

SUSTAINABILITY REPORT

YEAR 2025

PT MARSOL ABADI INDONESIA

*“ Commitment to Sustainable Manufacturing and
Environmental Stewardship ”*



“Commitment to Sustainable Manufacturing and Environmental Stewardship”

As a manufacturing company committed to responsible business practices, PT Marsol Abadi Indonesia continues to strive to balance business growth with environmental preservation. Our Company recognizes that the prudent management of natural resources and energy is key to ensuring operational sustainability as well as the well-being of present and future generations. Therefore, this Sustainability Report has been prepared as a manifestation of our Company’s transparency and commitment to implementing the principles of sustainable development.

PT Marsol Abadi Indonesia’s sustainability commitment is aligned with the global agenda of the Sustainable Development Goals (SDGs), the Paris Agreement, as well as Indonesia’s national policies in addressing the challenges of climate change. By integrating Environmental, Social, and Governance (ESG) aspects into its operational activities, our Company seeks to minimize environmental impact, enhance resource efficiency, and implement transparent and accountable corporate governance.

Through various sustainability initiatives, including the management of greenhouse gas emissions, energy conservation, and the enhancement of internal awareness, our Company is committed to making a tangible contribution to environmental protection and society. Under the theme “Commitment to Sustainable Manufacturing and Environmental Stewardship,” PT Marsol Abadi Indonesia affirms its role as a responsible industry player in supporting a greener and more sustainable future.





COMPANY INTRODUCTION

PT. Marsol Abadi Indonesia was founded in 1993 and is now one of the leading manufacturers and exporters of FIBC Bags and Bulk Container Liners. We have secured and maintained an important client base of multinational manufacturers producing Petrochemicals, Minerals, Agricultural and Food products. Its largest customers are Japanese companies that demand the best quality, price and reliability.

As our factory vertically integrated production systems from extrusion to weaving and coating, we can supply almost all customer's requirement.



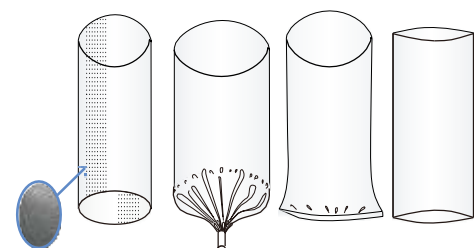
OUR PRODUCTS

FIBC Bags



FIBC bags can be used for a wide range of applications, ranging from high-technology uses such as cleanroom production for the chemical or food industries, to UN-certified bags that are safe for the hazardous materials industry, as well as simple open-top, flat-bottom bags for the construction industry. We have a technical team dedicated to researching, developing, and manufacturing these various types of FIBC bags. Single- or double-loop bags can be produced according to customers' specific requirements.

Flexible Container Liners (FCL)



Flexible Container Liners (FCL) are heavy-duty storage solutions designed to protect and contain various materials in large containers. These liners are made from high-quality polyethylene or polypropylene materials and are used to line containers, tanks, and other storage vessels. FCL liners provide excellent barrier properties against moisture, chemicals, and contamination, making them ideal for storing food products, chemicals, pharmaceuticals, and other sensitive materials. They are available in various thicknesses and specifications to meet diverse application requirements.

Features:

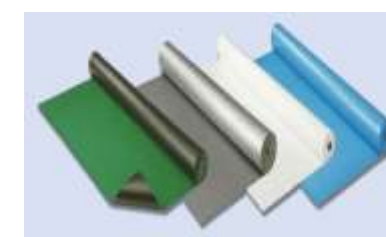
Polyethylene Film, Conductive Film, Multilayer Film, L2 Film

Bulk Container Liner (BCL)



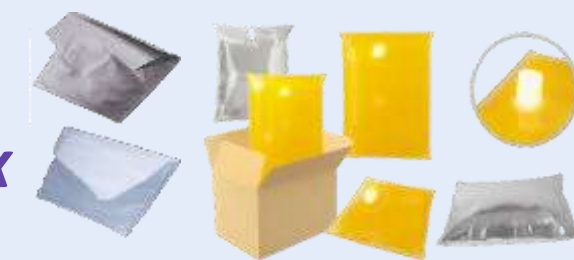
Large-size inner liners are suitable for bulk transportation. The most appropriate configuration is recommended to meet client requirements. Sea containers can be used as sealed containers by installing large-size inner liners. This solution is suitable for the bulk transportation of fine powders, such as petrochemical products, medical products, food products, and agricultural products.

Lamination Process



Laminated fabric is a product manufactured by coating or bonding multiple layers of resin onto fabric made from flat yarn (polyolefin material), thereby providing new functional properties. This fabric is used in various applications, including construction materials, agricultural materials, and packaging materials. Furthermore, we produce laminated products composed of resin with pigments or other additives to provide additional functionality.

Bag-In-Box & Pouch



Bag-In-Box (BIB) is a packaging solution for the storage and transportation of liquids, made from multiple layers of metallized film or other plastic films, and placed inside a corrugated cardboard box. Our Bag-In-Box products provide optimal packaging solutions for cooking oil, wine, juice, dairy products, sauces, or other liquids, in compliance with standard food safety systems..

Pallet Covers



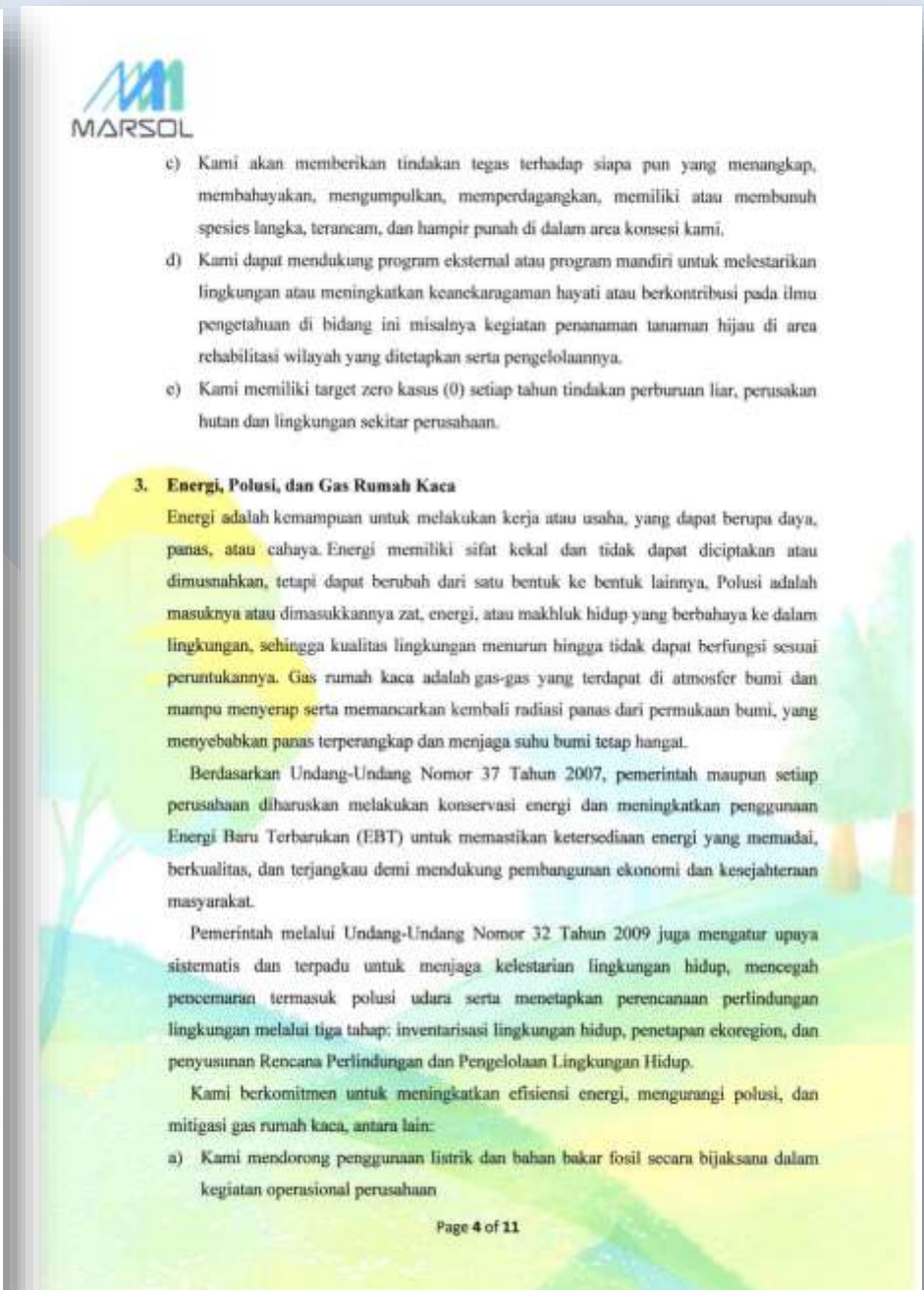
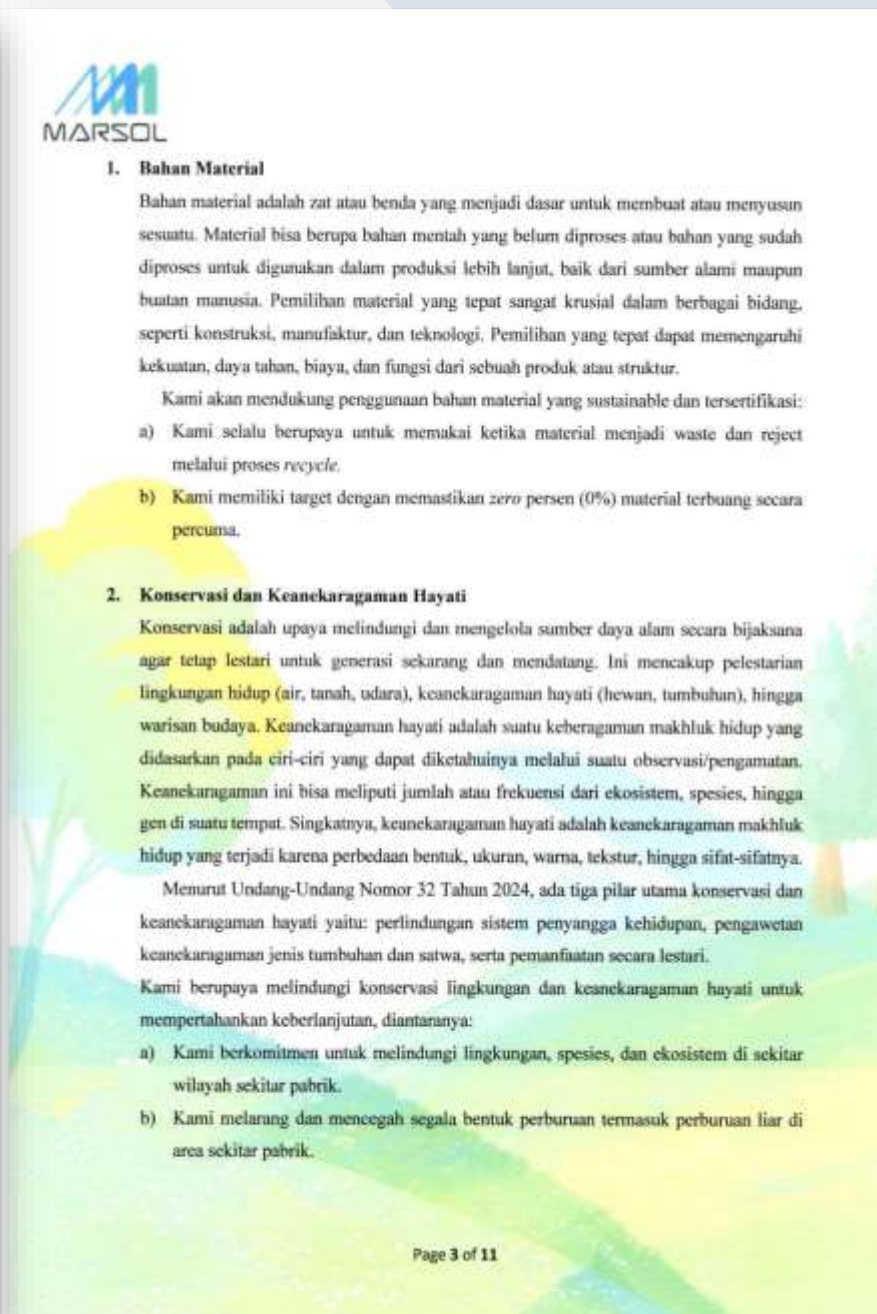
Polyethylene pallet covers are used for temporary and short-term storage to cover materials placed on pallets and serve as an economical alternative to pallet tarpaulin covers. UV pallet cover bags are one of the most common and essential types of polyethylene sheets used to protect various types of goods. These covers provide excellent protection for goods stored in warehouses or transported over short or long distances on pallets.



OUR COMMITMENT

PT Marsol Abadi Indonesia is committed to implementing the principles of Industry Sustainability through a Sustainability Policy that is integrated across all of our Company's operational activities. Our Company strives to create long-term value for shareholders while maintaining a balance between business performance, environmental protection, and employee welfare, and ensuring that all business activities are conducted responsibly and sustainably to minimize negative environmental impacts. In addition, PT Marsol Abadi Indonesia places Occupational Health and Safety (OHS) as a top priority in order to create a safe, healthy, and productive working environment.

SUSTAINABILITY POLICY





SUSTAINABILITY POLICY



- b) Kami akan mempertimbangkan mitigasi dalam upaya pengurangan emisi gas rumah kaca di setiap aktivitas atau kegiatan perusahaan.
- c) Presiden Direktur yang dibantu oleh Tim HSE akan mengidentifikasi, menghitung dan memantau semua emisi Gas Rumah Kaca sesuai dengan standar internasional dan secara publik melalui *website* perusahaan serta melaporkan nilai emisi Gas Rumah Kaca terbaru.
- d) Mendukung langkah tegas yang diambil oleh Agenda Tahun 2015 Perserikatan Bangsa-Bangsa (PBB) untuk Pembangunan Berkelanjutan dan Kesepakatan Iklim Paris serta mendukung komitmen pemerintah Net Zero Emission (NZE) Tahun 2060 (Siaran Pers Kementerian ESDM Nomor: 359.Pers/04/SJ/2021), Emisi Gas Rumah Kaca akan dikurangi secara bertahap di perusahaan melalui rencana aksi untuk mencapai target pengurangan yang dibandingkan dengan data awal yaitu Tahun 2025, telah ditetapkan sebesar:
- 20% untuk scope 1 sampai tahun 2035
 - 15% untuk scope 2 sampai tahun 2035
 - 10% untuk scope 3 sampai tahun 2035
- e) Kami berupaya menerapkan kebijakan tanpa pembakaran secara berkelanjutan di seluruh kegiatan operasional sebagai langkah untuk mencegah terjadinya polusi udara. Sebagai upaya pencegahan terhadap polusi udara, kami melakukan pemantauan lingkungan dengan melakukan uji kualitas udara untuk setiap unit operasional kami.
- f) Kami memiliki target 100% pemantauan lingkungan udara (*Ambient*) dilakukan setiap dua (2) kali dalam setahun, guna memastikan pencegahan terhadap polusi udara di wilayah perusahaan dapat dikendalikan.

4. Kebakaran

Kebakaran adalah nyala api yang tidak dikehendaki, bersifat merugikan, dan umumnya sulit dikendalikan, yang dapat menyebabkan kerugian harta benda, cedera, atau bahkan kematian. Kejadian ini terjadi karena adanya tiga unsur utama yaitu: bahan bakar, oksigen, dan sumber panas. Berdasarkan Keputusan Menteri Ketenagakerjaan Nomor Kep.186/Men/1999, setiap perusahaan wajib mencegah, mengurangi, dan memadamkan kebakaran di tempat kerja serta menyelenggarakan latihan dan gladi penanggulangan kebakaran secara berkala.

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- Kami menyadari bahwa kebakaran merupakan salah satu ancaman terbesar bagi lingkungan. Timbulnya api kecil dapat meningkatkan risiko kerusakan terhadap spesies atau satwa liar disekitar operasional pabrik dan properti pabrik. Dengan demikian:
- a) Kami melarang penggunaan api atau pembakaran secara terbuka untuk pembukaan lahan.
- b) Kami melarang penggunaan api sebagai metode pembuangan limbah domestik.
- c) Kami melalui tim kesiapan tanggap darurat melakukan patrol dalam rangka memadamkan kebakaran yang terjadi akibat dari penyebab alami atau tindakan individu di operasional pabrik.
- d) Kami berupaya untuk memastikan zero kasus (0) kejadian kebakaran di seluruh unit operasional.

5. Penggunaan Bahan Kimia

Bahan kimia adalah materi yang memiliki komposisi kimia dan sifat karakteristik yang konstan, dapat berupa unsur atau senyawa murni atau campuran, dan ada dalam bentuk padat, cair, atau gas. Bahan kimia dapat bereaksi dengan bahan kimia lain dan merupakan komponen dasar dari semua materi.

Pemerintah melalui Undang-Undang Nomor 9 Tahun 2008 membatasi dan mengawasi penggunaan bahan kimia seperti Bahan Kimia Daftar 2A dan 2B, dan memberikan batasan konsentrasi produk yang mengandung bahan tersebut. melarang penggunaan bahan kimia yang dapat disalahgunakan menjadi senjata kimia

Kami berupaya untuk mengurangi penggunaan bahan kimia dalam setiap proses operasional dan melarang penggunaan bahan kimia yang dikategorikan Organisasi Kesehatan Dunia (WHO) sebagai kelas 1A atau Kelas 1B dalam setiap proses operasionalnya. Kami memiliki target pengurangan penggunaan tinta sebesar 10% sampai dengan Tahun 2035 dibanding dengan data Tahun 2025 (*baseline*).

6. Air

Air adalah senyawa kimia anorganik yang esensial bagi semua kehidupan di Bumi. Dalam kondisi standar, air bersifat bening, tidak berasa, dan tidak berbau, serta dapat ditemukan dalam tiga wujud: padat (es), cair (air di sungai atau danau), dan gas (uap air). Air juga dikenal sebagai pelarut universal karena kemampuannya melarutkan lebih banyak zat dibandingkan cairan lain.

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- Kami mengakui bahwa air adalah sumberdaya alam yang penting bagi bisnis, pekerja, pemangku kepentingan, dan masyarakat setempat.
- a) Kami akan menerapkan kegiatan pengelolaan air untuk memastikan aktivitas operasional tidak menyebabkan dampak negatif pada badan air alami, baik dalam hal kualitas maupun ketersediaan sumber daya air.
- b) Kami selalu berupaya untuk menjaga kualitas air dari aliran air dan badan air alami di lingkungan sekitar pabrik dengan rutin.
- c) Kami akan memberikan *awareness* kepada seluruh pekerja 100% mengenai pentingnya melakukan penghematan dalam penggunaan air setiap tahun.
- d) Kami memiliki target pengurangan penggunaan air sebesar 10% sampai dengan Tahun 2035 dibanding dengan data Tahun 2025 (*baseline*).

7. Limbah

Limbah adalah sisa atau buangan dari suatu proses produksi atau kegiatan manusia yang sudah tidak memiliki nilai ekonomis atau manfaat, dan dapat berdampak negatif terhadap lingkungan dan kesehatan jika tidak dikelola dengan baik. Limbah dapat berwujud padat, cair, atau gas, serta dapat diklasifikasikan berdasarkan komposisinya menjadi limbah organik (mudah terurai) atau anorganik (sulit terurai), dan ada juga limbah B3 (Bahan Berbahaya dan Beracun).

Menurut Peraturan Menteri Lingkungan Hidup Nomor 6 Tahun 2021, Bahan Berbahaya dan Beracun (B3) adalah bahan yang sifatnya dan/atau konsentrasinya dan/atau jumlahnya, baik secara langsung maupun tidak langsung, dapat mencemarkan dan/atau merusak lingkungan hidup, dan/atau dapat membahayakan lingkungan hidup, kesehatan, serta kelangsungan hidup manusia dan makhluk hidup lain. Limbah B3 merupakan sisa dari suatu usaha dan/atau kegiatan yang mengandung Bahan Berbahaya dan/atau Beracun (B3). Limbah B3 harus dipastikan pengelolannya secara benar untuk mengurangi dampak negatifnya terhadap lingkungan dan kesehatan manusia.

Kami mengakui bahwa pengelolaan limbah yang baik dapat memberikan dampak positif bagi bisnis, pekerja, pemangku kepentingan, dan masyarakat setempat melalui kebijakan berikut.

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- a) Kami melalui Tim HSE akan meminimalkan terhadap penghasilan limbah dengan mengevaluasi secara teratur kegiatan operasional guna mencari peluang untuk pengurangan pemakaian bahan dan pemakaian kembali material-material sisa yang sudah menjadi *waste*.
- b) Kami akan memastikan agar limbah dapat dipilah dengan tepat dan dibuang sesuai dengan karakteristik bahan berbahaya
- c) Dalam upaya pengelolaan limbah, Kami secara rutin melakukan pemilahan sampah B3 dan Non B3 dengan menyediakan tempat sampah khusus B3 dan Non B3 di setiap area.
- d) Kami secara rutin melakukan pengukuran kualitas air limbah setiap bulan guna menjamin bahwa air limbah yang dihasilkan tidak mencemari lingkungan.
- e) Kami akan mempromosikan kepada seluruh pelanggan dalam upaya mengurangi dampak lingkungan terhadap limbah produk yang kami hasilkan dengan cara melakukan reuse atau penggunaan kembali.
- f) Kami akan memberikan *awareness* kepada seluruh pekerja 100% mengenai pentingnya melakukan pemilahan sampah sesuai dengan karakteristik limbah setiap tahun dan memastikan seluruh pekerja 100% menjalankan komitmen untuk mengurangi limbah.
- g) Kami memiliki target pengurangan limbah non B3 sebesar 10% sampai dengan Tahun 2035 dibanding dengan data Tahun 2025 (*baseline*).
- h) Kami memiliki target pengurangan limbah B3 sebesar 5% sampai dengan Tahun 2035 dibanding dengan data Tahun 2025 (*baseline*).

8. Penggunaan Produk

Penggunaan produk adalah cara dan seberapa sering pelanggan berinteraksi dengan sebuah produk, yang mencakup frekuensi, durasi, dan konteks penggunaan.

Setiap perusahaan harus memahami penggunaan produk itu sangat penting untuk mengevaluasi kinerja produk, mengidentifikasi tren, menemukan masalah, dan meningkatkan pengalaman pengguna secara keseluruhan. Penggunaan produk harus memerhatikan dampak terhadap lingkungan sekitar.

Kami berkomitmen terhadap pengelolaan dampak lingkungan yang efektif dari penggunaan produk, antara lain:

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SUSTAINABILITY POLICY



- Kami selalu melakukan sosialisasi kepada pelanggan dan rekan bisnis mengenai penggunaan akhir produk kami untuk meminimalkan dampak lingkungan yang dihasilkan dari penggunaan langsung produk oleh pelanggan dan rekan bisnis kami.
- Kami berkomitmen untuk mengembangkan produk dengan meminimalkan kerusakan lingkungan sekitar selama penggunaan.
- Kami menerima produk reject yang diterima oleh pelanggan untuk kami kelola kembali menjadi produk.
- Kami memiliki target melakukan analisa siklus hidup pada 100% produk sampai dengan Tahun 2035.

9. Akhir Masa Pakai Produk

Produk memiliki siklus hidup dan pada akhirnya akan menghilang dari pasaran karena beberapa faktor, termasuk penurunan permintaan, penurunan penjualan, inovasi dan pengembangan teknologi, serta peluncuran produk yang lebih kompetitif.

Dengan mempertimbangkan kemungkinan dampak penghentian siklus hidup produk terhadap jaringan pelanggan, teknologi, dan penggantian produk,

Kami berkomitmen terhadap pengelolaan dampak lingkungan yang efektif dari akhir masa pakai produk, antara lain:

- Kami berkomitmen untuk meminimalkan dampak lingkungan yang dihasilkan dari masa akhir pakai produk, seperti limbah berbahaya, tidak berbahaya yang dihasilkan, emisi dan polusi.
- Kami berkomitmen untuk mengoptimalkan pengumpulan dan melakukan daur ulang produk pasca-konsumen.
- Kami memiliki target untuk meningkatkan tingkat pengambilan kembali produk yaitu sebesar 10% pada tahun 2035 dari *haseline* tahun 2025.

10. Layanan dan Advokasi Lingkungan

Layanan lingkungan adalah manfaat atau jasa yang disediakan untuk membantu masyarakat atau pihak-pihak terkait dalam mengelola dan menangani isu lingkungan. Layanan ini dapat disediakan oleh pemerintah maupun organisasi non-pemerintah (LSM). Advokasi lingkungan adalah tindakan terorganisasi untuk memengaruhi keputusan dan kebijakan publik terkait isu-isu lingkungan. Tujuannya adalah mendorong perubahan ke arah yang lebih ramah lingkungan dan berkelanjutan.

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Menurut Undang-Undang Nomor 32 Tahun 2009, setiap usaha dan/atau kegiatan yang berdampak pada lingkungan diwajibkan untuk memiliki Analisis Mengenai Dampak Lingkungan (AMDAL) atau Upaya

Pengelolaan Lingkungan Hidup dan Upaya Pemantauan Lingkungan Hidup (UKL-UPL) sebagai prasyarat perizinan. Izin yang diberikan disebut Izin Lingkungan.

Kami berkomitmen terhadap penyediaan layanan dan advokasi lingkungan untuk karyawan, pelanggan, dan *stakeholder* yang terhubung dengan kami, antara lain:

- Kami berkomitmen untuk meningkatkan kesadaran pada karyawan, pelanggan, dan *stakeholder* terkait informasi mengenai kesadaran dan kepedulian terhadap isu-isu lingkungan.
- Kami berkomitmen untuk mempromosikan konsumsi yang bertanggung jawab dengan meningkatkan layanan yang mengeluarkan lebih sedikit emisi seperti masa pakai kedua dan perbaikan.
- Kami berupaya untuk membantu pelanggan mengurangi jejak karbon dengan menawarkan solusi alternatif atau inovatif.
- Kami mendukung penghapusan bahan bakar fosil melalui pembiayaan teknologi rendah karbon dan bisnis dengan rencana transisi ke masa depan yang positif bersih.
- Kami memiliki target untuk menyediakan jejak karbon 100% produk kepada pelanggan pada tahun 2035.
- Menciptakan dan mengelola tempat kerja yang mencerminkan komitmen untuk melestarikan dan merawat lingkungan.

Dengan kebijakan ini PT. Marsol Abadi Indonesia berupaya untuk menggunakan kembali waste dan produk reject melalui proses *recycle*, melindungi dan menjaga konservasi lingkungan dan keanekaragaman hayati di sekitar wilayah pabrik, mempertimbangkan dalam upaya pengurangan emisi gas rumah kaca di setiap aktivitas atau kegiatan perusahaan, melakukan pemantauan dalam rangka memadamkan kebakaran yang terjadi akibat dari penyebab alami atau tindakan individu di operasional pabrik, mengurangi penggunaan bahan kimia dalam setiap proses operasional, menjaga kualitas air di lingkungan sekitar pabrik dengan rutin, meminimalkan penghasilan limbah dan memastikan agar limbah dapat dipilah dengan tepat.

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PT Marsol Abadi Indonesia juga berupaya untuk mengembangkan produk dengan meminimalkan kerusakan lingkungan sekitar selama penggunaan, meminimalkan dampak lingkungan yang dihasilkan dari masa akhir pakai produk, mempromosikan konsumsi yang bertanggung jawab dengan meningkatkan layanan yang mengeluarkan lebih sedikit emisi.

Hotline Pengaduan

Tim *hotline* pengaduan akan melakukan investigasi dan pengaduan yang diterima terhadap insiden dari pekerja, pemasok dan *stakeholder* lainnya.

Tindak lanjut terhadap pengaduan yang diterima akan diberitahu hasil investigasi dan tindak lanjut yang diterima oleh perusahaan.

PT. Marsol Abadi Indonesia memiliki saluran pengaduan melalui :

- Kotak pengaduan yang tersebar diarea perusahaan
- Email (kontak_pengaduan@marsol.co.id) atau
- Hotline (0218970160).

Mekanisme Peninjauan

Kebijakan ini akan ditinjau satu kali setahun, atau sesuai kebutuhan, untuk memastikan relevansi dan keselarasannya dengan hukum dan praktik perusahaan saat ini dan kedepannya. Peninjauan akan dilakukan oleh setiap perwakilan manajemen dan setiap ada pembaruan akan disetujui oleh Top Manajemen.

Bekasi, 02 Juni 2025

RYOTA MIZUNO
President Director

Histori Peninjauan

Peninjauan Ke-	Tanggal Peninjauan	Tanggal Peninjauan Selanjutnya
Peninjauan 0	02 Juni 2025	02 Juni 2026

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THE GLOBAL GOALS

For Sustainable Development



- SDGs is an abbreviation for the Sustainable Development Goals, also known as the Global Goals, adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.
- The SDGs consist of a set of transformative goals that have been agreed upon and apply to all nations without exception.
- PT Marsol Abadi Indonesia is committed to contributing and taking action in support of the SDGs programs.



PT Marsol Abadi Indonesia is committed to supporting the achievement of the Sustainable Development Goals (SDGs), specifically Goal 1: No Poverty, as part of our Company's social responsibility in promoting community welfare. This commitment is realized through the implementation of targeted, sustainable Corporate Social Responsibility (CSR) programs that are oriented toward improving the quality of life of communities surrounding our Company's operational areas.

Our Company's CSR programs focus on strengthening the social and economic capacity of communities, including the provision of social assistance, support for basic needs, and the facilitation of activities that encourage income generation and economic self-reliance. PT Marsol Abadi Indonesia also seeks to contribute to the creation of inclusive economic opportunities, particularly for socially and economically vulnerable groups.

In its implementation, PT Marsol Abadi Indonesia ensures that all forms of assistance and empowerment programs are delivered in a well-targeted, transparent, and accountable manner. Through this approach, our Company aims to help reduce economic vulnerability, enhance community social resilience, and support the achievement of sustainable welfare in line with the principles of sustainable development.

On December 15, through representatives of the labor union and employees, PT Marsol Abadi Indonesia provided basic food assistance to victims of natural disasters in the regions of North Sumatra and Aceh.

The assistance included essential food supplies such as rice, food ingredients, instant noodles, bottled drinking water, and other basic necessities, distributed across several disaster relief posts. This collaborative effort was not only intended to alleviate the immediate practical burdens faced by disaster victims, but also served as a demonstration of solidarity and collective strength in times of hardship. The assistance offered a sense of hope to affected families, supporting them in the initial steps toward rebuilding their lives.

Following the landslides and flash floods that struck parts of North Sumatra, West Sumatra, and Aceh, the joint efforts of all employees and the Labor Union of PT Marsol Abadi Indonesia reflected a strong sense of care and community resilience. This support not only provided direct relief, but also laid the foundation for recovery and fostered optimism for a brighter future.



SDGs 1

SDGs 2

SDGs 3

SDGs 4

SDGs 5

SDGs 6

SDGs 7

SDGs 8

SDGs 9

SDGs 10

SDGs 11

SDGs 12

SDGs 13

SDGs 14

SDGs 15

SDGs 16

SDGs 17



Workforce Composition

410 Workers

280 Male Workers (68,29%)

130 Female Workers (31,71%)

**Data as of December 2025*

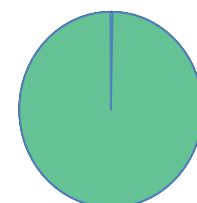


As of December 2025, PT Marsol Abadi Indonesia is supported by a total workforce of 410 employees who actively contribute to the execution of our Company's operational activities. The workforce composition consists of 280 male employees (68.29%) and 130 female employees (31.71%), reflecting our Company's commitment to diversity and inclusivity in the workplace. Our Company provides equal opportunities to all employees without discrimination and continues to promote a professional, safe, and mutually respectful working environment.

As part of our Company's responsibility to protect employee welfare, all employees of PT Marsol Abadi Indonesia are registered with and receive protection under BPJS Ketenagakerjaan (Indonesia's Social Security Agency for Employment) and BPJS Kesehatan (Indonesia's National Health Insurance Agency). This protection includes health insurance coverage, work accident insurance, old-age benefits, and other social security benefits in accordance with applicable laws and regulations. Through the fulfillment of these employment rights, our Company is committed to fostering sustainable employment relationships, enhancing employee security and productivity, and supporting long-term shared welfare.

100%

BPJS Ketenagakerjaan

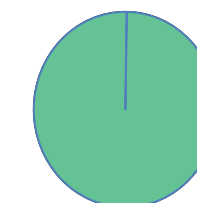


All Employees Are Registered Under BPJS Ketenagakerjaan Coverage

BPJS Kesehatan

All Employees Are Registered Under BPJS Kesehatan Coverage

100%



SDGs 1

SDGs 2

SDGs 3

SDGs 4

SDGs 5

SDGs 6

SDGs 7

SDGs 8

SDGs 9

SDGs 10

SDGs 11

SDGs 12

SDGs 13

SDGs 14

SDGs 15

SDGs 16

SDGs 17


[SDGs 1](#)
[SDGs 2](#)
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[SDGs 17](#)


PT Marsol Abadi Indonesia is committed to supporting the achievement of the Sustainable Development Goals (SDGs), specifically Goal 2: Zero Hunger, through efforts that contribute to food security and the fulfillment of communities' basic needs. Our Company recognizes that access to sufficient, safe, and nutritious food is a fundamental foundation for quality of life, productivity, and community well-being, particularly in areas surrounding our Company's operations.

As part of its corporate social responsibility, PT Marsol Abadi Indonesia implements various social initiatives that support food security, including the distribution of food aid, support for community social activities, and collaboration with local stakeholders. These initiatives are carried out in a planned and sustainable manner, ensuring that aid is delivered accurately and has a meaningful impact. Through these contributions, our Company aims to help reduce food vulnerability, enhance community social resilience, and support the creation of sustainable well-being in line with national and global development agendas.



Our Company's commitment to achieving SDG 2: Zero Hunger is reflected in activities such as communal meals, providing lunch for employees, and charitable initiatives that distribute basic food packages during various events.

These efforts are intended to generate positive impacts for both employees and local communities, contributing directly to the realization of this SDG.

“Ensuring access to safe and nutritious food is essential to achieving sustainable and inclusive growth.”



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SDGs 16

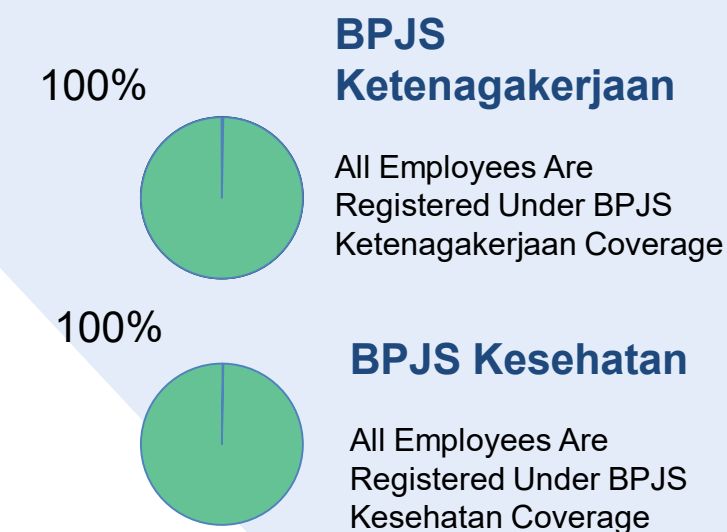
SDGs 17



PT Marsol Abadi Indonesia is committed to supporting the achievement of the Sustainable Development Goals (SDGs), specifically Goal 3: Good Health and Well-Being, by ensuring that every employee's right to a safe, healthy, and conducive working environment is fulfilled. Our Company believes that employee health and safety form a fundamental basis for sustainable operational performance and for enhancing the overall quality of life of its human resources.

As a tangible expression of this commitment, our Company consistently implements an Occupational Health and Safety (OHS) system across all operational activities, including risk management, provision of personal protective equipment (PPE), and regular OHS socialization and training. In addition, all employees of PT Marsol Abadi Indonesia are registered and receive full protection under BPJS Kesehatan (Indonesia's National Health Insurance Agency) and BPJS Ketenagakerjaan (Indonesia's Social Security Agency for Employment), ensuring adequate access to healthcare and social protection services.

To maintain and monitor employee health on an ongoing basis, our Company also conducts periodic Medical Check-Ups (MCU) at least once per year for all employees.



The MCU program aims to detect potential health issues early, prevent work-related illnesses, and support promotive and preventive measures in employee health management. The results of these health examinations serve as the basis for our Company's follow-up actions, including health education, workplace improvements, or operational policy adjustments where necessary.

Through the integration of occupational health programs, social protection, and regular health examinations, PT Marsol Abadi Indonesia seeks to cultivate a workplace culture that prioritizes employee well-being. These efforts not only support the achievement of SDG 3 but also reinforce our Company's commitment to developing a healthy, productive, and competitive workforce, in line with the principles of long-term sustainability.



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PT Marsol Abadi Indonesia supports the achievement of the Sustainable Development Goals (SDGs), specifically Goal 4: Quality Education, believing that quality education is a fundamental foundation for developing a superior, competitive, and sustainable workforce. Our Company understands that enhancing knowledge and skills not only impacts individual performance but also contributes to corporate productivity and broader societal advancement.


Within its internal scope, our Company is committed to providing continuous learning opportunities for all employees through various competency development programs, technical training, occupational health and safety training, and soft skills enhancement. These education and training programs are designed to ensure that employees possess skills relevant to technological developments, industry standards, and operational requirements, enabling them to work effectively, safely, and professionally.

In addition, PT Marsol Abadi Indonesia seeks to support educational access in communities surrounding its operational areas through corporate social responsibility (CSR) initiatives. Such support may take the form of educational assistance, improvement of learning facilities, or other educational activities aimed at promoting inclusive and high-quality education. Through this commitment, our Company hopes to contribute to the creation of a knowledgeable, competitive society, prepared to meet future challenges in a sustainable manner.

“Access to quality education today creates opportunities, innovation, and prosperity for generations to come.”



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 PT Marsol Abadi Indonesia		Kebutuhan Training - Rencana Pelatihan												No Document : F-HRD&GA-04 Revisi : 3 Tanggal : 02-Jan-24 Halaman : 1 dari 1						
TAHUN: 2025																				
No	TYPE	TRAINER	MATERI PELATIHAN		DURASI (JAM)	LEVEL JABATAN	ESTIMASI JUMLAH PESERTA	BULAN												REMARKS
								Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	
1	INTERNAL	FAUZAN YALI	PEMAHAMAN KESEHATAN & KESELAMATAN KERJA DAN MANAJEMEN ZAT BERBAHAYA YANG AMAN	PLAN	3	All Employee	410												Free	
2	INTERNAL	FAUZAN YALI	PEMAHAMAN SIMULASI TANGGAP DARURAT	PLAN	3	Leader & Operator	110												Free	
3	INTERNAL	ROGERS PURBA	PEMAHAMAN HAK ASASI MANUSIA	PLAN	3	All Employee	410												Free	
4	INTERNAL	FAUZAN YALI	PEMAHAMAN LINGKUNGAN: KONSERVASI ENERGI DAN AIR, PENGURANGAN EMISI GRK SERTA PEMILAHAN SAMPAH	PLAN	1,75	All Employee	410												Free	
5	EKSTERNAL	PT. EJIP	PENANGANAN TUMPAHAN LIMBAH B3	PLAN	2	Leader & Operator	27												Free	
6	INTERNAL	ROGERS PURBA	PEMAHAMAN LABOR ETIK (PEKERJA ANAK, KERJA PAKSA, PERDAGANGAN MANUSIA, ANTI DISKRIMINASI/PELECEHAN, ANTI KORUPSI DAN ANTI PENYUAPAN, SISTEM KEAMANAN INFORMASI)	PLAN	2	All Employee	410												Free	
7	INTERNAL	EKSHANUDIN & SULAEMAN	PEMAHAMAN SISTEM MANAJEMEN KEAMANAN PANGAN DAN HALAL	PLAN	2	Leader & Operator	330												Free	
8	EKSTERNAL	PT. EJIP	PEMAHAMAN PEMADAM KEBAKARAN	PLAN	4	Leader & Operator	30												Free	
9	INTERNAL	AGUNG PAMBUDI	SUSTAINABLE PROCUREMENT	PLAN	1,5	Leader & Operator	8												Free	



Employee Training Hours

4.987

TRAINING HOURS



During 2025, our Company conducted a total of 9 training sessions for all employees of PT Marsol Abadi Indonesia, totaling 4,987 hours of training. A total of 410 employees participated, averaging 12.16 hours per employee.



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PT. MARSOL ABADI INDONESIA

BERITA ACARA

PERIHAL KEGIATAN : 1. PELATIHAN KESEHATAN & KESELAMATAN KERJA
2. PELATIHAN MANAJEMEN ZAT BERBAHAYA YANG AMAN

DASAR KEGIATAN : PELATIHAN INI MENGACU PADA PERATURAN :
1. UU NO. 1 TAHUN 1970 TENTANG KESELAMATAN KERJA
2. REACH & RoHS

PERIODE KEGIATAN : FEBRUARI - MARET 2025

1. LATAR BELAKANG KEGIATAN

- Karyawan perlu diberikan pengetahuan dan keterampilan dasar terkait dengan Kesehatan & Keselamatan Kerja serta Manajemen Zat Berbahaya Yang Aman
- Karyawan perlu diberikan penyegaran kembali terkait dengan pelatihan Kesehatan & Keselamatan Kerja sehingga meningkatkan kesadaran untuk bekerja secara aman dan sehat.
- Karyawan perlu diberikan pemahaman informasi tentang zat-zat berbahaya yang terkandung dalam produk perusahaan.

2. PELAKSANAAN KEGIATAN

- Tanggal : 03 Februari – 10 Maret 2025
- Waktu : 13.30 – 16.30 wib
- Tempat : Ruang Meeting Office
- Jumlah Peserta : Seluruh Karyawan dan Karyawan Baru

3. TUJUAN KEGIATAN

- Untuk mencegah terjadinya kecelakaan kerja dan penyakit akibat kerja di lingkungan kerja, serta menciptakan tempat kerja yang aman, sehat, dan produktif.
- Untuk memberikan pengetahuan dan keterampilan kepada pekerja agar dapat mengidentifikasi potensi bahaya
- Untuk memahami dan mematuhi peraturan perundangan terkait K3, yang dapat menghindari sanksi hukum
- Untuk memberikan pengetahuan dan keterampilan kepada karyawan agar dapat mengidentifikasi potensi zat berbahaya
- Untuk memastikan karyawan dapat mengidentifikasi risiko zat-zat berbahaya.

4. POINT EVALUASI KEGIATAN

- Mampu menjelaskan isi pelatihan
- Mampu menjelaskan konsep - konsep yang ada dipelatihan
- Menunjukkan sikap sesuai dengan konsep dari pelatihan
- Mampu menerapkan yang ada dipelatihan

Training Activity Report

PT. MARSOL ABADI INDONESIA

BERITA ACARA

5. FOTO KEGIATAN

Dibuat Oleh:

Fauzan Yali
Section Head K3

Ditinjau Oleh:

ROGERS P.
Manager HRD&SA

Attendance List

 PT MARSOL ABADI INDONESIA		DAFTAR HADIR		No. Dok. : F - HRD&SA - 06 Revisi : 3 Tanggal : 02-Jan-24 Halaman : 1 dari 1	
Jenis Kegiatan : <input checked="" type="checkbox"/> Pelatihan Rapat : <input type="checkbox"/> Post Control		<input type="checkbox"/> Penanganan Komplain			
<input type="checkbox"/> Pengarahan <input type="checkbox"/> B.S		<input type="checkbox"/> Lain-Lain :			
(Berl tanda centring (✓) pada salah satu kotak yang diperlukan)				Pemahaman Kesehatan & Keselamatan Kerja, Manajemen Zat Berbahaya yang Aman	
Hari, Tanggal : Senin, 3 Februari 2025		Materi :		Fauzan Yali	
Waktu : 13.30 - 16.30 Wib		Fasilitator :			
Tempat : Office meeting Room		Tanda tangan :			
NO	NAMA	DEPARTEMEN	TANDA TANGAN		
1	DEDI CANDRA	MRB	1. 		
2	AHMAD SOLIKHIN	MRB	2. 		
3	RAHMAD YUSUF	MRB	3. 		
4	HALIM PERDANA KUSUMA	MRB	4. 		
5	ABADI	MRB	5. 		
6	SUPARDI	LAMINASI	6. 		
7	AGUS PRIYONO	LAMINASI	7. 		
8	YANTO BUDIYANTO	CIRCULAR	8. 		
9	MISTA JUMENA	CIRCULAR	9. 		
10	IRWAN KURNIAWAN	CIRCULAR	10. 		
11	FARID	CIRCULAR	11. 		
12	DARMANSYAH	CIRCULAR	12. 		
13	NASA WIJAYA	CIRCULAR	13. 		
14	LUKMAN HAKIM	CIRCULAR	14. 		
15	RAMDAN FIRMANSYAH	CIRCULAR	15. 		
16	EKO NOPIANTORO	CIRCULAR	16. 		
17	WAWAN HERAWAN	CIRCULAR	17. 		
18	TEONALDI	CIRCULAR	18. 		
19	RONI GUNAWAN	CIRCULAR	19. 		
20	ARI MUSTAKIM	CIRCULAR	20. 		
21	ANDI GALIH NADIMI	CIRCULAR	21. 		
22	SIGIM ILHAMI	CIRCULAR	22. 		
23	USWARDI	FLAT YARN	23. 		
24	FIRMANSYAH	FLAT YARN	24. 		
25	TAUFAN NOVIANSYAH H.	FLAT YARN	25. 		
26	ERA PRAMUSETYA	FLAT YARN	26. 		
27	ANAJIB TOHARI	FLAT YARN	27. 		
28	NUR FATURRAHMAN Y.	FLAT YARN	28. 		
29	DARSIH SULASTRI	NPD	29. 		
30	ELISA	PPIC	30. 		
31	JASWADI	QC	31. 		

Training Materials

Materi : Pemahaman Kesehatan dan Keselamatan kerja & Manajemen Zat Berbahaya yang Aman


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PT Marsol Abadi Indonesia is committed to supporting the achievement of the Sustainable Development Goals (SDGs), specifically Goal 5: Gender Equality, by upholding the principles of equality, inclusivity, and fairness in all aspects of human resource management. Our Company ensures that all recruitment, career development, and employee placement processes are conducted fairly and transparently, without regard to race, ethnicity, religion, or social group (SARA), and without discrimination based on gender.

The commitment to gender equality is formally reflected in PT Marsol Abadi Indonesia's Labor and Human Rights Policy, which aligns with the objectives and global initiatives of the SDGs related to Gender Equality. This policy serves as the foundation for creating a respectful, safe work environment that provides equal opportunities for all employees to contribute and develop professionally.

The implementation of this commitment is reflected in our Company's workforce composition. In 2025, PT Marsol Abadi Indonesia employed 280 male employees (68.29%) and 130 female employees (31.71%). Through the application of inclusive policies and employment practices, our Company ensures that every employee receives equal and fair treatment, with the same rights and responsibilities in performing their roles, thereby fostering a productive, sustainable, and equitable workplace culture.



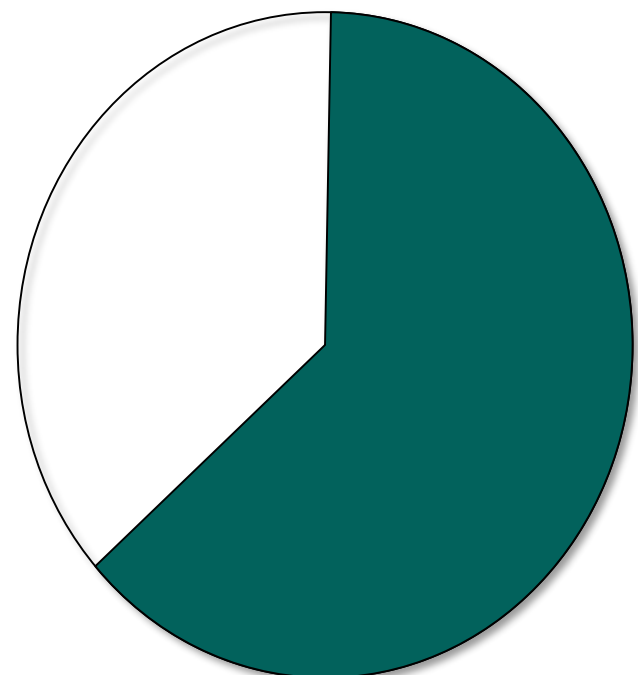

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Workforce Composition By Gender

410 Workers

280 Male Workers (68,29%)
130 Female Workers (31,71%)

**Data as of December 2025*

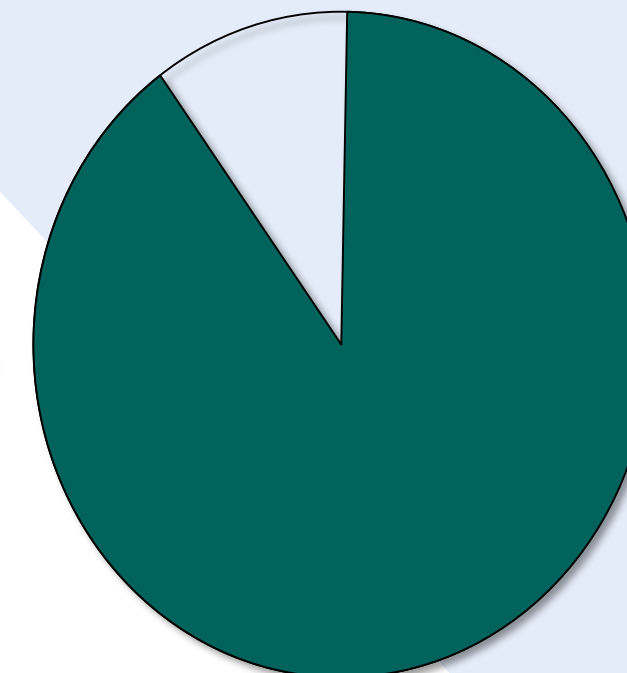


Workforce Composition By Gender within Managerial Roles

11 Workers

10 Male Workers (91%)
1 Female Workers (9%)

**Data as of December 2025*



Through an inclusive and equitable approach, PT Marsol Abadi Indonesia ensures that all employees receive equal rights, treatment, and opportunities in performing their duties and responsibilities. By supporting gender equality, our Company not only contributes to the achievement of the SDGs but also fosters a healthy, productive, and sustainable workplace culture, ultimately delivering long-term value for our Company, its employees, and all stakeholders.

“Gender equality in the workplace is a commitment to respect, dignity, and shared progress.”



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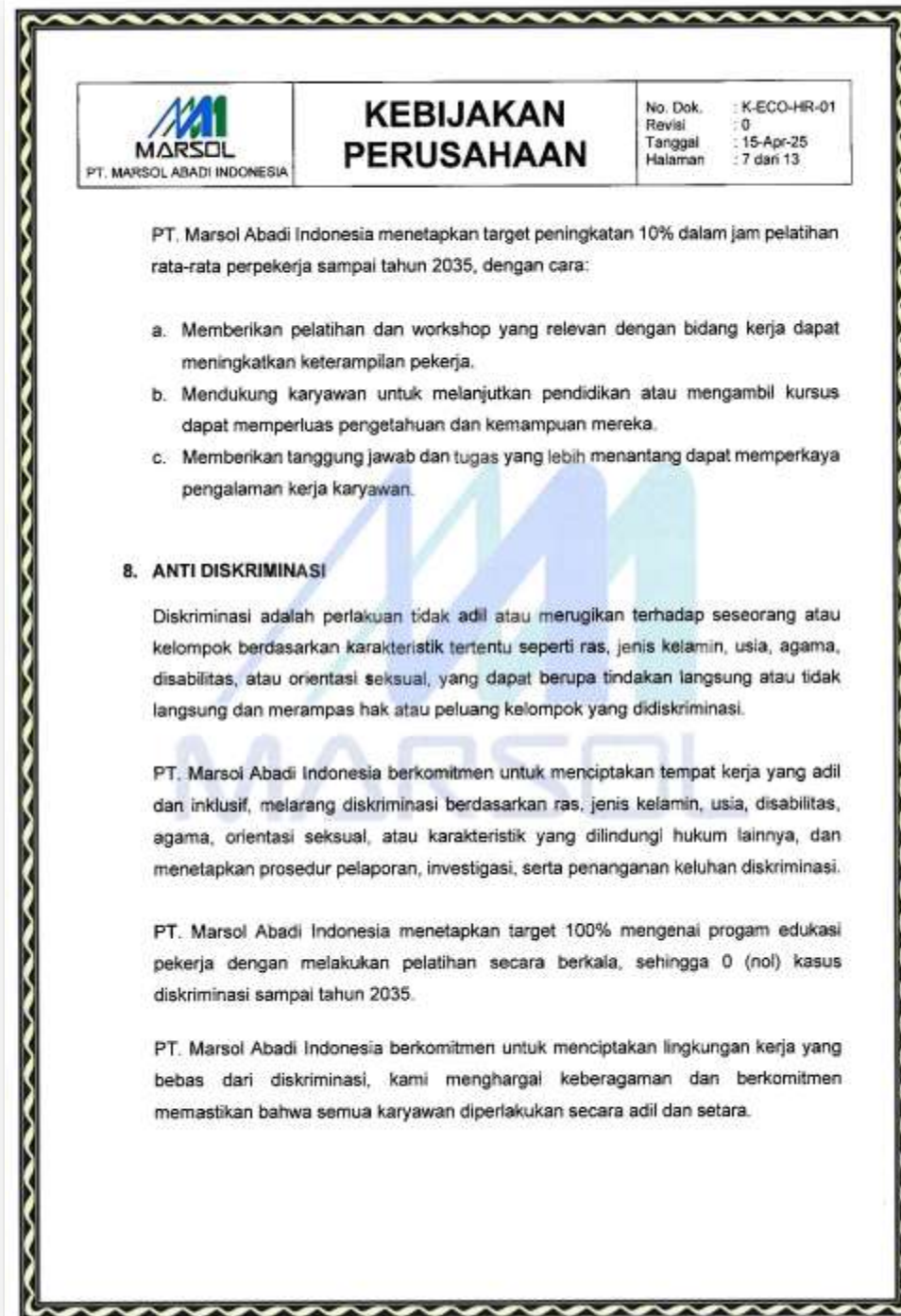
SDGs 15

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We have established a Labor and Human Rights Policy, which includes provisions on Anti-Discrimination and the protection of human rights, dated April 15, 2025. Through this policy, we are committed to continuously providing equal opportunities for employees to work and grow according to their abilities and potential, in alignment with our Company's objectives.





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PT Marsol Abadi Indonesia is committed to supporting the achievement of the Sustainable Development Goals (SDGs), specifically Goal 6: Clean Water and Sanitation, by implementing responsible and sustainable water resource management across all operational activities. Water is a vital resource for both manufacturing processes and ecosystem sustainability, and our Company places efficiency, quality, and sustainability of water at the core of its environmental strategy.

In practice, our Company controls water usage in a measured manner, optimizes production process efficiency, and ensures that wastewater management complies with applicable laws and regulations. PT Marsol Abadi Indonesia also seeks to prevent environmental pollution through regular water quality monitoring and by applying risk prevention principles for water sources surrounding its operational areas.

Aligned with its water risk management approach, our Company utilizes water risk analyses, including studies based on the Aqueduct Water Risk Atlas, as the basis for developing medium- and long-term water management action plans. Through these measures, PT Marsol Abadi Indonesia aims to safeguard water availability, support operational resilience, and make a positive contribution to the protection of water resources for communities and the surrounding environment.

Our Company recognizes the importance of responsible water management in maintaining environmental balance and enhancing the well-being of surrounding communities. Through responsible operational processes, it seeks to reduce its carbon footprint and optimize sustainable water use. To achieve this, our Company has installed water tap sensors, float devices in storage tanks, responsible water treatment processes, and wastewater management systems that enable water reuse within production processes.

To maintain the quality of treated wastewater, a continuous monitoring system is implemented, whereby wastewater quality is regularly assessed and reported to the Environmental Agency in accordance with Indonesian regulations. In addition, our Company proactively oversees prudent water use by continuously monitoring consumption and ensuring reductions in line with its sustainability policy, which targets a 10% reduction in water usage by 2035 compared to the 2025 baseline. These steps reflect PT Marsol Abadi Indonesia's dedication to environmental management and its support for the achievement of the SDGs.

06

CLEAN WATER AND SANITATION



Cummulative Data

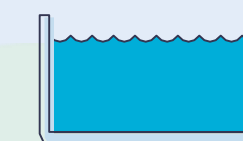


9.871 m³

Volume of water Used

*Dec 2025

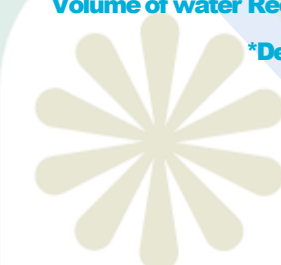
Cummulative Data



9.791 m³

Volume of water Recycled

*Dec 2025





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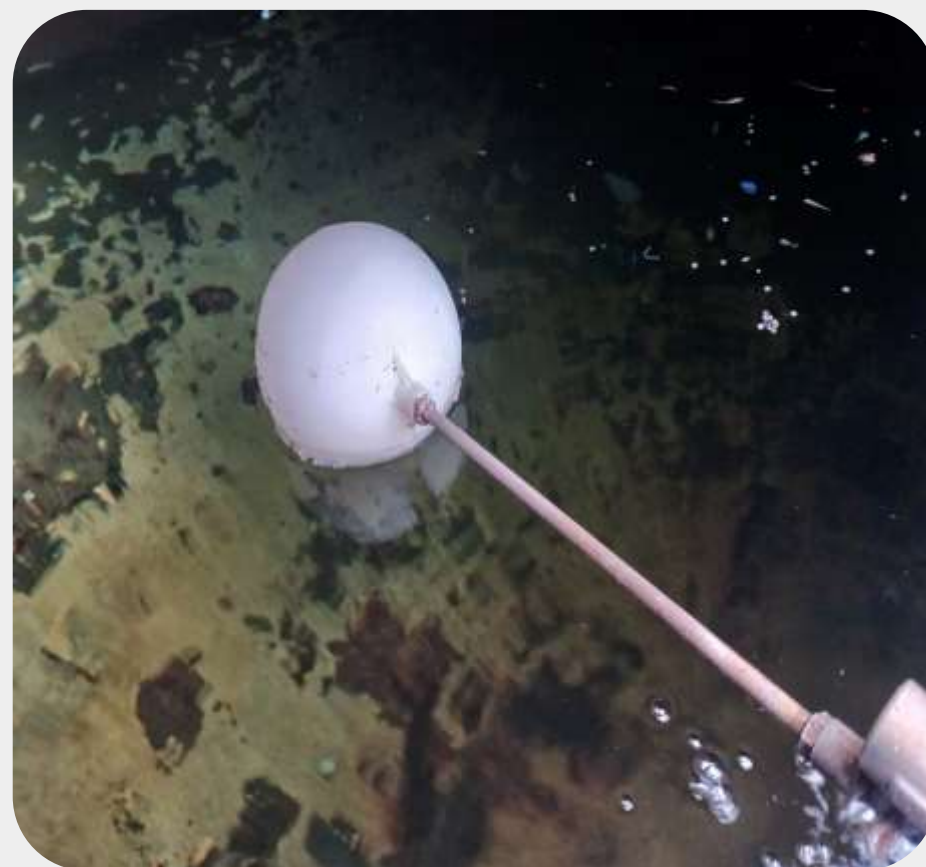
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In maintaining sustainable water use, our Company is committed to optimizing water consumption according to needs and targets, preserving water availability, and avoiding any additional water withdrawal. The use of water resources is carried out with due consideration for the principles of not disrupting, overriding, or infringing upon the public's right to water, as well as protecting environmental sustainability. Water is sourced from the municipal water supply (PDAM) and from rainwater harvesting systems facilitated by PDAM and the EJIP industrial area management. Our Company continually evaluates all water-saving activities.



- Within our Company, an adequate number of toilets are provided, along with sufficient sanitation facilities in areas such as toilets, prayer rooms (musholla), and canteens, ensuring cleanliness.
- To minimize wastewater discharge, our Company implements a wastewater recycling process, converting wastewater into clean process water.
- Handwashing sinks are provided in every area to maintain employee hygiene and cleanliness.

06 CLEAN WATER AND SANITATION





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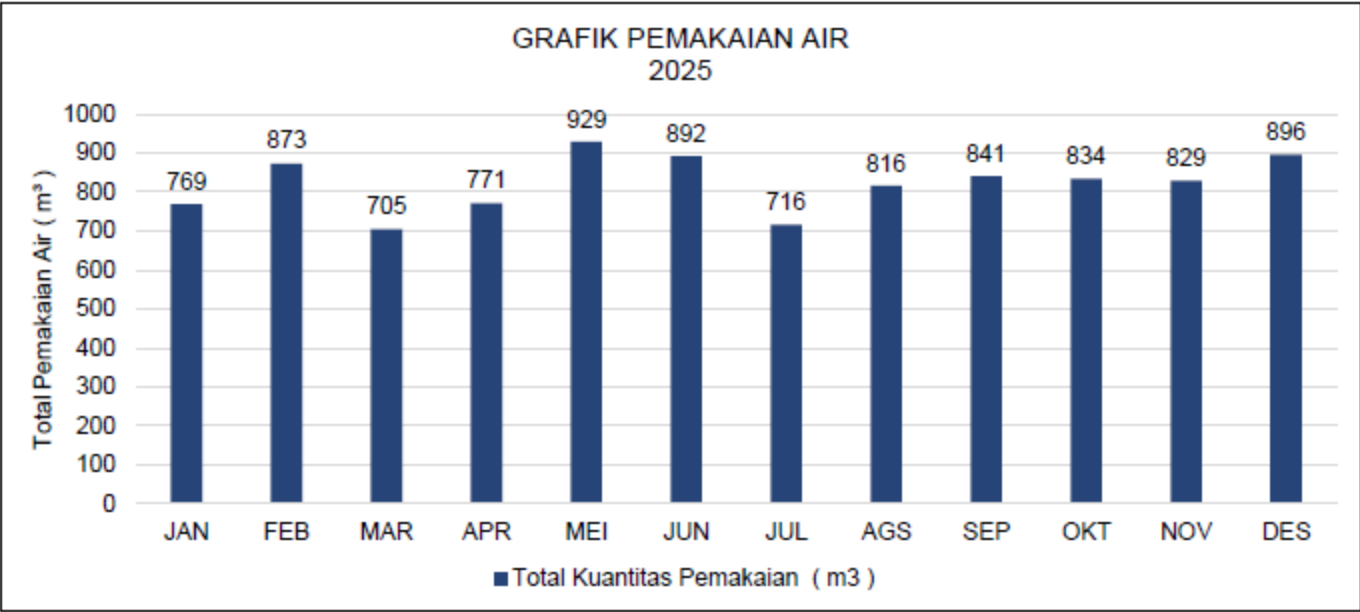
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 <div>PT. MARSOL ABADI INDONESIA</div>	<div>MONITORING PROGRAM DAN SASARAN LINGKUNGAN</div>	<div>No. Dok. : F - HRD&GA - 51</div> <div>Revisi : 1</div> <div>Tanggal : 02-Jan-24</div> <div>Halaman : 1 dari 1</div>
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TAHUN : 2025

Bulan	METERAN 1 (PROD. I&II)			METERAN 2 (PROD. III)			Total Kuantitas Pemakaian (m ³)	Jumlah Hari Kerja	Total Payable (Include PPN10%)	
	Counter (m ³)		Kuantitas Pemakaian (m ³)	Counter (m ³)		Kuantitas Pemakaian (m ³)				
	Present	Last		Present	Last					
JAN	57522	56913	609	1023	863	160	769	20	Rp	8,612,800
FEB	58240	57522	718	1178	1023	155	873	20	Rp	9,777,600
MAR	58838	58240	598	1285	1178	107	705	20	Rp	7,896,000
APR	59494	58838	656	1400	1285	115	771	20	Rp	8,635,200
MEI	60289	59494	795	1534	1400	134	929	20	Rp	10,404,800
JUN	61042	60289	753	1673	1534	139	892	20	Rp	9,990,400
JUL	61621	61042	579	1810	1673	137	716	20	Rp	8,019,200
AGS	62289	61621	668	1958	1810	148	816	20	Rp	9,139,200
SEP	62956	62289	667	2132	1958	174	841	20	Rp	9,419,200
OKT	63654	62956	698	2268	2132	136	834	20	Rp	9,340,800
NOV	64285	63654	631	2466	2268	198	829	20	Rp	9,284,800
DES	64991	64285	706	2656	2466	190	896	20	Rp	10,035,200
AVERAGE							823	20	Rp	8,612,800



 <div>LAPORAN PERIODIK WTP AIR TAHUN 2025</div>
--

No	Bulan	Flowmeter Recycle Air		Total Volume Recycle Air (m3/Bulan)
		Awal	Akhir	
1	Januari	5.865	6.634	769
2	Februari	6.634	7.507	873
3	Maret	7.507	8.212	705
4	April	8.212	8.983	771
5	Mei	8.983	9.912	929
6	Juni	9.912	10.804	892
7	Juli	10.804	11.520	716
8	Agustus	11.520	12.336	816
9	September	12.336	13.177	841
10	Oktober	13.177	14.031	854
11	November	14.031	14.760	729
12	Desember	14.760	15.656	896
Total Volume Recycle Air				9.791

Based on the data, total water consumption at PT Marsol Abadi Indonesia amounted to 9,871 m³ in 2025, with 9,791 m³ of water being recycled during the same period.

“Responsible water management is essential to protect ecosystems, communities, and business continuity.”

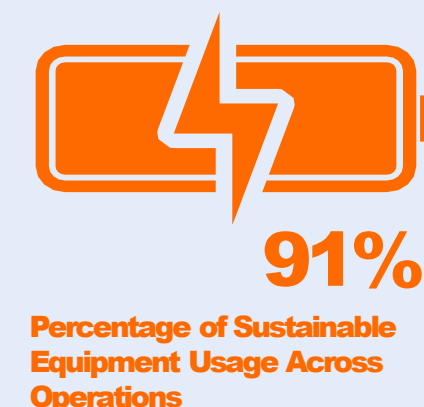



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PT Marsol Abadi Indonesia is committed to supporting the achievement of the Sustainable Development Goals (SDGs), specifically Goal 7: Affordable and Clean Energy, by promoting the use of efficient, reliable, and environmentally friendly energy across all operational activities. Energy is a critical element in manufacturing processes, and responsible management is key to improving operational efficiency while reducing environmental impact.

Our Company continuously pursues energy-saving initiatives through improvements in machinery and production equipment efficiency, optimization of electricity and fuel usage, and the implementation of energy-efficient operational practices. In addition, PT Marsol Abadi Indonesia regularly monitors and records energy consumption to identify opportunities for improvement and reductions in energy intensity.

Aligned with its commitment to energy transition and greenhouse gas emission reduction, our Company is gradually exploring the use of cleaner, low-emission energy sources and supports national and global initiatives in renewable energy development. By applying principles of efficiency and clean energy use, PT Marsol Abadi Indonesia seeks to ensure business sustainability, enhance energy resilience, and make a positive contribution to the achievement of sustainable development targets.



Currently, PT Marsol Abadi Indonesia utilizes renewable energy through solar panels for street lighting.

For office and work areas, energy-efficient lighting such as LED lamps has been installed. Additionally, sensors have been implemented in some locations to ensure more efficient lighting usage.

These initiatives are in line with our Company's commitment to reducing emissions from electricity use and promoting energy savings, particularly in electricity consumption.


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Our Company has implemented various energy-efficient lighting solutions and solar-powered lighting to improve energy savings and reduce emissions from electricity consumption. These initiatives align with the objectives of SDG 7: Affordable and Clean Energy.



91%

Percentage of Sustainable Equipment Usage Across Operations





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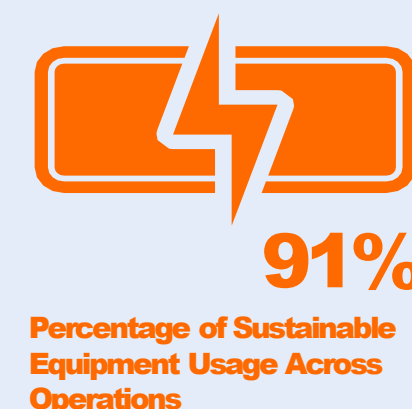
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One of our Company's key initiatives is the use of energy-efficient LED lighting in production areas, offices, and other support facilities. LED lighting has been shown to significantly reduce electricity consumption, extend service life, and lower maintenance requirements, contributing to energy efficiency and the reduction of our Company's carbon footprint.

In addition, PT Marsol Abadi Indonesia implements energy-efficient air conditioning (AC) systems with ECO labels, designed to operate optimally while consuming less electricity. The use of these efficient AC systems helps maintain a comfortable work environment while responsibly managing energy use, particularly in offices and enclosed workspaces.

To further enhance overall electricity efficiency, our Company also employs inverters on certain equipment, especially machinery and systems that operate continuously. Inverter technology allows power to be adjusted according to actual demand, reducing energy waste, improving operational efficiency, and extending equipment lifespan.





DATA PEMAKAIAN LISTRIK TAHUN 2025

NO.	BULAN	STAND AWAL (kWh)	STAND AKHIR (kWh)	PEMAKAIAN LISTRIK (kWh)
1	Jan-25	19.500.133,00	19.971.946,00	471.813,00
2	Feb-25	19.971.946,00	20.428.847,00	456.901,00
3	Mar-25	20.428.847,00	20.843.447,00	414.600,00
4	Apr-25	20.843.447,00	21.244.620,00	401.173,00
5	May-25	21.244.620,00	21.640.710,00	396.090,00
6	Jun-25	21.640.710,00	22.061.202,00	420.492,00
7	Jul-25	22.061.202,00	22.560.276,00	499.074,00
8	Aug-25	22.560.276,00	22.991.428,00	431.152,00
9	Sep-25	22.991.428,00	23.439.121,00	447.693,00
10	Oct-25	23.439.121,00	23.858.818,00	419.697,00
11	Nov-25	23.858.818,00	24.262.961,00	404.143,00
12	Dec-25	24.262.961,00	24.642.520,00	379.559,00
TOTAL				5.142.387,00

Our Company sources electricity from PLN (National Grid), which includes renewable energy. Total electricity consumption in 2025 amounted to 5,142,387 kWh.

To support the implementation of SDG 7: Affordable and Clean Energy, PT Marsol Abadi Indonesia has implemented a range of concrete measures across its operational activities by utilizing more efficient and energy-friendly technologies. Our Company is gradually modernizing its facilities and work equipment by adopting new technologies designed to reduce energy consumption without compromising operational quality or productivity. Through these energy efficiency initiatives, PT Marsol Abadi Indonesia not only aims to reduce energy consumption and operational costs but also makes a tangible contribution to the transition toward cleaner and more sustainable energy, in line with our Company's commitment to sustainable development and national greenhouse gas reduction targets.



91%
Percentage of Sustainable
Equipment Usage Across
Operations

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PT Marsol Abadi Indonesia is committed to supporting the achievement of the Sustainable Development Goals (SDGs), specifically Goal 8: Decent Work and Economic Growth, by creating a safe, healthy, inclusive, and productive work environment, while promoting sustainable economic growth. Our Company believes that a well-protected and prosperous workforce is fundamental to ensuring business continuity and enhancing long-term corporate performance.

In practice, our Company ensures the fulfillment of labor rights in accordance with applicable laws and regulations, including the implementation of occupational health and safety (OHS) standards, reasonable working hours, and a fair and competitive remuneration and benefits system. PT Marsol Abadi Indonesia is also committed to prohibiting child labor and rejecting all forms of forced labor, in line with responsible labor principles.

Furthermore, our Company continuously promotes employee skill development through training programs, competency development, and capacity-building initiatives. By creating decent work opportunities, supporting career growth, and ensuring dignified working conditions, PT Marsol Abadi Indonesia seeks to make a meaningful contribution to inclusive and sustainable economic growth for its employees, our Company, and the surrounding community.



08
DECENT WORK
AND ECONOMIC
GROWTH

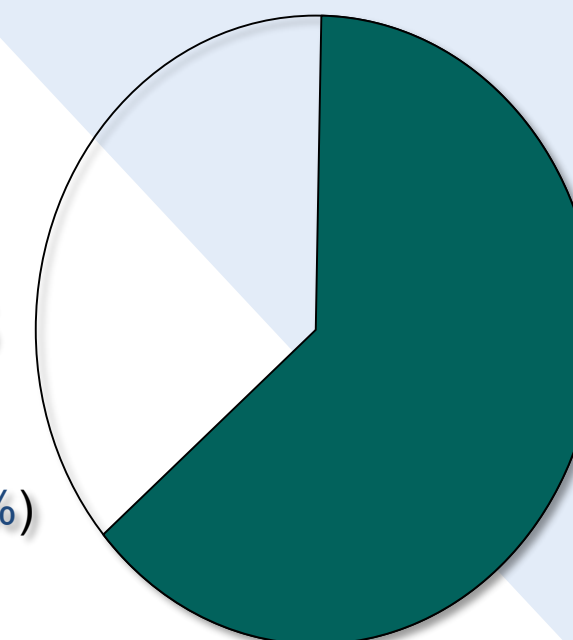


Workforce Composition By Gender

410 Workers

280 Male Workers (68,29%)
130 Female Workers (31,71%)

**Data as of December 2025*





Our Company is committed to continuously preparing and enhancing the competencies of all employees through regularly scheduled and well-planned training programs. These trainings are designed to support employees in carrying out their duties and responsibilities according to the qualifications, functions, and requirements of each position, ensuring that every individual has the skills and understanding necessary to perform their roles effectively and professionally.

The training programs cover a wide range of areas, from technical skill enhancement and operational competency development to occupational health and safety (OHS) as well as soft skills such as leadership, communication, and teamwork. Through this approach, our Company focuses not only on short-term performance improvement but also on the sustainable development of human resources.

By consistently implementing relevant training programs, our Company strives to cultivate a competent, adaptive workforce that is ready to meet the evolving challenges of the industry. This commitment is a key part of supporting productivity, work quality, and sustainable business growth, while also adding value to career development and employee well-being.



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Our Company consistently prioritizes the health and safety of every employee in carrying out their duties and responsibilities across operational activities, in accordance with applicable occupational health and safety (OHS) standards and regulations. The use of personal protective equipment (PPE) and machine safeguards is a core standard that must be followed according to established procedures. This reflects our Company's commitment to sound human resource management and ensures the continuity of sustainable business processes. PT Marsol Abadi Indonesia recognizes that creating a safe, conducive work environment that protects the health of all personnel within operational areas is a responsibility that must be fulfilled in line with both national and global standards and regulations. These initiatives also support the achievement of SDG 8: Decent Work and Economic Growth.



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DECENT WORK
AND ECONOMIC
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As a preventive measure, PT Marsol Abadi Indonesia designates areas with certain noise levels as “noise zones,” clearly marked with signage requiring the use of personal protective equipment (PPE) such as earplugs or earmuffs. Safety campaigns are conducted continuously to raise awareness among all employees and relevant stakeholders to ensure compliance with safety regulations when entering these areas. The placement of signage serves as an early warning and ensures risk control is implemented before potential hazards impact health.

In addition to administrative controls through signage, our Company applies work time restrictions (time exposure control) in high-noise areas. Work durations are regulated in accordance with laws and regulations, as well as hazard identification and risk assessments. This policy aims to minimize excessive noise exposure and reduce the risk of both short- and long-term health effects for employees.

All noise control measures are implemented in accordance with hazard identification and risk management procedures, and are periodically evaluated through OHS inspections and workplace monitoring. If increased risks are identified, our Company takes additional anticipatory actions, such as process adjustments, enhanced technical controls, or reinforcement of safety campaigns. Through this approach, PT Marsol Abadi Indonesia is committed to creating a safe, healthy, and sustainable work environment for all employees.



PT Marsol Abadi Indonesia is committed to supporting the achievement of the Sustainable Development Goals (SDGs), specifically Goal 9: Industry, Innovation, and Infrastructure, by strengthening reliable manufacturing infrastructure, promoting sustainable innovation, and enhancing the efficiency and resilience of our Company's operational processes. As a manufacturer of Flexible Intermediate Bulk Containers (FIBC) and a provider of mechanical engineering and material testing calibration services, Marsol places infrastructure quality and technology at the core of operational excellence and customer satisfaction.

In practice, PT Marsol Abadi Indonesia continuously develops and modernizes production facilities, work equipment, and operational support systems to ensure manufacturing processes run efficiently, safely, and in compliance with international quality standards. Infrastructure improvements focus not only on production capacity but also on system reliability, workplace safety, and the efficient use of energy and other resources.

Aligned with its commitment to innovation, our Company continuously adopts new technologies and implements continuous process improvements to enhance product quality, reduce potential defects, and minimize waste in production processes. Innovation is also applied in the management of testing equipment and calibration systems to ensure accuracy, consistency, and compliance with applicable technical standards.

Moreover, PT Marsol Abadi Indonesia views sustainable infrastructure development as part of its long-term responsibility to support inclusive and competitive industrial growth. By integrating sustainability principles into infrastructure development and innovation, our Company aims to strengthen operational resilience, reinforce the value chain, and make a positive contribution to national industrial development in line with the Sustainable Development Goals.



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MONITORING PROGRES PENURUNAN LOSS BENANG BENTOL MONOYARN DEPARTEMEN TAHUN 2025

NO.	MASALAH	TINDAKAN PERBAIKAN			ITEM	SEBELUM				SESUDAH			
		ITEM	MULAI	TARGET		JUL '25	AUG '25	SEP '25	RATA-RATA	OKT '25	NOV '25	DES '25	RATA-RATA
1	BENANG MONO YARN BENTOL	PENGANTIAN & RECOVER RUBBER ROLL 1 (TAKE-UP ROLL) SECARA BERTAHAP	JUN '25	DES '25	PRODUKSI (KG)	40363	35442	36086	37297	36268	19174	31387	28943
					LOSS BENTOL (KG)	484.8	340	251	328.6	15	0	3	6
					%	1.23%	0.68%	0.70%	0.88%	0.04%	0.00%	0.01%	0.02%

Our Company continuously innovates in production equipment, machinery, and other operational activities, in addition to upgrading existing technologies and tools. One example of such innovation is the gradual replacement and recovery of Rubber Roll 1 (Take-up Roll), which has significantly reduced bent yarn loss during the production process. This initiative has demonstrated substantial performance improvements, with bent yarn loss decreasing from an average of 0.888% to just 0.02% over the usage period of the updated production machinery. The reduction in loss not only enhances production efficiency but also contributes to raw material savings, reduced production waste, and overall productivity improvements.

Through the implementation of measured and sustainable technical innovations, PT Marsol Abadi Indonesia demonstrates its commitment to building a more efficient, high-quality, and competitive production system. These initiatives support the application of sustainable industry principles and contribute to the achievement of SDG 9: Industry, Innovation, and Infrastructure.

PHOTO SEBELUM PERGANTIAN ROLL



PHOTO SESUDAH PERGANTIAN ROLL



09

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



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PT Marsol Abadi Indonesia implements controls to minimize potential odors in the factory and chemical warehouse areas through the use and maintenance of properly functioning exhaust systems. These systems are designed to ensure adequate air circulation, removing air that may contain odors from operational processes or chemical storage, thereby maintaining good air quality in the workplace. This implementation is part of environmental and occupational health and safety (OHS) procedures and is based on environmental aspect identification and risk assessments, aiming to prevent discomfort, protect employee health, and minimize impacts on the surrounding environment. Our Company conducts regular inspections, cleaning, and maintenance of the exhaust systems to ensure their effectiveness, compliance with applicable environmental regulations, and the creation of a safe, healthy, and sustainable work environment.

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PT Marsol Abadi Indonesia is committed to supporting the achievement of Sustainable Development Goals (SDGs) Goal 10: Reduced Inequalities by integrating the principles of fairness, equality, and inclusivity into our Company's policies, systems, and operational practices. Our Company believes that reducing inequalities—both within the workplace and in its relationships with stakeholders—is a key element in achieving sustainable and responsible business growth.

Within the internal environment, PT Marsol Abadi Indonesia ensures that all employees are treated fairly and equally, without discrimination based on social or economic background, race, ethnicity, religion, gender, age, or any other personal condition. These principles are consistently applied throughout the entire employment lifecycle, including recruitment, placement, performance evaluation, competency development, promotion opportunities, and career advancement. Our Company also fosters a respectful, open, and inclusive work environment, enabling every employee to contribute optimally according to their capabilities and potential.

In addition, our Company seeks to reduce disparities in access to opportunities and information by providing equitable training and development programs for all employees. By ensuring equal access to skills and knowledge enhancement, PT Marsol Abadi Indonesia strengthens human capital capacity and promotes social mobility within the workplace.

Externally, PT Marsol Abadi Indonesia applies principles of equality and fairness in its relationships with suppliers, business partners, and communities surrounding its operational areas. Our Company upholds responsible, transparent, and inclusive business practices, while supporting fair stakeholder engagement without discriminatory treatment.

Through the implementation of the Reduced Inequalities principle, PT Marsol Abadi Indonesia strives to create shared value, strengthen harmonious relationships with all stakeholders, and contribute to more equitable and inclusive social and economic development, in line with national and global sustainable development agendas.




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10
REDUCED
INEQUALITIES



Our Company is committed to providing equal opportunities for all employees to work free from coercion and discrimination, while upholding diversity and inclusivity. This commitment is reflected in our Company's recruitment procedures and labor-related policies. In addition, our Company prepares an annual Diversity, Equality & Inclusion (DEI) report that outlines its commitments as well as the actions and initiatives undertaken to promote an inclusive workplace.

Through various implementation measures and continuous monitoring, our Company demonstrates its commitment to achieving long-term business sustainability and supporting the attainment of SDG 10: Reduced Inequalities.

Kesetaraan Gender (GRI-405) (Gender Equity)

PT Marsol Abadi Indonesia berkomitmen untuk menjunjung tinggi prinsip kesetaraan gender dengan memastikan bahwa seluruh karyawan, baik perempuan maupun laki-laki, memiliki hak, kesempatan, dan perlakuan yang setara dalam seluruh aspek ketenagakerjaan. Perusahaan menolak segala bentuk diskriminasi berbasis gender dan memastikan bahwa setiap keputusan terkait rekrutmen, pengembangan karier, penilaian kinerja, serta pemberian remunerasi dilakukan secara adil dan objektif berdasarkan kompetensi dan kinerja.

Pada tahun 2025 ini, perusahaan terus berusaha untuk komitmen atas kesetaraan dan kesempatan yang sama dalam memperoleh pekerjaan. Hal ini dibuktikan dengan kesempatan yang sama untuk seluruh gender yang bekerja di perusahaan. Saat ini, kami memperkerjakan 410 karyawan yang terdiri atas 280 (68%) orang laki-laki dan 130 (32%) orang perempuan di berbagai posisi pekerjaan. Selain itu perusahaan juga memiliki 1 orang (9,1%) perempuan dalam posisi kepemimpinan dan 10 orang (91%) laki-laki di posisi kepemimpinan. di level top management kami juga memiliki 1 (33%) orang perempuan di level direksi dan 2 (67%) laki-laki, persentase ini menunjukan bahwa keberagaman dan kesetaraan gender merupakan hal yang menjadi prioritas perusahaan.

Keberagaman (GRI-405) (Diversity)

Sselama tahun 2025 PT Marsol Abadi Indonesia didukung oleh 410 karyawan yang seluruhnya merupakan tenaga kerja lokal (100%), dengan 32% keterwakilan karyawan perempuan. Komposisi ini mencerminkan komitmen perusahaan dalam menghargai keberagaman serta memberikan kesempatan kerja yang setara bagi masyarakat lokal tanpa membedakan gender, latar belakang, maupun perbedaan lainnya.

Keberagaman tenaga kerja menjadi fondasi penting dalam menciptakan lingkungan kerja yang inklusif, produktif, dan berkelanjutan. Melalui penerapan kebijakan ketenagakerjaan yang adil, proses rekrutmen yang transparan, serta pengembangan sumber daya manusia yang berbasis kompetensi, PT Marsol Abadi Indonesia terus mendorong partisipasi aktif seluruh karyawan untuk berkontribusi secara optimal dalam mendukung kinerja dan pertumbuhan perusahaan.

Seiring dengan aspirasi kami untuk mendorong keberagaman dan kesetaraan, kami mempercepat upaya kami untuk menumbuhkan budaya inklusif bagi semua karyawan. Untuk mencapai hal ini, kami menawarkan alat dan pelatihan yang membantu para pemimpin kami merefleksikan bagaimana mereka dapat mempraktikkan inklusi yang disengaja untuk mendorong keterlibatan dan rasa memiliki.

MARSOL DIVERSITY, EQUALITY & INCLUSION ANNUAL REPORT

2025



PT Marsol Abadi Indonesia


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“Sustainable communities begin with responsible actions today for a better urban future tomorrow.”



PT Marsol Abadi Indonesia is committed to supporting the achievement of Sustainable Development Goals (SDGs) Goal 11: Sustainable Cities and Communities by conducting business activities responsibly and in alignment with the social and environmental needs of communities surrounding our Company’s operational areas. Our Company recognizes that industrial activities are closely linked to environmental quality, safety, and community well-being; therefore, the management of operational impacts forms an integral part of its sustainability strategy.

In its day-to-day operations, PT Marsol Abadi Indonesia consistently implements various measures to minimize environmental and social impacts, including waste management in compliance with applicable regulations, control of emissions and noise, and the application of safe and orderly work practices. Our Company also ensures that its operational facilities and infrastructure are properly managed to support the safety of both workers and the surrounding community, including internal traffic management, maintenance of supporting facilities, and the implementation of occupational health and safety standards.

Beyond environmental impact management, our Company maintains constructive and sustainable relationships with communities surrounding its operations through open and participatory communication. PT Marsol Abadi Indonesia seeks to understand community needs and aspirations, and supports various social initiatives that contribute to improved quality of life, environmental comfort, and community resilience.

Through the application of these social and environmental responsibility principles, PT Marsol Abadi Indonesia strives to play an active role in supporting the development of inclusive, safe, resilient, and sustainable cities and communities. This commitment aligns with national and global sustainable development agendas and reflects our Company’s role as a responsible, long-term-oriented participant in the broader development ecosystem.





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In its implementation, PT Marsol Abadi Indonesia formally recognizes and facilitates the presence of the Metal Workers Union – Federation of Indonesian Metal Workers Unions (SPL FSPMI) within our Company for the 2025–2029 leadership period. The existence of this labor union serves as a platform for dialogue, aspiration, and partnership between management and employees in fostering harmonious, fair, and sustainable industrial relations. Through open and participatory communication mechanisms, our Company seeks to maintain social stability and support the creation of a conducive work environment that promotes employee welfare and operational sustainability.

In addition, PT Marsol Abadi Indonesia has established a Gender Committee as part of its efforts to create a safe, respectful, and discrimination-free workplace. This committee plays a role in the prevention, handling, and follow-up of alleged violations related to gender issues, including sexual harassment in the workplace. The establishment of the Gender Committee reflects our Company's commitment to protecting the dignity and rights of every employee, while supporting the development of an inclusive and equitable working community.

Through the strengthening of freedom of association and the protection of gender-related rights, PT Marsol Abadi Indonesia strives to make a tangible contribution to building a sustainable, safe, and inclusive workplace community. These initiatives align with the principles of SDG 11, which emphasize the importance of resilient and empowered communities, and reflect our Company's active role in supporting sustainable social development.



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Our Company is also committed to implementing greening initiatives within its operational areas as part of its efforts to mitigate climate impacts and reduce greenhouse gas (GHG) emissions generated from our Company's operational activities.


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PT Marsol Abadi Indonesia also participates in various external activities related to environmental conservation and biodiversity preservation, including tree-planting initiatives conducted within our Company's operational area in collaboration with the EJIP Bekasi industrial estate management on 12 June 2025.



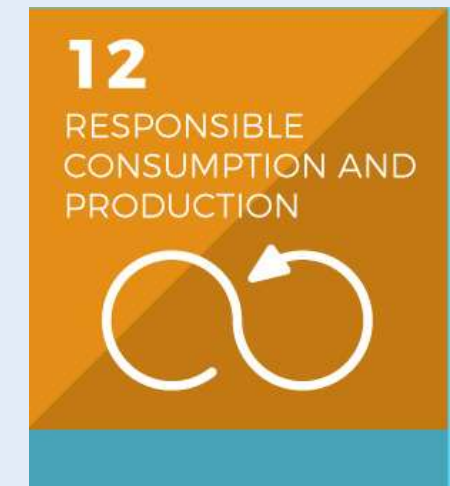

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As part of its commitment to Sustainable Development Goals (SDGs) Goal 12: Responsible Consumption and Production, PT Marsol Abadi Indonesia seeks to apply responsible consumption and production principles throughout our Company's operational value chain. Our Company recognizes that efficient resource utilization, effective waste management, and control of environmental impacts are essential elements in supporting the sustainability of the manufacturing industry.

In its operations, PT Marsol Abadi Indonesia continuously controls the use of raw materials, energy, and water through the implementation of efficient work procedures and the adoption of more environmentally friendly technologies. Our Company also strives to minimize production waste by optimizing processes, increasing reuse and recycling rates, and ensuring that waste management is carried out in accordance with applicable laws and regulations.

In addition, our Company promotes greater awareness and responsibility among all employees regarding sustainable consumption practices through socialization, training programs, and the cultivation of a work culture focused on efficiency and waste prevention. PT Marsol Abadi Indonesia believes that the achievement of SDG 12 depends not only on corporate policies, but also on the active participation of all employees.

Through the implementation of responsible and sustainable production practices, PT Marsol Abadi Indonesia is committed to continuously improving environmental performance, reducing negative impacts on ecosystems, and creating long-term value for our Company, its stakeholders, and the environment. These initiatives are aligned with our Company's efforts to support national and global sustainable development agendas.





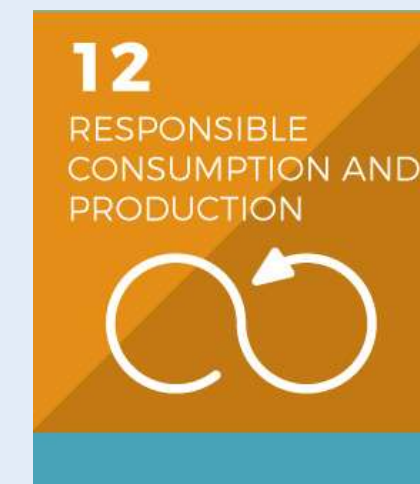
SUMMARY OF DATA FOR RECYCLING IN 2025

No	Color	Reycleable Materials (KG)	Recycled Material Usage (KG)
1	BEIGE	84.785,00	83.575,00
2	WHITE	62.562,00	59.447,00
3	GREEN	10.874,00	11.195,50
4	D.BLUE	-	-
5	W.GREEN	12.580,00	11.929,00
6	NATURAL	5.061,00	5.061,00
Total		175.862,00	171.207,50



Based on the available data, PT Marsol Abadi Indonesia recorded a total recycled material production of 175,862.00 kg, with total recycled material utilization reaching 171,207.50 kg. This achievement represents a recycled material utilization rate of 97.35%, with a remaining balance of 4,654.50 kg retained as inventory. The high utilization ratio reflects the effectiveness of recycled material management within the production process and demonstrates our Company's commitment to waste reduction and efficient resource optimization.

The implementation of recycled material utilization is aligned with the Sustainable Development Goals (SDGs) Goal 12: Responsible Consumption and Production, whereby our Company consistently applies the principles of reduce, reuse, and recycle (3R) across its operational activities. Through the optimization of recycled material usage, PT Marsol Abadi Indonesia seeks to reduce the consumption of virgin raw materials, minimize environmental impacts, and promote more sustainable production practices. Going forward, our Company is committed to continuously improving material efficiency and strengthening waste management practices as part of its long-term sustainability strategy.


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The product packaging of PT Marsol Abadi Indonesia uses a triangular recycling symbol marked with the number 5 and the code PP (Polypropylene). This symbol indicates that the packaging material is made from polypropylene plastic, a material known for its strength, lightweight properties, heat resistance, and suitability for industrial applications. The use of this material helps maintain product quality during storage and distribution while minimizing the risk of damage or contamination.

The PP (5) symbol also signifies that the packaging has the potential to be recycled through appropriate plastic waste management systems. After use, the packaging can be sorted as PP-type plastic waste and subsequently reprocessed into raw material for other plastic products. This process contributes to reducing the volume of waste sent to landfills and extending the life cycle of plastic materials.

Through the use of recyclable Polypropylene (PP) packaging, PT Marsol Abadi Indonesia demonstrates its commitment to sustainability principles and the circular economy. Our Company strives to reduce the environmental impact of its operational activities while encouraging responsible waste management practices in collaboration with business partners and customers, as part of its contribution to sustainable development.




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As part of its commitment to the Sustainable Development Goals (SDGs), particularly Goal 13: Climate Action, PT Marsol Abadi Indonesia recognizes that climate change is a global challenge requiring the active involvement of the business sector in both mitigation and adaptation efforts. Our Company is committed to integrating climate risk management into its business strategy and operational activities to support long-term sustainability.

In its implementation, PT Marsol Abadi Indonesia is gradually undertaking initiatives to control and reduce greenhouse gas (GHG) emissions through improved energy efficiency, the adoption of more environmentally friendly technologies, and the optimization of production processes to minimize resource inefficiencies. Our Company also conducts emissions inventories as a foundation for more informed and measurable decision-making in support of climate impact reduction targets.

In addition to mitigation efforts, our Company strengthens climate adaptation measures by enhancing operational resilience, particularly in relation to energy use and water resource management. Education and awareness programs on climate change issues are continuously promoted to ensure that all employees actively contribute to climate action, both within the workplace and in their daily lives.

Through its commitment to SDGs 13, PT Marsol Abadi Indonesia seeks to make a tangible contribution to global efforts to address climate change, in alignment with Indonesia's national agenda, the Paris Agreement, and the principles of sustainable development. Our Company believes that consistent and integrated climate action will deliver benefits not only for the environment, but also for business sustainability and future generations.




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CLIMATE ACTION


As part of its commitment to environmental protection, PT Marsol Abadi Indonesia consistently conducts monitoring and management of greenhouse gas (GHG) emissions generated from all operational activities. Our Company implements various emission reduction measures through improvements in production process efficiency, control of emissions arising from energy consumption, and the application of operational standards that comply with applicable environmental regulations and emission quality standards. In addition, our Company establishes emission control targets for combustion-related sources to ensure emissions remain below government-regulated thresholds.

All emissions generated from our Company's operational activities are monitored and evaluated on a regular basis to ensure compliance with prevailing environmental standards. In the emissions calculation process, PT Marsol Abadi Indonesia classifies GHG emissions according to their respective scopes, namely Scope 1 emissions derived from direct sources related to our Company's operational activities, Scope 2 emissions consisting of indirect emissions from electricity consumption supplied by third parties, and Scope 3 emissions covering other indirect emissions within our Company's value chain. The results of these calculations serve as the basis for our Company in developing strategies for the sustainable management and reduction of GHG emissions.



GHG Emissions Report

YEAR	SCOPE	GHG VALUE
2025	Scope 1	0,097 tCO ₂ eq/ton product
	Scope 2	3,232 tCO ₂ eq/ton product
	Scope 3	0,079 tCO ₂ eq/ton product



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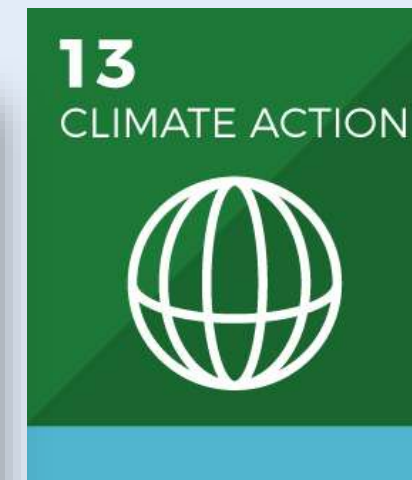
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- Scope 1 GHG emissions in 2025 amounted to 0.097 tCO₂eq per ton of product, originating from direct emission sources under our Company’s control, primarily the use of fossil fuels for operational vehicles, production machinery, and equipment. This figure serves as the baseline for our Company’s direct emission reduction strategy. PT Marsol Abadi Indonesia has set a target to reduce Scope 1 emissions by 20% by 2035 through fuel optimization, improved machinery efficiency, and the adoption of more environmentally friendly operational technologies.
- Scope 2 GHG emissions in 2025 were recorded at 3.232 tCO₂eq per ton of product, resulting from electricity consumption for production processes, office activities, and supporting facilities. The relatively high contribution of Scope 2 emissions highlights the importance of energy efficiency initiatives across all operational areas. Our Company has therefore established a target to reduce Scope 2 emissions by 15% by 2035, supported by energy-efficient equipment, more efficient electrical systems, and internal energy conservation programs, with periodic performance evaluations.
- Scope 3 GHG emissions in 2025 reached 0.079 tCO₂eq per ton of product, arising from indirect sources outside our Company’s direct operational control, including logistics activities, third-party transportation, and supply chain operations. Although smaller in magnitude compared to Scope 1 and Scope 2, Scope 3 emissions remain an integral part of our Company’s comprehensive emissions management approach. PT Marsol Abadi Indonesia has set a target to reduce Scope 3 emissions by 10% by 2035 through continuous monitoring, evaluation, and collaboration with business partners and relevant stakeholders.

Overall, the 2025 GHG emissions inventory serves as a strategic baseline for PT Marsol Abadi Indonesia in developing a long-term emissions reduction roadmap. Through periodic evaluations, the adoption of technological innovations, and the integration of Environmental, Social, and Governance (ESG) principles into its operations, our Company is committed to actively contributing to climate change mitigation efforts and to the achievement of national and global greenhouse gas emission reduction targets through 2035.





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PT Marsol Abadi Indonesia has implemented concrete measures to control air emissions and noise generated from boiler operations, particularly through the management of exhaust stacks. The stack system is equipped with air filters and scrubbers that function to capture dust particles, combustion residues, and reduce the concentration of gaseous pollutants before they are released into the environment. The implementation of this control technology aims to ensure that air emissions comply with applicable environmental regulations and standards, while minimizing potential negative impacts on ambient air quality in the surrounding operational area.

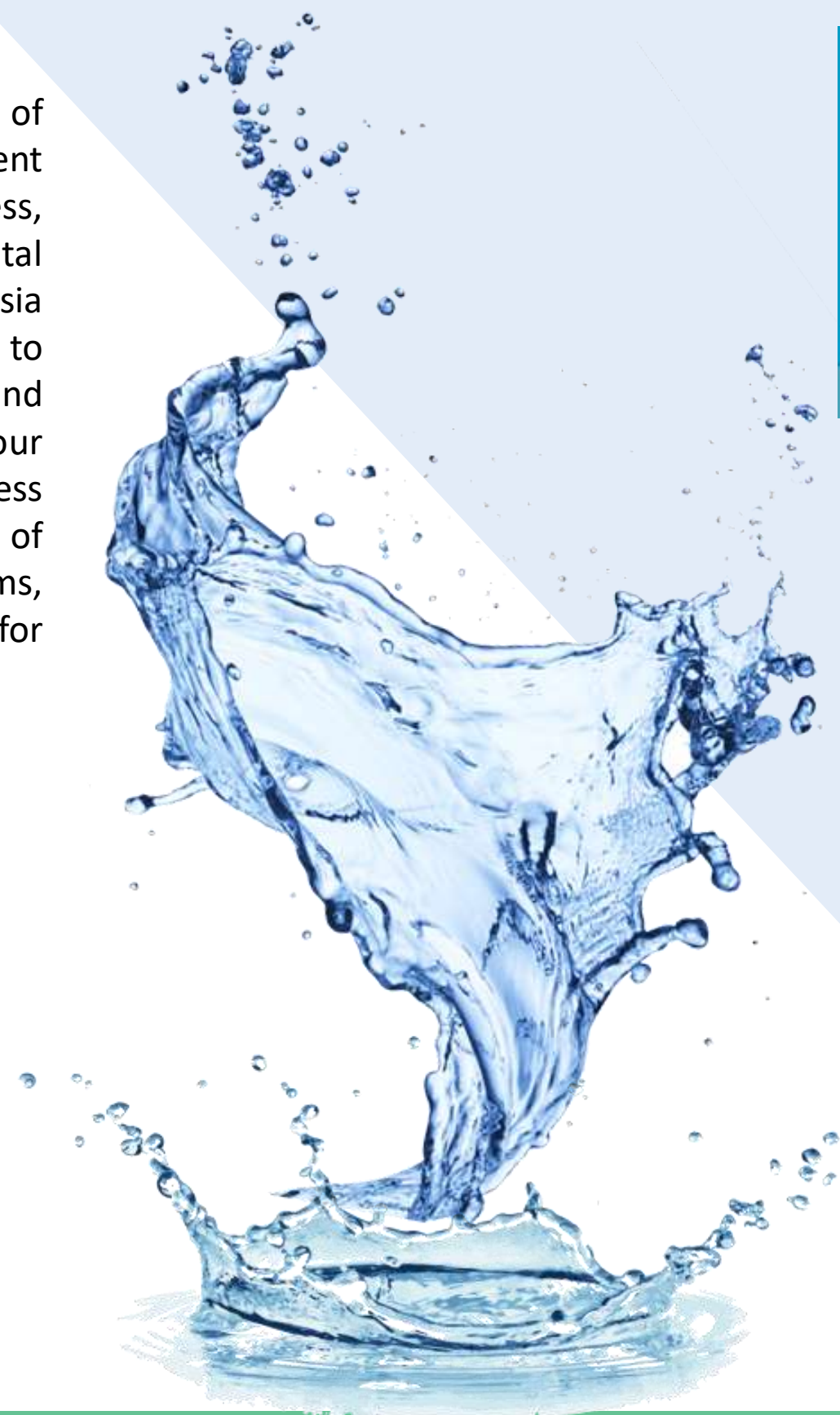
In addition to air emission control, the company also addresses noise generated from boiler activities. Through the use of enclosed stack designs and noise-dampening systems, noise levels are reduced to prevent disturbance to the working environment and surrounding communities. These efforts reflect PT Marsol Abadi Indonesia's commitment to responsible operational practices, support for sustainability principles, and contribution to the achievement of the Sustainable Development Goals (SDGs), particularly Goal 13: Climate Action.



PT Marsol Abadi Indonesia is committed to supporting the conservation of aquatic ecosystems and life below water as part of its environmental responsibility. Our Company recognizes that industrial activities may pose potential risks to water quality and aquatic ecosystems if not managed responsibly. Therefore, PT Marsol Abadi Indonesia implements strict management of wastewater and process water in accordance with applicable regulations to prevent water pollution and maintain the balance of aquatic ecosystems.

In support of the Sustainable Development Goals (SDGs) Goal 14: Life Below Water, our Company consistently monitors the quality of wastewater prior to its discharge into the environment and ensures that all parameters remain below the regulatory threshold limits established by the government. In addition, our Company promotes efficient water use and the application of the reduce, reuse, and recycle (3R) principles in its operational activities to minimize pollution loads on water bodies.

Through the implementation of sustainable environmental management systems, increased employee awareness, and strict compliance with environmental regulations, PT Marsol Abadi Indonesia strives to make a tangible contribution to the protection of water resources and aquatic life. This commitment reflects our Company's effort to ensure that business growth aligns with the preservation of marine and freshwater ecosystems, supporting environmental sustainability for future generations.


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Data Debit dan Kredit Air WTTP Tahun 2025

Bulan	Hari Kerja	Rata-rata Harian Debit Masuk (m3)	Total Debit Air Masuk (Kredit) (m3)	Total Kehilangan Air (m3)	Total Debit Air Keluar (Debit) (m3)
Jan	19	7.700	146.300	23.100	123.200
Feb	22	7.500	165.000	22.500	142.500
Mar	20	7.900	158.000	23.700	134.300
Apr	15	8.100	121.500	24.300	97.200
Mei	21	8.300	174.300	24.900	149.400
Jun	19	8.500	161.500	25.500	136.000
Jul	23	8.700	200.100	26.100	174.000
Agu	20	8.900	178.000	26.700	151.300
Sep	21	8.200	172.200	24.600	147.600
Okt	21	7.800	163.800	23.400	140.400
Nov	23	7.400	170.200	22.200	148.000
Des	22	7.200	158.400	21.600	136.800
Total	246	96.200	1.969.300	288.600	1.680.700

Wastewater Treatment Data for 2025 at the EJIP Industrial Estate WWTP for our Company. Total wastewater outflow in 2025 amounted to 1,680,700 m³.

Laporan Hasil Uji
Report of Analysis


No. : 3459 /LHU-AL/EJIP-LAB/1X/2025

Company Name : PT Marsol Abadi Indonesia III

Tested for : Wastewater

Date of Sampling : September 13, 2025

Date of Analysis : September 13 - October 7, 2025



PT Marsol Abadi Indonesia III
LP-4210-IDN

No.	Parameters	Unit	Test Result	EJIP Standard	Method
1	pH *) ¹⁾	-	7.81	6 - 9	SNI 6989.11:2019
2	Temperature *) ¹⁾	°C	28.8	38	APHA. 23rd Ed. 2550 B, 2017
3	TDS *)	mg/L	338.0	2000	APHA. 23rd Ed. 2540 C, 2017
4	TSS *)	mg/L	134.0	500	APHA. 23rd Ed. 2540 D, 2017
5	Iron (Fe)	mg/L	0.303	5	APHA. 23rd Ed. 3120B, 3030B, 2017
6	Manganese (Mn)	mg/L	0.025	2	APHA. 23rd Ed. 3120B, 3030B, 2017
7	Total Copper (Cu) *)	mg/L	< 0.004	2	APHA. 23rd Ed. 3120B, 3030 F, 2017
8	Total Zinc (Zn) *)	mg/L	< 0.023	5	APHA. 23rd Ed. 3120B, 3030 F, 2017
9	Total Cadmium (Cd) *)	mg/L	< 0.004	0.05	APHA. 23rd Ed. 3120B, 3030 F, 2017
10	Total Lead (Pb) *)	mg/L	< 0.022	0.1	APHA. 23rd Ed. 3120B, 3030 F, 2017
11	Total Nickel (Ni) *)	mg/L	< 0.005	0.2	APHA. 23rd Ed. 3120B, 3030 F, 2017
12	Sulfide (H ₂ S)	mg/L	< 0.002	0.05	APHA. 23rd Ed. 4500-S ⁻ -H, 2017
13	Chloride (Cl) *)	mg/L	37.87	600	IKM/7.2.1.7/EJIP-LAB
14	Nitrate (NO ₃ -N) *)	mg/L	2.37	20	APHA. 23rd Ed. 4500-NO ₃ -B, 2017
15	Nitrite (NO ₂ -N) *)	mg/L	0.09	1	APHA. 23rd Ed. 4500-NO ₂ -B, 2017
16	COD *)	mg/L	287.58	800	APHA. 23rd Ed. 5220 C, 2017
17	BOD s	mg/L	14.86	500	APHA. 23rd Ed. 5210 B, 2017
18	Total Mercury (Hg)	mg/L	< 0.001	0.002	IKM/7.2.1.44/EJIP-LAB
19	Total Arsenic (As)	mg/L	< 0.001	0.1	IKM/7.2.1.44/EJIP-LAB
20	Total Selenium (Se)	mg/L	< 0.01	0.05	IKM/7.2.1.44/EJIP-LAB
21	Fluoride (F ⁻)	mg/L	0.03	2	IKM/7.2.1.17/EJIP-LAB
22	Free Chlorine (Cl ₂) ¹⁾	mg/L	< 0.01	1	IKM/7.2.1.47/EJIP-LAB
23	Sulphate (SO ₄ ²⁻) *)	mg/L	23.12	400	IKM 7.2.1.19/EJIP-LAB
24	Free Ammonia (NH ₃)	mg/L	0.73	1	IKM 7.2.1.20/EJIP-LAB
25	Hexachrome (Cr ⁶⁺) *)	mg/L	< 0.02	0.1	APHA. 23rd Ed. 3500-Cr -B, 2017
26	MBAS	mg/L	< 0.70	5	SNI 06-6989.51-2005
27	Phenol *)	mg/L	0.04	0.5	APHA. 23rd Ed. 5530 D, 2017
28	Oil and Grease	mg/L	< 1.44	10	APHA. 23rd Ed. 5520 G, 2017
29	Cyanide (CN) *)	mg/L	0.010	0.05	APHA. 23rd Ed. 4500-CN-E, 2017

*) Accredited Parameter by KAN LP-1210-IDN

1) Field Testing

Note :

1. The report of analysis shall not be reproduced (copied) except for the completed one and with the written permission of Laboratorium Penguji PT EJIP, Cikarang.

2. Sample will be destroyed 15 days from the date of issues of test result.


3. Laboratory takes no responsibility for test result if sampling is not conducted by laboratory officer.

4. Any complaints of this report should be communicated in writing within 7 days of issues of this report.

5. Sampling method : SNI 8990:2021.

Bekasi, October 6, 2025

Laboratorium Penguji PT EJIP



Luthfi Adhikari, ST

Technical Supervisor

DP/7.8.3/EJIP-LAB, Rev 3, 13 Desember 2023

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Sample Test Results for Wastewater Quality Monitoring

“Responsible management of water and waste is our contribution to preserving marine ecosystems and life below water.”



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Wastewater Treatment Process at the WWTP



Facilities at the Wastewater Treatment Plant (WWTP) to Ensure That Residual Liquid Waste Does Not Exceed Quality Standard Thresholds in Accordance with Government Regulations and Does Not Cause Environmental Pollution



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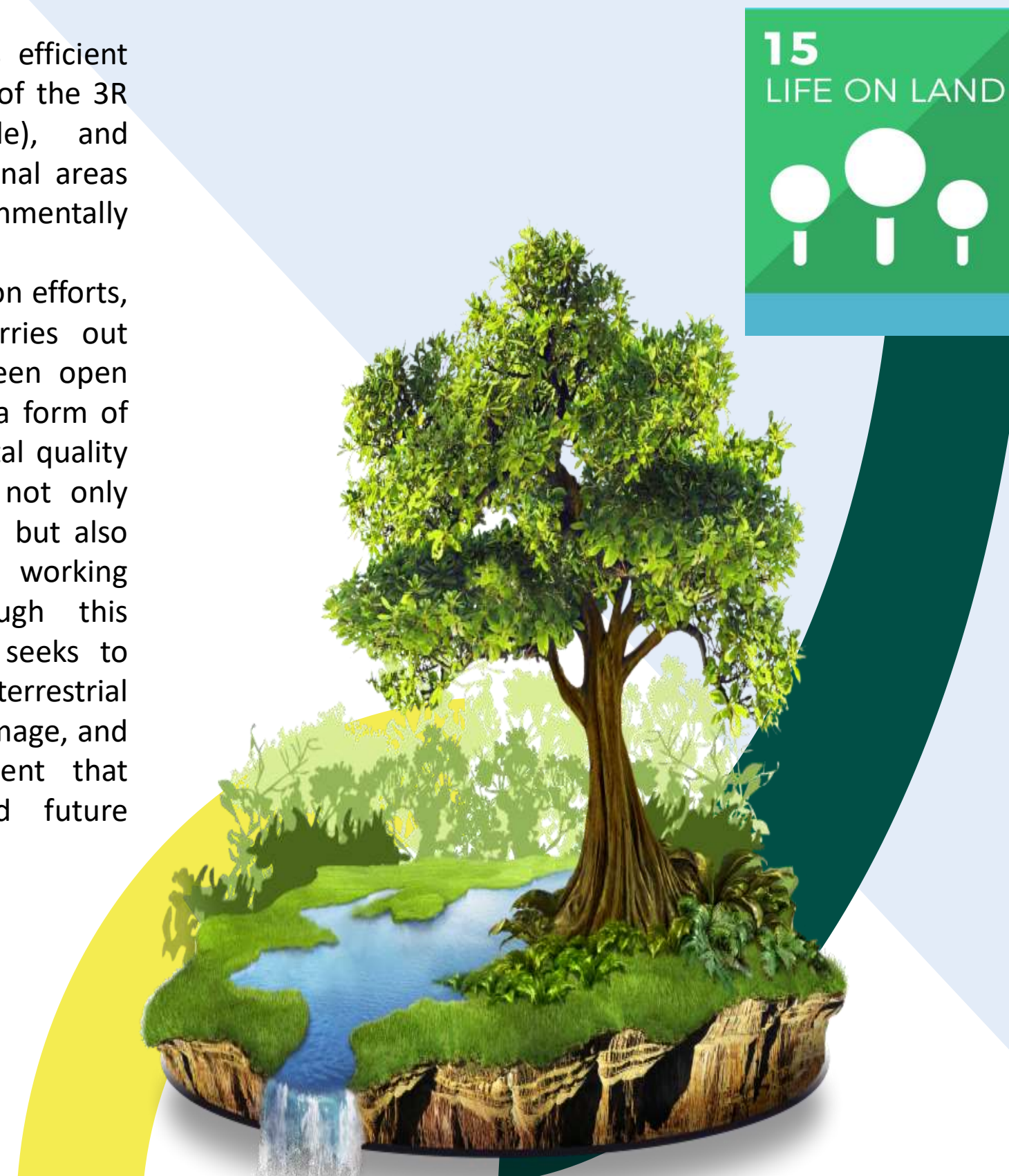
SDGs 17

PT Marsol Abadi Indonesia understands that terrestrial ecosystems play an important role in maintaining environmental balance, supporting biodiversity, and sustaining social and economic activities. In line with the Sustainable Development Goals (SDGs) 15: Life on Land, our Company is committed to carrying out responsible operational activities by paying attention to the protection, conservation, and restoration of terrestrial environments around its operational areas. This commitment is based on the awareness that land degradation, soil pollution, and the loss of natural habitats can cause long-term impacts on the environment and community well-being.

In its implementation, PT Marsol Abadi Indonesia applies various environmental management measures aimed at minimizing negative impacts on terrestrial ecosystems. Our Company ensures that the management of solid waste and hazardous materials is carried out in accordance with applicable laws and regulations, so as not to contaminate soil and the surrounding environment.

In addition, our Company encourages efficient use of raw materials, implementation of the 3R principles (Reduce, Reuse, Recycle), and maintenance of facilities and operational areas to remain orderly, clean, and environmentally safe.

As part of its environmental conservation efforts, PT Marsol Abadi Indonesia also carries out maintenance and development of green open spaces within our Company's area as a form of contribution to improving environmental quality and local biodiversity. This initiative not only serves to maintain ecosystem balance, but also creates a healthy and comfortable working environment for employees. Through this sustainable approach, our Company seeks to support the conservation of terrestrial ecosystems, prevent environmental damage, and contribute to sustainable development that provides benefits for present and future generations.





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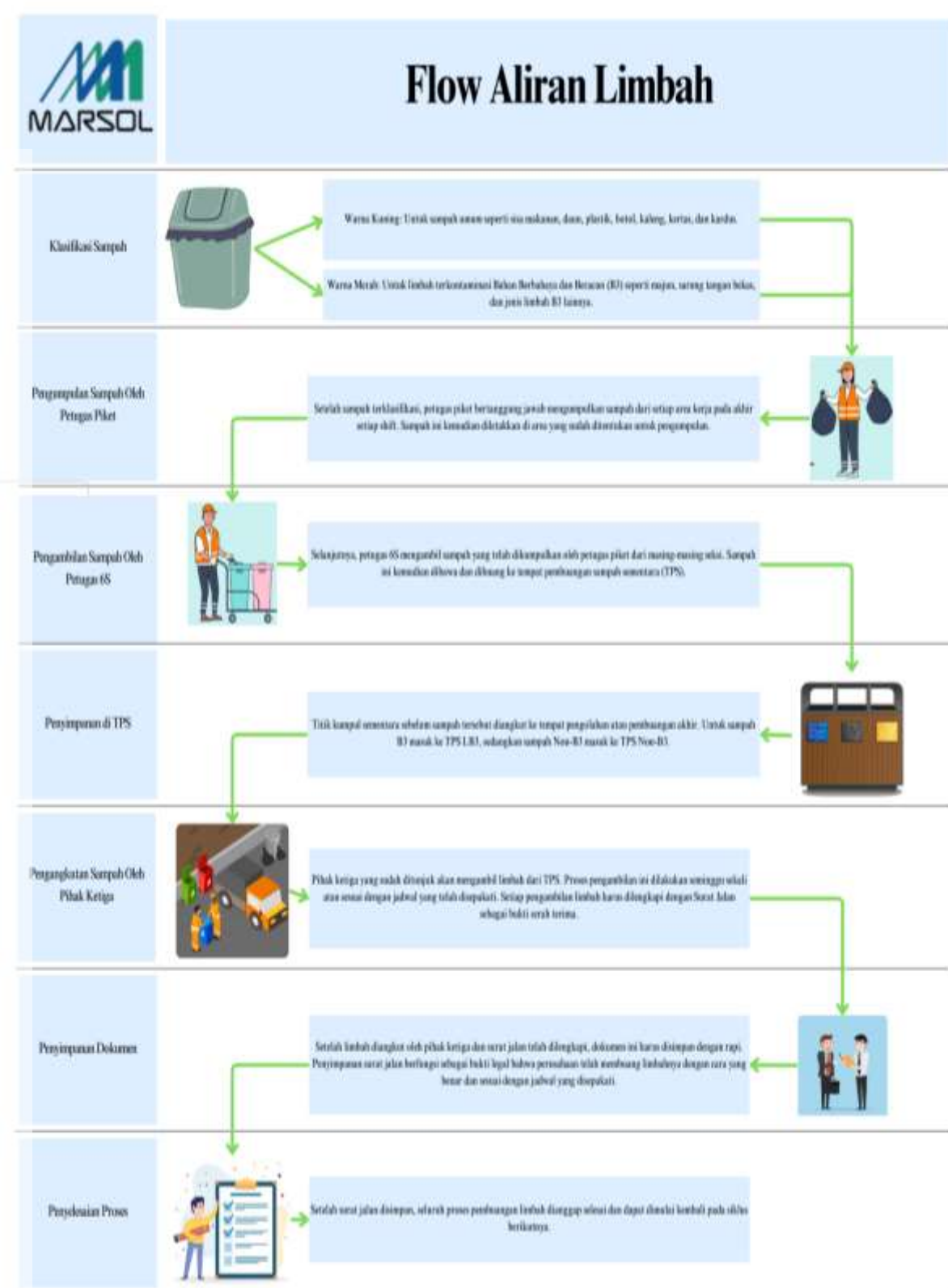
SDGs 17

Organic and Inorganic Waste Processing Data

Type	Year	Amount (Tons)
Food Scraps, Paper, Water Bottles, Office Supplies	2025	160,930

Domestic waste that is organic and inorganic in nature is properly managed and disposed of to reduce environmental waste pollution and to reduce greenhouse gas emissions.

“Preserving life on land means safeguarding the balance between nature and human activity.”



15
LIFE ON LAND



PT Marsol Abadi Indonesia implements a structured domestic waste management flow, starting from the segregation of organic and inorganic waste at the source, followed by collection and temporary storage according to its type, and then periodically transported by licensed parties for further processing in accordance with applicable laws and regulations.

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2025 Hazardous and Toxic Waste Data

No	Type of Waste	Quantity (Ton)
1	General Waste	0,5248
2	Used Packaging	0,4951
3	Used Oil	1,1882
4	Elektronic Waste	0,229
5	Toner	0,0343
6	Ink Packaging	0,3799
7	Contamination	-
Total Hazardous and Toxic Waste (B3)		2,8513

Based on hazardous waste (B3) management data, the total hazardous waste generated by PT Marsol Abadi Indonesia was recorded at 2.8513 tons. The largest contribution came from used oil amounting to 1.1882 tons, indicating that machine operations and equipment maintenance are the primary sources of hazardous waste. In addition, contaminated rags (0.5248 tons) and used packaging (0.4951 tons) also represent significant components, followed by ink packaging waste (0.3799 tons) and electronic waste (0.229 tons). Meanwhile, toner waste was relatively minor at 0.0343 tons, and there were no recorded hazardous waste quantities resulting from contamination incidents during the reporting period. Overall, this composition reflects that the majority of hazardous waste originates from routine operational and maintenance activities rather than incidental events.

The management of this hazardous waste is directly linked to SDGs 15: Life on Land, particularly in efforts to protect terrestrial ecosystems from pollution caused by hazardous and toxic materials.

By controlling, segregating, and handing over hazardous waste to licensed waste management service providers, the company contributes to preventing soil contamination, degradation of land quality, and risks to biodiversity in the surrounding operational areas. This control of hazardous waste volumes represents PT Marsol Abadi Indonesia’s commitment to implementing responsible operational practices, supporting the protection of terrestrial ecosystems, and ensuring that business activities do not result in long-term negative impacts on the environment and life on land.





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PT Marsol Abadi Indonesia implements planned and sustainable management of Hazardous and Toxic Waste (B3) as well as domestic waste as part of its commitment to environmental protection. Waste generated from operational activities is collected and segregated according to its type and characteristics to prevent mixing and to reduce potential risks to health and the environment.

The transportation of B3 waste and domestic waste is carried out periodically by licensed waste management parties, ensuring that the waste management process is traceable and accountable. This practice ensures that waste is further processed in accordance with applicable laws and regulations, whether through reuse, treatment, or safe disposal.

In addition, PT Marsol Abadi Indonesia has provided a licensed Temporary Storage Facility for Hazardous Waste (TPS LB3) equipped with standard-compliant safety systems, such as proper labeling, area segregation, and leakage risk control. The presence of this facility enables the safe management of B3 waste prior to handover to licensed waste handlers and reflects the company's commitment to responsible operational practices and environmental sustainability.



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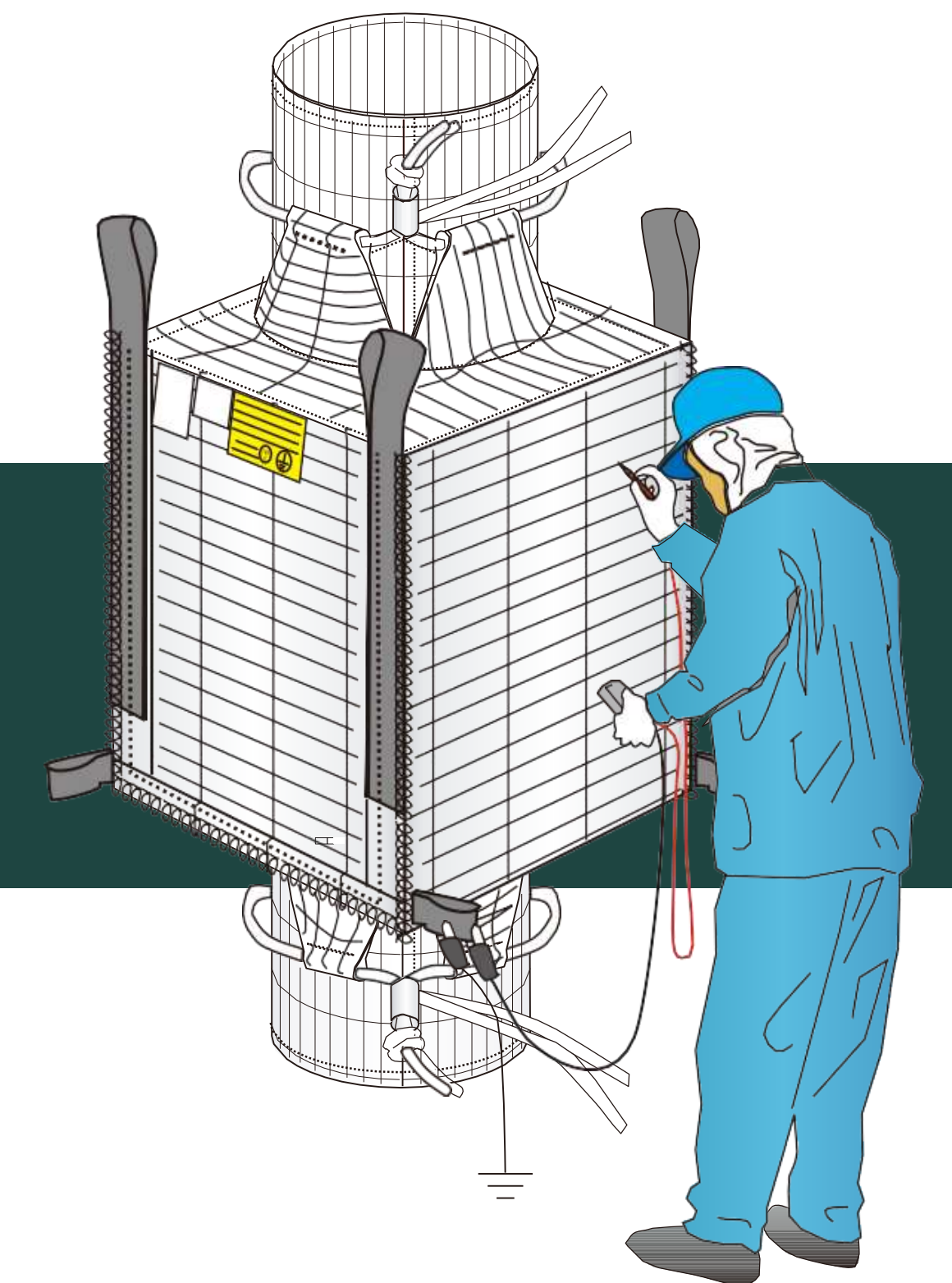
SDGs 17



PT Marsol Abadi Indonesia is committed to supporting the achievement of Sustainable Development Goal (SDG) 16 through the consistent and sustainable implementation of Good Corporate Governance. Our Company upholds the principles of transparency, accountability, responsibility, independence, and fairness as the foundation for all business decision-making processes. This commitment forms an essential part of building a professional, ethical, and law-compliant organization.

In supporting the establishment of strong and just institutions, our Company implements anti-corruption, anti-bribery, and conflict-of-interest prevention policies applicable to all employees and business partners. PT Marsol Abadi Indonesia ensures compliance with prevailing laws and regulations and promotes honest and responsible business practices. These efforts are undertaken to minimize legal risks, strengthen operational integrity, and maintain stakeholder trust.

In addition, our Company provides a safe, transparent, and easily accessible reporting and grievance mechanism as a means of upholding justice and protecting the rights of all stakeholders. Each report is followed up objectively, confidentially, and professionally in accordance with established procedures. Through the strengthening of oversight systems and information transparency, PT Marsol Abadi Indonesia strives to create a conducive working environment, enhance public trust, and contribute to the development of inclusive and sustainable institutions in line with SDG 16.





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PEACE, JUSTICE AND
STRONG INSTITUTIONS



 PT. MARSOL ABADI INDONESIA	KEBIJAKAN PERUSAHAAN	No. Dok. : K-ECO-HR-02 Revisi : 0 Tanggal : 03-Apr-25 Halaman : 1 dari 12
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KEBIJAKAN KODE ETIK

PENDAHULUAN

PT Marsol Abadi Indonesia memiliki komitmen untuk menjaga kredibilitas dan menjaga etika bisnis dan etika pekerja. PT Marsol Abadi Indonesia meyakini bahwa tata kelola yang baik dan diimplementasikan secara konsisten menjadi sebuah landasan utama untuk mencapai kinerja perusahaan yang semakin baik serta memberikan nilai bagi seluruh pemangku kepentingan secara berkelanjutan.

Kebijakan ini berlaku dan terikat untuk seluruh pekerja, direksi, anggota komisaris, pemangku kepentingan yang melakukan transaksi bisnis dengan perusahaan. Kebijakan ini harus diterapkan oleh seluruh pekerja di PT Marsol Abadi Indonesia, tanpa terkecuali. Setiap pekerja di perusahaan harus bertanggung jawab untuk mengetahui, memahami, dan menerapkan prinsip-prinsip tata kelola perusahaan yang baik dalam melaksanakan setiap pekerjaannya serta menjadi perwakilan perusahaan untuk berhadapan dengan pihak-pihak eksternal, selama jam kerja sesuai dengan etika perusahaan. Selain itu, setiap pekerja harus waspada terhadap situasi dan kondisi yang dapat mengarah pada tindakan-tindakan melanggar kode etik perusahaan.

Kebijakan ini mencakup :

1. Anti Penyuapan dan Korupsi
2. Pencegahan Konflik Kepentingan
3. Pencegahan Terhadap Penipuan
4. Pencegahan Terhadap Pencucian Uang
5. Keamanan Informasi

1. Anti Penyuapan dan Korupsi

Korupsi merupakan penyalahgunaan kekuasaan publik untuk keuntungan pribadi. Pada Undang Undang Nomor 20 Tahun 2001 tentang Pemberantasan Tindak Pidana Korupsi telah mengelompokkan korupsi ke dalam 7 jenis utama.

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Ketujuh jenis tersebut adalah kerugian keuangan negara, suap-menyuap, penggelapan dalam jabatan, pemerasan, perbuatan curang, benturan kepentingan dalam pengadaan, dan gratifikasi. Korupsi pada dasarnya memiliki 5 komponen dasar yaitu :


- a) Korupsi adalah suatu perilaku
- b) Ada penyalahgunaan wewenang dan kekuasaan
- c) Dilakukan untuk mendapatkan keuntungan pribadi atau kelompok tertentu
- d) Melanggar hukum atau menyimpang dari norma dan moral
- e) Terjadi atau dilakukan pada lembaga pemerintah atau swasta.

Kami dalam menjalankan bisnis berupaya untuk bertanggung jawab dengan mematuhi undang-undang anti-korupsi di seluruh dunia untuk mematuhi standar hukum dan etika serta memelihara budaya perusahaan yang transparan. Sebagai pekerja, tidak boleh melakukan :

- a) Menawarkan atau menjanjikan yang berhubungan mengenai pekerjaan dan transaksi bisnis yang mengarah terhadap penyuapan, untuk keuntungan pribadi maupun kelompok
- b) Menyetujui untuk menerima segala bentuk praktik penyuapan sebagai imbalan atas pemberian bantuan kepada orang maupun organisasi lain (Misalnya : penawaran pekerjaan dan pemberian kontrak kerja).
- c) Mengizinkan seorang pekerja yang bekerja atas nama PT Marsol Abadi Indonesia termasuk pihak eksternal atau pihak ketiga untuk menerima segala bentuk penyuapan.

PT Marsol Abadi Indonesia akan melakukan tindakan tegas apabila terjadi kasus penyuapan dan korupsi. Tindakan yang dilakukan adalah sebagai berikut.

- 1) Melaporkan pelaku ke pihak manajemen melalui HRD&GA jika ada pekerja atau pihak eksternal yang melihat dan menduga terjadinya praktik penyuapan atau korupsi.
- 2) Mengumpulkan bukti-bukti serta keterangan dari para saksi serta mengintogerasi terduga pelaku penyuapan atau korupsi tersebut.

 PT. MARSOL ABADI INDONESIA	KEBIJAKAN PERUSAHAAN	No. Dok. : K-ECO-HR-02 Revisi : 0 Tanggal : 03-Apr-25 Halaman : 3 dari 12
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3) Melaporkan pelaku kepada pihak yang berwenang dan memberikan surat peringatan atau mengeluarkan pelaku dari perusahaan.

Karyawan yang melihat suatu praktik atau upaya penyuapan atau korupsi dapat menghubungi saluran perusahaan sebagai berikut.

- Kotak pengaduan yang tersebar diarea perusahaan
- Email (kontak.pengaduan@marsol.co.id) , atau
- Hotline (0218970160).

Kami memiliki target kuantitatif melakukan penilaian resiko korupsi untuk semua departemen di perusahaan 100% pada Tahun 2030, kami juga menetapkan target zero (0) kasus praktik korupsi di lingkungan perusahaan.

2. Pencegahan Terhadap Konflik Kepentingan

Konflik kepentingan adalah situasi di mana kepentingan pribadi seseorang atau kelompok (misalnya keuntungan finansial, hubungan keluarga, atau persahabatan) berbenturan dengan tanggung jawab profesionalnya, yang dapat memengaruhi objektivitas, integritas, dan profesionalisme dalam mengambil keputusan. Konflik ini muncul karena seseorang memiliki lebih dari satu kepentingan yang saling bertentangan, sehingga dapat mengganggu penilaian atau tindakannya saat melaksanakan tugas. Oleh karena itu:

- a. Karyawan di PT Marsol Abadi harus menghindari hubungan atau kegiatan apa pun yang dapat menurunkan kemampuan para karyawan untuk membuat keputusan yang objektif dan adil pada saat bekerja.
- b. Karyawan tidak boleh membenturkan kepentingan bisnis perusahaan dengan kepentingan pribadi atau keluarga pribadi. Karyawan harus berkomitmen kepada perusahaan untuk mendahulukan kepentingan yang sah.

The Ethics Policy was approved by the Director on April 3, 2025 in Bekasi



PT Marsol Abadi Indonesia is committed to supporting the achievement of Sustainable Development Goals (SDGs) Goal 17: Partnerships for the Goals by integrating the principles of collaboration, strategic partnerships, and cross-sector cooperation into all company policies and operational practices. Our Company believes that strong synergy among the business sector, government, communities, and other stakeholders is key to strengthening collective capacity, driving innovation, and realizing sustainable development with broad impact.

At the internal level, PT Marsol Abadi Indonesia promotes the creation of a collaborative work culture across teams and departments to enhance efficiency, encourage knowledge sharing, and strengthen human resource capacity. Through competency development programs, joint training initiatives, and regular communication forums, our Company ensures that all employees have opportunities to contribute to strategic partnership projects, both within and beyond the organization.

This approach strengthens internal capacity while fostering a deep understanding of the importance of collaboration in achieving shared objectives.

In the external context, PT Marsol Abadi Indonesia actively establishes transparent, inclusive, and sustainable partnerships with suppliers, business partners, government institutions, and local communities surrounding its operational areas. Our Company prioritizes principles of mutual benefit and shared responsibility, ensuring that each collaboration creates sustainable shared value. By strengthening its partnership networks, PT Marsol Abadi Indonesia contributes to the achievement of national and global development agendas while building a resilient, harmonious, and responsive business ecosystem capable of addressing social, economic, and environmental challenges.



17
PARTNERSHIPS
FOR THE GOALS



SDGs 1

SDGs 2

SDGs 3

SDGs 4

SDGs 5

SDGs 6

SDGs 7

SDGs 8

SDGs 9

SDGs 10

SDGs 11

SDGs 12

SDGs 13

SDGs 14

SDGs 15

SDGs 16

SDGs 17



SDGs 1

SDGs 2

SDGs 3

SDGs 4

SDGs 5

SDGs 6

SDGs 7

SDGs 8

SDGs 9

SDGs 10

SDGs 11

SDGs 12

SDGs 13

SDGs 14

SDGs 15

SDGs 16

SDGs 17

As one of the key factors influencing business sustainability, customer trust and satisfaction have always been a priority for PT Marsol Abadi Indonesia in carrying out its operations. Our Company is committed to providing high-quality products and delivering satisfactory services as a foundation for maintaining product quality in accordance with applicable standards and regulations. Through this approach, not only is product quality ensured, but customer health and safety aspects are also duly considered. To maintain customer trust, PT Marsol Abadi Indonesia also ensures the protection of personal data and customer privacy as an integral part of the services provided.

In line with our Company's vision, PT Marsol Abadi Indonesia has set a target to become a trusted company for all customers through the provision of quality products that meet specifications, as well as satisfactory services. To achieve this target, the Production and Logistics departments are responsible for product quality control, including customer health and safety aspects, while the Sales & Marketing department is responsible for the protection of customer privacy and personal data.

Specific efforts undertaken by PT Marsol Abadi Indonesia to ensure product safety for customer health and safety include the implementation of pallets and strapping to prevent drums from falling when containers are opened, as well as the delivery of supporting documents such as Certificates of Analysis, Technical Data Sheets, and Material Safety Data Sheets for each shipment. Our Company also continuously strives to prevent customer data breach incidents and provides channels for feedback and complaints from customers and the public regarding products and services through telephone, email, and our Company's official website.


PT. Marsol Abadi Indonesia



Sampaikan Suara Anda!

Dapat melaporkan kejadian yang berkaitan dengan:

1. Korupsi (Penyuapan/Gratifikasi, Pencucian Uang)
2. Kecurangan/ Penipuan/ Penyalahgunaan Wewenang
3. Pencurian (asset, data)
4. Konflik Kepentingan
5. Pelanggaran terhadap Peratiran Perusahaan (Contoh: Pelecehan, Diskriminasi, Pekerja Paksa, Pekerja Anak, Kondisi Kerja, Cuti, Pengupahan dll)
6. Kesehatan, Keselamatan Kerja dan Lingkungan
7. Kejadian lainnya yang tidak sesuai dengan peraturan yang berlaku
8. Keselamatan Customer dan Pengaruh dampak lingkungan



KELUHAN DAN KRITIK

Sampaikan keluhan dan kritik anda sebagai bahan evaluasi perusahaan



SARAN

Saran dari Anda sangat dibutuhkan untuk kemajuan perusahaan



PENGADUAN

Segera lapor apabila Anda melihat/ mendengar bentuk pelecehan, diskriminasi, perbuatan curang atau melanggar hukum

CARA PENYAMPAIAN?

Sampaikan melalui email, hotline, kotak saran & pengaduan dengan menuliskan:

1. Keluhan/ kritik/ saran
2. Tuliskan **tanpa** menyebutkan identitas apapun (nama, inisial, ttd)
3. Apabila berupa pengaduan, tuliskan **nama pelaku, tempat & waktu kejadian** serta kronologi kejadian

JANGAN TAKUT!
Rahasia Anda dilindungi

KONTAK ALTERNATIF

 **(021) 8970160**

 kontak.pengaduan@marsol.co.id



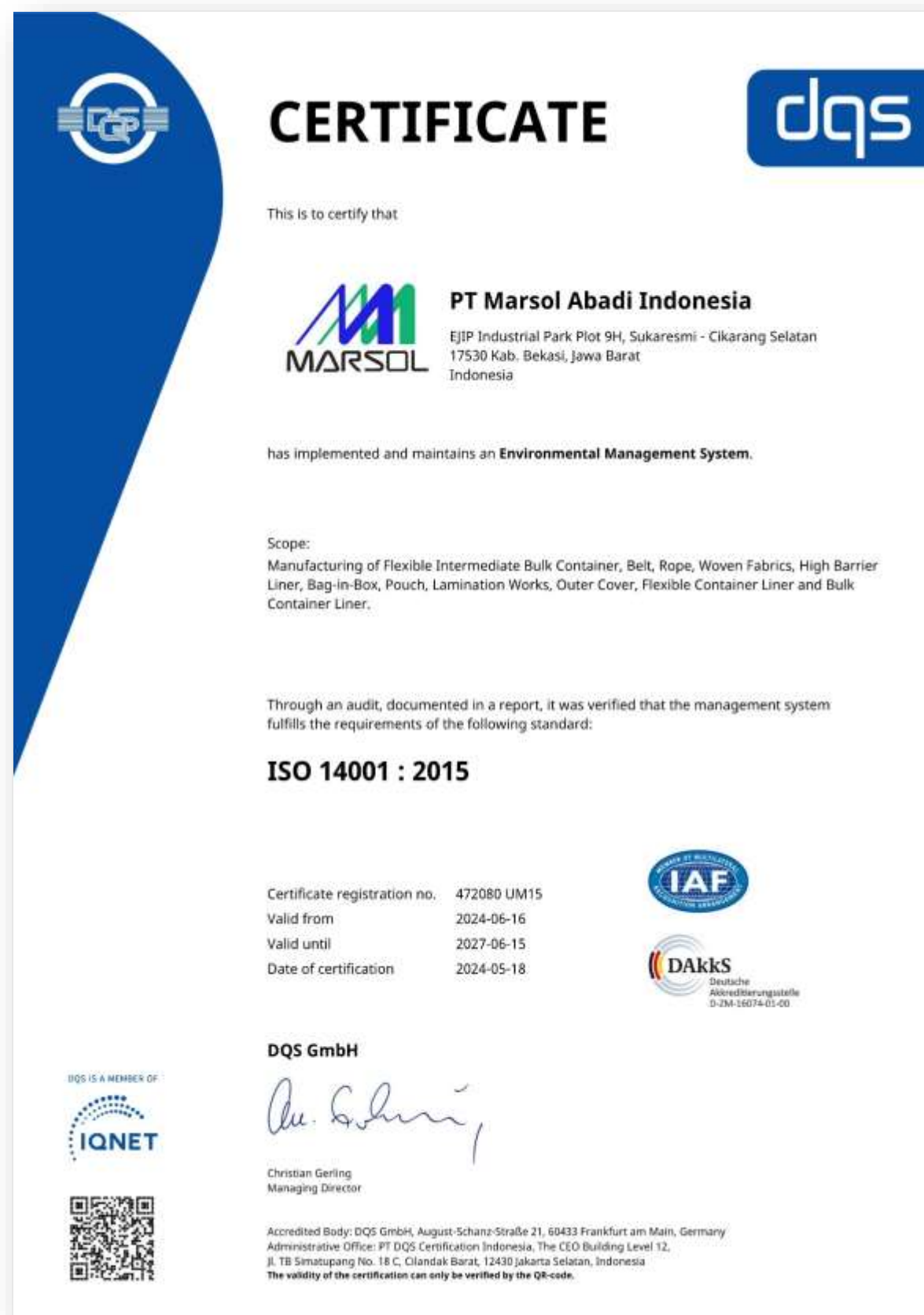
PT Marsol Abadi Indonesia has also implemented several Management Systems at both the national and international levels, including the following:

- 1. ISO 9001:2015 – Quality Management System*
- 2. ISO 14001:2015 – Environmental Management Systems*
- 3. ISO 45001:2018 – Occupational Health and Safety Management Systems*
- 4. FSSC 22000 – Food Safety Certification*
- 5. Halal Certification*



ISO 9001:2015

Our Company has been certified to ISO 9001:2015 and affirms its commitment to implementing a reliable and effective quality management system. Through this system, our Company is able to deliver consistent products and services, meet customer expectations, and comply with all applicable regulatory requirements.



ISO 14001:2015

Our Company has been certified to ISO 14001:2015 and continues to be committed to implementing an effective and sustainable environmental management system. Through this system, our Company ensures that all operational activities are carried out in an environmentally responsible manner, minimizing negative impacts and complying with all applicable environmental regulations and standards.



ISO 45001:2018

Our Company has been certified to ISO 45001:2018 and remains committed to implementing an effective occupational health and safety (OHS) management system. Through this system, our Company ensures a safe and healthy working environment for all employees, minimizes the risk of workplace accidents or incidents, and complies with all applicable OHS regulatory requirements.



FSSC 22000

Our Company has been certified to FSSC 22000 and continues to be committed to implementing an effective and reliable food safety management system. Through this system, our Company ensures that every product produced is safe for consumption, meets international food quality standards, and complies with all applicable food safety regulations and requirements.



HALAL

Our Company has obtained Halal certification and remains committed to ensuring that all products produced comply with applicable halal principles. Through this certification, our Company guarantees product safety, cleanliness, and compliance with sharia standards, while also meeting the expectations and trust of customers who prioritize halal products.



REPUBLIK INDONESIA
(REPUBLIC OF INDONESIA)
جمهورية إندونيسيا

SERTIFIKAT HALAL
(HALAL CERTIFICATE)

شهادة الحلال

Nomor Sertifikat <i>Certificate Number</i>	ID00410000399080522	رقم الشهادة
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Berdasarkan keputusan penetapan halal produk Majelis Ulama Indonesia nomor :
Based on the decree to stipulating halal products of the Indonesian Council of Ulama :
 استنادا على قرار مجلس العلماء الإندونيسي عن تحديد الحلال للمنتجات :
 LPPOM-00170078640916 Tanggal 7 September 2022

Jenis Produk <i>Type of Product</i>	Kemasan produk	نوع المنتج
Nama Produk <i>Name of Product</i>	-Terlampir / As Attached-	اسم المنتج
Nama Pelaku Usaha <i>Name of Company</i>	PT. Marsol Abadi Indonesia	اسم الشركة
Alamat Pelaku Usaha <i>Company's Address</i>	Ejip Industrial Park Plot 9H, Kel. Sukaresmi, Kec. Cikarang Selatan, Kab. Bekasi, Jawa Barat, 17532, Indonesia	عنوان الشركة

Diterbitkan di Jakarta pada <i>Issued in Jakarta on</i>	8 September 2022	أصدرت الشهادة بجاكرتا في
Berlaku sampai dengan <i>Valid until</i>	8 September 2026	سارية المفعول حتى

telah memenuhi ketentuan perundang-undangan
Has complied with the provision of laws and regulations
 قد استوفت أحكام التشريع

KEPALA
BADAN PENYELENGGARA JAMINAN PRODUK HALAL
HEAD OF HALAL PRODUCT ASSURANCE BODY

رئيس وكالة ضمان المنتجات الحلال



Muhammad Aqil Irfham

Dokumen ini telah diandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan oleh Balai Sertifikasi Elektronik, BSN



Balai Sertifikasi Elektronik



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