2024
Sustainability Report

CIREBON POWER
POWERING THE LIFE OF INDONESIA

POWERING THE FUTURE

WITH RELIABLE AND EFFICIENT ENERGY

POWERING THE FUTURE
WITH RELIABLE AND EFFICIENT ENERGY

The theme **"Powering the Future with Reliable and Efficient Energy"** underscores Cirebon Power's commitment as a pioneer in implementing reliable and efficient coal-fired power plant technology in Indonesia. **Reliable** refers to ensuring a stable and continuous electricity supply for industries, businesses, and communities, with a high availability factor and minimal operational disruptions. Meanwhile, **efficient** performance is achieved through the use of advanced technology that enables power generation with lower fuel consumption and reduce emissions.

Through the implementation of supercritical and ultra-supercritical technology, the Company strives to minimize the environmental impact of its power plant operations and to preserve the balance of the ecosystem and biodiversity in surrounding operational areas. In addition, the Company consistently manages waste, emissions, and water usage in a professional manner.

However, sustainability is not only about the natural environment. Cirebon Power also plays an active role in empowering surrounding communities and creating a broader positive impact. The Company ensures that our business not only drives economic growth but also delivers tangible social benefits. Through sustainability-oriented initiatives, The Company aims to contribute to building **a better future**, where the energy we produce fosters community welfare and preserving ecosystem balance for generations to come.

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Board of Directors Composition

Hisahiro Takeuchi
President Director

Joseph Pangalila
Vice President Director

Dohyung Lee
Coal Procurement Director

Shotaro Nagano
Finance & Legal Director

Hyungsub Shim
Technical Director

Miyoshi Kamiya
Plant Director

Board of Directors' Message [GRI 2-22]

Hisahiro Takeuchi
President Director

> The implementation of sustainability principles reflects Cirebon Power's commitment to responsible operations.

With gratitude, we present the 2024 Sustainability Report to our stakeholders, carrying the theme **"Powering the Future with Reliable and Efficient Energy"** as a reflection of the Company's commitment to transparency and sustainability performance. In addition, this report is prepared as part of the Company's responsibility to support the achievement of the Sustainable Development Goals (SDGs).

As a coal-based power generation company, the Company faces complex challenges in balancing the nation's energy needs with the imperative to reduce emissions and accelerate the transition to clean energy. Global shifts in energy policy, pressure to reduce greenhouse gas (GHG) emissions, and rising stakeholder expectations for sustainable business practices are key factors driving the Company to continuously innovate and strengthen its role within the national energy ecosystem. Therefore, the Company's sustainability strategy is designed not only to address present needs, but also to build resilience in navigating future dynamics.

The Company's sustainability strategy is implemented through a comprehensive, technology-driven approach to promote more effective emissions management, resource conservation, and the preservation of biodiversity around its operational areas. These efforts not only contribute to reducing the carbon footprint but also support reliable and efficient operational performance.

In the context of climate change mitigation, the Company has a real-time emissions monitoring system integrated with the national oversight system. This technology enables transparent, accurate, and continuous emissions monitoring and reporting, while also strengthening data-driven decision-making. The Company also supports government policy on the implementation of carbon trading mechanisms in the power generation subsector as a strategic step to reduce greenhouse gas (GHG) emissions and preserving the environment. All operational activities are carried out in full compliance with applicable national environmental regulations as well as relevant international standards.

The Company implements an inclusive and equitable human resource management strategy, upholding the principles of human rights, equality, and diversity in the workplace. A healthy and safe working environment is fostered, with a strong emphasis on zero fatality and a discrimination-free culture. The Company also continuously promotes employee capacity building through training, as well as fair and transparent performance evaluations.

This social commitment is further expanded through various community empowerment initiatives around its operational areas. The Company actively fosters productive social partnerships with surrounding communities. Specifically, the Company contributes to improving the livelihoods of fishermen through training and business mentoring programs aimed at promoting sustainable productivity and preserving coastal ecosystems. This approach not only strengthens harmonious relationships with local communities but also forms part of a comprehensive long-term sustainability strategy.

The Company adopts international standards to establish a system that is transparent, accountable, and upholds strong integrity. The Company implements a firm and comprehensive anti-corruption policy, including gratification control, a whistleblowing system, and a mandatory compliance declaration to the code of ethics for all employees.

The Company remains committed to enhancing its contribution to sustainable development and ensuring that every step taken aligns with the Company's vision, mission, and core values. This contribution would not be possible without the support of stakeholders. Therefore, the Company extends its appreciation to all stakeholders, including employees, shareholders, customers, business partners, government, and the community for their continued support and collaboration.

Hisahiro Takeuchi
President Director

Mapping of Sustainable Development Goals (SDGs)

As part of support for achieving the SDGs, the Company implements strategies and business processes aligned with the direction of sustainable development, as reflected in commitment to Integrated Clean Coal Technology, Community Engagement and Development, Human Resource Management, and Environmental Conservation. The Company's contribution to the achievement of the SDGs throughout 2024 is outlined in the following table:

SDGs	Contribution
	• Involvement of local workforce from the surrounding operational areas • Community development programs
	• Support for optimizing community livelihoods • Community development programs
	• Implementation of Occupational Health and Safety (OHS) and Electrical Safety management systems • Regular emergency response and occupational health training programs • Provision of insurance for local fishermen • Health check-up programs, support for integrated health service post, and provision of supplementary food for the community
	• Technical and non-technical training for all employees • Equal access to professional certification, capacity building, and employee development • Vocational training for the community through the Vocational Training Center
	• Local recruitment and equal opportunities for all employees without discrimination • Ensuring no gender discrimination at any stage of human resource management
	• Waste management and water quality monitoring in the surrounding operational areas • Use of cooling towers to reduce thermal impact on marine environments • Provision of clean water for communities around the Cirebon Power Park area
	• Provision of reliable and efficient national electricity • Implementation of supercritical and ultra-supercritical technology • Energy efficiency through High Efficiency Low Emission (HELE) technology

SDGs	Contribution
	• Job creation, training of local workforce, and implementation of a professional human resource management system • Vocational training for the community through the Vocational Training Center • Provision of a decent and safe working environment
	• Implementation of High Efficiency Low Emission (HELE) technology • Use of Continuous Emission Monitoring Systems (CEMS) and 24-hour air quality monitoring • Use of cooling towers to reduce thermal impact on marine environments
	• Local recruitment and equal opportunities for all employees without discrimination
	• Gowes On Site program • Use of electric vehicles for security patrols • Installation of solar-powered street lighting • Community development programs
	• Waste and emission management, energy efficiency, and reduced fuel consumption • Use of efficient and low-emission coal processing technologies
	• Implementation of greenhouse gas (GHG) emissions reduction initiatives • Participation in the carbon market • Environmental conservation programs
	• Use of cooling towers to reduce thermal impact on marine environments • Monitoring of aquatic biota
	• Environmental rehabilitation through windbreak vegetation and conservation of the surrounding areas
	• Implementation of ISO 37001 (Anti-Bribery) and transparent governance • Socialization of cybersecurity awareness
	• Collaboration with government, community, business partner, certification bodies, and global stakeholders

Sustainability Performance Overview

Unit 1

Electricity Sold

Environment

Energy Consumption

39,682,414

Energy Intensity

9.57

The lower the energy intensity value, the higher the level of energy efficiency.

GHG Emissions

4,066,186.11

Emission Intensity

0.98

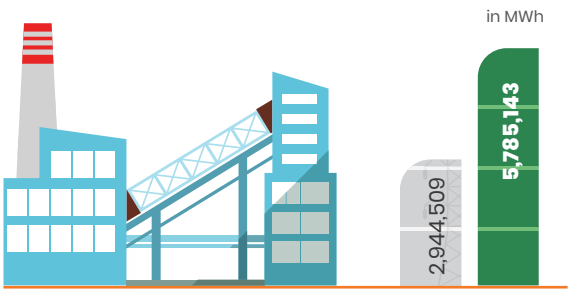
The lower the emission intensity value, the more environmentally friendly.

Energy Efficiency in GJ

2024 350.56

2023 113.77

Unit 2



*Commenced operations in May 2023

Energy Consumption in GJ

52,340,876

Energy Intensity in GJ/MWh

9.05

GHG Emissions in ton CO_2eq

5,376,244.35

Emission Intensity in ton CO_2eq/MWh

0.93

Conservation Efforts

2024 20 Species

2023 14 Species

Protected bird species

Unit 1

Unit 2

Social

Number of Employees in 2024

Unit 1	Unit 2
229 people	258 people

Number of employees participating in training and certification

Unit 1	Unit 2
354 people	307 people

One employee may participate in more than one training and certification session

Blue PROPER
(Company Performance Rating Program in Environmental Management)
Unit 1 has complied with environmental management requirements set by the Ministry of Environment and Forestry

Establishment of the Occupational Safety Committee and the Electrical Safety Committee by Unit 1

0 fatality cases in Unit 1 and Unit 2

474 local community members received training at the Cirebon Power Vocational Training Center, with a total of 1,368 trainees since 2018

The Fishermen Insurance Program has protected 3,000 fishermen with a total of 37,080 insurance policies distributed since 2011

120 out of 126 security personnel are from Cirebon

242 beneficiaries of the community empowerment program

Governance

ISO Certifications Achieved in 2024
9001:2015, 14001:2015, 45001:2018

Cybersecurity awareness socialization for all employees

Awards and Certifications

Awards

Type of Award:
The Most Reliable Power Plant Operations
2024 Indonesia Electricity Awards

Organizer: Majalah Listrik Indonesia	**Recipient:** PT Cirebon Electric Power
Category: Power Producer Company	**Date:** May 2, 2024

Type of Award:
Indonesian CSR Award (ICA) 2024

Organizer:
Corporate Forum for CSR Development

Recipient:
Cirebon Power

Category:
GOLD

Date:
September 19, 2024

Type of Award:
Top CSR Awards 2024

Organizer:
TopBusiness

Recipient:
Cirebon Power

Category:
STAR 4

Date:
May 29, 2024

Type of Award:
Top CSR Awards 2024

Organizer:
TopBusiness

Recipient:
Joseph Pangalila
(Vice President Director, Cirebon Power)

Category:
Top Leader on CSR Commitment 2024

Date:
May 29, 2024

Certifications

PT Cirebon Electric Power


LRQA

Certificate of Approval

This is to certify that the Management System of

PT. Cirebon Electric Power (CEP)

Has been approved by LRQA to the following standards:

ISO 9001:2015

The scope of this approval is applicable to:

Office Management of Supercritical Boiler of Coal Fired Power Plant.

Luis Cunha

Area Operations Manager - North Asia & SAMEA

Issued by: LRQA Limited

ISO 9001:2015
Quality Management System

Issue Date	August 12, 2024
Expiry Date	August 5, 2027
Certification Body	LRQA Limited

ISO 14001:2015
Environmental Management System

Issue Date	November 8, 2024
Expiry Date	November 7, 2027
Certification Body	LRQA Limited


LRQA

Certificate of Approval

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Luis Cunha

Area Operations Manager - North Asia & SAMEA

Issued by: LRQA Limited


LRQA

Certificate of Approval

This is to certify that the Management System of

PT. Cirebon Electric Power (CEP)

Has been approved by LRQA to the following standards:

ISO 45001:2018

The scope of this approval is applicable to:

Office Management of Supercritical Boiler of Coal Fired Power Plant.

Luis Cunha

Area Operations Manager - North Asia & SAMEA

Issued by: LRQA Limited

ISO 45001:2018
Occupational Health and Safety Management System

Issue Date	August 16, 2024
Expiry Date	August 9, 2027
Certification Body	LRQA Limited

ISO 37001:2016
Anti-Bribery Management System

Issue Date	December 29, 2022
Expiry Date	December 28, 2025
Certification Body	British Standards Institution (BSI Group)


bsi.

Certificate of Registration

ANTI-BRIBERY MANAGEMENT SYSTEM - ISO 37001:2016

This is to certify that:

PT CIREBON ELECTRIC POWER
Jl. Sultan Iskandar Muda Kav. V-TA
Jakarta 12310
Indonesia

Holds Certificate No:

IABMS 771353

and operates an Anti-Bribery Management System which complies with the requirements of ISO 37001:2016 for the following scope:

The office Management of Supercritical Boiler of Coal Fired Power Plant

For and on behalf of BSI:

Emmanuel Homer, Managing Director, ASEAN

Original Registration Date: 2022-12-29
Latest Revision Date: 2022-12-29

Effective Date: 2022-12-29
Expiry Date: 2025-12-28

Page: 1 of 2

...making excellence a habit.

PT Cirebon Energi Prasarana

ISO 9001:2015
Quality Management System

Issue Date	September 12, 2024
Expiry Date	September 11, 2027
Certification Body	LRQA Limited

ISO 14001:2015
Environmental Management System

Issue Date	October 1, 2024
Expiry Date	September 30, 2027
Certification Body	LRQA Limited

ISO 45001:2018
Occupational Health and Safety Management System

Issue Date	August 28, 2024
Expiry Date	August 25, 2027
Certification Body	LRQA Limited

ISO 37001:2016
Anti-Bribery Management System

Issue Date	January 6, 2022
Expiry Date	January 5, 2025
Certification Body	British Standards Institution (BSI Group)

01

ABOUT THIS REPORT

About This Report

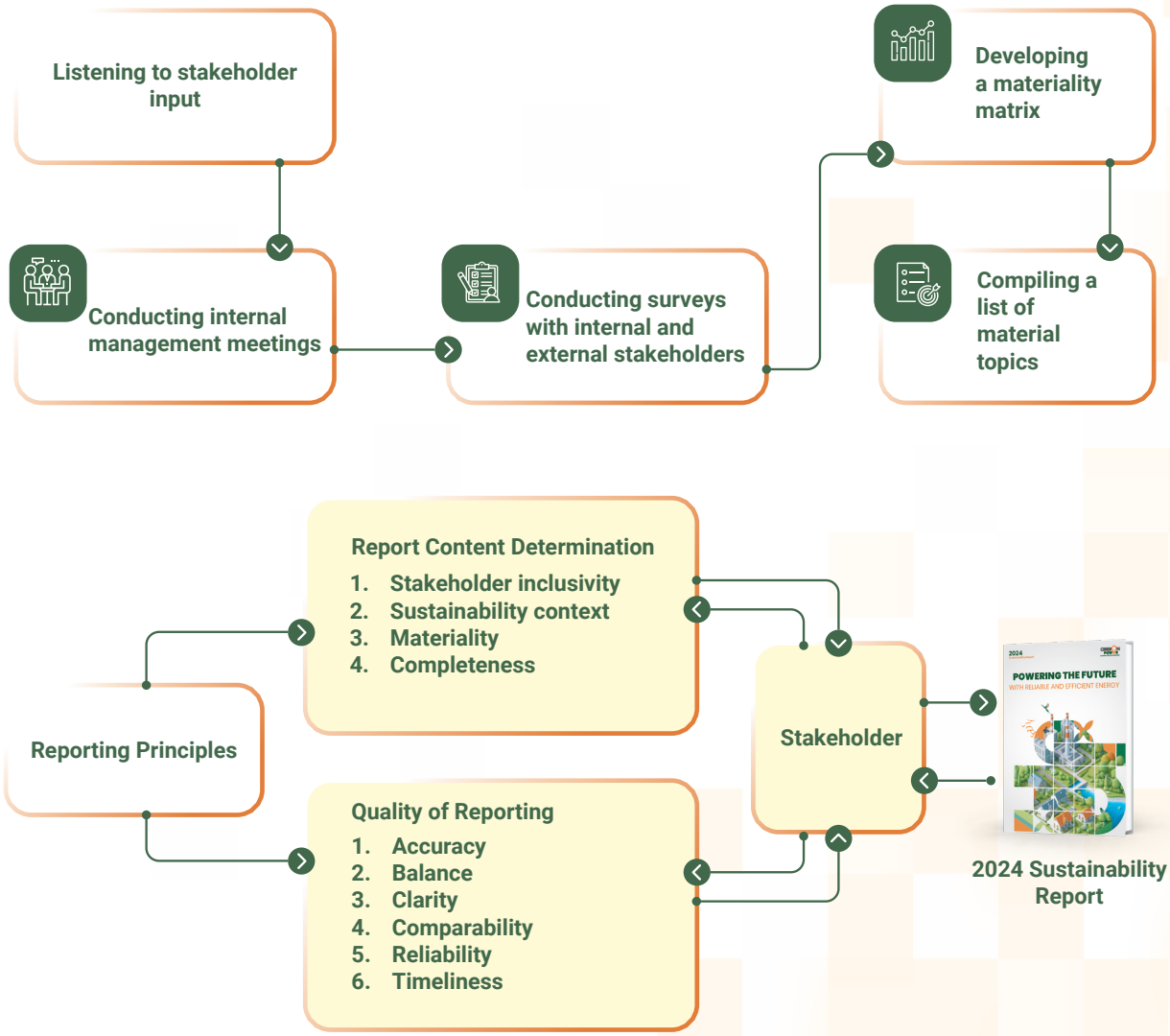
Cirebon Power, hereinafter referred to as "the Company", publishes a Sustainability Report on an annual basis. This report serves as a communication platform with all stakeholders, outlining the Company's achievements, performance, commitments, program initiatives, and the management of operational impacts during the reporting period from January 1 to December 31, 2024. In addition, this report presents the Company's long-term sustainability perspectives and strategies, reflecting its contribution to the achievement of the Sustainable Development Goals (SDGs). The report covers two entities, namely PT Cirebon Electric Power (CEP) and PT Cirebon Energi Prasarana (CEPR). To enhance comparability, Cirebon Power presents sustainability data from the previous two years and outlines forward-looking strategies and plans. [GRI 2-2, 2-3]

This report is prepared with reference to relevant sustainability reporting standards to ensure information disclosure, accountability, and transparency in the Company's sustainability performance to all stakeholders. In its preparation, the Company refers to the Global Reporting Initiative (GRI) Standards 2021, which represents the latest international standard in sustainability reporting, and applies the Electric Utilities Sector Disclosures from GRI G4 as an additional guideline relevant to the characteristics of the power generation industry.

In this report, there is no restatement of information, nor any significant changes to material topics or their boundaries compared to the 2023 Sustainability Report. During the reporting period, there were no significant changes in the Company's operations or value chain. This report is presented in Indonesian and English to facilitate a clearer understanding of its content. All data and information in this report have undergone internal verification processes to ensure their reliability for evaluation and decision-making purposes, although external assurance by an independent third party has not yet been conducted. [GRI 2-4, 2-5, 2-6, 3-2]

Report Content Determination Process [GRI 3-1]

In determining the content of this report, The Company refers to the GRI Standards guidelines by considering stakeholder inclusiveness, sustainability context, materiality, and completeness. In addition, the Company applies key principles such as accuracy, balance, clarity, comparability, reliability, and timeliness. Through this approach, the report is prepared in a comprehensive and reliable manner to support various evaluation and decision-making needs.



Material Topic Determination Process [GRI 3-1, 3-2]

Cirebon Power adopts the principle of double materiality assessment (DMA) to identify relevant material topics. This approach evaluates both the external impact of sustainability issues on society and the environment, and assesses how these issues affect the Company's financial performance and long-term value creation. In addition, Cirebon Power also conducts benchmarking with peer companies to ensure that the selected material topics remain relevant and aligns with industry best practices.

The Company determined material topics by considering their influence and the significance of their impact on stakeholder decision-making. This process began with identifying sustainability issues relevant to the Company's operations. After the material topics were identified, the Company distributed questionnaires to both internal and external stakeholders to gather feedback. The questionnaires distribution took place from January to February 2025.

The following table outlines the processes and stages of the double materiality assessment conducted by the Company:

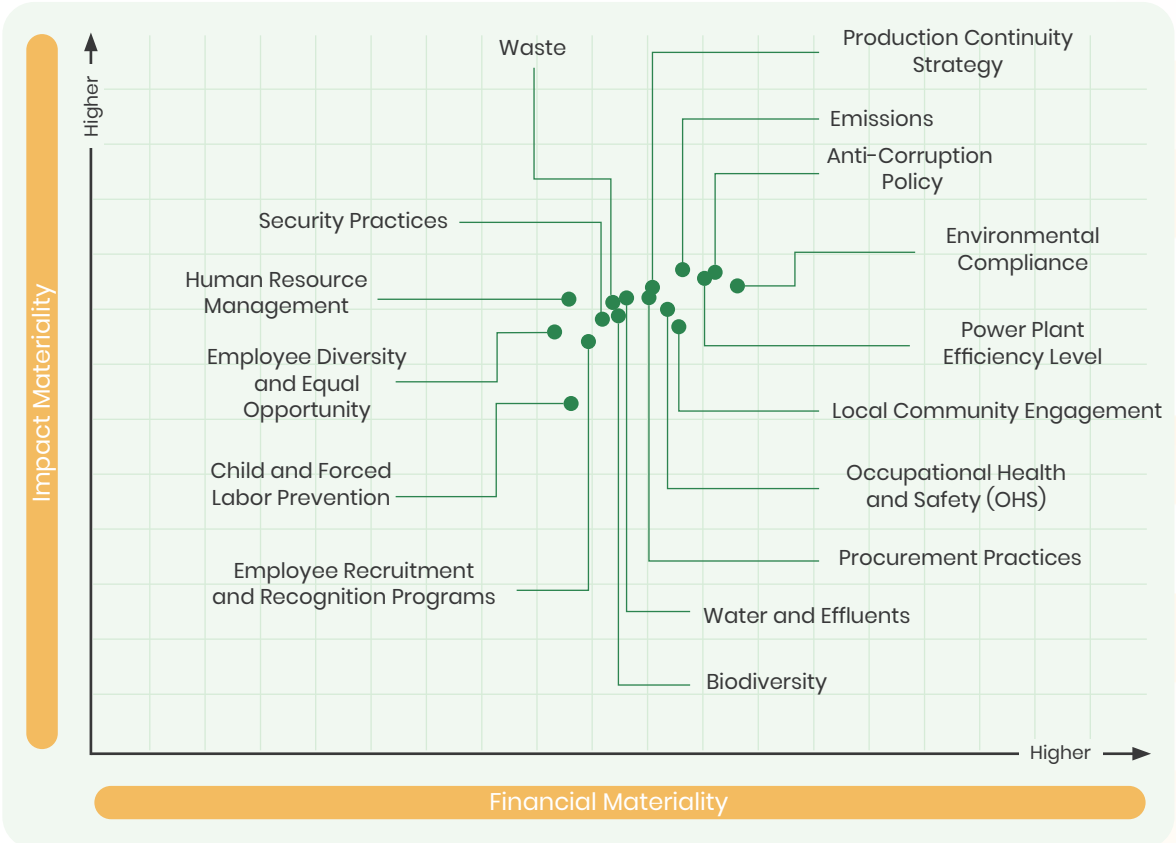
Stage		
Review and Identification of Sustainability Topics	Assessment of Sustainability Issues Using DMA	Review and Selection of Material Topics
The Company conducted in-depth data collection and analysis to identify social, environmental, and economic issues that may impact its operations and stakeholders.	**Impact Materiality (Inside-Out):** This assessment focuses on the influence of identified issues on external stakeholders, including the surrounding community and environment. **Financial Materiality (Outside-In):** This assessment evaluates the risks and opportunities arising from sustainability issues that may affect the Company's financial performance and business continuity.	Following a comprehensive assessment, the Board of Directors reviewed the results of the evaluation.
Result		
A total of 135 potential issues were identified through benchmarking with peer companies and by referring to global standards and practices.	Each material issue was further evaluated through the distribution of a materiality questionnaire to both internal and external stakeholders (internal: 21 respondents; external: 32 respondents). Out of the 135 potential issues, 38 material topics were selected.	The assessment results were then integrated into Cirebon Power's strategic sustainability initiatives and long-term objectives.

List of Material Topics [GRI 3-2]

1	Environmental Compliance
2	Anti-Corruption Policy
3	Power Plant Efficiency Level
4	Emissions
5	Production Continuity Strategy
6	Procurement Practices
7	Occupational Health and Safety (OHS)
8	Local Community Engagement
9	Water and Effluents
10	Waste
11	Biodiversity
12	Security Practices
13	Human Resource Management
14	Employee Recruitment and Recognition Programs
15	Employee Diversity and Equal Opportunity
16	Child and Forced Labor Prevention

The materiality assessment identified 16 material topics, organized according to the following priority scale:

Materiality Matrix



Based on the priority scale, material topics with lower significance scores reflect areas where performance is already considered strong by stakeholders. Therefore, while these areas may not require further in-depth attention, they must still be maintained to ensure continued sustainability. On the other hand, material topics with high significance scores represent areas that are already performing well but require more intensive management to achieve more optimal outcomes. This assessment reflects stakeholders' views on the prioritization of material topic management to enhance the Company's overall performance.

Determination of Topic Boundaries [GRI 3-1]

The Company ensures that each material topic is aligned with GRI standards, with boundaries defined according to its position within the Company's supply chain. These boundaries help identify the potential impacts of a material topic and the role played by the Company, whether through its direct operations or business relationships with other parties. The reported impacts may arise from, contribute to, or be linked to the Company's activities through its business partners. The effects of these impacts extend not only to the Company but also across the entire supply chain, both upstream and downstream. Therefore, defining the boundaries of each topic is essential to guide risk management and the application of the precautionary principle throughout all lines of business.

Material Topic	GRI Topic	GRI Standard Disclosure Number	Topic Boundary
Sustainable Supply Chain			
Procurement Practices	Procurement Practices	204-1	Procurement partners and suppliers
Technology and Operational Performance			
Power Plant Efficiency Level	System Efficiency	EU11, EU12	Company
Production Sustainability Strategy			

Material Topic	GRI Topic	GRI Standard Disclosure Number	Topic Boundary
Environmental Performance			
Emissions	Emissions	305-1, 305-2, 305-3, 305-4, 305-6, 305-7	Company
Water and Effluents	Water and Effluents	303-1, 303-2, 303-3, 303-4, 303-5	Company
Waste	Waste	306-1, 306-2, 306-3, 306-5	Company
Biodiversity	Biodiversity	304-1, 304-2, 304-3, 304-4	The Company, operational areas, and affected regions
Social Performance			
Occupational Health and Safety (OHS)	Occupational Health and Safety	403-1,403-2, 403-3, 403-4, 403-5, 403-6, 403-9	Company
Local Community Engagement	Local Community	413-1, 413-22	The Company, surrounding operational areas, and local communities
Security Practices	Security Practices	410-1	Company
Human Resource Management	Employment	401-1, 401-2, 401-3	Company
Employee Recruitment and Recognition Programs	Diversity and Equal Opportunity	405-1, 405-2	Company
Employee Diversity and Equal Opportunity			
Child and Forced Labor Prevention	Child Labor	408-1	The Company, work areas, and supply chain
Governance Performance			
Anti-Corruption Policy	Anti-Corruption	205-1, 205-2, 205-3	Company

Stakeholder Engagement [GRI 2-29]

Customers	Monthly routine visits by key customer, namely PT PLN (Persero) to operational units or coordination meetings to obtain information on electricity availability and supply.
Suppliers	Regular technical and administrative coordination, including performance evaluations, compliance with quality and occupational safety standards, and dissemination of current procurement policies.
Government	Regular communication with relevant government agencies to obtain regulatory and certification updates, as well as to submit mandatory reports in compliance with applicable laws and regulations.
Communities	Implementation of year-round community development programs through training, economic empowerment, and other social activities involving communities in the surrounding operational areas.
Non-Governmental Organizations (NGOs)	Collaboration in the implementation of social and environmental initiatives, including consultations in sustainability program planning and participation in thematic forums or discussions.
Academics	Partnerships with higher education institutions to support research, vocational training, and academic discussions related to community development and sustainability issues.
Employees	Engagement through internal communication forums, employee satisfaction surveys, training and competency development sessions, and participation in corporate social responsibility activities.

Report Contact Information

To enhance the quality of this Sustainability Report, all stakeholders and readers are welcome to submit questions, suggestions, ideas, feedback, or comments through the Feedback Form provided at the end of this Report, or by contacting: [GRI 2-3]

Cirebon Power

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Pondok Indah, South Jakarta, 12310
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Phone: (021) 29327990
Website: https://www.cirebonpower.co.id
Email: info@cirebonpower.co.id

02

COMPANY PROFILE

Company Identity

Company Name

PT Cirebon Electric Power
PT Cirebon Energi Prasarana

Business Lines, Brands, and Services [GRI 2-6]

Cirebon Power is a coal-fired steam power plant company that utilizes advanced technologies, namely:

- **PT Cirebon Electric Power (CEP) - Unit 1**
  Supercritical technology, 1 x 660 MW capacity, operational since 2012
- **PT Cirebon Energi Prasarana (CEPR) - Unit 2**
  Ultra-supercritical technology, 1 x 1,000 MW capacity, operational since 2023

Contribution: Supporting the Java-Madura-Bali (Jamali) interconnection system.

Year of Establishment

PT Cirebon Electric Power Power: 2007
PT Cirebon Energi Prasarana: 2014

Company Address [GRI 2-1, 2-2]	**Jakarta Office:** Pondok Indah Office Tower 3, 23rd and 25th Floor Jl. Sultan Iskandar Muda Kav. V/TA, Pondok Indah, South Jakarta, DKI Jakarta 12310 **Cirebon Office:** - Unit 1: Jl. Raya Cirebon – Tegal KM 8.5, Kancikulon, Astanajapura, Cirebon, West Java 45181 - Unit 2: Jl. Raya Cirebon – Tegal KM 10, Kanci, Astanajapura, Cirebon, West Java 45181
Country of Operation	Indonesia
Company Status and Ownership [GRI 2-1]	**A multinational consortium consisting of:** • Marubeni Corporation (Japan) • Korea Midland Power (South Korea) • Indika Energy (Indonesia) • ST International (South Korea) • JERA (Japan) • Imeco (Indonesia)

About Cirebon Power

Cirebon Power is a coal-fired steam power generation company that uses modern and efficient technology. The Company operates two power generation units: Unit 1, with a capacity of 1 x 660 MW utilizing supercritical technology (SC), and Unit 2, with a capacity of 1 x 1,000 MW equipped with ultra-supercritical (USC) technology. These advanced technologies enable higher efficiency and lower emissions compared to conventional systems, supporting efforts to provide more sustainable energy. In its operations, Cirebon Power uses low-sulfur coal (below 0.2%) and implements a flue gas desulphurization (FGD) system in Unit 2, which uses limestone to reduce sulfur oxide (SO_x) emissions. Although the FGD system is used at only 7.86% of installed capacity, FGD effectively keeps emissions below the regulatory limits, specifically sulfur content below 0.1% and ash content below 4%. [GRI 2-1, 2-2, 2-6]

Following the commencement of commercial operations on May 25, 2023, Unit 2 has operated with optimal performance while meeting high safety standards. This achievement was supported by a rigorous qualification process, including operator training and the preparation of essential supporting documentation. Through the operation of the two units, Cirebon Power contributes to the efficient utilization of national energy potential in support of economic growth and sustainable development. [EU10, G4-DMA (former EU6)]

PT Cirebon Electric Power (CEP)

CEP was established in 2007 as an initiative of a multinational consortium focused on advancing the energy and infrastructure sectors in Asia. The consortium played a key role in the development and operation of Unit 1, a 1 x 660 MW coal-fired power plant located in Kancikulon Village, Astanajapura District, Cirebon Regency, West Java. Since commencing operations in July 2012, this unit has consistently supplied approximately 5 TWh of electricity annually to the Java-Madura-Bali (Jamali) interconnection system through a 1.5 km, 150 kV transmission line. [EU1, EU2, EU3, EU4, EU10, G4-DMA (former EU8)]

The multinational consortium consists of several leading companies in Asia's energy and infrastructure sectors, namely: Marubeni Corporation, Korea Midland Power, Indika Energy, and ST International.

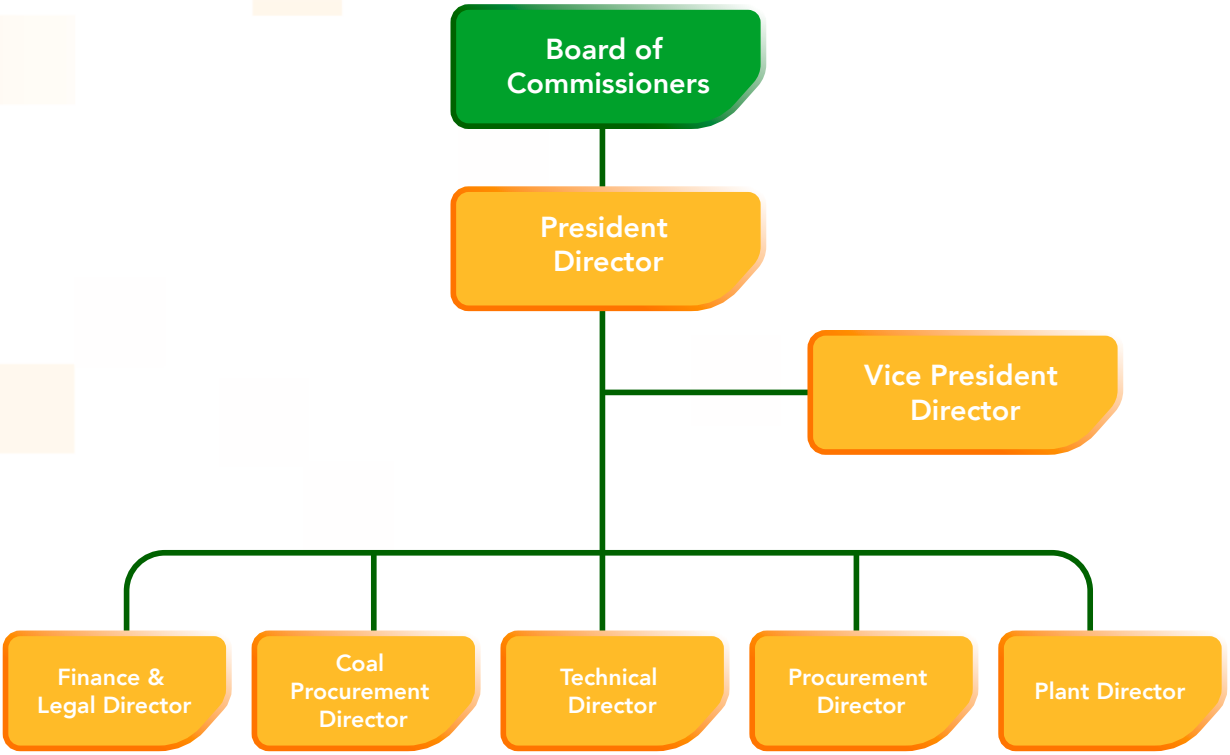
PT Cirebon Energi Prasarana (CEPR)

In 2014, the consortium behind the success of Cirebon Power Unit 1 initiated the development of Unit 2, a 1 x 1,000 MW power plant located in Kanci Village, Astanajapura District, Cirebon Regency, West Java. This unit was designed with an 18.5 km transmission system operating at 500 kV and utilizes USC technology to enhance energy efficiency and environmental sustainability. By consuming coal more efficiently and with a cleaner combustion process, the plant is capable of generating electricity in a more efficient and environmentally friendly manner. [EU1, EU2, EU3, EU4, EU10, G4-DMA (former EU8)]

The consortium initially consisted of Marubeni Corporation, Indika Energy, Korea Midland Power, and ST International, and was later expanded with the addition of Imeco from Indonesia and JERA from Japan.

Organizational Structure

Cirebon Power consists of two entities, namely PT Cirebon Electric Power and PT Cirebon Energi Prasarana. Both companies share a similar management structure, with the Board of Commissioners overseeing the supervisory function and the Board of Directors responsible for setting procedures, values, and long-term plans to achieve the Company's mission.



Association Membership [GRI 2-28]

17 PARTNERSHIPS FOR THE GOALS

- Indonesian Coal Power Plant Association
- Indonesia Private Power Producer Association
- Indonesian Electrical Power Society
- Indonesian Engineers Association

Legal Form and Share Ownership [GRI 2-1]

PT Cirebon Electric Power (Unit 1)	PT Cirebon Energi Prasarana (Unit 2)
Marubeni, KOMIPO, ST International, INDIKA ENERGY	Marubeni, KOMIPO, IMECO, ST International, INDIKA ENERGY, Jera

Marubeni Corporation is a diversified company engaged in various business sectors, including import and export (including third-country trade) as well as domestic commerce. Its operations span a wide range of sectors, including lifestyle, ICT business and logistics, food, agribusiness, forest products, chemicals, metals and mineral resources, energy, power, infrastructure projects, aerospace and shipping, finance, leasing, real estate, construction, industrial machinery and mobility, as well as corporate development and next-generation business initiatives.

Korea Midland Power (KOMIPO) is one of Korea's largest power generation companies, delivering high-quality and stable electricity. Its operations include coal-based thermal power generation, liquefied natural gas, and heavy oil, as well as renewable energy sources such as wind, photovoltaic, solid refuse-derived fuel, and fuel cell power plants.

Indika Energy is an integrated energy company that manages resources, services, and energy infrastructure into a comprehensive portfolio of energy solutions across the entire value chain, designed to meet both national and global demands.

Established in 1962, ST International has grown into a company engaged in the production and sale of sub-bituminous coal in Indonesia, the operation of coal-fired power plants, and the LPG business.

Established in 1972, PT Imeco Inter Sarana is a leading Indonesian company providing a wide range of products and services for the upstream and downstream energy sectors, energy infrastructure, power generation industry, and process industries. The company also offers customized, industry-specific solutions.

JERA Co., Inc. ("JERA") is Japan's largest power generation company, operating across a broad range of businesses that span the entire energy procurement process, from investment, energy procurement, and the power generation procurement.

Cirebon Power Unit 1 and Unit 2 Power Plant

Power Plant	Company Name	Funding	EPC Contractor	Shareholders
Unit 1	PT Cirebon Electric Power	JBIC (Japan), KEXIM (South Korea)	Doosan Heavy Industries & Construction	Marubeni, Komipo, Indika, and ST International
Unit 2	PT Cirebon Energi Prasarana	BIC (Japan), KEXIM (South Korea), NEXI (Japan)	Hyundai Engineering & Construction, Toshiba Corporation, Mitsubishi Hitachi Power System	Marubeni, Komipo, Indika, ST International, Imeco, and JERA

Operational Information

Power Plant	Operation and Maintenance	Offtaker	Power Purchase Agreement (PPA)	Capacity
Unit 1	PT Cirebon Power Services	State Electricity Company (PLN)	30 years from the commercial operation date (COD)	1 x 660 MW Unit Area: 110 ha
Unit 2	PT Cirebon Energi Prasarana	State Electricity Company (PLN)	25 years from the commercial operation date (COD)	1 x 1,000 MW Unit Area: 205 ha

Company Vision, Mission, and Values [GRI 2-23]

Vision

To support the innovative spirit of the nation's youth to build a better future for Indonesia by providing reliable, clean, and sustainable energy.

Mission

- To continuously innovate in generating energy that supports national energy needs, reaching even the most remote areas.
- To promote efforts to improve the quality of life for the Indonesian people through various social responsibility programs.
- To brighten Indonesia by fostering the learning and creative spirit of the nation's next generation.

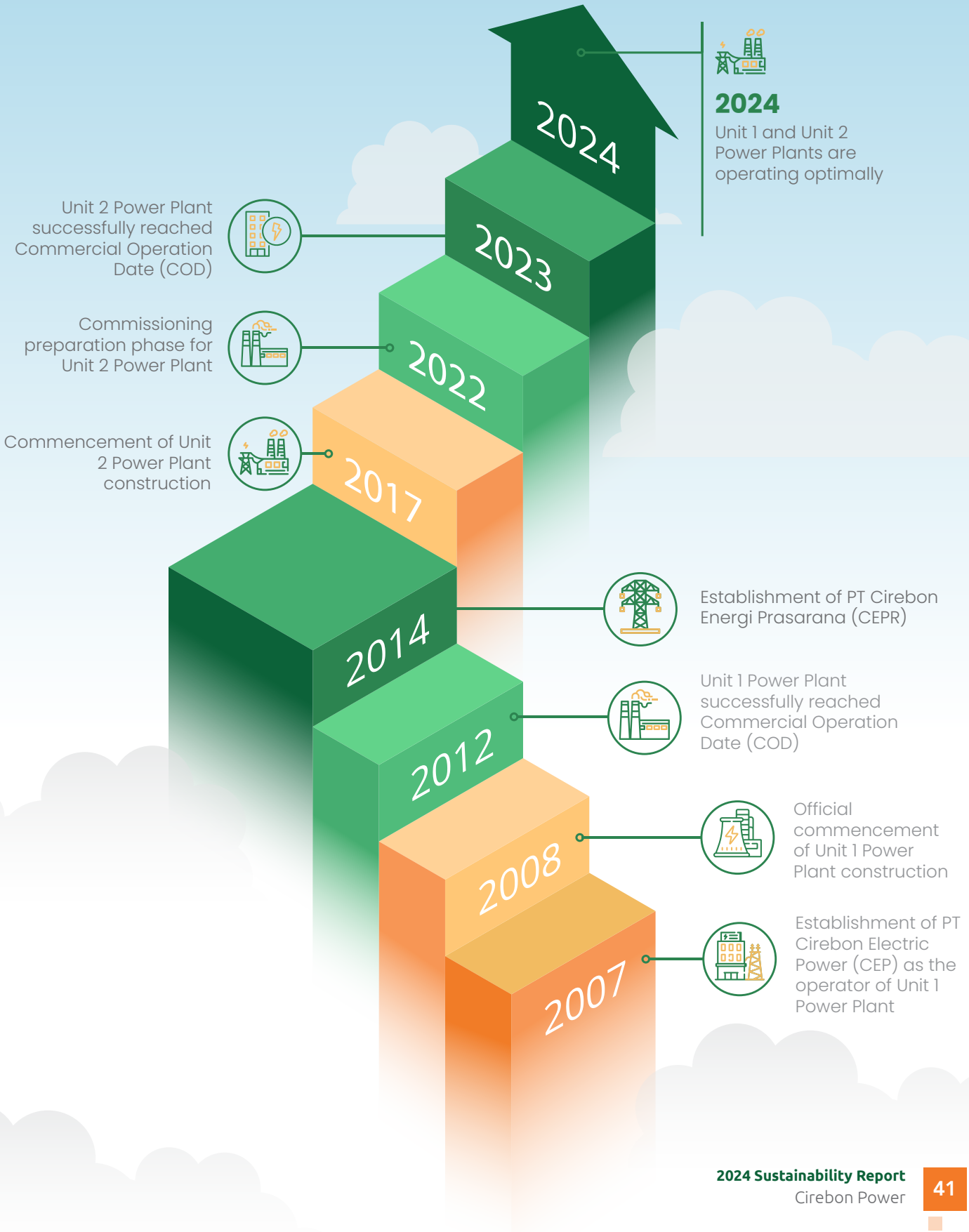
Company Values

Friendly

Impactful

Trusted

Company Milestones



Sustainable Supply Chain

The Company's business process in delivering electricity includes:

Utilizing low-sulfur coal sourced from Kalimantan.

Generating electricity using supercritical and ultra-supercritical power plant technology.

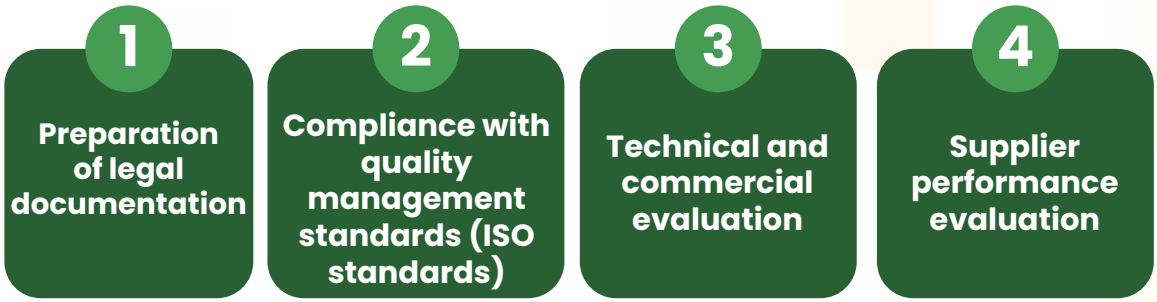
Supplying electricity to PLN through the Java-Madura-Bali interconnection system.

Cirebon Power proactively ensures the continuity of the energy supply by conducting regular monitoring of coal supplier performance under formal contracts. In addition, the Company has a supply risk mitigation strategy that maintains a list of alternative suppliers who have undergone a thorough selection and eligibility verification process. This approach is intended to ensure the availability of coal and biodiesel that meet the operational quality and quantity standards of each power generation unit, while also ensuring full compliance with the technical and administrative requirements set by lenders. In this way, Cirebon Power maintains operational stability and ensures the overall sustainability of its energy services. [GRI 3-3]

The Company's procurement process integrates sustainability considerations through procedures that require suppliers to meet environmental and social criteria prior to engagement. The Company also requires all suppliers to adhere to ISO 14001, ISO 9001, ISO 50001, and ISO 37001 standards in conducting their operations. [GRI 308-1]

This initiative contributes to Goal 12 (Responsible Consumption and Production) by ensuring that the entire procurement process supports efficient resource use and minimizes environmental impact.

Cirebon Power sources 100% of its coal and biodiesel from local suppliers in East Kalimantan and South Kalimantan. The Company uses only coal and biodiesel that meet its established criteria. To ensure compliance with these standards, Cirebon Power has established a supplier engagement initiation procedure that includes the following: [GRI 2-6, 204-1]



In 2024, the Company used 5,392,816 tons of coal and 4,052.3 Kl of biodiesel. These figures include the use of coal and biodiesel by Unit 1 and Unit 2 power plants. [GRI 301-1]

Coal and Biodiesel Usage

Description	Unit	2024		2023	2022
		Unit 1	Unit 2		
Coal	Ton	2,260,617	3,132,199	2,043,389	2,025,138
Biodiesel	Kl	1,662.92	2,389.38	11,584.80	1,640.42

Partner Selection and Development

In the selection and development process of suppliers, vendors, and contractors, the Company implements procedures that prioritize service quality and the capability to deliver the best materials and services. Each party selected through this process undergoes a validation phase to verify their eligibility and capabilities. As part of development efforts in 2024, the Company aimed to broaden the scope of collaboration by engaging potential partners with the capacity to support its operations in order to enhance service quality and ensure a reliable and sustainable supply chain.

The Company actively invites and considers potential local vendors with the capacity to meet its needs as part of commitment to supporting local economic development. These local vendors refer to partners originating from the Cirebon region.

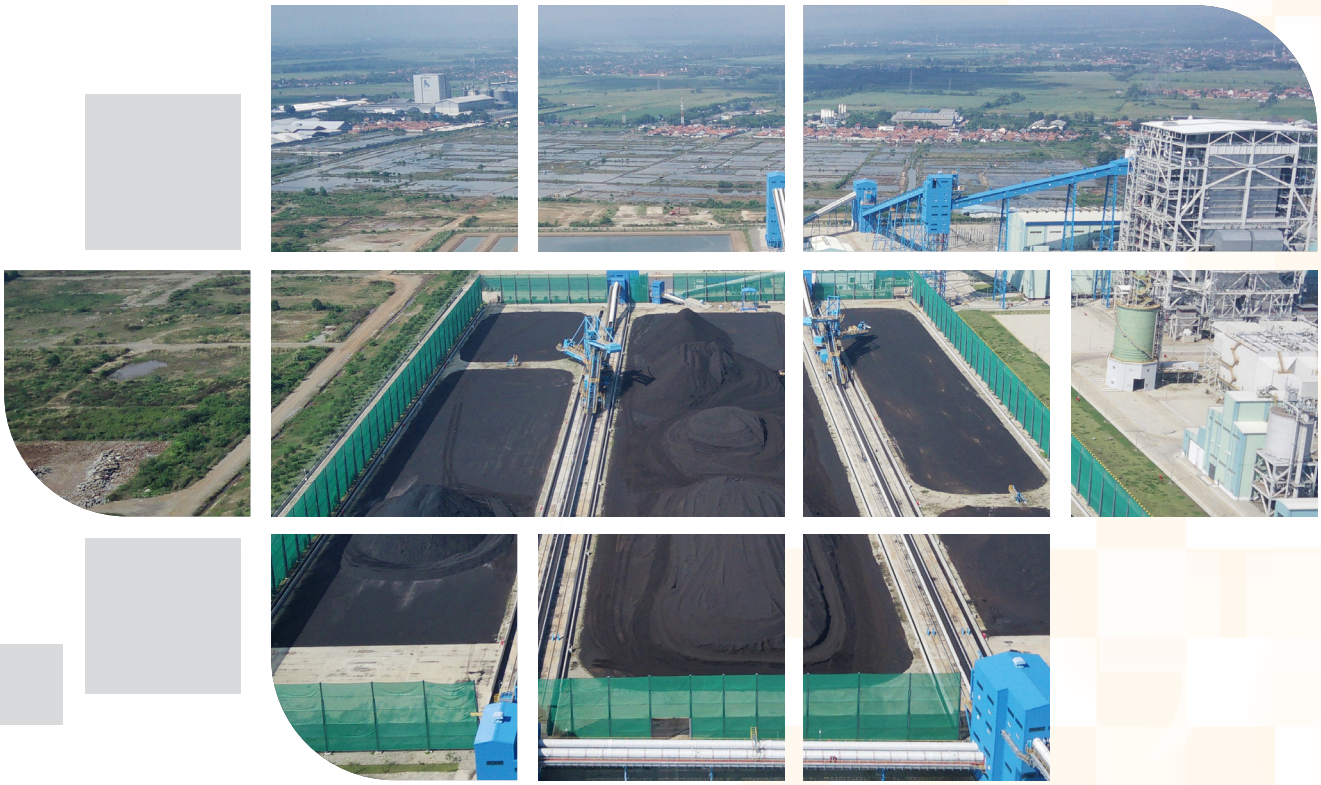
Local Vendor Development and Capacity Building

The Company prioritizes collaboration with local vendors as an effort to maintain strong relationships with communities surrounding its operational areas and to promote local economic growth. To support this, the Company conducts continuous development programs aimed at enhancing local vendor capacity and competitiveness. Local vendors are generally entrusted with fulfilling non-complex needs such as the provision of basic goods or supporting services. However, the Company also provides opportunities for local vendors who demonstrate strong potential, such as advanced technical expertise or high-quality human resources, to participate in more strategic projects.

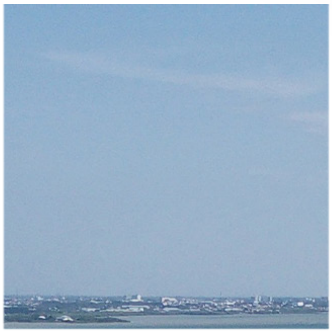
Cirebon Power actively implements local vendor development programs through a collaborative approach involving various departments, including CSR, Procurement, Legal, and Finance. Although not conducted on a fixed schedule, the Company holds meetings with vendors at least twice a year. During these meetings, informal discussions are held to better understand vendor capacities and qualifications, as well as to

provide relevant education tailored to their needs. Through this approach, Cirebon Power not only supports the development of established vendors but also fosters the growth of early-stage local enterprises, enabling them to develop and compete professionally. This initiative is expected to strengthen a reliable and competitive supply chain while contributing to sustainable local economic development.

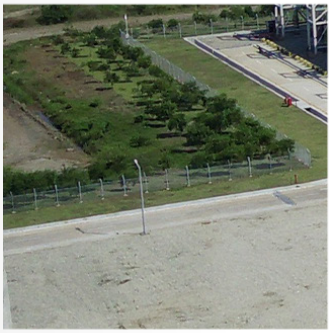
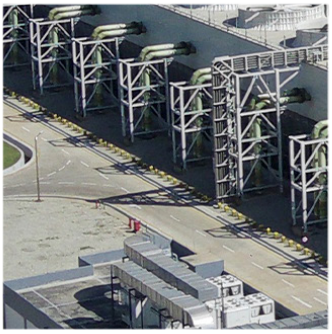
Throughout 2024, Cirebon Power implemented a development program for local vendors as part of its efforts to support the capacity building of local business partners. Vendors participating in this development program receive various forms of support, ranging from basic training on business governance and service and product quality improvement to guidance on compliance standards applicable within the Company's operational area. Through this program, vendors are expected to enhance their performance while meeting the Company's established quality and occupational safety requirements.



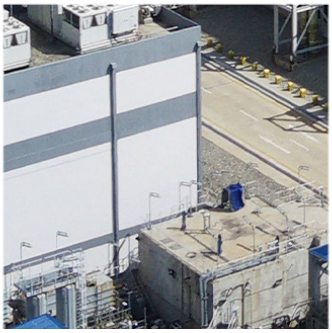








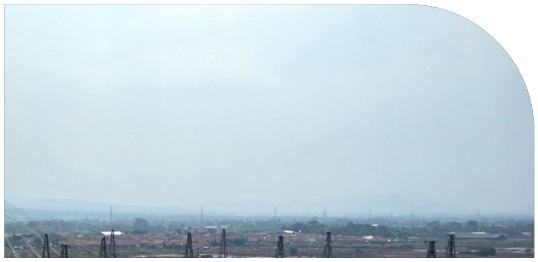


03

TECHNOLOGY AND OPERATIONAL PERFORMANCE

Technology Transformation for Reliable and Efficient Energy





The provision of reliable and efficient energy for a better future is reflected in the Company's strategic role in ensuring the reliability of the national electricity supply amid growing energy demand. In an increasingly digitalized and low-carbon-oriented era, electricity is not only a basic necessity but also a key driver of civilization's progress and improving the quality of life. According to the National Energy General Plan (RUEN), Indonesia's electricity demand is projected to grow at an average rate of 6.4% per year until 2050, driven by economic growth and electrification. Ensuring an equitable, efficient, and sustainable electricity supply is key to maintaining social stability, supporting economic growth, and achieving the nation's sustainable development goals.

As a country with steadily growing energy demand, Indonesia continues to rely on coal-fired power plants as the backbone of its power generation system. Coal-fired power plants provide large-scale electricity supply with high reliability and competitive production costs. Even amid the push for green energy, coal-fired power plants continue to play a vital role in ensuring energy security and affordability, particularly in regions not yet fully served by new and renewable energy sources. Although coal-fired power plants are often stigmatized as environmentally unfriendly energy sources, Cirebon Power addresses this challenge by implementing high-efficiency technologies and innovation-driven energy management to ensure that coal-fired power plant operations remain aligned with sustainability principles.

Technology Innovation for Reliable and Environmentally Friendly Energy [EU10, EU11]

In response to the projected growth in national energy demand, the Company adopts advanced power generation technologies to ensure high energy efficiency while minimizing environmental emissions. In the National Electricity Business Plan (RUKN) 2019–2038, the Government of Indonesia projects an average annual electricity sales growth of 7.7%, with per capita electricity consumption targeted to increase from 1,285 kWh in 2023 to 1,408 kWh in 2024. In meeting growing demand, the development of power plants using efficient technology such as Ultra Supercritical (USC) is being promoted under PLN's RUPTL 2021–2030, specifically for the power grid serving Java, Madura, and Bali.

In line with this policy direction, Cirebon Power Unit 1 power plant adopts Supercritical technology, capable of operating at a high pressure of 24.1 MPa with an efficiency of approximately 35–36%. This technology enhances the performance of the power generation cycle by eliminating the water boiling phase, making it more efficient than conventional technologies. Meanwhile, Unit 2 power plant adopts USC technology with an efficiency rate of approximately 37–38%. This technology not only aligns with the national coal-fired power plant development plan but is also effective in reducing coal consumption and greenhouse gas emissions by up to 6%, while significantly lowering fuel costs.

Unit 1 power plant also has a High Efficiency Low Emission (HELE) approach, which utilizes extremely high temperatures and pressures, enabling the use of low-calorific coal with sulfur content below 0.2%. This supports the achievement of sulfur oxides (SO_x) emission reduction targets without the need for a Flue Gas Desulfurization (FGD) system, while also contributing to operational efficiency.

Further emission control is carried out through environmentally friendly combustion systems such as Tangential Firing and Low-NO_x Burners, which ensure that Nitrous Oxides (NO_x) emissions remain well below national regulatory thresholds. In addition, the use of low-ash coal helps extend the operational life of disposal facilities and reduce waste management costs, further reinforcing Cirebon Power's commitment to providing reliable, efficient, and sustainable energy.

Technology	Power Plant	Efficiency	Key Advantages
Supercritical	Unit 1	35-36%	• High pressure of 24.1 MPa • Eliminates boiling phase → enhances cycle efficiency
Ultra Supercritical (USC)	Unit 2	37-38%	• Reduces coal consumption and emissions by up to 6% • Lowers fuel costs
High Efficiency Low Emission (HELE)	Unit 1		• High temperature and pressure • Enables the use of low-calorific coal with sulfur content <0.2% • SO_x emissions remain low without FGD
	Unit 2		• High temperature and pressure
Environmentally Friendly Combustion System	Unit 1 and Unit 2		• Tangential Firing and Low-NO_x Burner systems • NO_x emissions below thresholds • Low-ash → longer lifespan of disposal facilities

Cirebon Power is a large-capacity coal-fired power plant that uses a cooling tower as its condenser cooling system, with seawater as the cooling medium. This system replaces the once-through cooling model commonly used by conventional power plants. Unlike the once-through cooling system, which discharges seawater directly back into the ocean after use, Cirebon Power's cooling tower system circulates seawater in a closed-loop, resulting in more efficient water usage for cooling hot water from the condenser. The main advantage of this system is its ability to control the temperature of discharged water. If seawater enters at 28–32°C, the return temperature to the sea increases by only about 2–3°C. This is a significant improvement compared to conventional power plants, which may release water at much higher temperatures and, potentially harming marine ecosystems and aquatic life.

In 2024, Unit 2 power plant initiated a study on the application of Artificial Intelligence (AI) technology in the coal combustion control system within the boiler. This AI technology is expected to enhance boiler efficiency, enabling more efficient fuel consumption in electricity generation. This initiative is also part of the Company's innovative efforts to integrate digital technology in support of improving the operational efficiency of the power plant.

Implementation of Plant Modification Request (PMR) for Operational Efficiency

To maintain and enhance system efficiency and reliability, Unit 1 power plant implements a Plant Modification Request (PMR) program. This program involves system and equipment modifications, the installation of additional sensors, and the upgrading of control and monitoring systems. PMR priorities are determined based on their impact on safety, profitability, operational effectiveness, and contribution to energy efficiency.

The prioritization of PMR implementation at Unit 1 power plant is carried out systematically by assessing the level of risk and its potential impact on safety, profitability, and operational effectiveness. PMR priorities are determined based on the following criteria:

Priority 1
Priority 1 is assigned to urgent conditions where there is a significant risk to installation safety, the environment, or the potential loss of power plant availability. In such cases, PMR actions must be carried out immediately to prevent greater damage or fatal incidents.

Priority 2
Priority 2 focuses on impacts related to profitability, such as improving efficiency, increasing electricity output, and reducing the use of raw materials or by-products. This priority also includes asset optimization and third-party contract management.

Priority 3
Priority 3 focuses on long-term profitability and encompasses initiatives to enhance plant control, implement regular equipment condition monitoring, and reduce the frequency of Breakdown Maintenance (BDM) and equipment degradation rate, thereby ensuring sustained system reliability.

Priority 4
Priority 4 is focused on improving the effectiveness of operations and maintenance activities, covering aspects such as accessibility, personnel and equipment safety, as well as the efficient use of resources including manpower, spare parts, tools, and consumables.

In 2024, several PMRs were proposed for Unit 1 power plant with the aim of enhancing system performance. These include:

1. **Improvement of Electrical Control and Protection System (ECPS) Workstation**
2. **Retrofit of Cable Reeling Drum to IGUS Chainflex on Ship Unloader #01**
3. **Installation of Additional Vibration Sensor on Circulating Water Pump**
4. **Installation of Screw Sludge Pump at Ash Pond**
5. **Installation of Permanent Access on Resin Cation Tank**
6. **Reinforcement of Gantry Beam on 150 kV Generator Transformer Line**

Optimizing Operational Performance for Efficiency and Sustainability

In order to provide reliable and efficient energy, Cirebon Power consistently drives improvements in operational performance. In 2024, both Unit 1 and Unit 2 recorded several strategic achievements that reflect the successful integration of advanced generation technology, data-driven maintenance, and energy management focused on long-term efficiency.

Unit 1 Power Plant Performance Achievements

Throughout 2024, Unit 1 power plant successfully maintained reliable operational performance with a focus on enhancing energy efficiency through measured and sustainable technical strategies. One of the key achievements was the reduction of the unit heat rate to an average of 2,388.26 kcal/kWh, surpassing the annual target of 2,448.3 kcal/kWh. This improvement was the result of a series of efficiency initiatives collaboratively implemented by the operations and maintenance teams.

The Class B major overhaul (MOH), conducted over 37 days in mid-2024 was a key opportunity to carry out significant improvements, including the replacement of Low Pressure Heater #1A and the Minimum Flow Control Valve on the Boiler Feed Pump Turbine #A (BFPT #A).

These upgrades effectively reduced heat loss and enhanced thermal efficiency, resulting in lower energy consumption and reduced risk of operational disruptions.

To support energy efficiency, the Heat Rate Improvement Task Force conducted a range of regular performance tests, including plant performance tests, regular testing, cooling tower performance tests, exhaust gas temperature monitoring, dirty air flow testing on pulverizers, and online heat rate monitoring via PI Vision. In addition, the use of ultrasonic detectors to mitigate leakage in steam drain valves and steam traps formed part of a data-driven preventive and predictive approach.

Overall, the performance of Unit 1 power plant in 2024 reflects the successful integration of planned maintenance strategies, strengthened technical competencies, and the application of high-efficiency technologies to ensure a stable and sustainable electricity supply to the Java, Madura, and Bali grid.

Unit 2 Power Plant Performance Achievements

In 2024, Unit 2 power plant marked a significant milestone as part of its strategic contribution to national energy security. Following its official commercial operation on May 25, 2023, Unit 2 power plant, equipped with USC technology, demonstrated optimal operational performance during the warranty period.

The USC technology enables Unit 2 power plant to operate with a higher generation efficiency, reaching 37-38%, compared to conventional coal-fired power plants, which typically operate at around 35%. This improvement is made possible by applying significantly higher combustion temperatures and pressures, reaching up to 610°C, resulting in lower coal consumption per unit of electricity produced. This high thermal efficiency serves as a key advantage of Unit 2 power plant in delivering a more energy-efficient and environmentally friendly power supply.

During the warranty period, full-scale technical modifications could not yet be implemented. However, Unit 2 power plant initiated internal studies to optimize internal power consumption (house load), including the evaluation of high-capacity pump operations. These studies are planned to continue after the warranty period concludes, in line with the planned adoption of ISO 50001 – Energy Management System, as previously implemented in Unit 1 power plant. With the application of high-efficiency technology, attentions to environmental conservation, and continuous performance improvement efforts, Unit 2 power plant serves as a concrete example of how a coal-based power plant can contribute to supporting national energy security.

To maintain the reliability of its electricity supply, the Company consistently ensures the sustainability of the national electricity system as part of its responsibility. In accordance with PLN regulations, which require each power plant to ensure continuous supply for 30 consecutive days, Cirebon Power successfully meet this standard by maintaining uninterrupted electricity production to the entire Java-Bali grid. [EU3, EU12]

To ensure long-term operational sustainability and energy efficiency, Cirebon Power continues to enhance the use of advanced technologies in power plant management. Throughout 2024, the Company's energy efficiency strategy focused on controlling the heat rate, optimizing the maintenance of critical equipment, and implementing data-driven digital monitoring systems to support faster and more accurate decision-making.

In 2024, Cirebon Power Unit 1 power plant successfully supplied 80.08% of electricity, marking an increase compared to 80% in 2023. This achievement was supported by Unit 1's efficiency rate of 36.01%, as measured through performance testing.

As part of contribution to meeting national energy demands, Cirebon Power continues to ensure the reliability of its electricity supply to the Java, Madura, and Bali grid. In 2024, the electricity sold from Unit 1 power plant consistently increased compared to the previous two years, reflecting the effectiveness of sustained maintenance strategies and operational efficiency improvements. Meanwhile, Unit 2 power plant, which commenced commercial operations in May 2023, began making a significant contribution to the total electricity sold during the reporting year. The following table presents the electricity sales volume from each unit over the past three years:

Electricity Sold (in MWh)

2024		2023		2022	
Unit 1	Unit 2	Unit 1	Unit 2	Unit 1	Unit 2
4,145,842	5,785,143	3,885,859	2,944,509	3,703,756	N/A

N/A: Not yet in operation














04

ENVIRONMENTAL PERFORMANCE

The Company's operations are guided by sustainability principles, with environmental management as a core element of its business processes. This key focus is implemented through various policies and programs, including the adoption of environmentally friendly technologies to manage emissions and energy efficiently, responsible waste management practices, and the preservation of biodiversity in areas surrounding its operations. Through this approach, Cirebon Power strives to minimize its environmental impact and foster harmony between its business activities and ecosystem conservation, in support of a more sustainable future for generations to come.

Environmental Compliance for Sustainable Operations

Environmental compliance principles are implemented as a concrete effort to achieve sustainable environmental management. This is achieved through full adherence to all environmental obligations, strictly aligned with applicable national and international regulations. Through this implementation, Cirebon Power not only ensures compliance with established standards but also contributes to the achievement of sustainable development goals by ensuring its operations are environmentally responsible and focused on ecosystem preservation. [GRI 3-3]

In 2024, Cirebon Power sets a strategic target to achieve total compliance with all applicable environmental permits and obligations, including the integration of Technical Approval documents into the Environmental Approval, in line with the latest regulations issued by the Ministry of Environment and Forestry (KLHK). This step is part of the Company's long-term strategy to strengthen environmental management in a systematic and integrated manner.

Cirebon Power strives to comply with all environmental regulations by continuously improving its performance in fulfilling environmental documentation requirements, periodic reporting, as well as waste and emission management. This effort is also accompanied by enhanced operational efficiency to support improved environmental management.

Sustainable environmental management is implemented through the establishment of a total compliance target with all environmental permits and obligations, including the integration of Technical Approval documents into the Environmental Approval, in accordance with regulations issued by the Ministry of Environment and Forestry. In addition to complying with national regulations, Cirebon Power also refers to international standards through the Environmental and Social Impact Assessment (ESIA) framework of the International Finance Corporation (IFC), which provides a more comprehensive approach to environmental management and social risk monitoring.

As part of its efforts to ensure that operational activities comply with applicable regulations, Cirebon Power refers to two key guidelines for environmental compliance, namely:

Environmental Management Plan and Environmental Monitoring Plan (RKL-RPL)

RKL-RPL is a document prepared in accordance with Indonesian environmental regulations. This document outlines mitigation measures designed to prevent, control, and minimize environmental impacts resulting from the Company's operational activities. RKL-RPL also includes an environmental monitoring plan aimed at ensuring that the implemented mitigation measures are effective and aligned with applicable standards.

Environmental and Social Impact Assessment (ESIA)

In addition to adhering to national regulations, Cirebon Power also aligns with international standards set by the International Finance Corporation (IFC) through the Environmental and Social Impact Assessment (ESIA). Similar in function to the RKL-RPL, the ESIA covers environmental management and monitoring aspects but adopts a more comprehensive approach in line with international best practices. ESIA provides broader guidance on impact mitigation, including the management of potential social risks associated with operational activities.

Cirebon Power also affirms that the Environmental Risk Assessment (ERA) approach was carried out at an early stage through the preparation of the Environmental Impact Assessment (AMDAL). At this stage, potential environmental impacts were identified, followed by the formulation of mitigation and monitoring plans, which were consolidated into the RKL-RPL. As a result, the Company does not conduct a separate ERA, as it is already integrated within procedures adopted from both national and international standards.

To strengthen environmental governance, the Company continues to ensure the implementation of the RKL-RPL in order to maintain environmental quality and comply with applicable legal requirements. In addition, the adoption of IFC standards reflects the Company's commitment to aligning with global best practices in pursuit of responsible and sustainable operations.

Environmental Management Strategy

Environmental compliance is carried out through the implementation of various strategies to ensure that all environmental management and protection obligations are fulfilled in accordance with applicable laws and regulations. These strategies include meeting the requirements set out in the Environmental Protection and Management Permit (PPLH) and the AMDAL document, collaborating with certified independent laboratories, and engaging qualified vendors for environmental monitoring and management.

The Company does emission monitoring by operating a Continuous Emission Monitoring System (CEMS) that is directly integrated with the SISPEK-KLHK application managed by the Ministry of Environment and Forestry. In addition, regular reporting is conducted through the SIMPEL-KLHK platform and submitted to other relevant authorities to ensure transparency and accountability in environmental management. [GRI 3-3]

To strengthen this strategy, Cirebon Power also adopted a data-driven approach by developing an integrated digital system for environmental data collection and monitoring. This system covers all aspects of operational activities, including energy consumption, material usage, waste management, water utilization, and biodiversity conservation around its operational area. All data is rigorously validated using the Objective, Target, Program (OTP) method within the Company's environmental management system, which complies with ISO 14001:2015 – Environmental Management System standards. This approach not only enhances data reliability but also strengthens the foundation for sustainability-driven decision-making.

Operational Emissions Management

In supporting climate change mitigation and preserving air quality, Cirebon Power actively implements a range of strategic measures to manage emissions generated from its power plant operations. In its implementation, the Company integrates technological approaches, regulatory compliance, and active participation in national programs to ensure that the environmental impacts are effectively minimized.

This effort also supports the achievement of SDG Goal 3 (Good Health and Well-being), Goal 12 (Responsible Consumption and Production), and Goal 13 (Climate Action) through initiatives to maintain air quality, ensure efficient and environmentally friendly operations, and reduce greenhouse gas emissions.

Environmental management is carried out through the adoption of modern technology to monitor and control air emissions resulting from power plant operations. One of the key initiatives is the implementation of CEMS integrated with the SISPEK-KLHK system. This system enables real-time monitoring of emissions such as CO_2, SO_x, NO_x, Hg, and particulate matter, and ensures that emission data is automatically transmitted to the Ministry of Environment and Forestry every hour through a machine-to-machine (M2M) mechanism. The collected data is processed into reports presented in the form of trend graphs, regulatory compliance tables, and data-driven evaluations. [GRI 3-3]

GHG emissions are calculated with reference to the guidelines of the Application for Emission Calculation and Reporting in the Power Sector (APPLE-GATRIK), applying Method 3 for CO_2 emissions and Method 1 for CH_4 and N_2O. In calculating CH_4 and N_2O emissions, the Company refers to default values provided by the IPCC methodology. The entire calculation process has been verified by the government through the APPLE-GATRIK web-based platform, which serves as the official reporting tool for GHG emissions from power generation units to the Directorate General of Electricity, Ministry of Energy and Mineral Resources (ESDM). [GRI 305-1]

The following presents the total emissions and emission intensity data generated by Unit 1 and Unit 2 power plants: [GRI 305-1, 305-4, 305-6, 305-7]

Total Conventional Gas Emissions

Description	Unit	2024		2023	2022
		Unit 1	Unit 2		
Sulfur Dioxide (SO_2)	ton	2,536	9,937	2,633	2,728
Nitrogen Oxides (NO_x)	ton	3,222	2,667	3,188	3,107
Particulate Matter (PM)	ton	300	84	257	153

Total Greenhouse Gas (GHG) Emissions

Description	Unit	2024		2023	2022
		Unit 1	Unit 2		
N_2O	ton	59.49	78.45	56.31	53.90
CH_4	ton	39.74	54.47	37.57	36.08
CO_2	ton	4,046,909.67	5,350,822.98	3,780,516.22	3,617,796.62
GHG Emissions	ton CO_2eq	4,066,186.11	5,376,244.35	3,798,761.29	3,635,263.30

Total Emission Intensity

Emission Intensity	Unit	2024		2023	2022
		Unit 1	Unit 2		
	ton CO_2eq/ MWh	0.98	0.93	0.98	0.98

Cirebon Power expresses its support for the government's policy on establishing carbon trading in the power generation subsector as part of the national effort to reduce GHG emissions. The Company has obtained the Technical Approval for Emission Cap for Business Entities (PTBAE-PU) and recorded an emission surplus, indicating that actual emissions remained below the regulated threshold. Supported by environmentally friendly technologies, Cirebon Power is committed to maintaining optimal emissions performance. This initiative aligns with the regulations issued by the Ministry of Energy and Mineral Resources (ESDM), as well as reinforces the role of the carbon market as an incentive mechanism for businesses to sustainably reduce emissions

Strategic Efforts in Emission Control

To maintain air quality and ensure compliance with environmental regulations, the Company implements a series of integrated, technology-based emission monitoring and control systems. These systems not only support real-time emission monitoring but also reflect a preventive approach to mitigating the environmental impacts of power plant operations.

The various technologies and infrastructures employed are designed to meet both national standards and international best practices. Details of the emission and air quality management systems implemented by Unit 1 and Unit 2 power plant are outlined in the following section. [GRI 3-3]

Integrated Continuous Emission Monitoring System (SISPEK-KLHK)

Cirebon Power has integrated the SISPEK-KLHK system with CEMS testing to enable 24-hour real-time emission monitoring by the Ministry of Environment and Forestry (KLHK). The monitoring process utilizes advanced emission analyzers covering parameters such as SO_x, NO_x, PM, Hg, and CO_2. Throughout 2024, Cirebon Power successfully maintained CEMS testing results in accordance with the standards set by the regulator.

Air Quality Monitoring System

The Company operates an Air Quality Monitoring System (AQMS) through a dedicated Air Quality Monitoring Station that runs 24 hours a day to ensure continuous ambient air quality monitoring. To maintain data accuracy, the system is regularly calibrated and reviewed by certified laboratories. These reviews are conducted every six months and include sample collection and manual measurements at multiple points within and around the power plant area.

Dust Control System in Coal Storage Area

To control the dispersion of coal dust, Cirebon Power implements a high-pressure water spraying system in the coal storage area. This method is intended to moisten the coal surface, particularly during loading and unloading activities in the dry season or under strong wind conditions. In addition, the Company operates dust vacuum and sweeping trucks to clean up coal dust spills along the jetty and surrounding storage areas.

Wind Barrier in Coal Storage Area

Cirebon Power has installed a 13-meter-high wind barrier as a mitigation measure to prevent the spread of coal dust into the surrounding environment. This effort is further supported by the planting of seven layers of Acacia mangium trees, which are regularly rejuvenated to maintain and enhance their effectiveness as a natural windbreak.

Chimney

To comply with the Good International Industry Practice (GIIP) standards established by the International Finance Corporation (IFC), Cirebon Power constructed a 215-meter-high chimney. This initiative also serves as a strategic measure to ensure compliance with the threshold for ground-level concentration of exhaust gases (Highest Ground Level Concentration / HGLC).

Electrostatic Precipitator

An electrostatic precipitator is a key device used to filter large particles and capture fly ash from exhaust gases, achieving a removal efficiency of up to 99.8%. Through the use of this technology, Cirebon Power successfully reduced particulate emissions from its power plant to 25 mg/Nm³, significantly below the government's maximum threshold of 100 mg/Nm³ with a 10% tolerance. To maintain optimal performance, Cirebon Power routinely monitors and evaluates emission parameters at the chimney.

Various initiatives have been implemented to support emission reduction efforts. The Unit 1 power plant successfully reduced emissions by 95,451.07 tons of CO_2eq, with the details as follows: [GRI 305-5]

Emission Reduction Efforts

Initiatives	CO_2eq	2024	2023	2022
Use of bicycles as operational vehicles	ton CO_2eq	20.24	20.24	20.24
Optimization of the cooling tower	ton CO_2eq	4,339.69	4,702.54	4,178.81
Optimization of Cooling Water Pump (CWP) usage	ton CO_2eq	16,226.34	17,583.04	15,624.79
Optimization of ESP operations	ton CO_2eq	6,944.28	7,615.96	6,767.82
Use of baby cooling pump during forced outages and major overhauls (MOH)	ton CO_2eq	1,634.21	438.26	1,969.33
Modification of submerged flight conveyor crusher	ton CO_2eq	57.95	62.80	55.80
Replacement of fluorescent lamps with LEDs	ton CO_2eq	169.58	169.12	51.51
Timers on cooling systems	ton CO_2eq	388.54	388.54	388.54
Replacement of exit signs with photoluminescent signage	ton CO_2eq	03.09	3.35	2.98
Replacement of conventional streetlights with solar-powered lights	ton CO_2eq	7.53	7.49	7.51
Replacement of Minimum Flow Control Valve (CV) on BFPT#A to reduce heat loss	ton CO_2eq	42,231.55	-	-
Replacement of LP Heater #1A to reduce heat loss	ton CO_2eq	23,428.07	-	-
Total	**ton CO_2eq**	**95,451.07**	**30,991.34**	**29,067,33**

To support emission reduction efforts and advance sustainable mobility, Cirebon Power is implementing a range of initiatives across its operations. One of these is the Gowes on Site program, which encourages employees to use bicycles for their daily activities within the workplace. This initiative not only contributes to lowering the company's carbon footprint but also promotes a culture of health and well-being in the workplace.

This initiative is further supported by the use of electric vehicles, such as buggy cars and electric motorcycles, to assist the operations of the security team. The adoption of electric vehicles represents a tangible step toward reducing dependence on fossil fuels. In addition, energy efficiency is promoted through the installation of solar-powered street lighting along security patrol routes. This use of renewable energy ensures reliable and environmentally friendly lighting.

Cirebon Power routinely monitors and evaluates emissions from its power plant activities to ensure compliance with environmental quality standards set by the government. Evaluation results show that key emission parameters, such as sulfur dioxide (SO_2), nitrogen oxides (NO_x), and particulate matter, remain well below the permissible thresholds. This achievement reflects the effective implementation of advanced emission control technologies, including the use of Low-NO_x Burners, environmentally friendly combustion systems, and Electrostatic Precipitators. All emission monitoring systems are also fully integrated with CEMS and directly connected to the SISPEK-KLHK platform, enabling real-time emission monitoring.

Energy Management

Energy consumption is managed efficiently and responsibly as part of the initiative to support reliable and sustainable power plant operations. Energy management is carried out through regular monitoring of energy sources used, including coal, fuel oil, and biofuel (Fatty Acid Methyl Ester/FAME). The use of fossil energy remains the primary source in the power generation process, yet various efficiency measures are continuously pursued to reduce environmental impact and enhance energy performance. [GRI 3-3, 302-1]

This effort supports the achievement of SDG Goal 7 (Affordable and Clean Energy) through the optimization of more efficient energy use, Goal 12 (Responsible Consumption and Production) by ensuring the wise use of resources, and Goal 13 (Climate Action) through the reduction of emissions and environmental impacts from power plant operations.

Energy Consumption

Energy Source	Unit	2024		2023	2022
		Unit 1	Unit 2		
Coal	GJ	39,651,222	52,276,405	37,542,630	35,915,129
Fuel	GJ	23,002	47,543	7,006	41,026
Biofuel (FAME)	GJ	8,190	16,928	2,494	11,626
Total	**GJ**	**39,682,414**	**52,340,876**	**37,552,130**	**35,967,782**

Cirebon Power ensures transparency and accuracy in its energy performance reporting through a data-driven approach aligned with government regulations. Energy efficiency calculations are carried out using the Electricity Emissions Calculation and Reporting Application (APPLE-GATRIK) developed by the Ministry of Energy and Mineral Resources, with the results presented in the following table: [GRI 302-4, 302-5]

Energy Efficiency (in GJ)

2024	2023	2022
350.56	113.77	106.70

Note: Total energy efficiency comes from Unit 1.

Energy Intensity (in GJ/MWh) [GRI 302-3]

2024		2023	2022
Unit 1	Unit 2		
9.57	9.05	9.66	9.71

To promote operational efficiency and reduce energy consumption, the Company actively employs a range of strategic initiatives focused on optimizing energy use across all generating units. These programs are designed not only to enhance operational performance but also to support emission reduction efforts and the conservation of energy resources. Details of the energy efficiency programs implemented by Unit 1 power plant over the past three years are presented in the following table:
[GRI 302-4, 302-5]

Energy Efficiency Program	Unit	2024	2023	2022
Optimization of the cooling tower	GJ	15,941.74	17,274.64	15,350.74
Optimization of Cooling Water Pump (CWP) usage	GJ	59,606.95	64,590.75	57,397.18
Optimization of ESP operations	GJ	25,509.60	27,976.99	24,861.38
Use of baby cooling pump during forced outages and major overhauls (MOH)	GJ	6,003.24	1,609.94	7,234.26
Modification of submerged flight conveyor crusher	GJ	212.88	30.68	204.99
Replacement of fluorescent lamps with LEDs	GJ	622.96	621.26	189.22
Timers on cooling systems	GJ	1,427.28	1,427.28	1,427.28
Replacement of exit signs with photoluminescent signage	GJ	11.35	12.30	10.93
Replacement of conventional streetlights with solar-powered lights	GJ	27.67	27.52	27.59
Replacement of Minimum Flow Control Valve (CV) on BFPT#A to reduce heat loss	GJ	155,136.32	-	-
Replacement of LP Heater #1A to reduce heat loss	GJ	86,062.28	-	-
Total	**GJ**	**350,562.26**	**113,771.36**	**106,703.58**

Cirebon Power conducts programs aligned with its sustainable operational strategy, including routine performance testing. This program aims to enable early detection of potential equipment deterioration, allowing for faster and more targeted predictive maintenance. The routine performance testing covers the following areas: [GRI 302-4, 302-5]

- Unit performance testing and cooling tower performance testing
- Monitoring of furnace exit temperature and slagging potential
- Pulverizer dirty air flow testing
- Online monitoring of heat rate using PI Vision software
- Leak mitigation on drain valves and steam traps using ultrasonic leak detectors

Water Resource Management

The Company views water as a vital resource integral to the operations of power generation and supporting facilities. All water requirements for Cirebon Power's operations, both in power plant units and supporting facilities, are sourced from designated suppliers in compliance with applicable regulations. The Company has initiated to avoid the use of groundwater in its business processes and instead uses freshwater obtained through seawater desalination. This approach is part of the Company's efforts to conserve groundwater resources and promote sustainable water management. [GRI 3-3, 303-1, 303-3]

Seawater is drawn from the nearest point in the Java Sea, which has been officially licensed by the regulator. The location has been confirmed to lie outside areas classified as water-stressed, ensuring that the activity does not disrupt the balance of the local ecosystem. To ensure data accuracy and regulatory compliance, the volume of seawater intake is routinely monitored using flow meters, as part of the Company's internal monitoring system integrated with its environmental management policy. [GRI 303-3]

This initiative supports the achievement of SDG Goal 6 (Clean Water and Sanitation) by protecting groundwater resources to ensure their availability for community needs, and SDG Goal 12 (Responsible Consumption and Production) through the wise management of water resources and the use of purification technologies to promote more responsible operations.

Water Withdrawal and Water Discharge [GRI 303-3, 303-4, 303-5]

Description	Unit	2024	2023	2022
Sea Water Intake	m³	1,279,840	1,309,838	1,355,369
Demineralized Water Consumption	m³	127,433	122,032	125,997
Service Water Consumption	m³	200,605	174,738	164,669
Potable Water Consumption	m³	14,976	19,242	19,514
Wastewater Discharge	m³	1,286,070	1,312,586	1,312,586

Note: The water withdrawal and discharge data refer to Unit 1 Power Plant.

Water resource conservation is demonstrated by its efficient management system to treat wastewater before it is either recycled or discharged back into the sea. This system is specifically designed to prevent the discharge of effluent that could negatively impact the surrounding environment. Through this approach, the Company not only ensures compliance with applicable regulations but also guarantees that the quality of discharged wastewater remains within the standards set by the government. This initiative is part of Cirebon Power's ongoing efforts to protect the environment and preserve marine ecosystems. [GRI 303-2]

In 2024, Cirebon Power consistently implemented various programs designed to reduce the environmental impact of wastewater, including: [GRI 303-1, 303-2]

Water Quality Monitoring and Management

Water quality monitoring around the operational area is conducted every six months. This activity carried out in collaboration with verified third parties holding official licenses, ensuring that testing is performed in accordance with established standards. In 2024, testing was conducted on several types of water bodies, including:

Seawater

Test results confirmed that seawater quality met the quality standards set by the Ministry of Environment and Forestry (KLHK) and complied with the provisions stated in the Technical Approval for Wastewater Discharge into the Sea issued by KLHK.

Groundwater

Groundwater quality complied with the thresholds outlined in Ministry of Health Regulation No. 32 of 2017, which governs quality standards for hygiene and sanitation purposes.

Monitoring Wells

Monitoring wells are used to assess groundwater quality both before and after use in operational processes, ensuring no environmental contamination occurs.

Waste Reduction and Water System Efficiency Initiative

To reduce chemical consumption and packaging waste, Cirebon Power initiated a conversion from the All-Volatile Treatment (AVT) method to Oxygenated Treatment (OT) in its water purification system. OT creates a dual protective layer against corrosion, effectively replacing the function of AVT. This initiative successfully reduced ammonia usage by 60% and decreased ammonia packaging waste by 850 kg.

Water Infrastructure Management and Pollution Prevention

The use of high-density polyethylene (HDPE) waterproof membranes prevents the infiltration of coal- or ash-contaminated water into the soil. These membranes line critical areas such as coal storage facilities, discharge ponds, and ash disposal sites, as part of waste management practices in accordance with environmental standards.

Flood Risk and Water Quality Mitigation

To anticipate flood risks, Cirebon Power established an early warning system in the upstream and downstream areas of the Kanci River, equipped with sensors and automated sirens. Training programs are also provided to surrounding communities to enhance emergency preparedness. In addition, an interceptor system is implemented to filter contaminated rainwater before it is discharged into the sea, ensuring that the outflow meets environmental standards.

Optimization of the Mix Bed Polisher (MBP) System

Cirebon Power also enhanced the performance of its Mix Bed Polisher (MBP), an ion exchange system used to produce high-quality demineralized water. This water serves as a critical medium in the energy transfer process from combustion to power generation. The initiative supports operational efficiency while reinforcing sustainable water management practices.

Rainwater Utilization at the Temporary Ash Yard for Coal Yard Dust Suppression

As part of its water resource management and dust emission control efforts, Cirebon Power uses rainwater collected in the Temporary Ash Yard to support coal yard dust suppression activities. The Temporary Ash Yard is currently not used for coal ash storage, allowing rainwater collected in the area to be utilized for coal spraying, particularly during extended dry seasons. This initiative aims to reduce reliance on raw water sources and enhance water use efficiency in operations. By using rainwater, the Company seeks to minimize environmental impact and promote sustainable practices in coal storage area management.

The Company has taken the initiative to preserve the quality of the marine environment through regular monitoring and management of seawater quality. Seawater monitoring is conducted at intake and discharge points of the cooling system, with parameters such as temperature, salinity, and heavy metals tested. The 2024 evaluation results showed that seawater quality remained within safe limits and was not significantly affected by power plant operations, supported by the use of a cooling tower system that maintains stable discharge temperatures.

Wastewater Management

To ensure that wastewater discharge does not negatively impact local flora and fauna habitats, Cirebon Power is committed to managing wastewater effectively and responsibly. This commitment is realized through the implementation of an integrated wastewater management system based on sustainability principles and in full compliance with applicable laws and regulations. The Company has established specific policies and procedures for wastewater management as part of its commitment to environmental protection and regulatory compliance. These policies are designed to ensure that every stage of the wastewater treatment process is carried out systematically and in accordance with established standards.

This practice contributes to the achievement of SDG Goal 3 (Good Health and Well-being) by helping to minimize the risk of exposure to hazardous waste for both employees and surrounding communities. Waste management also supports SDG Goal 6 (Clean Water and Sanitation) through efforts to prevent water source contamination, as well as SDG Goal 12 (Responsible Consumption and Production) by ensuring that waste is handled safely and in accordance with applicable standards.

To support its performance, Cirebon Power appoints personnel with relevant expertise and provides targeted training to ensure the quality of wastewater management is maintained. In addition, regular monitoring and evaluation are carried out to assess the effectiveness of procedures and identify areas for improvement. This approach enables the Company to proactively prevent pollution, maintain wastewater quality, and ensure that all waste management processes are conducted in accordance with established environmental standards. [GRI 3-3]

The Company ensures that all liquid waste discharged into water bodies meets the environmental quality standards set by government regulations and applicable discharge permits. Monitoring is carried out by sampling at each discharge point of the treatment system after the waste removal process, including prior to release into the environment. Testing is conducted both internally and through accredited external laboratories to ensure the accuracy and reliability of wastewater quality results. [GRI 303-2]

To prevent pollution and ensure optimal wastewater management, Cirebon Power has a range of strategic programs based on the characteristics of each wastewater source. Routine monitoring is carried out on wastewater quality from operational processes, boilers, and maintenance activities, with the Wastewater Treatment Plant (WWTP) serving as the primary treatment facility. The Operation and Maintenance (O&M) team ensures that the volume and content of wastewater comply with quality standards, even though not all liquid waste requires intensive treatment, particularly wastewater that is uncontaminated by ash and collected in the ash pond.

The following are the wastewater quality test results from the WWTP conducted throughout 2024, indicating that all parameters remained below the regulatory threshold limits:

Wastewater Quality Test Results

Water Quality Indicators	Unit	Quality Standards	2024		2023	2022
			Unit 1	Unit 2		
pH	-	6-9	8.4	7.07	7.26	8.83
TSS	Mg/L	200	2	6	2	3
Oil and Grease	Mg/L	10	<1.4	<0.966	<1.4	<1.4
Chromium	Mg/L	0,5	<0.003	<0.001	4	<0.003
Copper	Mg/L	2	<0.011	2	<0.011	<0.011
Iron	Mg/L	5	75	36	173	<0.017
Zinc	Mg/L	5	<0.007	78	24	<0.007
Phosphate	Mg/L	10	0.03	-	<0.01	0.17

In addition, the Company manages leachate from ash ponds and coal storage areas through a dedicated leachate treatment facility located at the ash pond. This facility is designed to collect rainwater and settle fine coal particles using a settling pond system. Wastewater management efforts are also supported by the use of a cooling tower, which ensures that the temperature of water discharged back into the sea does not exceed a 2°C increase from its original temperature, in accordance with KLHK regulations, to help preserve marine ecosystem balance.

Cirebon Power also operates a coal run-off sedimentation pond to treat leachate from coal stockpiles and other pollutants before the water is directed to the Wastewater Treatment Plant (WWTP). Water quality testing at this facility is routinely conducted by certified third parties. In addition, the Company regularly cleans the sludge clarifier and sludge thickener to prevent sediment buildup and maintain optimal system performance. As part of its sludge reduction strategy, Cirebon Power plans to transfer sludge to a filter press to reduce moisture content before handing it over to third parties. The Company is also exploring potential collaboration with the cement industry to use the sludge as Alternative Fuel and Raw Material (AFR).

In addition, water management is further enhanced through the removal of Pore Control Fiber (PCF) in the WWTP. This technology functions as a preliminary filter to reduce suspended solids from seawater before it enters the dual media filter (DMF) and polishing sand filter (PSF). As a result, the volume of backwash wastewater can be reduced without compromising discharge quality, particularly in terms of total suspended solids (TSS), while also contributing to cost savings on filters.

Wastewater at Cirebon Power is managed through a WWTP designed to ensure that all discharged water complies with environmental quality standards before being released into water bodies. Testing is conducted regularly by both internal teams and accredited external laboratories, focusing on key parameters such as BOD, COD, TSS, and pH. Evaluation results indicate that all parameters fall within the permissible limits set by regulations. Additionally, discharge volumes are monitored using flow meters to ensure efficient management and compliance with environmental permits.

Hazardous and Non-Hazardous Waste Management

Cirebon Power consistently manages both hazardous and non-hazardous waste by prioritizing precautionary principles, regulatory compliance, and environmental protection. Waste management is carried out through an integrated approach, covering segregation, secure storage, and transfer to licensed third-party service providers in accordance with applicable regulations. [GRI 3-3]

Hazardous Waste

Efforts to maintain environmental sustainability by prioritizing compliance with applicable laws and regulations, particularly in the management of hazardous and toxic (B3) waste. This is reflected in the Company's policy to neither export nor import B3 waste, and to ensure that all B3 waste is managed by third-party service providers officially licensed by the government. Throughout the reporting period, there were no incidents related to B3 waste management, reflecting the Company's ongoing efforts to uphold environmental safety and sustainability. [GRI 306-1, 306-2, 306-3]

The types of hazardous waste generated by the Company include expired chemicals, Seawater Reverse Osmosis (SWRO) membranes, filtration media from the water treatment plant (WTP), used batteries and accumulators, containers such as used drums and IBCs, sludge from the wastewater treatment plant (WWTP), sludge from filter press ash ponds, used oil, used resin, filters, rags, fine glass fibers, paint cans, chemical residues, used lamps, electronic waste, and other materials.

The following table presents the total weight of hazardous waste managed during the reporting period, categorized by disposal method. [GRI 306-3, 306-5]

Total Hazardous Waste

Disposal Method	Unit	Year				
		2024		2023		2022
		Unit 1	Unit 2	Unit 1	Unit 2	
Regular Hazardous Waste Generation	ton	256	553.8	467.43	494.66	58.89
Managed by Licensed Waste Management Providers	ton	256	553.8	467.43	494.66	58.89
Waste Oil Generated	drum	209	24	52	-	188
Oil Reused	drum	209	24	52	-	188
Gypsum Waste Generated	ton	-	6.003	-	2.035	-
Gypsum Reused	ton	-	6.003	-	2.035	-

Hazardous Waste Management System

Hazardous waste generated from operational activities carries the potential for significant environmental impact if not properly managed. Acknowledging this risk, Cirebon Power is strives to manage hazardous waste in accordance with high standards through strategic measures that prioritize safety and strict regulatory compliance. [GRI 306-2]

Cirebon Power implements an integrated hazardous waste management system through the following measures:

- **Storage of hazardous waste in licensed Temporary Storage Facilities (TPS).**
- **Implementation of emergency response procedures for spills or leaks of hazardous waste and exposure risks.**
- **Management by certified personnel, including both the Responsible Officer and the Hazardous Waste Management Operator.**
- **Placement of labels and hazardous waste identification symbols on storage containers.**
- **Quarterly reporting of hazardous waste management activities to the government, relevant ministries, and environmental agencies.**

Hazardous Waste Management Facilities and Strategic Initiatives:

1. **Temporary Ash Pond**
   A temporary ash containment pond used only under emergency conditions, such as when silo capacity is exceeded or when ash transport to the cement plant is disrupted, for example during the Eid al-Fitr holiday period. The facility is equipped with upstream and downstream monitoring systems, as well as a sump well.

2. **Temporary Hazardous Waste Storage Warehouse3**
   Prior to being transferred to certified waste management providers, hazardous waste is stored in a dedicated warehouse that meets safety standards. The types of waste stored include used oil, lamps, cartridges, resin, batteries, and chemicals. The storage is carried out to mitigate risks to both the environment and human health.

3. **Secondary Chemical Containment**
   This facility is designed as a backup containment for hazardous chemicals, with a capacity equivalent to 110% of the secondary concrete containment. Throughout 2024, all hazardous chemical waste from this facility was managed and reused by the cement industry as an alternative raw material.

4. **Utilization of Gypsum from Flue Gas Desulfurization (FGD)**
   Through collaboration with cement plants, gypsum from the FGD of unit 2 power plant is used as an additional material in cement production. This initiative supports waste reduction and the application of circular economy principles by providing an alternative industrial raw material.

5. **Utilization of Used Oil Waste**
   Cirebon Power partners with third-party service providers to manage used oil through co-processing and re-refining into base oil. This approach is not only environmentally sound but also extends the lifecycle of the waste by converting it into reusable products.

Non-Hazardous Waste

Cirebon Power also places importance on the management of non-hazardous waste generated from its operational activities. This includes domestic waste, organic waste, as well as fly ash and bottom ash (FABA) that are not classified as hazardous waste. This waste is managed through various environmentally friendly methods, such as disposal at licensed landfills, composting, collection through waste banks, and the reuse of FABA for construction or infrastructure purposes. This approach not only aims to reduce the volume of waste sent to landfills but also enhances the utility value of waste as part of the Company's efforts to implement circular economy principles.
[GRI 306-1, 306-2]

The following table presents the total weight of non-hazardous waste managed during the reporting period, categorized by disposal method. [GRI 306-3, 306-5]

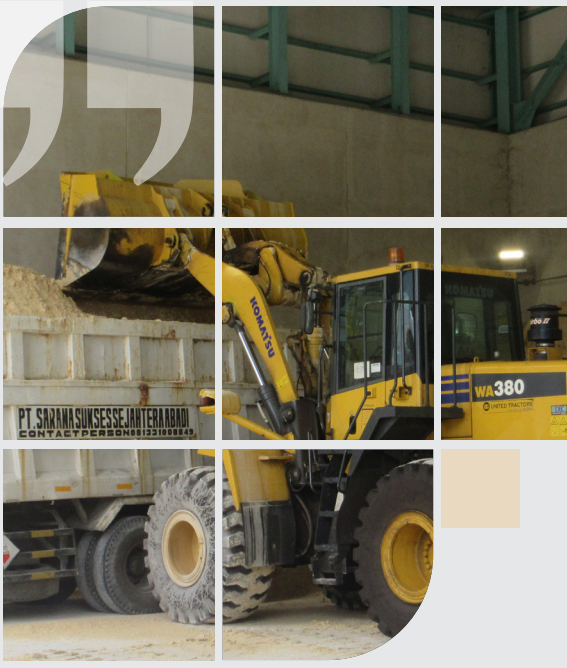
Total Non-Hazardous Waste

Disposal Method	Unit	Year			
		2024		2023	2022
		Unit 1	Unit 2		
Disposed to Landfill	ton	73	84	42	46
Composting	kg	214	0	238	315
Waste Bank	kg	0	0	186	360.5
FABA Utilization	ton	50,979	119,952	50,7	51,157

The Company actively utilizes non-hazardous waste generated from its operations for beneficial and sustainable purposes. This waste utilization not only helps reduce environmental impact but also creates economic value for surrounding communities. Several initiatives that have been carried out include:
[GRI 3-3]

- Compost production from acacia leaf waste
- Utilization of wood waste for community empowerment of wood craftsmen groups
- Noise dampening materials made from paper waste
- Livestock feed made from leaf waste

Cirebon Power established a long-term collaboration with cement plants to utilize FABA as a raw material in production processes. All FABA generated is immediately allocated for further use and not stockpiled on company premises. Bottom ash is managed using a submerged flight conveyor system that transfers it directly to dump trucks, while fly ash is stored in high-capacity silos as part of the Company's emergency mitigation strategy. From the 1,350-ton storage facility, the combustion ash is transported to cement plants. This collaboration not only strengthens the implementation of circular economy principles but also contributes to the ongoing reduction of waste and emissions.



Biodiversity in Cirebon Power Operational Area

Every operational activity, including those in the power generation sector, carries potential risks to the preservation of biodiversity in the surrounding environment, particularly if not managed responsibly. Recognizing this, the Company views biodiversity management as a vital component in maintaining ecosystem balance and supporting long-term sustainability. These conservation efforts not only contribute to environmental protection but also have both direct and indirect impacts on the continuity of the Company's operations as well as the quality of life of communities surrounding the power plant area.

This management effort also supports the achievement of SDG Goal 6 (Clean Water and Sanitation) through the protection of water catchment areas and efforts to preserve water source quality. In addition, various conservation initiatives align with SDG Goal 14 (Life Below Water) by supporting the preservation of coastal and marine ecosystems surrounding the operational areas, and SDG Goal 15 (Life on Land) through the protection of biodiversity and the natural habitats of terrestrial flora and fauna.

A long-term initiative to protect and preserve the environment as a natural habitat for various species of flora and fauna, supporting biodiversity around the operational area. One of the Company's key strategic efforts is the creation of a designated conservation area, formalized through a Memorandum of Understanding (MoU) with the government and local communities, to ensure area protection with the support of all relevant stakeholders. [GRI 3-3]

Management of the conservation program is the responsibility of the CSR Division, which plays an active role in developing various environmental preservation initiatives in collaboration with local communities. These programs include the replanting of local vegetation, maintenance of native plant species, and protection of endemic species with significant ecological value. Community involvement is a key component of this approach, carried out through educational activities, training programs, and collaborative actions designed to raise awareness and foster a sense of ownership over the surrounding environment. Through this approach, Cirebon Power not only preserves ecosystem balance but also builds a social foundation that supports long-term environmental sustainability. [GRI 3-3]

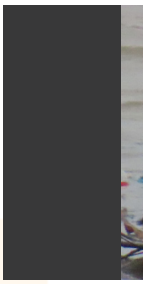
Environmental Conservation Initiatives

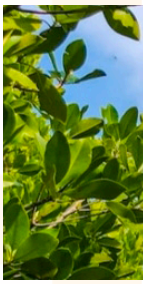
The following are various environmental conservation initiatives integrated with the Company's operations:

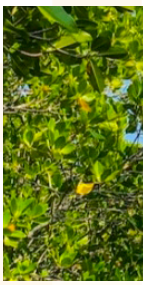
MATAHATI, Biodiversity Park (Taman Kehati), and Mangrove Restoration

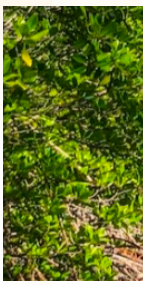
The Company developed an integrated conservation area known as MATAHATI (Mangrove, Coastal Area, and Biodiversity), which stretches from Mundu Village to Pengarengan Village. Initially established to support the livelihood of local fishermen, the area has evolved into a coastal ecosystem conservation center encompassing mangrove forests, habitats for various flora and fauna, and an environmentally friendly ecotourism destination. This ecosystem not only helps protect the coastline and filter pollutants but also contributes to improving the well-being of coastal communities. [GRI 304-1, 304-2, 304-3] [EU13]

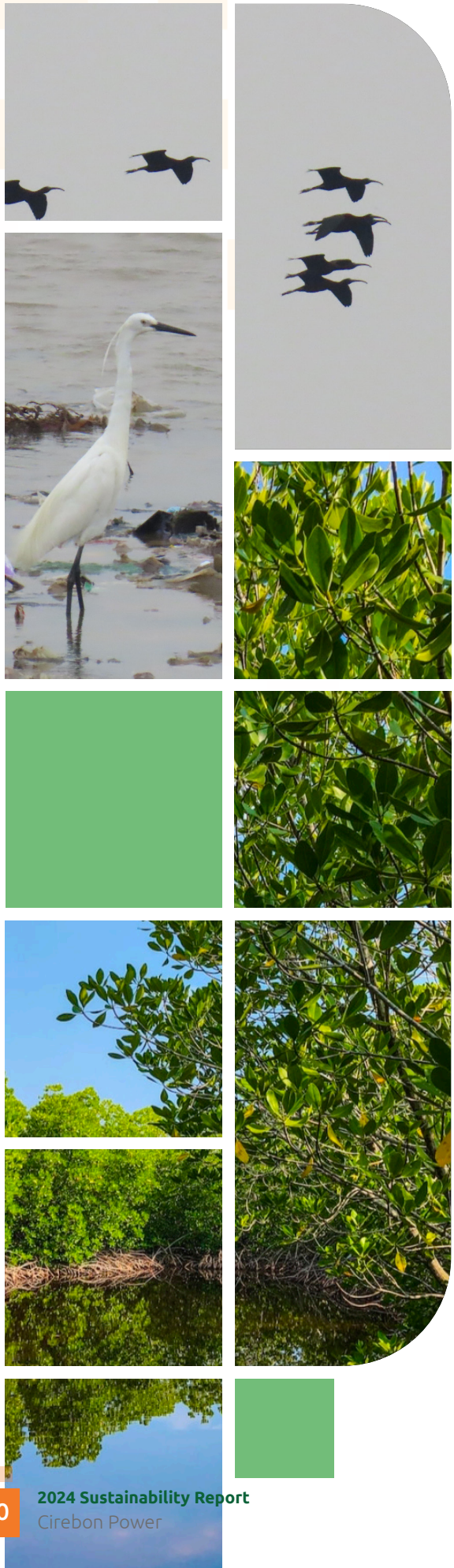
As part of conservation enhancement efforts, Cirebon Power also established a 21.48 km² Biodiversity Park within its operational area, which serves as a habitat for hundreds of species and more than 182,500 mangrove trees of various varieties. To ensure the long-term sustainability of this ecosystem, the Company's mangrove restoration program has engineered irrigation systems since 2021. This initiative has successfully rehabilitated mangrove areas affected by sedimentation, improved the productivity of mangrove crab habitats, and strengthened the livelihoods of local fishermen. [GRI 304-1, 304-2, 304-3] [EU13]











Involvement of Fostered Groups in Biodiversity Monitoring Activities

In developing mangrove ecotourism in Pengarengan, Cirebon Power collaborates with the Indonesian Eagle Conservation Foundation to enhance biodiversity awareness through a community-driven approach. While previous efforts focused on training field guides in identifying birds, trees, and mangroves, the approach has since shifted to direct community involvement in biodiversity monitoring activities. In this activity, the Penggerak Wisata Pengarengan (Pespa) group actively participates in field monitoring alongside expert researchers, contributing to the identification of bird and mangrove species, as well as understanding nesting areas and feeding grounds. This community engagement is expected to foster a collective sense of responsibility to protect surrounding vegetation and biodiversity, ensuring that ecotourism development remains aligned with natural habitat conservation efforts. [GRI 304-2] [EU13]

Mangrove Species Diversity

To support coastal ecosystem preservation and strengthen biodiversity, the Company is continuing its mangrove planting program within the designated conservation area. As of the reporting year, Cirebon Power has planted a total of 3,000 mangrove trees, comprising various species. This initiative not only expands green vegetation cover along the coastline but also contributes to carbon sequestration, aligning with the Company's broader climate change mitigation strategy.

The following presents the recorded data on the types of mangrove species planted and the estimated carbon stock generated from the mangrove planting activities: [GRI 304-4] [EU13]

The following presents the recorded data on the types of mangrove species planted and the estimated carbon stock generated from the mangrove planting activities: [GRI 304-4] [EU13]

Species Type	*Carbon Stock (MgC/ha)*
Rhizophora mucronata	135,361
Avicennia marina	48,093
Rhizophora mucronata *Avicennia marina*	160,069
Rhizophora mucronata *Sonneratia caseolaris*	82,931
Rhizophora mucronata *Avicennia alba*	157,825
Rhizophora mucronata *Nypa fruticans*	32,466
Avicennia marina *Avicennia alba*	65,104
Rhizophora mucronata *Avicennia marina* *Avicennia alba*	171,954
Rhizophora mucronata *Avicennia alba* *Nypa fruticans*	461,049

Source: Purwanto, R.H., et al. (2021). The environmental services of Pangarengan mangrove forest in Cirebon, Indonesia: conserving biodiversity and storing carbon. Biodiversitas, 22(12), 5609–5616. https://doi.org/10.13057/biodiv/d221246

Aquatic Biodiversity

In 2024, Cirebon Power conducted an aquatic biodiversity monitoring program in collaboration with third-party biodiversity researchers to verify and continue the monitoring the catch of local fishermen. The program involved 29 fishermen from Kancikulon Village and collected data on the types and quantities of aquatic species caught. Monitoring results from the June to November 2024 period indicated that white shrimp was the most frequently caught species, with a total recorded weight of approximately 4,162.3 kg.

Avifauna Diversity

As part of biodiversity conservation and managementefforts,CirebonPowerroutinely monitors the presence of fauna around its operational area, with a particular focus on bird species that serve as key indicators of ecosystem health. This monitoring is conducted to assess the potential impacts of operations on wildlife and to ensure that the surrounding environment remains conducive to the survival of various species.

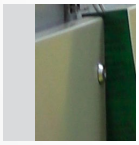
Recent monitoring results recorded the presence of 20 protected bird species in the area, reflecting the continued preservation of natural habitat quality near the power plant site. The following is a summary of selected bird species observed during the monitoring activities. [GRI 304-4] [EU13]

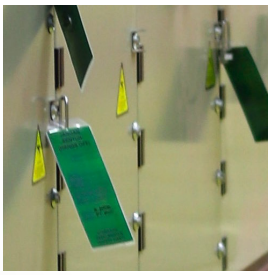
No	Species Name	English Name	Indonesian Name	2024 Avifauna Status		Unit 1	Unit 2
				National P. 106	IUCN		
1	*Acridotheres javanicus*	*Javan myna*	Kerak Kerbau	No	VU	5	0
2	*Anas gibberifrons*	*Sunda Teal*	Itik benjut	No	NT	0	2
3	*Ardea alba*	*Great White egret*	Cangak Besar	Yes	LC	22	22
4	*Centropus nigrorufus*	*Javan Coucal*	Bubut Jawa	Yes	VU	0	17
5	*Charadrius alexandrinus*	*Kentish plover*	Cerek tilil	Yes	LC	11	2
6	*Charadrius javanicus*	*Javan plover*	Cerek jawa	Yes	LC	2	18
7	*Chlidonias leucopterus*	*White-winged Tern*	Dara-laut sayap Putih	Yes	LC	0	0
8	*Crypsirina temia*	*Racquet-tailed Treepie*	Tangkar Centrong	Yes	LC	0	0
9	*Falco moluccensis*	*Spotted Kestrel*	Alap-alap Sapi	Yes	LC	0	0

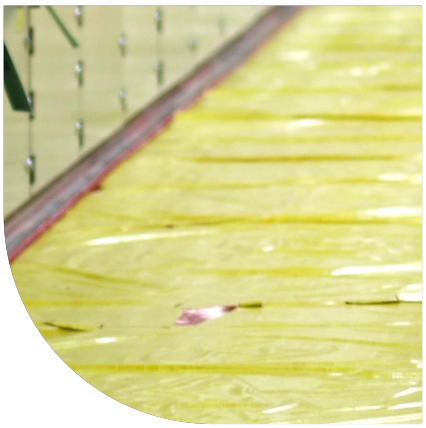
No	Species Name	English Name	Indonesian Name	2024 Avifauna Status		Unit 1	Unit 2
				National P. 106	IUCN		
10	*Gelochelidon nilotica*	*Common Gull-billed Tern*	Dara-laut Tiram	Yes	LC	0	0
11	*Himantopus himantopus*	*Pied stilt*	Gagang-bayam belang	Yes	LC	0	4
12	*Mycteria cinerea*	*Milky Stork*	Bangau bluwok	Yes	EN	8	4
13	*Numenius phaeopus*	*Whimbrel*	Gajahan Penggala	Yes	LC	0	0
14	*Numenius madagascariensis*	*Far Eastern Curlew*	Gajahan timur	Yes	EN	0	0
15	*Plegadis falcinellus*	*Glossy ibis*	Ibis Roko-roko	Yes	LC	70	53
16	*Rhipidura javanica*	*Sunda pied fantail*	Kipasan Belang	Yes	LC	10	20
17	*Sterna hirundo*	*Common Tern*	Dara-laut Biasa	Yes	LC	0	2
18	*Sternula albifrons*	*Little Tern*	Dara-laut Kecil	Yes	LC	0	0
19	*Tachybaptus novaehollandiae*	*Australasian Grebe*	Titihan Australia	Yes	LC	0	0
20	*Zosterops flavus*	*Javan White-eye*	Kacamata Jawa	Yes	EN	0	3

IUCN Status Descriptions:

- LC (Least Concern): Species with a low risk of extinction and a stable population in the wild.
- NT (Near Threatened): Species that are close to qualifying as threatened and may become endangered in the near future.
- VU (Vulnerable): Species facing a high risk of extinction in the wild.
- EN (Endangered): Species facing a very high risk of extinction in the wild in the near term.







05

SOCIAL PERFORMANCE

Human Resource (HR) Management

Human resource management is positioned as one of the key foundations in supporting sustainable operations. Employees are recognized not merely as corporate assets, but as strategic partners in advancing transformation toward a competitive and responsible energy future. Through inclusive policies, structured development programs, and a strong commitment to employee well-being and diversity, Cirebon Power fosters a productive, effective, and adaptable work environment to meet future challenges.

Inclusive and Sustainable Human Resource Management Strategy

Cirebon Power believes that operational success and business sustainability strongly depend on the quality of its human resources. Human resources are not only strategic assets but also key partners in delivering superior performance and driving sustainable innovation. The Company therefore consistently prioritizes human resource management that is adaptive, inclusive, and focused on long-term development.

In 2024, Cirebon Power's human resource management focus shifted strategically, from a previously recruitment-dominated approach to one centered on enhancing employee quality and continuously developing competencies. Strengthening individual and team capacity became a top priority implemented consistently across all work units, both in operations and maintenance, as well as at the corporate level. This initiative aims to develop a professional workforce capable of responding to the dynamic challenges in the power generation sector.

One of the key achievements in early 2024 was a successful comprehensive job evaluation across all work units. This initiative served as the foundation for standardizing the job structure across both corporate and operational-maintenance levels. Such standardization was crucial as Cirebon Power transitioned from the construction phase to the official commencement of power plant operations in May 2023.

The results of the job evaluation are used as a key reference in formulating and updating strategic human resource policies. These policies cover job structure, functional groupings, as well as compensation and career development systems. The adjustments reflect the Company's commitment to building a professional and

sustainable human resource management system.

Through these efforts, Cirebon Power reaffirms its efforts to continuously developing human resource potential, strengthening employee loyalty and retention, and fostering a healthy, productive, and highly competitive work environment. This strategic approach is believed will serve as a vital foundation in supporting the Company's sustainable performance in the future.

To strengthen unity and enhance collective spirit, Cirebon Power organized an Employee Gathering, which in 2024 was held in Yogyakarta. The event was met with great enthusiasm by all employees and was a key moment for fostering cross-functional communication, strengthening interpersonal relationships, and reinforcing a positive workplace culture. The success of the event serves as a valuable asset for the Company to continue organizing similar initiatives in the coming years.

Diversity, Equity, and Inclusion

Sustainability principles are reflected in human resource strategy, which focuses on competency development, performance enhancement, and employee well-being. Through the Human Resources (HR) Division, the Company integrates sustainability principles into various strategic programs and initiatives across all stages of human resource management, from recruitment to career development. [GRI 3-3]

This initiative supports the achievement of SDG Goal 8 (Decent Work and Economic Growth) by providing decent and quality employment opportunities for all employees. In addition, the human resource

management program contributes to SDG Goal 5 (Gender Equality) by ensuring that no gender discrimination occurs at any stage of the HR process, and to SDG Goal 10 (Reduced Inequalities) by offering equal opportunities regardless of employees' backgrounds.

The Company provides equal opportunities to all employees at every stage, starting from the recruitment process, provision of remuneration, and employee welfare to its training and competency development programs. Cirebon Power ensures that all processes are carried out fairly, without any discrimination based on ethnicity, religion, race, inter-group affiliation, or gender. In the recruitment process, Cirebon Power firmly prohibits the involvement of underage workers in its operations, in compliance with prevailing labor laws and regulations. [GRI 401-1]

The recruitment policy is run professionally and based on the principle of meritocracy, where each applicant is evaluated according to their competencies and professional capabilities relevant to the position's requirements. In practice, Cirebon Power provides equal opportunities to all qualified candidates, including women. At the Jakarta head office, nearly half of the total employees are women, with several holding strategic positions such as Department Heads and Division Heads/Managers. This reflects the company's confidence in female leadership capabilities while also promoting the creation of an inclusive work environment.

In Cirebon's operational area, the number of female employees is relatively lower, primarily due to the technical nature of the work, which tends to attract more male workers. Nevertheless, Cirebon Power continues to provide equal opportunities for women with relevant educational backgrounds and competencies. Currently, several female employees are actively serving in various roles, including as Department Heads and Division Heads/Managers.

The employee data presented in this report is sourced from the Human Resource Information System (HRIS) database. To provide a more detailed overview, the employee data is presented in the following tables:

Table of Employee Composition by Employment Status [GRI 2-7, 2-8, 405-1]

Employment Status	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
Permanent Employees	425	34	419	32	308	33
Contract Employees	4	1	5	-	15	1
Expatriates	22	1	22	-	20	-
Total	**451**	**36**	**446**	**32**	**443**	**34**

Table of Employee Composition by Region [GRI 2-7, 2-8, 405-1]

Region	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
Head Office	25	20	34	8	31	6
Unit 1	205	8	211	-	210	-
Unit 2	221	8	213	12	200	30
Total	**451**	**36**	**458**	**20**	**441**	**36**

Table of Employee Composition by Age Group and Organizational Level [GRI 2-7, 2-8, 405-1]

Organizational Level	< 30 years		30 – 50 years		> 50 years	
	Male	Female	Male	Female	Male	Female
2024						
Middle to Top Management	-	-	23	2	14	1
Supervisor	-	-	115	8	9	-
Staff	69	12	216	12	5	1
Total	**69**	**12**	**354**	**22**	**28**	**2**
2023						
Middle to Top Management	-	1	21	1	17	-
Supervisor	-	1	105	7	9	1
Staff	89	9	201	11	4	1
Total	**89**	**11**	**327**	**19**	**30**	**2**
2022						
Middle to Top Management	-	-	27	2	17	-
Supervisor	2	2	109	7	8	1
Staff	104	10	172	11	4	1
Total	**106**	**12**	**308**	**20**	**29**	**2**

Table of New Hires and Employee Turnover by Gender [GRI 401-1] [G4-LA1]

Gender	2024		2023		2022	
	New Hires	Employee Turnover	New Hires	Employee Turnover	New Hires	Employee Turnover
Male	3	22	6	30	26	17
Female	3	2	-	3	1	3
Total	**6**	**24**	**6**	**33**	**27**	**20**

Table of New Hires and Employee Turnover by Region [GRI 401-1] [G4-LA1]

Region	2024		2023		2022	
	New Hires	Employee Turnover	New Hires	Employee Turnover	New Hires	Employee Turnover
Head Office	3	3	1	4	1	4
Unit 1	-	8	-	13	-	9
Unit 2	3	13	5	16	26	7
Total	**6**	**24**	**6**	**33**	**27**	**29**

Table of New Hires and Employee Turnover by Age Group [GRI 401-1] [G4-LA1]

Age Group	2024		2023		2022	
	New Hires	Employee Turnover	New Hires	Employee Turnover	New Hires	Employee Turnover
<30 Years	5	8	2	13	13	13
30-50 Years	1	15	4	18	14	5
>50 Years	-	1	-	2	-	2
Total	**6**	**24**	**6**	**33**	**27**	**29**

A fair, equitable, and discrimination-free work environment that upholds labor rights continues to be pursued across all operational lines. Throughout 2024, there were no reported cases of discrimination, child labor, or forced labor. The Company strictly enforces a minimum recruitment age of 18 as part of its compliance with labor regulations and its commitment to protecting human rights. [GRI 406-1] [GRI 408-1]

Women at Cirebon Power

Cirebon Power believes that diversity and gender equality are fundamental to building an inclusive and sustainable work environment. The Company encourages active participation of women across all organizational levels, including managerial and strategic roles. This aligns with our commitment to providing equal opportunities for all employees in career development and leadership, regardless of gender.

As a tangible expression of this initiative, here are the experiences and perspectives of the remarkable women who have contributed to the progress of Cirebon Power:

Mese Romdhonah
Head of Vocational Training Center

"I joined Cirebon Power in 2012 as a General Affairs Officer at Power Plant Unit 1. From the beginning, I felt that the company offered a fair and equal environment to grow, free from gender discrimination. In 2018, I was entrusted with a new role in the Community Development Department at Power Plant Unit 2. Later, in 2022, I was given the opportunity to further expand my responsibilities by taking on the role of Head of the Vocational Training Center, a position I continue to hold today.

My career journey reflects that Cirebon Power not only provides career opportunities but also actively encourages women's participation in leadership roles. Through structured training and certification programs, I have continued to grow within my area of responsibility. The collaborative work environment, combined with the support of my colleagues, has been a major source of motivation for me to consistently give my best. Working in the power generation industry has been both a unique and rewarding challenge. I believe the future will be increasingly inclusive and innovative, where every individual, regardless of gender, has equal opportunities to reach their fullest potential."

Yunita
Head of Accounting

"I joined at the end of 2022. Without prior experience in the energy sector, I faced many new challenges and had to adapt quickly. However, the supportive team and a work environment free from gender discrimination played a significant role in my growth. I'm grateful to be part of Cirebon Power, where I've had the opportunity to continuously learn and grow."

Commitment to Local Employment

Cirebon Power takes the initiative to empower the local workforce as part of its tangible contribution to the social and economic development of communities around its operational areas. By the end of 2024, 53% of employees working in operational units were sourced from the Cirebon. This achievement reflects the Company's success in providing inclusive and sustainable employment opportunities for the surrounding communities. In addition, through collaboration with labor service partners, Cirebon Power actively promotes the recruitment of local workers for various supporting roles. This approach not only creates economic opportunities but also strengthens harmonious relationships between the company and the local community.

Employee Development and Performance Evaluation

Employee Development Program

Cirebon Power recognizes that investing in human resource capacity development is a crucial foundation for maintaining the Company's reliability and driving long-term growth. In the midst of an evolving industry, strengthening employee competencies is a key strategy to ensure the Company's preparedness in facing challenges while also creating sustainable value. [GRI 3-3]

This effort supports the achievement of SDG Goal 4 (Quality Education) by providing structured training and competency development opportunities for all employees as part of a continuous learning process.

Employee development is a strategic element in shaping a skilled, high-integrity, and competitive workforce. This step is implemented through the implementation of comprehensive training and education programs designed to enhance both technical and non-technical competencies of all employees. All training programs are based on the established competency matrix, which is periodically updated to remain relevant to job requirements, government regulations, and industry developments. [GRI 3-3, 404-1]

The human resource development programs are designed based on the identified needs of each work unit and position. The scope includes internal and external training, field training, as well as professional certification programs that support the strengthening of capabilities in both technical and non-technical areas. This program also serves as a demonstration of the Company's compliance with quality and safety standards, as well as part of the efforts to enhance employee competencies. [GRI 404-2]

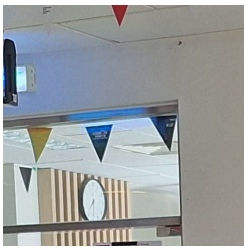
Implementation of Training and Certification Programs in 2024

Unit 1	
Technical and Non-technical Training	**Certification Program**
Quality Management for Procurement Process	Air Pollution Control Installation (POIPPU)
Electrical Safety Management System (SMK2)	Turbine Operator License (SIO)
Water & Steam Management Based on IAPWS Standards	Turbine Operator License (SIO) – Batch II
ECPS Training	Operation of Air Pollution Control Installation (PPPU)
Basic NDT (Non-Destructive Testing) Training	PWHT (Post Weld Heat Treatment) Certification
Emerson Software FAT and PLC Training	Certified Procurement Officer (CPOf)
Power Plant Performance Training – Batch I	Forklift License
Power Plant Performance Training – Batch II	OLB3 Waste Management
Pre-Retirement Program (MPP)	PPPU Manager
Forensic Auditing: Understanding Fraud Investigation	IATKI Certification 2024 #1
Life Cycle Assessment (LCA)	Driving Training for B1 Driver's License
Basic Training on AMDAL and ESIA	Air Pollution Control Installation (POIPPU)
The number of employees in Unit 1 who participated in training and certification: 354 people	

Unit 2	
Technical and Non-technical Training	**Certification Program**
QHSE Internal Auditor	OPRC IMO Level 1
Outage Management	OSH Electrical Technician
Power Generation, Renewable Energy, and Electrical Equipment Seminar	Working at Height – Level I
Non-Revenue Water Reduction Strategy Seminar	OPRC IMO Level 2
Fire Challenge Solutions: Pipes, Pumps, and Emerging Challenges	OHS Expert – General
Operation Simulator Training	Rigger Officer
Supply Chain Management	HE-DT Operator
Maintenance Planning and Scheduling	IMO Training for Port Operators
Pre-Retirement Program (MPP)	Energy Auditor
Forensic Auditing: Understanding Fraud Investigation	OHS Expert – General (listed twice; remove one if unintentional)
CSR Monitoring and Evaluation	Confined Space Technician
Sustainable Business for Growth	Rotating Equipment Specialist
Document Control and Digital Filing System	Asset Reliability Practitioner
Basic Training on AMDAL and ESIA	HR Staff Development
Corporate Community Relations	Lathe Machine Operator
Budgeting and Cost Control	Workplace First Aid Officer
The number of employees in Unit 2 who participated in training and certification: 307 people	

Training Hours in 2024 [GRI 404-1]

Description	Unit	Internal Training		External Training		Induction	
		Male	Female	Male	Female	Male	Female
Total Training Hours	Hour	2,158	118	6,908	232	112	8
Number of Training Participants	People	333	15	286	8	14	1
Average Training Hours	Hour/ People	6.48	7.87	24.2	29	8	8

Employee Performance Evaluation

The employee performance evaluation process is carried out through the measurement of KPIs, which are tailored to the responsibilities and contributions of each employee. This approach aims to ensure that the performance evaluation system operates objectively, measurably, and aligns with the Company's strategic direction. [GRI 404-3]

Cirebon Power ensures that 100% of employees are given equal opportunities in the performance evaluation process, as part of its commitment to a professional, fair, and competency-based human resource management system.

Employee Retirement Preparation

Cirebon Power established a Retirement Preparation Program for employees approaching retirement age. This program is designed to provide knowledge, skills, and mental readiness to ensure that employees can enter retirement with confidence, productivity, and well-being.

The activities in the program include financial planning training, entrepreneurship development, health management, and psychological support to assist employees in the transition from work life to retirement.

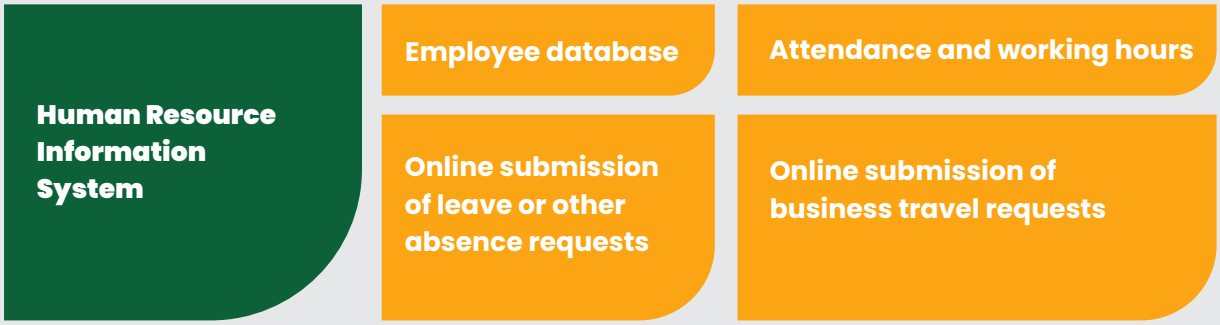
In addition, the program provides insights into post-retirement opportunities that are beneficial for individuals and communities.

The program is implemented periodically and involves experienced external partners in the relevant fields. Through the program, Cirebon Power reaffirms its determination to not only caring for employee well-being during their employment, but also preparing them for a better, independent, and meaningful future after retirement.

Utilization of Information Technology in Human Resource Management

To enhance the quality of human resource management, Cirebon Power uses digital technology to ensure that work processes are efficient, accurate, and transparent. The Human Resources Division actively utilizes a Human Resource Information System (HRIS) as the main platform for automating employee administration processes. This system is integrated and centralized, allowing the Company to manage employee data and administration more efficiently and in a controlled manner.

HRIS provides convenience for employees through various self-service features, such as leave requests, attendance tracking, overtime applications, and business travel requests. In addition, the system also allows employees to update their personal information directly, particularly important details required for responding quickly and accurately to emergency situations. This capability supports data-driven decision-making and strengthens accountability in human resource management. HRIS also contributes to supporting paperless initiatives in the workplace by significantly reducing paper usage in HR administration and documentation processes, making them more efficient and environmentally friendly.



Throughout 2024, the focus of system development was directed towards performance enhancement and technical improvements. Consistent use of HRIS reflects the implementation of modern, technology-driven, and efficient work practices, while also reinforcing a transparent, adaptive, and responsive work culture that aligns with employee needs.

Employee Welfare and Protection

The Company prioritizes employee welfare as one of the main focuses in human resource management. This is realized through the provision of competitive remuneration, fulfillment of leave entitlements, and the availability of various supportive facilities aimed at maintaining a balance between employees' work and personal lives. All rights and facilities are clearly outlined in the Company's regulations, which are developed in accordance with applicable labor laws in Indonesia. [GRI 2-30, 405-2]

This policy supports the achievement of SDG Goal 8 (Decent Work and Economic Growth) by providing decent employment with guaranteed labor rights and a work environment that promotes employee well-being. At the same time, it aligns with SDG Goal 10 (Reduced Inequalities) by ensuring that remuneration systems, benefits, and facilities are provided fairly and without discrimination.

This not only reflects compliance with regulations but also represents the Company's appreciation for the contribution and dedication of each individual. The facilities provided include annual leave, maternity leave, private health insurance, accidental death and disability (AD&D) insurance, as well as annual routine health check-ups aimed at monitoring employees' health to ensure they remain in optimal condition to perform their duties. In addition, the Company recognizes employees who have dedicated 10 and 15 years of service, in accordance with applicable policies.

As a form of appreciation for employees' tangible contributions in supporting the achievement of operational targets, Cirebon Power also implements a performance-based remuneration scheme. In 2024, the Company provided a performance bonus with a higher value compared to previous years. This policy serves as recognition for the Company's success in reaching the Commercial Operation Date (COD) in May 2023 and successfully operating the power plant throughout 2023.

The performance bonus increase reflects the Company's recognition of the collective achievements of all employees, particularly in navigating the critical transition from the construction phase to the operational phase. To maintain the relevance and competitiveness of the remuneration system, a comprehensive evaluation and review of other remuneration components is planned for 2025. This step aims to ensure that the remuneration policy remains fair, competitive, and capable of fostering sustained work motivation and productivity.

Employee Remuneration [GRI 401-2]

Types of Remuneration	2024		2023		2022	
	Permanent Employees	Contract Employees	Permanent Employees	Contract Employees	Permanent Employees	Contract Employees
Holiday Allowance	✓	✓	✓	✓	✓	✓
Life Insurance	✓	✓	✓	✓	✓	✓
Health Insurance	✓	✓	✓	✓	✓	✓
Death and Disability Insurance	✓	✓	✓	✓	✓	✓
Maternity Leave	✓	✓	✓	✓	✓	✓
Pension and Old Age Benefits Program	✓	✓	✓	✓	✓	✓

In addition to annual leave, Cirebon Power guarantees maternity leave rights for all female employees in accordance with applicable regulations. This policy is a reflection of the Company's care and support for employee well-being, especially for mothers undergoing childbirth. The maternity leave entitlement is fully based on applicable regulations, ensuring that employees can return to work once their leave period ends. [GRI 401-3]

Description	Female Employees		
	2024	2023	2022
Number of employees entitled to maternity leave	8	20	20
Number of employees who took maternity leave	2	1	1
Number of employees who returned to work after maternity leave ended during the reporting period	2	1	1
Number of employees who returned to work after maternity leave ended	2	1	1
Rate of employees who took maternity leave and returned to work and were retained	100%	100%	100%

In addition to capacity development, Cirebon Power also places serious focus on workforce stability as part of its human resource sustainability strategy. One of the key indicators managed is the employee turnover rate. In 2024, the Company successfully reduced the turnover rate to around 4%, lower than the annual target of 5%. This achievement reflects the Company's success in creating a conducive, inclusive work environment that supports employee satisfaction and engagement.

Commitment to Occupational Health and Safety (OHS)

The Company implements a comprehensive OHS management system. This system is designed to create a safe, healthy, and productive work environment while ensuring that all operational processes run optimally without compromising safety. The implementation of the OHS system is an integral part of the Company's culture, placing safety as a core value in every work activity.

This initiative contributes to the achievement of SDG Goal 3 (Good Health and Well-being) by maintaining and improving the health and safety of all employees within the operational environment. In addition, the implementation of occupational health and safety (OHS) also supports SDG Goal 8 (Decent Work and Economic Growth) by providing a safe and decent working environment as part of quality employment standards.

This effort is applied not only to permanent employees but also extends to partners, contractors, and subcontractors involved in operational activities. By expanding the scope of OHS implementation, Cirebon Power ensures that all parties within the work environment share the same understanding and awareness of the importance of OHS.

OHS Guidelines

Unit 1 and Unit 2 power plants have implemented an integrated management system aligned with international standards: ISO 9001:2015 – Quality Management System, ISO 14001:2015 – Environmental Management System, ISO 45001:2018 – Occupational Health and Safety Management System (OHSMS), and the Electricity Safety Management System. These four standards are integrated into the Quality, Occupational Health & Safety and Environmental Management System (QHSEMS) framework to ensure operational management that is efficient, safe, and environmentally friendly. [GRI 403-1]

The system encompasses risk identification, hazard control, performance monitoring, and continuous improvement through internal audits, regular training, and active involvement of all personnel. Periodic evaluations are conducted to ensure that all operational activities consistently comply with applicable legal requirements, the provisions of the Power Purchase Agreement (PPA), and stakeholder expectations. Through this approach, Cirebon Power is able to maintain plant reliability, safeguard the safety of its workforce and surrounding communities, and minimize environmental impacts in a sustainable manner.

The Company sets clear Quality, Health, Safety, and Security (QHSS) objectives and targets as guiding principles for the Company's operations, which include the following: [GRI 403-1]

1. Ensure increased active employee engagement in QHSS performance at all levels through the development and implementation of the QHSS Leadership Program, weekly safety reviews, top management visits, and other related initiatives.
2. Strengthen the safety culture among contractors and subcontractors to reduce risky behavior through strict supervision, coaching, inspections, audits, and by establishing and communicating QHSS requirements for new contractors and subcontractors.
3. Improve QHSS performance through approved procedures, with a focus on achieving zero lost time injuries (LTI), total recordable injury rate (TRIR), occupational diseases, and security incidents.
4. Continue training programs as a top priority based on competency assessments for QHSS engineers.

Occupational Health and Safety (OHS) and Electrical Safety Governance [GRI 403-4]

Cirebon Power implements structured OHS and electrical safety governance through safety committees across all operational units. This implementation is reflected in the formation of the Occupational Health and Safety Committee (P2K3) in Unit 1 power plant, the official platform for employee participation in managing OHS and electrical safety aspects. The P2K3 is officially approved by the Department of Manpower and consistently carries out its functions actively.

In addition to the P2K3, Cirebon Power established an Occupational Safety Committee and the Electrical Safety Committee in each unit as extensions of the QHSS Committee. These committees serve to communicate strategic directives while also functioning as a two-way communication forum between management and employees. Regular monthly discussion forums are held that promote openness, encourage feedback, and foster employee involvement in the continuous evaluation and development of the QHSS system.

The Occupational Safety Committee and the Electrical Safety Committee comprise around 5% of the total employees in each unit, with members representing various groups, including:

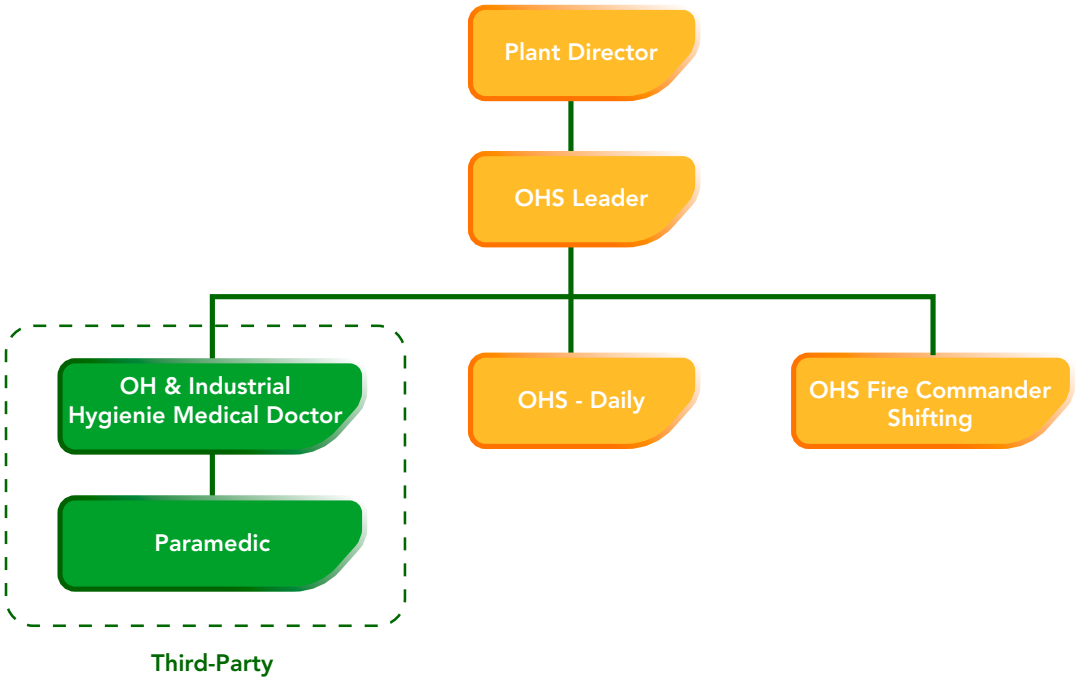
1. **Management;**
2. **Engineers;**
3. **Supervisors;**
4. **Technician representatives from each department; and**
5. **Business partners, including contractors and subcontractors.**

This consultative forum has proven effective in bridging communication among internal stakeholders. For example, in early 2024, the P2K3 successfully facilitated the prompt resolution of a case involving an unsafe building condition used by a contractor for material storage. Immediate corrective actions were taken to ensure workplace safety and prevent potential accidents. This success highlights the effectiveness of the P2K3 forum in identifying risks and reinforces the company's commitment to the principles of precaution and sustainable workplace safety.

Structure of the Occupational Health and Safety Committee (P2K3)

Position	Duties
Chairperson of P2K3 (President Director)	1. Lead P2K3 meetings or appoint another member to lead the meetings; 2. Set OHS program policies; 3. Provide advice or assistance to all departments and members to ensure the success of the OHS program; and 4. Monitor and evaluate the performance of P2K3.
Secretary of P2K3 (Management Representative)	1. Organize P2K3 meetings and prepare meeting minutes; 2. Manage P2K3 document/correspondence administration; 3. Provide advice or assistance to all departments and members to ensure the success of the OHS program; and 4. Support the Chairperson in monitoring the implementation of P2K3 programs and determining corrective actions.
Members of P2K3 (Managing Director and Internal Audit)	1. Implement the existing OHS programs; and 2. Report to the Chairperson on the progress of OHS program implementation.

At Unit 2 power plant, the OHS organizational structure operates under the direct coordination of the Plant Director and is led by the OHS Leader. This structure is supported by a team of qualified OHS personnel, including daily/non-shift OHS, OHS Fire Commanders for each shift, and professional medical personnel from a third party, consisting of an occupational health and industrial hygiene specialist along with paramedics. In addition, the system is reinforced by the appointment of OHS officers from each contractor working within the Company's operational area.



OHS and Electrical Safety Risk Control Mechanism [GRI 403-2]

Throughout 2024, Unit 1 power plant continued to strengthen its OHS and electrical safety management systems through the implementation of the Hazard Identification and Risk Assessment – Document Control (HIRA-DC) procedure. HIRA-DC procedures along with the Plan-Do-Check-Action (PDCA) cycle, form an integral part of the Integrated Management System and the national OHSMS. Internal reviews and audits of this procedure are conducted at least once a year during management review forums to ensure its effectiveness. In addition to routine reviews, HIRA-DC is also evaluated whenever an OHS or electrical safety incident occurs or when there are significant changes in the field. This approach ensures that the OHS and electrical safety management systems remain adaptive to operational dynamics.

Meanwhile, Unit 2 power plant has completed the development of 33 Standard Operating Procedures (SOPs) during the reporting period in response to the needs of the operation and maintenance phase. In addition, Unit 2 power plant continued to carry out regular inspections, safety equipment testing, and workplace environmental quality assessments across all operational areas. These efforts reflect the Company's concrete efforts in fostering a strong and adaptive OHS culture, aligned with international standards and sustainability principles.

In operational activities, hazard identification and OHS risk control are essential elements to ensure workplace safety and support the long-term continuity of operations. One of the key steps in this process is the preparation of a safety analysis, which is carried out through the following stages:

1. **Work Step Identification**
   The job process is broken down into systematic steps or procedures required to complete the task effectively.
2. **Hazard Identification**
   Identify all potential hazards that may arise based on observations, past experiences, and other reference sources. These hazards may include physical, chemical, biological, psychosocial, mechanical, energy-related, ergonomic, and other risks.
3. **Incident Likelihood Analysis**
   Assess the potential incidents that may occur as a result of hazards and risks associated with the work activity.
4. **Initial Risk Evaluation**
   Assess the likelihood and severity of each identified hazard, then determine the initial risk level, low, medium, or high based on the evaluation results.
5. **Determination of Control Measures**
   Determine appropriate control measures for each identified hazard and risk, including both existing actions and additional recommendations, with the objective of reducing the risk level to the lowest possible level.
6. **Residual Risk Evaluation**
   Conduct an assessment of the remaining level of risk after mitigation efforts have been implemented, to ensure the effectiveness of the control measures applied.

OHS and Electrical Safety Performance

To strengthen OHS, electrical safety, and quality management performance, Cirebon Power adopts a strategic approach through the development of performance indicators. The Company establishes not only leading indicators to monitor potential risks and encourage preventive actions, but also uses lagging indicators to evaluate actual outcomes based on incidents or historical data. This approach is intended to ensure that all QHSS targets and objectives are not only met but can also exceed established standards. [GRI 3-3]

In terms of OHS and electrical safety, the principles of zero fatality and zero lost time incident (LTI) are top priorities as part of the company's operational sustainability strategy. This effort is realized through the implementation of measurable and systematic leading and lagging indicators. The Company conducts a variety of regular preventive and promotional activities, including safety talks, health talks, QHSS awareness training, emergency drills, inspections of hand tools, vehicles and equipment, sanitation checks, as well as internal and external audits to ensure compliance and the effectiveness of the implemented systems.

Monitoring results for 2024 showed highly positive outcomes. There were no fatality cases at either Unit 1 or Unit 2 power plants, reflecting the effectiveness of occupational risk control measures. Meanwhile, Unit 1 power plant successfully maintained both its Lost Time Injury Rate (LTIR) and Total Recordable Incident Rate (TRIR) at 0.00, serving as strong indicators of a safe and well-managed working environment. [GRI 403-9]

Indicator	2024		2023	2022
	Unit 1	Unit 2		
Fatality	0	0	0	0
Disability	0	0	0	0
Lost time incident (LTI)	0	1	0	0
Restricted work case (RWC)	0	0	0	0
Medical treatment case (MTC)	0	1	0	1
First aid case (FAC)	0	9	2	1
Work-related Illness	0	0	0	0
Fire accident case	0	0	0	0
Security Incident	0	0	0	0
LTIR (per 1,000,000 manhours)	0.00	0.08	0	0.00
TRIR (per 1,000,000 manhours)	0.00	0.67	0	0.63

This success is the result of strong synergy between management, all employees, working partners, and other stakeholders in fostering a proactive, safety-conscious, and sustainability-oriented work culture. Cirebon Power firmly believes that protecting OHS and electrical safety not only ensures operational continuity but is also a foundation for enhancing productivity and strengthening the Company's reputation among the public and stakeholders.

Office and Contractor Safety Management Program [G4-DMA (former EU14)]

Cirebon Power consistently prioritizes OHS and electrical safety as key aspects of protecting all workers, including internal employees and contractors. Within the office environment, the main focus is on enhancing employee well-being and safety through various routine activities, such as monthly monitoring of fire detection and prevention equipment, first aid kit inspections, and workplace environment assessments covering physical, chemical, and biological risk factors.

In line with this, Cirebon Power is also committed to maintaining consistent implementation of the Contractor Safety Management Program across all its projects. Throughout 2024, various monitoring and development efforts were carried out including daily toolbox meetings, coordination meetings between management and contractors, quarterly inspections of electrical hand tools, and regular reporting and site visits by the OHS team.

In addition, all contractors working within Cirebon Power project areas are required to provide healthcare services for their workers, including routine medical check-ups and collaboration with medical service providers. This effort reflects the Company's commitment to creating a safe, healthy, and sustainable work environment for all stakeholders.

Internalization of OHS and Electrical Safety through Awareness and Training Programs

Cirebon Power places socialization and training programs as essential components in strengthening the culture of occupational and electrical safety. At both operational units, OHS and electrical safety training programs are systematically designed to equip all employees, contractors, and partners with adequate technical competencies and risk awareness.

At Unit 1 power plant, OHS and electrical safety training covers a wide range of topics, including safety and electrical safety inductions, personal licensing and certification training (such as TKPK, TKBT, Operator, Rigging, Confined Space, and others), fire-fighting training, first aid training, and rescue training for the internal fire response team. These training programs are conducted regularly, with rescue training held nearly every month, while large-scale emergency drills are conducted at least once a year and involve fire departments from two locations, namely PMK Bima (Cirebon City) and PMK Sindang Laut (Cirebon Regency). The training targets not only permanent employees but also includes contractors, technicians, and other supporting personnel working in operational areas.

At Unit 2 power plant, OHS training is conducted intensively and integrated with the OHS management system. All employees and visitors are required to undergo OHS induction before entering the work area. Throughout 2024, Unit 2 power plant carried out a comprehensive OHS training program covering DCBA fire training for operations and security personnel, safety awareness, health talks, oil spill prevention and response (OPRC), vertical rescue, working at height, confined space, defensive driving (DDT), emergency drills, and first aid training. These sessions were facilitated by the OHS Commander and the Company doctor. The training is not only reactive to risks but also preventive, focusing on education and raising awareness about occupational health.

Both units also conduct thematic training tailored to the specific needs of each division and the risks they face. Training evaluation and documentation are carried out regularly to ensure the effectiveness of the materials and their practical application in the field. Through this approach, Cirebon Power ensures that all personnel are optimally prepared to handle potential hazards while reinforcing a culture of safety and responsibility across all operational lines.

Throughout 2024, Cirebon Power conducted a range of OHS and electrical safety training programs for all employees as follows: [GRI 403-5] [EU18]

Unit 1	Unit 2
ISO 45001, OHSMS, and Electrical Safety Management System Awareness	FIRE DCBA training
ISO 45001, OHS, and Electrical Safety Management System Audit	IMO-Oil Prevention Response and Co-operation (OPRC)
Safety Special Instruction Training	Vertical Rescue
Refresher CP/NS (Competent Person/ Nominated Supervisor)	Working at Height
Fire Fighting Training	Confined Space
Personal license (Operator HE, confined space, firefighting (Class: D,C) and first aider for new member, Working at Height (TKBT & TKPK), Defensive Driving B1 for new member)	Basic & Advanced First Aid

Emergency Response Plan [G4-DMA (former EU14)]

To support workplace safety and emergency preparedness, Cirebon Power's Emergency Response Plan (ERP) developed and executed across all operational units. The ERP serves as a strategic and technical guideline for responding to various potential emergencies, including fires, workplace accidents, and environmental incidents.

At Unit 1 power plant, the ERP focuses on technical simulations relevant to field conditions, such as rescue drills in confined spaces, including elevator shafts and boiler areas. In 2024, at least one emergency response training was conducted, while technical rescue team training was carried out nearly every month. These simulations are designed to ensure team readiness in handling emergency situations and to refine procedures based on evaluation results and field learnings.

Meanwhile, at Unit 2 power plant, the ERP is implemented systematically and according to a set schedule, with emergency drills conducted every three months. Throughout 2024, Unit 2 power plant carried out 4 emergency response training sessions, including an offshore oil spill drill featuring the deployment and retrieval of an oil boom as part of the environmental safety scenario. The ERP at Unit 2 power plant also includes emergency communication procedures, the establishment of an emergency response team, and oversight of the completeness and readiness of rescue equipment.

The implementation of ERP across both units demonstrates that Cirebon Power not only complies with occupational safety regulations but also actively fosters a culture of preparedness that is adaptive and fully integrated into the Company's OHS and Electrical Safety management systems. Regular evaluations of ERP effectiveness are conducted to ensure that each mitigation step can be accomplished promptly and appropriately when needed.

OHS and Electrical Safety Communication [GRI 403-4]

OHS and electrical safety communication is a crucial aspect in fostering a participatory and sustainable safety culture. Through various platforms and adaptive approaches, OHS and electrical safety communication in both Unit 1 and Unit 2 power plants is carried out regularly and comprehensively, involving all levels of workers, including contractors and partners.

At Unit 1 power plant, OHS and electrical safety communication is conducted through forums such as toolbox meetings, mass safety briefings, and regular P2K3 meetings. One of the Company's participatory communication tools is the Hazard Observation Card (HO Card), which enables all employees and contractors to submit feedback, report findings, and propose improvements related to OHS

and electrical safety. In 2024, there was a significant increase in participation, with 24 cards submitted compared to 15 in the previous year. As a form of appreciation, Cirebon Power recognizes active participants in the OHS and electrical safety awareness program every six months through an employee awards event. This communication is further strengthened by involving contractors in P2K3 and through open, routine discussions to foster a culture of listening and responsive follow-up.

Meanwhile, at Unit 2 power plant, OHS communication is carried out through informative and educational approaches, such as the distribution of Safety Observation Cards (SOC), monthly OHS Rewards, OHS bulletins, weekly health talks, and health webinars facilitated by in-house doctors and paramedics. These activities target not only internal employees but also extend to contractors. In addition, quarterly LTA review meetings, weekly contractor safety meetings, internal and external audits, shareholder audits, and daily and weekly toolbox meetings serve as platforms to discuss potential risks, incident reporting, and mitigation plans. Through this approach, Unit 2 promotes active engagement of all workers in creating a safer and healthier work environment.

OHS and Electrical Safety Communication Program

Aspect	Communication Program/Methods
Top Management Involvement	Monthly P2K3 Meetings & Management Reviews
Regular Communication	Daily Toolbox Meetings & Monthly Safety Briefings
Educational and Informational Media	Health Talks, Webinars, OHS Bulletins
Participatory Channels	Hazard Observation Card (HO Card)
Evaluation and Follow-up Forums	HO Card Reviews, P2K3 Feedback, OHS Audits
Contractor Engagement	Invitations to OHS Forums and Training Programs

Overall, OHS and electrical safety communication across both units serves not only as an information channel but also as a participatory mechanism that promotes a comprehensive safety culture. The two-way communication approach enables management to respond to feedback promptly and appropriately, while ensuring that all workers feel engaged in the collective effort to create a safe and sustainable workplace.

As part of its efforts to foster a strong workplace safety culture, Cirebon Power organized a series of activities during the National OHS Month, held on February 20–21, 2024. The event featured safety competitions and a blood donation drive, with active participation from all levels of the workforce.

Provision of Health Facilities and Services for Employees

Cirebon Power ensures the health and well-being of its employees through the provision of occupational health services at Unit 1 and Unit 2 power plants. These services include access to basic medical facilities, health education, and regular medical check-ups as preventive measures. This support not only helps maintain employee productivity and safety but also strengthens the Company's long-term operational reliability.

The following are the health service facilities provided and accessible within the Company's work environment:
[GRI 403-3, 403-6]

1. **24-hour clinic facilities and medical personnel;**
2. **First aid room facilities;**
3. **Annual medical check-ups;**
4. **Weekly health talk webinars;**
5. **Monthly health bulletins issued by the company doctor;**
6. **Weekly QHSS bulletins;**
7. **Workplace environment monitoring;**
8. **Workplace hygiene inspections; and**
9. **Health insurance.**

At Unit 1 power plant, attention to occupational health is demonstrated through health training and education programs. During OHS Month, Unit 1 power plant conducted awareness sessions on HIV/AIDS and tuberculosis (TBC), first aid training for the security team, and regular education on disease prevention and health awareness. All new employees and contractors are required to undergo safety and health induction as part of the onboarding process. Additionally, occupational health issues are openly discussed with management during P2K3 forums, enabling the identification of areas for improvement and follow-up actions to address potential health concerns in the workplace.

At Unit 2 power plant, health services began full-scale operation in 2023 with the establishment of a first aid room as the central facility for emergency medical response. The room is equipped with first aid supplies, essential medications, and medical equipment for initial stabilization in emergency situations. This service is directly supervised by one doctor and one internal paramedic. Regular inspections and maintenance of medical equipment in the field are also carried out by a medical team as part of preventive measures and workplace condition monitoring.

Employee Sports Activities and Support for a Healthy Lifestyle

Sports are positioned as an important element in creating a balance between work productivity and employees' physical and mental well-being. A variety of sports activities are regularly organized to encourage fitness and strengthen solidarity, communication, and collaboration among employees. This initiative is part of the Company's broader effort to foster a healthy, positive, and inclusive work environment.

To promote a healthy lifestyle and gender inclusion, Cirebon Power offers a variety of sports options tailored to employee interests and needs, including those of female employees. Specifically at the Jakarta head office, the Company provides flexibility in choosing the types of sports activities. Options such as pilates, yoga, pound fit, swimming, indoor wall climbing, tennis, and softball are among the most popular choices.

Cirebon Power also organizes Sportvaganza, an annual sports event designed to strengthen togetherness in an enjoyable and engaging atmosphere. The Company aims to continuously evaluate and enhance the implementation of sports activities to ensure greater inclusivity and broader participation from employees across operational units and the head office. This support for physical activities reflects the Company's commitment to employee well-being, physically, mentally, and socially.

Throughout 2024, sports activities continued despite challenges in participation, primarily due to the transition from the construction phase to full operation. Changes in workload at operational units and time constraints at the Jakarta head office affected the implementation of activities outside working hours. Nevertheless, in the Cirebon, the operations and maintenance teams successfully initiated various sports activities such as basketball, badminton, and futsal, and even organized virtual sports sessions to engage employees working in hybrid arrangements.

Corporate Communication Activities [GRI 2-29]

Cirebon Power actively conducts various corporate communication activities through the Corporate Communication Department. These initiatives aim to strengthen internal communication, enhance the Company's positive image, and foster stronger relationships with employees and stakeholders. The events organized also serve as a platform to convey the Company's strategic messages and cultivate a strong organizational culture.

Internal Stakeholder Engagement

Annual Town Hall Meeting

To strengthen internal communication and foster a spirit of togetherness, the Company organizes an annual event that involves all employees. In this forum, the Board of Directors shares strategic information, acknowledges achievements throughout the year, and engages in direct dialogue with employees.

National Safety Month Celebration

In commemoration of National Safety Month, Cirebon Power organizes an annual event aimed at enhancing awareness and promoting a strong safety culture in the workplace. The event involves the active participation of all employees as a shared commitment to occupational health and safety.

External Stakeholder Engagement

Annual Photography Competition

As a form of support for the creative community and the preservation of local values, the Company organizes a photography competition open to the public. This initiative encourages participation from journalists, photographers, and visual artists in showcasing the local wisdom and potential of Cirebon through photography. It represents the Company's contribution to strengthening regional cultural identity and fostering positive relationships with the community.

Working Visit by the Ministry of Energy and Mineral Resources

The Company facilitated and coordinated a visit by officials from the Ministry of Energy and Mineral Resources as part of the government's oversight of power plant operations. This visit also served as a forum for the Company to reaffirm its commitment to regulatory compliance and responsible operational practices.

Auction of Used Materials from Unit 1 Power Plant

The Company organized an auction of economically valuable used materials through a transparent and accountable mechanism. This initiative aims to provide additional benefits to the surrounding communities and villages near the power plant. As the Auction Committee, the Company led the auction process and strived to achieve the best possible value, ensuring the proceeds deliver optimal benefits to the community recipients.

Media Relations

Iftar Gathering with Cirebon Journalists

As part of its annual activities, the Company organized an iftar gathering with Cirebon-based journalists as a reflection of its corporate value of "Friendly". Through this event, management engaged directly with journalists, shared the latest Company updates, and strengthened existing relationships. The gathering also included a communal breaking of the fast and the distribution of donations in celebration of Eid al-Fitr.

Editorial Leaders Forum

Cirebon Power regularly holds a quarterly forum with Editors-in-Chief from various prominent media outlets in Cirebon. This forum serves as an effective communication platform to foster coordination, strengthen relationships, and provide journalists with a more comprehensive understanding of the power plant's operational dynamics and emerging issues surrounding the Company.

Local Journalists Meeting

The Company regularly organizes a bi-monthly forum as a communication platform with journalists from East Cirebon, Cirebon Regency, and Cirebon City. This initiative has proven effective in fostering coordination, strengthening relationships, and providing journalists with a more comprehensive understanding of the power plant's operational dynamics and the issues emerging around the Company.

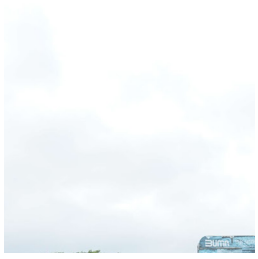

Lanjutan Hal. 7

Materi Geni Potensi Kebakaran Ning Jero Area Perusahaan, Security Cirebon Power Olih Penghargaan

ANNUAL TOWN HALL MEETING

DAMAR Village Tabloid

The DAMAR Village Tabloid is published monthly and distributed to nine villages surrounding the power plant, as well as to government offices and places of worship. It serves as a communication medium for the Company to promote its programs, publicize community-impact initiatives, ensure information transparency, and enhance public literacy. Written in the local Cirebonese language, the tabloid is easily understood by a wide audience and effectively reaches rural communities with limited access to the internet or social media.



Company Security Practices

Security aspect is a critical element in ensuring business continuity protecting strategic assets, in line with efforts to provide reliable and efficient energy for a better future. Company security practices are managed professionally, integratively, and adaptively through a collaborative approach that involves cross-departmental cooperation, security partners, local communities, and government security authorities.

Integrated Security System at Unit 1 and Unit 2 Power Plants

An integrated security system is implemented at both Unit 1 and Unit 2 power plants as a concrete measure to ensure operational continuity and safeguard all assets and personnel. The system is designed to respond to the dynamic risks within the power plant environment, both from internal and external factors. On the internal side, the strategy focuses on protecting work areas, monitoring vital assets, access control, and perimeter security, all aimed at minimizing potential disruptions to the Company's operations.

Security implementation follows standard operating procedures (SOP), which include:

- Inspection of goods entering and leaving the premises
- Utilization of CCTV
- Routine patrols using motorcycles and cars
- Rotation of security posts every two to three hours

In addition, security of the marine area or jetty is carried out using a fleet of speedboats as a preventive measure against potential threats from the water. The security system is reinforced through strategic cooperation with a Security Service Provider (BUJP), which is responsible for implementing technical security measures in the field. Active coordination is also maintained with local security authorities, including institutions such as the National Police and the Indonesian National Armed Forces is conducted both incidentally and regularly, depending on the needs and situations in the field.

BUJP works closely and intensively with the police and external security elements to ensure a swift response to potential threats. On the other hand, within the Company, the Community Relations team plays an active role in building strong relationships with the local Musyawarah Pimpinan Kecamatan (Muspika) and Musyawarah Pimpinan Daerah (Muspida) leadership, including the local military command (Koramil) and police sector (Polsek).

Regular meetings and discussions are held to strengthen synergy in maintaining the stability of the operational environment and to establish mutual understanding in addressing social issues that may impact the Company's security. This coordination also serves as an essential mechanism in handling emergency situations, such as external disruptions or potential social conflicts that could affect the smooth operation of the Company.

Through collaborative approach, Cirebon Power ensures that the security system operates effectively not only internally but is also reinforced with solid external support. Close collaboration with law enforcement authorities and local government elements reflects the Company's concrete effort to maintaining operational continuity through robust security and fostering harmonious relationships with the community and stakeholders around the operational area.

To maintain a responsive and adaptive security system, Cirebon Power has a clear reporting and evaluation mechanism for every incident or potential security disturbance. Incidents such as fights, thefts, or findings during patrols are promptly addressed according to established procedures. In special cases such as suspected theft or incidents that could lead to operational losses or security risks, a report will be promptly submitted to management and, if necessary, forwarded to the police. Coordination with external security institutions is a crucial part of ensuring that follow-up actions are carried out legally and professionally.

Enhancing the Capacity and Competence of Security Personnel

Cirebon Power continues to strengthen the competency standards and preparedness of security personnel through structured and ongoing training programs. These programs are designed not only to enhance technical skills but also to ensure that all personnel are ready to respond swiftly and professionally to various security scenarios. Training is conducted regularly and thematically, including bi-annual refresher sessions that involve the evaluation of discipline, agility, and preparedness to handle emergency situations.

In 2024, training was conducted internally and externally. For internal training, Cirebon Power, in collaboration with the BUJP, manages the implementation and periodic evaluation. For external training,

the Company partners with various certified institutions, including Ditpam Obvit, which provides on-site training.

The types of technical training provided include:

- Defensive & safety driving for patrol drivers
- Speedboat operation training
- Firefighter training and certification for Type C and D officers
- First Aid training to strengthen emergency response

Cirebon Power also has minimum certification standards for all security personnel, namely Gada Pratama, Gada Madya, and Gada Utama, which are issued by the police through the Security Maintenance Agency. This certification is part of the formal competency prerequisites within the company's security system. Currently, nine security personnel are also undergoing training in the operation of a 60-mile sea speedboat, with official certification, as part of strengthening maritime security at the Company.

Integration of Human Rights Principles in Security Training [GRI 410-1]

Although specific training explicitly focused on human rights–based handling procedures is not yet available, Cirebon Power ensures that the principles of respect for individual dignity and rights are fully integrated into its overall security training programs. Fundamental values such as 5S—Smile, Greet, Salute, Politeness, and Patience are instilled as ethical conduct guidelines in every interaction, whether with the community, work partners, or individuals suspected of security violations
[GRI 3-3, 410-1]

In every training session and periodic evaluation, emphasis is placed on the importance of conducting security procedures in an ethical and professional manner. Security personnel are consistently reminded to avoid repressive or discriminatory actions and to uphold legal integrity when handling sensitive situations. This approach reflects Cirebon Power's commitment to building a security system that is not only operationally effective but also aligned with principles of sustainability, good governance, and respect for human values. [GRI 3-3, 410-1]

Strengthening Security Through National Vital Object Status

Cirebon Power's commitment to securing strategic assets is demonstrated through the designation of Unit 1 as a National Vital Object by the Ministry of Energy and Mineral Resources since 2015. As part of its regulatory compliance, the Company established formal cooperation with the Directorate of National Vital Object Security of the West Java Regional Police, which assigns dedicated personnel to provide 24-hour security at the

power plant site. In addition, regular audits and technical assistance from the police and the Directorate General of Electricity are conducted to ensure documentation completeness, facility readiness, and adherence to security standards.

Following the successful commercial operation of Unit 2 in May 2023, Cirebon Power is establishing a security system on par with that of Unit 1, including obtaining National Vital Object status for Unit 2, which the Company initiated with the West Java Regional Police in 2024.

As an initial step, the police conducted a risk assessment from August to September 2024, which resulted in a positive recommendation. Cirebon Power is currently preparing the necessary administrative requirements to formalize the cooperation between Unit 2 and the West Java Regional Police. This initiative reflects Cirebon Power's strong commitment to ensuring that all operational units, including Unit 2, are equipped with a robust, professional security system that complies with national regulations for the protection of strategic energy assets.

Involvement of Local Communities in the Company's Security System

In addition to actively implementing corporate social responsibility (CSR) programs, Cirebon Power shows its commitment to local community empowerment by directly involving residents as part of its corporate security system. This initiative serves as a tangible manifestation of the Company's strategy to engage the community not only socially, but also professionally, in maintaining a stable and secure work environment.

In the recruitment process for security personnel, Cirebon Power works closely with the Community Relations (Comrel) and CSR Departments to incorporate input from residents of surrounding villages. Priority is given to villages within the Ring 1 area, namely:

- Unit 1: Citemu, Kancikulon, Kanci, and Waruduwur
- Unit 2: Kanci, Kancikulon, Waruduwur, and Astanamukti

Candidate names are proposed by village representatives through the Comrel and CSR teams, and are then professionally assessed by the BUJP based on competency standards and certifications such as Gada Pratama and Gada Madya.

Out of a total of 126 security personnel on duty, approximately 120 reside in Cirebon, with 85–90% originating from Ring 1 villages. Only six personnel come from outside Cirebon, all of whom are retired professionals from the police or military and now serve in strategic positions such as chief, assistant chief, and squad commander. Meanwhile, the operational-level positions are filled by local community members who are certified and meet all technical and administrative requirements.

This local community engagement also strengthens the Company's social relations while fostering a more inclusive security system that reflects active community participation in supporting the sustainable operations of Cirebon Power. The involvement of nearby residents in the security structure not only enhances their sense of ownership over company facilities but also reinforces mutual trust and two-way communication between the Company and the community.

Community Engagement and Development

Cirebon Power demonstrates its efforts to fostering harmonious relationships with the community through active engagement in various social and community-based activities. Through the Community Relations Department, the Company regularly implements community engagement programs aimed at strengthening ties with local residents and other stakeholders.

The Company also consistently supports community and stakeholder programs/ activities by providing donations in accordance with its internal procedures and regulations. These donations are generally aimed at supporting activities such as religious events, national celebrations, traditional village ceremonies, support for places of worship, and various other social initiatives. [GRI 3-3, 203-1, 203-2]

Donations are provided in accordance with applicable procedures and are accompanied by an evaluation of community development programs through a due diligence process, with priority given to Ring 1 areas, namely villages located near and directly affected by the Company's operations. This approach ensures that the support delivered is well-targeted and aligned with the actual needs of the community. [GRI 413-1, 413-2]

In addition, Cirebon Power has a grievance mechanism that is formally regulated under the Company's Standard Operating Procedures (SOP). All community complaints, whether submitted in writing or verbally are recorded and followed up within a maximum period of one month. Common issues raised include local employment, business opportunities for local entrepreneurs, land-related matters, and environmental concerns. Throughout 2024, all complaints were addressed and disclosed transparently as a reflection of the Company's accountability. [GRI 2-16]

Cirebon Power has implemented various community engagement and development programs in a planned and measurable manner to ensure that the benefits are directly felt by the surrounding communities. The following is a series of activities carried out by the Community Relations Department throughout 2024: [GRI 413-1]

Handover of Sacrificial Animals to Communities Surrounding Cirebon Power Power Plant

On June 13, 2024, Cirebon Power conducted a handover of sacrificial animals to support the celebration of Eid al-Adha in the areas surrounding its operational area. As part of this initiative, the Company donated 6 cows and 51 goats, which were distributed to nearby villages and stakeholders around the power plant. In addition, contractors also participated by contributing additional sacrificial animals.

The handover ceremony was conducted by Cirebon Power Management and attended by representatives from the Cirebon Regency Government, Cirebon Police Department, village heads, and community leaders. This annual initiative not only aims to strengthen relations with the Muslim community in Cirebon but also supports stunting reduction programs through the distribution of nutritious sacrificial meat. As part of the community empowerment program, all sacrificial animals were sourced from the Waruduwur and Kanci Village-Owned Enterprises through an open bidding process in accordance with applicable procurement procedures.

Ramadan Program

In celebration of Eid al-Fitr 1445 H/2024, Cirebon Power continued its support by distributing staple food packages to orphans, the elderly, and stakeholders around the power plant area. The packages included rice, cooking oil, sugar, milk, syrup, traditional Eid cookies, and other basic necessities. These packages were prepared and distributed by Pawon Mimi, a small and medium enterprise (SME) fostered by Cirebon Power. A total of 1,309 food packages were distributed in collaboration with village officials, sub-district offices, mosque administrators, Islamic boarding schools, and other stakeholders.

As part of its efforts to foster good and harmonious relations with the community, Cirebon Power also organized iftar gatherings with residents of Kancikulon and Waruduwur Villages. In addition, the Company provided donations of Qur'ans, prayer mats, sarongs, and prayer garments to village mosques in support of local religious activities.

Nadran (Sea Festival) in Citemu and Waruduwur Villages

As part of its cultural preservation program, Cirebon Power supported the Nadran (Sea Festival), a traditional fishermen's celebration held by coastal communities near the Cirebon Power Plant. This annual event serves as an expression of gratitude to God Almighty for the year's fish harvest and a hope for continued blessings in the future. The festivities included a cultural parade, a sea offering ritual, and communal prayers involving broad public participation.

Support for Religious Activities and Islamic Holiday Celebrations

Cirebon Power supports religious activities and Islamic holiday celebrations in villages surrounding the power plant. These include commemorations of the Mawlid al-Nabi, Isra Mi'raj, Islamic New Year, and other major Islamic events. The support encompasses the organization of various religious activities involving local communities. In addition, the Company contributes to the construction and renovation of mosques and prayer rooms in nearby villages as part of its efforts to strengthen community worship facilities.

Community Engagement Meetings (Formal and Informal)

Cirebon Power regularly participates in various activities held in villages surrounding the power plant as part of its community engagement efforts. These activities serve as a platform to foster harmonious relationships, gather community aspirations, and address any concerns related to the power plant's operations. Through both formal and informal forums, the Company strives to build mutually supportive and sustainable relationships with the local communities.

In addition, the Company supports community development through the construction and operation of two public facilities near its operational area: Cirebon Power Park and the Vocational Training Center. Cirebon Power Park serves as a multifunctional public space where the community can engage in various activities such as sports, education, healthcare services, Micro, Small, and Medium Enterprises (MSME) development, and other social initiatives. The area features a multipurpose sports hall and a library to support children's literacy. Every Sunday morning, residents regularly participate in fitness activities, and traditional arts are actively practiced in the park. Additionally, the park serves as a gathering point for various local communities to hold meetings and joint activities. [GRI 203-1]

Meanwhile, the Vocational Training Center managed by Cirebon Power aims to provide technical skills training and applied knowledge to youth in the surrounding area, particularly those who do not pursue higher education. The program equips participants with a range of skills, including welding, motorcycle repair, air conditioning maintenance, as well as soft skills such as computer literacy and English language proficiency, to enhance their readiness for entering the workforce. [GRI 203-2]

Community Development

The Company implements Corporate Social Responsibility programs through its Corporate Social Responsibility Division, focusing on improving the well-being and quality of life of surrounding communities. In developing its programs, Cirebon Power adheres to the philosophy that the family is the smallest unit of society and plays a vital role in building collective well-being. The approach taken therefore does not only target individuals but also involves entire families to create broader and more sustainable impact.[GRI 3-3]

This initiative supports the achievement of SDG Goal 1 (No Poverty) and Goal 2 (Zero Hunger) through programs that help improve living standards and food security within communities. Additionally, it contributes to Goal 8 (Decent Work and Economic Growth) by promoting local economic self-reliance, Goal 9 (Industry, Innovation, and Infrastructure) by supporting the development of community infrastructure, and Goal 11 (Sustainable Cities and Communities) by strengthening the capacity of local communities.

Cirebon Power community development program aims to deliver benefits to the community through empowerment initiatives and public service programs. The empowerment initiatives are carried out through small business development, livelihood support and recovery programs, and capacity-building activities. The

program is carried out through assistance for community business groups, cultivation development, and vocational training to enhance community capacity. These programs are designed to enhance the potential of the community and contribute to the improvement of family welfare. Public service programs are fulfilled by supporting key areas such as the economy, education, health, environment, and socio-cultural development.

To ensure that community empowerment and development programs are implemented effectively and deliver optimal impact, Cirebon Power applies a strategic approach to every stage of their execution. This strategy is designed to ensure that each initiative is well-targeted and delivers tangible benefits to the community. Therefore, every program undergoes a structured process, ranging from planning and execution to evaluation. Each stage is guided by predefined strategies and approaches. The key phases include the following: [GRI 3-3, 413-1]

Community Development Program Implementation Flow

Social Mapping	Planning and Budgeting	Program Implementation	Monitoring and Evaluation
A comprehensive study of local community characteristics to ensure that the program(s) is aligned with community needs.	Analyzing information from social mapping to design the most suitable community development programs.	Implementing community development programs in accordance with the established plans and budget.	Monitoring and evaluating program implementation while measuring its impact.

Pillars of the Community Development Program

Since 2007, Cirebon Power strives to deliver long-term benefits for communities surrounding its operational areas. This commitment is realized through a range of community development programs designed to support the improvement of well-being among surrounding communities. The community development programs designed by Cirebon Power are expected to generate lasting impact and contribute to improving the quality of life for local communities.

In its implementation, Cirebon Power strives to create lasting social impact by empowering communities across various aspects of life. This approach aligns with the Company's commitment to supporting local economic growth, improving quality of life, and contributing to sustainable social development. Cirebon Power's community development programs are built on two main pillars, which include: [GRI 413-1, 413-2, 203-1, 203-2]

Key Aspects of Community Development

Community Empowerment

Community-Based Small Business Development

Cirebon Power supports local small business groups by providing mentorship, business management training, and capital assistance to strengthen the competitiveness of local businesses. This effort is aimed at promoting economic self-reliance within the community and creating sustainable employment opportunities.

Livelihood Support and Recovery Program

This program focuses on developing community skills to support and restore local livelihoods. It is implemented by leveraging local resources as potential drivers for program development. The program is tailored to livelihood activities familiar to the community, such as agriculture, fisheries, and livestock. Participants are encouraged to apply appropriate technology and engage in knowledge transfer to strengthen their capacity in generating sustainable and optimal income sources.

Capacity Building

Cirebon Power continuously strives to enhance the capabilities, skills, and knowledge of local communities to promote self-reliance and competitiveness. One of the key initiatives in this area is the Company's Vocational Training Program through the Vocational Training Center. Through this program, Cirebon Power provides skills-based training aligned with industry and workforce requirements. The program is designed to enhance the competencies of the local workforce, equipping them with market-relevant skills to broaden their employment opportunities.

Community Services

Education

Cirebon Power's education initiatives focus on improving literacy and advancing knowledge development.

Health

Cirebon Power plays an active role in improving access to and the quality of healthcare services for surrounding communities. The program includes free health check-ups, capacity building for posyandu and provision of supplementary food for toddlers.

Environmental

Cirebon Power's initiative to create a sustainable positive impact on the environment and surrounding communities is realized through programs such as mangrove area maintenance, tree planting, and community-based waste management.

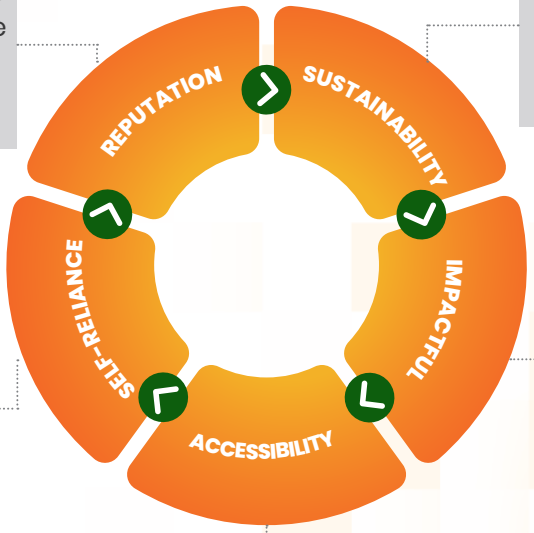
Infrastructure

The program includes the development and maintenance of Cirebon Power Park, which features facilities for sports, vending, children's play areas, and casual dining.

Program Success Indicators

A company that operates responsibly and earns the trust of its stakeholders.

Sustainable improvements in social, economic, environmental, and institutional aspects within the community.



The community's ability to achieve self-reliance across various aspects of life.

Positive impacts that are genuinely felt by stakeholders.

Broad and well-targeted reach of program initiatives.

The Company implements community development programs in a planned and continuous manner. Therefore, as of 2024, the Company has continued the initiatives launched in previous years. Activities include support for small business groups, skills training, and the development of social infrastructure. These efforts aim to foster more prosperous and self-reliant communities.

Progress of Sustainable Community Development Programs

Development of Community Small Enterprises

Initiate

Bazaar Group

Cirebon Power initiated a regular Sunday morning bazaar held in the Cirebon Power Park area. This activity has become a hub for productive community engagement and has generated positive economic and social impacts, particularly for local MSME actors.

Kancikulon Village, Astanajapura Subdistrict

Grow

Online Shop Group

The Company provides support by offering facilities and business spaces at Cirebon Power Park. Through mentoring provided to the Online Shop Group, this initiative has successfully fostered local business opportunities and expanded its impact by engaging MSME actors as partners in product marketing.

Kancikulon Village, Astanajapura Subdistrict

Fishermen's Kiosk

The Company supports fishing activities by providing essential equipment for fishermen. This initiative has encouraged the formation of joint business groups, strengthened social networks among fishermen, and created economic value for coastal communities.

Kancikulon Village, Astanajapura Subdistrict

Develop

Putri Ayu Herbal Medicine Production Group

Assistance and support in providing production facilities have been extended to the Putri Ayu Herbal Medicine Group as part of efforts to promote the development of local businesses. This initiative has created economic opportunities for the community, particularly for women.

Kancikulon Village, Astanajapura District

Eca - Dry and Frozen Food Production Group

Production space has been provided to the Eca Group to support the improvement of product quality and to optimize the group's income in a sustainable manner.

Waruduwur Village, Mundu District

Omaci - Mango Processing Group

The Omaci Group continues to produce processed mango products, especially during peak harvest season. Business development efforts are also being pursued by expanding product sales to local souvenir shops.

Bandengan Village, Mundu District

Self-Reliant

Shrimp Paste House

The production activities of the Shrimp Paste House Group are regularly monitored, while ongoing support is provided to facilitate their participation in MSME bazaars as part of a continuous collaboration effort.

Kancikulon Village, Astanajapura District

Self-Reliant

Batik Kanci

The Batik Kanci Group has opened access to training for the community as a demonstration of its commitment to self-reliance and sustainability, aiming to strengthen the local skill-based economy.

Kancikulon Village, Astanajapura District

Sewing House

The Sewing House Group has independently and sustainably carried out production activities by providing tailoring services to meet uniform needs for various clients.

Kancikulon Village, Astanajapura District

Pawon Mimi Catering Group

The Pawon Mimi Catering Group has been operating independently by providing catering services to various clients and contributing to the distribution of basic food packages, which also helps empower other supported MSMEs.

Kancikulon Village, Astanajapura District

Makeup Services Group

The Makeup Services Group has demonstrated business self-reliance through beauty services, as a continuation of training and ongoing assistance provided in previous years.

Bandengan Village, Mundu District

Livelihood Support and Recovery

Initiate

Crab Fattening

The planning and mapping of potential crab farming using the apartment system have been initiated, involving local fishermen in the implementation of the program.

Citemu Village, Astanajapura District

Pottery Craft Center

As part of efforts to empower the local economy, potential mapping and program planning for a pottery village tourism initiative have been carried out, with the aim of sustainably increasing the income of local artisans.

Astanamukti Village, Pangenan District

Grow

Jala Karya Livestock Group (Feed Bank)

Assistance to the Jala Karya Livestock Group has been provided through support for the feed bank initiative, as a solution to goat feed shortages during the dry season, ensuring sustainable livestock feed availability.

Pengarengan Village, Pangenan District

Develop

Women's Cake-Making Cooperative

Efforts to support women's entrepreneurship are carried out through capacity building and facilitation of legal access for members of the Women's Cake-Making Cooperative. This initiative aims to support the development of the business group and encourage increased productivity among women.

Kanci Village, Astanajapura District

Pengarengan Tourism Activators (Pespa)

The initiative to preserve and develop the mangrove ecotourism area was carried out by providing boat facilities to the Pespa Group. The boat is used for river tourism transport as well as for biodiversity monitoring, involving collaboration with various relevant stakeholders.

Pengarengan Village, Pangenan District

Self-Reliant

Rotan Mandiri Group

Capacity building for members of the Rotan Mandiri Group is carried out through continuous, order-based production, while also providing space for artisans to improve product quality and expand market reach.

Waruduwur Village, Mundu District

Rea Abadi Catfish Farming Group

As a result of ongoing assistance and effective use of support provided, the Rea Abadi Group has successfully developed catfish farming in an optimal manner, directly contributing to the economic sustainability of the local community.

Kanci Village, Astanajapura District

Muara Jelombang Selar Fishermen Group

The Muara Jelombang Selar Fishermen Group plays an active role in preserving coastal areas through the use of environmentally friendly fishing gear. This effort is supported by multi-stakeholder collaboration and regular monitoring as part of a shared commitment to sustaining the ecosystem and the livelihoods of local communities.

Kancikulon Village, Astanajapura District

Miniature Boat and Woodcraft Group – Gopes

Driven by business self-reliance, the Miniature Boat and Woodcraft Group continues to transform wood waste into high-value handcrafted products.

Kancikulon Village, Astanajapura District

Community Services

Education

Children's Reading Garden – Coastal Literacy Program

The Children's Reading Garden serves as a space for the Coastal Literacy Program, providing access to reading activities while encouraging children's productivity after school through interactive play-based learning. This facility is utilized not only by children to spend their free time in an educational manner, but also by teachers from nearby schools as an alternative outdoor learning space that is more interactive and enjoyable.

Cirebon Power Park Library – Children's Literacy

Throughout 2024, the Cirebon Power Park Library welcomed 3,531 visitors. Through partnerships with several local schools, the library actively expanded community access to literacy through the Children's Literacy Program. Collaboration with the KolaboratorKebaikan.id Community and support from local residents have further strengthened the development of this program, reflecting a shared commitment to advancing education and community development.

Health

Dengue Fever (DBD) Prevention

Collaboration with the Community Disaster Response Group (ASTANA) formed part of the efforts to prevent the spread of Dengue Fever (DBD) through fogging activities conducted in Bandengan and Citemu Villages, Mundu District. This support was provided by Cirebon Power as a demonstration of its commitment to safeguarding public health and improving environmental quality to reduce the risk of disease outbreaks.

Community Health Check-ups and Medical Services

In 2024, Cirebon Power organized free health check-up services for residents of Kanci Kulon Village and Mundu Pesisir Village. The program reached 400 people in Kanci Kulon and 483 people in Mundu Pesisir. The activities were carried out in collaboration with local village governments and Anisah Putra Medika Clinic, as a form of synergy in providing inclusive and accessible healthcare services for the community.

Health

Support for Posyandu Services

Support for Posyandu service infrastructure in Kancikulon Village was provided by Cirebon Power as part of efforts to improve public health. To optimize these services, 35 Posyandu cadres participated in capacity-building activities to enhance their understanding and skills in community healthcare services.

Supplementary Feeding Program (PMT)

The provision of supplementary food through Posyandu in Kanci Village is part of efforts an effort to support the nutritional needs of toddlers. This program is carried out regularly with the involvement of Posyandu cadres and local health workers to ensure accurate targeting and the quality of nutritional intake. Through this initiative, Cirebon Power contributes to reducing stunting rates and raising public awareness of the importance of fulfilling nutritional needs from an early age.

Fishermen Insurance

In 2024, insurance claims were disbursed to the families of 19 fishermen, consisting of 16 natural death cases and 3 due to work-related accidents at sea. In addition, 1 fisherman received medical treatment for injuries sustained during a work-related incident. This program is part of Cirebon Power's initiative to provide life and accident insurance coverage for 3,000 fishermen.

Ambulance Services

A total of 3 ambulance units are operated to serve communities in six villages, namely Mundupesisir, Bandengan, Citemu, and Waruduwur in Mundu District, as well as Kanci and Kancikulon in Astanajapura District. The operation of these services is supported by the respective village governments. The presence of ambulances improves community access during emergencies that require immediate medical attention at healthcare facilities.

Environment

Seedling Bank

Tree seedling cultivation is carried out in collaboration with the Muara Jelombang Selar Fishermen Group to provide ready-to-plant trees as part of efforts to green the surrounding environment. This activity represents one of the group's initiatives to contribute to environmental conservation.

Support for Waste Management by BUMDes Mundupesisir

The provision of a plastic shredding machine was carried out in collaboration with the waste management unit of the Village-Owned Enterprise (BUMDes) of Mundupesisir, Mundu District. This support reflects Cirebon Power's contribution to addressing waste management challenges at the community level.

Infrastructure

Cirebon Power Park

Located on the Cirebon–Tegal main road in Kanci Kulon Village, Astanajapura District, Cirebon Power Park serves as a community activity center. One of its flagship programs is the Sunday Bazaar, held weekly and featuring a variety of activities such as aerobics, traditional games, cultural performances, and MSME stalls. Collaborations with various local organizations further strengthen economic activity and promote community social engagement.

The park is also equipped with supporting facilities including a sports hall, library, and MSME kiosks, complemented by a spacious parking area to ensure visitor comfort and accessibility.

In April 2024, Cirebon Power Park served as the location for a Homecoming Post organized in collaboration with Dompet Dhuafa and the local community. The post provided various services to over 2,000 homebound travelers, including rest areas, a children's playground, and free services such as health check-ups, massages, haircuts, and meals for iftar and suhoor.

Infrastructure

Cirebon Power Park Sports Hall

The Sports Hall located within Cirebon Power Park serves as a hub for community activities, particularly for productive pursuits such as futsal, badminton, and basketball. This facility supports a healthy and active lifestyle for the surrounding community. In addition to serving as a sports venue, the hall is also available for various community events, including meetings, gatherings, and other activities that require a spacious venue.

Cirebon Power Park Library

Located within Cirebon Power Park, the Cirebon Power Park Library offers a comfortable and inspiring learning space. With a collection of over 2,100 books, the library serves as a literacy hub that supports reading activities, discussions, and self-directed learning. Open every Monday to Friday from 9:00 AM to 4:00 PM, it plays an important role in the local community's learning ecosystem.

Children's Reading Garden

Located in Citemu Village, the Children's Reading Garden provides a collection of 2,000 books and serves as a coastal literacy center that is easily accessible to the community. The facility is open to local residents, particularly teachers from nearby schools who wish to conduct teaching and learning activities in an outdoor setting.

Water Pump House

The Water Pump House facility, located in the Cirebon Power Park area, continues to be well-managed to provide clean water access for the residents of Blok Kemis, Kancikulon Village, Astanajapura District. This facility supports the fulfillment of basic needs while contributing to improved public health and proper environmental sanitation.

Protection and Empowerment of Coastal Fishermen through Insurance and Fishermen Kiosk Programs

Cirebon Power has provided the Fishermen's Insurance Program since 2011, a social protection initiative specifically designed for fishers who face high daily risks in their fishing activities. Each year, the program successfully provided protection to approximately 3,000 fishers across 11 villages surrounding the Company's operational area, including those located beyond the Ring 1 zone. As of 2024, Cirebon Power has distributed more than 37,080 insurance policies since 2011, making this program one of the key pillars in safeguarding the livelihoods of fishers in its surrounding communities. [GRI 3-3]

Fishing is a high-risk occupation, with dangers ranging from extreme weather and work-related accidents at sea to potentially fatal incidents that threaten the personal safety and the economic stability of fisher families. This program serves as a financial protection solution, helping to alleviate the burden on fisher families when faced with emergencies at sea. Through this program, a sense of security and economic certainty is a key value delivered to its beneficiaries. Fishers now have insurance coverage that helps safeguard their livelihoods and support their families in the event of unforeseen work-related accidents. [GRI 203-2]

The Fishermen's Insurance Program is part of Cirebon Power's broader vision to foster a harmonious and sustainable relationship with surrounding communities, particularly coastal groups that form an integral part of the social ecosystem in Cirebon. This initiative reflects the Company's long-term, impact-driven approach to corporate social responsibility.

Since 2020, Cirebon Power has also initiated the Fishermen Kiosk Program to support the economic independence of coastal communities by providing more affordable access to fishing equipment. The program was established to address a key challenge faced by fishers,namely limited access to adequate and affordable fishing equipment.

In coastal areas, the prices of fishing equipment, such as nets, gear, and other equipment are often volatile and difficult to afford. The Fishermen's Kiosk was designed as a solution to provide more affordable and accessible equipment through a collective procurement mechanism. By purchasing in bulk, the program offers more competitive prices compared to individual purchases. [GRI 3-3]

Since its launch, the program has engaged more than 30 fishers and has proven effective in reducing their average monthly expenses by up to Rp500,000 per person. This reduction in operational costs has allowed fishers greater flexibility to invest in other aspects of their businesses. In addition to cost efficiency, fisher productivity has increased as they are now able to go to sea with more appropriate and adequate equipment. [GRI 203-2]

One of the program's key strengths lies in its community-based management approach. Local fisher groups are directly involved in operating the Fishermen's Kiosk, fostering a sense of ownership and promoting economic self-reliance. As a result, the program not only supports local livelihoods but also strengthens the institutional capacity of fisher communities in a sustainable manner.

Feed Bank Program to Ensure Livestock Feed Availability Amid Dry Season Challenges

Prolonged dry seasons often pose significant challenges to the livestock sector, particularly for goat farmers in coastal areas. Recognizing this issue, Cirebon Power responded by initiating the Feed Bank Program as an innovative solution aimed at ensuring the availability of animal feed through a series of fermentation processes that allow the feed to be stored for longer periods. [GRI 3-3]

This program targets the Jala Karya Livestock Group in Pengarengan Village, Pangenan Sub-district, Cirebon Regency, which has long faced challenges in accessing natural feed sources during the dry season. Through the establishment of the Feed Bank, farmers now have access to a collectively and systematically managed feed reserve.

The Feed Bank not only ensures the continuity of livestock activities amid limited feed resources, but also improves time efficiency and reduces costs. By eliminating the need for hours spent sourcing feed, farmers allocate more time to livestock management, ultimately boosting productivity. [GRI 203-2]

This program represents Cirebon Power's tangible contribution for strengthening National Food Security. It also forms part of a broader climate adaptation strategy, addressing the growing impacts of climate change on the agricultural and livestock sectors in coastal areas.

Cirebon Power Park as a Community Activity Center

The community surrounding Cirebon Power is densely populated, with houses built in close proximity to one another. Public and social facilities in the area are also very limited. This situation led to the creation of Cirebon Power Park, a 1.7-hectare green open space located at the heart of the community.

Cirebon Power Park is a public space that offers various facilities to support community activities. These include kiosks that can be used by local residents for small businesses, a multipurpose sports hall, and a library accessible to children and students.

Beyond physical infrastructure, Cirebon Power Park also hosts a variety of community activities. For example, for MSMEs operating the kiosks, Cirebon Power provides various forms of support such as training, certification, and other initiatives aimed at increasing their income. [GRI 203-2]

Cirebon Power also regularly organizes Sunday morning aerobics and bazaars as a means of promoting sports and recreation. Most of the participants are women from the community who greatly enjoy these activities. In addition, Cirebon Power routinely facilitates various community sports tournaments held at the Cirebon Power Park Sports Hall.

Another facility available at Cirebon Power Park is the library. Cirebon Power provides a collection of more than 2,250 books and

assigns a dedicated library staff member to assist children in gaining the maximum benefit from the available books. Beyond reading, children are also engaged in various activities to enhance their motor and cognitive skills, such as storytelling, drawing, and others.

Cirebon Power Park is also used for various social activities. The community utilizes the space for meetings and community events free of charge. All maintenance and upkeep costs are fully covered by Cirebon Power. One of the regular activities held there is the use of Cirebon Power Park as a rest post during the Eid homecoming season. Conducted in collaboration with Dompet Dhuafa Indonesia, this initiative turns the park into a family-friendly rest area. In addition to providing a resting place, it offers health services, vehicle repair, and children's play facilities. This activity supports travelers, especially those using motorcycles, to experience a safer, more comfortable, and enjoyable homecoming journey.

In 2024, Cirebon Power Park received the GOLD category award at the Indonesian CSR Award 2024. This recognition reflects the park's significant contribution as a center for community economic and social activities. In the coming year, Cirebon Power Park will be further developed with the addition of a community cinema, children's playground, and jogging track to better serve the public.

Activities at Cirebon Power Park

Social and Cultural Sector
- Open space for the "Gantari" Art Studio
- Eid homecoming rest post activities

Economic Sector
- MSME training center
- Traditional Cirebon culinary restaurants and cafés

Educational Sector
- Public educational and recreational facilities
- Library and early childhood literacy/education programs

Sports and Recreational Facilities
- Sports hall (volleyball, table tennis, futsal, and badminton)
- Sunday morning aerobics sessions

Cirebon Power Advances Community Capacity Building Through Its Vocational Training Center

Cirebon Power provides skills training programs through its Vocational Training Center. The program aims to enhance the capacity and competitiveness of surrounding communities by providing industry-relevant technical training and entrepreneurship development.

The program is designed to bridge the gap between the skills required by the job market and the capabilities of the local workforce. It is expected to create broader employment opportunities and foster the growth of independent enterprises. The training focuses on practical knowledge and applicable technical skills, enabling participants to be well-prepared for the demands of the industry or to develop their own businesses.

The implementation of this program has contributed to economic growth in the areas surrounding Cirebon Power's operations, while also improving regional productivity and overall competitiveness.

Cirebon Power Vocational Program: Empowering Communities Through Skills Education

From 2018 to 2023, the Cirebon Power Vocational Program successfully facilitated skills training for 435 participants. In 2024, the program grew significantly, reaching a total of 482 participants from 3 sub-districts and 16 villages surrounding the Company's operational area.

Focus on Job Readiness and Economic Empowerment

This program is designed to equip participants with technical and non-technical competencies, along with the soft skills required to compete in the job market. To date, 72% of graduates have successfully entered the workforce, a key indicator of the program's effectiveness in enhancing the quality of the local workforce.

Types of Technical Training

The technical training programs offered include:

1. Welding:
   a. 2G SMAW
   b. 3G SMAW
   c. 6G SMAW

   Each welding course includes certification by the Indonesian Professional Certification Authority (BNSP)
2. Motorcycle Technician
3. Refrigeration and Split AC Systems
4. Residential Electrical Installation

All technical training programs are complemented by a four-week internship in collaboration with private companies and SOEs in Cirebon City and Regency areas. This provides participants with valuable hands-on work experience.

Non-Technical Training

To broaden employment opportunities, the vocational program also offers non-technical training, including:

- Office Computer Applications
- Graphic Design
- English Language

Soft Skills Development

As part of efforts to prepare participants for the workforce, the program also provides soft skills training in collaboration with various educational institutions. The training covers topics such as:

- Creating digital job application documents
- Effective job interview techniques

Strategic Collaboration

In 2024, the Cirebon Power Vocational Program also established a partnership with the Cirebon Regency Manpower Office to assist training participants in obtaining an AK1 Form (Yellow Card). This initiative represents an important step in facilitating their entry into the formal employment system.

Vocational Training Based on Graduate Employment Absorption for the 2024 Period [GRI 413-1]

The Company strives to foster positive and sustainable relationships with local communities surrounding its operational areas. This commitment is realized through community development programs designed based on actual community needs and participatory principles. The main focus is directed toward enhancing human resource capacity, creating economic opportunities, and supporting the overall quality of life.

As a form of contribution to local community empowerment, the Vocational Training Center of Cirebon Power provided intensive training to 92 participants throughout 2024. The program was designed based on the real needs of the labor market and business sector. As a result, 67 participants successfully entered the workforce, reflecting the program's effectiveness in enhancing the competitiveness of the local workforce. In addition, 5 participants chose the entrepreneurial path by starting their own businesses, 8 continued their education to a higher level, and 12 others had not engaged in any economic activity, meaning they were not employed, self-employed, or pursuing further studies. All programs were developed with a focus on generating long-term social and economic impacts for surrounding communities, while strengthening the Company's role as an inclusive and sustainable local development partner.

The following is a breakdown of the types of vocational training conducted throughout 2024, along with the outcomes of each program:

Type of Training	Number of Participants	Employed	Self-Employed	Continued Education	Not Yet Economically Active
Refrigeration & Split AC Technician	10	9	0	1	0
Graphic Design & Printing Production	15	13	1	1	0
Weekend English Class (Batch 1)	15	12	1	2	0
Office Computer Applications (Batch 1)	9	7	0	2	0
3G SMAW Welding BNSP	13	10	0	0	3
Residential Electrical Technician	10	6	0	1	3

Type of Training	Number of Participants	Employed	Self-Employed	Continued Education	Not Yet Economically Active
6G SMAW Welding BNSP	10	6	0	0	4
Office Computer Applications (Batch 2)	10	4	3	1	2
Total	**92**	**67**	**5**	**8**	**12**

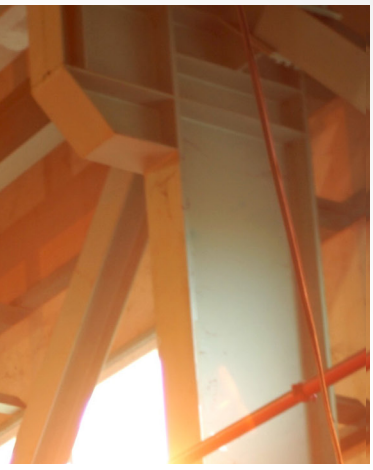
Wahyu Prasetyo
(Participant of the Residential Electrical Installation Training Program)

"My impression of the Cirebon Power Vocational Training Center is very positive, as this program greatly supports the younger generation, especially those living in Astanajapura. Personally, I was very interested in the program offered. At the Vocational Training Center, I chose the residential electrical installation program. Through this training, I gained a deeper understanding of electrical systems, particularly the importance of the 'safety first' principle in the workplace. The facilities and equipment provided were also highly adequate."

Muhammad Azril
(Participant of the Motorcycle Engineering Training Program)

"I am very grateful and pleased to have participated in the Cirebon Power Vocational Training Center located in Waruduwur Village, Mundu District, Cirebon Regency. This training provided me with valuable knowledge and new experiences, particularly in the field of Motorcycle Engineering. The conducive learning environment and interactive teaching methods made it easier for me to understand the material. The facilitators were highly competent and patient in guiding us. Additionally, I was able to build many new connections with participants from various areas, especially around Cirebon, which was a significant added value for me. This training has motivated me to continue learning and developing myself, particularly in my chosen field."

"I hope this kind of training can continue to be held regularly in Waruduwur Village, Mundu District, Cirebon Regency, so that more people have the opportunity to learn and grow. To the facilitators, I extend my sincere gratitude for your dedication and the knowledge you have shared. May the skills and insights we have gained prove useful and applicable in our daily lives. To my fellow training participants, let us maintain our enthusiasm for learning and never stop exploring our potential. Let this training be a stepping stone toward achieving success."





06
GOVERNANCE PERFORMANCE

Cirebon Power believes that strong and adaptive corporate governance is a fundamental foundation in ensuring operational sustainability and the achievement of its long-term vision. Through the implementation of good governance principles, the Company strives to create balanced added value across economic, social, and environmental aspects. Throughout 2024, Cirebon Power continued to strengthen its governance practices by integrating sustainability considerations into strategic decision-making.

Strengthening Risk Management for Reliable and Sustainable Operations [GRI 2-23, 2-24]

Cirebon Power positions risk management as a comprehensive component of its corporate governance system. In navigating the complexities and challenges of the energy industry, the ability to anticipate, respond to, and manage risks effectively is key to maintaining operational stability and long-term sustainability.

Cirebon Power therefore uses a comprehensive risk management approach grounded in preventive principles and supported by relevant international standards. This approach is designed not only to safeguard the Company's assets and operations but also to ensure that every business process is carried out responsibly, efficiently, and in alignment with the values of integrity.

Preventive Risk Management Approach

Risk management is one of the key pillars of good corporate governance and a vital aspect in supporting operational sustainability. Cirebon Power adopts a preventive, risk-based approach that is applied comprehensively across all business activities. This approach emphasizes early identification and mitigation of potential risks, enabling the Company to take proactive measures before risks escalate into more significant issues.

As part of its efforts to reduce and prevent potential risks, Cirebon Power developed risk mapping, established risk scales, and formulated measurable mitigation strategies. This is designed to manage risks and their potential impacts on operations and the Company's long-term sustainability. Through this approach, Cirebon Power is able to effectively identify, evaluate, and manage risks while enhancing operational resilience and strengthening the Company's capacity to address future challenges.

Adoption of International Standards as the Foundation for Governance and Risk Mitigation

The application of preventive-based risk management principles is realized through the integration of various international standards into the operational system. This reflects the Company's commitment to operational efficiency, environmental sustainability, workplace safety, and transparent, accountable governance.

Several standards adopted, include:

- **ISO 9001:2015** – Quality Management System, to ensure consistent service quality and operational processes;
- **ISO 14001:2015** – Environmental Management System, to support sustainable environmental management;
- **ISO 50001:2018** – Energy Management System, to enhance energy efficiency in the electricity generation process;
- **ISO 45001:2018** – Occupational Health and Safety (OHS) Management System, to provide a safe and healthy work environment for all employees;
- **ISO 37001:2016 –** Anti-Bribery Management System (ABMS), to prevent, detect, and respond to bribery, gratuities, and other forms of fraud across all business processes.

Overall, the adoption of these standards not only strengthens the Company's internal control system and enhances stakeholder trust, but also serves as a critical foundation in supporting Cirebon Power's long-term vision to deliver reliable, efficient, and sustainable energy.

Continuous Monitoring and Evaluation

The Company conducts regular audits, monitoring, and evaluations through monthly coordination meetings. The Internal Audit Team carries out audits at least once a year to ensure the effectiveness of the implemented risk management system. The outcomes of these meetings and audits are followed up in management review forums to ensure continuous improvement. All ISO standard implementations are also periodically evaluated by certification bodies through surveillance audits to assess the compliance and effectiveness of their application against the applicable standards.

Strengthening Sustainability Governance Systems and Structures [GRI 2-9, 2-13, 2-14]

Cirebon Power has an integrated and systematic sustainability governance structure designed to ensure that sustainability principles are embedded in all aspects of the Company's operations, including environmental impact management, social issue handling, and compliance with applicable governance standards. Through this approach, Cirebon Power is committed not only to meeting but also exceeding stakeholder expectations regarding sustainability practices.

In terms of sustainability governance, Cirebon Power adopts a structured and integrated approach from the strategic level to operational execution. The governance structure was established through the formation of various bodies tasked with ensuring the application of sound corporate governance principles. Each body and individual within this governance structure has clearly defined roles, responsibilities, and authorities in the decision-making process, with the ultimate goal of maintaining a resilient, inclusive, and adaptable to changes.

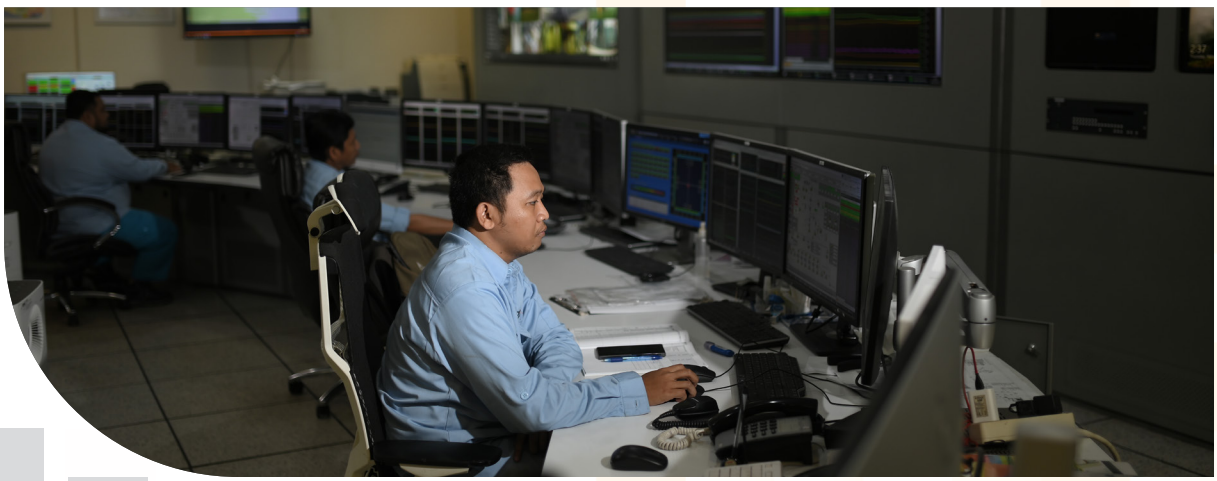
To raise awareness about the importance of cybersecurity within the company, Cirebon Power engaged all employees in a Cybersecurity Awareness Socialization program. This activity aimed to provide deeper understanding of potential cyber threats and preventive measures to protect the Company's data and information systems. Active participation from all employees is strongly encouraged to foster a secure and responsive work culture regarding digital security issues.

Strategic and Executive Roles in Sustainability Governance

The Board of Commissioners and Board of Directors of PT Cirebon Electric Power and PT Cirebon Energi Prasarana play a strategic role in setting policies, core values, and the long-term direction of the Company as the foundation for the implementation of sustainability principles. To ensure effective execution, the governance structure is also supported by subject matter experts and representatives from business units, who are engaged as needed based on operational context and requirements. To ensure the effective implementation of sustainability principles, Cirebon Power has established a functionally structured reporting mechanism for sustainability issues. Reporting is carried out in a tiered manner by work units directly related to environmental, social, and governance (ESG) aspects.

All units submit periodic reports outlining achievements, challenges, and strategic recommendations related to sustainability initiatives to the coordinating function under management's direction. The collected information is discussed in internal coordination forums and serves as the basis for comprehensive evaluation and follow-up actions on sustainability issues within the Company.

As part of internal capacity strengthening, this reporting process is also supported by socialization and training activities aimed at enhancing each work unit's understanding in accurately identifying, recording, and reporting sustainability issues.



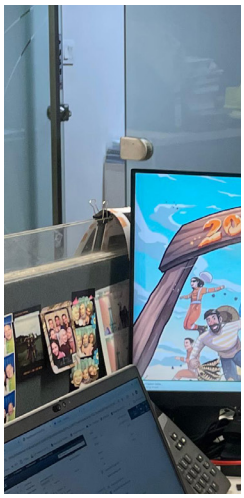
Implementation of the Code of Ethics as a Pillar of Corporate Governance [GRI 2-23, 2-24]

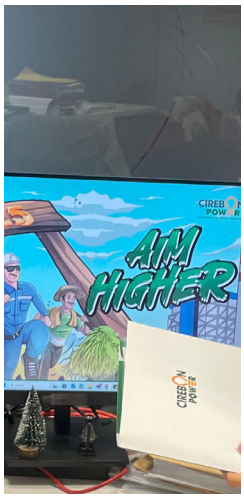
Cirebon Power upholds Code of Ethics as the foundation for everyone's conduct within the organization, and was developed as a reflection of the Company's commitment to upholding business ethics and professionalism. To ensure legal and operational adherence, the Code of Ethics has been integrated into the Company Regulations (PP), making it a primary reference for all employees and executive board members in their interactions with stakeholders.

100% Of employees

have received socialization of the Company's Code of Ethics in an effort to internalize ethical values within the organizational work culture.

Cirebon Power's Code of Ethics is aligned with the Company's vision, mission, and core values, and serves as an integral part of the implementation of good corporate governance principles. Consistent implementation of the Code plays a vital role in strengthening the Company's integrity and credibility in the eyes of stakeholders.





Cirebon Power's Code of Ethics addresses a range of critical issues related to individual behavior and integrity in the workplace, including:

- Conflict of Interest
- Anti-Bribery
- Acceptance of Gifts
- Giving of Gifts
- Sexual Harassment
- Bullying and Intimidation
- Relationships with Employees' Family Members

Conflict of Interest Management

[GRI 2-15]

Corporate governance is carried out in a transparent and accountable manner, including the management of potential conflicts of interest across all levels of the organization. Conflict of interest management is an integral part of ethical governance practices, aimed at safeguarding the integrity of decision-making processes and preventing potential abuse of authority.

The Company has policies and procedures to govern conflicts of interest, applicable to all levels of the Board of Directors, management, and employees. These include:

- Mandatory disclosure of potential conflicts of interest, whether personal, familial, or involving external business relationships.
- Prohibition from participating in decision-making processes if the individual has a personal interest in the transaction or activity being discussed.
- An internal reporting mechanism that allows individuals to report suspected conflicts of interest directly to their supervisor or the compliance unit.
- Oversight and resolution by the Audit Committee or designated unit, including the imposition of sanctions in cases of confirmed policy violations.

- A requirement for all employees and management to sign a conflict-of-interest declaration as part of their commitment to integrity and professionalism.

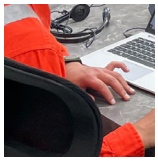
Through these practices, Cirebon Power strives to foster a work environment that upholds ethics, fairness, and transparency, ultimately strengthening stakeholder trust.

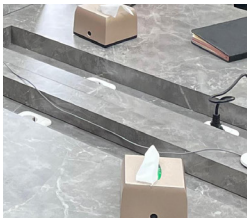
Anti-Corruption and Anti-Bribery Implementation

Cirebon Power upholds good and sustainable corporate governance as the foundation of its commitment to preventing and avoiding corrupt practices. In support of this commitment, the Company enforces a strict anti-corruption policy applicable to all parties involved in its business activities, ensuring that every individual acts with integrity and adheres to the principles of good governance. [GRI 3-3]

This policy supports the achievement of SDG Goal 16 (Peace, Justice, and Strong Institutions) by reinforcing a culture of integrity and establishing transparent and accountable institutional systems across all business activities.

The anti-corruption initiative through the implementation of the ABMS is based on the Company's 2024 performance assessment indicators. These indicators are determined by management and formally endorsed by the President Director at the beginning of the year, in line with the practice established in previous years. Re-signing is carried out in the event of any changes to the Board of Directors, accompanied by an annual review of the policy. In addition, the Company routinely monitors the implementation of the ABMS, its performance achievements, and the execution of anti-corruption programs to ensure their effectiveness and sustainability. [GRI 205-1]





To mitigate the risk of corrupt practices, Cirebon Power applies a range of preventive measures, including training programs, awareness campaigns, and SOPs. These mitigation efforts are based on anti-bribery risk mapping and assessments conducted across all divisions and departments, in accordance with ISO 37001:2016 standards. As of 2024, Cirebon Power has consistently enhanced several programs related to anti-corruption efforts, including: [GRI 205-2]

- **Introducing a background check stage in the procurement process, requiring all Cirebon Power vendors/partners to have no history of involvement in corruption cases.**
- **Conducting due diligence on partners participating in Cirebon Power's procurement activities.**
- **Regular awareness sessions on the implementation of ISO 37001 at Cirebon Power.**
- **Implementation of a digital procurement system.**

The strengthening of comprehensive anti-corruption governance is carried out through the implementation of various control mechanisms within Cirebon Power's business partnership processes. All parties involved in collaborations are required to sign an integrity pact, reflecting a shared commitment to conduct operations and partnerships free from corruption, collusion, and nepotism (KKN). This process is reinforced through understanding assessments and regular evaluations to ensure that all stakeholders fully comprehend and apply anti-bribery principles in their business activities.

The enhancement of ABMS implementation is continuously pursued through various mitigation measures, including the upgrading of the procurement system by adopting a technology-based enterprise system. This system enables automated and tiered approval processes, thereby minimizing the risk of undue intervention and ensuring alignment with the principles of good corporate governance.

In addition, Cirebon Power consistently conducts refreshment sessions to reinforce employee understanding and implementation of the ABMS. These sessions are held annually using the Company's facilities and platforms. Instructions from the President Director are also conveyed during these sessions to emphasize that understanding ABMS is a mandatory responsibility for all employees. At the end of each session, an assessment or knowledge test is conducted to evaluate the level of employee comprehension regarding ABMS. During 2024, the assessment results showed a significant improvement in understanding, exceeding the established threshold. [GRI 205-2]

The implementation of ABMS awareness sessions is tailored to the partnership status of the parties involved. For new business partners, the socialization is conducted at the beginning of the collaboration process, while for existing partners, refresher sessions are carried out annually. In addition, the Company conducts regular training

program reviews for core team members who serve as internal ABMS auditors to ensure the system's comprehensive and effective implementation. [GRI 205-2]

As a reinforcement measure, the Company also has a whistleblowing system that enables employees and business partners to report suspected violations safely and confidentially. All reports received are followed up transparently through mechanisms that ensure whistleblower protection. This system is designed to foster a culture of integrity and accountability across the organization and serves as a critical component in strengthening corporate governance. [GRI 205-3]

Cirebon Power strengthened anti-corruption commitment by conducting an ISO 37001:2016 audit. The audit, conducted by an accredited ISO Certification Body and the Internal Audit team, confirmed that no major non-conformities were found. The Company also received several recommendations to further enhance the implementation of ISO 37001 within its operational management system. As a result, in 2024, Cirebon Power successfully maintained its ISO 37001:2016 certification, with no reported cases of corruption across its business operations. [GRI 205-3]

> **Throughout 2024, Cirebon Power successfully maintained clean and integrity-driven governance, as reflected in the absence of any reported corruption cases across its business operations. This achievement serves as a tangible indicator of the Company's strong commitment to upholding a zero-tolerance policy against all forms of misconduct, as well as the effectiveness of its anti-bribery management system, which is implemented consistently and sustainably.**

Cirebon Power's management demonstrates a strong commitment to the implementation of the ABMS by upholding a zero-tolerance principle toward all forms of misconduct. The established ABMS policy is universally applicable to all employees and business partners working with the Company. Any violation of the Code of Ethics or ABMS policy is subject to strict sanctions in accordance with prevailing regulations.

The implementation of this policy not only forms part of the Company's Key Performance Indicators (KPIs) but also serves as a reminder for all Cirebon Power employees and business partners to uphold integrity and comply with management's established policies. These efforts represent a concrete manifestation of Cirebon Power's dedication to building clean and transparent governance, in support of the Company's mission to deliver reliable and efficient energy for a better future for all stakeholders.

GRI Content Index

GRI Content Index	Cirebon Power has reported the information cited in this GRI content index for the period 1 January until 31 December 2024 with reference to the GRI Standards.
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Applicable GRI Sector Standard	GRI G4 Electric Utilities

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Feedback Sheet

Thank you for reading Cirebon Power 2024 Sustainability Report. To realize better reporting quality in the coming year, we expect suggestions, criticisms and suggestions from readers and users of this report.

Profile

Name	:
Institution/Company	:
Email	:
Phone/HP	:

Stakeholder Category

( ) Customer

( ) Shareholder

( ) Employee

( ) Government and Policy makers

( ) Work Partners, supplier

( ) Mass media

( ) Community, local community

( ) Other, please specify

Please choose the appropriate answer by putting a in front of the available answers	Agree	Disagree	I don't know
Does this report describe the Company's performance in contributing to sustainable development?			
1 Is this report useful for you?			
2 Is this report easy to understand?			
3 Is this report interesting?			

Please write the answers according to your opinion:	
1	Which piece of information is the most useful and interesting?
2	Which part of the information is not useful so it needs to be improved?
3	Is the data presented transparent, reliable, and balanced?
4	Suggestion/comment for future improvement of the report

We really appreciate the feedback you provide. For this, please send this feedback sheet to:

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