

PT Avia Avian Tbk - Sustainability Summary

Topic	Metric	2025	2024	2023
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	Yes	No
	Climate Disclosure Standards Board ("CDSB")	Yes	Yes	No
	Task Force for Climate-related Financial Disclosures ("TCFD")	No	Yes	No
Climate Risk Reporting Standards				
	International Financial Reporting Standards ("IFRS") S2 Climate-related Disclosures	Yes	No	No
Company Overview				
Company	Total Asset (IDR Million)	11,084,379	11,060,975	11,166,987
	Net Revenues (IDR Million)	8,123,685	7,471,356	7,016,882
	Profit for the Year (IDR Million)	1,744,020	1,663,699	1,643,096
	Total Number of Employees (People)	9,330	9,322	8,483
	Total Manufacturing Facilities (Manufacturing Plants)	2	2	2
	Distribution Centers	182	177	172
	Number of Customers	60,109	58,600	56,878
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	Low Risk	Medium Risk	Medium Risk
	Ecovadis	Silver	Silver	Silver
Product Pillars				
Water-based Products	Ratio of Water-based Products	83.1%	82.2%	81.5%
Green Label Singapore	Number of Certified Products	40	34	29
	Revenue Contribution (as % of the Architectural Solutions)	24.4%	23.7%	11.4%
Environment Pillars				
General Environment	ISO 14001 Certified Manufacturing Facilities	100.0%	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)	2,280	2,507	2,511
	Scope 1 Direct Emissions from Mobile Combustion (TonCO ₂ e)	212	211	251
	Total Scope 1 GHG Emissions (TonCO₂e)	2,492	2,718	2,762

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Emissions	Scope 2 Indirect Emissions from Consumption of Electricity Purchased from PLN (TonCO ₂ e)	7,245	8,565	8,582
	Total Scope 1 and 2 GHG Emissions (TonCO₂e)	9,736	11,283	11,344
	Upstream Transportation and Distribution (TonCO ₂ e)	766	603	-
	Downstream Transportation and Distribution (TonCO ₂ e)	8,397	8,112	-
	Use of Products Sold (TonCO ₂ e)	51,601	54,342	-
	Total Scope 3 GHG Emissions (TonCO₂e)	60,764	63,057	-
	Emissions Reduction Goal	Reduce absolute Scope 1 and 2 emissions by 50% by 2030 (2021 baseline)		
Emissions Reduction Strategies	See page 97-100 of our 2025 Sustainability Report			
Materials	Renewable Materials (Ton)	117,436	89,589	72,903
	Ratio of Renewable Material Usage (%)	56.6%	56.3%	50.7%
	Renewable Materials Strategies	See page 88-89 of our 2025 Sustainability Report		
Energy	Electricity Consumption - Indirect Scope 2 (GJ)	48,923	53,111	51,149
	Fuel Oil (Diesel) Consumption - Direct Scope 1 (GJ)	2,872	2,858	3,406
	Gas Consumption - Direct Scope 1 (GJ)	39,554	43,495	43,561
	Total Non-Renewable Energy Usage (GJ)	91,349	99,464	98,116
	Renewable Energy Usage (GJ)	9,373	2,013	1,815
	Total Energy Usage (GJ)	100,722	101,477	99,931
	Renewable Energy Percent of Total (%)	9.3%	2.0%	1.8%
Renewable Energy Strategies	See page 93 of our 2025 Sustainability Report			
Water	Total Water Usage (m3)	186,114	137,543	137,772
	Intensity of Water Usage (m3/Ton Product)	0.99	0.75	0.81
	Ratio of Industrial Wastewater Recycle (Liter/Ton of Water-Based Products)	5.05	4.86	5.06
Waste	Total Generated Waste (Hazardous and Non-Hazardous) (Ton)	6,513	5,330	2,936
	Ratio of Total Waste Reused (Hazardous and Non-Hazardous) (Ton)	100.0%	100.0%	100.0%
	Waste Reduction Strategies	See page 102-104 of our 2025 Sustainability Report		
People and Community Pillars				
Workforce	Women in Workforce	23.3%	22.6%	20.3%
	Women in Management (Senior-Executive Level)	14.1%	14.6%	14.3%
	Workforce Age Group 18 – 24 Years Old	15.0%	17.2%	17.4%
	Workforce Age Group 25 – 34 Years Old	52.8%	52.0%	51.3%
	Workforce Age Group 35 – 44 Years Old	24.8%	24.1%	24.8%
	Workforce Age Group 45 – 54 Years Old	6.6%	6.0%	6.0%
	Workforce Age Group >55 Years Old	0.8%	0.7%	0.6%

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Workforce	Turnover of Permanent Employees	1.9%	2.3%	1.5%
Training	Total Employees	9,330	9,316	8,477
	Total Training Hours	125,555	144,529	128,278
	Average Training Hours per Employee	13.46	15.51	15.13
Occupational Health and Safety	Lost Time Injury Rate (LTIR)	0.27	0.00	0.00
	Total Recordable Injury Rate (TRIR)	0.80	0.81	0.57
	Health and Safety Policy	Global Health, Safety, and Environment Procedure		
Human Rights and Fair Employment	Policy against Child Labor and Forced Labor	Business Partner Ethics		
	Policy on Respect of Human Rights	Business Ethics & 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	264	195	98
	Total Allocated Funds (IDR Million)	5,253	2,344	1,995
Governance Pillars				
Ethics	Business Ethics Policy	Business Ethic & Code of Conduct		
Board of Directors	Size of the Board	5	5	5
	Unaffiliated Directors on Board	40.0%	40.0%	40.0%
	Gender Diversity	20.0%	20.0%	20.0%
	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	5	6
	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	-	-	-
Good Corporate Governance Committee Meetings	4	4	3	
Shareholders Practices	Equal Voting Rights (One Vote per Share)	Yes		
	Shares Outstanding as of December 31	59,312,728,400	60,790,106,400	61,918,936,800
	Majority Voting Standard	Yes		
Public Policy and Political Engagement	Political Action Committee	No		
	Public Policy and Political Engagement Statement	2025 Sustainable Policy		
Remuneration ⁽¹⁾	Total Remuneration Received by Executives ⁽²⁾ (IDR Million)	98,303	92,910	88,421
Governance	Total Executives ⁽²⁾	8	7	7
	Female Executives ⁽²⁾	12.5%	14.3%	14.3%

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Governance	Sustainability Report Assurance	Decar Verite Asia (Moderate Level)	Decar Verite Asia (Moderate Level)	No
	External Auditor	KAP Teramihardja, Pradhono & Chandra (A Member Firm of Crowe Global)	KAP Teramihardja, Pradhono & Chandra (A Member Firm of Crowe Global)	KAP Tanudiredja, Wibisana, Rintis & Rekan (A Member Firm of PwC global network)
	Audit and Audit-Related Fees Paid to Auditor (IDR Million)	770	700	1,250
	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