










2025 NDPE Implementation Progress Summary




(As of April, 2026)

Implementation Commitment	Milestones	Progress Summary	Yearly progress
<p>Policy, Systems and Management</p>	<p>Release Implementation Plan for the year 2025</p>		<p>A time-bound implementation plan for the year 2025 was released in April, 2025.</p> <p>POSCO INTERNATIONAL web page link : http://www.poscointl.com/kor/esg/ndpe.do PT.BIA web page link : https://ptbia.co.id/sustainability/commitment/ndpepolicy/</p>
	<p>Continuous Management of Integrated Internal Systems for Monitoring NDPE Policy Compliance in the Supply Chain (Including Plasma Plantations)</p>		<p>PT.BIA has continuously strengthened its internal management system to effectively implement the NDPE (No Deforestation, No Peat, No Exploitation) policy across the entire supply chain, building upon the 「NDPE Supplier Due Diligence」 framework and dedicated internal audit monitoring tools. In 2025, the company systematically expanded its compliance efforts, starting with comprehensive joint socialization sessions from March 10 to 17 across all Estates and Plasma areas. Through these orderly sessions, employees were thoroughly trained on key topics including NDPE principles. Following this internal capacity building, PT.BIA conducted its first bi-annual supply chain monitoring in May to systematically evaluate policy implementation among suppliers. The company then extended its NDPE commitment beyond internal operations on July 14 by conducting a targeted socialization session on High Conservation Value (HCV), NDPE, and the circulation of protected plants and wildlife (TSL) for 29 members of the Border Security Task Force (Satgas Pamtas), strictly emphasizing the prohibition of burning, forest clearing, poisoning, and hunting. Subsequently, the second bi-annual supply chain monitoring was executed in November to ensure continuous compliance and track the ongoing progress of NDPE implementation. Going forward, PT.BIA will continue to drive the advancement of its monitoring and management systems to ensure thorough and unwavering adherence to the NDPE principles across its entire supply chain.</p>
	<p>Establish direction for implementing NDPE policy from a mid-to long-term perspective.</p>		<p>The company is working to establish a strategic, mid-to-long term implementation plan for its NDPE policy, covering the entire supply chain including downstream operations.</p>

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Environmental Conservation and Management	Continue compliance with RSPO Best Management Practices (BMP) for sustainable agriculture management and prohibition of chemical usage in riparian zones.		PT.BIA strictly adheres to the RSPO Best Management Practices (BMP) to ensure sustainable agricultural operations and environmental conservation, maintaining continuous efforts such as monthly water quality testing in collaboration with external organizations for domestic, industrial, and major external rivers (Bian and Digoel). Building upon previous soil and water conservation measures, the company initiated the year with tracking activities along the river buffer zones, recording oil palm trees within the riparian area. To further prevent soil erosion and rehabilitate riparian zones alongside existing Leguminous Cover Crops (LCC), PT.BIA conducted sago tree nursery activities, planting young seedlings along riverbanks. In May, comprehensive mid-year monitoring was executed across Estate A and B; inspections covering various rivers (including Loo, Mat, Tekol, and others) confirmed strict adherence to zero chemical spraying and fertilization in riparian buffer zones. These stringent monitoring practices continued through the end of the year, with December inspections reaffirming the absence of chemical applications in river buffer areas and verifying that all fertilizer and spraying boundary signboards were well-maintained to raise ongoing environmental awareness. Complemented by continuous drone-assisted monitoring and wastewater pipeline inspections, PT.BIA will rigorously sustain its RSPO BMP commitments to preserve water quality, protect riparian ecosystems, and ensure transparent communication with local communities.
	Continue strengthen conservation efforts for biodiversity in the 6,718 ha of High Conservation Value (HCV) areas within the concession.		PT.BIA has continued to strengthen its sustainable environmental management system to protect biodiversity within its 6,718-hectare High Conservation Value (HCV) areas, integrating advanced monitoring technologies with collaborative field activities throughout the year. The year commenced with rapid response measures, aerial drone monitoring successfully verified that no new land clearing had occurred despite potential deforestation alerts from Global Forest Watch (GFW) in the Plasma HCV and wildlife corridor areas.

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<p>Environmental Conservation and Management</p>	<p>Continue strengthen conservation efforts for biodiversity in the 6,718 ha of High Conservation Value (HCV) areas within the concession.</p>	<p>  </p>	<p>Biodiversity and carbon tracking were strictly maintained in the latter half of the year; from October 6 to 18, monitoring identified 46 bird species inhabiting the HCV areas, followed by observation and data collection of woody vegetation in the Permanent Sample Plot (PUP) on October to assess forest biomass and carbon stocks, complementing ongoing efforts to cultivate native species for habitat restoration. Continuous physical maintenance of the conservation infrastructure remained a priority, spanning from May assessments to comprehensive end-of-year monitoring across estates. During these inspections, teams systematically checked HCV, no-burning, and endemic wildlife hunting prohibition signboards, immediately repairing or replacing damaged units to ensure clear, legible communication of environmental regulations. Through these integrated efforts of technological surveillance, community collaboration, and rigorous physical maintenance, PT.BIA will continue to strengthen its foundational commitment to biodiversity conservation and sustainable ecosystem management across all operational boundaries.</p> <div data-bbox="865 879 1874 1239">  </div> <p>▲ HCV monitoring</p>

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Environmental Conservation and Management	Advancing Waste Management Within the Concession Area.		<p>PT.BIA maintains a strict and proactive approach to wastewater treatment and hazardous material management to ensure absolute environmental safety across all operational boundaries. In 2025, the company conducted comprehensive monitoring of its wastewater treatment plant ponds, land application sites, and local rivers, successfully confirming zero leaks and safe environmental conditions. Concurrently, routine inspections of Hazardous Waste Temporary Storage Facilities and ongoing domestic WTP infrastructure upgrades were carried out across the estates to ensure that physical facilities and safety equipment strictly complied with operational standards. This physical management was further validated by routine groundwater and wastewater sampling, which verified that key water quality parameters, such as pH and temperature, remained securely within normal ranges across all operational areas. Moving into the second half of the year, PT.BIA representatives participated in specialized external workshops focused on emergency response programs and risk identification for hazardous materials and waste. This critical expertise was actively internalized in August through dedicated socialization sessions for workers across all estates. Through these integrated efforts of robust facility monitoring and continuous staff training, PT.BIA has significantly enhanced its operational capacity to manage hazardous waste in full compliance with regulatory requirements and the company's highest environmental standards.</p>
	Continue carrying out activities to reduce greenhouse gas emissions within the concession.		<p>PT.BIA proactively drives initiatives aimed at improving air quality and reducing greenhouse gas emissions through continuous nature-based solutions. In early 2025, the company launched a comprehensive plant seedling (including 50 longan, avocado, and crystal guava plants). Extensive nursery maintenance was conducted alongside the initial planting of 577 Merbau tree seedlings. This dedication to cultivating diverse native and timber species expanded significantly in April, featuring further greenhouse maintenance and the progressive planting of approximately 340 forest timber seedlings, 231 matoa, and 154 meranti and resak seedlings. Through these continuous and expansive tree-planting initiatives, PT.BIA reaffirms its unwavering commitment to sustainable environmental management and the active reduction of its overall carbon footprint.</p>

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<p>Environmental Conservation and Management</p>	<p>Support setting up and operating a wildlife rescue/rehabilitation facility beyond the concession.</p>	<p style="text-align: center;"></p>	<p>PT.BIA actively supports the protection, rescue, and rehabilitation of wildlife beyond its concession boundaries through robust collaborative patrols and direct intervention programs. Operating within the Danau Bian Wildlife Reserve across eight surrounding villages, the company routinely partners with the Community Monitoring Patrol (MMP), local communities, and the Natural Resources Conservation Agency (BKSDA) to conduct comprehensive joint patrols utilizing SMART Patrol tools. During intensive monitoring sessions in May 2025, the collaborative teams effectively mapped external threats such as unauthorized land use and wildlife hunting, while successfully recording the presence of protected species, including the Palm Cockatoo, Bird-of-Paradise, and traces of cassowaries and maleo birds. Building upon this proactive field surveillance, PT.BIA's High Conservation Value (HCV) team demonstrated its strict commitment to direct wildlife rescue on June 6 by officially handing over two confiscated, protected sulphur-crested cockatoos to BKSDA Region 1 Merauke for proper rehabilitation. These collaborative conservation efforts further accelerated in August with the execution of MMP Phase III patrols and a major wildlife release event on August 9 in commemoration of National Nature Conservation Day (HKAN). In collaboration with BBKSDA, PT.BIA successfully released 20 fully healthy wild animals—originating from wildlife trade monitoring and public handovers—back into their natural habitat at Winatuka Hamlet within the reserve. Through these integrated rescue, rehabilitation, and rigorous monitoring initiatives, PT.BIA continues to champion biodiversity preservation and actively combat illegal wildlife exploitation far beyond its immediate operational footprint.</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div data-bbox="894 1075 1358 1318" style="text-align: center;">  <p>▲ Wildlife Release in Commemoration of National Nature Conservation Day (HKAN)</p> </div> <div data-bbox="1387 1071 1850 1318" style="text-align: center;">  <p>▲ BKSDA region handover</p> </div> </div>

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Environmental Conservation and Management

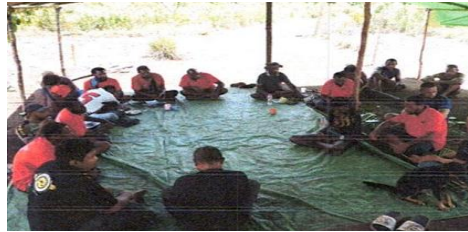
Enhancing Fire Prevention and Forest Management Activities Outside the Concession Area





PT.BIA continually strengthens its comprehensive fire prevention and forest management initiatives, strictly extending its protective measures beyond the immediate concession boundaries through advanced monitoring technology and robust community collaboration. The year's proactive surveillance began on March, 2025, when analysis of NASA FIRMS hotspot data utilizing MODIS and VIIRS satellite imagery confirmed zero fire risks within PT.BIA's operational area. As the dry season approached in August, the company meticulously monitored the Fire Weather Index (FWI) based on BMKG data; despite maintaining a low-risk status, monthly evaluations were rigorously reinforced by direct drone-assisted field inspections to ensure an accurate and comprehensive assessment of surrounding vulnerabilities. These technological efforts were seamlessly integrated with critical on-the-ground interventions in September, when collaborative patrols with the Fire Care Community (MPA) and BKSDA Merauke were conducted from September 15 to 18 within the Danau Bian Wildlife Reserve. To further empower vital frontline defenders and ensure sustainable forest management outside the concession, PT.BIA concluded the year by hosting intensive awareness and capacity-building sessions for MPA teams in Waan and Kolam Villages from December 3 to 8. This comprehensive training encompassed the legal implications of land fires, Standard Operating Procedure (SOP) dissemination, incident reporting simulations, early risk identification, advanced navigation techniques, and practical demonstrations of firefighting equipment, fundamentally enhancing the region's collective resilience against forest fires.





▲ Drone monitoring



▲ Capacity building session

Implementation Commitment	Milestones	Progress Summary	Yearly progress
<p>Protection of, and Respect for, Human Rights</p>	<p>Strengthening Human Rights Management for Employees</p>	<p>✔</p>	<p>PT.BIA is deeply committed to strengthening human rights management and fostering a safe, inclusive workplace for all employees and surrounding communities. To systematically evaluate and elevate its human rights performance in 2025, the company proactively engaged an external consultancy to conduct a comprehensive professional diagnosis and Human Rights Impact Assessment (HRIA). Through this objective evaluation, PT.BIA identified key operational strengths and areas for improvement, establishing a strategic foundation to continuously address any shortcomings while actively reinforcing its successful human rights practices. To ensure strong internal alignment with these elevated standards, top management, including the President Director, participated directly in company-wide socialization sessions focusing on human rights policies and occupational safety. Concurrently, the Gender Committee drove essential inclusivity and protection initiatives by collaborating with external organizations to advance Gender Equality, Disability, and Social Inclusion (GEDSI) objectives. Throughout the year, the committee spearheaded extensive educational campaigns—including the strategic placement of anti-violence visual aids—and large-scale training programs across all estates. These broad initiatives successfully educated employees and local community members on critical issues such as preventing workplace sexual harassment, domestic abuse, and violence against children, while thoroughly reinforcing the accessibility of the company’s grievance mechanisms. Moving forward, PT.BIA will continue to dedicate its efforts to cultivating a respectful, equitable, and secure work environment for everyone.</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div data-bbox="886 1072 1360 1325">  </div> <div data-bbox="1381 1072 1854 1325">  </div> </div> <div style="display: flex; justify-content: space-around; align-items: flex-end; margin-top: 10px;"> ▲ HRIA Interview ▲ Gender Committee </div>

Implementation Commitment	Milestones	Progress Summary	Yearly progress
<p>Protection of, and Respect for, Human Rights</p>	<p>Continue providing appropriate training for employees for their capacity development.</p>	<p>✔</p>	<p>PT.BIA is deeply committed to continuously enhancing the capabilities of its workforce by providing systematic training programs that foster operational excellence, rigorous safety standards, and sustainable environmental management. In early 2025, the company launched foundational capacity-building initiatives, beginning in March with Excel software training for 16 employees alongside comprehensive Occupational Health and Safety (OHS) programs that equipped 99 personnel with First Aid (P3K) skills, trained 15 individuals in Working at Heights procedures, and reinforced safe driving practices across the estates. As the year progressed, PT.BIA expanded into specialized industry knowledge and ecological stewardship. In late April, 3 employees attended a technical palm oil field trip, coinciding with advanced Forest Integrity Assessment Tools (FIAT) training conducted alongside KSDA Region I Merauke, which featured practical ecosystem monitoring at Wangsung National Park and the Danau Bian Wildlife Reserve. Mid-year initiatives further strengthened operational compliance and youth engagement, highlighted by the rigorous certification of 21 Occupational Safety and Health Officers and the participation of 2 emerging talents in the Indonesian Palm Oil Millennials 2025 program in June. In the second half of the year, the focus broadened to include robust management capabilities and specialized environmental defense; September saw an extensive "Leadership for Level Up" program successfully train 137 employees in impactful communication, followed by 8 personnel achieving Pollution Response Level 1 (IMO OPRC) certification in October to mitigate environmental risks.</p> <div style="display: flex; justify-content: space-around; align-items: center;">   </div> <p style="text-align: center;">▲ Capacity building program</p>

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Protection of, and Respect for, Human Rights

Continue providing appropriate training for employees for their capacity development.

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To close out the year, December's training agenda strictly addressed global standards, regulatory compliance, and environmental infrastructure, featuring ISO 30415:2021 Awareness training for diversity and inclusion (2 participants), Operational Manager of Wastewater Treatment (POPAL) certification (2 participants), and Core Tax compliance updates (7 participants). Through this continuous education, PT.BIA ensures the sustainable growth of its personnel and solidifies its foundation for responsible, forward-looking management.

Strengthen safety and health management systems for plantation and mills.

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PT.BIA continually strengthens its Occupational Health and Safety (OHS) management systems through rigorous monthly monitoring to ensure the utmost safety of its workforce across all operational and residential areas. This commitment to routine safety extends to critical workplace infrastructure through comprehensive monthly inspections across all estates. While these regular audits consistently confirm well-maintained facilities, to complement these physical safety measures with enhanced human capacity, PT.BIA conducts ongoing internal First Aid Officer training sessions, successfully equipping designated personnel with essential emergency response skills. Furthermore, the proactive safety culture is systematically reinforced through the continuous, routine maintenance of emergency evacuation routes and assembly points. By regularly clearing overgrown vegetation and removing potential obstructions month after month, PT.BIA ensures that all emergency pathways remain highly accessible and fully operational at all times. Through these integrated and continuous monthly efforts in environmental monitoring, infrastructure auditing, and emergency preparedness, PT.BIA remains steadfast in its commitment to fostering an exceptionally safe, healthy, and resilient working environment.






▲ Internal audit (Eye wash)



▲ First aid education program

Implementation Commitment	Milestones	Progress Summary	Yearly progress
Protection of, and Respect for, Human Rights	Expansion of Economic, Healthcare, and Educational Programs to Improve the Quality of Life for Local Communities.		<p>PT.BIA is committed to improving the quality of life for local communities and promoting sustainable development through its Environment, Community Conservation & Development Program (ECCDP), which systematically addresses the region's economic, health, and educational needs.</p> <p>[Economic] In 2025, PT.BIA expanded its economic empowerment initiatives to help local communities achieve financial independence. The year began with proactive agricultural support in March, distributing essential farming tools and seeds in Boha Village. Recognizing the potential of the local rubber industry, the company mapped historical plantations via drone in April and purchased initial rubber samples in Kindiki. To institutionalize these efforts, PT.BIA held coordination meetings in June, seamlessly transitioning into a Rubber Tapping Field School in July that trained 78 participants across 8 villages. This momentum culminated in a massive rollout of ECCDP activities throughout August. During this period, the company diversified alternative income streams by training communities in producing smoked fish, venison jerky, Virgin Coconut Oil (VCO), eco-enzymes, and organic fertilizers, alongside constructing a dedicated production house in Selil. Concurrently, PT.BIA strengthened sustainable agriculture by establishing vegetable demonstration plots and conducting land-use mapping. To ensure long-term viability, comprehensive household income baseline surveys and market network developments were simultaneously executed to connect community goods to broader markets.</p> <p>[Healthcare] Understanding that community well-being is the foundation of sustainable development, PT.BIA consistently supports essential healthcare programs to improve local residents' nutritional and medical status. The company continues to organize and facilitate critical initiatives such as 'Posyandu' (maternal and child nutritional support) and 'PMT' (supplementary feeding for adolescents). By providing ongoing health education and maintaining accessible medical services, PT.BIA ensures that pregnant women, infants, and vulnerable groups receive the necessary care to improve long-term public health outcomes.</p>

Implementation Commitment	Milestones	Progress Summary	Yearly progress
<p>Protection of, and Respect for, Human Rights</p>	<p>Expansion of Economic, Healthcare, and Educational Programs to Improve the Quality of Life for Local Communities.</p>	<p style="text-align: center;"></p>	<p>[Education] To empower the next generation and reduce illiteracy, PT.BIA advanced its foundational educational initiatives, highlighted by the 'Calistung Program.' In 2025, the company tracked students' reading, writing, and numeracy proficiencies from Grades 1 to 6 across multiple villages, categorizing them into 'Fluent,' 'Developing,' and 'Beginner' stages. Field assessments mapped the progress of hundreds of students, including 196 in Muting, 40 in Pachas, 20 in Kindiki, and 28 in Selil. To maximize impact, PT.BIA implemented interactive learning methods and introduced the 'PAMASAK' program to boost classroom participation. Beyond direct student support, the company coached school leaders in Waan on effective lesson planning and class management. Furthermore, in collaboration with <i>Indonesia Mengajar</i>, PT.BIA established a dedicated 'Reading Corner' in Kolam, fostering a supportive learning ecosystem.</p> <p>[Stakeholder Engagement & Verification] PT.BIA actively ensures the transparency, scientific validity, and collaborative nature of its conservation efforts. On February 21, the company partnered with BBKSDA Papua and KSDAE to launch a publication detailing ecological explorations in the Danau Bian Wildlife Reserve. PT.BIA distributed the Annual Work Plan (AWP) and established the Performance Indicator Reference Sheets (PIRS) for 18 ECCDP targets. This collaborative framework facilitated on-the-ground actions, such as the MMP Phase III joint patrols with BKSDA Merauke in August. The integrity and progress of these initiatives were subsequently validated through a rigorous field visit by the High Conservation Value Network (HCVN). Culminating these inclusive efforts, PT.BIA hosted its 4th Public Consultation on September 30 in Merauke, effectively aligning shared objectives regarding SMART Patrol integration, Conservation Target Agreements, and customary natural resource management.</p> <div style="display: flex; justify-content: space-around;">   </div> <p style="text-align: center;">▲ 2025 Public Consultation</p>

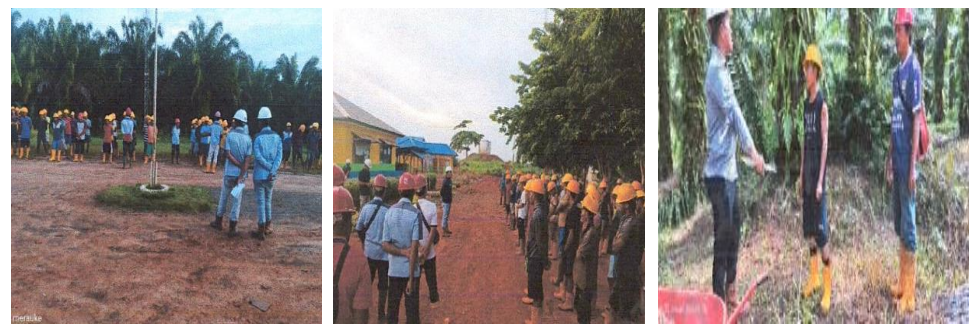
Implementation Commitment	Milestones	Progress Summary	Yearly progress
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Protection of, and Respect for, Human Rights


Continuous Initiatives to Enhance Employee Safety Awareness.



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PT.BIA rigorously implements continuous initiatives to cultivate a strong, proactive culture of occupational health and safety (OHS) across all its operations, aiming for a consistent zero-accident workplace. To ensure foundational awareness from the very beginning of the year, comprehensive Hazard Identification and Risk Assessment (HIRA) and K3 Safety Talk sessions were launched across all estates in January 2025. These crucial sessions successfully educated employees on identifying workplace risks, the absolute necessity of wearing appropriate Personal Protective Equipment (PPE), and strict adherence to the company's Zero Burning policy. To verify the effectiveness of these ongoing educational efforts on the ground, PT.BIA also conducted stringent PPE compliance monitoring. From February 13 to 22 by hosting extensive socialization sessions focused on emergency response structures, reporting procedures, and the practical operation of fire extinguishers (APAR), strongly reiterating the strict prohibition against open waste burning. Furthermore, to seamlessly integrate incoming personnel into this robust safety culture, an essential Industrial Relations and basic OHS orientation was successfully conducted for 77 new workers in March. Demonstrating an unwavering, year-round commitment to these principles, PT.BIA successfully concluded 2025 by conducting another comprehensive round of HIRA and K3 Safety Talks in December across all estates, ensuring that the paramount importance of careful work practices, hazard mitigation, and zero-burning compliance remains deeply ingrained in every employee's daily operations.



▲ HIRA and K3 Safety Talk Socialization in All Estates

Implementation Commitment	Milestones	Progress Summary	Yearly progress
	<p>Ongoing Promotion of Diversity, Equity, and Inclusion (DE&I) Corporate Culture</p> <ul style="list-style-type: none"> - Continuous Refinement of Checklists and Status Assessments 		<p>PT.BIA is deeply committed to systematically embedding Diversity, Equity, and Inclusion (DE&I) principles into its core corporate culture to foster a respectful, equitable, and highly collaborative work environment. To ensure strong company-wide alignment, PT.BIA regularly conducts comprehensive socialization sessions to actively integrate its inclusive vision and mission across all levels of the organization. This continuous internal alignment serves as the strategic foundation for implementing the company's essential DE&I prerequisites, which are structured around three fundamental pillars. First, PT.BIA prioritizes the 'Recognition of Diversity' by profoundly respecting and protecting ethnic backgrounds, local cultures and traditions, gender equality, religious beliefs, and varying physical abilities. Second, the company rigorously strengthens its 'Corporate Governance' by formalizing DE&I into official policies, establishing clear organizational accountability, and ensuring continuous oversight through regular progress reporting and transparent audit indicators. Finally, PT.BIA champions 'Inclusive Working' methodologies that directly engage local communities through transparent two-way communication, customized capacity-building training, and a deep, active appreciation for diverse perspectives. By continuously refining its DE&I checklists and comprehensive status assessments across these domains, PT.BIA guarantees that its inclusive values are consistently translated into tangible, sustainable outcomes throughout its entire operational footprint.</p>

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Stakeholder Engagement and Communication	Actively respond to registered grievances and periodically disclose the resolution progress.		PT.BIA is committed to maintaining a robust, accessible, and transparent grievance mechanism to ensure open communication with all stakeholders and swiftly address any concerns arising within its operational footprint. The company actively receives and responds to both internal reports and external grievances, rigorously ensuring that every submission is thoroughly investigated and resolved in strict accordance with relevant regulations and company policies. To foster continuous trust, PT.BIA places a strong emphasis on public accountability by transparently disclosing the details and resolution progress of all registered grievances. These ongoing updates are systematically recorded and made publicly available through the Grievance Log on the official PT.BIA website. Moving forward, the company will continue to hold regular internal discussions to systematically refine and strengthen its grievance procedures, guaranteeing a responsive, fair, and continuously improving framework that effectively supports the well-being of its workforce and surrounding communities.
	Publish an annual activity report that includes the progress on NDPE implementation.		PT.BIA has published its 2025 NDPE (No Deforestation, No Peat, No Exploitation) Implementation Report to enhance stakeholder communication and ensure transparent disclosure of its sustainability performance.