

PT Avia Avian Tbk - Sustainability Summary

Topic	Metric	2024	2023	2022
Sustainability Reporting Standards				
	Financial Services Authority Regulation No. 51/POJK.03/2017	Yes	Yes	Yes
	Global Reporting Initiative ("GRI") Standards	Yes	Yes	Yes
	Sustainability Accounting Standards Board ("SASB") – Chemical Standards	Yes	No	No
	Climate Disclosure Standards Board ("CDSB")	Yes	No	No
	Task Force for Climate-related Financial Disclosures ("TCFD")	Yes	No	No
Company Overview				
Company	Total Asset (IDR Million)	11,060,975	11,166,987	10,792,122
	Net Revenues (IDR Million)	7,471,356	7,016,882	6,694,171
	Profit for the Year (IDR Million)	1,663,699	1,643,096	1,400,365
	Total Number of Employees (People)	9,322	8,483	8,082
	Total Manufacturing Facilities (Manufacturing Plants)	2	2	2
	Distribution Centers	177	172	150
	Number of Customers	58,600	56,878	56,132
International Certification	ISO 9001 Quality Management System (QMS)	Yes	Yes	Yes
	ISO 45001 Occupational Health and Safety Management System (OHSMS)	Yes	Yes	Yes
	ISO 14001 Environmental Management System (EMS)	Yes	Yes	Yes
	ISO 50001 Energy Management System (EnMS)	Yes	Yes	Yes
	ISO 27001 Information Security Management System (ISMS)	Yes	Yes	Yes
Sustainability Rating	Sustainalytics	Medium Risk	Medium Risk	Medium Risk
	Ecovadis	Silver	Silver	Bronze
Product Pillars				
Water-based Products	Ratio of Water-based Products	82.2%	81.5%	79.3%
Green Label Singapore	Number of Certified Products	34	29	24
	Revenue Contribution (as % of the Architectural Solutions)	23.7%	11.4%	6.0%
Environment Pillars				
General Environment	ISO 14001 Certified Manufacturing Facilities	50.0%	50.0%	50.0%
	ISO 50001 Certified Manufacturing Facilities	100.0%	100.0%	100.0%
	Environmental Management Policy	Global Environment, Health and Safety, Energy Policy		
Emissions	Scope 1 Direct Emissions from Stationary Combustion (TonCO ₂ e)	2,444	2,444	2,618
	Scope 1 Direct Emissions from Mobile Combustion (TonCO ₂ e)	236	275	455
	Total Scope 1 GHG Emissions (TonCO₂e)	2,680	2,718	3,072
	Scope 2 Indirect Emissions from Consumption of Electricity Purchased from PLN (TonCO ₂ e)	8,565	8,582	8,480
	Total Scope 1 and 2 GHG Emissions (TonCO₂e)	11,245	11,300	11,552

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Emissions	Upstream Transportation and Distribution (TonCO ₂ e)	603	-	-
	Downstream Transportation and Distribution (TonCO ₂ e)	8,112	-	-
	Purchase of Goods and Services (TonCO ₂ e)	91,730	-	-
	Use of Products Sold (TonCO ₂ e)	54,342	-	-
	Total Scope 3 GHG Emissions (TonCO₂e)	154,787	-	-
	Emissions Reduction Goal	Reduce absolute Scope 1 and 2 emissions by 50% by 2030 (2021 baseline)		
	Emissions Reduction Strategies	See page 114-133 of our 2024 Sustainability Report		
Materials	Renewable Materials (Ton)	89,589	72,903	61,888
	Ratio of Renewable Material Usage (%)	56.3%	50.7%	45.2%
	Renewable Materials Strategies	See page 118-119 of our 2024 Sustainability Report		
Energy	Electricity Consumption - Indirect Scope 2 (GJ)	53,111	51,149	49,349
	Fuel Oil (Diesel) Consumption - Direct Scope 1 (GJ)	112,739	119,202	118,502
	Gas Consumption - Direct Scope 1 (GJ)	43,496	43,561	43,483
	Total Energy Usage (GJ)	209,346	213,913	211,335
	Energy Intensity (GJ/Ton Product)	0.17	0.18	0.19
Renewable Energy	Renewable Energy Usage (GJ)	2,013	1,815	907
	Renewable Energy Percent of Total (%)	1.0%	0.8%	0.4%
	Renewable Energy Strategies	See page 122 of our 2024 Sustainability Report		
Water	Total Water Usage (m ³)	142,480	141,680	113,980
	Intensity of Water Usage (m ³ /Ton Product)	0.75	0.81	0.80
	Ratio of Industrial Wastewater Recycle (Liter/Ton of Water-Based Products)	4.86	5.06	5.22
Waste	Total Generated Waste (Hazardous and Non-Hazardous) (Ton)	901	1,072	1,105
	Ratio of Total Waste Reused (Hazardous and Non-Hazardous) (Ton)	100%	100%	100%
	Waste Reduction Strategies	See page 128-131 of our 2024 Sustainability Report		
People and Community Pillars				
Workforce	Women in Workforce	22.6%	20.3%	20.1%
	Women in Management (Senior-Executive Level)	14.6%	14.3%	14.8%
	Workforce Age Group 18 – 24 Years Old	17.2%	17.4%	18.4%
	Workforce Age Group 25 – 34 Years Old	52.0%	51.3%	51.4%
	Workforce Age Group 35 – 44 Years Old	24.1%	24.8%	23.7%
	Workforce Age Group 45 – 54 Years Old	6.0%	6.0%	6.1%
	Workforce Age Group >55 Years Old	0.7%	0.6%	0.4%
	Turnover of Permanent Employees	2.3%	1.5%	2.4%
Training	Total Employees	9,316	8,477	8,076
	Total Training Hours	144,529	128,278	54,121
	Average Training Hours per Employee	15.51	15.13	6.70

Topic	Metric	2024	2023	2022
Occupational Health and Safety	Total Incidents per 1,000,000 Hours Worked	1.57	2.16	2.01
	Total Number of Employees with Recordable Incidents per 1,000,000 Hours Worked	2.05	2.69	1.74
	Health and Safety Policy	Global Health, Safety, and Environment Procedure		
Human Rights and Fair Employment	Policy against Child Labor and Forced Labor	Business Partner Ethic		
	Policy on Respect of Human Rights	Business Ethic & Code of Conduct		
	Anti-Harassment and Non-Discrimination Policy	Human Rights Impact Assessment and Work Instruction of Human Right Risk Assessment		
Corporate Social Responsibility (CSR)	Total Program Activities	195	98	27
	Total Allocated Funds (IDR Million)	2,344	1,995	1,978
Governance Pillars				
Ethics	Business Ethics Policy	Business Ethic & Code of Conduct		
Board of Directors	Size of the Board	5	5	4
	Independent Directors on Board	40.0%	40.0%	40.0%
	Gender Diversity	20.0%	20.0%	25.0%
	Board Meetings Held	12	12	12
	All Directors Attended ≥ 75% of Meetings	Yes		
	Independent Members on the Audit Committee	100.0%	100.0%	100.0%
	Audit Committee Meetings	5	6	5
	Independent Members on the Nomination and Remuneration Committee	33.3%	33.3%	33.3%
	Nomination and Remuneration Committee Meetings	3	3	3
	Independent Members on the Good Corporate Governance Committee	-	-	-
Shareholders Practices	Good Corporate Governance Committee Meetings	4	3	3
	Equal Voting Rights (One Vote per Share)	Yes		
	Shares Outstanding as of December 31	60,790,106,400	61,918,936,800	61,953,555,600
Public Policy and Political Engagement	Majority Voting Standard	Yes		
	Political Action Committee	No		
Remuneration ⁽¹⁾	Public Policy and Political Engagement Statement	2024 Sustainable Policy		
	Total Remuneration Received by Executives ⁽²⁾ (IDR Million)	92,910	88,421	81,841
Governance	Total Executives ⁽²⁾	7	7	7
	Female Executives ⁽²⁾	14.3%	14.3%	14.3%
	Sustainability Report Assurance	Decar Verite Asia (Moderate Level)	No	
	External Auditor	KAP Teramihardja, Pradhono & Chandra (A Member Firm of Crowe Global)	KAP Tanudiredja, Wibisana, Rintis & Rekan (A Member Firm of PwC global network)	

Topic	Metric	2024	2023	2022
Governance	Audit and Audit-Related Fees Paid to Auditor (IDR Million)	700	1,250	1,100
	Non-Audit Fees Paid to Auditor (IDR Million)	-	-	-

(1) Other than remuneration received by the executives of Avian Brands' Subsidiaries

(2) Includes Board of Commissioners and Board of Directors