ASI CERTIFICATION **PERFORMANCE STANDARD**

PRESENTED TO

PT Indonesia Asahan Aluminium

CERTIFICATE NUMBER
246

ASI STANDARD
PERFORMANCE STANDARD (V3.1 2023)

CERTIFICATION LEVEL
FULL CERTIFICATION

ASI ACCREDITED AUDITING FIRM
TÜV RHEINLAND CERT GmbH

DATE OF ISSUE
4 NOVEMBER 2026

DATE OF EXPIRY
3 NOVEMBER 2029

CERTIFIED SINCE
5 JANUARY 2023

AUTHORISED BY



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Validity of this Certificate is subject to continued conformance with the applicable ASI Standard and can be verified at:
www.aluminium-stewardship.org

CERTIFICATION SCOPE

Manufacture of carbon anode blocks and Primary Aluminium, as well as production of Aluminium ingots, billets and alloys at the Indonesia Asahan Aluminium (INALUM) Smelting plant Kuala Tanjung, Indonesia.

AUDIT REPORT **PERFORMANCE STANDARD**

OVERVIEW

MEMBER NAME	Indonesia Asahan Aluminium (INALUM) Persero
ENTITY NAME	PT Indonesia Asahan Aluminium
CERTIFICATION SCOPE	Manufacture of carbon anode blocks and Primary Aluminium, as well as production of Aluminium ingots, billets and alloys at the Indonesia Asahan Aluminium (INALUM) Smelting plant Kuala Tanjung, Indonesia.
SUPPLY CHAIN ACTIVITIES	• Aluminium Smelting • Casthouses
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	• Initial Certification Audit (17 - 25 October 2022) • Surveillance Audit (29 January – 2 February 2024) • Re-Certification Audit (27 – 31 October 2025) • Surveillance Audit (26 – 28 August 2026)
AUDIT FIRM	TÜV Rheinland Cert GmbH
AUDIT DATE	• 17 - 25 October 2022 (Initial Certification Audit) • 29 January – 2 February 2024 (Surveillance Audit) • 27 – 31 October 2025 (Re-Certification Audit) • 26 – 28 August 2026 (Surveillance Audit)
AUDIT REPORT SUBMISSION	• 4 December 2022 (Initial Certification Audit) • 1 April 2024 (Surveillance Audit) • 6 December 2025 (Re-Certification Audit) • 3 October 2026 (Surveillance Audit)
AUDIT SCOPE	Initial Certification Audit (17 - 25 October 2022) All the Facilities at the INALUM Primary Aluminium Smelting plant located in Kuala Tanjung. The supply chain activities included in the Audit Scope: • Aluminium Smelting • Casthouses All relevant criteria in the ASI Performance Standard were included in the Audit Scope. Surveillance Audit (29 January – 2 February 2024) All the Facilities at the INALUM Primary Aluminium Smelting plant located in Kuala Tanjung. The supply chain activities included in the Audit Scope: • Aluminium Smelting

	• Casthouses All relevant criteria in the ASI Performance Standard were included in the Audit Scope. Re-Certification Audit (27 – 31 October 2025) All the Facilities at the INALUM Primary Aluminium Smelting plant located in Kuala Tanjung. The supply chain activities included in the Audit Scope: • Aluminium Smelting • Casthouses All relevant criteria in the ASI Performance Standard were included in the Audit Scope. Surveillance Audit (26 – 28 August 2026) All the Facilities at the INALUM Primary Aluminium Smelting plant located in Kuala Tanjung. The supply chain activities included in the Audit Scope: • Aluminium Smelting • Casthouses All relevant criteria in the ASI Performance Standard were included in the Audit Scope.
AUDIT OUTCOME	• Certification
AUDIT METHODOLOGY DECLARATION	The Auditors confirm that: ☑ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report. ☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous. ☑ The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope. ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
CERTIFICATION PERIOD	4 November 2026 – 3 November 2029
NEXT AUDIT TYPE	Surveillance Audit
NEXT AUDIT DATE	10 July 2027
CERTIFICATE NUMBER	246
	If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: **https://aluminium-stewardship.ethicspoint.com/** EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations. Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

PT Indonesia Asahan Aluminium (Persero), (the Entity), also known as INALUM, is an Indonesian state owned enterprise engaged in primary Aluminium production. Established in 1976, INALUM commenced commercial operations in 1982 and operates its primary Aluminium Smelting Facility in Kuala Tanjung, Batu Bara Regency, North Sumatra, Indonesia. The Facility occupies approximately 255 hectares and produces Aluminium ingots, billets and foundry alloys for domestic and international markets.

The Entity's primary Aluminium Smelting operations are powered by the Siguragura and Tangga Hydroelectric Power Plants, which utilise water from the Asahan River system originating from Lake Toba. With a combined installed capacity of 603 MW, these facilities provide a hydropower-based electricity supply that contributes to lowering the Entity's greenhouse gas emissions profile. The power plants are outside the ASI Certification Scope of the Kuala Tanjung Smelting Facility.

The Entity's integrated Smelting operations encompass raw material handling through its dedicated port, carbon anode production, Aluminium reduction, and casting of Aluminium ingots, billets, and alloys, with an annual production capacity of approximately 275,000 tonnes. Supporting infrastructure includes warehouses, workshops, substations, laboratories, storage facilities, water and wastewater treatment systems, and administrative and employee facilities.

The Facility employs 1,777 permanent employees, including 124 women, and engages approximately 2,825 outsourced Workers, across operational support, security and general services, based on the workforce figures provided for this overview. These activities support the continued operation and maintenance of the Smelting facility and its associated infrastructure.

The Entity is located in a coastal industrial area near Kuala Tanjung and Kuala Indah, with nearby environmentally sensitive receptors including the Tanjung River and surrounding coastal waters. Key external stakeholders include government and regulatory authorities, local communities, customers and suppliers. The Entity continues to enhance operational efficiency and production capacity through technological improvements. The Pot Upgrading Technology programme supports these efforts by increasing the capacity and efficiency of existing reduction pots.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	Medium	High	Medium	MEDIUM
RISKS	Medium	Medium	Medium	MEDIUM
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL		MEDIUM		

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has established a procedure to review changes in laws and regulations to manage the awareness and compliance within the organisation. The Entity's Section Legal Administration (SLA) is responsible for the annual collection and assessment of Applicable Law related to labour, ethics, Health and Safety and the environment.
1.2 Anti-Corruption	Conformance	The Entity has implemented an Anti-Corruption Guideline and communicated it both internally and externally. Additionally, the Entity completed its ISO 37001:2016 Anti-Bribery Management System recertification audit in August 2026. The updated certificate is pending issuance and will be published upon receipt on the Inalum Governance Certifications page: https://www.inalum.id/en/esg/governance/certification
1.3a-e Code of Conduct	Conformance	The Entity has implemented and communicated a Code of Conduct and an Anti-Corruption Guideline, including principles relevant to Environmental, Social and Governance (ESG) performance which are both subject to an annual review. The Code of Conduct is available at: https://www.inalum.id/storage/media/2025/10/company-code-of-conduct-coc-2024-eng-version-mwtjsc.pdf
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has issued and published a Policy in two languages that addresses Occupational Health and Safety (OH&S), environment and energy, Human Rights and social responsibility. All Policies are reviewed annually through a management review process. New employees receive induction training on the Policies. The Policies are displayed at the Entity, including on the Environment, Health and Safety (HSE) noticeboards, and can be accessed at: https://www.inalum.id/en/esg/governance/company-policy
2.2a-c Leadership	Conformance	The Entity's Director of Operations and Portfolio has the ultimate responsibility and authority for ensuring conformance with the ASI Performance Standard and for ensuring sufficient resources for implementation. This role is supported by the Head of the Safety, Health, and Environment Department as the ASI representative for the Entity.
2.3a Environmental and Social Management Systems - Environmental	Conformance	An Environmental Management System has been established and implemented, which is independently certified to ISO 14001:2015. The certification is available at the Inalum Governance & Certifications Page: https://www.inalum.id/en/esg/governance/certification
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has established an integrated Environmental, Social and Governance (ESG) Management System, which includes its Social Management System. An internal audit and management review is conducted annually to ensure the effectiveness of the ESG Management System. For any identified non-conformances, the Entity conducts root cause analysis and takes corrective and preventive actions as required.

CRITERION	RATING	COMMENT
2.4a-e Responsible Sourcing	Conformance	The Entity is committed to responsible sourcing, which is implemented through signed integrity pacts, business partners (e.g. suppliers, vendors, and Contractors) assessments and encouraging business partners to implement ESG Management systems. The Responsible Supply Chain Policy is available at: https://www.inalum.id/en/esg/governance/responsible-sourcing
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as New Projects or Major Changes to existing Facilities did not take place since the Entity joined ASI. In accordance with Indonesian regulation, relevant projects and changes in the process must undergo a thorough analysis and authorisation process, and as a State-owned company, the Entity has established effective systems.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as New Projects or Major Changes to existing Facilities did not take place since the Entity joined ASI. In accordance with Indonesian regulation, relevant projects and changes in the process must undergo a thorough analysis and authorisation process and as a State-owned company, the Entity has established effective systems.
2.7a-f Emergency Response Plan	Conformance	The Entity has developed and implemented an Emergency Response Plan (ERP) which addresses emergency scenarios and crisis situations within the Entity, communication guidelines and business continuity plans. The emergency response team has been established and undergoes training annually in accordance with the established schedule. The Emergency Response Plan is available at: https://www.inalum.id/en/esg/social/occupational-safety-and-health
2.8a-d Suspended Operations	Conformance	The Entity has developed a Business Continuity Plan Guidance document, associated emergency response procedures and appointed an emergency response team and a business continuity management team to implement the Business Continuity Plan procedures.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established a Business Development Activities procedure, which includes a Due Diligence process to be enacted prior to a merger or acquisition. The implementation of these procedures in the process of acquiring assets of subsidiaries in the previous year has been undertaken in accordance with the ASI Performance Standard.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has developed a formal internal process for reviewing ESG issues in the planning process for closure, decommissioning and divestment. No closure, decommissioning or divestment activities have occurred in the previous three years, and there are no known plans.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has disclosed its 2025 Sustainability Report, which addresses environmental, social and economic impacts, available at: https://www.inalum.id/en/esg/investor-relations/sustainability-report
3.2 Non-compliance and Liabilities	Conformance	The Entity has disclosed information on fines, judgments, penalties, and non-monetary sanctions for failure to comply with Applicable Law

CRITERION	RATING	COMMENT
		in its 2025 Sustainability Report. There are no non-compliances or liabilities reported. Refer to the 2025 Sustainability Report, page 228: https://www.inalum.id/en/esg/investor-relations/sustainability-report
3.3a-c Payments to Governments	Conformance	The Financial Audit Report 2025, issued by a qualified third party, identifies that the Entity's payments to governments are only those legally required, and no other payments are reported. The Entity has disclosed the payments to governments in the 2025 Sustainability Report, page 198: https://www.inalum.id/storage/media/2026/07/sr-inalum-2025-versi-eng-fv3gfp.pdf
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has developed and implemented policies and documented procedures for handling complaints, grievances, and stakeholder information requests. Through its integrated Management System, the Entity anonymously and independently receives, manages, tracks, and resolves reports concerning regulatory non-compliance, code of ethics violations, operational policy breaches, accounting improprieties, and other alleged fraudulent acts. Multiple channels support direct stakeholder engagement. The Whistleblowing System (WBS) and Grievance Mechanism are accessible online in both Indonesian and English via the Inalum Whistleblowing System: https://inalum.id/id/whistle-blowing-system
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has conducted a Life Cycle Assessment (LCA) to assess the impact of the Aluminium production process. The impact categories calculated in the study addressed global warming, acidification, eutrophication, ozone layer depletion, and the use of energy and renewable energy. The LCA study has been undertaken according to ISO 14040 and ISO 14044 Standards. The Entity has disclosed an Environment Product Declaration (EPD) which has been independently verified by a third party: https://www.environdec.com/library/epd26180 The LCA reports are available at: https://www.inalum.id/en/esg/environment/environment-sustainability
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has made public the LCA Report and commits to communicating the results of the LCA: https://www.inalum.id/en/esg/environment/environment-sustainability
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has established Key Performance Indicators (KPIs) to minimise Aluminium Process Scrap generation through quality improvement and oversight and targets 100% of Scrap generated to be recycled. The process Scrap is grouped by alloy type (label) and quantity/inventory monitored by Enterprise Resource Planning (ERP) software/system and collected in a Scrap receptacle.
4.4a-c Collection and Recycling of Products at End of Life - Material	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
Conversion and other Manufacturing		
4.4d Collection and Recycling of Products at End of Life	Conformance	No local, regional or national collection and recycling systems are currently available in Indonesia. The Entity is a member of the Environmental Management and Circular Economy Committee of the Federation of Indonesian Manufacturers, a collaborative platform for Circular Economy practices, and is continuously seeking opportunities to improve their Circular Economy approach through the recycling of Post-Consumer Scrap. The Entity continuously seeks opportunities to improve its Circular Economy approach through the recycling of Post-Consumer Scrap.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has published its Greenhouse Gas (GHG) Emissions and Energy use data in the 2025 Sustainability Report, page 99: https://www.inalum.id/en/esg/investor-relations/sustainability-report GHG emissions calculations are performed and verified by a qualified and independent third party. The Entity has developed a 'Mine to Metal' Emissions intensity calculation addresses Scopes 1, 2 and Scope 3 (Category 1, 3, 4 and 6) GHG emissions generated by the Entity. The GHG emissions are verified by a qualified Third Party.
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity as smelting operations commenced in January 1982.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Conformance	The Entity's primary GHG generation sources stem from operational energy and fuel use. Electricity is supplied entirely by a 100% renewable, Entity-owned hydroelectric power plant. The Entity monitors energy consumption and GHG metrics monthly and reviews annually through the management's GHG Emissions Reduction Plan, achieving a 'Mine to Metal' intensity of 6.16 t CO_2e/t Al in 2025.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity has established a documented Greenhouse Gas (GHG) Emissions Reduction Plan, featuring specific actions, targets, and defined timeframes to achieve its objectives. The GHG emissions assessment methodology implemented by the Entity is based on the ASI's endorsed methodology, which aligns with the 1.5°C warming scenario. The detailed greenhouse gas management initiatives and policy frameworks are publicly documented on the PT INALUM (Persero) Environment Portal: https://www.inalum.id/en/esg/environment/greenhouse-gas-emissions
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Conformance	The Entity's targets to reduce emissions from the energy and IPPU sectors aim for a 16.9% carbon footprint reduction by 2030, using 2024 as the baseline year. Management review records confirm active emission reduction targets, supported by annual investment plans tied directly to energy efficiency, energy use optimisation, and process modernisation. The complete decarbonisation roadmap, structured emissions reduction pathways, quantitative data, and specific report

CRITERION	RATING	COMMENT
		sections are compiled in the 2025 Sustainability Report, page 96: https://www.inalum.id/en/esg/investor-relations/sustainability-report
5.4 GHG Emissions Management	Conformance	The Entity has established and implemented an Environmental Management System (EMS) ISO 14001:2015 and an Energy Management System ISO 50001:2018. The EMS addresses environmental aspects and impacts related to GHG emissions and their control. The Entity has documented and implemented several programs for reducing GHG emissions. The plan is outlined in the 2025 Sustainability Report, page 96: https://www.inalum.id/storage/media/2026/07/sr-inalum-2025-versi-eng-fv3gfp.pdf
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity has established an Air Emissions Management System that measures and reports on emissions with continual improvement to mitigation actions and controls and complies with local legislation. The Emissions to Air are currently substantially below regulatory limits. The Entity has installed air emissions control devices that treat gases before release to the environment. Air emission information can be accessed in the 2025 Sustainability Report, page 95: https://www.inalum.id/en/esg/investor-relations/sustainability-report The Entity's Material Emissions Discharged to Air and Reduction Plan is available at: https://www.inalum.id/en/esg/environment/air-emmisions
6.2a-g Discharges to Water	Conformance	The Entity has established a wastewater inventory to control discharges to sea. All the industrial wastewater is collected and treated at the Wastewater Treatment Plant (WWTP). The Entity monitors wastewater monthly and no exceedance has been detected. The Entity has also established a continual reduction plan for wastewater discharge, and the implemented improvement programs are monitored. Wastewater management information is available in the 2025 Sustainability Report, page 94: https://www.inalum.id/en/esg/investor-relations/sustainability-report
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has completed a Spills and Leakage risk assessment as defined in relevant procedures and work instructions. The Entity has publicly disclosed the latest version of the Spills and Leakage Management Plan in the 2025 Sustainability Report, page 108: https://www.inalum.id/en/esg/investor-relations/sustainability-report
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has implemented an environment protection procedure that defines how to dispose of, and report Spills, which has been developed in accordance with the ISO 14001:2015 Standard and applicable local legislation. Should a spill occur, the Emergency Response Team initiates the Emergency Response Plan procedure to deal with incidents. Spill drills have been conducted bi-annually to ensure the effectiveness of emergency actions taken and that the process is up to date. A process/flow diagram to notify external parties has been developed which includes Affected Populations and Organisations, as soon as possible after a Spill or leak. Specific information on Spills and Leakage in the 2025 Sustainability Report, page 108: https://www.inalum.id/en/esg/investor-relations/sustainability-report

CRITERION	RATING	COMMENT
6.5a-c Waste Management and Reporting	Conformance	The Entity has implemented a Waste Management Procedure that defines the process for collecting and disposing of all waste. All Hazardous Waste is transferred to qualified and licensed third parties according to legal requirements. Inventory and disposal receipts are retained. The Entity has established a target for continuous improvement to reduce waste generation, and this target is reviewed annually by senior management. The Entity has disclosed details on waste management, including the amount of waste generated in the 2025 Sustainability Report, page 105: https://www.inalum.id/en/esg/environment/environment-sustainability
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Conformance	The Entity has a licensed Hazardous Waste temporary storage area, where Spent Pot Lining (SPL) is stored in a manner that prevents the release of any leachate to the environment. The SPL is packed into bags, labelled according to local legislation as Hazardous Waste and not stacked. The Entity has established an SPL management procedure which includes optimising the recovery and recycling of carbon and refractory materials. The Entity sends SPL to an approved cement and brick industry for co-processing as a use for an alternative raw material for cement and brick manufacturing. The Entity's SPL management is in accordance with the requirements, and no SPL is landfilled or discharged to marine or aquatic environments. SPL reporting is disclosed in 2025 Sustainability Report, page 105: https://www.inalum.id/en/esg/environment/environment-sustainability
6.8a-d Dross	Conformance	The Entity works continually to maximise the recovery of Aluminium by treatment of Dross and Dross residues. The Entity sends all recovered Dross to a licensed recycling facility. As the Entity sends all recovered Dross to licensed recycling companies, there are no Dross residues on site and therefore no landfilling of Dross.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has conducted a risk assessment which has determined water-related risks as low. The Entity is located within a low water risk area. Whilst the Entity has no Material water-related risks, it discloses its water usage and risks in the 2025 Sustainability Report, page 93: https://www.inalum.id/en/esg/environment/environment-sustainability
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as there are no Material water-related risks. The Entity has however established annual targets to continually reduce water consumption and has implemented programs to achieve the targets. The Entity has established eight specific programs for water efficiency. The targets and progress against these programs are reviewed quarterly. The Water Efficiency Strategic Plan is available at: https://www.inalum.id/en/esg/environment/water
8. BIODIVERSITY AND ECOSYSTEM SERVICES		

CRITERION	RATING	COMMENT
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Biodiversity assessment has been included in the Environmental Impact Assessment (EIA) report which was conducted by a qualified Third Party and approved by the government. The EIA report indicates that the potential impact is assessed as low and is validated by on-site observations and community interviews. Biodiversity Action Plans are available at: https://www.inalum.id/en/esg/environment/biodiversity
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as the impact to Biodiversity and Ecosystem Services has been assessed as low. The Entity however has established action plans for Biodiversity management, and the plans are approved by the local environment department. The Entity has undertaken consultation with communities and Stakeholders regarding the identification of Priority Ecosystem Services as part of the EIA.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as the impact to Biodiversity and Ecosystem Services has been assessed as low. The Entity however has established action plans for Biodiversity management, and the plans, which are consultative and designed in accordance with the Biodiversity Mitigation Hierarchy, are approved by the Regional Environment Department. The Biodiversity Action Plans are available at: https://www.inalum.id/en/esg/environment/biodiversity
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as the impact to Biodiversity and Ecosystem Services has been assessed as low. The Entity has established an action plan for Biodiversity management, and the plan of the activity is included in the EIA, which is consultative in nature and designed in accordance with the Biodiversity Mitigation Hierarchy.
8.4 Alien Species	Conformance	The Entity has assessed the risks relating to Alien Species and has identified no high risks. One of the preventive measures taken by the Entity is fumigating wooden pallets used for importing goods.
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	The Entity is committed to "No Go" in World Heritage Properties. The Entity does not have any new business development plan such as opening a new facility or expanding the Facility area.
8.6a-d Protected Areas	Conformance	The Entity has been established for 44 years in an area approved by the Government, and this area is currently being transformed into an industrial precinct. The Entity's operation and production areas, including its Area of Influence (port, road, housing complex and supporting facilities), are not within a Protected Area based on the Social Mapping Report issued by an independent and competent consultant.
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
9. HUMAN RIGHTS		

CRITERION	RATING	COMMENT
9.1a-d Human Rights Due Diligence	Conformance	The Entity has established a Human Rights Policy which references the UN Guiding Principles on Business and Human Rights: https://www.inalum.id/en/esg/social/human-rights The Entity's gender-responsive Human Rights Due Diligence and Social Mapping of Affected Populations and Organisations reports have been prepared by an independent and competent Third Party. No salient issues have been reported.
9.2a-e Gender Equity and Women's Empowerment	Conformance	Women's legal rights and interests, such as gender equality, the ability to vote and hold public office, access to education and training, employment opportunities, advancement opportunities, and maternal health, are upheld and respected by the Entity. No complaints from female employees were made during Audit interviews, nor evident in site observations, and there was no evidence of Discrimination against women. The Entity publishes gender diversity metrics, including the proportion of male and female employees in the 2025 Sustainability Report, page 138: https://www.inalum.id/storage/media/2026/07/sr-inalum-2025-versi-eng-fv3gfp.pdf
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity as there is no presence of Indigenous Peoples or their lands, territories and resources at the Facility, as confirmed by the Social Mapping Report which was undertaken by a competent Third Party.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as no New Projects or Major Changes have taken place since the Entity joined ASI. There are no Indigenous Peoples or their lands, territories and resources at or adjacent to the Entity.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as Free, Prior, and Informed Consent (FPIC) is not required as there are no Indigenous Peoples or their lands, territories and resources at, or adjacent to the Entity.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable to the Entity as there are no sacred or cultural heritage sites and values within the Entity's Area of Influence, as confirmed by the Social Mapping Report.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable to the Entity, as no New Projects or Major Changes have taken place since the Entity joined ASI. There are no Indigenous Peoples or their lands, territories and resources at or adjacent to the Entity.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as no New Projects or Major Changes have taken place since the Entity joined ASI.
9.7a-h Affected Populations and Organisations	Conformance	The Entity respects the legal and customary rights and interests of Affected Peoples and Organisations in their lands, livelihoods and use of natural resources. An independent expert conducted social mapping in 2025 and found no negative or identified impacts

CRITERION	RATING	COMMENT
		resulting from the Entity's activities and operations. The Entity's representative, however, proactively consults with community leaders to better understand and meet the community's expectations. The Entity's Corporate Social Responsibility (CSR) programs reference the consultation undertaken in developing the programs and the regularity of program reviews. Information on the CSR programs is available at: https://www.inalum.id/en/esg/social/social-responsibility
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	The Entity is committed to responsible sourcing, including a commitment to not contribute to armed conflict or Human Rights abuses in Conflict-Affected and High-Risk Areas (CAHRAs). The Responsible Sourcing Policy has been issued and communicated to all related parties. The Entity implements responsible sourcing through signed integrity agreements, business partner assessments, and encouragement for business partners to implement ESG management systems. The Policy is available at: https://www.inalum.id/en/esg/governance/responsible-sourcing
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has implemented a process to ensure that the Alumina used does not originate from regions subject to armed conflict or Human Rights abuses. The procurement system systematically screens all potential suppliers. Refer to: https://ipro.inalum.id/app/index/home
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity, as the assessment did not identify any actual or potential risks.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity has established an ASI Standards Manual, which includes the procedure that ensures the Entity does not contribute to armed conflict or Human Rights abuses in CAHRAs. The Entity has implemented Management System processes and plans for improvement. Through internal investigations from Due Diligence investigation reports, as well as the supplier-signed commitments, no material has been sourced from CAHRAs. The Entity's Due Diligence practices were included in this ASI Performance Standard Certification Audit, which addresses this requirement.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity has publicly disclosed its supply chain Due Diligence system and practices at: https://www.inalum.id/en/esg/governance/responsible-sourcing
9.9 Security practice	Conformance	No armed security forces work at the Entity. To address security procedures, the Entity has established a Due Diligence procedure and Human Rights Risk Assessment. The Entity provides training and certification programs for security personnel, as well as written contracts between businesses and security agencies that comply with local laws.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity has established and implemented the rights of Workers to Freedom of Association and Collective Bargaining in its Human Rights Policy: https://www.inalum.id/en/esg/social/human-rights

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		The Collective Labour Agreement is discussed between the Union and management in good faith and mutual respect. Additionally, the Entity has established LKS Bipartit (Bipartite Forum), consisting of representatives of workers and management, as legally required. The LKS Bipartit functions as a communication forum between employer and employee representatives.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity, as Indonesian legislation does not restrict the right to Freedom of Association and Collective Bargaining.
10.2a-c Child Labour	Conformance	The Entity has established and implemented a recruitment procedure to ensure the minimum age for hiring Workers is 18 years. The Human Resources Department checks and verifies Worker's documentation, including a family tree, school diploma, or national identity card, during the employment application process. The Policy is also applicable to subcontractors working at the Entity. For subcontractors the Entity is committed to the sourcing procedure, which prescribes the minimum age of 18 years.
10.3a-c Forced Labour	Conformance	The Entity has implemented a Human Rights Policy that refers to local regulations and international standards and to adhere to the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and other prevailing international Human Rights principles. The Policy is available at: https://www.inalum.id/storage/media/2025/10/kebijakan-hak-asasi-manusia-pt-inalum-wyduk4.pdf A site tour, document review and Worker interviews confirmed that the Entity does not engage in, nor support the use of, Forced Labour, neither directly nor indirectly. The Entity discloses its Modern Slavery Statement at: https://www.inalum.id/storage/media/2026/08/modern-slavery-statement-pt-inalum-femraw.pdf
10.4a-c Non-Discrimination	Conformance	The Entity follows Human Rights principles in terms of employee Remuneration, welfare, social security, working conditions, education and training, as well as other matters related to the sector. The Entity ensures all employees receive equal opportunity to participate in education and training programs in accordance with their needs and the business development plans. No complaints on Discrimination were raised during the audit. The Entity documents its Policy on Discrimination as part of its Human Rights Policy, available at: https://www.inalum.id/en/esg/social/human-rights
10.5 Communication and engagement	Conformance	A communication procedure has been established by the Entity. The Entity surveys its workforce and holds monthly meetings to interact directly with employees and their representatives. All communication and engagement records are current and compliant with the ASI Performance Standard.
10.6a-g Violence and Harassment	Conformance	The Entity has established a Workplace Policy on Violence and Harassment as regulated by the Collective Labour Agreement, which has been developed in accordance with Indonesian legislation. The Policies are reviewed annually through management review and

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		updated to reflect any change in Business process, standard and legal obligation. New employees receive induction training, and all employees receive refresher training every three years on the Entity's Policies. Violence and Harassment is addressed in the Human Rights Policy, available at: https://www.inalum.id/en/esg/social/human-rights
10.7a-d Remuneration	Conformance	The Entity's lowest employee Remuneration is above the minimum standard set by the Government and is above the average of similar companies. Employee Remuneration components consist of basic salary, allowances, incentives, and fringe benefits. The compensation for Overtime meets the legal requirements. Records relating to Remuneration are maintained and up to date.
10.8a-c Working Time	Conformance	Working Time is recorded electronically (face scan) by the Entity, with working hours in compliance with local laws. Records relating to Working Time are maintained and are up to date.
10.9a-b Informing Workers of Rights	Conformance	The Entity communicates its Human Rights Policy which includes informing employees of their rights through mechanisms including induction of new employee training, email, posting in strategic places, and meeting agenda items. The Collective Labour Agreement (CLA) regulates the rights and obligations of employees, and all employees can access this CLA through the Entity's internal portal.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Minor Non-Conformance	The Entity has developed and implemented an Occupational Health and Safety (OH&S) Management System which is certified to ISO 45001:2018. The Entity has established and documented its OH&S objectives and targets as part of the OH&S Management System. Implementation plans are established and implemented. The Entity monitors OH&S performance monthly and conducts an annual management review. However, minor inherent issues were identified at the Entity, including incomplete record-keeping for test and calibration reports of certain medical equipment, as well as gaps in firefighter staffing adequacy relative to the company's fire risk assessment.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity establishes and documents its OH&S objectives and targets as part of the OH&S Management System. The Entity establishes and implements the plans. The Entity monitors OH&S performance monthly and conducts management reviews annually. The Entity publicly discloses the effectiveness of the OH&S Management System in the 2025 Sustainability Report, page 127: https://www.inalum.id/en/esg/investor-relations/sustainability-report
11.2 Employee engagement on Health and Safety	Conformance	The Entity has a implemented a system of Workers' consultation and participation mechanisms in Health and Safety in accordance with the requirements of ISO 45001:2018. Workers are encouraged to report their concerns or advice on OH&S issues by themselves or via the Worker representative, and management responds to the concerns and advice provided by Workers. Each employee has a target to

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		undertake safety observations, with management setting these targets.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	5 January 2023	Initial Certification Audit – Full Certification
1	3 May 2024	Surveillance Audit
2	11 January 2026	Re-Certification Audit – Provisional Certification
3	4 November 2026	Surveillance Audit – Full Certification