

Nomor Surat	AAID/CORSEC/04-2026/009
Nama Perusahaan	PT AirAsia Indonesia Tbk
Kode Emiten	CMPP
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 29 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link <https://ir.aaid.co.id/> pada tanggal 29 Mei 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

#### A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

<b>E-01 Laporan Emisi Gas Rumah Kaca (GRK)</b>	
Laporan Emisi GRK Konsolidasi?	Tidak
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Ya
Mohon Jelaskan:	
Untuk perhitungan emisi GRK saat ini hanya dilakukan untuk entitas operasional penerbangan (IAA)	

Name	Total Emisi (tCO <sub>2</sub> e)
<b>Kategori 1: Emisi GRK langsung dan pembuangan</b>	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	698.662
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
<b>Total Emisi Langsung (Scope 1)</b>	<b>698.662</b>

<b>Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli</b>	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	998,76
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
<b>Total Emisi Tidak Langsung (Scope 2)</b>	998,76
<b>Kategori 3: Emisi GRK tidak langsung dari transportasi</b>	
Transportasi dan distribusi hulu	0
Perjalanan dinas	989,52
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
<b>Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan</b>	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
<b>Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan</b>	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

<b>Kategori 6: Emisi GRK tidak langsung dari sumber lainnya</b>	
Emisi atau pembuangan tidak langsung lainnya	0
<b>Total Emisi Tidak Langsung (Scope 3)</b>	989,52
<b>Total Emisi GRK (Scope 1 and 2)</b>	699.660,76
<b>Total Emisi GRK (Scope 1, 2 and 3)</b>	700.650,28
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

<b>E-02</b>	<b>Intensitas Emisi GRK</b>	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0
<b>E-03</b>	<b>Konsumsi Energi listrik</b>	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	0
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	1.148.000
		Total konsumsi energi (kWh or J)	1.148.000
<b>E-04</b>	<b>Konsumsi Air</b>	Total konsumsi air (m3)	3.307
<b>E-05</b>	<b>Limbah yang dihasilkan</b>	Total limbah yang dihasilkan (ton)	32,15

<b>E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission</b>	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2050
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
<p>Perseroan berkomitmen untuk menangani dampak perubahan iklim dan telah menetapkan target untuk mencapai emisi nol bersih (Net Zero Emissions) pada tahun 2050. Untuk mencapai target tersebut, IAA telah menetapkan empat inisiatif utama industri penerbangan (aviation pathways) yang didukung oleh inisiatif tambahan di bawah Kebijakan Keberlanjutan (Sustainability Policy) perusahaan. Upaya ini berfokus pada pengendalian polusi, emisi gas rumah kaca (GRK), dan konsumsi energi, sekaligus mendorong pengelolaan air yang bertanggung jawab serta perlindungan keanekaragaman hayati.</p>	

<b>E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)</b>	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	100 %
	770.031,46 (tCO <sub>2</sub> e)
Tahun target untuk penurunan emisi GRK?	2050

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Perseroan berkomitmen untuk menangani dampak perubahan iklim dan telah menetapkan target untuk mencapai emisi nol bersih (Net Zero Emissions) pada tahun 2050. Untuk mencapai target tersebut, IAA telah menetapkan empat inisiatif utama industri penerbangan (aviation pathways) yang didukung oleh inisiatif tambahan di bawah Kebijakan Keberlanjutan (Sustainability Policy) perusahaan. Upaya ini berfokus pada pengendalian polusi, emisi gas rumah kaca (GRK), dan konsumsi energi, sekaligus mendorong pengelolaan air yang bertanggung jawab serta perlindungan keanekaragaman hayati.

## B. Kinerja Sosial (Social Performance)

### S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	324	27,9 %	381	32,8 %
Mid-level	192	16,5 %	48	4,1 %
Senior-level	185	15,9 %	22	1,9 %
Executive-level	8	0,7 %	3	0,3 %
Total Pegawai	709	61 %	454	39 %

### S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	6	29	3	2	0	0	0	0	40
25-35	123	193	118	27	39	4	0	0	504
35-45	127	137	31	12	37	10	0	0	354
45-55	61	22	37	6	76	6	5	1	214
>55	7	0	3	1	33	2	3	2	51

### S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	91 Pegawai	7,52 %
Jumlah Pegawai Baru/pengganti	32 Pegawai	2,64 %

### S-04 Jumlah Pegawai Sementara

	<b>Jumlah Pegawai (dalam tahun pelaporan)</b>	<b>Percentage Pegawai (dalam tahun pelaporan)</b>
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	185 Pegawai	15,91 %

#### S-05 Pelatihan dan Pengembangan Pegawai

<b>Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan</b>	<b>Jumlah pegawai yang ikut serta dalam program pelatihan</b>	<b>Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)</b>
73,14 jam/pegawai	1.010	86,84 %

#### S-06 Jumlah Kecelakaan Kerja

<b>Frekuensi kecelakaan kerja dari total pegawai</b>	<b>Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)</b>
0	0 %

#### S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

<b>Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan</b>	0
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#### **Kebijakan Perusahaan terkait Pekerja**

<b>S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?</b>	Ya
<p>Perseroan menyadari bahwa penghormatan terhadap Hak Asasi Manusia (HAM) merupakan elemen penting dalam mewujudkan operasi bisnis yang berkelanjutan dan bertanggung jawab. Kesadaran ini menjadi dasar bagi Perseroan dalam membangun budaya kerja yang menghormati martabat manusia, menjamin perlakuan adil, dan melindungi hak-hak karyawan, pelanggan, maupun mitra usaha di seluruh rantai nilai.</p> <p>Pada tahap ini, Perseroan masih berada dalam fase peningkatan kesadaran (awareness stage) terkait penerapan sistematis aspek HAM di seluruh lini operasional. Meskipun belum melakukan penilaian formal (human rights assessment) secara menyeluruh, berbagai elemen prinsip HAM telah mulai diintegrasikan ke dalam kebijakan dan prosedur perusahaan, seperti kebebasan berserikat, anti-diskriminasi, pencegahan pelecehan, serta jaminan atas kondisi kerja yang aman dan layak.</p> <p>Ke depan, Perseroan berkomitmen untuk memperluas penerapan prinsip HAM hingga ke rantai pasok dan mitra bisnis, dengan dukungan sistem pelaporan dan mekanisme pengaduan yang transparan. Sebagai langkah lanjutan, Perseroan kedepannya akan mengembangkan pendekatan yang lebih terstruktur untuk memastikan integrasi aspek HAM dalam praktik bisnis, termasuk penyusunan roadmap pelaksanaan human rights due diligence yang akan dimulai secara bertahap. Program pelatihan dan sosialisasi juga sedang dirancang untuk meningkatkan pemahaman seluruh karyawan mengenai pentingnya HAM dalam konteks operasional dan hubungan kerja sehari-hari.</p> <p>Melalui pendekatan bertahap ini, Perseroan berupaya memastikan seluruh kegiatan usaha sejalan dengan prinsip tanggung jawab sosial, standar internasional, serta aspirasi menuju praktik bisnis yang menghormati dan melindungi hak asasi setiap individu.</p>	
<b>S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?</b>	Ya

Perseroan menyadari bahwa penghormatan terhadap Hak Asasi Manusia (HAM) merupakan elemen penting dalam mewujudkan operasi bisnis yang berkelanjutan dan bertanggung jawab. Kesadaran ini menjadi dasar bagi Perseroan dalam membangun budaya kerja yang menghormati martabat manusia, menjamin perlakuan adil, dan melindungi hak-hak karyawan, pelanggan, maupun mitra usaha di seluruh rantai nilai.

Pada tahap ini, Perseroan masih berada dalam fase peningkatan kesadaran (awareness stage) terkait penerapan sistematis aspek HAM di seluruh lini operasional. Meskipun belum melakukan penilaian formal (human rights assessment) secara menyeluruh, berbagai elemen prinsip HAM telah mulai diintegrasikan ke dalam kebijakan dan prosedur perusahaan, seperti kebebasan berserikat, anti-diskriminasi, pencegahan pelecehan, serta jaminan atas kondisi kerja yang aman dan layak.

Ke depan, Perseroan berkomitmen untuk memperluas penerapan prinsip HAM hingga ke rantai pasok dan mitra bisnis, dengan dukungan sistem pelaporan dan mekanisme pengaduan yang transparan. Sebagai langkah lanjutan, Perseroan kedepannya akan mengembangkan pendekatan yang lebih terstruktur untuk memastikan integrasi aspek HAM dalam praktik bisnis, termasuk penyusunan roadmap pelaksanaan human rights due diligence yang akan dimulai secara bertahap. Program pelatihan dan sosialisasi juga sedang dirancang untuk meningkatkan pemahaman seluruh karyawan mengenai pentingnya HAM dalam konteks operasional dan hubungan kerja sehari-hari.

Melalui pendekatan bertahap ini, Perseroan berupaya memastikan seluruh kegiatan usaha sejalan dengan prinsip tanggung jawab sosial, standar internasional, serta aspirasi menuju praktik bisnis yang menghormati dan melindungi hak asasi setiap individu.

**S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?**

Ya

Perseroan memastikan seluruh proses rekrutmen dan kebijakan ketenagakerjaan dijalankan sesuai dengan peraturan perundang-undangan yang berlaku, khususnya Undang-Undang No. 13 tahun 2003 tentang Ketenagakerjaan sebagaimana telah diubah dengan Undang-Undang No. 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang No. 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang. Dalam implementasinya, Perseroan berkomitmen untuk tidak mempekerjakan pekerja anak serta tidak menerapkan sistem kerja paksa dalam bentuk apa pun.

Calon karyawan yang dapat direkrut wajib berusia minimal 18 tahun, sesuai ketentuan hukum ketenagakerjaan. Sistem kerja diatur berdasarkan jam kerja reguler selama 8 jam per hari, 40 jam per minggu dan 160 jam per bulan, dengan penerapan shift work pada unit dan level tertentu sesuai kebutuhan operasional. Apabila terjadi kelebihan waktu kerja, kompensasi lembur diberikan sesuai ketentuan yang berlaku, sehingga tidak merugikan karyawan.

Selain menjamin kepatuhan terhadap ketentuan jam kerja, Perseroan juga menyediakan waktu istirahat yang memadai agar keseimbangan antara kesehatan fisik dan produktivitas karyawan tetap terjaga. Kebijakan ini menjadi bagian dari komitmen Perseroan untuk menjaga praktik ketenagakerjaan yang etis, manusiawi, dan sesuai prinsip keberlanjutan.

**S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?**

Ya

Sebagai bagian dari upaya menciptakan lingkungan kerja yang layak, aman, dan sehat, Perseroan menyediakan jaminan kesehatan melalui BPJS Kesehatan, BPJS Ketenagakerjaan, serta asuransi kesehatan tambahan untuk memastikan akses layanan kesehatan yang memadai bagi karyawan dan mendukung produktivitas kerja berkelanjutan.

Perseroan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) untuk mengidentifikasi bahaya, menilai risiko, dan menetapkan langkah mitigasi, yang didukung melalui audit dan inspeksi rutin terhadap peralatan serta fasilitas kerja guna memastikan kepatuhan terhadap standar K3 dan mencegah kecelakaan kerja. Pengelolaan keselamatan, kesehatan kerja, dan lingkungan di area operasional darat juga mengacu pada Occupational Safety, Health and Environmental Manual sebagai pedoman operasional.

Untuk mendukung kenyamanan dan kesejahteraan karyawan, Perseroan menyediakan fasilitas kerja yang aman, bersih, dan nyaman, termasuk toilet, ruang makan, ruang ibadah, nursing room, ruang kesehatan, gym, lapangan olahraga RedCourt, ruang istirahat, dan area parkir yang memadai.

Pada Agustus 2025, Perseroan memperbarui Safety Policy Statement seiring perubahan postholder untuk

memperjelas peran, tanggung jawab, dan akuntabilitas pengelolaan keselamatan, sekaligus menegaskan komitmen manajemen terhadap prinsip safety first dan just culture.

Area kerja Perseroan juga dilengkapi dengan sarana keselamatan dan keamanan, seperti alat pendeteksi asap, fasilitas pemadam kebakaran, perlengkapan P3K, jalur dan rambu evakuasi darurat, serta sistem pengamanan lainnya. Kesiapsiagaan darurat dikelola melalui Emergency Response Plan yang mengatur mekanisme respons, struktur komando, dan koordinasi lintas fungsi, dengan fokus utama pada perlindungan keselamatan manusia.

Seluruh data insiden atau kecelakaan kerja dilaporkan dan didokumentasikan sesuai ketentuan yang berlaku sebagai bagian dari komitmen Perseroan terhadap kepatuhan, transparansi, dan keselamatan kerja.

### Corporate Social Responsibility (CSR)

<b>S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?</b>	Ya
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Pada 2025, IAA mendukung rehabilitasi ekosistem pesisir melalui penanaman 500 bibit mangrove di Indramayu, Jawa Barat, untuk membantu mengurangi abrasi, meredam banjir rob, dan memperkuat ketahanan masyarakat pesisir. Program ini dilaksanakan bersama pemerintah setempat, KTH Jaya Mandiri, dan komunitas lokal, serta turut menekankan penguatan kapasitas masyarakat agar manfaatnya berkelanjutan.

AirAsia Foundation juga menyalurkan dua hibah di Indonesia. SwaraOwa didukung untuk konservasi owa Jawa melalui pengembangan kopi shade-grown, termasuk pelatihan bagi 25 petani dan penguatan edukasi. Sementara itu, Yayasan Arkom Indonesia didukung untuk mendokumentasikan model pemulihan pascabencana berbasis komunitas pasca Palu dan Lombok, yang sebelumnya telah mencakup pembangunan 95 hunian tahan gempa dan perencanaan berbasis risiko bencana di empat wilayah.

Pada akhir 2025 hingga awal 2026, Grup AirAsia dan AirAsia Foundation memberikan bantuan bagi masyarakat terdampak banjir dan longsor di Sumatra melalui pendanaan langsung, sponsor tiket, dan tarif khusus. Dukungan ini mencakup bantuan kebutuhan pokok, hygiene kit, trauma support, rapid needs assessment, pembersihan 13 sumur masyarakat, pembangunan enam unit komunal, distribusi shelter kit, serta dukungan bagi misi medis kemanusiaan yang melayani hampir 600 penyintas.

Melalui inisiatif #AllstarsDoGood, IAA juga mendorong kontribusi sosial karyawan sepanjang 2025 melalui Open Donation for Sumatera, kegiatan donor darah yang melibatkan lebih dari 100 Allstars, serta berbagai kegiatan sukarela oleh awak kabin DPS Hub, seperti konservasi pesisir, edukasi kesehatan anak, dan kampanye kebersihan pantai.

### C. Kinerja Tata Kelola (Governance Performance)

#### G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	4	0	2
Direksi	0	1	1	0

#### G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	4	100 %

Jumlah kehadiran komisaris ke rapat dewan	4	87,5 %
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Kebijakan mengenai manajemen lainnya

<b>G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?</b>	Ya
<p>Perseroan menerapkan pemisahan fungsi pengawasan dan pengelolaan perusahaan melalui struktur tata kelola dua tingkat (two-tier board system) yang terdiri dari Dewan Komisaris dan Direksi. Dalam struktur tersebut, jabatan Komisaris Utama dan Direktur Utama dijabat oleh individu yang berbeda.</p> <p>Pemisahan peran ini bertujuan untuk memastikan terciptanya mekanisme checks and balances yang efektif antara fungsi pengawasan dan fungsi pengelolaan perusahaan, sehingga mendukung penerapan prinsip tata kelola perusahaan yang baik.</p> <p>Penerapan pemisahan fungsi tersebut dapat dilihat di dalam Board Manual maupun pengungkapan bagian Direksi dan Dewan Komisaris di dalam Laporan Tahunan ini.</p>	
<b>G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris</b>	Ya
<p><b>Penilaian Kinerja Dewan Komisaris</b></p> <p>Perseroan secara konsisten melaksanakan penilaian terhadap kinerja Dewan Komisaris. Proses penilaian tersebut dilakukan secara independen oleh Dewan Komisaris melalui mekanisme evaluasi internal yang dilaksanakan setiap tahun, dengan mempertimbangkan tingkat pencapaian kinerja Perseroan. Hasil evaluasi kinerja Dewan Komisaris kemudian disampaikan kepada RUPS untuk memperoleh persetujuan. Berdasarkan hasil tersebut, pemegang saham memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (volledig acquit et de charge) kepada Dewan Komisaris atas pelaksanaan fungsi pengawasan selama tahun buku sebelumnya.</p> <p>Penilaian kinerja Dewan Komisaris dilakukan secara self-assessment oleh Dewan Komisaris melalui fungsi Komite Nominasi dan Remunerasi. Penilaian kinerja Dewan Komisaris dilaksanakan setiap tahun untuk penilaian 1 (satu) tahun buku secara keseluruhan. Pengukuran keberhasilan kinerja Dewan Komisaris merupakan hasil kerja kolejal seluruh Dewan Komisaris.</p> <p><b>Penilaian Kinerja Direksi</b></p> <p>Perseroan secara berkala melakukan penilaian atas kinerja Direksi dengan mengacu pada Indikator Kinerja Utama (KPI) Direksi yang disusun pada awal tahun berjalan. Pencapaian KPI ini kemudian akan dievaluasi oleh Dewan Komisaris dan Komite Nominasi dan Remunerasi setelah berakhirnya tahun buku dengan memperhatikan kesesuaiannya dengan tugas, tanggung jawab masing-masing anggota Direksi, serta target Perseroan.</p> <p>Perseroan secara konsisten melakukan evaluasi terhadap kinerja Direksi melalui metode self-assessment yang dilakukan oleh Direksi yang kemudian dievaluasi oleh Dewan Komisaris melalui fungsi Komite Nominasi dan Remunerasi. Penilaian dilakukan setiap tahun untuk penilaian 1 (satu) tahun buku secara keseluruhan.</p>	
<b>G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris</b>	Ya
<p>Dalam rangka meningkatkan pengetahuan dan kompetensi para anggota Dewan Komisaris, dan memastikan wawasan profesional, kompetensi serta kemampuan kepemimpinan para anggota Dewan Komisaris dapat berkembang selaras dengan perkembangan industri terkini, Perseroan memberikan pelatihan kepada setiap anggota Dewan Komisaris. Kebijakan pengembangan kompetensi Dewan Komisaris tertuang dalam Board Manual Perseroan.</p>	
<b>G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris</b>	Ya
<p>Pemegang saham memiliki hak untuk melakukan pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi, yang dilakukan melalui mekanisme RUPS dengan memperhatikan kesesuaiannya dengan peraturan perundang-undangan yang berlaku. Perseroan telah memiliki prosedur yang baku dalam proses nominasi anggota Dewan Komisaris dan/atau Direksi, yaitu melalui Komite Nominasi dan</p>	

Remunerasi yang berada di bawah Dewan Komisaris. Rekomendasi yang diberikan oleh Komite Nominasi dan Remunerasi akan menjadi pertimbangan bagi pemegang saham sebelum diputuskan dalam RUPS. Nominasi calon anggota Dewan Komisaris dan/atau Direksi dapat berasal dari pemegang saham pengendali atau dari sumber-sumber lainnya, baik dari dalam atau dari luar Perseroan.

**G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?**

Ya

Kode Etik

Dalam pengembangan penerapan governansi korporat, Perseroan telah merumuskan berbagai kebijakan yang menyangkut etika di lingkungan Perseroan. Perseroan mengupayakan penerapan standar etika terbaik dalam menjalankan segenap aktivitas bisnisnya sesuai dengan visi, misi, dan budaya yang dimiliki melalui implementasi Kode Etik.

Kode Etik Perseroan ditetapkan berdasarkan Surat Keputusan Direksi No. AAID/CEO-CORSEC/12-2018/023 tanggal 7 Desember 2018. Pembentukan Kode Etik ini merupakan salah satu wujud komitmen Perseroan dalam menerapkan governansi korporat secara komprehensif untuk mencapai keberhasilan jangka panjang. Kode Etik ini juga berfungsi sebagai pedoman yang mengatur mengenai etika bisnis dan etika kerja, sekaligus menjadi acuan bagi Allstars dalam menjalankan seluruh aktivitasnya sesuai dengan nilai-nilai inti Perseroan.

Kebijakan Anti Penyuapan dan Anti Korupsi

Perseroan berkomitmen untuk menjalankan kegiatan usaha secara beretika, transparan, dan bebas dari praktik penyuapan maupun korupsi. Komitmen ini dituangkan dalam Kebijakan Anti-Penyuapan dan Anti-Korupsi (Anti-Bribery and Anti-Corruption/ABAC Policy) yang berlaku bagi seluruh Allstars dan pemangku kepentingan terkait.

Pada tahun 2025, Kebijakan ABAC telah direvisi untuk memberikan kejelasan tambahan atas sikap dan panduan kebijakan yang telah ada sebelumnya, khususnya berdasarkan skenario umum yang kerap ditemui dalam kegiatan operasional. Selain itu, Perseroan juga melakukan penyederhanaan Gift Declaration Form agar lebih berfokus pada informasi kunci yang dibutuhkan dalam menilai risiko korupsi, tanpa mengurangi kualitas proses pengendalian.

**G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?**

Ya

Perseroan menjunjung tinggi prinsip perlakuan yang adil dan setara terhadap seluruh pemegang saham. Kebijakan mengenai perlakuan yang adil kepada pemegang saham telah diatur dalam Pedoman Tata Kelola Perusahaan Perseroan yang dipublikasikan melalui situs web Perseroan pada menu Tata Kelola.

Dalam kebijakan tersebut diatur bahwa Perseroan menjamin setiap pemegang saham memperoleh perlakuan yang setara serta dapat menggunakan hak-haknya sesuai dengan ketentuan Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku. Perseroan juga memastikan tersedianya akses informasi yang memadai dan transparan bagi seluruh pemegang saham guna mendukung pengambilan keputusan yang tepat melalui situs web Perseroan maupun Bursa Efek Indonesia.

**G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?**

Ya

Perseroan berkomitmen untuk memastikan bahwa setiap keputusan yang diambil oleh organ Perseroan dilakukan secara objektif dan bebas dari pengaruh benturan kepentingan. Untuk itu, Perseroan telah menetapkan kebijakan mengenai pencegahan dan penanganan konflik kepentingan yang tertuang dalam Board Manual sebagai pedoman bagi Dewan Komisaris dan Direksi dalam menjalankan tugas dan tanggung jawabnya.

Kebijakan tersebut mengatur kewajiban bagi anggota Dewan Komisaris dan Direksi untuk selalu mendahulukan kepentingan Perseroan dan larangan menyalahgunakan jabatannya untuk kepentingan pribadi baik langsung maupun tidak langsung selama menjalankan tugas dan tanggung jawabnya.

## D. Lain-lain

Keselarasn Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	388
	E-02	Intensitas Emisi Gas Rumah Kaca	388
	E-03	Konsumsi Energi Listrik	385
	E-04	Konsumsi Air	391
	E-05	Limbah yang Dihasilkan	379
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	369
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	369
Sosial	S-01	Kesetaraan Gender	78
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	78
	S-03	Tingkat Pergantian Pegawai	83
	S-04	Jumlah Pegawai Sementara	81
	S-05	Pelatihan dan Pengembangan Pegawai	85
	S-06	Jumlah Kecelakaan Kerja	410
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	405
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	95
	S-09	Kebijakan Mengenai Hak Asasi Manusia	95
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	93
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	407
	S-12	Pencegahan Konflik Kepentingan	427

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	217
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	194
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	210
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	208
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	196
	G-06	Kriteria Khusus Pemilihan Dewan	218
	G-07	Kode Etik dan/atau Anti-Korupsi	274
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	174
	G-09	Pencegahan Konflik Kepentingan	217

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasn dengan kerangka pelaporan keberlanjutan

Ya     Tidak

GRI

TCFD

CDP

IFRS S1

IFRS S2

SASB

Others, please specify

Assurance dan validasi pihak ketiga

Tidak

---

Demikian untuk diketahui.

Hormat Kami,

**PT AirAsia Indonesia Tbk**

Liza Nur Azizah

Corporate Secretary

PT AirAsia Indonesia Tbk

Redhouse AirAsia, Jalan Marsekal Surya Dharma (M1) No. 1 , Neglasari, Tangerang

Telepon : (021) 29850888, Fax : (021) 29850889, <https://ir.aaid.co.id/>

Nama Pengirim	Liza Nur Azizah
Jabatan	Corporate Secretary
Tanggal dan Waktu	28-04-2026 19:28
Lampiran	1. ARSR AAID 2025 - Cover Letter.pdf
	2. AAID - ARSR 2025 - FINAL 22MB.pdf

Dokumen ini merupakan dokumen resmi PT AirAsia Indonesia Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. PT AirAsia Indonesia Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	AAID/CORSEC/04-2026/009
Issuer Name	PT AirAsia Indonesia Tbk
Issuer Code	CMPP
Attachment	2
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 29 Mei 2026

The information referred above has been published on the Company's website <https://ir.aaid.co.id/> at 29 Mei 2026

Is the Company listed on another Stock Exchange? (No)

## A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

<b>E-01 Greenhouse Gas (GHG) Emission Report</b>	
Consolidated GHG Emission Report?	No
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	Yes
Please Explain: Untuk perhitungan emisi GRK saat ini hanya dilakukan untuk entitas operasional penerbangan (IAA)	

Name	Total emission (tCO <sub>2</sub> e)
<b>Category 1: Direct GHG emissions and removals</b>	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	698.662
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	698.662
<b>Category 2: Indirect GHG emissions from imported energy</b>	

Indirect emissions from imported/purchased electricity consumption	998,76
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	998,76
<b>Category 3: Indirect GHG emissions from transportation</b>	
Upstream transport and distribution	0
Business travels	989,52
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
<b>Category 4: Indirect GHG emissions from products used by Organization</b>	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
<b>Category 5: Indirect GHG Emissions associated with the use of products from the Organization</b>	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0
<b>Category 6: Indirect GHG emissions from other sources</b>	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	989,52
Total GHG Emissions (Scope 1 and 2)	699.660,76
Total GHG Emissions (Scope 1, 2 and 3)	700.650,28
Offsets/Credits	0
REC Purchases (kWh)	0

<b>E-02</b>	<b>GHG Emissions Intensity</b>	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0
<b>E-03</b>	<b>Electricity Consumption</b>	Total amount of energy directly consumed (kWh or J)	0
		Total amount of energy indirectly consumed (kWh or J)	1.148.000
		Total energy consumption (kWh or J)	1.148.000
<b>E-04</b>	<b>Water Consumption</b>	Total water consumed (m3)	3.307
<b>E-05</b>	<b>Waste Generation</b>	Total waste generated (ton)	32,15

<b>E-06 Company commitment to Net Zero Emission Target</b>	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2050
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
The Company is committed to addressing the impacts of climate change and has set a target to achieve net zero emissions by 2050. To achieve this target, IAA has established four key aviation pathways supported by additional initiatives under the company's Sustainability Policy. These efforts focus on controlling pollution, greenhouse gas (GHG) emissions, and energy consumption, while promoting responsible water management and biodiversity protection.	

<b>E-07 Company Commitment to GHG Emission Reduction Target</b>	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	100 %
	770.031,46 (tCO2e)
Targeted year in achieving GHG reduction target?	2050

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

Throughout 2025, the Company through IAA continued strengthening its long-standing flight efficiency program to reduce emissions at source. In total, the Company through IAA operated 15 green operating procedures which further enhanced flight efficiency. Besides, AirAsia Group plans the management of fleet replacement and expansion to be more environmentally friendly and fuel efficient. AirAsia Group is also actively engage in regional SAF development, focusing on policy frameworks and feedstock supply chain, including the engagement in a study to explore decentralized SAF production in Southeast Asia. Lastly, to meet CORSIA compliance, the Company through IAA is strategically focusing on Indonesia as a long term source of CORSIA-eligible carbon credits, including through the engagement with relevant stakeholders.

## B. Kinerja Sosial (Social Performance)

### S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	324	27,9 %	381	32,8 %
Mid-level	192	16,5 %	48	4,1 %
Senior-level	185	15,9 %	22	1,9 %
Executive-level	8	0,7 %	3	0,3 %
Total Pegawai	709	61 %	454	39 %

### S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	6	29	3	2	0	0	0	0	40
25-35	123	193	118	27	39	4	0	0	504
35-45	127	137	31	6	37	10	0	0	354
45-55	61	22	37	6	76	6	5	1	214
>55	7	0	3	1	33	2	3	2	51

### S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	91 Employees	7,52 %
Number of newly appointed Employees	32 Employees	2,64 %

### S-04 Temporary Worker

	<b>Number of employees (in reporting year)</b>	<b>Percentage (in reporting year)</b>
Total company headcount held by contractors and/or consultants	185 Employees	15,91 %

#### S-05 Employee Training and Development

<b>Average training hour per employee (in reporting year)</b>	<b>Total employee attending company training program</b>	<b>Percentage of employee attending company training program (%)</b>
73,14 hours/employee	1.010	86,84 %

#### S-06 Injury Rate

<b>Frequency of work-related accidents of total Employees (in reporting year)</b>	<b>Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)</b>
0	0 %

#### S-07 Incidents Regarding Human Rights Abuse

<b>Number of incidents regarding human rights abuse (in reporting year)</b>	0
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#### Company Policy Regarding Employees

<b>S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?</b>	Yes
--	-----

The Company is aware that respect for human rights is an essential element in realizing sustainable and responsible business operations. This awareness forms the basis for the Company in building a work culture that respects human dignity, ensures fair treatment, and protects the rights of employees, customers, and business partners throughout the value chain.

At this stage, the Company is still in the awareness stage regarding the systematic implementation of human rights aspects across all lines of operation. Although it has not yet conducted a comprehensive formal assessment (human rights assessment), various elements of human rights principles have begun to be integrated into company policies and procedures, such as freedom of association, anti-discrimination, prevention of harassment, and guarantees of safe and decent working conditions.

Going forward, the Company is committed to expanding the application of human rights principles to its supply chain and business partners with the support of a transparent reporting system and complaint mechanism. As a follow-up, the Company will develop a more structured approach to ensure the integration of human rights aspects into its business practices, including the preparation of a roadmap for the implementation of human rights due diligence, which will be initiated in stages. Training and socialization programs are also being designed to increase the understanding of all employees regarding the importance of human rights in the context of daily operations and work relationships.

Through this gradual approach, the Company strives to ensure that all business activities are in line with the principles of social responsibility, international standards, and aspirations towards business practices that respect and protect the human rights of every individual.

<b>S-09 Does the company has a policy regarding human rights?</b>	Yes
---	-----

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**S-10 Does the company have a policy regarding child labor and/or forced labor?**

Yes

The Company ensures that all recruitment processes and employment policies are carried out in accordance with applicable laws and regulations, in particular Law No. 13 of 2003 concerning Manpower as amended by Law No. 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law No. 2 of 2022 concerning Job Creation into Law. In its implementation, the Company is committed to not employ children and not to impose any form of forced labor.

Prospective employees who can be recruited must be at least 18 years old, in line with labor law provisions. The work system is regulated based on regular working hours of 8 hours per day, 40 hours per week, and 160 hours per month, with the implementation of shift work in certain units and levels according to operational needs. In the event of overtime, compensation is provided in accordance with applicable regulations as not to put employees at a disadvantage.

Apart from ensuring compliance with working hour regulations, the Company also provides adequate rest time to maintain a balance between the physical health and productivity of employees. This policy is part of the Company's commitment to maintaining ethical, humane, and sustainable employment practices.

**S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?**

Yes

As part of its efforts to create a decent, safe, and healthy workplace, the Company provides health protection through BPJS Kesehatan, BPJS Ketenagakerjaan, and additional health insurance to ensure employees have adequate access to healthcare services and to support sustainable productivity.

The Company implements an Occupational Health and Safety Management System (SMK3) to identify hazards, assess risks, and establish mitigation measures, supported by regular audits and inspections of equipment and workplace facilities to ensure compliance with OHS standards and prevent workplace accidents. The management of occupational health, safety and the environment in ground operational areas also refers to the Occupational Safety, Health, and Environmental Manual as an operational guideline.

To support employee comfort and well-being, the Company provides safe, clean, and comfortable workplace facilities, including toilets, a clinic, a gym, the RedCourt sports field, a rest area, and adequate parking facilities.

In August 2025, the Company updated its Safety Policy Statement following changes in postholders to clarify roles, responsibilities, and accountability in safety management, while reaffirming management's commitment to the principles of safety first and just culture.

The Company's work areas are also equipped with safety and security facilities, such as smoke detectors, fire protection equipment, first aid kits, emergency evacuation routes and signage, as well as other security

systems. Emergency preparedness is managed through the Emergency Response Plan, which governs response mechanisms, command structures, and cross-functional coordination, with the primary focus on protecting human safety.

All incident and workplace accident data are reported and documented in accordance with applicable regulations as part of the Company's commitment to compliance, transparency, and continuous workplace safety.

### Corporate Social Responsibility (CSR)

<b>S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?</b>	Yes
<p>In 2025, IAA supported coastal ecosystem rehabilitation through the planting of 500 mangrove seedlings in Indramayu, West Java, to help reduce coastal abrasion, mitigate tidal flooding, and strengthen the resilience of coastal communities. The programme was carried out in collaboration with local government, KTH Jaya Mandiri, and local communities, while also emphasising community capacity-building to help ensure long-term benefits.</p> <p>AirAsia Foundation also provided two grants in Indonesia. SwaraOwa was supported to advance Javan gibbon conservation through the development of shade-grown coffee, including training for 25 farmers and strengthening awareness efforts. Meanwhile, Yayasan Arkom Indonesia was supported in documenting a community-led post-disaster recovery model following the Palu and Lombok disasters, which had previously included the construction of 95 earthquake-resilient homes and disaster risk-based planning in four areas.</p> <p>From late 2025 to early 2026, AirAsia Group and AirAsia Foundation provided support to communities affected by floods and landslides in Sumatra through direct funding, sponsored flights, and special fare arrangements. This support included essential relief items, hygiene kits, trauma support, a rapid needs assessment, the cleaning of 13 community wells, the construction of six communal units, the distribution of shelter kits, and support for a humanitarian medical mission that served nearly 600 survivors.</p> <p>Through the #AllstarsDoGood initiative, IAA also encouraged employee social contributions throughout 2025 through the Open Donation for Sumatra programme, a blood donation drive involving more than 100 Allstars, and various volunteer activities by cabin crew at the DPS Hub, such as coastal conservation, health education for children, and beach clean-up campaigns.</p>	

### C. Governance Performance

#### G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	4	0	2
Directors	0	1	1	0

#### G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	4	100 %
Comissioner Attendance to Board Meetings	4	87,5 %

<p><b>G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?</b></p>	<p>Yes</p>
<p>The Company separates the functions of supervision and management of the Company through a two-tier board system consisting of a Board of Commissioners and a Board of Directors. In this structure, the positions of President Commissioner and President Director are held by different individuals.</p> <p>This separation aims to ensure the creation of an effective checks and balances mechanism between the supervisory and management functions of the company, thereby supporting the implementation of good corporate governance principles.</p> <p>The separation of functions can be seen in the Board Manual and the disclosure of the Board of Directors and Board of Commissioners in this Annual Report.</p>	
<p><b>G-04 Does the company has a policy regarding board appraisal?</b></p>	<p>Yes</p>
<p>Board of Commissioners' Performance Assessment</p> <p>The Company consistently evaluates the performance of the Board of Commissioners. The evaluation process is conducted independently by the Board of Commissioners through an internal evaluation mechanism carried out annually, taking into account the Company's performance level. The results of the Board of Commissioners' performance assessment are then submitted to the GMS for approval. Based on these results, the shareholders grant full acquittal and discharge (volledig acquit et de charge) to the Board of Commissioners for the performance of their supervisory functions during the previous financial year.</p> <p>The performance assessment of the Board of Commissioners is carried out through a self-assessment by the Board of Commissioners through the Nomination and Remuneration Committee. The performance assessment is carried out annually and covers the entire financial year. The performance of the Board of Commissioners is measured based on the collective work of all members of the Board of Commissioners.</p> <p>Board of Directors' Performance Assessment</p> <p>The Company periodically assesses the performance of the Board of Directors by referring to the Key Performance Indicators (KPIs) for the Board of Directors that have been set at the beginning of the current year. The achievement of these KPIs is then evaluated by the Board of Commissioners and the Nomination and Remuneration Committee after the end of the financial year, taking into account their suitability with the duties and responsibilities of each member of the Board of Directors, as well as the Company's targets.</p> <p>The Company consistently evaluates the performance of the Board of Directors through a self-assessment method conducted by the Board of Directors, which is then evaluated by the Board of Commissioners through the Nomination and Remuneration Committee. The assessment is conducted annually and covers the entire financial year.</p>	
<p><b>G-05 Does the company has a policy regarding board training and development?</b></p>	<p>Yes</p>
<p>Commissioners' knowledge and competency and to ensure that their professional insight, competency, and leadership skills develop on line with the latest industry developments, the Company provides training to each member of the Board of Commissioners. The Board of Commissioners' competency development policy is outlined in the Company's Board Manual.</p>	
<p><b>G-06 Does the company has a criteria regarding board appointment and re-election?</b></p>	<p>Yes</p>
<p>Shareholders are entitled to appoint and dismiss members of the Board of Commissioners and the Board of Directors through a GMS mechanism, taking into account compliance with applicable laws and regulations. The Company has established standard procedures for the nomination of members of the Board of Commissioners and/or the Board of Directors through the Nomination and Remuneration Committee under the Board of Commissioners. Recommendations made by the Nomination and Remuneration Committee will be taken into consideration by shareholders before being decided upon at the GMS. Nominations for members of the Board of Commissioners and/or Board of Directors may come from controlling shareholders or other sources, both from within and outside the Company.</p>	
<p><b>G-07 Does the company has a policy regarding ethics and/or anti-corruption?</b></p>	<p>Yes</p>

## Code of Ethics

In developing the implementation of corporate governance, the Company has formulated various policies regarding ethical conduct within the Company's environment. The Company strives to apply the highest ethical standards in conducting all its business activities in accordance with its vision, mission, and culture through the implementation of the Code of Ethics. The Company's Code of Ethics was established pursuant to the Board of Directors' Decree No. AAID/CEO-CORSEC/12-2018/023 dated December 7, 2018. The Code of Ethics was established as part of the Company's commitment to implementing comprehensive corporate governance to achieve long-term success. It serves as a guideline for business and work ethics, and as a reference for Allstars in carrying out all their activities in accordance with the Company's core value.

## Anti-Bribery and Anti-Corruption Policy

The Company is committed to carrying out its business activities ethically, transparently, and free from bribery and corruption. This commitment is set forth in the Anti-Bribery and Anti-Corruption Policy (ABAC Policy), which applies to all Allstars and relevant stakeholders.

In 2025, the ABAC Policy was revised to further clarify the existing policy stance and guidelines, particularly in light of common scenarios frequently encountered in operational activities. Additionally, the Company streamlined the Gift Declaration Form to focus more on the key information needed to assess corruption risks, without compromising the quality of the control process.

**G-08 Does the company have a policy regarding equitable treatment of shareholders?**

Yes

The Company upholds the principle of fair and equal treatment of all shareholders. The policy regarding fair treatment of shareholders is stipulated in the Company's Corporate Governance Guidelines, which are published on the Company's website under the Corporate Governance menu.

This policy stipulates that the Company guarantees that every shareholder receives equal treatment and can exercise their rights in accordance with the provisions of the Company's Articles of Association as well as the applicable laws and regulations. The Company also ensures the availability of adequate and transparent information for all shareholders to support proper decision-making through the Company's website and the Indonesia Stock Exchange.

**G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?**

Yes

The Company is committed to ensuring that every decision made by the Company's organs is carried out objectively and is free from conflicts of interest. To that end, the Company has established a policy on the prevention and handling of conflicts of interest as outlined in the Board Manual as a guideline for the Board of Commissioners and Board of Directors in carrying out their duties and responsibilities.

This policy regulates the obligations of members of the Board of Commissioners and Board of Directors to always prioritize the interests of the Company and prohibits them from abusing their positions for personal gain, either directly or indirectly, while carrying out their duties and responsibilities.

**D. Other**

## Alignment of Sustainability/Annual Reports with ESG Metrics

<b>Kinerja</b>	<b>Kode</b>	<b>Metric Name</b>	<b>Pages in the Sustainability/Annual Report</b>
Environment	E-01	Greenhouse Gas Emission Report	388
	E-02	Greenhouse Gas Emission Intensity	388
	E-03	Electricity Consumption	385
	E-04	Water Consumption	391
	E-05	Waste Generated	379
	E-06	Company Commitment to Achieving Net Zero Emission Target	369
	E-07	Company Commitment to Reduce Emission	369
Social	S-01	Gender Equality	78
	S-02	Employees by Gender and Age Group	78
	S-03	Employee Turnover Rate	83
	S-04	Number of Temporary Officers	81
	S-05	Employee Training and Development	85
	S-06	Number of Work Accidents	410
	S-07	Human Rights Violation Incidents	405
	S-08	Sexual Harassment and/or Non-Discrimination Policy	95
	S-09	Policy on Human Rights	95
	S-10	Child Labor and/or Forced Labor Policy	93
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	407
	S-12	Corporate Social Responsibility	427

Governance	G-01	Management Diversity and Independence	217
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	194
	G-03	Chairman of the Board and CEO Separation Policy	210
	G-04	Board of Directors and Commissioners Assessment Policy	208
	G-05	Board of Directors and Commissioners Training Policy	196
	G-06	Special Criteria for Election of the Board	218
	G-07	Code of Ethics and/or Anti-Corruption	274
	G-08	Fair Treatment Policy for Shareholders	174
	G-09	Conflict of Interest Prevention Policy	217

Referenced International Standards and Third Party Verification

<p>Alignment with sustainability reporting framework</p> <p><input checked="" type="checkbox"/> Yes   <input type="checkbox"/> No</p> <p><input checked="" type="checkbox"/> GRI</p> <p><input checked="" type="checkbox"/> TCFD</p> <p><input type="checkbox"/> CDP</p> <p><input type="checkbox"/> IFRS S1</p> <p><input type="checkbox"/> IFRS S2</p> <p><input type="checkbox"/> SASB</p> <p><input type="checkbox"/> Others, please specify</p>
<p>null</p>
<p>Third-party assurance and/or validation</p> <p><input checked="" type="checkbox"/> No</p> <hr/>

Thus to be informed accordingly.

Respectfully,

**PT AirAsia Indonesia Tbk**

Liza Nur Azizah

Corporate Secretary

PT AirAsia Indonesia Tbk

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Function	Corporate Secretary
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	2. AAID - ARSR 2025 - FINAL 22MB.pdf

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