

SUSTAINABILITY POLICY

PT Chandra Asri Pacific Tbk

PT Chandra Asri Pacific Tbk acknowledges the necessity of addressing environmental challenges, promoting social responsibility, and fostering good governance practices, aligning with our pivotal role as South East Asia's Leading Energy, Chemicals and Infrastructure Solutions Company. In line with our commitment as a growth partner, we are dedicated to building a sustainable business that delivers long-term value to all stakeholders.

We believe that a comprehensive and integrated sustainability policy is fundamental to mitigate impacts and drive organizational success. This policy reflects our commitment to sustainability, emphasizing our steadfast dedication to integrating ethical, environmental, and social considerations into every aspect of our operations.

A. Environmental

1. Reducing greenhouse gas emissions, developing strategies to achieve Net Zero Emissions, and supporting the Indonesian Government's climate change mitigation goals as part of our global contribution.
2. Optimizing the use of natural resources, embracing the circularity concept within our operational boundaries, and exploring green alternatives as part of our climate change mitigation and adaptation.
3. Reducing water consumption and freshwater withdrawal through efficiency measures, minimizing water pollution by enhancing wastewater treatment, and promoting water stewardship, the conservation of freshwater ecosystems, and safely managing WASH (Water, Sanitation, and Hygiene) in local communities through collaborative initiatives that support sustainable water management.
4. Reducing toxic air emissions, ozone-depleting substances, hazardous waste, and non-hazardous waste from our operational activities.
5. Reinforcing circular economy practices throughout our product lifecycle to maximize material value and reduce product end-of-life waste.
6. Adopting clean technology principles and developing green products to reduce our environmental footprint.
7. Promoting environmental awareness and sustainable consumption among all of our stakeholders.
8. Implementing an effective environmental management system.
9. Monitoring, reporting, and consulting with relevant stakeholders regularly on environmental performance and issues.
10. Complying with all relevant local and national environmental regulations.
11. Setting targets and objectives aimed at reducing environmental impacts.
12. Take environmental action beyond regulatory compliance.
13. Protecting, preserving, sustainably managing, and restoring biodiversity including but not limited to:
 - a. Avoidance of negative impacts on threatened and protected species
 - b. No trade of CITES listed species
 - c. Respecting legally designated protected areas

B. Social

14. Upholding human rights principles through the adoption of UN International Labour Organization principles by strictly opposing child labor, forced labor, and human trafficking, and ensuring

equal remuneration for men and women and paying workers for annual leave, in alignment with government regulations.

15. Providing adequate resources and fostering a culture that ensures strong occupational health and safety standards.
16. Ensuring freedom of speech and association, while fostering equitable social dialogue.
17. Providing safe, inclusive, and supportive working conditions that promote well-being and professional growth including reasonable working hours and fair benefits.
18. Promoting diversity, non-discrimination, equal opportunities, promote gender equality, women's empowerment and preventing harassment.
19. Providing competency development and career development programs.
20. Strengthening community empowerment to develop socio-economic opportunities and enhance social well-being.
21. Developing comprehensive emergency response plans that cover all of our facilities and neighboring communities.
22. Identifying regulated chemicals within our processes based on globally recognized standards.
23. Developing a roadmap for reducing and phasing out hazardous substances or substances of concern and introducing viable alternatives.
24. Providing accessible safety information for all products, aiming to disclose regulatory data for products and registered chemicals.

C. Governance

25. Fostering sustainable sourcing and procurement practices for products, processes, and services based on Environmental, Social, and Governance (ESG) principles and frameworks.
26. Formulating a roadmap for suppliers' environmental performance excellence to encourage capacity building including its inclusion for procurement consideration, monitoring, and engagement for improvement.
27. Encouraging suppliers to integrate social standards into their business operations which addresses health and safety, child labor, forced labor, acceptable living conditions, reasonable working hours that are below the maximum limits set by local regulations, freedom of association, fair living wages that exceed minimum requirement, non-discrimination, and prohibiting corporal punishment/disciplinary practices as part of Company's labor and human rights promotion in the supply chain.
28. Ensuring suppliers comply with our Code of Conduct and promoting supplier anti-bribery and anti-corruption policies and programs.
29. Prohibiting bribery, corruption, fraud, money laundering, conflicts of interest, anti-competitive practices, and facilitation payments within the Company.
30. Prohibiting political activities on behalf of the Company while providing transparent guidance to respect employees' personal rights to engage in political activities.
31. Providing a whistleblowing system for all employees and related parties to raise concerns regarding possible breaches of the Code of Conduct and violations of human rights with non-retaliatory whistleblower protection.
32. Establish and embed a robust Enterprise Risk Management (ERM) framework that fosters a strong risk culture across all business activities, ensuring all employees identify, understand, and manage risks, supported by an effective Business Continuity Management (BCM) / Business Continuity Plan (BCP) to safeguard organizational resilience.
33. Safeguarding relevant internal and external information, including third-party data security through an Information Technology (IT) protection program.

34. Ensuring resilience and robustness in our business operations through Operational Excellence practices.
35. Commit to not funding climate-denial or lobbying against climate regulations.

Our commitment to sustainability is more than just a policy; it is the groundwork upon which we build a future founded on resilience, responsibility, and positive impact. As we implement these principles, we advance our business growth while also nurturing the well-being of our planet and the communities we live in.

Jakarta, 19 February 2026



Erwin Ciputra
President Director