission intensity decreased to 0.0017 TonCO₂eq/Ton compared to the previous year.
- Contribution of recycled water usage reached 74.56% from the tailing storage facility of total water consumption throughout 2025.
- Land rehabilitation in 2025 reached 163 hectares, including 4.9 hectares realized through the reclamation program.
- There were no complaints or regulatory sanctions related to environmental aspects.

IKHTISAR KINERJA KEBERLANJUTAN

Sustainability Performance Highlights



03.

Keberlanjutan Kinerja Ekonomi [POJK B.1]

Sustainability of Economic Performance

Manfaat Ekonomi Economic Benefits



Total Aset
Total Assets

2025

AS\$1.026.763.377

2024

AS\$865.399.797

2023

AS\$803.580.181



**Pendapatan dari Kontrak
dengan Pelanggan**
Revenue from Contracts with
Customers

2025

AS\$496.229.823

2024

AS\$287.618.877

2023

AS\$249.630.768



Laba Tahun Berjalan
Profit for the Year

2025

AS\$102.523.383

2024

AS\$10.417.368

2023

AS\$14.759.124





Pencapaian Operasional Operational Achievements



Kapasitas Pabrik per Tahun Plant Capacity per Annum

2025	4,0
2024	4,0
2023	4,0

(Juta Ton / Million Tons)



Volume Produksi Emas Gold Production Volume

2025	121,73
2024	93,44
2023	123,25



Volume Penjualan Emas Gold Sales Volume

2025	123,52
2024	97,12
2023	120,55



Volume Produksi Perak Silver Production Volume

2025	125,88
2024	209,99
2023	219,67



Volume Penjualan Perak Silver Sales Volume

2025	91,67
2024	229,52
2023	226,38




(Kilo Ons / Kilo Ounces)

Keberlanjutan Kinerja Sosial [POJK B.3] Sustainability of Social Performance

Pengelolaan Ketenagakerjaan Manpower Management

Total Karyawan Total Employee		Karyawan Wanita Female Employees		Biaya Pengembangan Kompetensi Karyawan Employees' Competency Development Costs		Jumlah Kecelakaan Kerja Number of Occupational Accidents	
2025		2025		2025		2025	
800		16,67		62,8		Nihil	
2024	2023	2024	2023	2024	2023	2024	2023
802	755	16,21	16,56	22,9	43,7	Nihil	Nihil
(Orang / Person)		(%)		(AS\$ Ribu / US\$ Thousand)		(Kejadian / Incidents)	

Pelaksanaan Program Pengembangan dan Pemberdayaan Masyarakat Implementation of Community Development and Empowerment Programs

	2025	2024	2023	
 Total Pemasok Lokal Total Local Suppliers	21,34	22,40	26,20	(%)
 Biaya Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat Cost of Community Development and Empowerment	2.028.795	1.031.445	1.804.204	(AS\$ / US\$)
 Total Penerima Manfaat Total Beneficiaries	5.005	3.738	3.888	(Orang / Person)

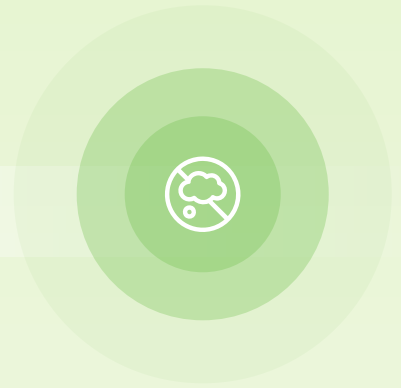
Keberlanjutan Kinerja Lingkungan Hidup [POJK B.2] Sustainability of Environmental Performance

Pengelolaan Energi dan Emisi Energy and Emissions Management

	Total Konsumsi Energi Terbarukan Total Renewable Energy Consumption		Efisiensi Energi Energy Efficiency	
Energi Energy	2025	616.712	0,008	
	2024	602.134	(0,002)*	
	2023	647.597	0,001	
		(GJ)	(GJ/Ton)	



	Total Emisi Gas Rumah Kaca Total Greenhouse Gas		Efisiensi Emisi Emission Efficiency
Emisi Emission	2025	53.867	0,0015
	2024	81.914*	(0,0003)
	2023	77.667*	(0,0001)
		(TonCo ₂ eq)	(TonCo ₂ eq/Ton)



Pengelolaan Air Water Management

	2025	2024	2023
Penggunaan Air Water Usage	5.290.491	5.157.749	4.691.169
Kontribusi Air Daur Ulang terhadap Total Penggunaan Air Contribution of Recycled Water to Total Water Usage	74,56	84,28	78,38 (%)

Pengelolaan Limbah dan Efluen Waste and Effluent Management

	2025	2024	2023
Limbah Non-B3 yang Dipersiapkan untuk Digunakan Kembali Non-Hazardous Waste Prepared for Reuse	7	7	5 (Ton / Tons)
Air yang Dibuang dari Kolam Pengendapan ke Badan Air Lingkungan Water Discharged from Sedimentation Ponds to Environmental Water Bodies	35.238.062	28.318.995	42.388.059 (m ³)

Pengelolaan Lingkungan Hidup Environmental Management

Luas Lahan yang Direhabilitasi
Rehabilitated Land Area

2025

163

2024 2023
158* 153*

(Hektare / Hectares)

Biaya Pengelolaan Lingkungan Hidup
Water Recycle

2025

1.075.760

2024 2023
1.011.656 1.409.693

(AS\$ / US\$)

Flora
Flora

2025

129

2024 2023
124 142

(Spesies / Species)

Fauna
Fauna

2025

89

2024 2023
77 129

(Spesies / Species)

* Disajikan kembali / Restated.

Penghargaan dan Sertifikasi

Awards and Certifications

Penghargaan Awards

PT Meares Soputan Mining (MSM)



Penghargaan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup – Peringkat Biru
Award for the Corporate Performance Rating Program in Environmental Management – Blue Rating

Penyelenggara : Menteri Lingkungan Hidup / Kepala Badan Pengendalian Lingkungan Hidup Republik Indonesia
Organizer : Minister of Environment / Head of Environmental Control Agency of the Republic of Indonesia
Tanggal : 10 April 2025
Date : April 10, 2025



Keikutsertaan Lomba Kebersihan Sekota Bitung dalam Rangka Memperingati Hari Ulang Tahun Kemerdekaan Republik Indonesia ke-80 Tahun 2025

Participation in Bitung City Cleanliness Competition in Commemoration of the 80th Anniversary of the Independence of the Republic of Indonesia in 2025

Penyelenggara : Pemerintah Kota Bitung
Organizer : Bitung City Government
Tanggal : 15 Agustus 2025
Date : August 15, 2025



Perusahaan Pelaksana Perbaikan Rumah Tidak Layak Huni dalam Rangka Penanggulangan Kemiskinan serta Mendukung Program Nasional 3 Juta Rumah di Kabupaten Minahasa Utara

Implementing Company for the Improvement of Uninhabitable Houses in the Context of Poverty Alleviation and Supporting the National Program of 3 Million Houses in North Minahasa Regency

Penyelenggara : Pemerintah Kabupaten Minahasa Utara
Organizer : North Minahasa Regency Government
Tanggal : 1 September 2025
Date : September 1, 2025



Partisipasi dalam Menyukseskan Festival Pesona Selat Lembeh (FPSL) Kota Bitung Tahun 2025

Participation in Enlivening Pesona Selat Lembeh Festival (FPSL) Bitung City 2025

Penyelenggara : Panitia Festival Pesona Selat Lembeh tahun 2025
Organizer : Pesona Selat Lembeh Festival Committee 2025
Tanggal : 13 Oktober 2025
Date : October 13, 2025

PT Tambang Tondano Nusajaya (TTN)



Penghargaan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup – Peringkat Biru
Award for the Corporate Performance Rating Program in Environmental Management – Blue Rating

Penyelenggara / Organizer : Menteri Lingkungan Hidup / Kepala Badan Pengendalian Lingkungan Hidup Republik Indonesia
Minister of Environment / Head of Environmental Control Agency of the Republic of Indonesia

Tanggal / Date : 10 April 2025
April 10, 2025



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Penyelenggara / Organizer : Pemerintah Kota Bitung
Bitung City Government

Tanggal / Date : 15 Agustus 2025
August 15, 2025

Sertifikasi Certifications

MSM



ISO 45001:2018
Sistem Manajemen Kesehatan dan Kesehatan Kerja
Proyek Toka Tindung, Desa Winuri, Kecamatan Likupang Timur
Kabupaten Minahasa Utara, Sulawesi Utara 95373

ISO 45001:2018
Occupational Health and Safety Management System
Toka Tindung Project, Winuri Village,
East Likupang Sub-District
North Minahasa Regency, North Sulawesi 95373

Penyelenggara : PT Lloyd's Register Indonesia
Organizer : (Lloyd's Register Quality Assurance Limited)

Tanggal : 11 Juli 2023-2 Agustus 2025
Date : July 11, 2023-August 2, 2025



ISO 14001:2015
Sistem Manajemen Lingkungan
Proyek Toka Tindung, Desa Winuri, Kecamatan Likupang Timur
Kabupaten Minahasa Utara, Sulawesi Utara 95373

ISO 14001:2015
Environmental Management System
Toka Tindung Project, Winuri Village,
East Likupang Sub-District
North Minahasa Regency, North Sulawesi 95373

Penyelenggara : PT Lloyd's Register Indonesia
Organizer : (Lloyd's Register Quality Assurance Limited)

Tanggal : 11 Juli 2023-2 Agustus 2025
Date : July 11, 2023-August 2, 2025

TTN



ISO 45001:2018
Sistem Manajemen Keselamatan dan Kesehatan Kerja
 Proyek Toka Tindung, Desa Winuri, Kecamatan Likupang Timur
 Kabupaten Minahasa Utara, Sulawesi Utara 95373
ISO 45001:2018
Occupational Health and Safety Management System
 Toka Tindung Project, Winuri Village,
 East Likupang Sub-District
 North Minahasa Regency, North Sulawesi 95373

Penyelenggara : PT Lloyd's Register Indonesia
Organizer : (Llyod's Register Quality Assurance Limited)
Tanggal : 31 Juli 2023-2 Agustus 2025
Date : July 31, 2023-August 2, 2025



ISO 14001:2015
Sistem Manajemen Lingkungan
 Proyek Toka Tindung, Desa Winuri, Kecamatan Likupang Timur
 Kabupaten Minahasa Utara, Sulawesi Utara 95373
ISO 14001:2015
Environmental Management System
 Toka Tindung Project, Winuri Village,
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 North Minahasa Regency, North Sulawesi 95373

Penyelenggara : PT Lloyd's Register Indonesia
Organizer : (Llyod's Register Quality Assurance Limited)
Tanggal : 31 Juli 2023-2 Agustus 2025
Date : July 31, 2023-August 2, 2025

SAMBUTAN DIREKSI

[POJK D.1] [GRI 2-22]
Report from the Board of Directors



04.



Rudy Suhendra

Direktur Utama
President Director



Para Pemangku Kepentingan yang Terhormat, Dear Valued Stakeholders,

Puji dan syukur kami panjatkan ke hadirat Tuhan Yang Maha Esa atas rahmat dan karunia-Nya, sehingga Archi dapat menjalankan kegiatan usaha sepanjang tahun 2025 dengan tetap menjaga keseimbangan antara pencapaian kinerja dan penerapan prinsip keberlanjutan. Tahun ini ditandai oleh dinamika eksternal yang cukup menantang, baik dari sisi volatilitas harga komoditas, ketidakpastian ekonomi global, maupun meningkatnya ekspektasi terhadap praktik usaha yang bertanggung jawab, khususnya dalam aspek lingkungan, sosial, dan tata kelola.

Di tengah kondisi tersebut, Archi mampu menunjukkan kinerja yang positif sekaligus memperkuat implementasi keberlanjutan di seluruh lini operasional. Peningkatan produksi dan kinerja keuangan yang solid berjalan seiring dengan penguatan pengelolaan lingkungan, penerapan praktik ketenagakerjaan yang bertanggung jawab, serta peningkatan kontribusi sosial kepada masyarakat sekitar wilayah operasional. Pendekatan ini mencerminkan arah strategis Archi yang tidak hanya berfokus pada pertumbuhan usaha, tetapi juga pada penciptaan nilai jangka panjang yang berkelanjutan bagi seluruh pemangku kepentingan.

Tantangan Eksternal dan Isu-Isu Keberlanjutan

Archi menghadapi dinamika tantangan keberlanjutan yang semakin kompleks, baik yang bersumber dari faktor internal maupun eksternal, yang memengaruhi keberlangsungan usaha dalam jangka panjang. Dari perspektif ekonomi, tantangan utama berkaitan dengan volatilitas harga komoditas, tekanan terhadap efisiensi biaya, serta perubahan regulasi yang semakin menekankan praktik usaha berkelanjutan. Di sisi lain, kebutuhan untuk memperluas cakupan pengelolaan keberlanjutan secara terintegrasi di seluruh entitas usaha juga menjadi fokus utama, khususnya dalam memastikan konsistensi implementasi kebijakan dan praktik keberlanjutan.

Pada aspek lingkungan, tantangan utama yang dihadapi berkaitan dengan potensi peningkatan konsumsi energi yang dapat berdampak terhadap emisi gas rumah kaca serta perubahan iklim. Risiko tersebut menjadi semakin relevan seiring dengan intensitas operasional pertambangan yang tinggi serta kebutuhan energi yang signifikan. Sementara itu, pada aspek sosial, tantangan keberlanjutan berkaitan dengan peningkatan ekspektasi pemangku kepentingan terhadap praktik ketenagakerjaan yang adil, perlindungan hak asasi manusia, serta kontribusi terhadap masyarakat sekitar wilayah operasional. Archi menyadari bahwa keberhasilan operasional tidak terlepas dari hubungan yang harmonis dengan karyawan dan masyarakat, sehingga diperlukan pendekatan yang lebih sistematis dalam pengelolaan aspek sosial.

We extend our praise and gratitude to God Almighty for His blessings and grace, enabling Archi to carry out its business activities throughout 2025 while maintaining a balance between performance achievement and the implementation of sustainability principles. This year was marked by quite challenging external dynamics, both in terms of commodity price volatility, global economic uncertainty, and increasing expectations for responsible business practices, particularly in environmental, social, and governance aspects.

Amid these conditions, Archi was able to demonstrate positive performance while strengthening the implementation of sustainability across all operational lines. The increase in production and solid financial performance went hand in hand with strengthened environmental management, the implementation of responsible labor practices, and enhanced social contributions to communities around the operational areas. This approach reflects Archi's strategic direction, which focuses not only on business growth but also on creating sustainable, long-term value for all stakeholders.

External Challenges and Sustainability Issues

Archi faces increasingly complex sustainability challenge dynamics, both from internal and external factors, which affect long-term business continuity. From an economic perspective, the main challenges relate to commodity price volatility, pressure on cost efficiency, and regulatory changes that increasingly emphasize sustainable business practices. On the other hand, the need to expand the scope of sustainability management in an integrated manner across all business entities has also become a key focus, particularly in ensuring consistency in the implementation of sustainability policies and practices.

In the environmental aspect, the primary challenge faced relates to the potential increase in energy consumption, which may impact greenhouse gas emissions and climate change. This risk becomes increasingly relevant in line with the high intensity of mining operations and significant energy requirements. Meanwhile, in the social aspect, sustainability challenges are associated with the rising expectations of stakeholders regarding fair labor practices, the protection of human rights, and contributions to communities surrounding operational areas. Archi recognizes that operational success is inseparable from harmonious relationships with employees and communities, thus requiring a more systematic approach in managing social aspects.

Komitmen dan Nilai Keberlanjutan

Di tengah dinamika dan tantangan keberlanjutan yang berkembang sepanjang tahun 2025, Archi memastikan bahwa seluruh tantangan keberlanjutan tersebut dapat dikelola secara adaptif, terukur, dan selaras dengan tujuan penciptaan nilai jangka panjang. Oleh karena itu, Archi menegaskan komitmen keberlanjutan sebagai bagian yang terintegrasi dalam strategi bisnis dan tata kelola perusahaan. Keberlanjutan tidak diposisikan sebagai inisiatif terpisah, melainkan menjadi dasar dalam setiap proses pengambilan keputusan, dengan mempertimbangkan keseimbangan antara aspek ekonomi, lingkungan, dan sosial.

Penerapan komitmen tersebut didukung oleh nilai inti Archi yang mencakup kepercayaan, inovasi, kesatuan, keunggulan, dan orientasi pada hasil, yang menjadi landasan dalam membentuk budaya kerja serta perilaku organisasi. Nilai-nilai ini juga memperkuat kontribusi Archi dalam mendukung pencapaian Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals/SDGs*), khususnya SDGs 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi), SDGs 12 (Konsumsi dan Produksi yang Bertanggung Jawab), dan SDGs 13 (Penanganan Perubahan Iklim), yang relevan dengan kegiatan usaha Archi. Selain itu, kontribusi terhadap SDGs 3 (Kehidupan Sehat dan Sejahtera) dan SDGs 4 (Pendidikan Berkualitas) tercermin melalui berbagai program pengembangan masyarakat yang berfokus pada peningkatan kualitas kesehatan dan pendidikan.

Kebijakan dan Strategi dalam Merespons Tantangan Keberlanjutan

Sejalan dengan itu, Archi juga terus mengembangkan kerangka strategis yang terstruktur melalui pendekatan 5 pilar keberlanjutan, yaitu *People*, *Planet*, *Prosperity*, *Peace*, dan *Partnership*, yang menjadi panduan dalam merancang program kerja, memastikan efektivitas implementasi, serta mengevaluasi dampak operasional secara menyeluruh. Pilar *People* menekankan penciptaan ekosistem kerja yang sehat, adil, dan inklusif, sementara *Planet* berfokus pada pengelolaan lingkungan yang bertanggung jawab dan efisiensi sumber daya. Pilar *Prosperity* diarahkan untuk mendorong pertumbuhan ekonomi yang berkelanjutan melalui penciptaan nilai bersama, sedangkan *Peace* dan *Partnership* menekankan pentingnya tata kelola yang etis serta kolaborasi strategis dengan berbagai pemangku kepentingan. Pendekatan ini memastikan bahwa kebijakan dan strategi keberlanjutan terintegrasi dalam seluruh aktivitas usaha serta selaras dengan arah pengembangan jangka panjang Archi.

Pada aspek ekonomi, strategi keberlanjutan diarahkan untuk menjaga kesinambungan pertumbuhan usaha melalui penguatan seluruh segmen bisnis, termasuk penambangan emas, pengolahan dan perdagangan, serta pengembangan usaha lainnya. Archi mendorong optimalisasi produksi pada

Commitment and Sustainability Values

Amid the evolving dynamics and sustainability challenges throughout 2025, Archi ensures that all such sustainability challenges are managed in an adaptive, measurable manner and aligned with long-term value creation objectives. Therefore, Archi affirms its commitment to sustainability as an integral part of its business strategy and corporate governance. Sustainability is not positioned as a separate initiative but rather as a foundation for every decision-making process, taking into account the balance among economic, environmental, and social aspects.

The implementation of this commitment is supported by Archi's core values, which include trust, innovation, unity, excellence, and results orientation, serving as the foundation in shaping work culture and organizational behavior. These values also strengthen Archi's contribution to achieving the Sustainable Development Goals (SDGs), particularly SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action), which are relevant to Archi's business activities. In addition, contributions to SDG 3 (Good Health and Well-being) and SDG 4 (Quality Education) are reflected through various community development programs focused on improving the quality of health and education.

Policies and Strategies in Responding to Sustainability Challenges

In line with this, Archi continues to develop a structured strategic framework through a five-pillar sustainability approach, namely *People*, *Planet*, *Prosperity*, *Peace*, and *Partnership*, which serves as a guideline in designing work programs, ensuring effective implementation, and evaluating operational impacts comprehensively. The *People* pillar emphasizes the creation of a healthy, fair, and inclusive work ecosystem, while *Planet* focuses on responsible environmental management and resource efficiency. The *Prosperity* pillar is directed at driving sustainable economic growth through shared value creation, while *Peace* and *Partnership* emphasize the importance of ethical governance and strategic collaboration with various stakeholders. This approach ensures that sustainability policies and strategies are integrated across all business activities and aligned with Archi's long-term development direction.

In the economic aspect, the sustainability strategy is directed at maintaining the continuity of business growth through the strengthening of all business segments, including gold mining, processing, and trading, as well as the development of other business activities. Archi promotes production optimization



tambang terbuka dan tambang bawah tanah, penyelesaian proyek infrastruktur pertambangan, serta peningkatan *recovery* emas guna mengoptimalkan pemanfaatan sumber daya. Langkah ini dilakukan secara terukur dengan mempertimbangkan efisiensi biaya, produktivitas operasional, serta keberlanjutan cadangan, sehingga mampu mendukung penciptaan nilai ekonomi yang berkelanjutan bagi pemangku kepentingan.

Pada aspek lingkungan dan sosial, Archi menjalankan strategi yang berfokus pada pengelolaan dampak operasional secara bertanggung jawab serta peningkatan kualitas hubungan dengan pemangku kepentingan. Dari sisi lingkungan, Archi meningkatkan penggunaan energi terbarukan, mendorong efisiensi energi dan air, serta mengelola material dan limbah dengan mengutamakan prinsip penggunaan kembali. Sementara itu, pada aspek sosial, Archi memastikan penerapan praktik ketenagakerjaan yang adil dan bertanggung jawab, termasuk pemenuhan standar K3 berbasis Sistem Manajemen Keselamatan Pertambangan dan ISO 45001:2018, serta pengembangan kompetensi dan kesejahteraan karyawan secara inklusif. Program pemberdayaan masyarakat juga terus diperkuat melalui berbagai inisiatif di bidang kesehatan, pendidikan, ekonomi, sosial, budaya, dan infrastruktur.

Pencapaian Target dan Kinerja Keberlanjutan

Sepanjang tahun 2025, Archi mampu mencatatkan capaian kinerja keberlanjutan yang menunjukkan kemajuan positif dan selaras dengan target yang telah ditetapkan, baik pada aspek ekonomi, lingkungan, maupun sosial. Pada aspek ekonomi, Archi berhasil meningkatkan volume produksi emas sebesar 30,28% dibandingkan tahun 2024, yang diikuti dengan pertumbuhan pendapatan dari kontrak dengan pelanggan sebesar 72,53%. Capaian ini mencerminkan efektivitas strategi operasional dalam mengoptimalkan produksi serta memanfaatkan momentum harga komoditas yang menguntungkan. Peningkatan kinerja ekonomi tersebut tidak hanya memperkuat posisi keuangan Archi, tetapi juga mendukung penciptaan nilai ekonomi yang lebih luas bagi pemangku kepentingan.

Pada aspek lingkungan, Archi mencatatkan kemajuan dalam pengelolaan sumber daya dan pengurangan dampak operasional terhadap lingkungan. Kontribusi energi terbarukan mencapai 33,70% dari total konsumsi energi, disertai peningkatan efisiensi energi menjadi 0,008 GJ/ton serta penurunan intensitas emisi gas rumah kaca menjadi 0,0017 tonCO₂eq/ton. Pengelolaan sumber daya air juga menunjukkan hasil positif dengan kontribusi penggunaan air daur ulang mencapai 74,56% dari total konsumsi air. Selain itu, Archi merealisasikan rehabilitasi lahan seluas 163 hektare, termasuk melalui program reklamasi, sebagai bagian dari komitmen terhadap pemulihan lingkungan.

in both open-pit and underground mining, the completion of mining infrastructure projects, and increased gold recovery to optimize resource utilization. These measures are implemented in a measured manner, taking into account cost efficiency, operational productivity, and reserve sustainability, thereby supporting the creation of sustainable economic value for stakeholders.

In the environmental and social aspects, Archi implements a strategy focused on managing operational impacts responsibly and enhancing the quality of relationships with stakeholders. From an environmental perspective, Archi increases the use of renewable energy, promotes energy and water efficiency, and manages materials and waste by prioritizing reuse principles. Meanwhile, in the social aspect, Archi ensures the implementation of fair and responsible labor practices, including compliance with OHS standards based on the Mining Safety Management System and ISO 45001:2018, as well as the inclusive development of employee competencies and welfare. Community empowerment programs are also continuously strengthened through various initiatives in the areas of health, education, economy, social, culture, and infrastructure.

Achievement of Targets and Sustainability Performance

Throughout 2025, Archi was able to record sustainability performance achievements that demonstrate positive progress and are aligned with the targets that have been set, across economic, environmental, and social aspects. In the economic aspect, Archi successfully increased gold production volume by 30.28% compared to 2024, which was followed by a 72.53% increase in revenue from contracts with customers. This achievement reflects the effectiveness of operational strategies in optimizing production and leveraging favorable commodity price momentum. The improvement in economic performance not only strengthens Archi's financial position but also supports the creation of broader economic value for stakeholders.

In the environmental aspect, Archi recorded progress in resource management and the reduction of operational impacts on the environment. The contribution of renewable energy reached 33.70% of total energy consumption, accompanied by an improvement in energy efficiency to 0.008 GJ/ton and a reduction in greenhouse gas emission intensity to 0.0017 tonCO₂eq/ton. Water resource management also showed positive results, with the contribution of recycled water usage reaching 74.56% of total water consumption. In addition, Archi realized land rehabilitation covering 163 hectares, including through reclamation programs, as part of its commitment to environmental restoration.

Pada aspek sosial, Archi menunjukkan kinerja yang solid dalam menciptakan lingkungan kerja yang aman, produktif, dan inklusif, serta memberikan kontribusi nyata kepada masyarakat. Sepanjang tahun pelaporan, Archi berhasil mencapai *zero fatality* yang mencerminkan efektivitas penerapan sistem K3 yang baik. Selain itu, Archi juga menyelenggarakan program pelatihan dan pengembangan kompetensi yang menjangkau 89,60% karyawan, guna meningkatkan produktivitas dan kesiapan organisasi. Dari sisi pemberdayaan masyarakat, cakupan program diperluas hingga 30 wilayah dengan total 5.005 penerima manfaat, termasuk program kesehatan ibu dan anak yang menjangkau 29 desa/kelurahan dengan 1.623 penerima manfaat serta program pendidikan melalui Beasiswa Toka Gold bagi 34 mahasiswa. Pengembangan infrastruktur dasar juga dilakukan melalui pembangunan dan renovasi fasilitas umum di sejumlah wilayah prioritas, yang memberikan dampak langsung terhadap peningkatan kesejahteraan masyarakat.

Selain itu, Archi juga mencatatkan berbagai penghargaan dan pengakuan yang positif dari pemangku kepentingan. Sepanjang tahun 2025, MSM memperoleh Penghargaan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup – Peringkat Biru, Keikutsertaan Lomba Kebersihan Sekota Bitung dalam Rangka Memperingati Hari Ulang Tahun Kemerdekaan Republik Indonesia ke-80 Tahun 2025, Perusahaan Pelaksana Perbaikan Rumah Tidak Layak Huni dalam Rangka Penanggulangan Kemiskinan serta Mendukung Program Nasional 3 Juta Rumah di Kabupaten Minahasa Utara, serta Partisipasi dalam Menyukseskan Festival Pesona Selat Lembah (FPSL) Kota Bitung Tahun 2025. Sementara itu, TTN memperoleh Penghargaan Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup – Peringkat Biru dan Keikutsertaan Lomba Kebersihan Sekota Bitung dalam Rangka Memperingati Hari Ulang Tahun Kemerdekaan Republik Indonesia ke-80 Tahun 2025. Dengan capaian tersebut, Archi menunjukkan konsistensi dalam mengintegrasikan keberlanjutan ke dalam kinerja operasional secara menyeluruh.

In the social aspect, Archi demonstrated solid performance in creating a safe, productive, and inclusive work environment, while also delivering tangible contributions to the community. Throughout the reporting year, Archi successfully achieved zero fatality, reflecting the effectiveness of the implementation of a robust OHS system. In addition, Archi also conducted training and competency development programs that reached 89.60% of employees, in order to enhance productivity and organizational readiness. From a community empowerment perspective, program coverage was expanded to 30 areas with a total of 5,005 beneficiaries, including maternal and child health programs reaching 29 villages/sub-districts with 1,623 beneficiaries, as well as education programs through the Toka Gold Scholarship for 34 students. The development of basic infrastructure was also carried out through the construction and renovation of public facilities in several priority areas, providing a direct impact on improving community welfare.

Moreover, Archi also recorded various awards and positive recognition from stakeholders. Throughout 2025, MSM received the Corporate Performance Rating Program in Environmental Management Award – Blue Rating, participation in the Citywide Cleanliness Competition of Bitung in commemoration of the 80th Anniversary of the Independence of the Republic of Indonesia in 2025, recognition as a company implementing the rehabilitation of uninhabitable houses in the context of poverty alleviation as well as supporting the National 3 Million Houses Program in North Minahasa Regency, and participation in supporting the success of the Pesona Selat Lembah Festival (FPSL) of Bitung City in 2025. Meanwhile, TTN received the Corporate Performance Rating Program in Environmental Management Award – Blue Rating and participation in the Citywide Cleanliness Competition of Bitung in commemoration of the 80th Anniversary of the Independence of the Republic of Indonesia in 2025. With these achievements, Archi demonstrates consistency in integrating sustainability into its overall operational performance.



Pengelolaan Risiko terkait Iklim

Pencapaian kinerja keberlanjutan sepanjang tahun 2025 tidak terlepas dari penguatan pengelolaan risiko yang terintegrasi, termasuk dalam mengantisipasi risiko perubahan iklim yang semakin relevan terhadap keberlangsungan operasional. Archi secara proaktif mengelola risiko terkait perubahan iklim melalui pendekatan yang terintegrasi dalam kerangka manajemen risiko, dengan mengidentifikasi 3 dimensi utama, yaitu risiko fisik, risiko transisi, dan peluang. Risiko fisik mencakup perubahan pola curah hujan, peningkatan suhu, serta meningkatnya frekuensi cuaca ekstrem yang berpotensi memengaruhi stabilitas operasional tambang, termasuk gangguan terhadap aktivitas produksi dan infrastruktur pendukung. Sementara itu, risiko transisi muncul dari dinamika regulasi terkait emisi karbon, peningkatan ekspektasi pasar terhadap praktik bisnis yang ramah lingkungan, serta potensi kenaikan biaya operasional sebagai dampak dari kebijakan ekonomi rendah karbon. Dalam merespons hal tersebut, Archi memperkuat kerangka manajemen risiko melalui proses identifikasi, pengukuran, pemantauan, dan mitigasi risiko yang dilakukan secara sistematis sejak tahap perencanaan hingga pelaksanaan operasional.

Di sisi lain, Archi juga memandang bahwa risiko iklim juga menghadirkan peluang strategis dalam mendorong transformasi operasional yang lebih efisien dan berkelanjutan. Sepanjang tahun 2025, Archi mengalokasikan belanja modal pada proyek yang sejalan dengan prinsip keuangan berkelanjutan, khususnya pada pengembangan energi terbarukan dan peningkatan efisiensi operasional. Realisasi investasi pada proyek-proyek tersebut mencapai A\$75,1 juta, yang diarahkan antara lain untuk pengembangan pit baru, penambangan bawah tanah, serta peningkatan *recovery rate* pada fasilitas pengolahan. Inisiatif ini tidak hanya mendukung pengelolaan risiko iklim secara lebih efektif, tetapi juga memperkuat daya saing Archi melalui peningkatan efisiensi energi, adopsi teknologi yang lebih ramah lingkungan, serta peningkatan kepercayaan pemangku kepentingan yang semakin menekankan aspek keberlanjutan dalam pengambilan keputusan investasi.

Climate-Related Risk Management

The achievement of sustainability performance throughout 2025 is inseparable from the strengthening of integrated risk management, including in anticipating climate change risks that are increasingly relevant to operational continuity. Archi proactively manages climate change-related risks through an approach integrated within the risk management framework, by identifying three main dimensions, namely physical risks, transition risks, and opportunities. Physical risks include changes in rainfall patterns, rising temperatures, and the increasing frequency of extreme weather events that may affect the stability of mining operations, including disruptions to production activities and supporting infrastructure. Meanwhile, transition risks arise from regulatory dynamics related to carbon emissions, increasing market expectations for environmentally friendly business practices, and the potential increase in operational costs as a result of low-carbon economic policies. In responding to these, Archi strengthens its risk management framework through systematic processes of risk identification, measurement, monitoring, and mitigation carried out from the planning stage through to operational implementation.

On the other hand, Archi also views climate risks as presenting strategic opportunities to drive more efficient and sustainable operational transformation. Throughout 2025, Archi allocated capital expenditure to projects aligned with sustainable finance principles, particularly in the development of renewable energy and the enhancement of operational efficiency. The realization of investments in these projects reached US\$75.1 million, which was directed, among others, to the development of new pits, underground mining, and the improvement of recovery rates at processing facilities. These initiatives not only support more effective climate risk management but also strengthen Archi's competitiveness through improved energy efficiency, the adoption of more environmentally friendly technologies, and increased stakeholder confidence, which increasingly emphasizes sustainability aspects in investment decision-making.

Prospek Keberlanjutan

Memasuki tahun 2026, Archi memandang bahwa prospek keberlanjutan pada aspek ekonomi tetap berada dalam koridor yang positif, seiring dengan penguatan kinerja inti dan pengembangan peluang pertumbuhan baru. Strategi yang dijalankan diarahkan pada optimalisasi penambangan dan eksplorasi paralel di *pit* Marawuwung guna meningkatkan produksi sekaligus memperkuat cadangan jangka panjang, serta peningkatan produksi di *pit* Araren yang memiliki kadar emas tinggi. Di sisi lain, optimalisasi tambang bawah tanah di *pit* Kopra melalui pengembangan akses menjadi faktor penting dalam meningkatkan kontribusi produksi secara berkelanjutan, yang didukung oleh rencana peningkatan kapasitas pabrik pengolahan dari 4 Mtpa menjadi 6 Mtpa. Selain itu, pada segmen perdagangan dan pengolahan emas, Archi mengarahkan strategi pada perluasan pasar dan peningkatan nilai tambah melalui kolaborasi strategis. Pendekatan ini mencerminkan upaya Archi dalam menjaga kesinambungan produksi sekaligus memperluas sumber pertumbuhan yang berkelanjutan.

Pada aspek lingkungan, Archi terus memperkuat komitmen dalam mendukung transisi menuju praktik pertambangan yang lebih rendah karbon dan berwawasan iklim. Komitmen terhadap target *Net Zero Emission* tahun 2060 menjadi landasan dalam merancang berbagai inisiatif strategis, termasuk elektrifikasi peralatan operasional, penggunaan bahan bakar rendah karbon, serta peningkatan efisiensi energi melalui penerapan teknologi yang lebih maju. Upaya ini dilakukan secara bertahap dan terukur dengan mempertimbangkan keseimbangan antara kebutuhan operasional dan pengelolaan dampak lingkungan. Dengan pendekatan tersebut, Archi berupaya tidak hanya mengurangi jejak karbon, tetapi juga meningkatkan ketahanan operasional terhadap risiko perubahan iklim.

Sementara itu, pada aspek sosial, prospek keberlanjutan diarahkan pada penguatan hubungan dengan pemangku kepentingan serta peningkatan kualitas hidup karyawan dan masyarakat sekitar. Archi akan terus mendorong pengembangan kompetensi dan kesejahteraan karyawan secara berkelanjutan, serta memastikan penerapan praktik ketenagakerjaan yang adil dan inklusif. Di sisi eksternal, program pemberdayaan masyarakat akan terus diperluas dengan fokus pada peningkatan kualitas kesehatan, pendidikan, serta kemandirian ekonomi masyarakat di wilayah operasional. Dengan pendekatan tersebut, Archi memastikan bahwa pertumbuhan usaha yang dicapai sejalan dengan peningkatan nilai sosial yang berkelanjutan bagi seluruh pemangku kepentingan.

Sustainability Prospects

Entering 2026, Archi views that the sustainability prospects in the economic aspect remain within a positive corridor, in line with the strengthening of core performance and the development of new growth opportunities. The strategies implemented are directed at optimizing mining and parallel exploration in the Marawuwung pit to increase production while strengthening long-term reserves, as well as increasing production in the Araren pit, which has high gold grades. On the other hand, the optimization of underground mining in the Kopra pit through access development becomes an important factor in increasing sustainable production contribution, supported by the plan to increase the processing plant capacity from 4 Mtpa to 6 Mtpa. In addition, in the gold trading and processing segment, Archi directs its strategy toward market expansion and value-added enhancement through strategic collaboration. This approach reflects Archi's efforts in maintaining production continuity while expanding sustainable sources of growth.

In the environmental aspect, Archi continues to strengthen its commitment to supporting the transition toward lower-carbon and climate-conscious mining practices. The commitment to the *Net Zero Emission* target by 2060 serves as the foundation for designing various strategic initiatives, including the electrification of operational equipment, the use of low-carbon fuels, and increased energy efficiency through the implementation of more advanced technologies. These efforts are carried out in a gradual and measured manner by considering the balance between operational needs and environmental impact management. Through this approach, Archi seeks not only to reduce its carbon footprint but also to enhance operational resilience to climate change risks.

Meanwhile, in the social aspect, sustainability prospects are directed toward strengthening relationships with stakeholders and improving the quality of life of employees and surrounding communities. Archi will continue to promote the sustainable development of employee competencies and welfare, as well as ensure the implementation of fair and inclusive labor practices. On the external side, community empowerment programs will continue to be expanded with a focus on improving the quality of health, education, and economic independence of communities in operational areas. Through this approach, Archi ensures that the business growth achieved is aligned with the enhancement of sustainable social value for all stakeholders.

Apresiasi

Direksi meyakini bahwa pencapaian kinerja keberlanjutan sepanjang tahun 2025 merupakan hasil dari integrasi yang kuat antara strategi bisnis, pengelolaan risiko, serta penerapan prinsip keberlanjutan di seluruh lini operasional. Oleh karena itu, Direksi menyampaikan apresiasi kepada seluruh karyawan atas dedikasi dan komitmen dalam menjalankan operasional yang bertanggung jawab, kepada Dewan Komisaris atas arahan dan pengawasan yang konstruktif dalam mengawal penerapan keberlanjutan Archi, serta kepada para Pemegang Saham, pemerintah, mitra usaha, dan masyarakat atas dukungan dan kepercayaan yang terus diberikan. Sinergi tersebut menjadi landasan penting bagi Archi untuk terus menciptakan nilai tambah yang berkelanjutan dan memberikan kontribusi positif bagi lingkungan dan masyarakat di masa yang akan datang.

Appreciation

The Board of Directors believes that the achievement of sustainability performance throughout 2025 is the result of strong integration between business strategy, risk management, and the implementation of sustainability principles across all operational lines. Therefore, the Board of Directors expresses its appreciation to all employees for their dedication and commitment in carrying out responsible operations, to the Board of Commissioners for their constructive guidance and oversight in overseeing the implementation of Archi's sustainability, as well as to the Shareholders, government, business partners, and communities for their continued support and trust. This synergy serves as an important foundation for Archi to continue creating sustainable added value and delivering positive contributions to the environment and society in the future.

Atas nama Direksi
 On behalf of the Board of Directors
 PT Archi Indonesia Tbk,



Rudy Suhendra
 Direktur Utama
 President Director



Archi
Indonesia

05.



PROFIL PERUSAHAAN

Company Profile

Sekilas Archi

Archi at a Glance

PT Archi Indonesia Tbk (Archi) didirikan berdasarkan Akta Notaris Fatma Agung Budiwijaya, SH, No. 1 tanggal 14 September 2010 dengan nama PT Archi Indonesia. Akta pendirian tersebut telah memperoleh pengesahan dari Menteri Kehakiman Republik Indonesia melalui Surat Keputusan No. AHU-47797.AH.01.01.Tahun 2010 tanggal 11 Oktober 2010 dan diumumkan dalam Berita Negara Republik Indonesia No. 19 tanggal 6 Maret 2012, Tambahan No. 6799.

Sejak awal pendirian, Archi berfokus pada kegiatan usaha pertambangan emas dan berkembang menjadi salah satu produsen emas murni (*pure-play gold producer*) terbesar di Indonesia dan kawasan Asia Tenggara. Melalui Entitas Anak, MSM dan TTN, Archi mengelola Tambang Emas Toka Tindung dengan area konsesi sekitar 40 ribu hektar yang berlokasi sekitar 35 kilometer di timur laut Kota Manado, Sulawesi Utara, yang merupakan salah satu tambang emas murni terbesar di wilayah tersebut.

Archi menjalankan kegiatan usaha yang terintegrasi, sebagai perusahaan tambang, kontraktor pertambangan, dan perdagangan emas. Sejak memulai produksi komersial pada tahun 2011 hingga tahun 2025, Archi telah menghasilkan sekitar 2,52 juta ons emas, yang didukung oleh fasilitas pengolahan dengan kapasitas terpasang hingga 4,0 juta ton bijih per tahun. Pencapaian ini menegaskan posisi Archi sebagai pelaku utama dalam industri pertambangan emas nasional.

Dalam rangka memperkuat struktur permodalan dan mendukung rencana pengembangan jangka panjang, pada tahun 2021 Archi resmi mencatatkan saham di Bursa Efek Indonesia. Pencatatan saham tersebut memperoleh respons positif dari investor dan memberikan landasan yang lebih kuat bagi Archi untuk melanjutkan ekspansi dan peningkatan kinerja operasional.

Pada tahun 2024, Archi mengambil langkah strategis melalui diversifikasi usaha dengan membentuk perusahaan patungan bersama PT Ormat Geothermal Indonesia yang dinamakan TTG. Inisiatif ini mencerminkan komitmen Archi terhadap pengembangan energi terbarukan, khususnya panas bumi (*geothermal*), sejalan dengan prinsip keberlanjutan dan upaya pengurangan dampak lingkungan. Pada periode yang sama, Archi juga memulai kegiatan pengembangan bawah tanah di pit Kopra pada Desember 2024 sebagai bagian dari strategi optimalisasi cadangan dan kesinambungan produksi.

PT Archi Indonesia Tbk (Archi) was established based on Notarial Deed of Fatma Agung Budiwijaya, SH, No. 1 dated September 14, 2010, under the name PT Archi Indonesia. The deed of establishment was approved by the Minister of Justice of the Republic of Indonesia through Decree No. AHU-47797.AH.01.01.Year 2010 dated October 11, 2010, and was published in the State Gazette of the Republic of Indonesia No. 19 dated March 6, 2012, Supplement No. 6799.

Since its establishment, Archi has focused on gold mining business activities and has grown to become one of the largest pure-play gold producers in Indonesia and Southeast Asia. Through its Subsidiaries, MSM and TTN, Archi manages Toka Tindung Gold Mine with the concession area of 40 thousand hectare located approximately 35 kilometers northeast of Manado City, North Sulawesi, which is one of the largest pure-play gold mines in the region.

Archi carries out integrated business activities, as a mining company, mining contractor, and gold trading company. Since commencing commercial production in 2011 until 2025, Archi had produced approximately 2.52 million ounces of gold, supported by processing facilities with an installed capacity of up to 4.0 million tons of ore per year. This achievement affirms Archi's position as a key player in the national gold mining industry.

To strengthen its capital structure and support long-term development plans, in 2021 Archi officially listed its shares on Indonesia Stock Exchange. The listing received a positive response from investors and provided a stronger foundation for Archi to continue its expansion and improve operational performance.

In 2024, Archi undertook a strategic step through business diversification by establishing a joint venture with PT Ormat Geothermal Indonesia named TTG. This initiative reflects Archi's commitment to the development of renewable energy, particularly geothermal, in line with sustainability principles and efforts to reduce environmental impact. During the same period, Archi also commenced underground mining development at Kopra pit in December 2024 as part of its strategy to optimize reserves and ensure production continuity.



Identitas Perusahaan

Company Identity



Nama Perseroan [GRI 2-1]

Company Name

PT Archi Indonesia Tbk



Status Perusahaan [GRI 2-1] [GRI 2-6]

Company Status

Perusahaan Terbuka / Public Company



Alamat Kantor Pusat [POJK C.2] [GRI 2-1]

Head Office Address

Rajawali Place Lantai 27 / 27th Floor
Jl. HR Rasuna Said Kav. B/4
Jakarta Selatan / South Jakarta 12910

+62 21 576 1719

+62 21 576 1720

corsec@archiindonesia.com

www.archiindonesia.com



Tanggal Pendirian

Date of Incorporation

14 September 2010

September 14, 2010



Kode Saham

Stock Code

ARCI



Modal Dasar

Authorized Capital

94.370.000.000 lembar saham / shares



Modal Ditempatkan dan Disetor Penuh

Issued and Fully Paid-In Capital

25.235.000.000 lembar saham / shares



Tanggal Pencatatan Saham

Listing Date

28 Juni 2021 / June 28, 2021



Lembaga Pencatatan Saham

Stock Exchange

Bursa Efek Indonesia / Indonesia Stock Exchange



Total Karyawan

Total Employees

800 orang / employees



Jumlah dan Nama Negara Tempat Beroperasi [GRI 2-1]

Number and Names of Countries of Operation

1 Indonesia



Media Sosial

Social Media

@ptarchiindonesia

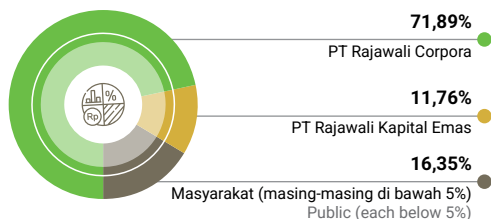
@ArchiIndonesia

PT Archi Indonesia Tbk



Kepemilikan Saham [POJK C.3] [GRI 2-1]

Share Ownership



Dasar Hukum Pendirian

Legal Basis of Establishment

Didirikan berdasarkan Akta Notaris Fatma Agung Budiwijaya, SH, No. 1 tanggal 14 September 2010 dengan nama PT Archi Indonesia. Akta pendirian telah disahkan oleh Menteri Kehakiman dalam Surat Keputusan No. AHU-47797.AH.01.01.Tahun 2010 tanggal 11 Oktober 2010 dan telah diumumkan dalam Berita Negara Republik Indonesia No. 19 tanggal 6 Maret 2012 Tambahan No. 6799. Didirikan berdasarkan Akta Notaris Fatma Agung Budiwijaya, SH, No. 1 tanggal 14 September 2010 dengan nama PT Archi Indonesia. Akta pendirian telah disahkan oleh Menteri Kehakiman dalam Surat Keputusan No. AHU-47797.AH.01.01.Tahun 2010 tanggal 11 Oktober 2010 dan telah diumumkan dalam Berita Negara Republik Indonesia No. 19 tanggal 6 Maret 2012 Tambahan No. 6799.

Established based on Notarial Deed of Fatma Agung Budiwijaya, SH, No. 1 dated September 14, 2010, under the name PT Archi Indonesia. The deed of establishment was approved by the Minister of Justice through Decree No. AHU-47797.AH.01.01.Year 2010 dated October 11, 2010, and was published in the State Gazette of the Republic of Indonesia No. 19 dated March 6, 2012, Supplement No. 6799.



Bidang Usaha [POJK C.4] [GRI 2-6]

Line of Business

Melakukan usaha dalam bidang aktivitas investasi dengan kegiatan utama adalah kepemilikan dan/atau penguasaan aset dari sekelompok Entitas Anak, baik di dalam maupun luar negeri yang antara lain termasuk namun tidak terbatas melakukan usaha, baik secara langsung maupun tidak langsung melalui kerja sama operasi, penyertaan (investasi) ataupun pelepasan (divestasi) modal dan/atau melakukan bentuk usaha patungan dengan pihak lain, pada perusahaan yang bergerak di bidang pertambangan dan sektor lainnya.

Engaging in investment activities, primarily involving the ownership and/or control of assets from a group of Subsidiaries, both domestically and internationally. These activities include but are not limited to conducting business directly or indirectly through joint operations, investments, or divestments of capital, and/or engaging in joint ventures with other parties in companies operating in the mining sector and other sectors.



Wilayah Operasional [POJK C.3] [GRI 2-1]

Operational Areas

Pabrik Pemurnian dan Percetakan Emas
Gold Refining and Minting Plant

Kawasan Industri Cimareme

Cimareme Industrial Area

Jl. Industri Cimareme 1 No. 17

Padalarang, Kabupaten. Bandung Barat 40553

Padalarang, West Bandung Regency 40553

+62 21 576 1719 +62 21 576 0808

info@lotusarchi.com

Lokasi Pertambangan

Mining Location

Desa Winuri, Kecamatan Likupang Timur

Kabupaten Minahasa Utara, Sulawesi Utara 95373

Winuri Village, East Likupang Sub-District

North Minahasa Regency, North Sulawesi 95373

+62 431 889 5850 +62 431 889 5852

Lokasi Proyek Geothermal

Geothermal Project Location

Desa Pinasungkulan, Kecamatan Ranowulu

Kota Bitung, Sulawesi Utara 95535

Pinasungkulan Village, Ranowulu Sub-district

Bitung City, North Sulawesi 95535

Perubahan Signifikan [POJK C.6] [GRI 2-6]

Significant Changes

Pada tahun 2025, Archi tidak mengalami perubahan yang bersifat signifikan seperti adanya merger/penggabungan perusahaan, penutupan kantor cabang/pabrik/unit usaha, pembukaan kantor cabang/pabrik baru atau unit usaha baru.

In 2025, Archi did not experience any significant changes such as merger/ acquisition, closure of branch offices/ plants/ business units, or establishment of new branch offices/ plants or new business units.

Jejak Langkah

Milestones



2010

Pendirian Archi pada 14 September 2014 dengan nama PT Archi Indonesia berdasarkan Akta Notaris Fatma Agung Budiwijaya, SH, No. 1.

Establishment of Archi on September 14, 2014, under the name PT Archi Indonesia, based on Notarial Deed of Fatma Agung Budiwijaya, SH, No. 1.

2011

- Mengakuisisi 5,0% kepemilikan saham di MSM dan TTN dari Grup Rajawali.
- Penambangan bijih pertama kali di Tambang Emas Toka Tindung pada bulan Januari. dan
- Menyelesaikan konstruksi pabrik pengolahan dengan kapasitas sebesar 1,7 juta ton per tahun, disusul dengan produksi emas pertama pada bulan April.
- Acquired 5.0% ownership in MSM and TTN from Rajawali Group.
- Mined out first ore at Toka Tindung Gold Mine in January. and
- Completion of the construction of a processing plant with a capacity of 1.7 million tons per year, followed by the first gold production in April.

2015

Renegosiasi Kontrak Karya MSM dan TTN.
Renegotiated Contract of Work for MSM and TTN.

2020

- Bekerja sama dengan Perusahaan Asosiasi, yaitu GMA sebagai kontraktor penambangan baru yang didukung armada pertambangan yang lebih besar. dan
- Menggunakan pompa air yang terelektifikasi untuk menggantikan pompa diesel, sehingga meningkatkan efisiensi biaya.
- Cooperated with an Associated Company, GMA, as a new mining contractor supported by a larger mining fleet. and
- Utilized electrified water pumps to replace diesel pumps to improve cost efficiency.

2019

- Ekspansi bisnis ke sektor hilir (logam emas batangan) melalui Entitas Anak, yaitu EMAS. dan
- Menambah cadangan bijih sebanyak 941 koz di wilayah Koridor Timur, sehingga total cadangan bijih meningkat menjadi 2,5 Moz.
- Business expansion to downstream sector (gold minted bar) through its Subsidiary, EMAS. and
- Increased 941 koz of ore reserves in the Eastern Corridor, hence total ore reserves increased to 2.5 Moz.

2018

- Menyelesaikan peningkatan kapasitas pabrik pengolahan melebihi 3,0 juta ton per tahun. dan
- Meningkatkan program eksplorasi pengeboran dan meningkatkan peralatan pengeboran menjadi 17 rigs, untuk mempercepat penemuan tambahan cadangan bijih.
- Completed the processing plant capacity expansion to exceed 3.0 million ton per annum. and
- Enhanced exploration drilling program and increased drilling equipment to 17 rigs, for faster identification of additional ore reserves.

2017

Memulai proyek pengembangan ekspansi pabrik pengolahan menjadi 3,0 juta ton per tahun.
Initiated a processing plant expansion development project to 3.0 million tons per annum.

2016

- Mencapai produksi emas melebihi 200 koz.
- Meningkatkan kapasitas pabrik pengolahan menjadi 2,1 juta ton per tahun.
- Achieved gold production above 200 koz.
- Increased processing plant capacity to 2.1 million tons per annum.



2021

- Melakukan Penawaran Umum Perdana Saham dan mencatatkan saham papan perdagangan utama Bursa Efek Indonesia.
- Meningkatkan kapasitas pabrik pengolahan menjadi 4,0 juta ton per tahun. dan
- Bekerja sama dengan PT Ormat Geothermal Indonesia atas potensi proyek panas bumi.
- Conducted Initial Public Offering of Shares and listed them on the main trading board of Indonesia Stock Exchange.
- Increased processing plant capacity to 4.0 million tons per annum. and
- Collaborated with PT Ormat Geothermal Indonesia on opportunity in geothermal projects.

2022

Berhasil menjalankan remediasi *pit* Araren yang terdampak bencana alam di awal tahun dan kembali beroperasi di penghujung tahun yang sama.

Successfully conducted remediation process of Araren pit, which was affected by natural disaster earlier of the year, allowing Araren pit to resume operation around end of the year.

2023

- Pabrik pemurnian emas dengan kapasitas pabrik 30 ton per tahun mulai beroperasi di triwulan III.
- Menyelesaikan pembangunan fasilitas batangan kilo bar emas.
- Memperluas penjualan ke Asia Selatan dengan mengeksplor medali dan liontin emas 22 karat.
- Bekerja sama dengan Warner Bros. dan Disney untuk meluncurkan produk *minted bar*, antara lain Golden Memories Looney Tunes Mashup dalam rangka perayaan 100 Tahun Warner Bros., Toy Story Series yang berkolaborasi dengan Disney, dan juga meluncurkan set seri Suwarna Nusantara berupa seri logam emas bertema destinasi wisata pilihan di Indonesia dalam rangka perayaan Hari Ulang Tahun Republik Indonesia ke-78.
- A gold refining plant with a capacity of 30 tons per year commenced operations in the third quarter.
- Completion of the construction of gold kilobar facilities.
- Expansion of sales to South Asia by exporting 22-karat gold medals and pendants.
- Collaboration with Warner Bros. and Disney to launch minted bar products, including Golden Memories Looney Tunes Mashup in celebration of Warner Bros.' 100th Anniversary, the Toy Story Series in collaboration with Disney, as well as the launch of the Suwarna Nusantara series in the form of gold metal series themed on selected tourism destinations in Indonesia in commemoration of the 78th Anniversary of the Republic of Indonesia.

2025

- **TTG mendapatkan Izin Panas Bumi.**
- **Archi melakukan penambahan saham baru hasil penambahan Opsi MESOP tahap I, II, dan III di Bursa Efek Indonesia sehingga jumlah saham tercatat Archi menjadi 25.235.000.000 lembar saham.**
- **TTN melakukan perjanjian kerja sama dengan PT Macmahon Indonesia terkait kontrak jasa pengembangan tambang bawah tanah Kopra.**
- **Kembali berproduksi *pit* Araren.**
- **TTG obtained a Geothermal License.**
- **Archi carried out the issuance of new shares resulting from the exercise of MESOP Options phases I, II, and III on the Indonesia Stock Exchange, bringing the total number of Archi's listed shares to 25,235,000,000 shares.**
- **TTN entered into a cooperation agreement with PT Macmahon Indonesia related to the contract for underground mining development services at the Kopra pit.**
- **Araren pit restarted its production.**

2024

- Melakukan diversifikasi strategis dengan membentuk usaha patungan bersama PT Ormat Geothermal Indonesia yang disingkat TTG.
- Percepatan persiapan pembukaan penambangan *pit* Marawuwung.
- Memulai pengembangan penambangan bawah tanah di *pit* Kopra.
- Bekerja sama dengan Warner Bros. untuk meluncurkan produk baru dengan tema horor (Annabelle, The Nun, dan lainnya) dan bekerja sama dengan Disney untuk meluncurkan produk bertema Monster, Inc., The Powerpuff Girl, dan Aquaman.
- Conducting strategic diversification by establishing a joint venture with PT Ormat Geothermal Indonesia, abbreviated as TTG.
- Accelerating preparations for the opening of the Marawuwung pit mining operations.
- Commencement of underground mining development at Kopra pit.
- Collaborating with Warner Bros. to launch new horror-themed products (Annabelle, The Nun, and others) and collaborating with Disney to launch products themed on Monster, Inc., The Powerpuff Girls, and Aquaman.

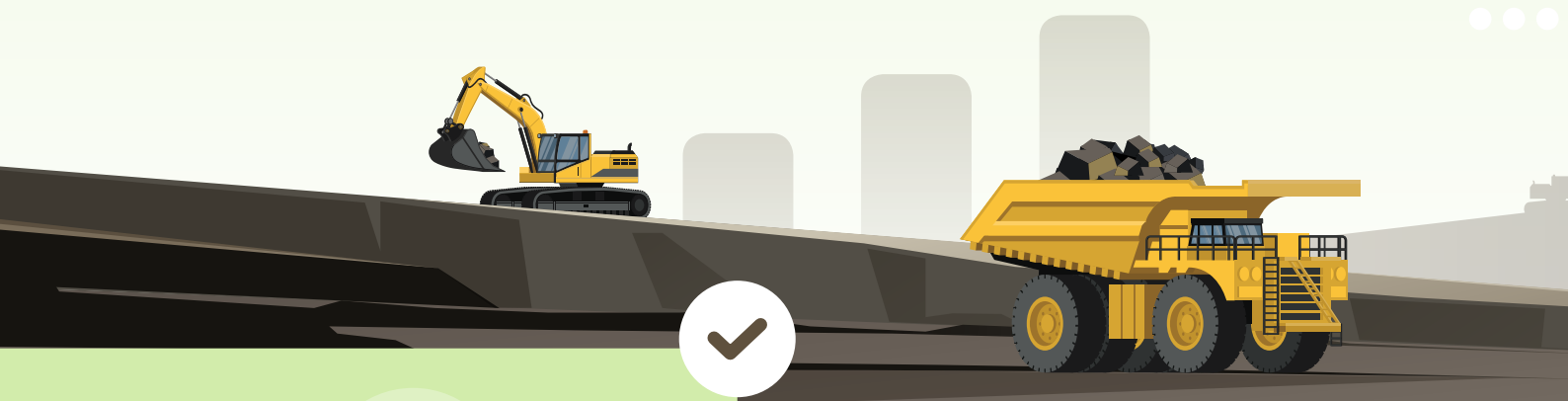
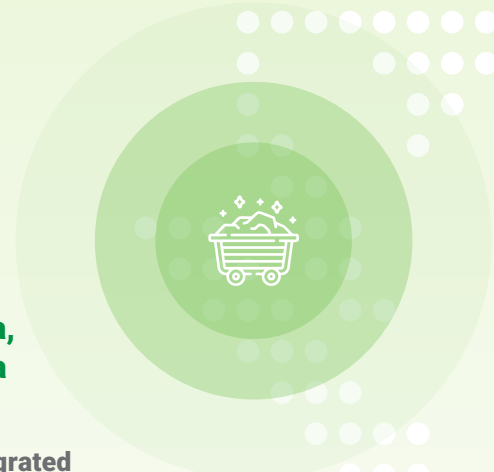
Visi, Misi, dan Nilai-Nilai Perusahaan [POJK C.1]

Vision, Mission, and Corporate Values



VISI Vision

- “ **Menjadi perusahaan pertambangan kelas dunia yang terkemuka, hemat biaya, dan terintegrasi penuh di kawasan Asia Tenggara, serta memberikan imbal balik yang tinggi kepada seluruh pemangku kepentingan.**”
- “ **To be the leading world-class, cost efficient and fully integrated mining company in Southeast Asia, delivering superior returns to all stakeholders.**”



Dewan Komisaris dan Direksi senantiasa melakukan evaluasi berkala atas visi, misi, dan nilai-nilai Archi untuk memastikan kesinambungan dan relevansinya dengan perkembangan bisnis serta dinamika industri pertambangan emas dan energi terbarukan. Proses evaluasi ini dilakukan guna menjaga keselarasan arah strategis Archi dengan perubahan kondisi pasar, perkembangan regulasi, serta ekspektasi seluruh pemangku kepentingan, sehingga Archi dapat beroperasi secara adaptif, kompetitif, dan berkelanjutan.

The Board of Commissioners and the Board of Directors regularly conduct evaluations of Archi's vision, mission, and values to ensure their continuity and relevance with business developments as well as the dynamics of the gold mining and renewable energy industries. This evaluation process is carried out to maintain alignment of Archi's strategic direction with changes in market conditions, regulatory developments, and the expectations of all stakeholders, enabling Archi to operate in an adaptive, competitive, and sustainable manner.

Nilai Inti Core Values

 **Kepercayaan**
Trust

 **Inovasi**
Innovation



MISI Mission

Senantiasa berusaha mencapai yang terbaik, pertumbuhan berkelanjutan, dan posisi unggul di bisnis pertambangan, melalui:

Constantly strive for excellence, sustainable growth, and leading position in mining business by:

- Mengimplementasikan praktik industri terbaik dan mengoptimalkan operasi saat ini.
Implementing industry best practices and optimizing current operations.
- Mengejar peluang pengadaan nilai pada logam lainnya serta layanan lainnya yang terkait dengan pertambangan.
Pursuing value creation opportunities in other metals and relevant mining related lines of service.
- Memanfaatkan aset, keahlian, keterampilan, serta pengalaman untuk memaksimalkan nilai pemegang saham.
Leveraging our assets, expertise, skills, and experience to maximize shareholders' value.
- Membina pengembangan karyawan, mata pencaharian masyarakat sekitar, serta kepedulian lingkungan.
Fostering employee development, the livelihood of surrounding community and environmental care.
- Menjamin tata kelola perusahaan yang baik dalam segala hal yang Perseroan lakukan.
Guaranteeing good corporate governance in everything we do.



Kesatuan
Unity



Keunggulan
Excellence



Memberikan Hasil
Deliver Result

Skala Organisasi [POJK C.3] [GRI 2-6]

Organizational Scale

Uraian	Satuan Unit	2025	2024	2023	Description
Pendapatan dari Kontrak dengan Pelanggan	AS\$	496.229.823	287.618.877	249.630.768	Revenue from Contracts with Customers
Laba Tahun Berjalan	AS\$	102.523.383	10.417.368	14.759.124	Profit for the Year
Total Aset	AS\$	1.026.763.377	865.399.797	803.580.181	Total Assets
Total Liabilitas	AS\$	663.835.665	592.443.636	540.950.196	Total Liabilities
Total Ekuitas	AS\$	362.927.712	272.956.161	262.629.985	Total Equity
Produksi Emas	Kilo Ons Kilo Ounce	121,73	93,44	123,35	Gold Production
Produksi Perak	Kilo Ons Kilo Ounce	125,88	209,99	219,67	Silver Production
Total Karyawan	Orang Persons	800	802	755	Total Employee

Produk dan Jasa [POJK C.4] [GRI 2-6]

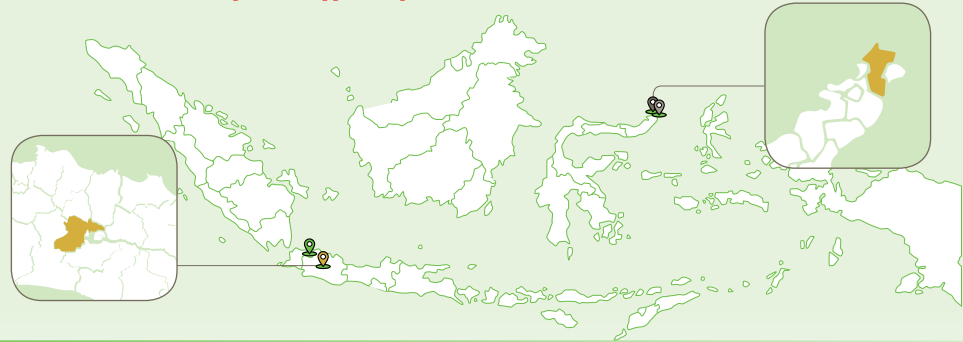
Products and Services

Produk dan Jasa Products and Services	Uraian Description
PRODUK PRODUCT	
Emas dan Perak	Archi memproduksi <i>granule</i> emas dan perak melalui kedua Entitas Anak, MSM dan TTN. Produk ini digunakan sebagai bahan baku dalam industri logam mulia dan disediakan untuk pasar domestik maupun internasional.
Gold and Silver	Archi produces gold and silver granules through its two Subsidiaries, MSM and TTN. These products are used as raw materials in the precious metals industry and are supplied to both domestic and international markets.
Logam Emas Batangan	Archi juga memproduksi emas batangan dengan merek dagang "Lotus Archi", yang hadir dalam berbagai varian, yakni seri Merah Putih, <i>Mini Gold</i> , <i>Paper Gold</i> , dan <i>Gift Series</i> . Emas batangan ini tersedia dalam berbagai ukuran dengan kadar emas murni 99,99% dan bersertifikat Standar Nasional Indonesia (SNI). Untuk meningkatkan keamanan dan keaslian, emas batangan ini dilengkapi dengan teknologi <i>CertiTrack</i> untuk memverifikasi keaslian emas, atau <i>CertiEye</i> yaitu sistem keamanan yang memastikan produk tetap terlindungi dari pemalsuan.
Gold Minted Bar	Archi also produces gold bullion under the "Lotus Archi" trademark, available in various variants, namely the Merah Putih Series, Mini Gold, Paper Gold, and Gift Series. These gold bars are available in various sizes, with a purity of 99.99%, and are certified to the Indonesian National Standard (SNI). To enhance security and authenticity, these gold bars are equipped with CertiTrack technology to verify gold authenticity and CertiEye, a security system that helps ensure the product remains protected against counterfeiting.
Medali Emas	Selain emas batangan, Archi juga memproduksi emas kilo bar. Emas kilo bar ini dijual dalam berbagai ukuran yaitu, 250 gram, 500 gram, dan 1 kilogram.
Gold Medallion	In addition to gold bullion, Archi also produces gold kilo bars. These kilo bars are sold in various sizes, namely 250 grams, 500 grams, and 1 kilogram.
JASA SERVICES	
Pemuatan dan Pengangkutan Pertambangan	Aktivitas ini dilakukan oleh Entitas Asosiasi, GMA, yang bertanggung jawab atas penggalian dan pengangkutan hasil tambang, memastikan operasional yang efisien di lokasi tambang.
Mining Load and Hauling	These activities are carried out by the Associate Entity, GMA, which is responsible for excavation and transportation of mining output, ensuring efficient operations at the mining site.
Pengolahan dan Percetakan	Pemurnian hingga proses percetakan dilakukan oleh Entitas Anak, EMAS, yang memastikan kualitas emas batangan sesuai dengan standar internasional.
Processing and Minting	Refining and minting processes are carried out by the Subsidiary, EMAS, which ensures the quality of gold bullion in accordance with international standards.
Penunjang Pertambangan	Berbagai layanan penunjang, seperti konsultasi manajemen, pembelian, penjualan, akuntansi, perpajakan, legal penanaman modal, dilakukan oleh Entitas Anak, KKM, untuk mendukung efisiensi dan pengelolaan operasional tambang.
Mining Support	Various supporting services, such as management consulting, purchasing, sales, accounting, taxation, and investment legal services, are provided by the Subsidiary, KKM, to enhance efficiency and the management of mining operations.



Wilayah Operasional [POJK C.3] [GRI 2-1]

Operational Area



Alamat Kantor Pusat / Head Office Address

Rajawali Place Lantai 27 / 27th Floor
 Jl. HR Rasuna Said Kav. B/4
 Jakarta Selatan / South Jakarta 12910

+62 21 576 1719
 +62 21 576 1720
 corsec@archimining.com
 www.archiindonesia.com



Alamat Pabrik Pemurnian dan Percetakan Emas / Gold Refining and Minting Plant Address

Kawasan Industri Cimareme
 Jl. Industri Cimareme 1 No. 17
 Padalarang, Kabupaten Bandung Barat 40553
 Cimareme Industrial Area
 Jl. Industri Cimareme 1 No. 17
 Padalarang, West Bandung Regency 40553

+62 21 576 1719
 +62 21 576 0808
 info@lotusarchi.com



Alamat Lokasi Pertambangan / Mining Site Address

Desa Winuri, Kecamatan Likupang Timur
 Kabupaten Minahasa Utara
 Sulawesi Utara 95373
 Winuri Village, East Likupang Subdistrict
 North Minahasa Regency
 North Sulawesi 95373

+62 431 889 5850
 +62 431 889 5852



Alamat Lokasi Proyek Geothermal / Geothermal Project Location Address

Desa Pinasungkulan, Kecamatan Ranowulu
 Kota Bitung, Sulawesi Utara 95535

Pinasungkulan Village, Ranowulu Sub-district
 Bitung City, North Sulawesi 95535

Produk Archi didistribusikan sebagian besar ke pasar domestik. Seluruh hasil produksi dikirim kepada pembeli dalam dan luar negeri sesuai perjanjian penjualan yang berlaku. [GRI 2-6]

Archi's products are primarily distributed to the domestic market. All production output is delivered to buyers both domestically and internationally in accordance with applicable sales agreements. [GRI 2-6]

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

Membership in Association



Archi melalui Entitas Anak, MSM dan TTN, berpartisipasi aktif dalam asosiasi yang relevan dengan sektor pertambangan. Salah satu asosiasi yang diikuti adalah Indonesian Mining Association, yang berperan dalam mendorong perkembangan industri pertambangan nasional. Keanggotaan Archi dalam Indonesian Mining Association berada pada skala nasional, di mana Archi menduduki posisi sebagai anggota. Keterlibatan Archi dalam asosiasi ini mencerminkan komitmen untuk terlibat dalam forum industri, memperkuat kolaborasi, serta memastikan penerapan praktik operasional yang sejalan dengan regulasi dan dinamika sektor pertambangan di Indonesia.

Archi, through its Subsidiaries MSM and TTN, actively participates in associations relevant to the mining sector. One of the associations is the Indonesian Mining Association, which plays a role in promoting the development of the national mining industry. Archi's membership in the Indonesian Mining Association is at the national level, where Archi holds the position of a member. Archi's involvement in this association reflects its commitment to engaging in industry forums, strengthening collaboration, and ensuring the implementation of operational practices in line with regulations and the dynamics of the mining sector in Indonesia.



06.



TATA KELOLA BERKELANJUTAN

Sustainability Governance

Komitmen Tata Kelola Keberlanjutan [GRI 2-23]

Sustainability Governance Commitment

Archi menempatkan tata kelola keberlanjutan sebagai bagian penting dalam strategi jangka panjang perusahaan. Komitmen ini diwujudkan melalui integrasi aspek lingkungan, sosial, dan tata kelola ke dalam kebijakan, struktur organisasi, serta proses pengambilan keputusan. Dewan Komisaris dan Direksi memegang peran pengawasan dan pengarahan, sementara pelaksanaan dijalankan oleh unit kerja terkait yang secara khusus menangani inisiatif keberlanjutan.

Selain memastikan kepatuhan terhadap peraturan yang berlaku, Archi juga menerapkan prinsip perilaku beretika, akuntabilitas, transparansi, dan keberlanjutan. Mekanisme pelaporan keberlanjutan disusun secara berkala agar pemangku kepentingan dapat memantau kinerja dan capaian perusahaan di bidang keberlanjutan.

Archi places sustainability governance as a key component of the company's long-term strategy. This commitment is realized through the integration of environmental, social, and governance aspects into policies, organizational structures, and decision-making processes. The Board of Commissioners and the Board of Directors play oversight and strategic roles, while implementation is carried out by relevant work units that are specifically responsible for sustainability initiatives.

In addition to ensuring compliance with applicable regulations, Archi upholds principles of ethical conduct, accountability, transparency, and sustainability. Sustainability reporting mechanisms are prepared on a regular basis to enable stakeholders to monitor the Company's performance and achievements in the area of sustainability.

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

Sustainability Governance Structure

Archi belum memiliki komite atau unit khusus keberlanjutan yang berdiri sendiri. Namun, aspek lingkungan, sosial, dan tata kelola telah diintegrasikan ke dalam struktur tata kelola perusahaan yang ada. Dewan Komisaris berperan dalam melakukan fungsi pengawasan atas kebijakan keberlanjutan, sementara Direksi bertanggung jawab dalam implementasi dan pencapaian target keberlanjutan di seluruh lini usaha.

Pelaksanaan program keberlanjutan dikoordinasikan melalui Sekretaris Perusahaan dan unit-unit terkait, termasuk fungsi *Health, Safety, and Environment, Corporate Social Responsibility*, dan departemen operasional lainnya, yang secara berkala melaporkan capaian dan aktivitas kepada Direksi. Selanjutnya, laporan kinerja keberlanjutan disampaikan Direksi kepada Dewan Komisaris sebagai bagian dari mekanisme tata kelola perusahaan.

Archi has not yet established a standalone sustainability committee or a dedicated sustainability unit. However, environmental, social, and governance aspects have been integrated into the existing corporate governance structure. The Board of Commissioners plays a role in overseeing sustainability policies, while the Board of Directors is responsible for the implementation and achievement of sustainability targets across all business lines.

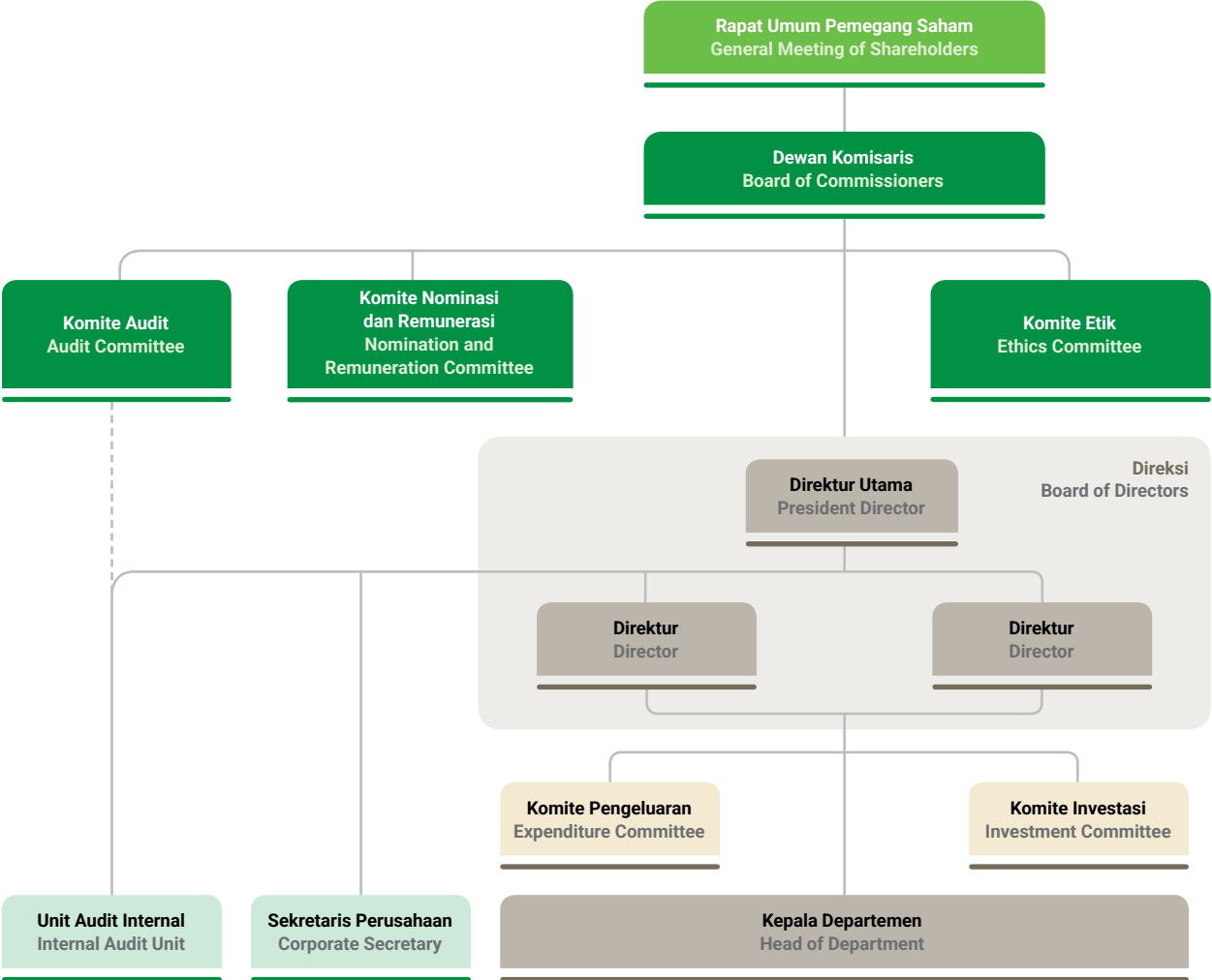
The implementation of sustainability programs is coordinated through the Corporate Secretary and relevant units, including the Health, Safety, and Environment function, Corporate Social Responsibility and other operational departments, which periodically report their achievements and activities to the Board of Directors. Subsequently, sustainability performance reports are submitted by the Board of Directors to the Board of Commissioners as part of the company's governance mechanism.



Dengan integrasi ini, Archi memastikan bahwa prinsip keberlanjutan tetap terkelola secara akuntabel dan konsisten, meskipun belum memiliki struktur khusus yang mengelola keberlanjutan.

Through this integration, Archi ensures that sustainability principles are managed in an accountable and consistent manner, despite not yet having a dedicated structure to manage sustainability.

Struktur Tata Kelola Keberlanjutan
Sustainability Governance Structure



Keberagaman Manajemen dan Independensi [ESG G-01] Management Diversity and Independence

Archi memastikan keberagaman dan independensi dalam struktur manajemen sebagai langkah mendukung keberlanjutan perusahaan dan penerapan GCG. Keberagaman ini terlihat dari representasi gender dalam Dewan Komisaris dan Direksi, serta adanya jumlah pihak independen yang tidak memiliki hubungan kepentingan dengan Pemegang Saham, manajemen, atau perusahaan, sehingga dapat menjalankan fungsi pengawasan secara netral, transparan, dan bebas dari konflik kepentingan.

Adapun informasi mengenai jumlah anggota Dewan Komisaris dan Direksi, termasuk komposisi gender dan pihak independen dapat dilihat pada tabel berikut:

Archi ensures diversity and independence within its management structure as a means of supporting corporate sustainability and the implementation of GCG. This diversity is reflected in gender representation on the Board of Commissioners and the Board of Directors, as well as in the presence of independent members who have no conflict of interest or affiliation with the Shareholders, management, or the company, thereby enabling them to perform their oversight functions in a neutral, transparent, and conflict-free manner.

Information on the number of members of the Board of Commissioners and the Board of Directors, including gender composition and independent members, is presented in the following table:

Keberagaman Manajemen dan Independensi [ESG G-01] Management Diversity and Independence

Jabatan Position	Pria Male	Wanita Female	Jumlah Pihak Independen Total of Independent Member
Dewan Komisaris Board of Commissioners	6	-	3
Direksi Board of Directors	3	-	0

Komposisi Dewan Komisaris dan Direksi [ESG G-01] [GRI 2-9] Composition of the Board of Commissioners and the Board of Directors

Nama Name	Jabatan Position	Gender	Masa Jabatan Term of Office	Keahlian Expertise
Kenneth Ronald Kennedy Crichton	Komisaris Utama President Commissioner	Pria Male	2022-2027	Pertambangan Mining
Rizki Indrakusuma	Wakil Komisaris Utama Vice President Commissioners	Pria Male	2022-2027	Hukum Legal
Abed Nego	Komisaris Commissioner	Pria Male	2021-2026	Keuangan Finance
Dr. Ir. Bambang Setiawan	Komisaris Independen Independent Commissioner	Pria Male	2021-2026	Pertambangan Mining
Hamid Awaluddin	Komisaris Independen Independent Commissioner	Pria Male	2021-2026	Hukum Legal
Jhoni Ginting	Komisaris Independen Independent Commissioner	Pria Male	2022-2027	Hukum Legal
Rudy Suhendra	Direktur Utama President Director	Pria Male	2022-2027	Pertambangan dan Keuangan Mining and Finance



Nama Name	Jabatan Position	Gender	Masa Jabatan Term of Office	Keahlian Expertise
Christian Emanuel David Sompie	Direktur Director	Pria Male	2022-2027	Sustainability & External Affair
Hidayat Dwiputro Sulaksono	Direktur Director	Pria Male	2022-2027	Keuangan Finance
Scott Gerald Atkinson*	Direktur Director	Pria Male	2022-2025	Pertambangan Mining

* Menjabat sampai dengan 19 Juni 2025.
* Served until June 19, 2025.

Catatan / Notes:

- Seluruh Dewan Komisaris dan Direksi telah memiliki kompetensi terkait topik-topik ekonomi, lingkungan, dan sosial.
- Tidak ada Dewan Komisaris yang merangkap jabatan sebagai pejabat eksekutif Perseroan. **[GRI 2-11]**
- The entire Board of Commissioners and Board of Directors have competency on economic, environmental, and social topics.
- No members of the Board of Commissioners holding concurrent positions as executive officers of the Company. **[GRI 2-11]**

Kehadiran Dewan Komisaris dan Direksi dalam Rapat **[ESG G-02]**

Attendance of the Board of Commissioners and the Board of Directors in Meetings

Pada tahun 2025, jumlah rapat Dewan Komisaris tercatat sebanyak 6 kali dengan rata-rata persentase kehadiran sebesar 100,00% dan jumlah rapat Direksi mencapai 12 kali dengan rata-rata persentase kehadiran sebesar 100,00%. Tingginya tingkat kehadiran ini mencerminkan komitmen manajemen dalam mengawal kebijakan strategis dan memastikan operasional perusahaan berjalan secara optimal dan berkelanjutan.

In 2025, the number of Board of Commissioners meetings was recorded at 6, with an average attendance rate of 100.00%, and the number of Board of Directors meetings reached 12, with an average attendance rate of 100.00%. The high level of attendance reflects management's strong commitment to overseeing strategic policies and ensuring that the Company's operations are carried out in an optimal and sustainable manner.

Kebijakan Pemisahan *Chairman of the Board* dan *Chief Executive Officer* **[ESG G-03]**

Policy on the Separation of Chairman of the Board and Chief Executive Officer

Untuk memastikan penerapan GCG dan mendukung keberlanjutan bisnis, Archi menerapkan kebijakan pemisahan peran antara *Chairman of the Board* (Komisaris Utama) dan *Chief Executive Officer* (CEO) (Direktur Utama). Berdasarkan Undang-Undang Republik Indonesia No. 40 Tahun 2007 tentang Perseroan Terbatas Pasal 92 dan Pasal 108 serta Anggaran Dasar Perseroan Pasal 12 dan Pasal 15, kebijakan ini menegaskan perbedaan peran antara pengawasan dan pengelolaan operasional.

To ensure the implementation of GCG and to support business sustainability, Archi adopts a policy of separating the roles of the Chairman of the Board (President Commissioner) and the Chief Executive Officer (CEO) (President Director). Based on Law of the Republic of Indonesia No. 40 of 2007 on Limited Liability Companies, Articles 92 and 108, as well as the Company's Articles of Association, Articles 12 and 15, this policy emphasizes the distinction between supervisory and operational management roles.

Kenneth Ronald Kennedy Crichton sebagai *Chairman of the Board* bertugas memimpin Dewan Komisaris untuk memastikan efektivitas pengawasan dan pemberian arahan strategis. Sementara itu, Rudy Suhendra sebagai *Chief Executive Officer* berfokus pada pengelolaan operasional perusahaan, memastikan pencapaian target kinerja, dan eksekusi strategi bisnis.

Kenneth Ronald Kennedy Crichton, as Chairman of the Board, is responsible for leading the Board of Commissioners to ensure effective supervision and the provision of strategic direction. Meanwhile, Rudy Suhendra, as Chief Executive Officer, focuses on the management of the Company's operations, ensuring the achievement of performance targets, and executing business strategies.

Kebijakan Penilaian Kinerja Dewan Komisaris dan Direksi [ESG G-04]

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

Archi menerapkan kebijakan penilaian kinerja bagi Dewan Komisaris dan Direksi setiap tahun sebagai bagian dari GCG. Penilaian dilakukan berdasarkan indikator yang terukur, mencakup pencapaian rencana kerja, kepatuhan terhadap regulasi, efektivitas pengawasan dan pengambilan keputusan, serta kontribusi terhadap peningkatan nilai bagi Pemegang Saham dan pemangku kepentingan.

Archi implements an annual performance assessment policy for the Board of Commissioners and the Board of Directors as part of its GCG. The assessment is conducted based on measurable indicators, including the achievement of work plans, compliance with regulations, the effectiveness of oversight and decision-making, as well as contributions to enhancing value for Shareholders and stakeholders.

Sejalan dengan komitmen keberlanjutan, aspek lingkungan, sosial, dan tata kelola juga menjadi bagian dari kriteria penilaian. Hal ini termasuk capaian implementasi program keberlanjutan, efektivitas pengelolaan risiko non-finansial, serta upaya menjaga keseimbangan antara kinerja ekonomi dengan tanggung jawab sosial dan lingkungan.

In line with sustainability commitments, environmental, social, and governance aspects are also included as part of the assessment criteria. These include the achievement of sustainability program implementation, the effectiveness of non-financial risk management, and efforts to maintain a balance between economic performance and social and environmental responsibilities.

Pengembangan Kompetensi Keberlanjutan [POJK E.2] [ESG G-05] [GRI 2-17]

Sustainability Competency Development

Archi memandang pengembangan kompetensi keberlanjutan sebagai bagian penting dalam memperkuat tata kelola dan pelaksanaan strategi berkelanjutan. Program pengembangan tidak hanya ditujukan bagi Dewan Komisaris dan Direksi, tetapi juga melibatkan manajemen menengah, staf, serta unit operasional yang berperan langsung dalam penerapan aspek lingkungan, sosial, dan tata kelola.

Archi regards the development of sustainability-related competencies as an important element in strengthening governance and executing sustainable strategies. Development programs are not only intended for the Board of Commissioners and the Board of Directors, but also involve middle management, staff, as well as operational units that play a direct role in implementing environmental, social, and governance aspects.



Sepanjang 2025, Archi menyelenggarakan berbagai pelatihan dan sosialisasi, antara lain mengenai praktik pertambangan berkelanjutan, kesehatan dan keselamatan kerja, efisiensi energi, pengelolaan lingkungan, serta keterlibatan masyarakat, yang diuraikan sebagai berikut:

Throughout 2025, Archi conducted various training and socialization programs, including those related to sustainable mining practices, occupational health and safety, energy efficiency, environmental management, and community engagement, as outlined below:

Nama Pelatihan Training Name	Penyelenggara Organizer	Total Peserta Total Participants (Orang / Person)
Renew Surat Izin Operator Forklift Forklift Operator License Renewal	PT Kreasi Edukasi Manajemen Indonesia	2
Sertifikasi Pengawas Operasional Pertama First Operational Supervisor Certification	PT Prosyd Bina Solusindo	16
ISO 45001:2018 Lead Auditor Course	PT SGS Indonesia	1
Perpanjangan Sertifikasi Teknisi Listrik Electrical Technician Certification Renewal	PT Kreasi Edukasi Manajemen Indonesia	11
Sertifikasi Pengawas Operasional Madya Intermediate Operational Supervisor Certification	PT Prosyd Bina Solusindo	4
Pelatihan dan Sertifikasi Surat Izin Operator Telehandler Training and Certification Operator License for Telehandler	PT Lowetan Sinergy	6
Pendidikan Latihan dan Uji Kompetensi Juru Ledak Kelas II Education, Training, and Competency Test for Class II Blaster	Pusat Pengembangan Sumber Daya Manusia Geologi Mineral dan Batubara Human Resources Development Center for Geology, Minerals, and Coal	3
Overhead Crane	PT Delta Indonesia	12
Benchmarking Keselamatan Pertambangan Mining Safety Benchmarking	PT Agincourt	4
Pembekalan Pra-Sertifikasi Pengawas Operasional Pertama Pre-Certification Preparation for First Operational Supervisor	Internal Training	15
Family Visit	Internal Training	21
Plan-Engage-Do-Appreciate-Learn-Standardized Pre-shift Meeting System for General Audience	Internal Training	153
Supervisory Development Program	Internal Training	32
Light Vehicle Safe Operation: Toyota Hilux (Four-Wheel Drive) 4WD	Internal Training	39
Defensive and Responsible Driving Training	Internal Training	19
Confined Space Awareness	Internal Training	12
Crusher Operation Assessment	Internal Training	6
Crushing Training	Internal Training	8
Cyanide Awareness Training	Internal Training	8
Fire Extinguisher	Internal Training	36
First Aid - Basic	Internal Training	37
Hazard Identification	Internal Training	347
Human Capital Induction for Employees	Internal Training	40
Health, Safety, Environmental, and Social General Induction	Internal Training	545
Lock-Out Tag-Out Level 1	Internal Training	19
Mining Induction	Internal Training	395
Training for Plan-Engage-Do-Appreciate-Learn-Standardized Instructor	Internal Training	5
Pengenalan Sign Stop, Give Way, dan Prioritas Introduction to Sign Stop, Give Way, and Priority	Internal Training	15
Process Plant Induction	Internal Training	290
Process Plant Operator Induction	Internal Training	8
Sosialisasi Lapangan - Plan-Engage-Do-Appreciate-Learn Standardized (PEDALS) Preshift Meeting Field Dissemination - Plan-Engage-Do-Appreciate-Learn-Standardized (PEDALS) Preshift Meeting	Internal Training	54

Nama Pelatihan Training Name	Penyelenggara Organizer	Total Peserta Total Participants (Orang / Person)
<i>Spring Water Induction</i>	Internal Training	358
<i>Take 5</i>	Internal Training	334
<i>Toka Supervisory Accountability Program</i>	Internal Training	37
<i>Underground Induction</i>	Internal Training	43
<i>Working at Height</i>	Internal Training	14
Pelatihan dan Sertifikasi Pengambil Contoh Uji Air Training and Certification for Water Sampling Personnel	PT Polaris Tri Darma Sukses	2
Pelatihan dan Sertifikasi Petugas Pengambil Contoh Udara Training and Certification for Air Sampling Personnel	PT Total Enviro Solusindo	1
ISO 14001:2015 Lead Auditor Course	PT SGS Indonesia	1
Sertifikasi Manajer Energi Badan Nasional Sertifikasi Profesi Energy Manager Certification by the National Professional Certification Agency	PT Cendekia Azza Cemerlang	1
Pelatihan dan Sertifikasi Pengelolaan Limbah Bahan Berbahaya dan Beracun Training and Certification for Hazardous and Toxic Waste Management	PT Polaris Tri Darma Sukses	2
Pelatihan dan Sertifikasi Penanggung Jawab Pengendalian Pencemaran Udara Training and Certification for Person in Charge of Air Pollution Control	PT Polaris Tri Darma Sukses	2
Pelatihan dan Sertifikasi Kompetensi Penanggung Jawab Pengendalian Pencemaran Air Training and Certification for Person in Charge of Water Pollution Control	PT Polaris Tri Darma Sukses	2
Pelatihan dan Sertifikasi Kompetensi Penanggung Jawab Operasional Pengolahan Air Limbah Training and Certification for Person in Charge of Wastewater Treatment Operations	PT Polaris Tri Darma Sukses	2
Good Mining Practice Environmental	Internal Training	1
Persiapan Pensiun (Purna Bakti) Retirement Preparation (Post-Service)	Internal Training	13
Archi Identity	Internal Training	33





Kebijakan Kriteria Khusus Pemilihan Dewan Komisaris dan Direksi [ESG G-06]

Policy on Specific Criteria for the Board of Commissioners and the Board of Directors' Selection

Archi menetapkan kriteria khusus dalam pemilihan Dewan Komisaris dan Direksi guna memastikan efektivitas peran dan tanggung jawab organ perusahaan. Persyaratan yang harus dipenuhi calon anggota Dewan Komisaris dan Direksi Perseroan diuraikan sebagai berikut:

1. Memiliki akhlak, moral, dan integritas yang baik;
2. Cakap melakukan perbuatan hukum;
3. Dalam 5 tahun sebelum pengangkatan dan selama menjabat:
 - a. Tidak pernah dinyatakan pailit;
 - b. Tidak pernah menjadi anggota Direksi atau Komisaris yang menyebabkan perusahaan pailit;
 - c. Tidak pernah dihukum karena tindak pidana yang merugikan keuangan negara atau sektor keuangan;
 - d. Tidak pernah menjadi Direksi atau Komisaris yang:
 - Gagal menyelenggarakan RUPS Tahunan;
 - Pertanggungjawabannya tidak diterima RUPS atau tidak memberikan pertanggungjawaban; dan
 - Menyebabkan perusahaan gagal memenuhi kewajiban laporan kepada Otoritas Jasa Keuangan.
4. Berkomitmen mematuhi peraturan perundang-undangan; dan
5. Memiliki pengetahuan dan/atau keahlian sesuai kebutuhan Perseroan.

Sebagai wujud komitmen keberlanjutan, Archi juga menekankan pemahaman dan kepedulian terhadap aspek lingkungan, sosial, dan tata kelola sebagai bagian dari kriteria pemilihan. Hal ini mencakup kemampuan calon untuk mendukung strategi keberlanjutan, mengelola risiko non-finansial, serta memastikan tercapainya keseimbangan antara kinerja ekonomi dengan tanggung jawab sosial dan lingkungan.

Archi establishes specific criteria in the selection of members of the Board of Commissioners and the Board of Directors to ensure the effectiveness of the roles and responsibilities of the company's governing bodies. The requirements that must be fulfilled by prospective members of the Company's Board of Commissioners and Board of Directors are as follows:

1. Possessing good character, morals, and integrity;
2. Legally competent to perform legal acts;
3. Within 5 years prior to appointment and during their tenure:
 - a. Have never been declared bankrupt;
 - b. Have never served as a member of the Board of Directors or Board of Commissioners that caused a company to go bankrupt;
 - c. Have never been convicted of a criminal offense that caused losses to state finances or the financial sector;
 - d. Have never served as a member of the Board of Directors or Board of Commissioners who:
 - Failed to convene the Annual General Meeting of Shareholders;
 - Had their accountability not been accepted by the GMS or failed to provide accountability; and
 - Caused the company to fail in fulfilling reporting obligations to the Financial Services Authority.
4. Committed to complying with prevailing laws and regulations; and
5. Possessing knowledge and/or expertise in accordance with the Company's needs.

As part of its sustainability commitment, Archi also emphasizes understanding and awareness of environmental, social, and governance aspects as part of the selection criteria. This includes candidates' ability to support sustainability strategies, manage non-financial risks, and ensure a balance between economic performance and social and environmental responsibilities.

Pengendalian Risiko [POJK E.3] [GRI 2-25]

Risk Control

Bagi Archi, pengendalian risiko merupakan proses strategis yang dimulai dari identifikasi berbagai potensi risiko yang dapat memengaruhi keberlangsungan usaha. Proses ini dilakukan melalui analisis faktor internal dan eksternal, termasuk risiko yang berkaitan dengan aspek ekonomi, lingkungan hidup, dan sosial dalam penerapan usaha keberlanjutan. Setiap risiko yang teridentifikasi kemudian diukur berdasarkan tingkat kemungkinan dan dampaknya, serta dipetakan sesuai dengan tingkat materialitasnya. [GRI 2-12]

Selanjutnya, risiko dipantau secara berkala melalui evaluasi atas efektivitas langkah mitigasi yang diterapkan, dan dikendalikan melalui tindakan preventif maupun korektif yang disesuaikan dengan tingkat toleransi risiko yang telah ditetapkan oleh Direksi. Dengan pendekatan ini, pengelolaan risiko terintegrasi dalam proses perencanaan dan pengambilan keputusan strategis Perseroan.

Secara teknis, pelaksanaan manajemen risiko berada di bawah koordinasi Unit Manajemen Risiko yang berperan dalam mengimplementasikan, mengembangkan, dan mengevaluasi sistem secara berkesinambungan. Unit ini bekerja sama erat dengan Audit Internal untuk memastikan efektivitas mekanisme pengendalian. Portofolio usaha yang beragam menjadi faktor penting dalam penerapan manajemen risiko Archi. Pemahaman mendalam terhadap setiap risiko memungkinkan pengelolaan yang komprehensif, sekaligus mendukung pencapaian target bisnis dan memastikan distribusi manfaat bagi seluruh pemangku kepentingan. Pengendalian risiko juga mencakup aspek sosial dan lingkungan yang timbul dari aktivitas operasional, dengan pelibatan pemangku kepentingan sebagai bagian dari mekanisme pengawasan dan evaluasi. [GRI 2-18]

Jenis Risiko dan Mitigasinya

Untuk memastikan efektivitas penerapan manajemen risiko, Archi mengidentifikasi sejumlah risiko yang signifikan terkait aspek lingkungan, sosial, dan tata kelola. Risiko-risiko tersebut dikelola melalui langkah mitigasi yang disesuaikan dengan karakteristik usaha pertambangan emas. Rincian risiko utama beserta upaya mitigasinya disajikan pada tabel berikut:

For Archi, risk management is a strategic process that begins with identifying potential risks that may affect business continuity. This process is carried out by analyzing internal and external factors, including economic, environmental, and social risks, in the implementation of sustainable business practices. Each identified risk is then measured by its likelihood and impact and mapped to its level of materiality. [GRI 2-12]

Subsequently, risks are monitored periodically through evaluations of the effectiveness of implemented mitigation measures and controlled through preventive and corrective actions adjusted to the risk tolerance level established by the Board of Directors. Through this approach, risk management is integrated into the Company's planning processes and strategic decision-making.

Technically, the implementation of risk management is coordinated by the Risk Management Unit, which is responsible for implementing, developing, and continuously evaluating the risk management system. This unit works closely with the Internal Audit function to ensure the effectiveness of control mechanisms. The Company's diversified business portfolio is an important factor in the application of Archi's risk management practices. A thorough understanding of each risk enables comprehensive risk management, supports the achievement of business targets, and ensures benefits are distributed to all stakeholders. Risk control also encompasses social and environmental aspects arising from operational activities, with stakeholder engagement forming part of the monitoring and evaluation mechanisms. [GRI 2-18]

Types of Risks and Mitigation Measures

To ensure the effectiveness of risk management implementation, Archi identifies a number of significant risks related to environmental, social, and governance aspects. These risks are managed through mitigation measures tailored to the characteristics of the gold mining business. Details of the key risks and their corresponding mitigation efforts are presented in the following table:



Aspek Aspects	Risiko Risks	Mitigasi Mitigation
Lingkungan Hidup Environmental	Pencemaran air dan tanah akibat kegiatan penambangan serta emisi gas rumah kaca dari penggunaan energi. Water and soil pollution from mining activities, as well as greenhouse gas emissions from energy use.	Penerapan Sistem Manajemen Lingkungan ISO 14001:2015, pengolahan air limbah sebelum dilepas ke lingkungan, reklamasi lahan pascatambang, serta peralihan pasokan energi dari diesel ke listrik PLN dan pengembangan proyek <i>geothermal</i> . Implementation of ISO 14001:2015 Environmental Management System, wastewater treatment before discharge into the environment, post-mining land reclamation, transition of energy supply from diesel to PLN electricity, and development of geothermal projects.
Sosial Social	Konflik dengan masyarakat sekitar akibat dampak operasi tambang dan persepsi terhadap pembagian manfaat ekonomi. Conflicts with surrounding communities due to mining operations and perceptions regarding the distribution of economic benefits.	Program tanggung jawab sosial berfokus pada pemberdayaan masyarakat, penciptaan lapangan kerja lokal, komunikasi terbuka melalui forum pemangku kepentingan, serta mekanisme pengaduan yang transparan. Social responsibility programs focus on community empowerment, creating local employment, fostering open communication through stakeholder forums, and implementing transparent grievance mechanisms.
Kesehatan dan Keselamatan Kerja Occupational Health and Safety	Potensi kecelakaan kerja di area tambang dan penyakit akibat kerja. Potential workplace accidents in mining areas and occupational diseases.	Pelaksanaan program <i>zero accident</i> , pelatihan kesehatan dan keselamatan kerja rutin, inspeksi peralatan, serta pengawasan ketat melalui Komite <i>Health, Safety, Environmental</i> . Implementation of the zero accident program, routine occupational health and safety training, equipment inspections, and strict supervision through the Health, Safety, and Environmental Committee.
Tata Kelola Governance	Potensi <i>fraud</i> , benturan kepentingan dengan pemasok, dan risiko ketidakpatuhan terhadap regulasi. Potential fraud, conflicts of interest with suppliers, and risks of non-compliance with regulations.	Penerapan sistem pengendalian internal, kebijakan anti- <i>fraud</i> , pengawasan Dewan Komisaris, serta kepatuhan pada peraturan Otoritas Jasa Keuangan dan standar GCG. Implementation of internal control system, anti-fraud policies, and supervision by the Board of Commissioners, and compliance with Financial Services Authority regulations and GCG standards.

Peran Dewan Komisaris dan Direksi dalam Manajemen Risiko

Dewan Komisaris dan Direksi secara bersama-sama memastikan penerapan manajemen risiko berjalan efektif dan terintegrasi dalam kegiatan operasional maupun pengambilan keputusan strategis Archi. Proses tersebut mencakup identifikasi, pengukuran, pemantauan, dan pengendalian risiko, termasuk risiko yang berkaitan dengan aspek ekonomi, lingkungan hidup, dan sosial. Melalui penetapan tingkat toleransi risiko, evaluasi berkala atas profil risiko, serta telaah terhadap efektivitas langkah mitigasi yang diterapkan, Dewan Komisaris dan Direksi memastikan bahwa sistem manajemen risiko dilaksanakan secara akuntabel, transparan, dan sejalan dengan prinsip GCG.

The Role of the Board of Commissioners and the Board of Directors in Risk Management

The Board of Commissioners and the Board of Directors jointly ensure that risk management is implemented effectively and integrated into operational activities and Archi's strategic decision-making. This process includes the identification, measurement, monitoring, and control of risks, including those related to economic, environmental, and social aspects. Through the establishment of risk tolerance levels, periodic evaluation of the risk profile, and review of the effectiveness of implemented mitigation measures, the Board of Commissioners and the Board of Directors ensure that the risk management system is carried out in an accountable, transparent manner and in line with GCG principles.

Membangun Budaya Keberlanjutan [POJK F.1]

Building a Culture of Sustainability

Archi memandang integritas dan tanggung jawab sebagai fondasi utama dalam menjalankan kegiatan usaha. Komitmen tersebut diwujudkan melalui penetapan Kode Etik yang berlaku bagi seluruh insan perusahaan, termasuk kebijakan anti-korupsi sebagai pedoman perilaku. Kebijakan ini juga mencakup ketentuan bagi Dewan Komisaris dan Direksi untuk menghindari setiap bentuk konflik kepentingan, baik dengan sesama anggota dewan, pemasok, pemangku kepentingan, Pemegang Saham pengendali, maupun pihak lain yang terkait dengan hubungan, transaksi, dan kewajiban finansial. **[GRI 2-15]**

Nilai-nilai keberlanjutan tersebut ditanamkan secara menyeluruh melalui integrasi ke dalam setiap proses bisnis, penguatan langkah-langkah strategis, serta pelaksanaan program pelatihan yang relevan bagi seluruh karyawan. Dengan demikian, budaya keberlanjutan di Archi tidak hanya berhenti pada tataran kebijakan tertulis, tetapi benar-benar terinternalisasi dalam sikap, pengambilan keputusan, dan praktik kerja sehari-hari. **[GRI 2-24]**

Pokok-Pokok Kode Etik

Beberapa hal telah diatur sesuai peraturan maupun ketentuan yang termuat dalam Kode Etik Archi, antara lain:

1. Kepatuhan terhadap hukum, peraturan perundang-undangan, dan kebijakan dalam grup;
2. Etika perilaku bisnis dan hubungan yang wajar:
 - a. Hubungan dengan pelanggan;
 - b. Hubungan dengan pemasok dan kontraktor;
 - c. Hubungan dengan karyawan;
 - d. Hubungan dengan kompetitor; dan
 - e. Hubungan dengan media.
3. Benturan kepentingan:
 - a. Keterlibatan atau hubungan bisnis eksternal;
 - b. Hubungan dengan pihak terkait;
 - c. Hadiah dan perjamuan;
 - d. Anti-suap;
 - e. Non-solitisasi; dan
 - f. Perdagangan orang dalam.
4. Properti dan aset Perseroan;
5. Kinerja kerja;
6. Pemangku kepentingan lainnya; dan
7. Kesehatan, keselamatan, dan lingkungan hidup.

Archi regards integrity and responsibility as the fundamental pillars of its business operations. This commitment is realized through the establishment of a Code of Ethics applicable to all employees, including an anti-corruption policy as a guide for conduct. The policy also includes provisions for the Board of Commissioners and the Board of Directors to avoid any form of conflict of interest, whether with fellow board members, suppliers, stakeholders, controlling Shareholders, or other parties involved in relationships, transactions, and financial obligations. **[GRI 2-15]**

These sustainability values are comprehensively instilled through integration into every business process, reinforcement of strategic measures, and the implementation of relevant training programs for all employees. As such, the culture of sustainability at Archi extends beyond written policies, becoming fully internalized in attitudes, decision-making, and daily work practices. **[GRI 2-24]**

Principles of the Code of Ethics

Several matters have been regulated in accordance with the provisions and requirements set forth in Archi's Code of Ethics, including:

1. Compliance with laws, regulations, and group policies;
2. Ethical business conduct and reasonable relationships:
 - a. Relationships with customers;
 - b. Relationships with suppliers and contractors;
 - c. Relationships with employees;
 - d. Relationships with competitors; and
 - e. Relationships with the media.
3. Conflict of interest:
 - a. External business involvement or relationships;
 - b. Relations with related parties;
 - c. Gifts and banquets;
 - d. Anti-bribery;
 - e. Non-solicitation; and
 - f. Insider trading.
4. The Company's property and assets;
5. Work performance;
6. Other stakeholders; and
7. Health, safety, and environment.



Kebijakan Anti-Korupsi dan Anti-Persaingan Tidak Sehat [ESG G-07]

Anti-Corruption and Anti-Unfair Competition Policy

Archi memiliki komitmen kuat dalam menjaga integritas usaha melalui penetapan Kode Etik yang memuat prinsip-prinsip anti-korupsi dan anti-persaingan tidak sehat. Kode Etik ini melarang praktik suap, gratifikasi, balas jasa, maupun bentuk lain yang dapat menimbulkan konflik kepentingan. Seluruh insan Archi diwajibkan mematuhi ketentuan ini, baik dalam interaksi internal maupun dalam hubungan dengan pihak eksternal. **[GRI 205-1]**

Untuk memastikan penerapan kebijakan berjalan konsisten, Archi melaksanakan sejumlah langkah pengendalian, antara lain penyusunan pedoman kerja, penguatan kapasitas internal, serta program pelatihan anti-korupsi yang wajib diikuti karyawan. Selain itu, perusahaan melakukan pemetaan risiko pada rantai pasok dan aktivitas operasional yang dianggap memiliki kerawanan tinggi terhadap potensi korupsi.

Sebagai bentuk pengawasan, jika terdapat kondisi yang tidak memungkinkan untuk menolak hadiah atau undangan jamuan, setiap karyawan wajib mengisi Formulir Deklarasi Hadiah dan Perjamuan kepada tim Internal Audit serta Departemen Sumber Daya Manusia. Pemberian sederhana dengan nilai maksimum AS\$250 atau setara masih diperbolehkan, dengan catatan tetap harus dilaporkan untuk evaluasi berkala. **[GRI 3-3]**

Sosialisasi Kode Etik dilaksanakan secara berkala setiap 2 tahun dan menjadi pelatihan wajib bagi seluruh karyawan, sehingga nilai integritas dapat tertanam sejak awal. Sepanjang 2025, sosialisasi Kode Etik yang mencakup materi anti-korupsi telah menjangkau 100% karyawan. Cakupan tersebut turut diperkuat melalui pelatihan tambahan yang diikuti oleh 33 karyawan yang belum berkesempatan mengikuti sosialisasi pada tahun 2024.

Selain kepada karyawan, edukasi serupa juga diberikan kepada mitra bisnis, baik pada saat penandatanganan Nota Kesepahaman maupun forum kerja sama lainnya, guna memperkuat komitmen bersama dalam mencegah praktik korupsi. Komitmen ini dibuktikan dengan tidak adanya kasus korupsi maupun pemutusan kontrak akibat pelanggaran integritas oleh mitra kerja sepanjang 3 tahun terakhir. **[GRI 205-2]**
[GRI 205-3]

Archi demonstrates a strong commitment to maintaining business integrity through the establishment of a Code of Ethics that incorporates principles of anti-corruption and anti-unfair competition. This Code of Ethics prohibits practices, such as bribery, gratuities, kickbacks, or any other forms that may give rise to conflicts of interest. All Archi personnel are required to comply with these provisions, both in internal interactions and in dealings with external parties. **[GRI 205-1]**

To ensure consistent implementation of the policy, Archi undertakes several control measures, including the development of operational guidelines, strengthening internal capacity, and mandatory anti-corruption training programs for employees. In addition, the company conducts risk mapping of the supply chain and operational activities identified as having high vulnerability to potential corruption.

As a form of oversight, if circumstances make it impossible to refuse gifts or invitations, every employee is required to complete a Gift and Hospitality Declaration Form and submit it to the Internal Audit team and the Human Resources Department. Simple gifts with a maximum value of US\$250 or equivalent are still permitted, provided they are reported for periodic evaluation. **[GRI 3-3]**

Code of Ethics dissemination is conducted periodically every 2 years and is a mandatory training for all employees, ensuring that integrity values are instilled from the outset. Throughout 2025, the Code of Ethics dissemination, which includes anti-corruption material, reached 100% of employees. This coverage was further strengthened through additional training attended by 33 employees who had not had the opportunity to participate in the dissemination in 2024.

In addition to employees, similar education is also provided to business partners, both during the signing of Memorandums of Understanding and in other cooperation forums, to strengthen a shared commitment to preventing corruption practices. This commitment is evidenced by the absence of corruption cases or contract terminations due to integrity violations by business partners over the past 3 years. **[GRI 205-2]** **[GRI 205-3]**

Perdagangan Orang Dalam dan Perlakuan Adil terhadap Pemegang Saham [ESG G-08]

Insider Trading and Fair Treatment of Shareholders

Archi menjunjung tinggi prinsip kesetaraan dan keadilan bagi seluruh Pemegang Saham. Archi memastikan setiap Pemegang Saham memperoleh hak dan akses yang sama terhadap informasi material yang relevan. Sebagai bagian dari penerapan tata kelola perusahaan yang baik, Archi menetapkan larangan tegas bagi Dewan Komisaris, Direksi, dan seluruh karyawan untuk memanfaatkan informasi yang bersifat material namun belum tersedia secara publik sebagai sarana memperoleh keuntungan pribadi maupun pihak tertentu.

Komitmen ini merupakan wujud upaya Archi dalam menjaga integritas pasar, meningkatkan kepercayaan investor, serta melindungi kepentingan seluruh Pemegang Saham secara transparan dan berkeadilan.

Archi upholds the principles of equality and fairness for all Shareholders. Archi ensures that every Shareholder has equal rights and access to relevant material information. As part of implementing good corporate governance, Archi strictly prohibits the Board of Commissioners, the Board of Directors, and all employees from using material non-public information for personal gain or for the benefit of any particular party.

This commitment reflects Archi's efforts to maintain market integrity, enhance investor confidence, as well as protecting the interests of all Shareholders in a transparent and fair manner.

Pencegahan Konflik Kepentingan [ESG G-09]

Conflict of Interest Prevention

Archi menerapkan prinsip transparansi dan akuntabilitas dalam setiap pengambilan keputusan guna mencegah terjadinya konflik kepentingan. Seluruh anggota Dewan Komisaris, Direksi, dan karyawan diwajibkan untuk menjunjung tinggi integritas serta mengutamakan kepentingan perusahaan di atas kepentingan pribadi maupun kelompok.

Upaya pencegahan dilakukan melalui penerapan Kode Etik, kebijakan anti-*fraud*, serta mekanisme pengendalian internal yang mewajibkan pengungkapan setiap potensi konflik kepentingan dalam hubungan bisnis, transaksi, maupun kewajiban finansial. Setiap transaksi yang berpotensi menimbulkan konflik kepentingan ditelaah secara cermat dan memerlukan persetujuan sesuai ketentuan tata kelola perusahaan dan peraturan yang berlaku.

Archi applies principles of transparency and accountability in every decision-making process to prevent conflicts of interest. All members of the Board of Commissioners, the Board of Directors, and employees are required to uphold integrity and prioritize the interests of the company above personal or group interests.

Preventive measures are implemented through the Code of Ethics, anti-*fraud* policies, and internal control mechanisms that require the disclosure of any potential conflicts of interest in business relationships, transactions, or financial obligations. Any transaction that may give rise to a conflict of interest is carefully reviewed and requires approval in accordance with the company's governance provisions and applicable regulations.

Pengelolaan Hubungan dengan Pemangku Kepentingan [POJK E.4][GRI 2-29]

Management of Relationships with Stakeholders

Archi memandang pelibatan pemangku kepentingan sebagai bagian penting dalam menjaga keberlanjutan usaha. Pemangku kepentingan memberikan perspektif yang berharga untuk mengidentifikasi isu-isu signifikan, menyelaraskan strategi perusahaan dengan kebutuhan dan ekspektasi mereka, serta memastikan tersampainya informasi secara transparan.

Archi regards stakeholder engagement as a critical component in maintaining business sustainability. Stakeholders provide valuable perspectives for identifying significant issues, aligning the Company's strategies with their needs and expectations, and ensuring the transparent dissemination of information.

Sebagai wujud komitmen tersebut, Archi membangun komunikasi 2 arah yang konstruktif melalui pertemuan rutin, seminar, survei kepuasan, hingga forum konsultasi publik. Setiap pendekatan disesuaikan dengan karakteristik dan kebutuhan masing-masing kelompok, sehingga tercipta sinergi yang mendukung tujuan bersama dan memperkuat hubungan jangka panjang.

As part of this commitment, Archi fosters constructive 2-way communication through regular meetings, seminars, satisfaction surveys, and public consultation forums. Each approach is tailored to the characteristics and needs of the respective stakeholder groups, creating synergy that supports shared objectives and strengthens long-term relationships.

Dependency (D)	Archi memiliki ketergantungan pada seseorang atau sebuah organisasi, atau sebaliknya. Archi is dependent on someone or an organization, or vice versa.
Responsibility (R)	Archi memiliki tanggung jawab legal, komersial, atau etika terhadap seseorang atau sebuah organisasi. Archi has legal, commercial, or ethical responsibilities towards a person or organization.
Tension (T)	Seseorang atau sebuah organisasi memiliki pengaruh terhadap isu ekonomi, sosial, atau lingkungan tertentu. A person or an organization has influence on a particular economic, social, or environmental issue.
Influence (I)	Seseorang atau sebuah organisasi memiliki pengaruh terhadap strategi atau kebijakan pemangku kepentingan lain. A person or organization has influence on the strategies or policies of other stakeholders.
Diverse Perspective (DP)	Seseorang atau sebuah organisasi memiliki pandangan yang berbeda yang dapat memengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya. A person or an organization has a different view that can influence a situation and encourage action that did not exist before.
Proximity (P)	Seseorang atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan Archi. A person or organization has geographical and operational proximity to Archi.

Berdasarkan hasil identifikasi, pemetaan kelompok pemangku kepentingan berdasarkan tingkat pengaruhnya terhadap Archi disampaikan lebih lanjut pada uraian berikut:

Based on the results of the identification process, the mapping of stakeholder groups according to their level of influence on Archi is presented in the following description:

Pemangku Kepentingan Stakeholder	Basis Penetapan Pemangku Kepentingan Basis of Determining Stakeholder	Metode Pendekatan dan Frekuensi Pertemuan Method of Approaching and Frequency of Meeting	Fokus Perhatian Focus of Attention
Pemegang Saham dan Investor Shareholder and Investor	D, T, I	<ul style="list-style-type: none"> Publikasi rutin (laporan tahunan, laporan keuangan, laporan keberlanjutan, dan sebagainya). Rapat Umum Pemegang Saham (minimal 1 kali dalam setahun). Regular publications (annual reports, financial reports, sustainability reports, etc.). General Meeting of Shareholders (at least once a year). 	<p>Pertanggungjawaban kinerja ekonomi, lingkungan, dan sosial perusahaan.</p> <p>Accountability for the company's economic, environmental, and social performance.</p>

Pemangku Kepentingan Stakeholder	Basis Penetapan Pemangku Kepentingan Basis of Determining Stakeholder	Metode Pendekatan dan Frekuensi Pertemuan Method of Approaching and Frequency of Meeting	Fokus Perhatian Focus of Attention
Karyawan Employee	D, R, DP, P	<ul style="list-style-type: none"> Penilaian kinerja (2 kali dalam setahun). Program-program pelibatan karyawan (secara berkala). Media-media internal. Performance assessment (twice a year). Employee engagement program (regularly). Internal media. 	<ul style="list-style-type: none"> Kesejahteraan karyawan. Pengembangan kompetensi dan karier. Kesehatan dan keselamatan kerja. Employee welfare. Competence and career development. Occupational health and safety.
Pemerintah Pusat dan Pemerintah Daerah Central Government and Local Government	D, R, TI, DP	<ul style="list-style-type: none"> Rapat koordinasi (secara berkala). Pertemuan tatap muka (secara berkala). Pelaporan rutin. Coordination meeting (regularly). Face-to-face meeting (regularly). Regular reporting. 	<ul style="list-style-type: none"> Pembayaran pajak dan kewajiban kepada negara. Kontribusi terhadap perkembangan daerah. Kepatuhan regulasi. Payment of taxes and obligations to the state. Contribution to regional development. Regulatory compliance.
Masyarakat dan Komunitas Lokal Public and Local Community	D, R, T, I, DP, P	<ul style="list-style-type: none"> Tanggung jawab sosial dan lingkungan. Pendampingan dan pemberdayaan masyarakat. Sosialisasi/penyuluhan (secara berkala). Pertemuan rutin. Social and environmental responsibility. Community assistance and empowerment. Dissemination/education (regularly). Regular meeting. 	<ul style="list-style-type: none"> Kontribusi kepada masyarakat sekitar. Pengembangan dan pemberdayaan. Penyelenggaraan program tanggung jawab sosial dan lingkungan. Peluang kerja. Kerja sama dan kolaborasi. Contribution to surrounding community. Development and empowerment. Implementation of social and environmental responsibility programs. Job opportunities. Cooperation and collaboration.
Media Media	T, I, DP	<ul style="list-style-type: none"> Konferensi pers (bila diperlukan). Siaran pers (secara berkala). Press Conference (if required). Press Release (regularly). 	<ul style="list-style-type: none"> Kinerja perusahaan. Dampak dan kontribusi perusahaan. Company performance. Company impact and contribution.
Mitra Kerja Work Partner	D, R, P	<ul style="list-style-type: none"> Penyelenggaraan penawaran (tender) (sesuai kebutuhan). Koordinasi rutin (sesuai kebutuhan). Organizing bids (tenders) (as needed). Regular coordination (as needed). 	<ul style="list-style-type: none"> Transparansi pengadaan barang dan jasa. Termin pembayaran. Transparency in procurement of goods and services. Payment terms.
Pelanggan Customer	D, R, T, I	<ul style="list-style-type: none"> E-mail dan situs web. Pertemuan reguler. E-mail and website. Regular meeting. 	<ul style="list-style-type: none"> Kualitas produk dan layanan. Quality of products and services.

Sistem Pelaporan Pelanggaran [GRI 2-26] Whistleblowing System

Archi menyediakan mekanisme pelaporan pelanggaran (*whistleblowing system/WBS*) sebagai sarana resmi bagi seluruh insan perusahaan maupun pihak eksternal untuk menyampaikan dugaan pelanggaran terkait kecurangan, pelanggaran hukum, atau tindakan yang tidak sesuai dengan etika kerja. Fasilitas ini dirancang aman, rahasia, dan mudah diakses sehingga setiap laporan dapat disampaikan secara objektif.

Archi provides a whistleblowing system (WBS) as an official channel for all employees and external parties to report suspected violations related to fraud, legal breaches, or conduct inconsistent with the company's ethical standards. This facility is designed to be secure, confidential, and easily accessible, enabling objective submission of reports.



Pengelolaan WBS dilakukan secara profesional oleh pihak yang berwenang bersama Direksi dan/atau Dewan Komisaris dengan dukungan tim investigasi kompeten. Setiap laporan yang diterima ditelaah, diinvestigasi, dan ditindaklanjuti secara menyeluruh. Apabila terbukti benar, kasus akan diteruskan kepada Direksi dan Dewan Komisaris untuk penentuan sanksi. Sebaliknya, laporan yang tidak terbukti atau mengandung unsur pencemaran nama baik akan diproses sesuai kebijakan internal dan ketentuan hukum yang berlaku. [GRI 2-16]

Archi menjamin perlindungan penuh bagi pelapor dari segala bentuk ancaman, intimidasi, atau tindakan balasan, termasuk dalam kasus pelecehan di tempat kerja. Setiap laporan terkait pelecehan, baik fisik, verbal, maupun non-verbal, ditangani secara serius dan sensitif guna memastikan terciptanya lingkungan kerja yang aman, inklusif, dan bebas diskriminasi. Sepanjang tahun 2025, hubungan dengan pemangku kepentingan berlangsung konstruktif tanpa adanya laporan pelanggaran yang disampaikan melalui mekanisme WBS. [GRI 403-2]

The WBS is managed professionally by the authorized parties in coordination with the Board of Directors and/or the Board of Commissioners, supported by a competent investigation team. Each report received is reviewed, investigated, and followed up thoroughly. Verified cases are escalated to the Board of Directors and the Board of Commissioners for the determination of appropriate sanctions. Conversely, reports that are unsubstantiated or contain elements of defamation are handled in accordance with internal policies and applicable laws. [GRI 2-16]

Archi ensures full protection for whistleblowers against any form of threat, intimidation, or retaliation, including in cases of workplace harassment. All reports of harassment, whether physical, verbal, or nonverbal, are handled seriously and sensitively to ensure a safe, inclusive, and discrimination-free work environment. Throughout 2025, stakeholder interactions remained constructive, with no reports of violations submitted through the WBS mechanism. [GRI 403-2]

Tantangan dan Strategi Penerapan Prinsip Keberlanjutan [POJKE.5]

Challenges and Strategies for Implementing Sustainability Principles

Dalam penerapan prinsip keberlanjutan, Archi menghadapi sejumlah tantangan baik internal maupun eksternal. Dari sisi internal, tantangan utama terletak pada perlunya pengembangan konsep dan cakupan pengelolaan keberlanjutan yang lebih luas, mencakup aspek sosial dan lingkungan di seluruh Entitas Anak. Untuk mengatasinya, perusahaan secara berkala melibatkan insan Archi dalam program pengembangan kompetensi dan pelatihan keberlanjutan, sekaligus melakukan evaluasi menyeluruh terhadap kebijakan dan aktivitas agar senantiasa relevan serta berorientasi pada praktik bisnis berkelanjutan.

Dari sisi eksternal, tantangan muncul dari risiko peningkatan penggunaan energi yang tidak direncanakan sehingga berpotensi mendorong pemanasan global dan perubahan iklim ekstrem. Archi menanggapi hal ini dengan menyusun rencana antisipasi, termasuk upaya pengelolaan energi yang lebih efisien dan transisi ke sumber energi yang lebih ramah lingkungan. Selain itu, perubahan regulasi pemerintah terkait praktik keberlanjutan juga menjadi tantangan tersendiri. Untuk itu, Archi memastikan kepatuhan terhadap seluruh ketentuan yang berlaku serta melakukan analisis proaktif atas potensi dampak regulasi terhadap kegiatan usaha, baik saat ini maupun di masa mendatang.

In implementing sustainability principles, Archi faces a number of internal and external challenges. Internally, the main challenge lies in the need to further develop the concept and scope of sustainability management, encompassing social and environmental aspects across all Subsidiaries. To address this, the company periodically engages Archi personnel in competency development and sustainability training programs, while also conducting comprehensive evaluations of policies and activities to ensure they remain relevant and oriented toward sustainable business practices.

Externally, challenges arise from the risk of unplanned increases in energy consumption, which could contribute to global warming and extreme climate change. Archi addresses this by formulating anticipatory plans, including efforts to improve energy efficiency and transition to more environmentally friendly energy sources. In addition, changes in government regulations related to sustainability practices present a separate challenge. To this end, Archi ensures compliance with all applicable regulations and conducts proactive analyses of potential regulatory impacts on business activities, both presently and in the future.



Archi
Indonesia



07.



KINERJA KEBERLANJUTAN EKONOMI

Economic Sustainability Performance

Inisiatif Strategis Tahun 2025 [GRI 3-3]

Strategic Initiatives for 2025

Inisiatif strategis yang dijalankan pada 2025 diarahkan tidak hanya untuk meningkatkan produksi, tetapi juga untuk menjamin keberlanjutan manfaat ekonomi bagi pemangku kepentingan. Operasi pit utama yang kembali optimal, pembukaan area penambangan baru, serta pengembangan tambang bawah tanah di pit Kopra menjadi sumber pertumbuhan yang berkelanjutan bagi perusahaan sekaligus memperkuat kontribusi ekonomi daerah.

Di sisi lain, investasi pada energi terbarukan melalui TTG di Ranowulu, Bitung, memberikan nilai tambah berupa diversifikasi usaha, efisiensi energi, dan penciptaan lapangan kerja baru. Langkah ini tidak hanya memperpanjang umur operasi tambang, tetapi juga memperluas dampak ekonomi positif secara jangka panjang bagi masyarakat dan negara.

The strategic initiatives implemented in 2025 were aimed not only at increasing production but also at ensuring the sustainability of economic benefits for stakeholders. The restoration of optimal operations at the main pit, the opening of new mining areas, as well as the development of underground mining at Kopra pit, serve as a source of sustainable growth for the Company while strengthening regional economic contribution.

On the other hand, investments in renewable energy through TTG project in Ranowulu, Bitung, provide added value in the form of business diversification, energy efficiency, and creation of new jobs. This initiative not only extends the operational life of the mine but also broadens the long-term positive economic impact for both the community and the country.

Segmen Penambangan Emas

Gold Mining Segment

Segmen usaha penambangan emas Archi dijalankan melalui 2 Entitas Anak dengan kepemilikan penuh, yakni MSM dan TTN. Melalui kedua entitas ini, Archi memegang Kontrak Karya atas wilayah konsesi seluas 39.817 hektare di Provinsi Sulawesi Utara, berlaku hingga 2041 dan masih dapat diperpanjang 2 kali, masing-masing 10 tahun, dalam bentuk Izin Usaha Pertambangan Khusus (IUPK).

Kegiatan operasional penambangan emas yang dimulai sejak 2009 terus berkembang menjadi operasi multi-pit, mencakup pit Toka, Pajajaran, Kopra, Blambangan, Araren, hingga Alaskar. Seiring berjalannya waktu, Archi menerapkan berbagai inisiatif efisiensi, seperti pembaruan armada, peningkatan kapasitas pengolahan, serta pengalihan pasokan energi dari diesel ke listrik Perusahaan Listrik Negara (PLN). Upaya ini tidak hanya meningkatkan efisiensi biaya, tetapi juga mendukung kinerja keberlanjutan perusahaan.

Archi's gold mining business segment is carried out through 2 wholly owned Subsidiaries, MSM and TTN. Through these entities, Archi holds a Contract of Work covering a concession area of 39,817 hectares in North Sulawesi Province, valid until 2041 and extendable twice for 10 years each, issued as a Special Mining Business Permit (IUPK).

Gold mining operations, which began in 2009, have gradually evolved into a multi-pit operation, covering pit Toka, Pajajaran, Kopra, Blambangan, Araren, and Alaskar. Over time, Archi has implemented various efficiency initiatives, including fleet upgrades, increasing processing capacity, as well as transitioning energy supply from diesel to electricity of National Electricity Company (PLN). These efforts have not only improved cost efficiency but also supported the company's sustainability performance.



Pada tahun 2025, kegiatan eksplorasi difokuskan pada area sekitar tambang (*near-mine*) di Koridor Timur untuk mengoptimalkan penemuan bijih emas berkadar tinggi yang telah diidentifikasi tahun sebelumnya. Di saat yang sama, Archi melanjutkan penjajakan peluang eksplorasi di Koridor Barat dan Koridor Tengah melalui pendekatan *brownfield* dan *greenfield*. Kegiatan ini menghasilkan tambahan cadangan terukur yang memperkuat posisi Archi sekaligus memperpanjang umur operasi tambang.

Strategi pengembangan aset di 2025 menandai fase pertumbuhan yang lebih aktif bagi Archi. Keberhasilan eksplorasi *near-mine* dan pengembangan tambang bawah tanah di pit Kopra menjadi fondasi utama dalam memperkuat kontribusi ekonomi berkelanjutan serta memastikan nilai jangka panjang bagi seluruh pemangku kepentingan.

Strategi Usaha Tahun 2025

Strategi usaha Archi di segmen penambangan emas pada tahun 2025 diarahkan untuk memperkuat keberlanjutan produksi sekaligus meningkatkan efisiensi operasional. Fokus utama yang dijalankan mencakup:

1. Optimalisasi penambangan dan kegiatan eksplorasi secara paralel di pit Marawuwung yang baru mulai beroperasi dengan tujuan meningkatkan produksi emas dalam jangka pendek sekaligus memperkuat potensi penambahan cadangan serta sumber daya untuk mendukung keberlanjutan produksi emas Archi dalam jangka panjang;
2. Peningkatan produksi emas di pit Araren yang memiliki kadar emas yang tinggi pasca selesai pembangunan infrastruktur pada tahun 2024 serta pengembangan pit Araren secara berkala untuk mendukung produksi di masa mendatang;
3. Optimalisasi penambangan bawah tanah dan kegiatan eksplorasi di pit Kopra melalui 2 jalur akses yang diharapkan dapat meningkatkan produksi emas; dan
4. Meningkatkan kapabilitas pabrik pengolahan dan *recovery* emas yang diolah dengan implementasi teknologi baru.

Kinerja Usaha Tahun 2025 [POJK F.2]

Berikut ringkasan kinerja produksi dan penjualan Archi selama 3 tahun terakhir, mencakup capaian tahun 2025 beserta perbandingan dengan tahun sebelumnya:

Uraian	Satuan Unit	2025	2024	2023	Description
KINERJA PRODUKSI / PRODUCTION PERFORMANCE					
Volume Produksi Emas	Kilo Ons Kilo Ounce	121,73	93,44	123,25	Gold Production Volume
Volume Produksi Perak	Kilo Ons Kilo Ounce	125,88	209,99	219,67	Silver Production Volume

In 2025, exploration activities were focused on near-mine areas in the Eastern Corridor to optimize the discovery of high-grade gold ore that had been identified in the previous year. At the same time, Archi continued to explore opportunities in the Western and Central Corridors through both brownfield and greenfield approaches. These activities added measurable reserves, strengthening Archi's position and extending the operational life of the mines.

The asset development strategy in 2025 marked a more active growth phase for Archi. The success of near-mine exploration and the development of underground mining at Kopra pit serve as the main foundation in strengthening sustainable economic contribution as well as ensuring long-term value for all stakeholders.

Business Strategy in 2025

Archi's business strategy in the gold mining segment in 2025 was aimed at strengthening the sustainability of production while improving operational efficiency. The main focus areas included:

1. Optimization of mining and parallel exploration activities at the Marawuwung pit, which has recently commenced operations, aimed at increasing gold production in the short term while strengthening the potential for additional reserves and resources to support Archi's long-term gold production sustainability;
2. Increase in gold production at the Araren pit, which has high gold grades following the completion of infrastructure development in 2024, as well as the phased development of the Araren pit to support future production;
3. Optimization of underground mining and exploration activities at the Kopra pit through 2 access routes, which are expected to increase gold production; and
4. Increasing the capability of the processing plant and gold recovery processed through the implementation of new technologies.

Business Performance in 2025 [POJK F.2]

The following is a summary of Archi's production and sales performance over the past 3 years, including the 2025 achievements and comparisons with those of the previous year:

Uraian	Satuan Unit	2025	2024	2023	Description
Kadar Rata-Rata Emas Diolah	g/t	1,2	1,0	1,2	Average Gold Head Grade
Kapasitas Maksimal Pabrik Pengolahan per Tahun	g/t	4,0	4,0	4,0	Processing Plant Maximum Capacity per Annum
KINERJA PENJUALAN / SALES PERFORMANCE					
Volume Penjualan Emas	Kilo Ons Kilo Ounce	123,52	97,12	120,55	Gold Sales Volume
Volume Penjualan Perak	Kilo Ons Kilo Ounce	91,67	229,52	226,38	Silver Sales Volume

Selain kinerja produksi dan penjualan, Archi juga mencatat perkembangan kinerja keuangan segmen usaha penambangan emas. Rincian pendapatan, laba usaha segmen, serta rata-rata harga jual emas dan perak dalam 3 tahun terakhir ditunjukkan pada tabel berikut:

In addition to production and sales performance, Archi also recorded developments in the financial performance of its gold mining business segment. The details of revenue, segment operating profit, as well as the average selling prices of gold and silver over the past 3 years, as presented in the following table:

Uraian	Satuan Unit	2025	2024	2023	Description
Pendapatan dari Pelanggan Eksternal	AS\$ US\$	435.789.619	233.170.917	235.280.986	Revenue from External Customers
Laba Usaha Segmen	AS\$ US\$	207.277.689	61.444.428	61.257.136	Segment Operating Profit
Harga Rata-Rata Penjualan Emas	AS\$/oz US\$/oz	3.528	2.401	1.952	Average Gold Selling Price
Harga Rata-Rata Penjualan Perak	AS\$/oz US\$/oz	35	27	23	Average Silver Selling Price

Rencana Strategis Tahun 2026

Memasuki tahun 2026, Archi menetapkan fokus strategis guna memperkuat kinerja inti sekaligus mengembangkan peluang pertumbuhan baru, mencakup:

1. Optimalisasi penambangan dan eksplorasi paralel di pit Marawuwung, dengan tujuan meningkatkan produksi emas dan memperkuat potensi penambahan cadangan dan sumber daya untuk mendukung keberlanjutan produksi jangka panjang;
2. Peningkatan produksi emas di pit Araren yang memiliki kadar emas tinggi setelah selesainya pembangunan infrastruktur pada tahun 2024, disertai pengembangan bertahap untuk menunjang produksi di masa depan;
3. Optimalisasi penambangan bawah tanah di pit Kopra melalui 2 jalur akses utama yang ditargetkan dapat meningkatkan produksi emas secara signifikan; dan
4. Peningkatan kapasitas pabrik pengolahan dari 4 Mtpa menjadi 6 Mtpa.

Strategic Plan for 2026

Entering 2026, Archi has established strategic focus to strengthen core performance while developing new growth opportunities, including:

1. Optimization of mining and parallel exploration at the Marawuwung pit, aimed at increasing gold production and strengthening the potential for additional reserves and resources to support long-term production sustainability;
2. Increase in gold production at the Araren pit, which has high gold grades following the completion of infrastructure development in 2024, accompanied by phased development to support future production;
3. Optimization of underground mining at the Kopra pit through 2 main access routes targeted to significantly increase gold production; and
4. Increase in processing plant capacity from 4 Mtpa to 6 Mtpa.



Segmen Perdagangan dan Pengolahan Emas

Gold Trading and Processing Segment

Segmen perdagangan dan pengolahan emas dijalankan melalui EMAS, Entitas Anak yang mayoritas sahamnya dimiliki Archi. EMAS terus memperkuat perannya dalam hilirisasi emas nasional dengan mengoptimalkan kapasitas pemurnian hingga 30 ton per tahun dan memperluas variasi produk emas batangan bermerek Lotus Archi dan Emas Merah Putih. Seluruh produk dipasarkan dengan kadar kemurnian 99,99% dan dilengkapi teknologi QR Code (CertiEye dan LA CertiTrack) sebagai jaminan keaslian.

Dari sisi pemasaran, EMAS pada 2025 fokus memperluas jaringan distribusi ritel, baik melalui toko emas rekanan di kota besar maupun melalui kanal digital yang terus mengalami peningkatan transaksi. Selain itu, kinerja ekspor juga ditingkatkan dengan memperluas pasar internasional, khususnya di kawasan Asia Selatan dan Timur Tengah, yang memberikan kontribusi tambahan terhadap pendapatan segmen.

Strategi Usaha Tahun 2025

Strategi usaha Archi di segmen perdagangan dan pengolahan emas pada tahun 2025 diarahkan untuk memperkuat merek, memperluas pasar, serta memanfaatkan peluang kerja sama strategis. Fokus utama yang dijalankan mencakup:

- Melanjutkan kerja sama dengan Warner Bros. untuk meluncurkan produk khusus edisi Hari Valentine, Imlek, dan Idulfitri dalam bentuk *Gift Series* dan *Paper Gold*;
- Berhasil melakukan kolaborasi dengan FIFA dalam rangka pelaksanaan FIFA World Cup 2026; dan
- Potensi kerja sama dengan Bullion Bank yang dicanangkan Pemerintah pada Februari 2025.

Kinerja Usaha Tahun 2025 [POJK F.2]

Berikut disajikan kinerja usaha segmen perdagangan dan pengolahan emas Archi selama 3 tahun terakhir, yang mencakup pendapatan dari pelanggan eksternal serta laba (rugi) usaha segmen:

Uraian	Satuan Unit	2025	2024	2023	Description
Pendapatan dari Pelanggan Eksternal	AS\$ US\$	61.877.262	78.227.814	72.423.493	Revenue from External Customers
Laba (Rugi) Usaha Segmen	AS\$ US\$	1.720.130	(200.227)	425.769	Segment Operating Profit (Loss)

The gold trading and refining segment is operated through EMAS, a Subsidiary in which Archi holds a majority stake. EMAS continues to strengthen its role in national gold downstreaming by optimizing refining capacity to 30 tons per year and expanding its range of branded gold bars under Lotus Archi and Emas Merah Putih. All products are marketed with a 99.99% purity and are equipped with QR code technology (CertiEye and LA CertiTrack) to guarantee authenticity.

On the marketing side, in 2025 EMAS focused on expanding its retail distribution network, both through partner gold stores in major cities and via digital channels, which have shown continuous transaction growth. In addition, export performance was enhanced by broadening international markets, particularly in South Asia and the Middle East, providing additional contributions to the segment's revenue.

Business Strategy in 2025

Archi's business strategy in the gold trading and refining segment in 2025 was aimed at strengthening the brand, expanding the market, and leveraging strategic partnership opportunities. The main focus areas included:

- Continuing collaboration with Warner Bros. to launch special products for Valentine's Day, Chinese New Year, and Eid al-Fitr in the form of Gift Series and Paper Gold;
- Successfully collaborating with FIFA in the context of the FIFA World Cup 2026; and
- Potential collaboration with Bullion Banks initiated by the Government in February 2025.

Business Performance in 2025 [POJK F.2]

The following presents the performance of Archi's gold trading and refining segment over the past 3 years, including revenue from external customers and segment operating profit (loss):

Rencana Strategis Tahun 2026

Fokus utama rencana strategis Archi di segmen perdagangan dan pengolahan emas pada tahun 2026 diarahkan untuk memperluas pasar, memperkuat kolaborasi, serta meningkatkan nilai tambah produk hilir emas. Adapun agenda strategis yang direncanakan meliputi:

1. Mengoptimalkan kerja sama dengan FIFA dalam rangka penyelenggaraan FIFA World Cup 2026;
2. Melanjutkan kolaborasi dengan Warner Bros. & Disney untuk menghadirkan produk khusus edisi Hari Valentine, Imlek, dan Idulfitri dalam bentuk *Gift Series* dan *Paper Gold*; dan
3. Mencari peluang untuk menjual emas ke bank-bank besar di Indonesia.

Strategic Plan for 2026

Archi's main strategic focus in the gold trading and refining segment in 2026 is aimed at expanding markets, strengthening collaborations, and enhancing the value of downstream gold products. The planned strategic agenda includes:

1. Optimizing collaboration with FIFA in the context of the FIFA World Cup 2026;
2. Continuing collaboration with Warner Bros. & Disney to present special products for Valentine's Day, Chinese New Year, and Eid al-Fitr in the form of Gift Series and Paper Gold; and
3. Exploring opportunities to sell gold to major banks in Indonesia.

Segmen Usaha Lain-Lain Other Business Segment

Segmen usaha lain-lain Archi dijalankan melalui sejumlah Entitas Anak yang berperan mendukung kelancaran operasional inti maupun pengembangan usaha ke depan. PT Karya Kreasi Mulia (KKM) menyediakan jasa penunjang penambangan, termasuk konsultasi manajemen, investasi, dan jasa kontraktor, serta layanan pendukung di bidang perpajakan, hukum, dan sumber daya manusia bagi kelompok usaha Archi.

Selain itu, ARPTE yang berbasis di Singapura berfokus pada kegiatan investasi, sementara JPP berfungsi sebagai *holding* bisnis kontraktor penambangan emas. JPP memiliki 25% saham di GMA, yang merupakan kontraktor utama operasional di Tambang Emas Toka Tindung, Sulawesi Utara.

Di luar sektor inti, Archi juga terlibat dalam TTG, entitas patungan yang mengembangkan energi panas bumi di Ranowulu, Sulawesi Utara. Kehadiran TTG mencerminkan langkah strategis Archi dalam diversifikasi usaha ke sektor energi terbarukan untuk mendukung transisi menuju sumber energi rendah emisi.

Archi's other business segments are operated through several Subsidiaries that support the smooth functioning of core operations and future business development. PT Karya Kreasi Mulia (KKM) provides mining support services, including management consulting, investment, and contractor services, as well as support in taxation, legal, and human resources for Archi group.

Furthermore, ARPTE, based in Singapore, focuses on investment activities, while JPP serves as the holding company for gold mining contractor business. JPP holds a 25% stake in GMA, the main contractor operating at Toka Tindung Gold Mine in North Sulawesi.

Outside the core sector, Archi is also involved in TTG, a joint venture developing geothermal energy in Ranowulu, North Sulawesi. TTG's presence reflects Archi's strategic step in diversifying into renewable energy to support the transition toward low-emission energy sources.

Strategi Usaha Tahun 2025

Strategi usaha Archi di segmen usaha lain-lain pada 2025 diarahkan untuk memperluas cakupan layanan serta memperkuat kontribusi terhadap kinerja grup secara keseluruhan. Fokus utama yang dijalankan sebagai berikut:

1. Menjaga pertumbuhan kinerja segmen secara sehat, dengan memanfaatkan kapabilitas entitas jasa penunjang yang telah dimiliki; dan

Business Strategy in 2025

Archi's business strategy in the other business segments in 2025 was aimed at expanding the scope of services and strengthening contributions to overall group performance. The main focus areas included:

1. Maintaining healthy segment performance growth by leveraging the capabilities of existing support service entities; and



2. Menerima tawaran pengerjaan proyek dari perusahaan tambang lain di Indonesia, sebagai langkah diversifikasi sekaligus peningkatan portofolio usaha di luar lingkup internal grup Archi.

2. Accepting project proposals from other mining companies in Indonesia, as a step toward diversification and expanding the business portfolio beyond Archi's internal group.

Kinerja Usaha Tahun 2025 [POJK F.2]

Kinerja segmen usaha lain-lain sepanjang 2025 ditunjukkan melalui pendapatan dari pelanggan eksternal, laba (rugi) usaha segmen, serta bagian atas laba entitas asosiasi sebagaimana tersaji pada tabel berikut:

Uraian	Satuan Unit	2025	2024	2023	Description
Pendapatan dari Pelanggan Eksternal	AS\$ US\$	3.918.592	3.730.202	4.452.371	Revenue from External Customers
(Rugi) Usaha Segmen	AS\$ US\$	(5.048.112)	(4.646.357)	(6.051.879)	Segment Operating (Loss)
Bagian atas Laba Entitas Asosiasi	AS\$ US\$	1.978.628	1.360.424	3.667.598	Share in Profit of Associate

Business Performance in 2025 [POJK F.2]

The performance of other business segments throughout 2025 is presented through revenue from external customers, segment operating profit (loss), and the share of profit from associated entities, as shown in the following table:

Rencana Strategis Tahun 2026

Untuk menjaga kesinambungan pertumbuhan usaha dan memperkuat daya saing di industri, Archi telah menyusun rencana strategis tahun 2026 yang difokuskan pada pengembangan segmen usaha inti maupun diversifikasi usaha. Rincian rencana strategis tersebut dapat dilihat sebagai berikut:

1. Penambahan peremajaan armada alat berat GMA untuk pengerjaan kontraktor tambang; dan
2. Mencari peluang pengerjaan proyek dari perusahaan tambang lain di Indonesia, sebagai langkah diversifikasi sekaligus peningkatan portofolio usaha di luar lingkup internal grup Archi.

Strategic Plan for 2026

To maintain sustainable business growth and strengthen competitiveness in the industry, Archi has developed its 2026 strategic plan, focusing on both the development of core business segments and business diversification. The details of the strategic plan are as follows:

1. Addition and rejuvenating of GMA heavy equipment fleet for mining contractor operations; and
2. Exploring opportunities to undertake projects from other mining companies in Indonesia, as a step toward diversification, as well as enhancing the business portfolio beyond Archi Group's internal scope.

Pencapaian Target Kinerja Operasional dan Keuangan [POJK F.2]

Achievement of Operational and Financial Performance Targets

Archi berupaya untuk meningkatkan keunggulan operasional dari sisi proses produksi hingga kualitas produk dan jasa dalam rangka meningkatkan daya saing di persaingan industri penambangan emas yang semakin ketat. Melalui usaha tersebut, Archi hampir mencapai target operasional dan keuangan yang telah ditetapkan, seperti yang ditunjukkan dalam tabel berikut:

Archi strives to enhance operational excellence across production processes to the quality of products and services in order to strengthen competitiveness amid increasingly intense competition in the gold mining industry. Through these efforts, Archi nearly achieved the operational and financial targets that had been set, as shown in the following table:

Uraian	2025	2024	2023	Description
	Realisasi Realization	Realisasi Realization	Realisasi Realization	
KINERJA OPERASIONAL / OPERATIONAL PERFORMANCE (disajikan dalam kilo ons / presented in kilo ounces)				
VOLUME PRODUKSI / PRODUCTION VOLUME				
Emas	121,73	93,44	123,25	Gold
Perak	125,88	209,99	219,67	Silver
VOLUME PENJUALAN / SALES VOLUME				
Emas	123,52	97,12	120,55	Gold
Perak	91,67	229,52	226,38	Silver
KINERJA KEUANGAN / FINANCIAL PERFORMANCE (disajikan dalam AS\$ / presented in US\$)				
Pendapatan dari Kontrak dengan Pelanggan	496.229.823	287.618.877	249.630.768	Revenue from Contracts with Customers
Laba Tahun Berjalan	102.523.383	10.417.368	14.759.124	Profit for the Year

Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan [POJK F.3]

Pada tahun 2025, Archi mengalokasikan sebagian belanja modal untuk mendukung proyek yang sejalan dengan prinsip keuangan berkelanjutan, khususnya pada sektor energi terbarukan dan efisiensi operasional. Target investasi tahun 2025 diarahkan pada pengembangan pit baru, penambangan bawah tanah, dan peningkatan *recovery rate* pada pabrik pengolahan.

Realisasi investasi pada proyek-proyek berkelanjutan tersebut tercatat sebesar AS\$75,1 juta, atau menurun 18,11% dari tahun sebelumnya. Pencapaian ini mencerminkan komitmen perusahaan dalam mendukung transisi energi dan pengelolaan sumber daya yang bertanggung jawab.

Comparison of Targets and Performance of Portfolio, Financing Targets, or Investments in Financial Instruments or Projects Aligned with Sustainable Finance [POJK F.3]

In 2025, Archi allocated a portion of its capital expenditures to support projects aligned with the principles of sustainable finance, particularly in the renewable energy and operational efficiency sectors. The 2025 investment target is directed toward the development of new pits, underground mining, and increasing the recovery rate at the processing plant.

The realization of investment in these sustainable projects amounted to US\$75.1 million, or a decrease of 18.11% compared to the previous year. This achievement reflects the company's commitment to supporting the energy transition and responsible resource management.



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

Direct Economic Value Generated and Distributed

Sebagai bagian dari komitmen keberlanjutan, Archi senantiasa menciptakan nilai ekonomi langsung yang bermanfaat bagi seluruh pemangku kepentingan. Nilai tersebut tidak hanya dihasilkan melalui pendapatan dari pelanggan dan aktivitas operasi lain, tetapi juga didistribusikan dalam bentuk biaya operasional, kompensasi bagi karyawan, pembayaran pajak dan royalti kepada pemerintah, serta dukungan untuk kegiatan sosial. Rincian nilai ekonomi yang dihasilkan, didistribusikan, dan dipertahankan selama 3 tahun terakhir disajikan pada tabel berikut: [GRI 3-3]

As part of its sustainability commitment, Archi consistently creates direct economic value that benefits all stakeholders. This value is not only generated through revenue from customers and other operational activities but is also distributed in the form of operating expenses, employee compensation, taxes and royalties paid to the government, and support for social activities. The details of economic value generated, distributed, and maintained over the past 3 years are presented in the following table: [GRI 3-3]

(disajikan dalam AS\$ / presented in US\$)

Uraian	2025	2024	2023	Description
NILAI EKONOMI YANG DIHASILKAN / ECONOMIC VALUE GENERATED				
Pendapatan dari Kontrak dengan Pelanggan	496.229.823	287.618.877	249.630.768	Revenue from Contracts with Customers
Pendapatan Operasi Lain	3.214.675	6.197.317	4.998.441	Other Operating Revenue
Total	499.444.498	293.816.194	254.629.209	Total
NILAI EKONOMI YANG DIDISTRIBUSIKAN / ECONOMIC VALUE DISTRIBUTED				
Biaya Operasional	209.065.451	189.254.130	144.590.288	Operating Expenses
Biaya Pegawai (Gaji dan Tunjangan)	21.569.006	20.860.322	22.019.699	Employee Costs (Salaries and Allowances)
Pembayaran Dividen kepada Pemegang Saham	30.000.000	-	-	Dividend Payments to Shareholders
Pembayaran kepada Pemerintah (termasuk Royalti dan Pajak)	92.210.937	28.652.248	32.192.349	Payments to Government (including Royalties and Taxes)
Biaya untuk Kegiatan Sosial	1.940.241	1.031.445	1.804.204	Costs for Social Activities
Total	354.785.635	239.798.145	200.606.540	Total
Nilai Ekonomi yang Dipertahankan	144.658.863	54.018.049	54.022.669	Economic Value Retained

Praktik Pengadaan Barang dan Jasa [GRI 2-6]

Goods and Services Procurement Practices

Archi melaksanakan praktik pengadaan barang dan jasa secara terintegrasi dengan rencana penambangan, produksi, dan kegiatan pendukung lainnya, serta selalu mematuhi peraturan perundang-undangan yang berlaku. Proses pengadaan dirancang untuk mendukung kelancaran operasi sekaligus memastikan penerapan prinsip tata kelola yang baik dalam setiap tahapannya.

Pemilihan pemasok dilakukan secara selektif dengan mempertimbangkan aspek harga yang kompetitif, kualitas produk dan layanan, keandalan kinerja, serta komitmen terhadap keberlanjutan. Seluruh mitra kerja dalam rantai pasok diwajibkan mematuhi regulasi dan kebijakan keberlanjutan yang berlaku, termasuk penerapan praktik ketenagakerjaan yang adil dan pengelolaan dampak lingkungan. Dengan demikian, rantai pasok Archi menjadi bagian penting dalam mewujudkan praktik bisnis yang bertanggung jawab. [GRI 3-3]

Untuk menjaga konsistensi, Archi menetapkan pengelompokan pemasok berdasarkan wilayah operasional. Pemasok lokal didefinisikan sebagai mitra yang beroperasi di provinsi yang sama dengan wilayah operasi Archi, sementara pemasok nasional mencakup mitra yang beroperasi di seluruh Indonesia. Seluruh pemasok wajib menjalankan prinsip integritas, termasuk pencegahan benturan kepentingan dengan Dewan Komisaris, Direksi, maupun insan Archi, serta menjaga kerahasiaan informasi sesuai nota kesepahaman yang berlaku.

Archi implements integrated procurement practices for goods and services in alignment with mining plans, production, and other supporting activities, while always complying with applicable laws and regulations. The procurement process is designed to ensure smooth operations while upholding good governance principles at every stage.

Supplier selection is conducted selectively, by taking into account competitive pricing, product and service quality, performance reliability, and commitment to sustainability. All partners in the supply chain are required to comply with relevant regulations and sustainability policies, including the implementation of fair labor practices and environmental impact management. As such, Archi's supply chain becomes a crucial component in realizing responsible business practices. [GRI 3-3]

To maintain consistency, Archi classifies suppliers based on operational regions. Local suppliers are defined as partners operating in the same province as Archi's operations, while national suppliers include partners operating throughout Indonesia. All suppliers are required to adhere to principles of integrity, including preventing conflicts of interest with the Board of Commissioners, Board of Directors, or Archi personnel, and maintaining confidentiality of information in accordance with applicable memoranda of understanding.

Uraian Description	2025		2024		2023	
	Jumlah Perusahaan Number of Companies	%	Jumlah Perusahaan Number of Companies	%	Jumlah Perusahaan Number of Companies	%
Pemasok Lokal Local Suppliers	153	21,34	144	22,40	136	26,20
Pemasok Nasional National Suppliers	476	66,39	421	65,47	319	61,46
Pemasok Internasional International Suppliers	88	12,27	78	12,13	64	12,33
Total	717	100,00	643	100,00	519	100,00





Archi
Indonesia



08.



KINERJA KEBERLANJUTAN SOSIAL

Social Sustainability Performance

Ketenagakerjaan

Manpower

Archi berkomitmen untuk mengelola aspek ketenagakerjaan secara bertanggung jawab dan sesuai peraturan perundang-undangan yang berlaku, termasuk Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan. Komitmen ini diwujudkan melalui penciptaan lingkungan kerja yang aman, sehat, dan kondusif, dengan menjunjung tinggi prinsip kesehatan dan keselamatan kerja serta penghormatan terhadap hak asasi manusia. Departemen Sumber Daya Manusia bertanggung jawab atas implementasi kebijakan ketenagakerjaan, yang dipantau dan dievaluasi secara berkala untuk memastikan kepatuhan dan efektivitasnya. [ESG S-09] [GRI 3-3]

Dalam penerapannya, Archi menjamin kesetaraan kesempatan kerja tanpa diskriminasi serta melarang secara tegas praktik pekerja anak dan kerja paksa. Selain itu, Archi memiliki kebijakan untuk mencegah dan menindak segala bentuk pelecehan seksual di lingkungan kerja, baik fisik, verbal, maupun nonverbal. Perlindungan terhadap tenaga kerja diperkuat melalui mekanisme *whistleblowing system* yang dapat diakses seluruh karyawan untuk melaporkan dugaan pelanggaran, termasuk kasus pelecehan seksual, secara aman, rahasia, dan independen. Setiap laporan akan ditindaklanjuti secara profesional sesuai prosedur yang berlaku guna memastikan terciptanya lingkungan kerja yang adil, aman, dan bermartabat.

Sepanjang tahun 2025, tidak terdapat laporan insiden diskriminasi maupun pelanggaran. Hal ini mencerminkan konsistensi penerapan kebijakan ketenagakerjaan dan penguatan budaya kerja yang menjunjung tinggi prinsip kesetaraan dan penghormatan terhadap hak asasi manusia. [POJK F.18] [POJK F.19] [ESG S-07] [ESG S-08] [ESG S-10] [GRI 3-3] [GRI 406-1] [GRI 408-1] [GRI 409-1]

Archi is committed to managing employment aspects responsibly and in accordance with prevailing laws and regulations, including Law No. 13 of 2003 on Manpower. This commitment is realized through the creation of a safe, healthy, and conducive working environment, by upholding the principles of occupational health and safety as well as respect for human rights. The Human Resources Department is responsible for the implementation of employment policies, which are monitored and evaluated periodically to ensure compliance and effectiveness. [ESG S-09] [GRI 3-3]

In its implementation, Archi ensures equal employment opportunities without discrimination and strictly prohibits child labor and forced labor practices. In addition, Archi has policies to prevent and address all forms of sexual harassment in the workplace, whether physical, verbal, or non-verbal. Employee protection is strengthened through a whistleblowing system mechanism that can be accessed by all employees to report suspected violations, including cases of sexual harassment. Each report will be followed up professionally in accordance with applicable procedures to ensure the creation of a fair, safe, and dignified work environment.

Throughout 2025, there were no reported incidents of discrimination or violations. This reflects the consistent implementation of employment policies and the strengthening of a work culture that upholds the principles of equality and respect for human rights. [POJK F.18] [POJK F.19] [ESG S-07] [ESG S-08] [ESG S-10] [GRI 3-3] [GRI 406-1] [GRI 408-1] [GRI 409-1]





Demografi Karyawan [POJK C.3] [GRI 2-7]

Archi memastikan ketersediaan sumber daya manusia yang memadai dan selaras dengan kebutuhan operasional guna mendukung keberlangsungan usaha secara berkelanjutan. Pengelolaan jumlah dan komposisi karyawan dilakukan secara terencana serta dipantau secara berkala untuk memastikan efektivitas perencanaan tenaga kerja.

Perkembangan jumlah dan komposisi karyawan dianalisis dari tahun ke tahun, termasuk distribusi berdasarkan kategori seperti status kepegawaian, gender, dan karakteristik lainnya yang relevan. Informasi tersebut menjadi dasar dalam evaluasi strategi pengelolaan sumber daya manusia serta perencanaan kebutuhan tenaga kerja ke depan.

Employee Demographics [POJK C.3] [GRI 2-7]

Archi ensures the availability of adequate human resources aligned with operational needs to support sustainable business continuity. The number and composition of employees is managed in a planned manner and monitored periodically to ensure the effectiveness of workforce planning.

The development of employees' number and composition are analyzed from year to year, including distribution based on categories such as employment status, gender, and other relevant characteristics. This information serves as the basis for evaluating human resource management strategies as well as planning future workforce requirements.

Komposisi Karyawan berdasarkan Usia Employee Composition based on Age

Uraian	2025			2024			2023			Description
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
≥55 Tahun	51	5	56	30	4	34	19	4	23	≥55 Years Old
46-54 Tahun	193	17	210	208	14	222	210	11	221	46-54 Years Old
36-45 Tahun	245	38	283	233	30	263	230	28	258	36-45 Years Old
26-35 Tahun	136	56	192	148	57	205	152	62	214	26-35 Years Old
18-25 Tahun	42	17	59	53	25	78	19	20	39	18-25 Years Old
Total	667	133	800	672	130	802	630	125	755	Total

Komposisi Karyawan berdasarkan Jabatan Employee Composition based on Position

Uraian	2025			2024			2023			Description
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
KLASIFIKASI JABATAN / JOB CLASSIFICATION										
Manajemen	68	10	78	73	11	84	68	10	78	Management
Staf	219	65	284	210	64	274	200	59	259	Staff
Non-Staf	374	58	432	383	55	438	358	56	414	Non-Staff
Ekspatriat	6	-	6	6	-	6	4	-	4	Expatriate
Total	667	133	800	672	130	802	630	125	755	Total
LEVEL JABATAN / POSITION LEVEL										
Executive-Level	4	-	4	2	-	2	2	-	2	Executive-Level
Senior-Level	75	10	85	77	11	88	62	7	69	Senior-Level
Mid-Level	214	67	281	210	64	274	208	62	270	Mid-Level
Entry-Level	374	56	430	383	55	438	358	56	414	Entry-Level
Total	667	133	800	672	130	802	630	125	755	Total

Komposisi Karyawan berdasarkan Usia dan Level Jabatan Tahun 2025 [ESG S-01][ESG S-02]
Employee Composition based on Age and Position Level in 2025

Uraian	Level Jabatan Position Level								Total	Description
	Entry-Level		Mid-Level		Senior-Level		Executive-Level			
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female		
≥55 Tahun	12	-	18	2	19	3	2	-	56	≥55 Years Old
46-54 Tahun	115	-	55	14	23	3	-	-	210	46-54 Years Old
36-45 Tahun	142	12	73	23	28	3	2	-	283	36-45 Years Old
26-35 Tahun	67	30	64	25	5	1	-	-	192	26-35 Years Old
18-25 Tahun	38	14	4	3	-	-	-	-	59	18-25 Years Old
Total	374	56	214	67	75	10	4	-	800	Total
%	46,75	7,00	26,75	8,38	9,38	1,25	0,50	-	100,00	%

Komposisi Karyawan berdasarkan Status Kepegawaian
Employee Composition based on Employment Status

Uraian	2025			2024			2023			Description
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
Tetap	557	101	658	570	102	672	578	96	674	Permanent
Kontrak	110	32	142	102	28	130	52	29	81	Contract
Total	667	133	800	672	130	802	630	125	755	Total

Komposisi Karyawan berdasarkan Jenjang Pendidikan
Employee Composition based on Education Level

Uraian	2025			2024			2023			Description
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	
>S2	7	3	10	10	3	13	8	3	11	>Master's Degree
S1	240	92	332	213	84	297	193	84	277	Bachelor's Degree
Diploma (D3)	26	4	30	27	5	32	30	5	35	Diploma (D3)
<SMA dan Sederajat	394	34	428	422	38	460	399	33	432	<High School and Equivalent
Total	667	133	800	672	130	802	630	125	755	Total

Total Pekerja Bukan Karyawan [ESG S-04][GRI 2-8]
Total Non-Employee Worker

Uraian	2025	2024	2023	Description
Kontraktor	2.348	2.282	2.162	Contractor
Konsultan	2	3	3	Consultant
Outsource	443	507	359	Outsource
Total	2.793	2.792	2.524	Total
Persentase Karyawan yang Berasal dari Kontraktor dan Konsultan terhadap Total Karyawan (%)	293,75	284,91	286,75	Percentage of Employees from Contractors and Consultants Against Total Employees (%)



Tingkat Perputaran Karyawan [ESG S-03] [GRI 401-1] Employee Turnover Rate

Uraian	2025	2024	2023	Description
KARYAWAN BARU / NEW EMPLOYEE				
Total Karyawan Baru	96	125	62	Total New Employees
Persentase Karyawan Baru terhadap Total Karyawan (%)	12,00	15,59	8,21	Percentage of New Employees Againsts Total Employees (%)
KARYAWAN KELUAR / EMPLOYEES EXITING				
Pensiun	24	18	22	Retired
Mengundurkan Diri	41	48	41	Resign
Meninggal Dunia	2	1	1	Passed Away
Lain-Lain	36	14	31	Other Reasons
Total Karyawan Keluar	103	81	95	Total Employees Exiting
Persentase Karyawan Keluar terhadap Total Karyawan (%)	12,88	10,10	12,58	Percentage of Employee Turnover Againsts Total Employee (%)
Tingkat Perputaran Karyawan (%)	12,86	10,40	12,30	Employee Turnover Rate (%)

Rekrutmen [GRI 401-1]

Archi melaksanakan proses rekrutmen berdasarkan perencanaan kebutuhan tenaga kerja (*manpower planning*) yang disusun dengan mempertimbangkan strategi dan proyeksi pengembangan usaha ke depan. Pendekatan ini bertujuan untuk memastikan ketersediaan sumber daya manusia yang kompeten dan sesuai dengan kebutuhan operasional.

Dalam pelaksanaannya, Archi memberikan prioritas kesempatan kerja kepada masyarakat lokal di sekitar wilayah operasional, sepanjang memenuhi kualifikasi dan persyaratan yang ditetapkan. Informasi lowongan kerja disampaikan melalui Forum Komunikasi Kemitraan Masyarakat di desa-desa sekitar area tambang guna memastikan akses informasi yang terbuka dan merata.

Apabila kebutuhan tenaga kerja belum terpenuhi melalui jalur lokal, proses rekrutmen diperluas secara eksternal melalui pemasangan iklan lowongan, seleksi administrasi, serta tahapan tes tertulis dan wawancara. Setiap departemen menetapkan kriteria dan kualifikasi secara spesifik sesuai dengan kompetensi yang dibutuhkan, sehingga kandidat terpilih mampu menjalankan peran dan tanggung jawabnya secara optimal. [GRI 3-3]

Rincian jumlah dan komposisi karyawan baru Archi dan Entitas Anak selama 3 tahun terakhir disajikan pada tabel berikut:

Recruitment [GRI 401-1]

Archi carries out the recruitment process based on manpower planning that is prepared by considering strategies and projections for future business development. This approach aims to ensure the availability of competent human resources in accordance with operational needs.

In its implementation, Archi prioritizes employment opportunities for local communities in the operational areas, provided they meet the established qualifications and requirements. Job vacancy information is communicated through the Community Partnership Communication Forum in villages surrounding the mining area to ensure open and equitable access to information.

If workforce needs cannot be fulfilled through local channels, the recruitment process is expanded externally through job vacancy advertisements, administrative selection, as well as written tests and interview stages. Each department establishes specific criteria and qualifications in accordance with the required competencies, ensuring that selected candidates are able to carry out their roles and responsibilities optimally. [GRI 3-3]

Details of the number and composition of new employees of Archi and its Subsidiaries over the past 3 years are presented in the following table:

Uraian	2025	2024	2023	Description
GENDER				
Pria	76	110	49	Male
Wanita	20	15	13	Female
Total	96	125	62	Total

Uraian	2025	2024	2023	Description
USIA / AGE				
≥55 Tahun	33	8	14	≥55 Years Old
46-54 Tahun	5	15	12	46-54 Years Old
36-45 Tahun	11	14	9	36-45 Years Old
26-35 Tahun	33	31	16	26-35 Years Old
18-25 Tahun	14	57	11	18-25 Years Old
Total	96	125	62	Total
WILAYAH KERJA / OPERATIONAL AREA				
Kantor Pusat	21	54	19	Head Office
MSM	52	40	34	MSM
TTN	23	31	9	TTN
Total	96	125	62	Total

Pengembangan Kompetensi [POJK F.22] [GRI 404-2]

Archi memandang pengembangan kompetensi karyawan sebagai investasi strategis dalam menjaga keberlanjutan usaha dan meningkatkan daya saing jangka panjang. Program pengembangan dilaksanakan secara berkesinambungan melalui berbagai jenis pelatihan, antara lain pelatihan kesehatan kerja dan keselamatan, pelatihan teknis, serta pelatihan terkait keberlanjutan dan lingkungan. Pelatihan tersebut bertujuan untuk memperkuat kompetensi karyawan dalam mendukung operasional yang aman, efisien, dan berwawasan keberlanjutan.

Setiap program dirancang berdasarkan kebutuhan jabatan dan standar kompetensi yang telah ditetapkan, sehingga mampu mendukung pencapaian kinerja individu maupun organisasi. Dalam pelaksanaannya, Archi juga menjalin kemitraan dengan institusi eksternal untuk memastikan kualitas materi dan relevansi pelatihan dengan perkembangan industri.

Selain itu, Archi menyelenggarakan program magang atau on-the-job training bagi lulusan baru, baik dari wilayah lokal maupun nasional, sebagai bagian dari strategi pengembangan talenta dan regenerasi tenaga kerja. Program ini memberikan kesempatan bagi peserta untuk memperoleh pengalaman kerja langsung sekaligus mendukung proses alih pengetahuan di lingkungan operasional. [GRI 3-3]

Rincian pelatihan dan pengembangan kompetensi karyawan pada tahun 2025 disajikan pada tabel berikut:

Nama Pelatihan Training Topic	Penyelenggara Organizer	Total Peserta (Orang) Total Participants (Persons)
Renew Surat Izin Operator <i>Forklift</i> Forklift Operator License Renewal	PT Kreasi Edukasi Manajemen Indonesia	2
Sertifikasi Pengawas Operasional Pertama First Operational Supervisor Certification	PT Prosyd Bina Solusindo	16
ISO 45001:2018 <i>Lead Auditor Course</i>	PT SGS Indonesia	1

Competency Development [POJK F.22] [GRI 404-2]

Archi views employee competency development as a strategic investment in maintaining business sustainability and enhancing long-term competitiveness. Development programs are carried out continuously through various types of training, including occupational health and safety training, technical training, as well as sustainability and environmental-related training. These trainings aim to strengthen employee competencies in supporting safe, efficient, and sustainability-oriented operations.

Each program is designed based on job requirements and established competency standards, thereby supporting the achievement of both individual and organizational performance. In its implementation, Archi also collaborates with external institutions to ensure the quality of materials and the relevance of training to industry developments.

Furthermore, Archi organizes internship or on-the-job training programs for fresh graduates, both from local and national areas, as part of its talent development and workforce regeneration strategy. This program provides participants with the opportunity to gain direct work experience while supporting the knowledge transfer process within the operational environment. [GRI 3-3]

Details of employee training and competency development in 2025 are presented in the following table:



Nama Pelatihan Training Topic	Penyelenggara Organizer	Total Peserta (Orang) Total Participants (Persons)
Perpanjangan Sertifikasi Teknisi Listrik Renewal of Electrical Technician Certification	PT Kreasi Edukasi Manajemen Indonesia	11
Sertifikasi Pengawas Operasional Operational Supervisor Certification	PT Prosyd Bina Solusindo	4
Pelatihan dan Sertifikasi Surat Izin Operator <i>Telehandler</i> Training and Certification Operator License for Telehandler	PT Lowetan Sinergy	6
Pendidikan Latihan dan Uji Kompetensi Juru Ledak Kelas II Education, Training, and Competency Test for Class II Blaster	Pusat Pengembangan Sumber Daya Manusia Geologi Mineral dan Batubara Human Resources Development Center for Geology, Minerals, and Coal	3
<i>Overhead Crane</i>	PT Delta Indonesia	12
<i>Benchmarking</i> Keselamatan Pertambangan Mining Safety Benchmarking	PT Agincourt	4
Pembekalan Pra-Sertifikasi Pengawas Operasional Pertama Pre-Certification Preparation for First Operational Supervisor	Internal Training	15
<i>Family Visit</i>	Internal Training	21
<i>Plan-Engage-Do-Appreciate-Learn-Standardized Pre-shift Meeting System for General Audience</i>	Internal Training	153
<i>Supervisory Development Program</i>	Internal Training	32
<i>Light Vehicle Safe Operation: Toyota Hilux (Four-Wheel Drive) 4WD</i>	Internal Training	39
<i>Defensive and Responsible Driving Training</i>	Internal Training	19
<i>Confined Space Awareness</i>	Internal Training	12
<i>Crusher Operation Assessment</i>	Internal Training	6
<i>Crushing Training</i>	Internal Training	8
<i>Cyanide Awareness Training</i>	Internal Training	8
<i>Fire Extinguisher</i>	Internal Training	36
<i>First Aid - Basic</i>	Internal Training	37
<i>Hazard Identification</i>	Internal Training	347
<i>Human Capital Induction for Employees</i>	Internal Training	40
<i>Health, Safety, Environmental, and Social General Induction</i>	Internal Training	545
<i>Lock-Out Tag-Out Level 1</i>	Internal Training	19
<i>Mining Induction</i>	Internal Training	395
<i>Training for Plan-Engage-Do-Appreciate-Learn-Standardized Instructor</i>	Internal Training	5
Pengenalan Sign Stop, Give Way, dan Prioritas Introduction to Sign Stop, Give Way, and Priority	Internal Training	15
<i>Process Plant Induction</i>	Internal Training	290
<i>Process Plant Operator Induction</i>	Internal Training	8
Sosialisasi Lapangan – <i>Plan-Engage-Do-Appreciate-Learn-Standardized Preshift Meeting</i> Field Dissemination – Plan-Engage-Do-Appreciate-Learn-Standardized (PEDALS) Preshift Meeting	Internal Training	54
<i>Spring Water Induction</i>	Internal Training	358
<i>Take 5</i>	Internal Training	334
<i>Toka Supervisory Accountability Program</i>	Internal Training	37
<i>Underground Induction</i>	Internal Training	43
<i>Working at Height</i>	Internal Training	14
Pelatihan dan Sertifikasi Pengambil Contoh Uji Air Training and Certification for Water Sampling Personnel	PT Polaris Tri Darma Sukses	2
Pelatihan dan Sertifikasi Petugas Pengambil Contoh Udara Training and Certification for Air Sampling Personnel	PT Total Enviro Solusindo	1
ISO 14001:2015 <i>Lead Auditor Course</i>	PT SGS Indonesia	1
Sertifikasi Manajer Energi Badan Nasional Sertifikasi Profesi Energy Manager Certification by the National Professional Certification Agency	PT Cendekia Azza Cemerlang	1

Nama Pelatihan Training Topic	Penyelenggara Organizer	Total Peserta (Orang) Total Participants (Persons)
Pelatihan dan Sertifikasi Pengelolaan Limbah Bahan Berbahaya dan Beracun Training and Certification for Hazardous and Toxic Waste Management	PT Polaris Tri Darma Sukses	2
Pelatihan dan Sertifikasi Penanggung Jawab Pengendalian Pencemaran Udara Training and Certification for Person in Charge of Air Pollution Control	PT Polaris Tri Darma Sukses	2
Pelatihan dan Sertifikasi Kompetensi Penanggung Jawab Pengendalian Pencemaran Air Training and Certification for Person in Charge of Water Pollution Control	PT Polaris Tri Darma Sukses	2
Pelatihan dan Sertifikasi Kompetensi Penanggung Jawab Operasional Pengolahan Air Limbah Training and Certification for Person in Charge of Wastewater Treatment Operations	PT Polaris Tri Darma Sukses	2
<i>Good Mining Practice Environmental</i>	Internal Training	1
Persiapan Pensiun (Purna Bakti) Retirement Preparation (Post-Service)	Internal Training	13
<i>Archi Identity</i>	Internal Training	33
<i>Vibration Analysis Category I</i>	PT Local Media	1
<i>Drill and Blast Fundamental</i>	DNX Indonesia	2
<i>Industrial Relation Clinic: Strike and Advocations (Mogok Kerja)</i>	PT Apindo Training Center	3
<i>Certified Human Resource Professional</i>	Universitas Katolik Indonesia Atma Jaya	2
Persiapan <i>Competent Person</i> Pelaporan Sumber Daya Preparation of <i>Competent Person</i> for Resource Reporting	PT Hiwa Mining Solution	4
<i>Membership Extension for Australasian Institute of Mining and Metallurgy</i>	Australasian Institute of Mining and Metallurgy	1
<i>Industrial Relation Certification Program</i>	PT Pusat Studi Apindo	1
Ujian Sertifikat Pajak Tingkat A Tax Certificate Exam Level A	Ikatan Akuntan Indonesia Institute of Indonesia Chartered Accountants	1
Brevet Pajak A dan B Tax Brevet A and B	Binaspira Institute	2
<i>Categorial Indicator Kriging Mentoring</i>	Entech	8
Masyarakat Geologi Ekonomi Indonesia <i>17th Annual Convention</i> <i>17th Annual Convention of Indonesian Society of Economic Geology</i>	Masyarakat Geologi Ekonomi Indonesia Indonesian Society of Economic Geology	7
<i>Fundamental Gold Resources Estimation</i>	Masyarakat Geologi Ekonomi Indonesia Indonesian Society of Economic Geology	1
<i>Benchmarking: Gold Department</i>	J-Resources	17
<i>Seminar Tax Audit Transformation</i>	PricewaterhouseCoopers (PwC) Indonesia	2
<i>User Certification IBIS Guardian GeoRadar</i>	Hexagon	5
<i>Human Resource Development on Regulation</i>	ECI Mitra Pengembangan	1
Sosialisasi BPJS Ketenagakerjaan Dissemination of BPJS Ketenagakerjaan (Social Security Agency for Employment)	Badan Penyelenggara Jaminan Sosial Ketenagakerjaan Social Security Agency for Employment	15
Webinar Mitigasi Risiko Kesalahan Teknis Webinar on Technical Error Risk Mitigation	PricewaterhouseCoopers Indonesia	2
<i>Workshop Mining Leaders Forum Leica</i>	Leica Geosystem Indonesia	1
<i>Critical Thinking and Problem Solving</i>	Internal Training	7
<i>Effective Workplace Communication</i>	Internal Training	8
<i>Basic Computer</i>	Internal Training	7
<i>Basic English</i>	Internal Training	71
<i>English Conversation – Business</i>	Internal Training	7



Nama Pelatihan Training Topic	Penyelenggara Organizer	Total Peserta (Orang) Total Participants (Persons)
English Conversation – Daily	Internal Training	1
Intermediate English Course	Internal Training	7
Basic Excel Introduction	Internal Training	2
Microsoft Excel - If	Internal Training	1
Microsoft Excel (Basic)	Internal Training	3
Elementary English	Internal Training	8
Managing Conflict	Internal Training	4
Presentation for Beginner	Internal Training	13
Bahasa Indonesia untuk Penutur Asing Indonesian for Foreign Speakers	Internal Training	3
Good Opportunity to Learn & Develop Sharing Session	Internal Training	147
Precision Measurement Tools	Internal Training	6
Laser Alignment	Internal Training	1
Conveyor Maintenance	Internal Training	1
Indonesian Culture for Expatriate	Internal Training	4
Carbon in Leach Training	Internal Training	8
Carbon in Leach Operation Assessment	Internal Training	11
English Placement Test	Internal Training	5
Internal Sharing: Epithermal Gold Deposit	Internal Training	16
Graduate Development Program – Pembekalan	Internal Training	4
Graduate Development Program – Presentasi Peserta	Internal Training	6
Gearbox Assembly Basics	Internal Training	3
Grove Familiarization Training GMK5200-1	Internal Training	5
Human Capital Insight	Internal Training	4
LinkedIn Learning – Monitoring and Mentoring for Participants	Internal Training	4
Plant Core Operations Training – Module 1	Internal Training	4
Plant Core Operations Training – Module 2	Internal Training	4
Plant Core Operations Training – Module 3	Internal Training	4
Plant Core Operations Training – Module 4	Internal Training	4
Plant Core Operations Training – Module 5	Internal Training	4
Plant Core Operations Training – Module 6	Internal Training	4
Plant Core Operations Training – Module 7	Internal Training	4
Plant Core Operations Training – Module 8	Internal Training	4
Plant Core Operations Training – Module 9	Internal Training	4
Pump Inspection Training	Internal Training	7
Reagent Mixing Assessment	Internal Training	1
Reagent Mixing Training	Internal Training	6
Regulasi dan Teknik Coretax Coretax Regulations and Techniques	Internal Training	2
System, Applications, & Products in Data Processing Software – Create Notification	Internal Training	14
System, Applications, & Products in Data Processing Software – Material Management Modul; Create Purchase Requisition	Internal Training	1
Supervisory Development Program – Final Presentation	Internal Training	16
User Socialization: Opsicorp	Internal Training	22
Training Opsicorp	Internal Training	4
Sosialisasi Pembaruan Standar Operasional Prosedur Pengenalan Program Sistem Rawat Jalan Dissemination of Updates to Standard Operating Procedures for the Introduction of Outpatient System Program	Internal Training	26
Sosialisasi Perlindungan Data Pribadi Karyawan Dissemination of Employee Personal Data Protection	Internal Training	6

Nama Pelatihan Training Topic	Penyelenggara Organizer	Total Peserta (Orang) Total Participants (Persons)
Sosialisasi Standar Perilaku Pengemudi Dissemination of Driver Behavior Standards	Internal Training	11
Internal Seminar: The Araren and Marawuwung - Rangkong Vein System	Internal Training	35
Training Module Bill of Material	Internal Training	5
Training of Trainers Internal MSM/TTN	Internal Training	15
Total Peserta (Orang) Total Participants (People)		3.659
Total Biaya (AS\$ Ribu) Total Cost (US\$ Thousand)		62.798,39

Selain mencatat jumlah pelatihan yang telah diberikan, Archi juga melakukan pengukuran terhadap rata-rata jam pelatihan per karyawan. Perhitungan ini dilakukan untuk menilai sejauh mana pemerataan akses terhadap pengembangan kompetensi bagi seluruh karyawan, baik berdasarkan gender maupun status kepegawaian. Dengan pendekatan tersebut, Archi dapat memastikan bahwa setiap karyawan memperoleh kesempatan pengembangan diri secara proporsional dan berkelanjutan.

In addition to recording the number of training programs delivered, Archi also measures the average training hours per employee. This calculation is carried out to assess the extent to which access to competency development is evenly distributed among all employees, both by gender and by employment status. Through this approach, Archi can ensure that each employee obtains proportional and sustainable opportunities for self-development.

Rata-Rata Jam Pelatihan per Tahun [POJK F.22] [ESG S-05] [GRI 404-1] Average Hours of Training per Year

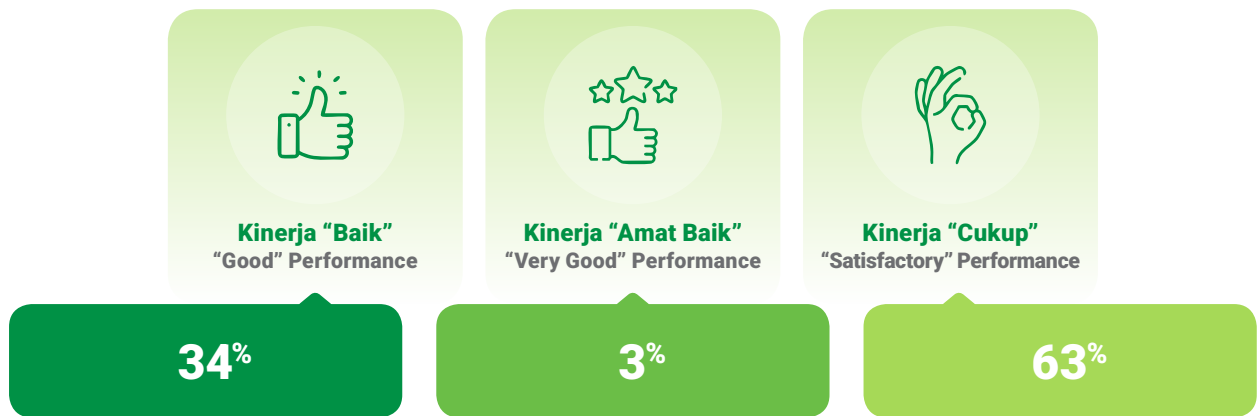
Uraian	Total Peserta Total Participants	Total Jam Pelatihan Total Training Hours	Rata-Rata Jam Pelatihan Average Training Hours	Description
Kantor Pusat	40	348,37	8,71	Head Office
Gender				Gender
Pria	25	236,37	9,45	Male
Wanita	15	112,00	7,47	Female
Status Karyawan				Employee Status
Tetap	38	337,37	8,88	Permanent
Kontrak	2	11	5,50	Contract
Proyek Toka Tindung (MSM)	548	15.755,59	28,75	Toka Tindung Project (MSM)
Gender				Gender
Pria	474	13.312,39	27,80	Male
Wanita	74	2.443,20	31,70	Female
Status Karyawan				Employee Status
Tetap	483	13.163,34	26,82	Permanent
Kontrak	65	2.592,25	39,88	Contract
Proyek Toka Tindung (TTN)	127	4.752,01	37,42	Toka Tindung Project (TTN)
Gender				Gender
Pria	116	4.325,51	37,29	Male
Wanita	11	426,50	38,77	Female
Status Karyawan				Employee Status
Tetap	110	4.188,51	38,08	Permanent
Kontrak	17	563,50	33,15	Contract
Total	715	20.855,97	29,17	Total
Persentase Peserta Pelatihan terhadap Total Karyawan (%)		89,38		Percentage of Training Participants Against Total Employees (%)



Penilaian Kinerja [GRI 404-3]

Archi memastikan seluruh karyawan, baik tetap maupun kontrak, mendapatkan penilaian kinerja secara rutin 2 kali dalam setahun sesuai dengan ketentuan Perjanjian Kerja Bersama. Proses penilaian dilakukan menggunakan formulir *key performance indicator* untuk staf serta skala berbasis kehadiran untuk non-staf. Melalui sistem ini, Archi dapat mengukur pencapaian tugas dan tanggung jawab secara objektif, sekaligus menjadi dasar dalam pengembangan karier, pemberian kompensasi, dan peningkatan kompetensi.

Pada tahun 2025, seluruh karyawan Archi telah tercakup dalam proses penilaian, yang mencerminkan konsistensi Archi dalam menerapkan sistem manajemen kinerja secara menyeluruh. Rincian hasil pelaksanaan penilaian kinerja karyawan ditunjukkan sebagai berikut:



Pengembangan Karier [GRI 404-3]

Pengembangan karier di Archi dilaksanakan secara terencana untuk mendorong optimalisasi potensi dan kinerja setiap karyawan. Hasil penilaian kinerja menjadi dasar dalam penetapan arah pengembangan karier, baik melalui promosi ke jenjang jabatan yang lebih tinggi maupun mutasi ke unit setingkat untuk memperluas pengalaman dan kompetensi. Kebijakan ini memberikan kesempatan yang setara bagi karyawan untuk berkembang sesuai dengan prestasi dan kontribusinya terhadap perusahaan.

Rincian pelaksanaan program pengembangan karier karyawan selama tahun 2025 disajikan pada tabel berikut:

Uraian Description	Sebelum Promosi Before Promotion	Setelah Promosi After Promotion	Pria Male	Wanita Female	Total
Kantor Pusat Head Office	Non-Staf Non-Staff	Staf Staff	-	-	-
	Staf Staff	Senior Staf Senior Staff	-	-	-
	Senior Staf Senior Staff	Manajemen Management	1	-	1

Performance Assessment [GRI 404-3]

Archi ensures that all employees, both permanent and contract, receive performance evaluations regularly twice a year in accordance with the provisions of the Collective Labor Agreement. The evaluation process is conducted using key performance indicator forms for staff and attendance-based scales for non-staff. Through this system, Archi is able to measure the achievement of duties and responsibilities objectively, as well as serving as a basis for career development, compensation, and competency improvement.

In 2025, all Archi employees were covered by the appraisal process, which reflects Archi's consistency in implementing a comprehensive performance management system.

Career Development [GRI 404-3]

Career development at Archi is carried out in a planned manner to encourage the optimization of each employee's potential and performance. Performance evaluation results serve as the basis for determining career development direction, whether through promotion to higher positions or transfers to equivalent units to broaden experience and competencies. This policy provides equal opportunities for employees to grow in accordance with their achievements and contributions to the Company.

Details of the implementation of the employee career development program during 2025 are presented in the following table:

Uraian Description	Sebelum Promosi Before Promotion	Setelah Promosi After Promotion	Pria Male	Wanita Female	Total
Site	Non-Staf Non-Staff	Staf Staff	4	-	4
	Staf Staff	Senior Staf Senior Staff	7	-	7
	Senior Staf Senior Staff	Manajemen Management	8	1	9

Selain promosi, Archi juga melaksanakan mutasi antar-departemen atau unit kerja sebagai bagian dari strategi pengembangan kompetensi dan perluasan pengalaman karyawan. Pada tahun 2025, sebanyak 21 karyawan menjalani mutasi tanpa perubahan level jabatan.

Remunerasi dan Kesejahteraan [GRI 2-19] [GRI 2-20]

Archi memandang kesejahteraan karyawan sebagai aspek yang tidak hanya diukur dari sisi materi, tetapi juga dari rasa aman, penghargaan, dan kesempatan untuk berkembang. Remunerasi yang kompetitif menjadi wujud apresiasi atas kontribusi yang diberikan, sekaligus mendorong motivasi untuk mempertahankan kinerja terbaik. Prinsip ini berpedoman pada ketentuan ketenagakerjaan yang berlaku, sehingga mendukung terciptanya iklim kerja yang sehat dan berkelanjutan. [GRI 3-3]

Realisasi prinsip tersebut tercermin dalam pemberian gaji karyawan yang dipastikan telah melampaui upah minimum provinsi di wilayah operasional. Penentuan besaran remunerasi dilakukan secara objektif berdasarkan hasil evaluasi kinerja dan tingkat jabatan, dengan menekankan prinsip kesetaraan dan keadilan tanpa diskriminasi. Kesetaraan ini tercermin dari rasio remunerasi karyawan pria dan wanita pada posisi setara yang konsisten berada pada perbandingan 1:1. [POJK F.20] [GRI 202-1] [GRI 405-2]

Selain gaji pokok, Archi memberikan berbagai tunjangan dan fasilitas pendukung, seperti fasilitas kesehatan, sarana olahraga, kegiatan kebersamaan karyawan (*family gathering*), perayaan hari raya keagamaan, hingga cuti khusus melahirkan. Untuk memperkuat transparansi, berikut disajikan ringkasan data remunerasi dan kesejahteraan karyawan 3 tahun terakhir: [GRI 2-21]

Uraian	2025	2024	2023	Description
Gaji Minimum Karyawan (Rp)	3.920.000	3.599.000	3.599.000	Minimum Employee Salary (Rp)
Upah Minimum Provinsi Sulawesi Utara (Rp)	3.775.425	3.545.000	3.485.000	Provincial Minimum Wage of North Sulawesi (Rp)
Selisih (%) di Atas Upah Minimum Provinsi	3,8	1,5	3,3	Difference (%) Above the Provincial Minimum Wage
Rasio Remunerasi Pria:Wanita	1:1	1:1	1:1	Male:Female Remuneration Ratio
Rasio Remunerasi Tahunan Tertinggi: Rata-Rata Karyawan	15,00 kali 15,00 times	16,80 kali 16,80 times	16,20 kali 16,20 times	Highest Annual Remuneration:Average Employee Remuneration Ratio
Rasio Peningkatan Remunerasi	0,10 kali 0,10 times	0,08 kali 0,08 times	0,14 kali 0,14 times	Remuneration Increase Ratio

In addition to promotions, Archi also implements inter-departmental or work unit transfers as part of its strategy for competency development and expansion of employee experience. In 2025, a total of 21 employees underwent transfers without changes in position level.

Remuneration and Welfare [GRI 2-19] [GRI 2-20]

Archi views employee welfare as an aspect that is not only measured in material terms, but also in terms of security, recognition, and opportunities for growth. Competitive remuneration represents appreciation for the contributions made, while also motivating employees to maintain their best performance. This principle is guided by applicable labor regulations, thereby supporting the creation of a healthy and sustainable working environment. [GRI 3-3]

The realization of this principle is reflected in the provision of employee salaries that are ensured to exceed the provincial minimum wage in the operational areas. The determination of remuneration levels is carried out objectively based on performance evaluation results and job grades, emphasizing the principles of equality and fairness without discrimination. This equality is reflected in the remuneration ratio between male and female employees in equivalent positions, which consistently stands at 1:1. [POJK F.20] [GRI 202-1] [GRI 405-2]

In addition to basic salaries, Archi provides various allowances and supporting facilities, such as healthcare facilities, sports facilities, employee engagement activities (*family gathering*), religious holiday celebrations, and special maternity leave. To strengthen transparency, the following presents a summary of employee remuneration and welfare data over the past 3 years: [GRI 2-21]



Tunjangan yang Diberikan bagi Karyawan Tetap dan Tidak Tetap [GRI 401-2]

Archi memberikan berbagai komponen remunerasi dan tunjangan, baik untuk karyawan tetap maupun tidak tetap, dengan cakupan yang disesuaikan menurut status kepegawaian. Karyawan tetap memperoleh paket remunerasi lengkap yang terdiri dari upah pokok, tunjangan tetap, serta tunjangan tidak tetap berupa transportasi, lembur, insentif kerja, dan tunjangan khusus. Selain itu, karyawan tetap juga berhak atas insentif tahunan seperti bonus kerja tahunan dan tunjangan hari raya.

Dari sisi manfaat, karyawan tetap menerima jaminan kesehatan, Badan Penyelenggara Jaminan Sosial (BPJS) Kesehatan, BPJS Ketenagakerjaan, dana pensiun, asuransi kesehatan tambahan, asuransi kecelakaan, serta asuransi kematian. Namun, karyawan tetap tidak memperoleh uang cuti, program pensiun iuran pasti, maupun asuransi kesehatan pensiun.

Sementara itu, karyawan tidak tetap memperoleh upah pokok dengan tunjangan transportasi, lembur, dan tunjangan hari raya. Mereka tidak menerima insentif kerja pegawai, tunjangan khusus, maupun manfaat pensiun. Namun, karyawan tidak tetap tetap dijamin melalui BPJS Kesehatan dan BPJS Ketenagakerjaan, serta diberikan perlindungan berupa asuransi kesehatan plus, asuransi kecelakaan, dan asuransi kematian.

Hubungan Industrial

Archi senantiasa menjaga hubungan industrial yang harmonis dengan seluruh karyawan selaras dengan nilai-nilai Pancasila, termasuk menghormati hak karyawan untuk berserikat. Komitmen ini diwujudkan melalui dukungan terhadap 2 organisasi serikat pekerja yang aktif di lingkungan Archi, yaitu Serikat Pekerja Mandiri dan Serikat Pekerja Kimia, Energi, dan Pertambangan - Serikat Pekerja Seluruh Indonesia.

Hingga akhir tahun 2025, jumlah karyawan yang tergabung dalam serikat pekerja mencapai 442 orang atau 55,25% dari total karyawan, dengan mayoritas keanggotaan berada pada Serikat Pekerja Mandiri. Kedua organisasi tersebut telah terdaftar secara resmi di Dinas Sosial Tenaga Kerja dan Transmigrasi dengan bukti pencatatan sebagai berikut: Serikat Pekerja Mandiri berdasarkan Tanda Bukti Pencatatan No. 560/DTK-MU/01/IV/2025 tanggal 28 April 2025 dan Serikat Pekerja Kimia, Energi, dan Pertambangan - Serikat Pekerja Seluruh Indonesia berdasarkan Tanda Bukti Pencatatan No. 560/DTK/PHI/04/IX/2019 tanggal 8 Januari 2019.

Kerjasama hubungan industrial juga diperkuat melalui Perjanjian Kerja Bersama yang berlaku untuk periode 1 Januari 2026 sampai dengan 31 Desember 2027, yang telah ditandatangani dan terdaftar pada Dinas Tenaga Kerja dan Transmigrasi

Benefits Provided to Permanent and Non-Permanent Employees [GRI 401-2]

Archi provides various components of remuneration and benefits for both permanent and non-permanent employees, with coverage adjusted according to employment status. Permanent employees receive a comprehensive remuneration package consisting of basic salary, fixed allowances, and non-fixed allowances such as transportation, overtime, work incentives, and special allowances. In addition, permanent employees are also entitled to annual incentives, including annual performance bonuses and religious holiday allowances.

In terms of benefits, permanent employees receive health coverage, Badan Penyelenggara Jaminan Sosial (BPJS) Kesehatan/Social Health Insurance Administration Body, BPJS Ketenagakerjaan, pension benefits, additional health insurance, accident insurance, and life insurance. However, permanent employees do not receive leave encashment, defined contribution pension programs, or post-retirement health insurance.

Meanwhile, non-permanent employees receive basic salary along with transportation allowance, overtime pay, and religious holiday allowance. They are not entitled to work incentives, special allowances, or pension benefits. Nevertheless, non-permanent employees are still covered by BPJS Kesehatan and BPJS Ketenagakerjaan, and are also provided with additional health insurance, accident insurance, and life insurance.

Industrial Relations

Archi consistently maintains harmonious industrial relations with all employees, in line with the values of Pancasila, including respect for employees' rights to organize. This commitment is demonstrated through support for 2 labor union organizations active within Archi, namely the Independent Workers Union and the Indonesian Chemical, Energy, and Mining Workers Union.

As of the end of 2025, the number of employees who are members of labor unions reached 442 or 55.25% of the total employees, with the majority of membership in the Independent Workers Union. Both organizations have been officially registered with the Office of Social Affairs, Manpower, and Transmigration with the following registration certificates: the Independent Workers Union based on Registration Certificate No. 560/DTK-MU/01/IV/2025 dated April 28, 2025, and the Indonesian Chemical, Energy, and Mining Workers Union based on Registration Certificate No. 560/DTK/PHI/04/IX/2019 dated January 8, 2019.

Industrial relations cooperation is also strengthened through a Collective Labor Agreement applicable for the period from January 1, 2026, to December 31, 2027, which has been signed and registered with the Office of Manpower and

Provinsi Sulawesi Utara melalui Surat No. 501.15.12.1/DTKT/XII/2025 tanggal 1 Desember 2025. [GRI 2-30] [GRI 407-1]

Manajemen Keselamatan dan Kesehatan Kerja [POJK F.21] [ESG S-11]

Archi menempatkan kesehatan dan keselamatan kerja sebagai prioritas utama dalam setiap aktivitas pertambangan, dengan tujuan melindungi tenaga kerja sekaligus mencegah potensi penyakit akibat kerja. Kebijakan kesehatan dan keselamatan kerja yang mencakup Keselamatan Pertambangan dan Lingkungan Hidup disusun oleh Entitas Anak, MSM dan TTN, sebagai pedoman yang wajib dipatuhi oleh seluruh jajaran manajemen, karyawan, mitra kerja, maupun tamu yang berada di area operasional. Melalui penerapan sistem kesehatan dan keselamatan kerja secara konsisten, Archi menegaskan komitmennya dalam menciptakan lingkungan kerja yang aman, produktif, dan berkelanjutan. [GRI 3-3]

Komitmen Pelaksanaan Keselamatan dan Kesehatan Kerja

Archi menetapkan 9 komitmen utama dalam implementasi kesehatan dan keselamatan kerja, yaitu:

1. Menyediakan kondisi kerja yang aman dan sehat serta mencegah cedera atau penyakit akibat kerja melalui penerapan standar Sistem Manajemen Keselamatan Pertambangan dan ISO 45001:2018;
2. Mematuhi seluruh peraturan perundang-undangan, kebijakan internal, dan persyaratan lain terkait kesehatan dan keselamatan kerja;
3. Menghilangkan potensi bahaya dengan melakukan identifikasi risiko, penilaian, dan penerapan pengendalian risiko yang memadai;
4. Menyediakan forum konsultasi serta partisipasi aktif bagi karyawan dan wakilnya dalam penerapan kesehatan dan keselamatan kerja;
5. Mendorong karyawan untuk melaporkan bahaya, insiden, dan peluang perbaikan, serta memastikan tindak lanjut atas laporan tersebut;
6. Mengembangkan program kesehatan dan keselamatan kerja pertambangan TOKA SAFE, termasuk pencegahan kecelakaan dan penyakit akibat kerja maupun *Human Immunodeficiency Virus* (HIV) dan *Acquired Immunodeficiency Syndrome* (AIDS);
7. Menetapkan prosedur kerja aman, penyediaan alat pelindung diri yang sesuai, serta pelatihan dan sertifikasi kompetensi bagi karyawan;
8. Melaksanakan perbaikan berkelanjutan melalui audit internal dan eksternal, dengan fokus mencegah kecelakaan, melindungi aset, serta menjaga kelancaran operasional tambang; dan

Transmigration of North Sulawesi Province through Letter No. 501.15.12.1/DTKT/XII/2025 dated December 1, 2025. [GRI 2-30] [GRI 407-1]

Occupational Health and Safety Management [POJK F.21] [ESG S-11]

Archi places occupational health and safety as a top priority in every mining activity, with the objective of protecting the workforce while preventing occupational diseases. Occupational health and safety policies covering Mining Safety and Environmental aspects are established by the Subsidiaries, MSM and TTN, and serves as a mandatory guideline for all levels of management, employees, business partners, and visitors within the operational areas. Through the consistent implementation of occupational health and safety systems, Archi affirms its commitment to creating a safe, productive, and sustainable working environment. [GRI 3-3]

Commitment to the Implementation of Occupational Health and Safety

Archi establishes 9 main commitments in the implementation of occupational health and safety, namely:

1. Providing safe and healthy working conditions and preventing work-related injuries or illnesses through the implementation of Mining Safety Management System standards and ISO 45001:2018;
2. Complying with all applicable laws and regulations, internal policies, and other requirements related to occupational health and safety;
3. Eliminating potential hazards by conducting risk identification, assessment, and implementing adequate risk controls;
4. Providing consultation forums as well as active participation for employees and their representatives in the implementation of occupational health and safety;
5. Encouraging employees to report hazards, incidents, and improvement opportunities, while ensuring proper follow-up on all reports;
6. Developing TOKA SAFE mining occupational health and safety program, including the prevention of work-related accidents and illnesses as well as *Human Immunodeficiency Virus* (HIV) and *Acquired Immunodeficiency Syndrome* (AIDS);
7. Establishing safe work procedures, providing appropriate personal protective equipment, as well as training and competency certification for employees;
8. Implementing continuous improvements through internal and external audits, focusing on accident prevention, asset protection, and maintaining smooth mining operations; and



9. Menyiapkan prosedur tanggap darurat dan kesiapsiagaan, menyediakan fasilitas dan sumber daya, serta melakukan pengujian rutin untuk memastikan efektivitas sistem.

9. Preparing emergency response and preparedness procedures, providing necessary facilities and resources, and conducting routine testing to ensure system effectiveness.

Kebijakan Pengelolaan Keselamatan dan Kesehatan Kerja

Archi menetapkan 8 kebijakan utama dalam pengelolaan kesehatan dan keselamatan kerja, yaitu:

1. Menerapkan Sistem Manajemen Keselamatan Pertambangan sesuai dengan Keputusan Menteri Energi dan Sumber Daya Mineral No. 1827 K/30/MEM/2018 Lampiran IV dan standar ISO 45001:2018, serta melakukan peningkatan berkelanjutan melalui audit internal maupun eksternal;
2. Mengidentifikasi bahaya, menilai risiko, dan menetapkan pengendalian risiko terkait keselamatan pertambangan;
3. Mematuhi seluruh peraturan dan undang-undang di bidang keselamatan pertambangan, serta mengacu pada standar dan praktik terbaik yang relevan;
4. Mengembangkan dan menetapkan program kesehatan dan keselamatan kerja pertambangan TOKA SAFE sebagai kerangka kerja penerapan dan evaluasi sasaran keselamatan pertambangan;
5. Melaksanakan Sistem Manajemen Keselamatan Pertambangan pertambangan untuk mencegah kecelakaan, penyakit akibat kerja, serta menciptakan budaya keselamatan pertambangan yang unggul;
6. Melaksanakan keselamatan operasi pertambangan guna mencegah kerusakan aset, menghentikan produksi yang berisiko, dan memastikan operasional tambang yang efisien dan produktif;
7. Menyediakan sarana konsultasi dan partisipasi bagi karyawan, kontraktor, serta perwakilan karyawan;
8. Mendorong seluruh karyawan dan kontraktor untuk menerapkan dan mengelola keselamatan pertambangan; dan
9. Menciptakan tempat kerja yang aman, sehat, efisien, dan produktif untuk mencegah cedera maupun gangguan kesehatan sesuai dengan tujuan, ukuran, dan konteks perusahaan, serta sifat khusus dari risiko dan peluang keselamatan pertambangan.

Occupational Health and Safety Management Policy

Archi establishes 8 main policies in the management of occupational health and safety, namely:

1. Implementing the Mining Safety Management System in accordance with the Decree of the Minister of Energy and Mineral Resources No. 1827 K/30/MEM/2018, Appendix IV, and ISO 45001:2018 standards, while pursuing continuous improvement through internal and external audits;
2. Identifying hazards, assessing risks, and establishing risk controls related to mining safety;
3. Complying with all regulations and laws in the field of mining safety, while referring to relevant standards and best practices;
4. Developing and establishing TOKA SAFE mining occupational health and safety program as a framework for the implementation and evaluation of mining safety objectives;
5. Implementing the Mining Safety Management System to prevent accidents, occupational diseases, and to cultivate an excellent mining safety culture;
6. Executing mining operational safety to prevent asset damage, halt risky production, and ensure efficient and productive mining operations;
7. Providing consultation and participation facilities for employees, contractors, and employee representatives;
8. Encouraging all employees and contractors to apply and manage mining safety practices; and
9. Creating a safe, healthy, efficient, and productive workplace to prevent injuries and health disturbances in accordance with the company's objectives, metrics, context, and the specific nature of mining safety risks and opportunities.

Implementasi Kebijakan Keselamatan dan Kesehatan Kerja Tahun 2025

[GRI 403-1] [GRI 403-8]

Implementasi kesehatan dan keselamatan kerja di Archi dijalankan secara terintegrasi untuk memastikan seluruh aktivitas pertambangan berlangsung aman dan sesuai ketentuan. Komitmen ini diwujudkan melalui penerapan Sistem Manajemen Keselamatan Pertambangan yang telah tersertifikasi ISO 45001:2018 pada Entitas Anak MSM dan TTN, serta diperluas pada kontraktor utama GMA yang juga telah melalui proses audit. Pengelolaan kebijakan berada di bawah

Implementation of Occupational Health and Safety Policy in 2025

[GRI 403-1] [GRI 403-8]

The implementation of occupational health and safety at Archi is carried out in an integrated manner to ensure that all mining activities are conducted safely and in compliance with regulations. This commitment is realized through the implementation of the Mining Safety Management System, which has been certified to ISO 45001:2018 in the Subsidiaries MSM and TTN, and extended to the main contractor GMA, which has also undergone an audit process. Policy management

Departemen *Occupational Health and Safety* dengan koordinasi Direktur *Operation*, disertai mekanisme adaptif dan evaluasi berkala guna menjamin efektivitas mitigasi risiko di seluruh area operasi. [GRI 3-3]

Sebagai pedoman teknis, Archi menggunakan Manual TOKA SAFE yang merinci standar dan prosedur keselamatan bagi MSM, TTN, maupun perusahaan jasa pertambangan yang bekerja sama. Kepatuhan terhadap panduan ini tidak hanya memastikan kelancaran operasional, tetapi juga melindungi tenaga kerja, mencegah insiden, serta menjaga hubungan harmonis dengan pemangku kepentingan. Dengan demikian, implementasi kesehatan dan keselamatan kerja di Archi berfungsi sebagai instrumen strategis yang menyatukan aspek keselamatan, keberlanjutan, dan kinerja operasional.

Identifikasi Bahaya Keselamatan dan Kesehatan Kerja

Archi melaksanakan identifikasi potensi bahaya kesehatan dan keselamatan kerja secara berkala sebagai langkah preventif untuk menjamin efektivitas pengendalian risiko di seluruh area operasional. Berdasarkan hasil identifikasi, ditemukan 5 sumber bahaya utama, meliputi faktor manusia atau pekerja, mesin, instalasi dan peralatan, metode atau cara kerja, material atau bahan kerja, serta lingkungan kerja beserta sarana dan prasarana. Rincian potensi penyakit akibat kerja yang relevan dengan masing-masing aspek tersebut disajikan pada tabel berikut:

Daftar Bahaya Kesehatan dan Keselamatan Kerja, Penyakit Akibat Kerja, dan Langkah Pencegahannya [GRI 403-2] [GRI 403-7] [GRI 403-10]

List of Occupational Health and Safety Hazards, Occupational Diseases, and Preventive Steps

Jenis Bahaya List of Hazards	Pencegahan dan Pengendalian Mitigation and Control
BAHAYA FISIK / PHYSICAL HAZARDS	
<ul style="list-style-type: none"> • Radiasi • Tekanan panas dan dingin • Getaran • Kebisingan • Radiation • Heat and cold pressure • Vibration • Noise 	<ul style="list-style-type: none"> • Pemeriksaan audiometri rutin bagi karyawan. • Pertimbangan faktor kebisingan/getaran saat pembelian alat. • Pemastian bahaya debu, kebisingan, dan getaran masuk dalam identifikasi bahaya dan penilaian risiko. • Pemetaan area bising dan pemasangan rambu peringatan. • Penyediaan alat pelindung diri sesuai tingkat kebisingan. • Perawatan akses jalan dan peralatan secara berkala. • Pemodelifkasian peralatan (misalnya bantalan pada sumber getaran). • Pengaturan jam kerja sesuai tingkat kebisingan/getaran. • Pemantauan kualitas udara secara berkala dan tindak lanjut hasil uji. • Pengendalian radiasi dengan penunjukan petugas pemantau khusus serta prosedur peralatan nuklir. • Conducting routine audiometry checks for employees. • Considering noise/vibration factors when purchasing equipment. • Ensuring hazards from dust, noise, and vibration are included in hazard identification and risk assessment. • Mapping noisy areas and installing warning signs. • Provision of personal protective equipment in accordance with noise levels. • Performing regular maintenance of access roads and equipment. • Modifying equipment (e.g., adding pads to vibration sources). • Adjusting working hours according to noise/vibration levels. • Monitoring air quality regularly and following up on test results. • Controlling radiation by assigning dedicated monitoring personnel and implementing nuclear equipment procedures.

is under the Occupational Health and Safety Department in coordination with the Director of Operation, supported by adaptive mechanisms and regular evaluations to ensure effective risk mitigation across all operational areas. [GRI 3-3]

As a technical guideline, Archi utilizes the TOKA SAFE Manual, which details safety standards and procedures for MSM, TTN, and associated mining service companies. Compliance with this manual not only ensures smooth operations but also protects the workforce, prevents incidents, and maintains harmonious relationships with stakeholders. Thus, the implementation of occupational health and safety at Archi functions as a strategic instrument that integrates safety aspects, sustainability, and operational performance.

Occupational Health and Safety Hazard Identification

Archi conducts periodic identification of potential occupational health and safety hazards as a preventive measure to ensure the effectiveness of risk control across all operational areas. Based on the identification results, 5 main sources of hazards were identified, including human or worker factors, machinery, installations and equipment, methods or work procedures, materials or work substances, and the work environment, along with facilities and infrastructure. Details of occupational disease risks relevant to each of these aspects are presented in the following table:



Jenis Bahaya List of Hazards	Pencegahan dan Pengendalian Mitigation and Control
BAHAYA KIMIA / CHEMICAL HAZARDS	
<ul style="list-style-type: none"> • Iritasi kulit • Cedera mata atau kebutaan akibat produk kimia korosif • Produk beracun, seperti uap dan asap • Skin irritation • Eye injury or blindness from corrosive chemicals • Toxic products, such as fumes and vapors 	<ul style="list-style-type: none"> • Pembuatan daftar bahan kimia di area kerja. • Penyediaan Lembar Data Keselamatan Bahan sebagai rujukan penanganan bahan kimia. • Pelaksanaan penanganan bahan kimia sesuai rekomendasi dalam Lembar Data Keselamatan Bahan. • Creating a chemical inventory in the work area. • Provision of Material Safety Data Sheets as references for handling chemicals. • Implementation of chemical handling in accordance with recommendations in the Material Safety Data Sheets.
BAHAYA BIOLOGI / BIOLOGICAL HAZARDS	
<p>Bakteri dan virus, seperti Hepatitis B dan C, HIV/AIDS, serta Tuberkulosis</p> <p>Bacteria and viruses, such as Hepatitis B and C, HIV/AIDS, and Tuberculosis</p>	<ul style="list-style-type: none"> • Pelaksanaan kerja sama dengan pihak ketiga untuk program pemberantasan dan kontrol penyakit akibat faktor biologi (<i>pest control</i>). • Penyediaan vaksin, obat-obatan, dan perlengkapan medis sesuai faktor biologi di area kerja. • Collaborating with third parties for disease control and eradication programs (<i>pest control</i>). • Providing vaccines, medications, and medical supplies according to biological risk factors in the work area.
BAHAYA ERGONOMI / ERGONOMIC HAZARDS	
<ul style="list-style-type: none"> • Cara kerja • Posisi kerja • Postur tubuh yang tidak sesuai saat melakukan pekerjaan dan desain peralatan • Work methods • Work positions • Improper body posture during tasks and equipment design 	<p>Pelaksanaan pemantauan sesuai hasil identifikasi dan penilaian risiko.</p> <p>Conducting monitoring based on hazard identification and risk assessment results.</p>
BAHAYA PSIKOSOSIAL / PSYCHOSOCIAL HAZARDS	
<ul style="list-style-type: none"> • Tekanan kerja berlebih (<i>work overload</i>) • Konflik dengan rekan kerja atau atasan • Jam kerja panjang atau <i>shift</i> malam • Stres akibat ketidakpastian kerja • Work overload • Conflicts with colleagues or supervisors • Long working hours or night shifts • Stress due to job uncertainty 	<ul style="list-style-type: none"> • Penyediaan program konseling dan dukungan psikologis. • Penetapan jam kerja yang wajar serta pengaturan <i>shift</i> secara adil. • Peningkatan komunikasi dan hubungan kerja yang harmonis. • Penyediaan kegiatan <i>employee engagement</i> untuk menjaga keseimbangan kerja dan kehidupan pribadi. • Providing counseling programs and psychological support. • Setting reasonable working hours and arranging shifts fairly. • Enhancing communication and fostering harmonious working relationships. • Organizing employee engagement activities to maintain work-life balance.

Archi secara konsisten melakukan identifikasi serta penilaian bahaya terkait pekerjaan sebagai dasar penyusunan hierarki pengendalian dan peningkatan berkelanjutan sistem manajemen kesehatan dan keselamatan kerja. Setiap insiden, baik yang terjadi di wilayah operasional MSM maupun TTN maupun di luar area kerja, wajib segera dilaporkan kepada pengawas menggunakan formulir Pemberitahuan Insiden TT-OHS-FOP-60-017A dengan klasifikasi awal sesuai ketentuan.

Archi consistently conducts the identification and assessment of occupational hazards as the basis for establishing hierarchy of controls and for continuous improvement of occupational health and safety management system. Every incident, whether occurring within MSM or TTN operational areas or outside the workplace, must be immediately reported to a supervisor using the TT-OHS-FOP-60-017A Incident Notification Form, with initial classification in accordance with established procedures.

Seluruh laporan ditindaklanjuti melalui proses investigasi yang proporsional terhadap tingkat keparahan atau potensi risiko. Mekanisme investigasi insiden mencakup tahapan berikut:

All reports are followed up through a proportional investigation process based on severity or potential risk. The incident investigation mechanism includes the following stages:

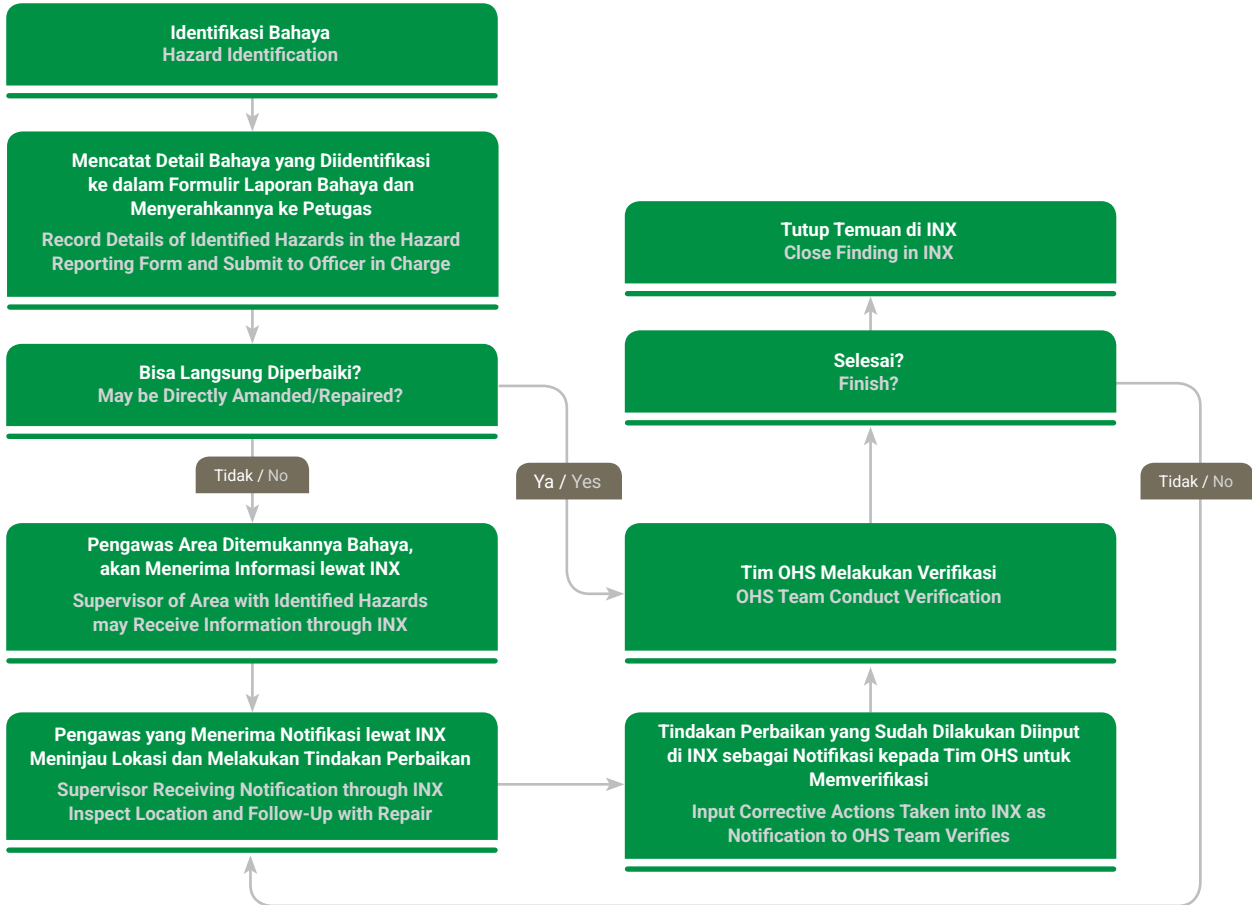
1. Pelaporan awal;
2. Pengamanan lokasi dan barang bukti di tempat kejadian;
3. Pembentukan tim penyelidikan;
4. Proses penyelidikan, meliputi:
 - a. Pengumpulan data dan informasi;
 - b. Evaluasi dan analisis;
 - c. Penyusunan kesimpulan dan rekomendasi;
5. Tindak lanjut hasil penyelidikan;
6. Pelaporan dan dokumentasi hasil penyelidikan; dan
7. Komunikasi hasil penyelidikan kepada pihak terkait.

1. Initial reporting;
2. Securing the site and evidence at the incident location;
3. Forming an investigation team;
4. Conducting the investigation, including:
 - a. Collecting data and information;
 - b. Evaluating and analyzing;
 - c. Preparing conclusions and recommendations;
5. Following up on investigation results;
6. Reporting and documenting investigation results; and
7. Communicating the findings to relevant parties.

Sebagai tindak lanjut dari proses investigasi tersebut, alur identifikasi dan penanganan bahaya kesehatan dan keselamatan kerja di Archi dijalankan melalui sistem INX sebagaimana ditunjukkan pada bagan berikut:

As a follow-up to the investigation process, the process of identifying and handling occupational health and safety hazards at Archi is carried out through the INX system, as illustrated in the following diagram:

Alur Identifikasi dan Tindak Lanjut Bahaya Kesehatan dan Keselamatan Kerja
Process of Identification and Follow-up of Occupational Health and Safety Hazards



Pelatihan Keselamatan dan Kesehatan Kerja [GRI 403-5]

Pelatihan kesehatan dan keselamatan kerja merupakan elemen penting dalam membangun budaya kerja yang aman, sehat, dan produktif di Archi. Melalui kegiatan ini, karyawan dibekali pengetahuan dan keterampilan untuk mengenali potensi bahaya, menjalankan prosedur kerja dengan benar, serta merespons insiden secara cepat dan tepat. Program pelatihan ini diselenggarakan oleh fungsi *Occupational Health and Safety* (OHS) sebagai bagian dari sistem manajemen kesehatan dan keselamatan kerja Archi. Komitmen tersebut diwujudkan dalam berbagai program pelatihan yang diselenggarakan sepanjang tahun 2025, dengan rincian sebagai berikut:

Occupational Health and Safety Training [GRI 403-5]

Occupational health and safety training is an important element in building a safe work culture, at Archi. Through these activities, employees are equipped with the knowledge and skills to recognize potential hazards, carry out work procedures properly, and respond to incidents quickly and appropriately. This training program is organized by the Occupational Health and Safety (OHS) function as part of Archi’s occupational health and safety management system. This commitment is realized through various training programs conducted throughout 2025, with details as follows:



Nama Pelatihan Training Name	Total Peserta (Orang) Total Participants (Persons)
<i>Health, Safety, Environmental, and Social General Induction</i>	4.635
<i>Mining Induction</i>	3.860
<i>Process Plant Induction</i>	1.014
<i>Underground Induction</i>	214
<i>Spring Water Induction</i>	3.741
<i>Hazard Identification</i>	506
<i>Confined Space Awareness</i>	61
<i>Fire Extinguisher</i>	174
<i>First Aid - Basic</i>	141
<i>Lock-Out Tag-Out Level 1</i>	353
<i>Take 5</i>	498
<i>Working at Height</i>	276
<i>Visitor Induction</i>	44

Komunikasi dan Sosialisasi Kesehatan dan Kesehatan Kerja [GRI 403-4]

Archi secara konsisten melaksanakan program komunikasi dan sosialisasi kesehatan dan keselamatan kerja sebagai langkah preventif untuk meminimalkan potensi kecelakaan maupun penyakit akibat kerja. Forum komunikasi yang digunakan meliputi *Management Daily Meeting, Site HSE Committee Meeting, Departmental HSE Committee Meeting, Contractor HSE Committee Meeting, HSE Management Review, HSE Coordination Meeting, OHS Training Coordination and Evaluation Meeting, Weekly Toolbox Meeting, hingga Pre-Start Meeting.*

Selain pertemuan tatap muka, Archi juga menggalakkan kampanye kesehatan dan keselamatan kerja melalui berbagai media, seperti *OHS Bulletin, OHS Banner, OHS Billboard Statistic, TOKA SAFE, Sharepoint, e-mail, SMS campaign, peringatan Bulan Kesehatan dan Keselamatan Kerja Nasional, serta kanal media sosial perusahaan.*

Layanan Kesehatan [GRI 403-3] [GRI 403-6]

Selain menjamin keselamatan, Archi juga memastikan akses layanan kesehatan bagi seluruh karyawan. Di Toka Tindung, tersedia Klinik Pratama dengan dokter siaga 24 jam yang memberikan penanganan pertama atas penyakit maupun kecelakaan kerja. Untuk layanan lanjutan, Archi bekerja sama dengan Rumah Sakit Siloam Manado, termasuk penyelenggaraan *Medical Check-Up* rutin dan pemeriksaan kesehatan lainnya. Perlindungan kesehatan diperkuat melalui kepesertaan BPJS Kesehatan serta tambahan asuransi kesehatan dan kecelakaan dari pihak swasta.

Occupational Health and Safety Communication and Dissemination [GRI 403-4]

Archi consistently implements occupational health and safety communication and socialization programs as preventive measures to minimize the potential for accidents and occupational diseases. The communication forums include Management Daily Meetings, Site HSE Committee Meetings, Departmental HSE Committee Meetings, Contractor HSE Committee Meetings, HSE Management Reviews, HSE Coordination Meetings, OHS Training Coordination and Evaluation Meetings, Weekly Toolbox Meetings, and Pre-Start Meetings.

In addition to face-to-face meetings, Archi also promotes occupational health and safety campaigns through various media such as the OHS Bulletin, OHS Banners, OHS Billboard Statistics, TOKA SAFE, SharePoint, e-mail, SMS campaigns, commemoration of the National Occupational Health and Safety Month, and the company's social media channels.

Health Services [GRI 403-3] [GRI 403-6]

In addition to ensuring safety, Archi also provides access to healthcare services for all employees. At Toka Tindung, a Primary Clinic with a 24-hour on-duty doctor is available to deliver first-line treatment for illnesses and work-related accidents. For further medical care, Archi collaborates with Siloam Hospital Manado, including implementing routine Medical Check-Ups and other health examinations. Health protection is further strengthened through participation in BPJS Kesehatan, as well as additional private health and accident insurance coverage.

Keselamatan Kontraktor [GRI 403-8]

Archi memperluas penerapan kesehatan dan keselamatan kerja kepada mitra kerja dan kontraktor melalui pembentukan Komite Keselamatan Pertambangan di MSM, TTN, serta perusahaan jasa pertambangan. Komite ini disahkan oleh Kepala Teknik Tambang atau Penanggung Jawab Operasional, sesuai dengan kewenangan masing-masing. Keanggotaan komite mencakup Ketua (Kepala Teknik Tambang), Wakil Ketua, Sekretaris (pengelola keselamatan pertambangan tertinggi di perusahaan), serta anggota.

Seluruh anggota diwajibkan mengikuti pelatihan kesehatan dan keselamatan kerja sesuai ketentuan, dan pertemuan rutin minimal sebulan sekali diadakan untuk membahas implementasi kesehatan dan keselamatan kerja. Hasil pembahasan didokumentasikan dalam laporan tertulis sebagai bahan evaluasi dan dasar perbaikan berkelanjutan.

Kinerja Keselamatan dan Kesehatan Kerja [ESG S-06] [GRI 403-9]

Archi menempatkan pengelolaan aspek kesehatan dan keselamatan kerja sebagai prioritas utama dengan target pencapaian *zero accident*. Komitmen ini berhasil diwujudkan sepanjang 2 tahun terakhir, ditandai dengan tidak adanya insiden kecelakaan kerja fatal maupun penyakit akibat kerja pada karyawan Perseroan dan Grup Usaha.

Rincian capaian kinerja kesehatan dan keselamatan kerja Archi selama 2 tahun terakhir disajikan pada tabel berikut:

Uraian	2025	2024	Description
Jam Kerja	8.994.794	8.269.784	Working Hours
Jam Kerja Selamat	8.994.794	8.269.784	Safe Working Hours
Total Hari Kerja	365	365	Total Working Days
Frequency Rate (FR)	-	-	Frequency Rate (FR)
Severity Rate (SR)	-	-	Severity Rate (SR)
KECELAKAAN KERJA PADA KARYAWAN PERSEROAN DAN GRUP USAHA BERDASARKAN TINGKAT KEPARAHAN / OCCUPATIONAL ACCIDENTS ON EMPLOYEES OF THE COMPANY AND ITS BUSINESS GROUPS BY SEVERITY LEVEL			
Ringan	-	-	Light
Berat	-	-	Heavy
Fatal	-	-	Fatal
Frekuensi Kecelakaan Kerja dari Total Pegawai	-	-	Occupational Accident Frequency from Total Employees
Persentase Kecelakaan Kerja Serius yang Berakibat Cedera Serius dan Fatal dari Total Pegawai (%)	-	-	Percentage of Serious Occupational Accidents Resulting in Severe Injuries and Fatalities from Total Employees (%)

Catatan / Note:

FR dan SR dihitung berdasarkan 1.000.000 jam kerja.

FR: Total korban kecelakaan x 1.000.000/Total jam kerja kumulatif.

SR: Total hari kerja hilang x 1.000.000/Total jam kerja kumulatif.

FR and SR are calculated based on 1,000,000 working hours.

FR: Total of accident victims x 1,000,000/total cumulative working hours.

SR: Total of lost workdays x 1,000,000/total cumulative working hours.

Contractor Safety [GRI 403-8]

Archi extends the implementation of occupational health and safety to business partners and contractors through the establishment of a Mining Safety Committee at MSM, TTN, and mining services companies. This committee is authorized by the Head of Mining Engineering or the Operational Responsible Person, in accordance with their respective authorities. The committee membership includes the Chair (Head of Mining Engineering), Vice Chair, Secretary (the highest mining safety officer in the Company), and members.

All members are required to undergo occupational health and safety training in accordance with regulations, and regular meetings are held at least once a month to discuss the implementation of occupational health and safety. The outcomes of these meetings are documented in written reports, serving as a basis for evaluation and continuous improvement.

Occupational Health and Safety Performance [ESG S-06] [GRI 403-9]

Archi places the management of occupational health and safety aspects as a top priority, with a target of achieving zero accidents. This commitment has been successfully realized over the past 2 years, as indicated by the absence of any fatal occupational accidents or occupational diseases on employees of the Company and its Business Groups.

Details of Archi's occupational health and safety performance over the past 2 years are presented in the following table:

Saluran Pengaduan Ketenagakerjaan

Archi menyediakan saluran pengaduan ketenagakerjaan sebagai mekanisme resmi bagi karyawan untuk menyampaikan keluhan, aspirasi, maupun dugaan pelanggaran yang berkaitan dengan hubungan kerja. Saluran ini dirancang untuk memastikan setiap pengaduan ditangani secara objektif, rahasia, dan sesuai dengan prosedur yang berlaku.

Pengaduan dapat disampaikan melalui Lembaga Kerja Sama Bipartit, prosedur keluhan melalui atasan langsung, Departemen Human Capital, *Whistleblowing System*, maupun kotak saran yang disediakan oleh Perseroan. Setiap laporan yang diterima akan diverifikasi, ditelaah, dan ditindaklanjuti dalam jangka waktu yang telah ditetapkan guna memastikan penyelesaian yang adil dan transparan.

Sepanjang tahun 2025, Perseroan menerima sebanyak 55 pengaduan terkait ketenagakerjaan. Dari jumlah tersebut, 53 pengaduan telah diselesaikan, sementara 2 pengaduan masih dalam proses tindak lanjut hingga akhir periode pelaporan. Seluruh pengaduan ditangani sesuai dengan mekanisme penyelesaian perselisihan serta ketentuan peraturan perusahaan yang berlaku di lingkungan Perseroan.

Labor Complaint Channels

Archi provides labor complaint channels as an official mechanism for employees to submit complaints, aspirations, or alleged violations related to employment relations. This channel is designed to ensure that every complaint is handled objectively, confidentially, and in accordance with applicable procedures.

Complaints can be submitted through the Bipartite Cooperation Institution; grievance procedures through direct supervisors; the Human Capital Department; the Whistleblowing System; and suggestion boxes provided by the Company. Each report received will be verified, reviewed, and followed up on within a specified timeframe to ensure a fair and transparent resolution.

Throughout 2025, the Company received 55 labor-related complaints. Of these, 53 were resolved, while 2 were still on follow-up process at the end of the reporting period. All complaints were handled in accordance with the dispute resolution mechanism and applicable Company regulations.



Memberikan Manfaat kepada Masyarakat

Providing Benefits to the Community

Kebijakan Tanggung Jawab Sosial Perusahaan

Archi menempatkan Tanggung Jawab Sosial (*Corporate Social Responsibility/CSR*) sebagai bagian penting dari strategi keberlanjutan perusahaan. Pelaksanaannya mengacu pada Undang-Undang No. 2 Tahun 2025 tentang Perubahan Keempat atas Undang-Undang No. 4 Tahun 2009 tentang Pertambangan Mineral dan Batubara, Peraturan Pemerintah No. 39 Tahun 2025 tentang Perubahan Kedua atas Peraturan Pemerintah No. 96 Tahun 2021 tentang Pelaksanaan Kegiatan Usaha Pertambangan Mineral dan Batubara, serta Keputusan Menteri Energi dan Sumber Daya Mineral No. 1824/K/30/MEM/2018 tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat.

Untuk memastikan arah program yang terintegrasi, Archi telah menyusun Rencana Induk Pengembangan dan Pemberdayaan Masyarakat dengan menggunakan pendekatan *Sustainable Livelihoods Framework*. Pendekatan ini diselaraskan dengan Rencana Pembangunan Jangka Menengah Nasional, Rencana Pembangunan Jangka Menengah Provinsi dan Daerah, SDGs, serta hasil Musyawarah Perencanaan Pembangunan di tingkat kecamatan dan desa. Perencanaan program dilakukan secara partisipatif dengan melibatkan masyarakat, tokoh adat, pemerintah daerah, dan pemangku kepentingan terkait.

Pelaksanaan program berada di bawah koordinasi Departemen *Community Development* dan *Community Relation* yang bertanggung jawab untuk mengoordinasikan, mengevaluasi, serta melaporkan kinerja kepada Kementerian Energi dan Sumber Daya Mineral, Forum Komunikasi dan Kemitraan Multipihak, dan lembaga independen untuk menjamin objektivitas penilaian. Melalui kebijakan ini, Archi berkomitmen menjalankan program pengembangan dan pemberdayaan masyarakat yang tepat sasaran, terukur, dan mampu memberikan manfaat nyata bagi peningkatan kesejahteraan serta kemandirian masyarakat di sekitar wilayah operasional.

Pilar Tanggung Jawab Sosial Perusahaan

[GRI 3-3]

Untuk mengimplementasikan kebijakan CSR, Archi membagi program pengembangan dan pemberdayaan masyarakat ke dalam 5 pilar utama yaitu kesehatan, pendidikan, ekonomi, sosial dan budaya, serta infrastruktur. Setiap pilar diselaraskan dengan SDGs dan diarahkan untuk memberikan manfaat nyata bagi peningkatan kesejahteraan serta kemandirian masyarakat di sekitar wilayah operasi.

Corporate Social Responsibility Policy

Archi places Corporate Social Responsibility (CSR) as an important part of the Company's sustainability strategy. Its implementation refers to Law No. 2 of 2025 on the Fourth Amendment to Law No. 4 of 2009 on Mineral and Coal Mining, Government Regulation No. 39 of 2025 on the Second Amendment to Government Regulation No. 96 of 2021 on the Implementation of Mineral and Coal Mining Business Activities, as well as the Decree of the Minister of Energy and Mineral Resources No. 1824/K/30/MEM/2018 on Guidelines for the Implementation of Community Development and Empowerment.




To ensure an integrated program direction, Archi has developed a Community Development and Empowerment Master Plan using the Sustainable Livelihoods Framework approach. This approach is aligned with the National Medium-Term Development Plan, Provincial and Regional Medium-Term Development Plans, the SDGs, and the results of Development Planning Consultations at the sub-district and village levels. Program planning is carried out in a participatory manner by involving communities, customary leaders, local governments, and relevant stakeholders.


Program implementation is under the coordination of the Community Development and Community Relations Departments, which are responsible for coordinating, evaluating, and reporting performance to the Ministry of Energy and Mineral Resources, the Multi-Stakeholder Communication and Partnership Forum, and independent institutions to ensure the objectivity of assessments. Through this policy, Archi is committed to implementing targeted community development and empowerment programs, and is able to provide tangible benefits in improving the welfare and independence of communities around the operational areas.

Corporate Social Responsibility Pillar

[GRI 3-3]

To implement its CSR policy, Archi divides its community development and empowerment programs into 5 main pillars, namely health, education, economy, social and culture, and infrastructure. Each pillar is aligned with the SDGs and is directed toward delivering tangible benefits in enhancing the welfare and self-reliance of communities surrounding the Company's operational areas.

Pilar CSR CSR Pillar	Uraian Description	Kesesuaian dengan SDGs Conformity with the SDGs	Kegiatan Activity
Kesehatan Health	<p>Archi menganggap aspek kesehatan sebagai salah satu program utama dalam kontribusinya kepada masyarakat, terutama masyarakat di sekitar wilayah operasional. Untuk itu, Archi menerapkan berbagai kebijakan dan program kesehatan serta keselamatan kerja dengan standar tinggi. Komitmen ini telah mendapat pengakuan resmi melalui penghargaan "Utama" dari Direktorat Jenderal Mineral dan Batubara, Kementerian Energi dan Sumber Daya Mineral, serta diperkuat dengan pencapaian sertifikasi ISO 18001/ISO 45001.</p> <p>Archi regards health as one of the core pillars of its contribution to society, particularly for communities surrounding its operational areas. To this end, Archi implements various health and occupational safety policies and programs based on high standards. This commitment has received official recognition through the "Utama" award from the Directorate General of Minerals and Coal, Ministry of Energy and Mineral Resources, and is further reinforced by the achievement of ISO 18001/ISO 45001 certification.</p>		<ul style="list-style-type: none"> • Program 1.000 Hari Pertama dalam Kehidupan. • Penyediaan Sarana dan Prasarana Kegiatan Posyandu Desa/Kelurahan. • First 1,000 Days of Life Program. • Provision of Facilities and Infrastructure for Village/Sub-district Posyandu Activities.
Pendidikan Education	<p>Archi memandang pendidikan sebagai sarana utama untuk meningkatkan kualitas hidup dan mendorong kemajuan bangsa. Komitmen ini diwujudkan melalui berbagai program unggulan yang ditujukan bagi masyarakat di sekitar wilayah operasional, dengan pendekatan multisektoral yang melibatkan pemerintah daerah, sekolah, dan lembaga pendidikan.</p> <p>Archi views education as the primary means of improving the quality of life and driving national progress. This commitment is realized through various flagship programs for communities around the Company's operational areas, using a multisectoral approach that involves local governments, schools, and educational institutions.</p>		<ul style="list-style-type: none"> • Program beasiswa studi perguruan tinggi. • Penyediaan fasilitas perpustakaan dan laboratorium komputer. • Program Pendidikan Anak Usia Dini (PAUD). • The higher education scholarship program. • Providing library and computer laboratory facilities. • Early Childhood Education Program (PAUD).
Ekonomi Economy	<p>Archi berkontribusi aktif dalam mendorong pertumbuhan ekonomi masyarakat di sekitar wilayah operasi. Hasil <i>social mapping</i> yang dilakukan dengan menggunakan pendekatan <i>Sustainable Livelihood Approach</i> menunjukkan bahwa masih terdapat keluarga yang belum memiliki penghasilan tetap. Berdasarkan temuan tersebut, Archi bekerja sama dengan lembaga terkait untuk menyediakan pelatihan teknis, bantuan pengembangan usaha, serta dukungan permodalan bagi masyarakat. Selain itu, sebagian kebutuhan operasional tambang dialokasikan kepada pelaku usaha lokal sebagai upaya memperluas peluang ekonomi dan meningkatkan partisipasi masyarakat dalam rantai nilai perusahaan.</p> <p>Archi actively contributes to promoting economic growth for communities around its operational areas. The results of social mapping conducted using the Sustainable Livelihood Approach indicate that some families still lack a stable income. Based on these findings, therefore, Archi collaborates with relevant institutions to provide technical training, business development assistance and capital support for the community. In addition, a portion of mining operational needs is allocated to local business actors as an effort to expand economic opportunities and increase community participation in the Company's value chain.</p>	   	<ul style="list-style-type: none"> • Pengembangan dan Penguatan Bidang Agribisnis, Agroindustri dan Agromarine. • Toka Tindung Reference of Integrated Eco-farming Development - Pengembangan Ekonomi Mikro. • Penguatan dan Pengembangan Unit Usaha Mikro, Kecil, dan Menengah (UMKM). • Pengembangan Unit Usaha Lokal sebagai Mitra Bisnis Archi. • Development and Strengthening of Agribusiness, Agroindustry, and Agromarine Sectors. • Toka Tindung Reference of Integrated Eco-farming Development - Microeconomic Development. • Strengthening and Development of Micro, Small, and Medium Enterprises (MSMEs). • Development of Local Business Units as Archi's Business Partners.
Sosial dan Budaya Social and Culture	<p>Archi senantiasa menghormati serta menjunjung tinggi nilai sosial dan budaya masyarakat di sekitar wilayah operasional. Komitmen ini diwujudkan melalui partisipasi aktif dalam forum kemitraan multipihak, dukungan pembangunan rumah ibadah, serta pengembangan kaum muda dalam bidang olahraga dan seni.</p> <p>Archi consistently respects and upholds the social and cultural values of communities surrounding its operational areas. This commitment is realized through active participation in multi-stakeholder partnership forums, support for the development of places of worship, and youth development in sports and arts.</p>	 	<ul style="list-style-type: none"> • Partisipasi dalam forum konsultasi dan kemitraan multipihak. • Pembangunan (renovasi) rumah ibadah. • Pengembangan kaum muda dalam bidang olah raga dan seni. • Participating in multi-stakeholder consultation and partnership forums. • Constructing (renovating) places of worship. • Developing youth in sports and arts.

Pilar CSR CSR Pillar	Uraian Description	Kesesuaian dengan SDGs Conformity with the SDGs	Kegiatan Activity
<p>Infrastruktur</p> <p>Infrastructure</p>	<p>Archi berkomitmen menyediakan dan mengelola infrastruktur dasar yang mendukung peningkatan kualitas hidup masyarakat sekitar tambang. Program yang dilaksanakan meliputi renovasi gedung sekolah, kantor desa, serta penyediaan akses air bersih.</p> <p>Archi is committed to providing and managing basic infrastructure that supports improvements in the quality of life of communities around the mine. The programs implemented include renovating school buildings, village offices, and providing access to clean water.</p>		<ul style="list-style-type: none"> • Renovasi gedung atau ruang sekolah dan kantor desa atau kelurahan. • Program air bersih. • Peningkatan Fasilitas Jalan Umum Desa/Kelurahan, terutama Akses Menuju Kebun dan Area Pemakaman, yang Dilaksanakan Melalui Transformasi Jalan Tanah menjadi Jalan Telford. • Renovating school buildings or rooms, and village or sub-district offices. • Implementing clean water programs. • Improvement of Public Road Facilities in Villages/Sub-districts, particularly access to plantations and cemetery areas, implemented by transforming dirt roads into Telford roads.

Kegiatan Tanggung Jawab Sosial Perusahaan [POJK F.25] [ESG S-12] Corporate Social Responsibility Activities

Total Pelaksanaan CSR Total CSR Implementation



Hingga tahun 2025, Archi terus melaksanakan program pengembangan dan pemberdayaan masyarakat yang difokuskan pada 5 pilar utama yaitu kesehatan, pendidikan, ekonomi, sosial dan budaya, serta infrastruktur. Program-program ini dirancang berdasarkan hasil *social mapping* dan kebutuhan prioritas masyarakat di sekitar wilayah operasional, dengan tujuan meningkatkan kualitas hidup, memperkuat kemandirian, serta menciptakan manfaat jangka panjang yang sejalan dengan SDGs.

Until 2025, Archi continued to implement community development and empowerment programs focused on 5 main pillars, namely health, education, economy, social and culture, and infrastructure. These programs are designed based on the results of social mapping and the priority needs of communities around the operational areas, with the aim of improving quality of life, strengthening self-reliance, and creating long-term benefits in line with the SDGs.



Rincian program CSR yang dijalankan pada masing-masing pilar dapat dilihat pada tabel berikut:

Details of the CSR programs implemented under each pillar are presented in the following table:

Program/Kegiatan Program/Activity	Uraian Description	Penerima Manfaat Beneficiaries
KESEHATAN / HEALTH		
Peningkatan Kualitas Kesehatan Ibu dan Anak Improvement of Healthcare Quality for Mothers and Children	Program 1.000 Hari Pertama dalam Kehidupan melalui pemberian makanan tambahan sehat dan bergizi. First 1,000 Days of Life Program through the provision of healthy and nutritious supplementary food.	29 desa/kelurahan (1.623 orang) 29 villages/sub-districts (1,623 people)
Bantuan Sarana dan/atau Prasarana Kesehatan Assistance for Health Facilities and/or Infrastructure	Kontribusi peralatan penunjang kegiatan posyandu berupa stadiometer portabel, timbangan ibu dan anak digital, timbangan bayi digital, infantometer board, pita lila digital, doppler digital, hemoglobinometer meter digital, alat pemeriksaan, termometer, obsgyen bed, meja posyandu, poster promosi kesehatan, serta pengeras suara aktif. Contribution of supporting equipment for Posyandu (Integrated Health Post) activities in the form of portable stadiometers, digital mother and child scales, digital baby scales, infantometer boards, digital mid-upper arm circumference (MUAC) tapes, digital dopplers, digital hemoglobin meters, examination equipment, thermometers, oxygen beds, posyandu tables, health promotion posters, and active loudspeakers.	29 posyandu 29 Posyandu (Integrated Health Post)
PENDIDIKAN / EDUCATION		
Beasiswa Scholarships	Beasiswa Studi Perguruan Tinggi di wilayah nasional (Beasiswa Toka Gold). Higher Education Scholarships in the national area (Toka Gold Scholarship).	34 mahasiswa 34 students
Bantuan Sarana dan/atau Prasarana Pendidikan Assistance for Educational Facilities and/or Infrastructure	Pembangunan/renovasi gedung sekolah, penataan lingkungan sekolah, dan pengadaan perlengkapan pendidikan. Construction/renovation of school buildings, school environment arrangement, and procurement of educational equipment.	1 unit PAUD (2 Bunda PAUD dan 13 Murid), 1 unit SD Negeri (13 Guru dan 199 Murid) 1 PAUD unit (2 teachers and 13 students), 1 public elementary school (13 teachers and 199 students)
EKONOMI / ECONOMY		
Penataan dan Pengembangan Agrikultur, Agribisnis, Minapolitan, dan Kawasan Wisata Arrangement and Development of Agriculture, Agribusiness, Minapolitan (fishery-based city), and Tourism Areas	Penguatan dan pengembangan agribisnis, agroindustri, dan agromarine melalui pembentukan dan pengembangan kelompok tani, kelompok ternak, dan kelompok perikanan, serta pengembangan <i>Toka Tindung Reference of Integrated Eco-farming Development</i> . Strengthening and development of agribusiness, agroindustry, and agromarine through the establishment and development of farmer groups, livestock groups, and fisheries groups, as well as the development of Toka Tindung Reference of Integrated Eco-farming Development.	54 kelompok (270 orang) 54 groups (270 people)
Pengembangan Vokasi dan Kapasitas Kewirausahaan untuk Wanita, Kaum Muda, dan Usia Produktif Vocational Development and Entrepreneurship Capacity Building for Women, Youth, and Productive Age Groups	Penguatan UMKM melalui dukungan permodalan, pelatihan keterampilan teknis dan non-teknis, serta pengembangan kapasitas kewirausahaan. Development of creative/craft product business units, creative business mentoring (training, seminars, and similar activities), collaborative promotion through MSME product exhibitions, co-branding, and marketing assistance.	13 unit usaha kecil (188 orang) dan 31 unit usaha lokal (405 orang) 13 small business units (188 people) and 31 local business units (405 people)

Program/Kegiatan Program/Activity	Uraian Description	Penerima Manfaat Beneficiaries
Pengembangan Indutri Kreatif dan Pemasaran Pariwisata Terpadu	Pengembangan unit usaha produk kreatif/kerajinan, bimbingan usaha kreatif (pelatihan, seminar, dan kegiatan sejenis), promosi kolaboratif melalui pameran produk UMKM, <i>co-branding</i> , serta pendampingan pemasaran.	13 unit usaha kecil (188 orang) dan 31 unit usaha lokal (405 orang)
Creative Industry Development and Integrated Tourism Marketing	Development of creative/craft product business units, creative business mentoring (training, seminars, and similar activities), collaborative promotion through MSME product exhibitions, <i>co-branding</i> , and marketing assistance.	13 small business units (188 people) and 31 local business units (405 people)
SOSIAL DAN BUDAYA / SOCIAL AND CULTURE		
Peningkatan Kapasitas Manajemen Publik Tingkat Desa, Kelurahan, dan Kecamatan	Diskusi dan/atau lokakarya rutin.	38 orang
Capacity Building for Public Management at Village and Sub-district Levels	Regular discussions and/or workshops.	38 people
Pengembangan Prestasi Kaum Muda dalam Bidang Seni, Budaya, dan Olahraga	Partisipasi dalam Pesta adat Nusa Utara (Sangertalaut).	14 desa/kelurahan
Development of Youth Achievement in Arts, Culture, and Sports	Participation in the North Sulawesi traditional festival (Sanger Talaut).	14 villages/sub-districts
Bantuan untuk Bencana Alam	Bantuan untuk korban bencana alam (longsor, banjir, dan lainnya), di Desa Rinondoran, Kalinaun, Pulisan, Likupang Satu, Likupang Dua, Likupang Kp. Ambong, Kokoleh satu, Kokoleh Dua, Kelurahan Batuputih Bawah, serta Kota Manado.	Total paket untuk 1.894 keluarga
Disaster Relief Assistance	Assistance for disaster victims (landslides, floods, and others) in Rinondoran Village, Kalinaun, Pulisan, Likupang Satu, Likupang Dua, Likupang, Ambong Village, Kokoleh Satu, Kokoleh Dua, Batuputih Bawah Sub-district, and Manado City.	Total packages for 1,894 families
Bantuan Pembangunan Sarana dan/atau Prasarana Ibadah serta Hubungan di Bidang Keagamaan, Sosial, dan Kelompok Rentan	<ul style="list-style-type: none"> Bantuan pembangunan rumah ibadah berupa materil. Perayaan hari raya keagamaan (Idulfetri, Iduladha, Paskah, dan Natal). Kontribusi dalam kedukaan masyarakat lingkaran tambang (anggota keluarga yang meninggal dunia). 	<ul style="list-style-type: none"> 30 rumah ibadah (Masjid dan Gereja). 121 rumah ibadah (15 Masjid dan 106 Gereja dengan total representatif 131 orang tokoh agama). Atas nama 144 orang
Assistance for the Construction of Facilities and/or Religious Infrastructure as well as Relations in the Religious, Social, and Vulnerable Group Sectors	<ul style="list-style-type: none"> Assistance for the construction of houses of worship in the form of materials. Commemoration of religious holidays (Eid al-Fitr, Eid al-Adha, Easter, and Christmas). Contributions in times of bereavement within the mining ring community (deceased family members). 	<ul style="list-style-type: none"> 30 houses of worship (mosques and churches). 121 houses of worship (15 mosques and 106 churches with a total of 131 religious leaders). On behalf of 144 individuals
Pengelolaan Lingkungan Kehidupan Masyarakat	Pengembangan model konservasi keragaman hayati kawasan hutan dan pesisir.	11 desa/kelurahan pesisir
Environmental Management for Community Livelihoods	Development of biodiversity conservation models for forest and coastal areas.	11 coastal villages/sub-districts
Pembentukan Kelembagaan Komunitas Masyarakat dalam Menunjang Kemandirian Pengembangan dan Pemberdayaan Masyarakat	Pengembangan model kelembagaan komunitas untuk kemitraan produktif.	13 desa/kelurahan, 3 puskesmas, dan 2 kecamatan (terdapat 42 orang representatif)
Establishment of Community Institutional Frameworks Supporting Independence in Community Development and Empowerment	Development of community institutional models for productive partnerships.	13 villages/sub-districts, 3 community health centers (puskesmas), and 2 sub-districts (with 42 representative participants)



Program/Kegiatan Program/Activity	Uraian Description	Penerima Manfaat Beneficiaries
INFRASTRUKTUR / INFRASTRUCTURE		
Pengadaan/Perbaikan Sarana/Prasarana dan Layanan Dasar Publik Provision/Improvement of Public Facilities/ Infrastructure and Basic Public Services	<ul style="list-style-type: none"> • Fasilitas program air bersih di Desa Likupang Kp. Ambong, Winuri, Maen, dan Pinenek, serta Kelurahan Pinasungkulan. • Pembangunan <i>Hatchery</i>, Rumah Nursery, dan Rumah Magot, serta Tempat Pengelolaan Sampah <i>Reduce-Reuse-Recycle</i> di <i>Toka Tindung Reference of Integrated Eco-farming Development</i>. • Clean water program facilities in Likupang Village, Ambong Village, Winuri, Maen, and Pinene k, as well as Pinasungkulan Sub-district. • Construction of hatchery facilities, nursery houses, maggot houses, as well as waste management facilities based on Reduce-Reuse-Recycle at the Toka Tindung Reference of Integrated Eco-farming Development. 	5 desa/kelurahan 5 villages/sub-districts
Pembangunan Prasarana Pendukung Aktivasi Ekonomi Lokal Development of Supporting Infrastructure for Local Economic Activities	Peningkatan fasilitas jalan umum desa/ kelurahan, terutama akses menuju kebun dan area pemakaman, melalui transformasi jalan tanah menjadi jalan <i>telford</i> . Improvement of public road facilities in villages/ sub-districts, particularly access to plantations and cemetery areas, through the transformation of dirt roads into telford roads.	Kelurahan Batuputih Atas Batuputih Atas Sub-district

Selain dijalankan berdasarkan 5 pilar CSR utama, pelaksanaan program pengembangan dan pemberdayaan masyarakat juga disusun sesuai klasifikasi yang diatur dalam regulasi Kementerian Energi dan Sumber Daya Mineral. Pada 3 tahun terakhir, total realisasi biaya pengembangan dan pemberdayaan masyarakat Archi dialokasikan ke dalam 8 program utama yaitu:

In addition to being implemented based on the 5 main CSR pillars, the implementation of community development and empowerment programs is also structured in accordance with the classifications regulated by the Ministry of Energy and Mineral Resources. Over the past 3 years, the total realization of Archi's community development and empowerment costs has been allocated into 8 main programs, namely:

(disajikan dalam AS\$ / presented in US\$)

Bidang	2025	2024	2023	Field
Pendidikan	75.011	94.923	193.554	Education
Kesehatan	99.756	116.902	139.945	Health
Pendapatan Riil atau Pekerjaan	513.967	345.040	648.053	Real Income or Occupation
Kemandirian Ekonomi	203.404	71.510	137.333	Economic Independence
Sosial dan Budaya	262.193	126.713	273.421	Social and Culture
Pengelolaan Lingkungan Kehidupan Masyarakat	7.536	607	2.829	Community Environmental Management
Pembentukan Kelembagaan Komunitas Masyarakat	165.890	160.420	181.743	Establishment of Community Institution
Pembangunan Infrastruktur yang Menunjang Pengembangan dan Pemberdayaan Masyarakat	158.736	115.330	227.325	Infrastructure Development Supporting Community Development and Empowerment
Program-Program Lanjutan Tahun Sebelumnya	542.302	-	-	Continuation Programs from Previous Years
Total	2.028.795	1.031.445	1.804.203	Total

Dampak Operasional terhadap Masyarakat Lokal [POJK F.23][GRI 413-1][GRI 413-2]

Archi memahami bahwa kegiatan pertambangan berpotensi menimbulkan dampak langsung terhadap lingkungan dan masyarakat di sekitar wilayah konsesi. Kesadaran ini menjadi dasar bagi kebijakan dan program yang mengutamakan keseimbangan antara kinerja usaha dan keberlanjutan sosial dan lingkungan. Antisipasi dampak dilakukan melalui pemanfaatan tenaga kerja lokal, pelaksanaan program CSR, serta berbagai inisiatif untuk meningkatkan kesejahteraan dan kemandirian sosial ekonomi masyarakat setempat. Program pengembangan masyarakat disusun melalui perencanaan partisipatif bersama tokoh masyarakat, pemerintah daerah, dan lembaga terkait guna memastikan relevansi dan kebermanfaatannya yang berkesinambungan. [GRI 3-3]

Archi memandang masyarakat lokal sebagai mitra strategis dalam menciptakan keberlanjutan usaha melalui distribusi manfaat yang adil. Dinamika sosial dikelola dengan komunikasi 2 arah yang terbuka, baik dalam penanganan isu maupun optimalisasi manfaat. Dalam mengantisipasi potensi gangguan lahan akibat aktivitas peledakan (*blasting*), Archi melibatkan masyarakat sebagai *blast guard* dengan dukungan kontribusi biaya dan koordinasi bersama pemerintah setempat. Archi juga melaksanakan program pengembangan dan pemberdayaan masyarakat di bidang ekonomi, meliputi pengembangan ternak, usaha pangan olahan, pelatihan keterampilan, penyediaan peralatan dan modal usaha, serta pelibatan usaha lokal.

Adapun penyelesaian isu sengketa lahan dilakukan oleh Tim Departemen Eksternal-Land melakukan verifikasi data dan dokumen bersama pemilik lahan. Proses tersebut difasilitasi melalui dialog yang kondusif oleh Departemen *Community Relation*, serta melibatkan pemerintah dan pihak terkait untuk mencapai solusi terbaik bagi semua pihak. Pada tahun 2025, program ini berhasil melibatkan sebanyak 31 usaha lokal untuk memenuhi kebutuhan pengadaan barang dan jasa yang mendukung proses operasional pertambangan.

Saluran Pengaduan Masyarakat

[POJK F.24] [GRI 2-16] [GRI 2-25]

Archi berkomitmen menjaga transparansi dengan menyediakan saluran pengaduan masyarakat yang dikelola oleh Tim *Community Relation*. Setiap laporan yang masuk dicatat dalam formulir resmi, diverifikasi, lalu ditindaklanjuti bersama departemen terkait agar penyelesaian dapat dilakukan secara efektif.

Sepanjang tahun 2025, Archi menerima sebanyak 43 pengaduan dari masyarakat yang meliputi isu lingkungan, ketenagakerjaan, akses jalan baru, ketertiban berlalu lintas di jalan desa, program pengembangan dan pemberdayaan masyarakat, serta kewilayahan lingkaran tambang. Dari jumlah tersebut, 38 pengaduan telah terselesaikan melalui dialog dan tindak lanjut perbaikan, sementara 5 pengaduan masih dalam tahap penyelesaian.

Operational Impact on Local Communities [POJK F.23][GRI 413-1][GRI 413-2]

Archi understands that mining activities have the potential to create direct impacts on the environment and communities surrounding the concession areas. This awareness forms the basis of its policies and programs that prioritize a balance between business performance and social and environmental sustainability. Impact anticipation is carried out through the utilization of local labor, the implementation of CSR programs, and various initiatives to improve the socio-economic welfare and self-reliance of local communities. Community development programs are prepared through participatory planning together with community leaders, local governments, and related institutions to ensure their relevance and sustainable benefits. [GRI 3-3]

Archi views local communities as strategic partners in creating business sustainability through the fair distribution of benefits. Social dynamics are managed through open 2-way communication, both in addressing issues and in maximizing shared benefits. In anticipating potential land disturbances arising from blasting activities, Archi involves community members as blast guards, supported by financial contributions and coordination with local government. Archi also implements community development and empowerment programs in the economic sector, including livestock development, processed food businesses, skills training, the provision of equipment and business capital, and the involvement of local enterprises.

The resolution of land dispute issues is carried out by the External-Land Department Team by verifying data and documents together with landowners. The process is facilitated through constructive dialogue by the Community Relations Department, and involves the government and relevant parties to achieve the best solution for all parties. In 2025, this program successfully involved a total of 31 local enterprises to meet procurement needs for goods and services supporting mining operations.

Community Complaint Channel

[POJK F.24] [GRI 2-16] [GRI 2-25]

Archi is committed to maintaining transparency by providing a community grievance channel managed by the Community Relations Team. Every report received is recorded in an official form, verified, and then followed up together with the relevant departments so that resolutions can be carried out effectively.

Throughout 2025, Archi received a total of 43 complaints from the community covering environmental issues, employment, new road access, traffic order on village roads, community development and empowerment programs, as well as matters related to the mining ring area. Of this total, 38 complaints have been resolved through dialogue and corrective follow-up, while 5 are still in the process resolved.



Pengelolaan Produk dan Layanan Berkelanjutan

Sustainable Product and Service Management

Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Pelanggan [POJK F.17]

Archi memastikan bahwa seluruh pelanggan memperoleh kesempatan yang sama dalam mengakses produk dan layanan yang disediakan. Prinsip non-diskriminasi diterapkan dalam setiap aspek, mulai dari proses pemasaran hingga pelayanan purna jual, sehingga semua pelanggan diperlakukan setara tanpa membedakan latar belakang maupun wilayah domisili.

Untuk mewujudkan komitmen tersebut, Archi menyediakan ragam pilihan produk dengan variasi ukuran dan harga yang dapat dijangkau oleh berbagai lapisan masyarakat. Selain itu, Archi memperluas jaringan distribusi melalui kanal ritel dan digital sehingga akses terhadap produk semakin merata.

Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan [POJK F.26]

Archi berkomitmen untuk terus menghadirkan inovasi dalam produk dan layanan emas yang tidak hanya bernilai ekonomis, tetapi juga mendukung prinsip keberlanjutan. Selama tahun 2025, melalui EMAS, Archi meluncurkan berbagai inovasi produk untuk memenuhi kebutuhan beragam segmen pelanggan, antara lain:

1. Produk edisi khusus (*Gift Series* dan *Paper Gold*) bekerja sama dengan mitra internasional seperti Warner Bros., diluncurkan dalam rangka perayaan Hari *Valentine*, Tahun Baru Imlek, dan Idulfitri;
2. Diversifikasi varian logam mulia bermerek Lotus Archi dan Emas Merah Putih, tersedia dari ukuran 0,1 gram hingga 100 gram, dengan kadar kemurnian 99,99% sesuai Standar Standar Nasional Indonesia (SNI); dan
3. Penerapan teknologi CertiEye dan LA CertiTrack untuk seluruh produk batangan, sehingga pelanggan dapat dengan mudah melakukan verifikasi keaslian melalui *QR Code*.

Selain inovasi produk, Archi juga memperkuat aspek layanan keuangan berkelanjutan dengan memperluas akses pasar melalui kanal digital. Sepanjang 2025, jumlah platform mitra *e-commerce* dan *marketplace* yang bekerja sama meningkat menjadi 4 *platform* dari 3 *platform* pada tahun sebelumnya. Sementara itu, volume transaksi penjualan digital tumbuh 85,80% dibandingkan tahun sebelumnya.

Commitment to Providing Equal Access to Products and/or Services to Customers [POJK F.17]

Archi ensures that all customers have equal opportunities to access the products and services it provides. The principle of non-discrimination is applied across all aspects, from marketing processes to after-sales services, so that all customers are treated equally regardless of their background or place of residence.

To realize this commitment, Archi offers a wide range of products with various sizes and price options that are affordable for different segments of society. In addition, Archi expands its distribution network through both retail and digital channels to ensure broader and more equitable access to its products.

Sustainable Finance Products/Services Innovation and Development [POJK F.26]

Archi is committed to continuously delivering innovation in its gold products and services that not only provide economic value but also support sustainability principles. Throughout 2025, through EMAS, Archi launched various product innovations to meet the needs of diverse customer segments, including:

1. Special edition products (*Gift Series* and *Paper Gold*), developed in collaboration with international partners such as Warner Bros., and launched in celebration of Valentine's Day, Chinese New Year, and Eid al-Fitr;
2. Diversification of branded precious metal products under the Lotus Archi and Emas Merah Putih brands, available in sizes ranging from 0.1 gram to 100 grams, with a purity level of 99.99% in accordance with the Indonesian National Standard (SNI); and
3. The implementation of CertiEye and LA CertiTrack technologies for all bullion products, enabling customers to easily verify authenticity through QR Codes.

In addition to product innovation, Archi also strengthened sustainable financial services by expanding market access through digital channels. Throughout 2025, the number of partner *e-commerce* and *marketplace* platforms increased to 4 platforms, up from 3 platforms in the previous year. Meanwhile, the volume of digital sales transactions grew by 85.80% compared to the previous year.

Dari sisi kontribusi penjualan, produk edisi khusus menyumbang sekitar 20,00% dari total penjualan emas batangan tahun 2025, mencerminkan tingginya minat pelanggan terhadap inovasi yang dikombinasikan dengan nilai budaya dan momentum perayaan.

Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan [POJK F.27]

Archi memastikan bahwa seluruh produk logam mulia yang dipasarkan telah melalui proses evaluasi keamanan dan kualitas secara menyeluruh sebelum diterima oleh pelanggan. Setiap produk emas batangan diproduksi dengan kadar kemurnian 99,99% sesuai SNI dan diuji melalui laboratorium internal maupun pihak independen.

Proses evaluasi keamanan meliputi pengujian kadar, ketahanan fisik, serta pemeriksaan fitur keaslian produk yang dilengkapi dengan teknologi *QR Code* (CertiEye dan LA CertiTrack). Selain itu, pengendalian kualitas dilakukan secara berkala di seluruh tahapan produksi, mulai dari pemurnian, pencetakan, hingga pengemasan.

Sepanjang tahun 2025, 100% produk logam mulia yang dipasarkan telah dievaluasi keamanannya bagi pelanggan. Hasil evaluasi menunjukkan tidak terdapat temuan pelanggaran standar keamanan maupun laporan ketidaksesuaian dari pelanggan terkait kualitas produk.

Dampak Produk/Jasa [POJK F.28]

Archi menyadari bahwa setiap produk dan layanan yang dihasilkan memiliki dampak terhadap pelanggan maupun masyarakat luas. Pada sisi positif, kehadiran produk logam mulia dengan kadar kemurnian 99,99% telah memberikan nilai tambah bagi pelanggan dengan menyediakan sarana investasi yang aman, terjangkau, dan sesuai standar nasional. Ragam varian ukuran mulai dari 0,1 gram hingga 100 gram juga membuka akses yang lebih inklusif, sehingga berbagai lapisan masyarakat dapat menjangkau produk emas batangan sebagai instrumen lindung nilai.

Selain itu, pemasaran yang dilakukan melalui kanal ritel dan digital turut mendorong literasi keuangan masyarakat, memperluas kesempatan usaha bagi mitra distribusi, serta memperkuat rantai pasok lokal. Kehadiran produk emas Archi juga berkontribusi pada pertumbuhan ekonomi daerah, khususnya melalui penciptaan lapangan kerja di sektor hilir industri emas.

Di sisi lain, Archi memahami adanya potensi dampak negatif, seperti risiko peredaran produk palsu atau penyalahgunaan transaksi emas untuk tujuan yang tidak sesuai regulasi. Untuk memitigasi hal tersebut, Archi menerapkan fitur keamanan digital berupa *QR Code* dengan teknologi CertiEye dan

In terms of sales contribution, special edition products accounted for approximately 20.00% of total gold bar sales in 2025, reflecting strong customer interest in innovations combined with cultural value and festive momentum.

Products/Services with Evaluated Customer Safety [POJK F.27]

Archi ensures that all precious metal products marketed have undergone a comprehensive safety and quality evaluation process before being delivered to customers. Each gold bar product is manufactured with a purity level of 99.99% in accordance with SNI and is tested through both internal laboratories and independent third parties.

The safety evaluation process includes testing for purity, physical durability, and verification of product authenticity features equipped with QR Code technology (CertiEye and LA CertiTrack). In addition, quality control is conducted on a regular basis across all stages of production, from refining and minting to packaging.

Throughout 2025, 100% of precious metal products marketed were evaluated for customer safety. The evaluation results indicated no findings of non-compliance with safety standards and no customer complaints regarding product quality.

Impacts of Products/Services [POJK F.28]

Archi recognizes that every product and service it delivers has an impact on both customers and the wider community. On the positive side, the availability of precious metal products with a purity level of 99.99% adds value for customers by offering a safe, affordable, and nationally standardized investment instrument. The wide range of product sizes, from 0.1 gram to 100 grams, also creates more inclusive access, enabling people from various segments of society to obtain gold bullion as a hedging instrument.

Furthermore, marketing through retail and digital channels contributes to improving public financial literacy, expanding business opportunities for distribution partners, and strengthening the local supply chain. The presence of Archi's gold products also supports regional economic growth, particularly through job creation in the downstream gold industry.

On the other hand, Archi recognizes potential negative impacts, such as the risk of counterfeit products circulating or the misuse of gold transactions for purposes that are not in compliance with regulations. To mitigate these risks, Archi applies digital security features in the form of QR Codes

LA CertiTrack pada seluruh produk emas batangan, serta memastikan setiap transaksi mengikuti ketentuan hukum dan peraturan yang berlaku.

using CertiEye and LA CertiTrack technologies on all gold bullion products, and ensures that every transaction complies with applicable laws and regulations.

Total Produk yang Ditarik Kembali [POJK F.29]

Total of Products Recalled [POJK F.29]

Sepanjang tahun 2025, tidak terdapat produk logam mulia Archi yang ditarik kembali dari pasar. Seluruh produk telah memenuhi standar keamanan dan kualitas yang berlaku, sehingga tidak ditemukan kasus ketidaksesuaian atau keluhan pelanggan yang mengharuskan adanya penarikan produk (*recall*).

Throughout 2025, no Archi precious metal products were recalled from the market. All products met the applicable safety and quality standards, and there were no cases of non-compliance or customer complaints that required a product recall.

Survei Kepuasan Pelanggan terhadap Produk dan/atau Jasa Keuangan Berkelanjutan [POJK F.30]

Customer Satisfaction Survey on Sustainable Finance Products and/or Services [POJK F.30]

Pada 2025, Archi melaksanakan survei kepuasan pelanggan terhadap produk emas Lotus Archi dan Emas Merah Putih. Hasil survei menunjukkan tingkat kepuasan rata-rata sebesar 5 dari skala 5, dengan mayoritas responden menyatakan puas hingga sangat puas.

In 2025, Archi conducted a customer satisfaction survey for Lotus Archi and Emas Merah Putih gold products. The survey results showed an average satisfaction score of 5 on a scale of 5, with the majority of respondents indicating that they were satisfied to very satisfied.





09.



KINERJA KEBERLANJUTAN LINGKUNGAN HIDUP

Environmental Sustainability Performance

KIT
PLATIN
GUG PRAPTONO

Komitmen Menjaga Keberlanjutan Lingkungan Hidup [GRI 3-3]

Commitment to Maintaining Environmental Sustainability

Archi memandang keberlanjutan lingkungan hidup sebagai bagian penting dari tanggung jawab operasional sekaligus topik material utama bagi Archi. Melalui penerapan prinsip *good mining practices*, Archi berupaya mewujudkan praktik pertambangan yang berkelanjutan dan ramah lingkungan, serta meminimalkan dampak negatif dari kegiatan penambangan maupun aktivitas pendukungnya. Kebijakan pengelolaan lingkungan disusun berdasarkan identifikasi, penilaian, dan pengendalian risiko di seluruh tahap operasi, mulai dari eksplorasi, pengembangan, produksi, hingga penutupan tambang, serta diperkuat dengan tinjauan rutin internal dan eksternal sesuai dengan penerapan standar ISO 14001:2015.

Komitmen ini diwujudkan melalui program kepatuhan terhadap pengelolaan lingkungan, pelestarian keanekaragaman hayati, pengelolaan energi dan air, pengendalian emisi, pengelolaan limbah, serta reklamasi dan penutupan tambang. Seluruh upaya diarahkan untuk mengurangi kontribusi terhadap perubahan iklim, menjaga kelestarian daya dukung lingkungan, serta memastikan keberlangsungan generasi mendatang, khususnya di wilayah operasional Tambang Emas Toka Tindung.

Archi views environmental sustainability as an important part of its operational responsibility as well as a key material topic for Archi. Through the implementation of good mining practices, Archi strives to realize sustainable and environmentally friendly mining practices and to minimize the negative impacts of mining activities and their supporting operations. Environmental management policies are developed based on the identification, assessment, and control of risks across all stages of operations, from exploration, development, and production to mine closure, and are reinforced through regular internal and external reviews in line with the implementation of ISO 14001:2015 standards.

This commitment is realized through programs on environmental management compliance, biodiversity conservation, energy and water management, emission control, waste management, as well as mine reclamation and closure. All efforts are directed toward reducing contributions to climate change, preserving environmental carrying capacity, and ensuring the sustainability of future generations, particularly in the operational area of Toka Tindung Gold Mine.

Kepatuhan Lingkungan Hidup [POJK F.16] [GRI 2-27]

Environmental Compliance

Kepatuhan lingkungan merupakan salah satu topik material utama bagi Archi sesuai hasil asesmen materialitas. Archi memastikan seluruh aktivitas operasional senantiasa mematuhi peraturan perundang-undangan serta ketentuan yang berlaku, khususnya terkait standar pengelolaan lingkungan dan praktik pertambangan yang baik. Untuk itu, Archi menetapkan kebijakan pengelolaan lingkungan yang didukung oleh *Environmental Management System* sesuai standar ISO 14001:2015. Implementasinya dievaluasi secara berkala melalui tinjauan internal maupun eksternal guna menjaga konsistensi inisiatif keberlanjutan di seluruh aspek bisnis, termasuk pada rantai pasokan.

Melalui Keputusan Menteri Lingkungan Hidup/Kepala Badan Pengendalian Lingkungan Hidup Republik Indonesia No. 1581 Tahun 2026 tentang Hasil Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup Tahun 2024-2025, Perseroan kembali mendapat penghargaan

Environmental compliance is one of Archi's key material topics based on the materiality assessment results. Archi ensures that all operational activities consistently comply with applicable laws and regulations, particularly those related to environmental management standards and good mining practices. To this end, Archi establishes environmental management policies supported by an Environmental Management System in accordance with ISO 14001:2015 standards. Its implementation is evaluated periodically through both internal and external reviews to maintain the consistency of sustainability initiatives across all aspects of the business, including the supply chain.

Under the Decree of Minister of Environment/Head of Environmental Control Agency of the Republic of Indonesia No. 1581 of 2026 on the Assessment Results of Corporate Performance Ratings in Environmental Management for 2024-2025, the Company received another Blue PROPER award,



PROPER Biru yang mencerminkan kepatuhan terhadap seluruh ketentuan pengelolaan lingkungan hidup sesuai dengan peraturan perundang-undangan yang berlaku.

Pelaksanaan pengelolaan dampak lingkungan mengacu pada dokumen dan rencana teknis yang telah disetujui, meliputi:

1. Analisis Dampak Lingkungan;
2. Rencana Pengelolaan Lingkungan;
3. Rencana Pemantauan Lingkungan;
4. Laporan Kajian Kelayakan;
5. Rencana Kerja dan Anggaran Biaya;
6. Rencana Reklamasi Tahap Operasi;
7. Rencana Pascatambang; dan
8. Persetujuan Teknis Pengelolaan Lingkungan.

Sepanjang tahun 2025, Archi tidak menerima denda, sanksi, maupun teguran administratif terkait aspek lingkungan. Hal ini mencerminkan efektivitas kebijakan, sistem, dan mekanisme pengawasan yang dijalankan dalam mendukung kepatuhan serta operasional yang bertanggung jawab terhadap lingkungan.

reflecting its compliance with all environmental management provisions on the applicable laws and regulations.

The implementation of environmental impact management refers to approved documents and technical plans, including:

1. Environmental Impact Analysis;
2. Environmental Management Plan;
3. Environmental Monitoring Plan;
4. Feasibility Study;
5. Annual Work Plan & Budget;
6. Reclamation Plan of Operation Phase;
7. Post-mining Plan; and
8. Technical Agreement for Environment Management.

Throughout 2025, Archi was not subject to any fines, sanctions, or administrative warnings related to environmental aspects. This reflects the effectiveness of the policies, systems, and oversight mechanisms implemented to support compliance and environmentally responsible operations.

Pengelolaan Energi dan Emisi [POJK F.7] [POJK F.12]

Energy and Emission Management

Kegiatan operasional Archi memerlukan pasokan energi yang signifikan, mulai dari bahan bakar untuk alat berat, kendaraan, dan peralatan bergerak, hingga listrik untuk pabrik pengolahan emas, fasilitas pendukung, dan perkantoran. Pemanfaatan energi ini berkontribusi terhadap pemanasan global dan perubahan iklim. Sebagai bagian dari tanggung jawab lingkungan, Archi telah menetapkan komitmen pengurangan emisi gas rumah kaca dan mendukung pencapaian target *Net Zero Emission* pada tahun 2060, dengan target penurunan emisi sebesar 30% atau sebesar 24.574 tonCO₂eq pada tahun 2030 dengan baseline tahun 2024, di bawah pengawasan Departemen Lingkungan. [ESG E-06] [ESG E-07]

Untuk mendukung target tersebut, Archi mengimplementasikan bauran energi baru dan terbarukan (EBT), di antaranya penggunaan bahan bakar solar dengan kandungan biodiesel 40% (B40) pada alat berat, kendaraan, pompa, lampu tambang, serta sebagian pompa *dewatering*, termasuk cadangan genset dan listrik pabrik pengolahan emas. Archi juga mendorong transisi dari bahan bakar fosil ke listrik yang lebih bersih, diiringi upaya efisiensi operasional, optimalisasi peralatan hemat energi, serta penerapan sistem manajemen energi yang lebih terukur. [GRI 3-3]

Sebagian kebutuhan listrik Archi dipasok dari Perusahaan Listrik Negara (PLN) yang memanfaatkan pembangkit berbasis EBT di Sulawesi Utara dan Gorontalo, seperti Pembangkit Listrik Tenaga Air (PLTA) Tonsealama dan Tanggari, Pembangkit

Archi's operational activities require significant energy supplies, ranging from fuel for heavy equipment, vehicles, and mobile machinery to electricity for gold processing plants, supporting facilities, and offices. This energy consumption contributes to global warming and climate change. As part of its environmental responsibility, Archi has established a commitment to reduce greenhouse gas emissions and support the achievement of Net Zero Emission target by 2060, with a target of reducing emissions by 30% or by 24,574 tons of CO₂eq by 2030, under the supervision of the Environmental Department. [ESG E-06] [ESG E-07]

To support these targets, Archi implements a mix of new and renewable energy (NRE), including the use of diesel fuel with 40% biodiesel content (B40) in heavy equipment, vehicles, pumps, mine lighting, and dewatering pumps, as well as backup generators and electricity for the gold processing plant. Archi also encourages a transition from fossil fuels to cleaner electricity, accompanied by operational efficiency efforts, optimization of energy-efficient equipment, and the implementation of a more measurable energy management system. [GRI 3-3]

A portion of Archi's electricity needs is supplied by the National Electricity Company (PLN), which utilizes power plants based on new and renewable energy (NRE) in North Sulawesi and Gorontalo, such as Tonsealama and Tanggari Hydropower Plants

Listrik Tenaga Surya (PLTS) Likupang, dan Pembangkit Listrik Tenaga Panas Bumi (PLTP) Lahendong 1-4. Sumber listrik tersebut telah terverifikasi melalui konfirmasi resmi oleh PLN Unit Induk Pembangkitan dan Penyaluran (UIKL) Sulawesi, Unit Pelaksana Pengatur Beban (UP2B) Sistem Minahasa. Transisi ini didukung oleh investasi infrastruktur, termasuk gardu trafo, jaringan kabel, dan peralatan kelistrikan, serta diperkuat melalui dokumen *Environmental Objectives* yang menargetkan pengurangan penggunaan energi fosil sekitar 10% dibandingkan tahun sebelumnya. Inisiatif lainnya mencakup perawatan mesin secara berkala, penggunaan bahan bakar B30 sejak 2020, serta penggantian generator berbahan bakar solar dengan pasokan listrik PLN berkapasitas maksimal 40 MVA. [GRI 3-3] [GRI 302-1]

Komitmen peralihan energi ini telah menurunkan potensi emisi dari bahan bakar fosil hingga 94%, terutama melalui penghentian operasi 15 unit generator yang sebelumnya menjadi penyumbang emisi terbesar di area operasional. Generator tersebut tetap dipertahankan sebagai cadangan apabila terjadi gangguan pasokan listrik PLN. Pendekatan ini tidak hanya memastikan keberlangsungan operasi, tetapi juga mencerminkan pengelolaan energi yang lebih ramah lingkungan dan sejalan dengan tujuan keberlanjutan jangka panjang Archi.

Sebagai bentuk transparansi, berikut disajikan data konsumsi energi serta intensitas penggunaannya selama 3 tahun terakhir:

Penggunaan Energi [POJK F.6] [ESG E-03] [GRI 302-1] [GRI 302-3] [GRI 302-4]
Energy Use

Uraian	Satuan Unit	2025	2024	2023	Description
Total Konsumsi Energi Tidak Terbarukan (Solar)	Liter	32.018.047	28.807.390	27.337.929	Total Non-Renewable Energy Consumption (Diesel)
	GJ	1.213.484	1.091.800	1.036.108	
Total Konsumsi Energi Terbarukan (Listrik serta PLTA dan PLTS)	kWh	171.308.771	167.259.382	179.888.058	Total Renewable Energy Consumption (Electricity as well as Hydropower and Solar Power Plants)
	GJ	616.712	602.134	647.597	
Total Pemakaian Energi	GJ	1.830.196	1.693.934	1.683.705	Total Energy Use
Total Produksi	Ton	31.305.640	25.534.822	26.343.173	Total Production
Total Intensitas Energi	GJ/Ton	0,058	0,066	0,064	Total Energy Intensity
Efisiensi Energi	GJ/Ton	0,008	(0,002)	0,001	Energy Efficiency

Catatan / Notes:

- Pemakaian solar dari liter dikonversi ke GJ dengan menggunakan pendekatan 1 liter solar dapat menghasilkan sekitar 10,39 kWh* lalu dikalikan faktor konversi 0,036 (1 kWh = 0,0036 GJ).
* (<https://mikrodata.bps.go.id/mikrodata/index.php/catalog/246/datafile/F1/V78>).
- Pemakaian listrik dari kWh dikonversi ke GJ dengan menggunakan faktor konversi 0,0036 (1 kWh = 0,036 GJ).
- Total intensitas energi mencakup energi solar serta listrik yang berasal dari PLTA, PLTP, dan PLTS.
- Total produksi merupakan total material movement (ore dan waste) yang diproduksi dan dipindahkan selama tahun pelaporan.
- Diesel use from liters is converted to GJ using the approach of 1 liter of diesel can produce around 10.39 kWh* then multiplied by a conversion factor of 0.036 (1 kWh = 0.0036 GJ).
* (<https://mikrodata.bps.go.id/mikrodata/index.php/catalog/246/datafile/F1/V78>).
- Electricity consumption from kWh is converted to GJ using a conversion factor of 0.0036 (1 kWh = 0.036 GJ).
- Total energy intensity includes solar energy and electricity from PLTA, PLTP, and PLTS.
- Total production is the total material movement (ore and waste) produced and moved during the reporting year.

Archi mengukur emisi gas rumah kaca pada scope 1 yang berasal dari penggunaan solar B35 untuk peralatan tambang dan scope 2 dari dari konsumsi listrik untuk pengolahan bijih dan aktivitas pendukung. Pemanfaatan listrik berbasis EBT menjadikan emisi scope 2 relatif rendah. Selain itu, Archi juga mulai mengembangkan metode penghitungan scope 3 untuk

(PLTA), Likupang Solar Power Plant (PLTS), and Lahendong 1–4 Geothermal Power Plants (PLTP). These electricity sources have been verified through official confirmation by PLN's Sulawesi Main Generation and Transmission Unit (UIKL), Minahasa System Load Dispatching Unit (UP2B). This transition is supported by infrastructure investments, including substations, cable networks, and electrical equipment, and is reinforced through Environmental Objectives documents targeting a reduction in fossil energy use of approximately 10% compared to the previous year's use. Other initiatives include regular machinery maintenance, use of B30 fuel since 2020, and replacement of diesel-fueled generators with PLN electricity supply with a maximum capacity of 40 MVA. [GRI 3-3] [GRI 302-1]

This energy transition commitment has reduced potential emissions from fossil fuels by up to 94%, primarily through the cessation of operations of 15 generator units that previously constituted the largest sources of emissions in the operational area. These generators are retained as backup in the event of disruptions to PLN's electricity supply. This approach not only ensures operational continuity but also reflects more environmentally friendly energy management aligned with Archi's long-term sustainability objectives.

As a form of transparency, the following presents data on energy consumption and its intensity over the past 3 years:

Archi measures greenhouse gas emissions under Scope 1 originating from the use of B35 diesel for mining equipment and Scope 2 from electricity consumption for ore processing and supporting activities. The utilization of NRE-based electricity results in relatively low Scope 2 emissions. In addition, Archi has also begun developing a methodology for calculating Scope 3 to



mencatat emisi tidak langsung dari rantai pasok dan aktivitas hilir, sebagai bagian dari komitmen memperkuat transparansi pelaporan dan kontribusi terhadap mitigasi perubahan iklim.

[GRI 3-3] [GRI 305-2] [GRI 305-3]

record indirect emissions from the supply chain and downstream activities, as part of its commitment to strengthening reporting transparency and contributing to climate change mitigation.

[GRI 3-3] [GRI 305-2] [GRI 305-3]

Rincian emisi gas rumah kaca Archi selama 3 tahun terakhir dapat dilihat pada tabel berikut:

Details of Archi's greenhouse gas emissions over the past 3 years can be seen in the following table:

Emisi Gas Rumah Kaca yang Dihasilkan [POJK F.11] [ESG E-01] [ESG E-02] [GRI 305-1] [GRI 305-2] [GRI 305-4] [GRI 305-5]
Greenhouse Gas Emissions Generated

Uraian	Satuan Unit	2025	2024	2023	Description
SCOPE 1					
Pembakaran Bahan Bakar Stationer	TonCO ₂ eq	2.361	12.428	17.307	Stationary Fuel Combustion
Pembakaran Bahan Bakar Kendaraan	TonCO ₂ eq	49.452	64.419	55.620	Vehicle Fuel Combustion
Penggunaan Bahan Peledak	TonCO ₂ eq	819	997	743	Explosives Usage
Total Scope 1	TonCO₂eq	52.632	77.844	73.670	Total Scope 1
SCOPE 3					
Penggunaan Transportasi			Transportation Usage		
Transportasi dan Distribusi Hulu	TonCO ₂ eq	349	2.908	2.910	Upstream Transportation and Distribution
Perjalanan Dinas	TonCO ₂ eq	108	125	127	Business Travel
Transportasi dari Klien dan Pengunjung	TonCO ₂ eq	90	170	106	Client and Visitor Transportation
Perjalanan Karyawan	TonCO ₂ eq	688	867	854	Employee Travel
Total Scope 3	TonCO₂eq	1.235	4.070	3.997	Total Scope 3
Total Emisi yang Dihasilkan	TonCO₂eq	53.867	81.914	77.667	Total Emissions Generated
Intensitas Emisi	TonCO₂eq/Ton	0,0017	0,0032	0,0029	Emissions Intensity
Efisiensi Emisi	TonCO₂eq/Ton	0,0015	(0,0003)	(0,0001)	Emission Efficiency

Catatan / Notes:

- Perhitungan emisi gas rumah kaca atas pemakaian solar menggunakan referensi pedoman *Intergovernmental Panel on Climate Change (IPCC, 2006), Guidelines for National Greenhouse Gas Inventories, Volume 2: Energy, dan National Greenhouse and Energy Reporting (Measurement) Determination 2008 (Schedule 1)* dari Pemerintah Australia.
- Perhitungan emisi gas rumah kaca scope 2 dari pemakaian kWh listrik yang berasal dari PLTA, PLTP, dan PLTS dilakukan berdasarkan ketentuan dari PLN melalui surat konfirmasinya yang menyatakan listrik yang dihasilkan menggunakan pembangkit listrik dengan sumber EBT sehingga dapat dikatakan tidak ada emisi karbon yang dihasilkan ketika memproduksi energi listrik tersebut.
- Perhitungan emisi gas rumah kaca scope 3 dari aktivitas transportasi logistik dan perjalanan dilakukan menggunakan pendekatan berbasis aktivitas, yaitu berdasarkan data jarak angkut per bobot (ton-kilometer) dan catatan perjalanan penumpang, sejalan dengan ketentuan *Greenhouse Gas (GHG) Protocol Scope 3 Standards*.
- The calculation of greenhouse gas emissions from diesel usage refers to the guidelines of the Intergovernmental Panel on Climate Change (IPCC, 2006), Guidelines for National Greenhouse Gas Inventories, Volume 2: Energy, and the National Greenhouse and Energy Reporting (Measurement) Determination 2008 (Schedule 1) from the Government of Australia.
- The calculation of Scope 2 greenhouse gas emissions from electricity consumption (kWh) sourced from hydropower (PLTA), geothermal (PLTP), and solar (PLTS) is conducted based on provisions from PLN through its confirmation letter stating that the electricity is generated using NRE-based power plants, thus it can be considered that no carbon emissions are produced during the generation of such electrical energy.
- The calculation of Scope 3 greenhouse gas emissions from logistics transportation and travel activities uses an activity-based approach, namely based on freight distance data per weight (ton-kilometer) and passenger travel records, in line with the provisions of the Greenhouse Gas (GHG) Protocol Scope 3 Standards.

Inisiatif Program Efisiensi Energi dan Emisi [GRI 3-3]
Energy and Emissions Efficiency Program Initiatives

Optimalisasi Pemanfaatan EBT	Memperkuat pemanfaatan EBT dengan memperluas porsi pasokan listrik dari PLN yang bersumber dari pembangkit EBT di Sulawesi Utara dan Gorontalo. Upaya ini diiringi dengan pengembangan koneksi langsung ke kapasitas tambahan pembangkit ramah lingkungan, seperti PLTA, PLTP, dan PLTS di sekitar wilayah operasional, sehingga ketersediaan energi bersih dapat terjamin secara berkelanjutan.
Optimization of NRE Utilization	Strengthening the use of NRE by increasing the share of electricity supply from PLN sourced from NRE power plants in North Sulawesi and Gorontalo. This effort is accompanied by the development of direct connections to additional environmentally friendly generation capacity, such as PLTA, PLTP, and PLTS around the operational areas, to ensure sustainable availability of clean energy.
Penggantian dan Modernisasi Peralatan	Mendorong efisiensi energi dengan mengganti peralatan operasional berbasis bahan bakar fosil menjadi peralatan listrik berdaya efisiensi tinggi, sekaligus menerapkan sistem kontrol otomatis yang mampu menyesuaikan beban listrik secara <i>real-time</i> , sehingga konsumsi energi dapat dioptimalkan tanpa mengurangi kinerja operasional.
Equipment Replacement and Modernization	Promoting energy efficiency by replacing fossil fuel-based operational equipment with high-efficiency electric equipment, while implementing automated control systems capable of adjusting electrical loads in real time, thereby optimizing energy consumption without reducing operational performance.

Inisiatif Program Efisiensi Energi dan Emisi [GRI 3-3]
Energy and Emissions Efficiency Program Initiatives

Program Penyerapan Emisi	Melanjutkan reklamasi lahan tambang melalui penanaman pohon produktif dan endemik guna memulihkan ekosistem serta memberikan manfaat berkelanjutan bagi lingkungan sekitar. Upaya ini dilengkapi dengan perluasan penanaman <i>mangrove</i> di wilayah pesisir sekitar area operasi, yang berperan penting sebagai <i>nature-based solution</i> untuk melindungi garis pantai, meningkatkan keanekaragaman hayati, sekaligus menyerap emisi karbon secara alami.
Emission Absorption Programs	Continuing mine land reclamation through the planting of productive and endemic trees to restore ecosystems and provide sustainable benefits to the surrounding environment. These efforts are complemented by the expansion of mangrove planting in coastal areas around the operational sites, which plays an important role as a nature-based solution to protect coastlines, enhance biodiversity, and naturally absorb carbon emissions.

Kinerja pengelolaan energi dan emisi dievaluasi rutin, baik secara internal melalui *annual internal management reviews* maupun audit eksternal ISO 14001:2015, penilaian Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup oleh Kementerian Lingkungan Hidup dan Kehutanan, dan pelaporan uji emisi semesteran kepada dinas terkait.

Energy and emissions management performance is evaluated regularly, both internally through annual internal management reviews and externally through ISO 14001:2015 audits, assessments under the Corporate Performance Rating Program in Environmental Management by the Ministry of Environment and Forestry, and semi-annual emissions testing reports to the relevant authorities.

Pengelolaan Air dan Efluen [GRI 303-1]

Water and Effluent Management

Seluruh kebutuhan air untuk operasional Archi dipenuhi dari kolam penampungan air permukaan dan *tailing storage facility*, dengan memanfaatkan limpasan air hujan maupun *intersected aquifer*. Upaya ini dilengkapi dengan konservasi sumber daya air, seperti penggunaan air hujan yang ditampung di kolam sedimen untuk fasilitas produksi, asrama, serta pencucian alat berat dan kendaraan ringan. Selain itu, sistem *reuse* dari *tailing storage facility* memungkinkan sekitar 74,6% kebutuhan air pabrik dapat didaur ulang, sehingga mengurangi pengambilan air baru dan menekan risiko *water stress*.

Untuk mencegah pencemaran air permukaan, Archi mengelola air limbah sehingga kandungan bahan pencemar berkurang hingga memenuhi baku mutu lingkungan sebelum dialirkan ke badan air. Luapan air dari kolam pengendapan Toka Inpit dialirkan melalui titik pemantauan DP01 ke Kolam Toka, sementara luapan dari kolam pengendapan Pangisan dialirkan melalui titik DP02.

Dengan kondisi geografis tambang yang memiliki curah hujan tinggi (2.000-3.000 mm per tahun) serta aliran sungai permanen, seperti Araren, Batupangah, Pangisan, Koba, dan Maen, ketersediaan air untuk kebutuhan operasional tetap terjaga sepanjang tahun. Upaya ini mencerminkan komitmen Archi untuk memastikan ketersediaan air, mengurangi risiko *water stress*, dan menjaga kualitas lingkungan sesuai ketentuan peraturan yang berlaku. [POJK F.5] [GRI 3-3]

All water requirements for Archi's operations are fulfilled from surface water storage ponds and the tailing storage facility, utilizing rainwater runoff as well as intersected aquifers. These efforts are complemented by water resource conservation measures, such as the use of rainwater collected in sediment ponds for production facilities, dormitories, and the washing of heavy equipment and light vehicles. In addition, the reuse system from the tailing storage facility enables approximately 74.6% of the plant's water requirements to be recycled, thereby reducing freshwater withdrawal and mitigating water stress risks.

To prevent surface water pollution, Archi manages wastewater so that pollutant levels are reduced to meet environmental quality standards before discharge into water bodies. Overflow from Toka Inpit sedimentation pond is channeled through monitoring point DP01 to Toka Pond, while overflow from Pangisan settling pond is discharged through monitoring point DP02.

Given the mine's geographical conditions, which feature high annual rainfall (2,000-3,000 mm per year) and permanent river flows, such as Araren, Batupangah, Pangisan, Koba, and Maen rivers, water availability for operational needs is maintained throughout the year. These efforts reflect Archi's commitment to ensuring water availability, reducing water stress risks, and maintaining environmental quality in accordance with applicable regulations. [POJK F.5] [GRI 3-3]



Rincian penggunaan air selama 3 tahun terakhir disajikan pada tabel berikut:

Details of water usage over the past 3 years are presented in the following table:

Penggunaan Air [POJK F.8] [ESG E-04] [GRI 303-5]
Water Use

Uraian	Satuan Unit	2025	2024	2023	Description
BERDASARKAN SUMBER / BY SOURCE					
Kolam Penampungan	m ³	1.345.680	810.853	1.014.287	Reservoir
Air Daur Ulang (<i>Tailing Storage Facility</i>)	m ³	3.944.811	4.346.896	3.676.882	Recycled Water (<i>Tailing Storage Facility</i>)
Total Penggunaan Air	m³	5.290.491	5.157.749	4.691.169	Total Water Use
BERDASARKAN TINGKAT KELARUTAN / BY SOLUBILITY					
<i>Freshwater</i> (≤1.000 mg/L <i>Total Dissolved Solids</i>)	m ³	5.290.491	5.157.749	4.691.169	<i>Freshwater</i> (≤1.000 mg/L <i>Total Dissolved Solids</i>)
<i>Non-Freshwater</i> (≤1.000 mg/L <i>Total Dissolved Solids</i>)	m ³	-	-	-	<i>Non-Freshwater</i> (≤1.000 mg/L <i>Total Dissolved Solids</i>)

Archi mengelola pembuangan air limbah secara terkendali melalui kolam pengendapan dan *tailing storage facility* guna memastikan kualitas air yang dilepaskan memenuhi baku mutu lingkungan. Pengelolaan ini mencakup air limbah dari kegiatan penambangan, fasilitas pendukung, serta proses pengolahan bijih, yang diarahkan ke titik pembuangan sesuai ketentuan teknis dan peraturan yang berlaku. Rincian volume pembuangan air limbah selama 3 tahun terakhir disajikan pada tabel berikut:

Archi manages wastewater discharge in a controlled manner through settling ponds and the *tailing storage facility* to ensure that the quality of discharged water meets environmental quality standards. This management covers wastewater from mining activities, supporting facilities, and ore processing operations, which is directed to designated discharge points in accordance with applicable technical requirements and regulations. Details of wastewater discharge volumes over the past 3 years are presented in the following table:

Pembuangan Air Limbah [POJK F.13] [GRI 303-4]
Wastewater Discharge

Jenis Air Limbah Type Of Wastewater	Tujuan Pembuangan Air Water Disposal Destination	Satuan Unit	2025	2024	2023
Air Limbah dari Kegiatan Operasi Penambangan dan Fasilitas Pendukung Wastewater from Mining Operations and Supporting Facilities	Kolam Pengendapan Toka Inpit dan Pangisan Toka Inpit dan Pangisan Settling Pond	m ³	35.238.062	25.244.455	28.807.378
Air Limbah dari Proses Pengolahan Bijih Wastewater from Ore Processing	<i>Tailing Storage Facility</i>	m ³	3.944.811	4.346.896	4.035.226

Archi melakukan pembuangan air limbah ke badan air lingkungan melalui kolam pengendapan yang telah ditetapkan, dengan memastikan bahwa kualitas air buangan memenuhi baku mutu lingkungan. Volume air buangan terutama berasal dari Kolam Toka dan Kolam Pangisan, yang juga menerima tambahan aliran alami berupa sumber air panas. Informasi rinci mengenai volume pembuangan air selama 3 tahun terakhir dapat dilihat pada tabel berikut:

Archi discharges wastewater into receiving water bodies through designated settling ponds, ensuring that the effluent quality complies with applicable environmental quality standards. The volume of discharged water mainly originates from Toka Pond and Pangisan Pond, which also receive additional natural inflows in the form of hot spring sources. Detailed information on water discharge volume over the past 3 years can be seen in the following table:

Total Air yang Dibuang dari Kolam Pengendapan ke Badan Air Lingkungan [POJK F.13] [GRI 303-4]
Total Water Disposal from Settling Ponds to Environmental Water Bodies

Uraian	Satuan Unit	2025	2024	2023	Description
Kolam Toka	m ³	6.157.788	3.774.038	7.029.270	Toka Pond
Kolam Pangisan*	m ³	29.080.274	24.544.957	35.358.789	Pangisan Pond*
Total	m³	35.238.062	28.318.995	42.388.059	Total

* Pada fasilitas *tailing storage facility*, tidak ada air yang keluar dan dibuang ke lingkungan karena menerapkan sistem *Close Circuit*.
* At the tailing storage facility, no water is disposed and discharged into the environment because it implements a Close Circuit system.

Catatan / Notes:

- Total volume air yang keluar menjadi sangat besar karena, sejak 2016 hingga saat ini, terdapat sumber air panas alami yang muncul di pit Araren dan dipompa menuju Kolam Pangisan dengan debit rata-rata 500 l/s, kemudian dibuang ke badan air lingkungan melalui saluran *outlet* dari Kolam Pangisan (DP02), bercampur bersama air limbah tambang.
- The total volume of water disposal is very high because, from 2016 until now, there have been a natural hot spring emerged in Araren pit and is pumped to Pangisan Pond with an average discharge of 500 l/s, then discharged into environmental water bodies through outlet channels from Pangisan Pond (DP02), mixed with mine wastewater.

Inisiatif Penghematan Air dan Pengelolaan Efluen [GRI 3-3]
Water Conservation and Effluent Management Initiatives

Pemantauan Kualitas Air Secara Berkala	Kualitas air yang dialirkan ke lingkungan dipantau secara rutin setiap hari dan bulanan melalui alat real time SPARING dan pengujian laboratorium, dengan parameter yang mengacu pada baku mutu lingkungan. Hasil pemantauan digunakan untuk memastikan bahwa air buangan tetap aman, memenuhi standar yang ditetapkan, dan dievaluasi secara berkala melalui <i>annual management review</i> , audit ISO 14001:2015, serta penilaian Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup oleh Kementerian Lingkungan Hidup dan Kehutanan.
Regular Water Quality Monitoring	The quality of water discharged into the environment is monitored regularly on a daily and monthly basis through real-time SPARING equipment and laboratory testing, with parameters referring to applicable environmental quality standards. Monitoring results are used to ensure that effluent remains safe and compliant with established standards, as well as through the assessment of the Corporate Performance Rating Program in Environmental Management by the Ministry of Environment and Forestry.
Optimalisasi Sistem Infrastruktur Air	Perbaikan dan pemeliharaan kolam penampungan, pompa, serta jaringan distribusi air dilakukan untuk memastikan efisiensi penggunaan air dan mencegah kebocoran maupun kehilangan sumber daya. Selain itu, Archi meningkatkan pemanfaatan air daur ulang dari <i>tailing storage facility</i> guna mendukung konservasi air dan mengurangi ketergantungan pada sumber air baru.
Optimization of Water Infrastructure Systems	Improvements and maintenance of storage ponds, pumps, and water distribution networks are carried out to ensure efficient water use and to prevent leaks or resource losses. In addition, Archi enhances the utilization of recycled water from the tailing storage facility to support water conservation and reduce dependence on new water sources.





Pengelolaan Limbah Padat

Solid Waste Management

Pengelolaan limbah padat merupakan bagian integral dari komitmen Archi dalam menjalankan operasional yang bertanggung jawab terhadap lingkungan. Limbah yang dihasilkan, baik Bahan Beracun Berbahaya (B3) maupun non-B3, dikelola sesuai standar yang berlaku dengan mengedepankan prinsip *Reduce, Reuse, Recycle* (3R). Salah satu contohnya adalah pemanfaatan oli bekas sebagai bahan campuran emulsi untuk peledakan batuan melalui kerja sama dengan kontraktor peledakan, yang telah memperoleh Persetujuan Teknik dari KLHK. [\[POJK F.14\]](#) [\[GRI 3-3\]](#) [\[GRI 306-2\]](#)

Sementara itu, pengelolaan limbah non-B3 dilakukan melalui berbagai inisiatif kreatif dan berkelanjutan, antara lain bekerja sama dengan komunitas lokal untuk mengumpulkan sampah kemasan bernilai ekonomis, memanfaatkan kertas bekas sebagai media *cover crop* untuk area reklamasi, menggunakan drum dan ban bekas untuk keperluan operasional, serta mengolah sampah organik dan limbah dapur menjadi pupuk kompos guna mendukung revegetasi area reklamasi. Dengan demikian, setiap jenis limbah dikelola secara optimal untuk mengurangi dampak negatif terhadap lingkungan sekaligus mendukung praktik pertambangan yang berkelanjutan. [\[POJK F.5\]](#)

Rincian limbah B3 yang dihasilkan dari kegiatan penambangan dan fasilitas pendukung selama 3 tahun terakhir disajikan pada tabel berikut:

Limbah B3 yang Dihasilkan dari Kegiatan Penambangan dan Fasilitas Pendukung [\[POJK F.13\]](#) [\[ESG E-05\]](#) [\[GRI 306-3\]](#) B3 Waste Generated from Mining Activities and Supporting Facilities

Jenis Limbah	Satuan Unit	2025	2024	2023	Type of Waste
Aki Bekas	Ton	8	15	13	Used Vehicle Battery
Bahan Kimia Kedaluwarsa	Ton	-	-	1	Expired Chemical
Filter Oil	Ton	42	54	43	Oil Filter
Grease Bekas	Ton	11	53	24	Used Grease
Kemasan Terkontaminasi	Ton	193	250	209	Contaminated Packaging
Lampu TL	Ton	0	0	0	TL Lamps
Limbah Medis	Ton	0	0	0	Medical Waste
Majun Terkontaminasi	Ton	9	10	9	Contaminated Majun
Material Terkontaminasi	Ton	68	87	43	Contaminated Material
Oli Bekas	Ton	369	425	363	Used Oil
Sludge	Ton	14	-	0	Sludge
Tabung Freon Bekas	Ton	2	0	0	Used Freon Tube
DIBK	Ton	-	-	1	DIBK
Total Limbah B3	Ton	716	895	705	Total B3 Waste
Limbah B3 berupa Tailing yang Ditimbun di Dam-Tailing (Tailing Storage Facility)	Ton	3.580.853	3.319.624	3.756.456	Hazardous (B3) Waste in the Form of Tailings Deposited in the Tailing Dam (Tailing Storage Facility)

Solid waste management is an integral part of Archi's commitment to conducting environmentally responsible operations. Waste generated, both Hazardous and Toxic Materials (B3) and non-B3, is managed in accordance with applicable standards by prioritizing the principles of Reduce, Reuse, Recycle (3R). One example is the utilization of used oil as a mixture material for blasting emulsion through cooperation with blasting contractors, which has obtained Technical Approval from the Ministry of Environment and Forestry. [\[POJK F.14\]](#) [\[GRI 3-3\]](#) [\[GRI 306-2\]](#)

Meanwhile, non-B3 waste management is carried out through various creative and sustainable initiatives, including collaboration with local communities to collect economically valuable packaging waste, the use of used paper as cover crop media for reclamation areas, the reuse of drums and used tires for operational purposes, and the processing of organic waste and kitchen waste into compost to support revegetation of reclamation areas. Through these efforts, each type of waste is optimally managed to reduce negative environmental impacts while supporting sustainable mining practices. [\[POJK F.5\]](#)

Details of hazardous (B3) waste generated from mining activities and supporting facilities over the past 3 years are presented in the following table:

Limbah Non-B3 yang Dihasilkan [POJK F.13] [ESG E-05] [GRI 306-3]
Non-B3 Waste Generated

Jenis Limbah	Satuan Unit	2025	2024	2023	Type of Waste
Kertas Bekas	Ton	1	0	0	Used Paper
Sampah Organik/Limbah Dapur	Ton	165	151	148	Organic Waste/Kitchen Waste
Sampah Anorganik	Ton	186	164	146	Inorganic Waste

Sebagai bagian dari prinsip 3R, Archi mengupayakan pemanfaatan kembali limbah non-B3 yang masih memiliki nilai guna. Limbah tersebut dipilah, diproses, dan dimanfaatkan kembali untuk mendukung kegiatan operasional maupun reklamasi, sehingga volume limbah yang berakhir di pembuangan akhir dapat ditekan. Rincian volume limbah non-B3 yang berhasil dipersiapkan untuk digunakan kembali selama 3 tahun terakhir ditunjukkan pada tabel berikut:

As part of the 3R principles, Archi seeks to reuse non-B3 waste that still has practical value. Such waste is sorted, processed, and reused to support operational and reclamation activities, thereby reducing the volume of waste sent to final disposal. Details of the volume of non-B3 waste prepared for reuse over the past 3 years are presented in the following table:

Limbah Non-B3 yang Dipersiapkan untuk Digunakan Kembali [GRI 306-4]
Non-B3 Waste Prepared for Reuse

Uraian	Satuan Unit	2025	2024	2023	Description
Volume Limbah	Ton	7	7	5	Waste Volume

Archi mengelompokkan timbulan limbah berdasarkan kategori non-B3, B3, dan B3 berupa *tailing*. Pengelolaan dilakukan melalui upaya pengalihan dari pembuangan akhir maupun pengiriman ke fasilitas pembuangan akhir, dengan tujuan untuk memastikan penanganan limbah yang aman, sesuai regulasi, dan mendukung praktik pertambangan berkelanjutan. Rincian timbulan limbah selama 3 tahun terakhir ditunjukkan pada tabel berikut:

Archi classifies waste generation into non-B3, B3, and B3 in the form of tailings. Management is carried out through diversion efforts from final disposal as well as delivery to final disposal facilities, with the aim of ensuring safe waste handling, regulatory compliance, and support for sustainable mining practices. Details of waste generation over the past 3 years are presented in the following table:

Timbulan Limbah Menurut Kategori [GRI 306-3] [GRI 306-4] [GRI 306-5]
Waste Generation by Category

Kategori Limbah Waste Category	2025			2024			2023		
	Total Timbulan Total Generated (Ton)	Limbah yang Dialihkan dari Pembuangan Akhir Waste Diverted from Final Disposal (Ton)	Limbah yang Dikirimkan ke Pembuangan Akhir Waste Transported to Final Disposal (Ton)	Total Timbulan Total Generated (Ton)	Limbah yang Dialihkan dari Pembuangan Akhir Waste Diverted from Final Disposal (Ton)	Limbah yang Dikirimkan ke Pembuangan Akhir Waste Transported to Final Disposal (Ton)	Total Timbulan Total Generated (Ton)	Limbah yang Dialihkan dari Pembuangan Akhir Waste Diverted from Final Disposal (Ton)	Limbah yang Dikirimkan ke Pembuangan Akhir Waste Transported to Final Disposal (Ton)
Non-B3 Non-Hazardous Waste	357	7	350	323	7	316	298	5	293
B3 Hazardous Waste	716	-	716	895	-	895	705	-	705
B3 berupa <i>Tailing</i> B3 in the form of Tailing	3.508.853	-	3.508.852	3.319.624	-	3.319.624	3.756.456	-	3.756.456
Total	3.509.926	7	3.509.918	3.320.842	7	3.320.835	3.757.459	5	3.757.454

**Inisiatif Program Pengurangan Limbah [GRI 3-3]
Waste Reduction Program Initiatives**

Penerapan Prinsip 3R	Mengurangi timbulan limbah sejak dari sumbernya, memanfaatkan kembali material non-B3 untuk operasional, serta mendorong daur ulang limbah yang masih bernilai guna sebagai bagian penerapan ekonomi sirkular.
Implementation of the 3R Principles	Reducing waste generation at the source, reusing non-B3 materials for operations, and promoting the recycling of waste that still has economic value as well as encouraging the recycling of waste that still has value as part of the implementation of a circular economy.
Pemanfaatan Limbah B3 Terkendali	Mengoptimalkan pemanfaatan oli bekas sebagai campuran emulsi bahan peledak melalui persetujuan teknis dari Kementerian Lingkungan Hidup dan Kehutanan guna mengurangi volume limbah B3 yang dibuang, yang saat ini masih dalam proses mendapatkan Surat Laik Operasi.
Controlled Utilization of B3 Waste	Optimizing the utilization of used oil as a mixture for blasting emulsion through technical approval from the Ministry of Environment and Forestry to reduce the volume of hazardous (B3) waste disposed, which is currently still in the process of obtaining an Operational Feasibility Certificate.
Pengelolaan Limbah Non-B3 Kreatif	Menggunakan kertas bekas sebagai media reklamasi, memanfaatkan ban, drum, dan <i>intermediate bulk container</i> bekas untuk kebutuhan tambang, serta mengolah limbah organik dapur menjadi kompos untuk revegetasi.
Creative Management of Non-B3 Waste	Using used paper as a reclamation medium, utilizing used tires, drums, and intermediate bulk containers for mining needs, and processing organic kitchen waste into compost for revegetation.
Kemitraan dengan Komunitas Lokal	Bekerja sama dengan komunitas sekitar untuk mengumpulkan dan mendaur ulang sampah kemasan bernilai ekonomis, sehingga turut memberikan manfaat sosial dan ekonomi.
Partnerships with Local Communities	Collaborating with surrounding communities to collect and recycle economically valuable packaging waste, thereby providing social and economic benefits.

Tumpahan yang Terjadi [POJK F.15]

Sepanjang tahun 2025, tidak terdapat insiden tumpahan bahan kimia, bahan bakar, limbah, maupun material lain yang berdampak terhadap lingkungan di seluruh wilayah operasional Archi.

Spills [POJK F.15]

Throughout 2025, there were no incidents of chemical, fuel, waste, or other material spills that affected the environment across all Archi operational areas.



Keanekaragaman Hayati

Biodiversity

Archi menempatkan pelestarian keanekaragaman hayati sebagai bagian integral dari operasional pertambangan di proyek Toka Tindung, Sulawesi Utara, yang berdekatan dengan kawasan dengan tingkat biodiversitas tinggi. Archi memiliki kebijakan lingkungan yang ditandatangani Manajemen Puncak, meliputi program reklamasi, pengelolaan flora dan fauna, serta perlindungan area di sekitar habitat penting. Sebagian besar wilayah operasional berada di luar kawasan lindung, sementara sekitar 256,97 hektare berada di dalam hutan produksi tetap berdasarkan Persetujuan Penggunaan Kawasan Hutan dari Kementerian Lingkungan Hidup dan Kehutanan, sehingga memastikan aktivitas pertambangan tidak mengganggu ekosistem kritis. [POJK F.9] [GRI 3-3] [GRI 304-1]

Dalam implementasinya, Archi melakukan identifikasi dan pemantauan rutin terhadap flora, fauna darat, dan kehidupan perairan. Sepanjang tahun 2025, pemantauan mencakup sedikitnya 129 spesies flora dan 89 spesies fauna, termasuk satwa dilindungi dan endemik seperti Yaki (*Macaca Nigra*), Kuskus Kerdil Sulawesi (*Strigocuscus Celebensis*), dan Rangkong Sulawesi (*Rhabdotorrhinus Exarhatus*). Hasil pemantauan ini dilaporkan setiap 6 bulan kepada regulator terkait untuk memastikan tidak terjadi insiden pencemaran maupun kerusakan habitat.

Archi considers biodiversity conservation as an integral part of its mining operations at Toka Tindung Project in North Sulawesi, which is located near areas with high levels of biodiversity. Archi has an environmental policy signed by Top Management, which includes reclamation programs, flora and fauna management, and the protection of areas around important habitats. Most of the operational area is located outside protected areas, while approximately 256.97 hectares are located within permanent production forests based on the Forest Area Utilization Approval from the Ministry of Environment and Forestry, thereby ensuring that mining activities do not disturb critical ecosystems. [POJK F.9] [GRI 3-3] [GRI 304-1]

In its implementation, Archi conducts regular identification and monitoring of flora, terrestrial fauna, and aquatic life. Throughout 2025, monitoring covered at least 129 flora species and 89 fauna species, including protected and endemic wildlife such as Yaki (*Macaca nigra*), Sulawesi Dwarf Cuscus (*Strigocuscus celebensis*), and Sulawesi Hornbill (*Rhabdotorrhinus exarhatus*). The monitoring results are reported every 6 months to the relevant regulators to ensure that no incidents of pollution or habitat degradation occur.





Archi juga melibatkan ahli eksternal untuk mempelajari keberlangsungan populasi fauna lokal, seperti Yaki (*Macaca nigra*), serta berkolaborasi dengan lembaga terkait seperti Balai Konservasi Sumber Daya Alam dan Lembaga Swadaya Masyarakat dalam program konservasi dan penyelamatan relokasi satwa. Pada tahun 2025, kegiatan ini mencakup penyelamatan satwa jenis Monyet Hitam Sulawesi atau Yaki dan direlokasi ke Cagar Alam Batu Angus. [POJK F.10]

Archi also engages external experts to study the sustainability of local fauna populations, such as Yaki (*Macaca nigra*), as well as collaborating with related institutions such as Natural Resources Conservation Agency and Non-Governmental Organizations in wildlife conservation and relocation rescue programs. In 2025, these activities included the rescue of Sulawesi Black Monkeys or Yaki and their relocation to Batu Angus Nature Reserve. [POJK F.10]

Selain itu, Archi menjalankan program rehabilitasi dan revegetasi lahan melalui pembibitan dan penanaman pohon di area terdampak operasi tambang, area pembuangan limbah, serta fasilitas pendukung yang sudah tidak digunakan. Hingga akhir 2025, tercatat 5.498 pohon telah ditanam kembali, termasuk spesies endemik dan produktif yang berperan dalam pemulihan ekosistem.

Furthermore, Archi implements land rehabilitation and revegetation programs through nursery development and tree planting in areas affected by mining operations, waste disposal areas, and decommissioned supporting facilities. Until the end of 2025, a total of 5,498 trees were replanted, including endemic and productive species that play a role in ecosystem recovery.

Archi juga berpartisipasi dalam program penanaman mangrove di kawasan pesisir terdampak, seperti area mangrove Pantai Kenjiro, Pantai Kalinaun, dan Pantai Maen, serta terus melakukan program pelepasan tukik di Pulau Komang dan Pantai Batuputih – Tangkoko pada tahun 2025.

Archi also participates in mangrove planting programs in affected coastal areas, such as in the mangrove areas of Kenjiro Beach, Kalinaun Beach, and Maen Beach, as well as continuing sea turtle hatchling release programs on Komang Island and Batuputih – Tangkoko Beach in 2025.

Sebagai langkah tambahan, Archi menetapkan kawasan penyangga (*buffer zone*) di wilayah Toka (12,26 hektare), Batupangah (15,72 hektare), dan Kopra (8,88 hektare). Seluruh inisiatif ini dievaluasi melalui audit ISO 14001:2015 dan penilaian Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup oleh Kementerian Lingkungan Hidup dan Kehutanan guna memastikan efektivitas program konservasi. [GRI 304-1] [GRI 304-2] [GRI 304-3]

As an additional measure, Archi has established buffer zones in Toka area (12.26 hectares), Batupangah (15.72 hectares), and Kopra (8.88 hectares). All of these initiatives were evaluated through ISO 14001:2015 audits and assessments under the Corporate Performance Rating Program in Environmental Management by the Ministry of Environment and Forestry to ensure the effectiveness of conservation programs. [GRI 304-1] [GRI 304-2] [GRI 304-3]

Inisiatif Program Pelestarian Keanekaragaman Hayati Biodiversity Conservation Program Initiatives	
Identifikasi dan Pemantauan Spesies Species Identification and Monitoring	Melakukan survei berkala terhadap flora dan fauna darat maupun perairan, termasuk spesies dilindungi, dengan pelaporan hasil setiap 6 bulan kepada regulator. Conducting regular surveys of terrestrial and aquatic flora and fauna, including protected species, with reporting of results every 6 months to the regulator.
Penetapan Buffer Zone Establishment of Buffer Zones	Menetapkan kawasan penyangga di Toka, Batupangah, dan Kopra untuk melindungi habitat alami dan mencegah gangguan aktivitas tambang terhadap ekosistem kritis. Designating buffer zones in Toka, Batupangah, and Kopra to protect natural habitats and prevent mining activities from disturbing critical ecosystems.
Reklamasi dan Revegetasi Reclamation and Revegetation	Melaksanakan reklamasi lahan pascatambang melalui penanaman spesies endemik dan produktif untuk memulihkan ekosistem, meningkatkan tutupan vegetasi, serta memperbaiki kualitas tanah. Implementing post-mining land reclamation through the planting of endemic and productive species to restore ecosystems, increase vegetation cover, and improve soil quality.
Perlindungan Habitat Perairan Protection of Aquatic Habitats	Mengelola aliran air dari kolam pengendapan agar tidak mencemari sungai sekitar, sekaligus menjaga habitat akuatik di Sungai Araren, Batupangah, Pangisan, Koba, dan Maen. Managing water flows from settling ponds to prevent pollution of surrounding rivers, while safeguarding aquatic habitats in Araren, Batupangah, Pangisan, Koba, and Maen Rivers.
Kemitraan dan Edukasi Lingkungan Partnerships and Environmental Education	Bekerja sama dengan komunitas lokal dan akademisi untuk program konservasi, edukasi biodiversitas, serta peningkatan kesadaran masyarakat sekitar tentang pentingnya menjaga keanekaragaman hayati. Collaborating with local communities and academics on conservation programs, biodiversity education, and raising awareness among surrounding communities about the importance of protecting biodiversity.

Reklamasi dan Penutupan Tambang

Mine Reclamation and Closure

Archi memiliki program reklamasi dan penutupan tambang yang mengacu pada Rencana Penutupan Tambang yang telah mendapat persetujuan Direktorat Jenderal Mineral dan Batubara. Program ini dilaksanakan secara sistematis untuk menjaga kelestarian keanekaragaman hayati dan memulihkan fungsi ekologis area yang sudah tidak digunakan untuk operasional pertambangan.

Praktik reklamasi meliputi penataan lahan dan penghamparan tanah pucuk, pengendalian erosi dan sedimentasi, penanaman tanaman penutup tanah (*cover crops*) serta tanaman pokok dari spesies lokal dan pohon unggulan, perawatan tanaman hingga maksimal 5 tahun, serta pemantauan rutin untuk menilai tingkat keberhasilan revegetasi.

Pada tahun 2025, realisasi reklamasi lahan tambang mencapai 4,9 hektare atau sekitar 21% dari target, dengan capaian dipengaruhi oleh pengembangan pit baru dan banyaknya *waste dump* yang masih aktif atau belum final untuk dilakukan kegiatan reklamasi. Sementara itu, program penutupan tambang telah dipersiapkan sesuai dengan rencana yang disetujui pemerintah, mencakup penyusunan rencana teknis, pengamanan fasilitas pascaoperasi, serta penyiapan infrastruktur lingkungan untuk menjamin keselamatan, fungsi ekologis, dan kebermanfaatn sosial bagi masyarakat sekitar. Rencana penutupan diproyeksikan berlangsung pada periode 2036-2040, dengan kemungkinan penyesuaian seiring kegiatan eksplorasi yang sedang berjalan. [GRI 304-3]

Archi has a reclamation and mine closure program that refers to the Mine Closure Plan approved by the Directorate General of Mineral and Coal. This program is implemented systematically to preserve biodiversity and restore the ecological functions of areas that are no longer used for mining operations.

Reclamation practices include land reshaping and topsoil spreading, erosion and sedimentation control, the planting of cover crops and main plants consisting of local species and selected tree species, vegetation maintenance for up to a maximum of 5 years, and regular monitoring to assess the success of revegetation.

In 2025, land reclamation realization reached 4.9 hectares or approximately 21% of the target, with the achievement influenced by the development of new pits and the large number of waste dumps that are still active or not yet final for reclamation activities. Meanwhile, the mine closure program has been prepared in line with the government-approved plan, including the preparation of technical designs, securing of post-operation facilities, and the development of environmental infrastructure to ensure safety, ecological function, and social benefits for surrounding communities. The closure plan is projected to take place in the period 2036–2040, with possible adjustments in line with ongoing exploration activities. [GRI 304-3]





Biaya Pengelolaan Lingkungan Hidup [POJK F.4]

Environmental Management Costs

Archi mengalokasikan biaya khusus untuk pengelolaan dan pemantauan lingkungan sebagai bagian dari penerapan prinsip *good mining practices* dan kepatuhan terhadap regulasi yang berlaku. Biaya ini mencakup kegiatan pemantauan kualitas lingkungan, pengelolaan limbah, reklamasi lahan, pengendalian emisi, konservasi keanekaragaman hayati, serta audit dan sertifikasi sistem manajemen lingkungan. Rincian biaya pengelolaan lingkungan hidup selama 3 tahun terakhir ditunjukkan pada tabel berikut:

Archi allocates dedicated funds for environmental management and monitoring as part of the implementation of good mining practices and compliance with applicable regulations. These costs cover environmental quality monitoring, waste management, land reclamation, emission control, biodiversity conservation, as well as environmental management system audits and certifications. Details of environmental management costs over the past 3 years are presented in the following table:

Uraian	Satuan Unit	2025	2024	2023	Description
Biaya Pengelolaan dan Pemantauan Lingkungan	AS\$	1.075.760	1.011.656	1.409.693	Environmental Management and Monitoring Costs

Saluran Pengaduan Masalah Lingkungan Hidup [POJK F.16]

Complaint Channel for Environmental Issues

Pihak yang merasa dirugikan akibat aktivitas operasional Archi dapat menyampaikan pengaduan melalui Departemen *Corporate Social Responsibility*, khususnya *Tim Community Relation*, baik secara langsung maupun melalui sarana komunikasi yang tersedia di lapangan. Setiap laporan yang diterima akan dicatat, diverifikasi, dan ditindaklanjuti secara responsif melalui rapat atau diskusi bersama pihak pengadu dan departemen terkait, untuk menemukan solusi yang tepat dan berkesinambungan.

Parties who consider themselves adversely affected by Archi’s operational activities may submit complaints through the Corporate Social Responsibility Department, particularly the Community Relations Team, either directly or through the communication channels available on site. Each report received is recorded, verified, and followed up in a responsive manner through meetings or discussions with the complainant and the relevant departments to identify appropriate and sustainable solutions.

Mekanisme penanganan pengaduan ini dievaluasi secara berkala oleh manajemen sebagai bagian dari prinsip transparansi dan keterlibatan pemangku kepentingan. Selama 3 tahun terakhir, Archi tidak menerima laporan pengaduan terkait masalah lingkungan hidup, yang mencerminkan efektivitas pengelolaan lingkungan serta komitmen Archi dalam menjaga kelestarian lingkungan di wilayah operasional.

This grievance-handling mechanism is reviewed periodically by management as part of the principles of transparency and stakeholder engagement. Over the past 3 years, Archi has not received any complaints related to environmental issues, reflecting the effectiveness of its environmental management as well as Archi’s commitment to protecting the environment in its areas of operation.

Surat Pernyataan Tanggung Jawab Laporan Keberlanjutan

Statement of Responsibility for Sustainability Report

Surat Pernyataan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Archi Indonesia Tbk

Statement of Responsibility of the Board of Commissioners Members
for the 2025 Sustainability Report of PT Archi Indonesia Tbk

Kami, yang bertanda tangan di bawah ini, menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Archi Indonesia Tbk tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

Demikian pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, hereby declare that all information presented in the Sustainability Report of PT Archi Indonesia Tbk for the year 2025 has been completely presented and we are responsible for the accuracy of content of the Company's Sustainability Report.

This statement is made truthfully.

Jakarta, April 2026

Dewan Komisaris, Board of Commissioners,

Kenneth Ronald Kennedy Crichton

Komisaris Utama
President Commissioner

Rizki Indrakusuma

Wakil Komisaris Utama
Vice President Commissioner

Abed Nego

Komisaris
Commissioner

Dr. Ir. Bambang Setiawan

Komisaris Independen
Independent Commissioner

Hamid Awaluddin

Komisaris Independen
Independent Commissioner

Jhoni Ginting

Komisaris Independen
Independent Commissioner

Surat Pernyataan Anggota Direksi tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Archi Indonesia Tbk

Statement of Responsibility of the Board of Directors Members for the 2025 Sustainability Report of PT Archi Indonesia Tbk

Kami, yang bertanda tangan di bawah ini, menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Archi Indonesia Tbk tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

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This statement is made truthfully.

Jakarta, April 2026

**Direksi,
Board of Directors,**



Rudy Suhendra
Direktur Utama
President Director



Christian Emanuel David Sompie
Direktur
Director



Hidayat Dwiputro Sulaksono
Direktur
Director

Indeks Pengungkapan Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 [POJK G.4]

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Tanggapan terhadap Umpan Balik Laporan Tahun Sebelumnya [POJK G.3]

Response to Previous Year's Report Feedback

Archi terus berkomitmen untuk meningkatkan kualitas pelaporan pada setiap periode mendatang, meskipun hingga akhir tahun 2025 belum menerima tanggapan atas Laporan Keberlanjutan yang diterbitkan untuk tahun 2024. Upaya ini dilakukan untuk memastikan laporan yang dihasilkan semakin relevan dan bermanfaat bagi para pemangku kepentingan.

Archi remains committed to continuously improving the quality of its reporting in each future period, even though as of the end of 2025 it has not received any feedback on the Sustainability Report issued for 2024. This effort is undertaken to ensure that the reports produced become increasingly relevant and useful for stakeholders.

Lembar Umpan Balik atas Laporan Keberlanjutan 2025 PT Archi Indonesia Tbk [POJK G.2]

Feedback form on the 2025 Sustainability Report of PT Archi Indonesia Tbk

Silahkan pilih salah satu kelompok pemangku kepentingan yang paling mewakili Anda:

Please tick the box for the stakeholder group that best describes You:

- | | | |
|---|--|---|
| <input type="checkbox"/> Pegawai
Employee | <input type="checkbox"/> Investor/Keuangan
Investor/Financial | <input type="checkbox"/> Media |
| <input type="checkbox"/> Kontraktor/Sub-Kontraktor
Contractor/Sub-Contractor | <input type="checkbox"/> Regulator | <input type="checkbox"/> Pelajar/Mahasiswa
Student |
| <input type="checkbox"/> Pelanggan
Customer | <input type="checkbox"/> NGO | <input type="checkbox"/> Lainnya
Others |

Bagaimana penilaian Anda terhadap laporan ini:

Please rate the report for:

(1 = BURUK sampai dengan 5 = SANGAT BAIK / 1 = POOR up to 5 = EXCELLENT)

Parameter	1	2	3	4	5
Dapat memenuhi kebutuhan informasi yang dibutuhkan Meeting your information needs					
Konten yang lengkap Content completeness					
Transparan Transparency					
Jelas dan mudah dimengerti Clear and easy to understand					
Kemudahan dalam mencari informasi tertentu Easy to find certain information					
Keseluruhan laporan Overall Report					

Laporan ini terdiri dari bagian-bagian berikut:

This report consists of the following sections:

Bagian Section	Apakah anda mengakses bagian ini? Did you access this section?	Apakah bagian ini bermanfaat/memuat informasi yang mencukupi? Is this section useful/did this section contain adequate information?
Komitmen dan Strategi Keberlanjutan Commitment and Strategy of Sustainability		
Sambutan Direksi Message from the Board of Directors		
Tentang Laporan Keberlanjutan About the Sustainability Report		
Profil Perusahaan Company Profile		
Melaksanakan Tata Kelola yang Baik dan Berkelanjutan Implementing Good and Sustainable Governance		
Memberikan Manfaat Ekonomi Secara Berkelanjutan Delivering Sustainable Economic Benefits		

Bagian Section	Apakah anda mengakses bagian ini? Did you access this section?	Apakah bagian ini bermanfaat/memuat informasi yang mencukupi? Is this section useful/did this section contain adequate information?
Menjalankan Praktik Pertambangan yang Ramah Lingkungan Conducting Environmentally Friendly Mining Practices		
Meningkatkan Produktivitas dan Membangun Lingkungan Kerja yang Aman Increasing Productivity and Building a Safe Work Environment		
Memberikan Manfaat kepada Masyarakat Providing Benefits to the Community		

Mohon untuk memberikan saran/usul/komentar Anda atas laporan ini:
Please provide comments/suggestions/recommendations for this report:

.....

.....

.....

.....

Apakah laporan ini membahas isu-isu utama kinerja keberlanjutan Perseroan yang penting bagi Anda?
Does the report address your main concerns about the Company's sustainability performance?

Mohon jelaskan
Please explain

.....

.....

.....

.....

Apa saran Anda untuk perbaikan laporan ini ke depan?
How could we improve this report in the future?

.....

.....





.....

.....

Terima kasih atas partisipasi Anda. Mohon agar formulir ini dikirimkan ke alamat berikut:
Thank you for your participation. Kindly send this form to:

PT Archi Indonesia Tbk

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Jl. HR Rasuna Said Kav. B/4
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2025

Laporan Keberlanjutan
Sustainability Report



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