



STRENGTHENING IMPACT

Sustainability Report 2025



In this report

[GRI 2-3]

Welcome to the 17th Asia Pacific Resources International Holdings Ltd ('APRIL Group' or 'APRIL') sustainability report, highlighting our environmental, social, and governance (ESG) performance for the 2025 calendar year.

In 2025, we continued to advance our sustainability agenda by implementing and reviewing sustainability measures across the organisation. This report highlights our progress, key achievements, and challenges in meeting our APRIL2030 targets and sustainability best practice indicators. This report is themed 'Strengthening impact', demonstrating APRIL Group's continued focus on ensuring our commitments translate into measurable impact.

We welcome your questions and comments about our sustainability performance and the contents of this report. Please e-mail your inquiries to sustainability@aprilasia.com.

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About APRIL

[GRI 2-1, 2-6]

Asia Pacific Resources International Holdings Ltd (‘APRIL Group’ or ‘APRIL’) is a leading global supplier of bio-based fibre products. Our diverse portfolio includes pulp, paper, viscose staple fibre (VSF), paperboard, and tissue. We manage forest plantations in Sumatra and Kalimantan, and operate manufacturing facilities in Pangkalan Kerinci, Riau Province, Indonesia. Our vertically integrated value chain allows us to implement and uphold responsible operational practices throughout our production cycle. APRIL is a privately owned company with headquarters in Singapore and a member of the RGE group of companies.

As of December 2025, we manage 1,425,548 hectares across the APRIL Group’s operations. Our land bank includes forest plantations (43%), conservation areas (33%), community fibre plantations (3%), built infrastructure (2%), and other inoperable areas (19%). In 2025, our integrated mill sourced over 15.5 million tonnes of wood and fibre, and produced four million tonnes of pulp used in downstream products, including paper, VSF, yarn, and paperboard, sold in 119 countries.

We employ 16,311 people, including our supply partners’ employees, and more than 250 in-house scientists to drive science-based approaches across our business operations.



Message from the President

[GRI 2–22]

2025 was a milestone year for APRIL, marking the midpoint of our APRIL2030 agenda and the 10-year anniversary of our foundational Sustainable Forest Management Policy 2.0 (SFMP 2.0). It provided an important opportunity to take stock of progress, while recognising areas where challenges remain and where further effort is required.

The theme of this report, ‘Strengthening impact’, reflects a year of recalibration — refining how we deliver on our commitments to ensure they translate into measurable results. This does not mean curtailing our ambition but rather taking stock and sharpening our approach so we can move forward with greater clarity, purpose, and effectiveness.

The business continues to grow and diversify, providing a strong foundation to expand our impact through increased resources for nature protection and support for local communities. At the same time, this growth brings added responsibility and effort to meet our APRIL2030 targets and commitments.

2025 also marked a step forward in strengthening partnerships. This included a five-year scientific collaboration with the International Union for the Conservation of Nature (IUCN), announced at the IUCN World Conservation Congress in Abu Dhabi in October. The collaboration aims to advance conservation science and help us to apply evidence-based solutions in the natural landscape



The business continues to grow and diversify, providing a strong foundation to expand our impact through increased resources for nature protection and support for local communities.

we manage, with implementation through the *Restorasi Ekosistem Riau* (RER) programme as the pilot project. It also expands the use of practical conservation tools and reinforces our focus on delivering measurable biodiversity outcomes through closer engagement with scientific networks and stakeholders.

It was also a year for strategic developments. At the same IUCN Congress, we launched our Thriving Nature strategy, which sets out the rationale for APRIL’s substantial long-term investment in nature. The strategy sharpens our approach to biodiversity by grounding it in science and landscape-level outcomes, while setting priorities for the years ahead.



We continue to make progress across a number of areas where we have set ambitious goals:

- **Plantation productivity continues to grow.** Mean Annual Increment (MAI) in Sumatra is up by 13.8% since 2019 and now stands at 23.1 tonnes/hectare/year, enabling us to source more products from the same land footprint.
- **We now have 39.4 megawatt-peak (MWp) installed capacity at our Pangkalan Kerinci site** powering the mill, and continued expansion of solar across our estates.
- **Emissions from land use continue to decrease**, from 4.8 MtCO₂e in 2019 to 3.0 MtCO₂e in 2025.
- **We allocated US\$ 14.8 million to conservation initiatives** — a record annual amount, bringing total investment since 2020 to US\$ 75 million.
- **Support for local communities continues to increase.** We worked with 445 households in 77 villages to mitigate extreme poverty. In addition, interventions in 114 villages have helped to achieve an infant stunting rate of under 14% in Riau Province.
- **We have adopted the Taskforce on Nature-related Financial Disclosures (TNFD) framework.** This is a respected global market-led initiative for reporting nature-related dependencies, impacts, risks and opportunities.

Even as we recognise our steady progress, we are giving more attention to those areas where we need to improve. Growth has made it challenging to achieve our target of 90% renewable and cleaner energy and has increased the emissions intensity of our products. Addressing this will require targeted investments to improve performance over time.

We continue to make progress toward our goal of women making up 20% of our workforce, with continued focus on sustaining this momentum, particularly at the leadership level, where we see further opportunity to strengthen representation over time.

Workplace safety remains a key priority. In 2026, we will continue to strengthen a safety-conscious culture across our supply chain, while advancing from a compliance-led approach to one where safety is deeply embedded as a core organisational culture.

In parallel, APRIL has embarked on the Forest Stewardship Council (FSC)’s Remedy Framework, which aims to address past social and environmental harms. In 2025, the company made good progress through dialogues and capacity building activities at both community and national levels, alongside ongoing assessments led by independent experts. These developments were shared at the FSC Global Assembly in October. Further information about the Remedy and Association process is available on the [FSC website](#) and our dedicated [microsite](#).

Our ambitious goals must remain agile as market dynamics evolve within a broader evolving landscape. While we recognise the progress made to date, deepening our impact will require continued innovation and relentless focus in the years ahead.

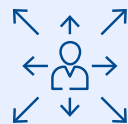
Looking ahead, we will continue to embed sustainability more deeply into our decision-making and day-to-day operations. This mid-decade provides an opportunity to adopt a more focused and disciplined approach to delivering our sustainability goals.

Sincerely,

Wang Bo
President of APRIL Group

Our year in summary

Policies and Governance



Expanded scope of Stakeholder Advisory Committee (SAC) to enhance focus on peatland



Completed a materiality assessment to update APRIL's material topics



Established Mill Climate Positive and Sustainable Growth Working Group ('Mill Working Group') to advance our APRIL2030 mill targets

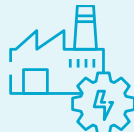
Climate Positive



3.0 MtCO₂e of land-use change emissions at Sumatra operations, a substantial reduction from 4.8 MtCO₂e (2019 baseline)



82.2% of our mill energy needs were met with renewable and cleaner energy sources



6.0% reduction in mill energy intensity since 2023, despite the growth of our operations



39.4 MWp of our mill energy was generated by on-site solar panels

Thriving Landscapes



Launched our Thriving Nature Strategy



76% of our 1-for-1 commitment met;¹ 470,723 hectares of conservation area



US\$ 75 million invested in landscape conservation since 2020



Established a five-year collaboration with IUCN to improve conservation science for peatland and biodiversity monitoring



13.8% increase in our mean annual increment (MAI) in Sumatra compared to 2019 baseline

Inclusive Progress



445 households in 77 targeted villages aided through interventions to eradicate extreme poverty



Interventions in 114 villages that helped reduce a stunting rate to under 14% in Riau Province

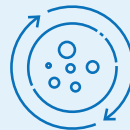


63% of community development programme participants were women



56% Gender Equality Assessment Result & Strategies (GEARS) score, rising from 42% in 2023 and reflecting effectiveness of our gender action programmes

Sustainable Growth



97.7% soda recovery rate achieved



Began using zinc sludge and fly ash waste mixture as plantation fertiliser



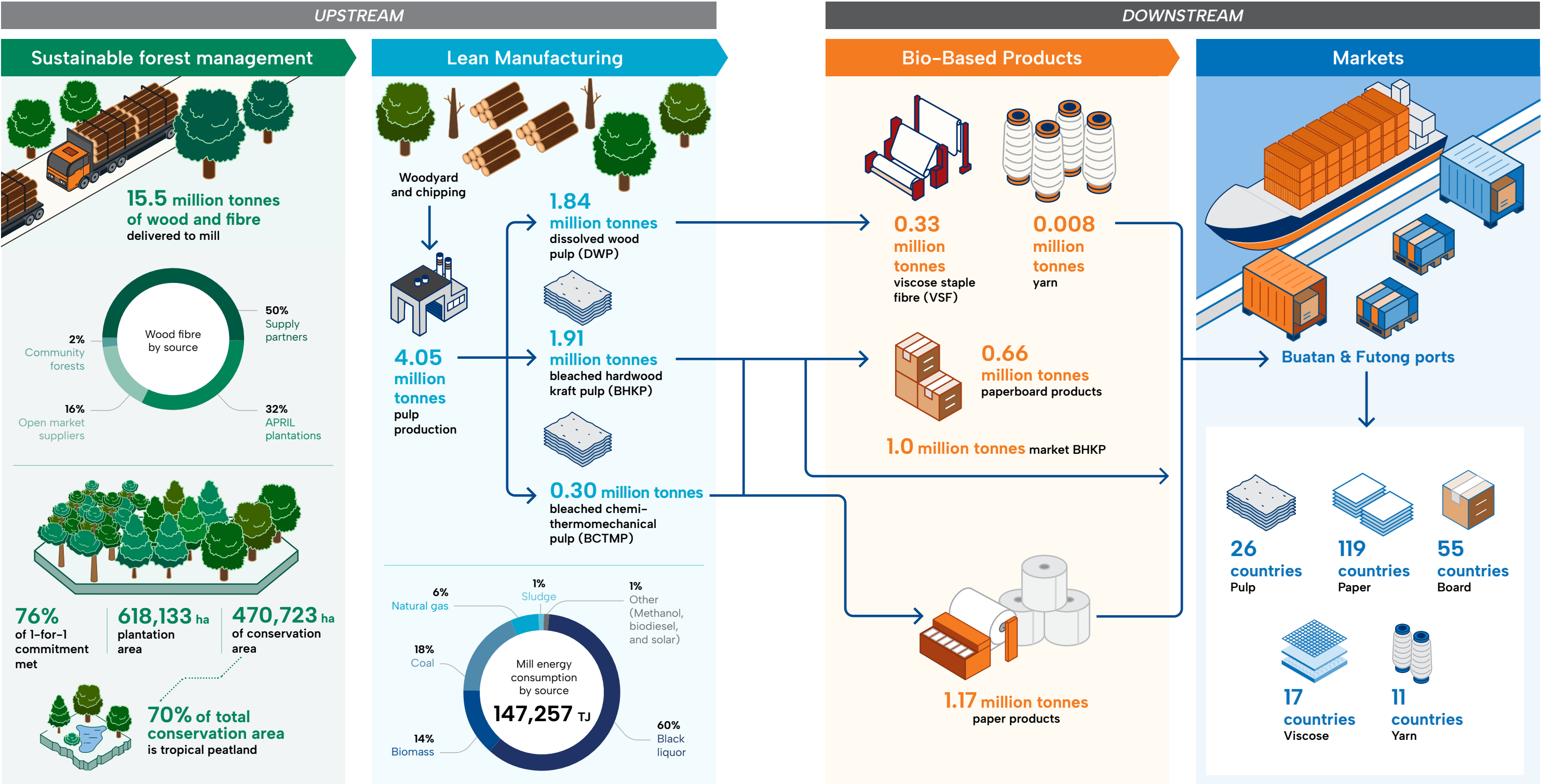
0.8% reduction in our water consumption intensity despite the growth of our operations

[1] Our commitment to conserving one hectare of forest for every hectare of plantation we manage (1:1).

Operational and business overview

[GRI 2–6]

Our integrated value chain



Operational and business overview

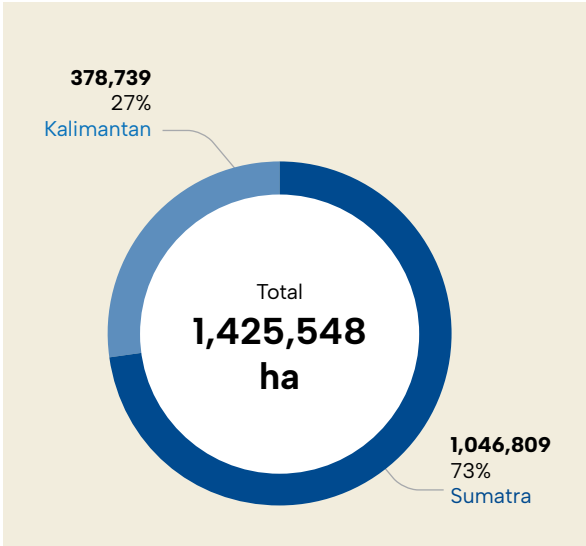
Sustainable forest management

[GRI 3–3]

Our commitment to sustainable forest management is guided by our Sustainable Forest Management Policy 2.0 (SFMP 2.0), which reached its landmark 10th anniversary in 2025. Through APRIL’s Production–Protection model we take an integrated approach that promotes sustainable business growth while balancing production and ecosystem conservation. APRIL’s plantation forests support this model by serving as buffer zones that help protect dedicated conservation and restoration areas. In our plantations, we employ R&D-backed precision forestry tools and methodologies to enhance productivity while upholding our no-deforestation commitments.

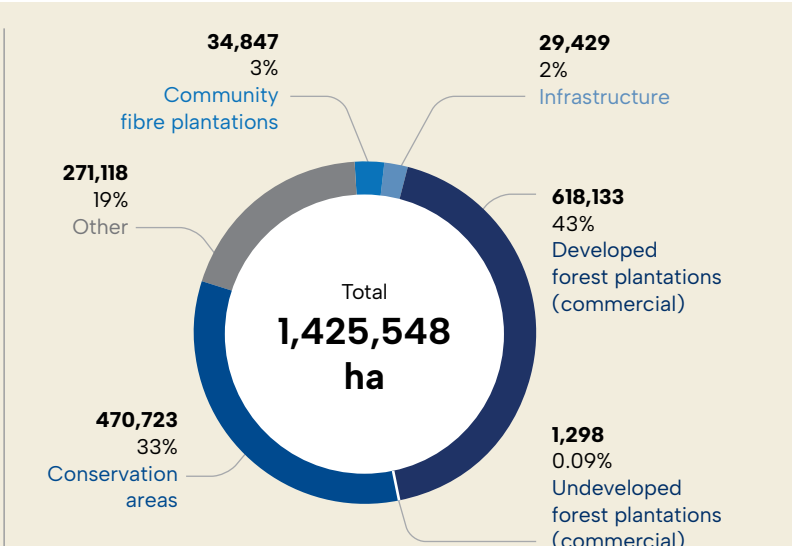
APRIL manages concessions licensed under its operating arm, PT Riau Andalan Pulp and Paper (RAPP), as well as our long-term supply partners.² As of December 2025, our total land bank comprises 1,425,548 hectares across Sumatra and Kalimantan, where our Production–Protection model is implemented at scale. In 2025, more than 11,000 hectares and 4,800 hectares were added to our managed plantations and conservation area, respectively. These areas were previously under dispute with local communities and were preserved by APRIL without activity. However, the outstanding claims were addressed via our land dispute resolution mechanism in 2025, and the disputed land is now subject to our plantation management and conservation efforts.

Managed area by region 2025 (ha, %)



- Notes:
- ‘Managed areas’ include our 12 PT RAPP concessions and 35 long-term supply partners in Riau and Kalimantan.
 - ‘Other’ includes *de facto unmanageable* areas within our land footprint due to inoperable soils (e.g. rocky terrain or flood-prone areas), community claims under review, boundary overlaps, and village settlement areas.
 - Fluctuations in total managed hectareage can occur year-on-year due to boundary revisions resulting from on-site verifications and adjustments for digital spatial analysis tolerances.

Managed area breakdown 2025 (ha, %)



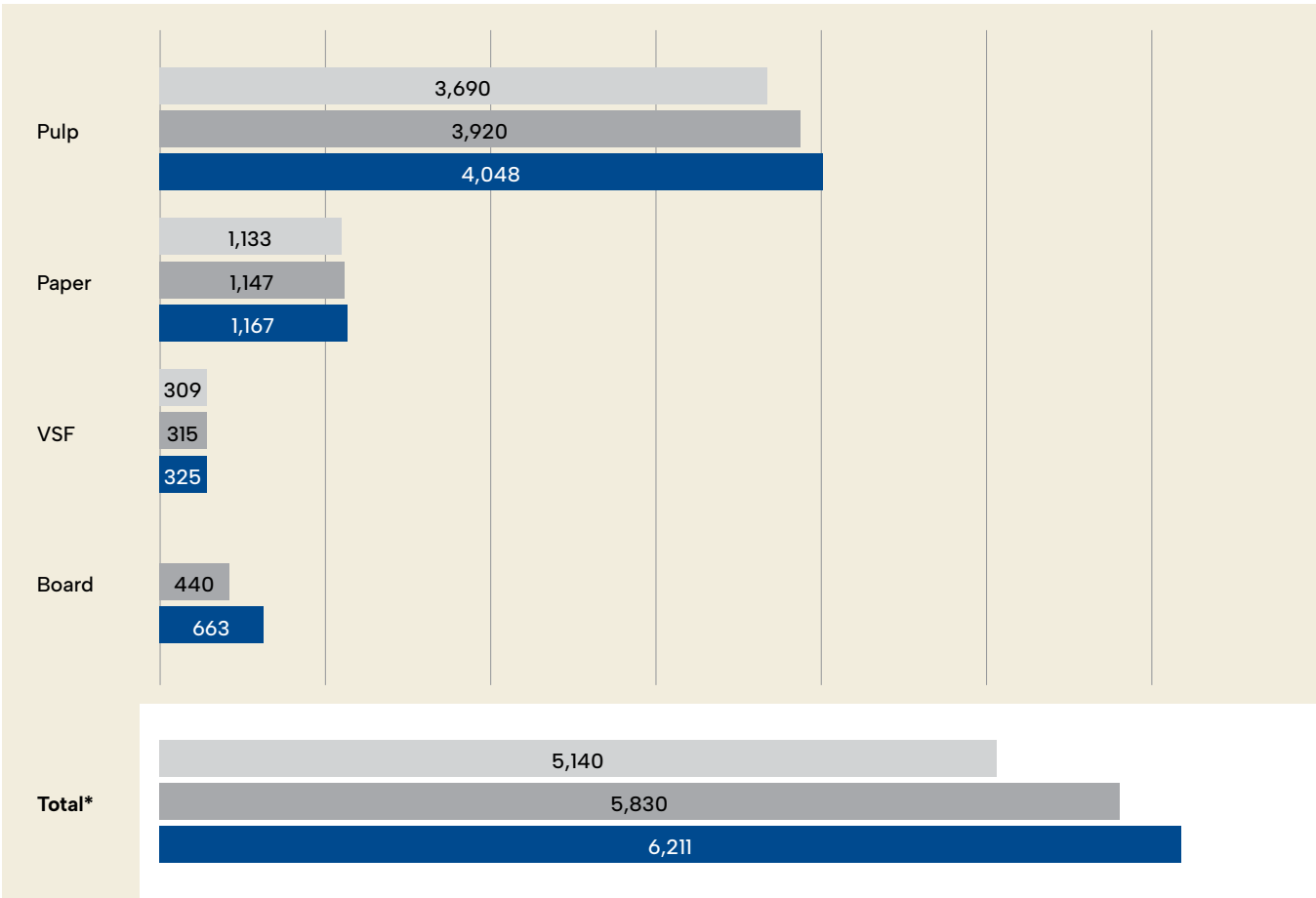
Lean manufacturing

Our integrated mill complex at Pangkalan Kerinci, Riau Province, Indonesia comprises pulp, paper, viscose staple fibre (VSF), yarn, and paperboard production facilities. Situated alongside sustainably managed plantations and supported by a network of ports, warehouses, and roads, APRIL Group is well positioned to maximise operational efficiencies and achieve economies of scale. Embracing vertical integration creates a reliable supply

of raw materials, strengthens business resilience, and enables us to deliver consistent, high-quality products to global markets.

We prioritise responsible manufacturing through waste utilisation, water conservation, and optimised energy and resource use, while fully complying with local environmental regulations and international industry standards.

Production at mill by product 2023–2025 (kt)



- Notes:
- Paperboard production began in 2024.
 - Total paper production in 2023 has been restated.
 - *Our annual yarn production volume of approximately 8 kt is included in the total column and not separately represented in this chart.

[2] For more about our suppliers, see our [APRIL Sustainability Dashboard](#).

Operational and business overview

Bio-based products

APRIL produces high-value bio-based products for domestic and international markets. We only use renewable fibre sourced from PEFC (Programme for the Endorsement of Forest Certification)–certified and PEFC–controlled sources.



Pulp

We are a world-leading pulp supplier, employing advanced manufacturing processes to produce premium-quality bleached kraft pulp and dissolving grade pulp. Our products are used in diverse applications, including packaging board and for daily necessities, such as printer paper, tissue, tea bags, and magazine stock.

Paper



Our flagship brand, PaperOne™, offers a range of premium-quality office paper for the most demanding print and copy applications. All PaperOne™ products feature our revolutionary ProDigi™ HD Print Technology for superior digital printing performance. Highly opaque, this paper is ideal for multi-directional, double-sided printing. It is made from 100% elemental chlorine-free renewable plantation pulp.

Viscose



Asia Pacific Rayon (APR), our sister company, produces biodegradable VSF and yarn for diverse applications, including home and industrial textiles, modest wear, terry products, sportswear, wet tissues, beauty masks, and other hygiene products. We are the first fully integrated VSF producer in Asia.

Paperboard



We offer a comprehensive range of high-quality paperboard products, including folding box board (FBB), food packaging board, and artboard. Marketed under BoardOne™ and SilverPak™, our paperboard is suitable for applications in cosmetics, healthcare, and pharmaceuticals. Certified food-safe, our products are also widely used for food service packaging. Designed to provide strength, durability, and high printability, paperboard is a high-quality product suited to specialised end-use applications, and it meets the diverse needs of our customers around the globe.

Note: In 2024, APRIL acquired a controlling interest in Origami, a leading consumer tissue products company in India. Its operations are excluded from the scope of this report as we continue to integrate it with the rest of the Group.

Certifications

[GRI 411–1, 417–1]

APRIL complies with industry-leading standards and certification schemes to ensure that our production and system management approaches meet the expectations of international markets.

Forest certifications and regulations

Beyond complying with local, regional, national, and international regulations, our production and forest management practices meet market certification expectations and comply with relevant environmental and human rights standards. Our concessions are 100% certified against the Sustainable Production Forest Management *Pengelolaan Hutan Lestari* (PHL)³ and *Sistem Verifikasi Legalitas Kayu* (SVLK) standards.

APRIL has been a member of the Programme for the Endorsement of Forest Certification since 2016 and maintains certification of plantations against the PEFC Forest Management (PEFC–FM) standard. Our total PEFC–certified land bank also includes the [Restorasi Ekosistem Riau \(RER\)](#) conservation area, voluntarily managed in line with international standards.

Additionally, our integrated mill is PEFC Chain of Custody certified, ensuring our manufacturing operations source PEFC–certified raw materials that are fully traceable to their origin.

Change in PEFC–certified plantation area

In 2025, the percentage of our PEFC–certified land bank was adjusted to 72.9%, dropping from 83.7% in 2024. This change comes from the latest Circular Letter from the Indonesian Forestry Certification Cooperation (IFCC) – the national governing body for PEFC in Indonesia, following which our supply partners opted to exclude non-forestry operational areas (such as agricultural land and settlements) from the total certified figures to better reflect actual forest management. Additionally, we have improved data collection to ensure that our current reporting more accurately reflects our certified forest estates.

Anticipating the EUDR

Despite the delay in the enforcement of the European Union Deforestation Regulation (EUDR), APRIL began supplying mandated compliance data to European buyers in 2024, providing them with an advance opportunity to test their readiness and internal systems. APRIL has continued to work closely with our customers, suppliers, and technical service providers to build an efficient and reliable process that addresses the anticipated regulatory requirements.

[3] Previously, *Pengelolaan Hutan Produksi Lestari* (PHPL).

Operational and business overview

List of certificates

Forestry

Forest management









Wood legality



Mill

Management system and facilities
















Product certification

PaperOne™












Viscose










BoardOne™ SilverPak





Performance






Operational and business overview

Update on Implementing the FSC Remedy Framework

In 2025, we continued implementing APRIL’s remedy process following the Forest Stewardship Council (FSC) Remedy Framework. This included the conduct of baseline assessments of past environmental and social harms and dialogues with impacted rights holders and other stakeholders in the impact areas in Riau, Kalimantan, and North Sumatra.

A key part of this process is facilitating community readiness to engage in the remedy process and this was undertaken through APRIL’s collaboration with two independent national organisations: *Forum Komunikasi Kehutanan Masyarakat* (FKKM) Riau and *Patala Unggul Gesang* (PUG). Both organisations bring extensive experience in community facilitation and outreach.

Throughout the year, stakeholder engagement focused on building awareness, strengthening dialogues, and gathering feedback across multiple levels. Landscape-level discussions were held across four districts in Riau Province, including Pelalawan, Kuantan Singingi, Indragiri Hulu, and Siak, to support local understanding of the Remedy Framework and its implementation. At the local level, a large-scale stakeholder dialogue in Pekanbaru brought together nearly 200 participants from 10 villages, including more than 100 local community representatives, government representatives, NGOs, media and academics, as part of broader community capacity-building efforts. A community preparedness programme initiated in October 2024 in five villages across Siak, Pelalawan, Kepulauan Meranti, and Bengkalis regencies, also helped build awareness on free, prior and informed consent (FPIC), participatory mapping and APRIL’s remedy process.

FSC International also organised a multi-stakeholder forum in Jakarta, which explored the Framework’s transformative potential and practical challenges, while providing space for input from affected communities. Engagement also extended internationally, with participation in the FSC



FSC Remedy Forum Jakarta

Global Assembly in Panama, including contributions to discussions on operationalising remedy in complex landscapes.

In parallel, progress was made on establishing the baseline for remedy. The environmental component of the baseline assessment was completed by FSC-appointed independent assessors, supported by a pilot community survey in Riau Province which enabled the participating community members to identify past harms and inform the overall assessment process.

In September 2025, FSC advised APRIL of the suspension of our Memorandum of Understanding for the application of the Remedy Framework, following an incident involving PT Toba Pulp Lestari employees and members of a local community in North Sumatra. APRIL committed to conduct an [independent investigation](#) into the incident to help identify the root causes of the conflict and develop an action plan to avoid the recurrence of a similar incident.

APRIL remains committed to continue our efforts to implement the Remedy Framework. Full details of the remedy and association process are available on [FSC Connect](#) and APRIL’s dedicated [microsite](#).

Approach to sustainability

2025 marks the 10th anniversary of our Sustainable Forest Management Policy 2.0 (SFMP 2.0). Among its provisions, this visionary framework, developed in 2015, outlines our pledges to end deforestation, protect and conserve forests, manage peatlands, and respect the rights of Indigenous peoples and local communities in our operations and our supply chains. The policy is the foundation of our day-to-day best practices and our APRIL2030 commitments and

targets, which enables us to grow sustainably, uphold our commitments, and diversify our operations.

APRIL Group periodically reviews and updates our policies to stay aligned with evolving best practices and stakeholder expectations. In 2026, APRIL will be undertaking a review process of SFMP 2.0.

Our sustainability commitments

[GRI 2-23]

Best practices

We strive to integrate best practices into our day-to-day operations and sustainability initiatives. We track our performance and the implementation of these best practices across all material areas, including conservation, human rights, community empowerment, health and safety, resource efficiency, and certifications that exceed the focus areas of our APRIL2030 agenda. **We share and highlight our progress in these areas as performance summaries at the beginning of every pillar section in this report.**

Looking back on 10 years of sustainability transformation

In June 2025, APRIL published [A Decade of Action](#), marking 10 years of the Sustainable Forest Management Policy 2.0. The report reflects on the policy’s evolution and the outcomes delivered for people, communities, and nature. While the first iteration launched in 2015 was focused on aligning with international and industry standards, version two naturally pivoted to more ambitious commitments. SFMP 2.0 established clear commitments to environmental stewardship, sustainable development, transparent governance, and alignment with the global climate agenda. The policy also deepened our commitment to community development, recognising that lasting forest protection can only be achieved by improving livelihoods alongside conservation efforts.



The Evolution of APRIL’s Commitment



2002

- Pioneered Wood Legality Chain of Custody System
- Published first Sustainability Report



2005

- Leader in implementation of High Conservation Value (HCV) assessment
- Obtained PEFC Chain of Custody certification



2013

- *Restorasi Ekosistem Riau (RER)* launched to restore degraded peat forest on Kampar Peninsula



2017

Independent Peat Expert Working Group (IPEWG) publishes peatland roadmap



2015

- Strengthened SFMP 2.0
- 1-for-1 conservation to plantation ratio commitment
- Announcement of US\$ 100 million investment in conservation restoration
- PEFC Certification for sustainable forest management



2014

Launched Sustainable Forest Management (SFMP) and the independent Stakeholder Advisory Committee (SAC)



2020

Launch of APRIL2030 – APRIL’s agenda for meeting the challenges of a crucial decade for climate, nature and sustainable development



2021

First solar panel installed at APRIL’s Kerinci site



2023

Peatland science team publishes a landmark study in the journal Nature on the effects of land-use change of GHG fluxes in tropical peatlands in Sumatra



2024

Installed 26.3MW of solar power. 2030 target of 25MW reached six years early

Approach to sustainability

One of the most important developments accompanying SFMP 2.0 was the set-up of an independent Stakeholder Advisory Committee (SAC), comprising national and international expert advisors, to oversee the policy’s implementation. Over the years, accountability to our policy implementation has been strengthened with this independent oversight. The SAC has continued to offer expert guidance on APRIL’s engagement with the public and the disclosure of our SFMP 2.0 progress and challenges. The committee also oversees an annual

assurance process that identifies non-compliances and opportunities for improvement. **KPMG Performance Registrar Inc. (KPMG PRI) independently assured our SFMP 2.0 implementation in 2025 and submitted an 11th annual report covering 19 performance indicators to the SAC.**

 [Read more: SFMP 2.0 Assurance Report 2026](#)

SFMP: a critical pivot point

Commentary by Rodney Taylor | SAC Co-Chair



APRIL’s adoption of the SFMP 2.0 in 2015 marked a critical pivot point, in response to long-standing environmental advocacy, whereby APRIL committed to halt further deforestation, stop sourcing fibre from external suppliers that continued to engage in deforestation, and stop using mixed tropical hardwood. APRIL also pledged to conserve a hectare of forest for every hectare of plantation. Since then, APRIL has held firm on the policy and expanded its fibre supply by increasing productivity, without clearing high conservation value forests to make way for new plantations. As allegations have surfaced that APRIL sourced fibre from third-party suppliers linked to deforestation, APRIL has investigated these claims and published thorough responses.

Over the last decade, APRIL has progressively expanded its sustainability agenda. The APRIL2030 targets are ambitious and measurable, and APRIL rigorously monitors and reports progress towards them. The tone of stakeholder dialogues has also shifted – from hostility to more constructive, collaboration-focused exchanges at both the community and national levels.

ABOUT

Rodney Taylor is a forest sector expert. Since October 2017, he has served as the World Resources Institute (WRI)’s Global Forest Program Director. He joined the SAC in 2020 and has served as Co-Chair since 2023.

Contributing to the SDGs

In 2019, APRIL conducted bottom-up and top-down analyses, using stakeholder input and other data, to identify the United Nations Sustainable Development Goals (SDGs) we align with. Our material topics and APRIL2030 strategies align with all 17 of the SDGs, translating how our initiatives contribute to these global objectives, and executed locally across our operations. We highlight the SDGs that we contribute to in our section on materiality and at the beginning of each pillar section of this report.



APRIL2030

APRIL2030 is our ambitious 10-year sustainability agenda comprising 19 targets divided into four commitment pillars: Climate Positive, Thriving Landscapes, Inclusive Progress, and Sustainable Growth. It guides our actions to positively impacting climate, nature, and people, while growing our business sustainably through to 2030. The scope of APRIL2030 reporting covers APRIL’s operations in Sumatra, as well as those of our suppliers. In February 2025, APRIL

Group published our [APRIL2030 Progress Report: Progress & Pathways – An Update on APRIL2030 Commitments and Targets](#), marking the halfway point of our 10-year strategy, and outlining our achievements and challenges in meeting its commitments.

The present report covers our progress against our APRIL2030 targets.

Approach to sustainability

APRIL 2030 Performance Summary		
Commitment	Target	
 CLIMATE POSITIVE Implement science-based solutions to drastically reduce emissions 	Achieve net zero emissions from land use	●
	Reduce product carbon emissions intensity by 25%*	●
	Source 90% of mill energy needs from renewables and cleaner energy sources*	●
	Source 50% of fibre operations' energy needs from renewables and cleaner energy sources	●
 THRIVING LANDSCAPES Champion conservation as part of our Production-Protection landscape management approach 	Invest in landscape conservation	●
	Zero net loss of conservation areas*	●
	Positive biodiversity gains*	●
	Support wildlife protection in Indonesia*	●
	Advance tropical peatland science	●
	Increase fibre plantation productivity by 50%	●
 INCLUSIVE PROGRESS Empower our people and communities through transformative initiatives 	Eradicate extreme poverty in villages surrounding our operational areas	●
	50% reduction in stunting in target villages**	–
	Promote quality education**	–
	Promote access to healthcare	●
	Advance equal opportunities for women	●
 SUSTAINABLE GROWTH Grow our business through diversification, circularity, and responsible production 	98% chemical lime and soda recovery rate*	Lime ● Soda ●
	80% less solid waste to landfill	●
	25% less process water used per product tonne	●
	Incorporate 20% recycled textile in VSF production	●

● Achieved	2030 target achieved
● On track	Interim annual target achieved or surpassed; on track to meet 2030 target
● Progressing	Interim annual target not met, but progress made against the baseline
● Not progressing	Actions in place, but no progress against the baseline
● In development	Actions currently in development, but not yet implemented

- Notes:
- *Target scope, calculation methodology, or indicators refined in 2025.
 - **Pending the release of government reports to determine progress.

Our global context

APRIL carefully monitors regional, national, and global sustainability trends, developments, and challenges to maximise our impact and focus on the most pressing issues facing our business. Our top priorities in 2025 covered:

Challenges	Context	Our responses
Rising global temperatures and extreme climate events	2025 was the third-warmest year on record,⁴ with average global temperatures reaching 1.44°C above pre-industrial levels, nearing the 1.5°C threshold set by the Paris Accord to prevent irreversible climate change - Global warming observed in the last 11 years (2015–2025)⁵ - Ocean temperatures rose by 0.49°C against the 1981–2010 baseline	- Advance climate mitigation and adaptation across our operations - Strengthen implementation of zero emissions from land use, reduce carbon emissions intensity, and increase use of renewable and cleaner energy - Deploy physical, operational, and silviculture solutions across plantation, production and landscape levels Material topics: Climate mitigation, Climate adaptation
Biodiversity loss	- Human activity has degraded 73% of terrestrial ecosystems and two-thirds of aquatic environments⁶ - One million species face imminent extinction⁶ - Global frameworks such as the Kunming–Montreal Global Biodiversity Framework aim to reverse nature loss by 2030	- Implement policies and practices aimed at achieving net-zero loss of conservation areas and delivering positive biodiversity gains - Protect species habitat, restore landscapes, and maintain deforestation-free supply chains - Collaborate with NGOs and local communities to advance conservation strategies and adopt financial tools to fund these and other efforts Material topics: Biodiversity and ecosystem management, Sustainable forest management, Fire management, Wood fibre sourcing
Global sustainability commitment	- Political pressure from the US and regulatory clawbacks in Europe and elsewhere have reshaped global sustainability commitments - Although the retreat of major players has led to the dissolution of key industry coalitions in different sectors, individual companies continue to advance their sustainability agendas.⁷ Approximately 85% of companies remain steadfast in their sustainability commitments⁸	- Enforce our due diligence that is directly related to the European Union Deforestation Regulation (EUDR) - Re-baseline community profiles to maximise impact - Engage with stakeholders, customers, and government regulators Material topics: Governance and business conduct, Community livelihoods

[4] World Meteorological Organization (WMO). (2026, January 14). [WMO confirms 2025 was one of warmest years on record](#).

[5] World Meteorological Organization (WMO). (2025). [State of the Climate Update for COP30](#).

[6] Intergovernmental Science–Policy Platform on Biodiversity and Ecosystem Services (IPBES). (2019). [Summary for Policymakers of the IPBES Global Assessment Report on Biodiversity and Ecosystem Services](#).

[7] Hawkins, N. and Cooper, K. (2025, September 23). [Are Companies Actually Scaling Back Their Climate Commitments?](#) Harvard Business Review.

[8] McCaffrey, C.R. and Jones, O. (2025, December 12). [Top 10 geopolitical developments for 2025](#). EY.

Approach to sustainability

Challenges	Context	Our responses
Geopolitical and macroeconomic issues	- Escalating US tariffs, geopolitical conflicts, increased protectionism, and shifting foreign policy are reshaping alliances, creating obstacles for globally integrated businesses, straining supply chains, driving up shipping costs and raw material prices, creating regulatory uncertainty, and fuelling inflation⁸ - Regional conflicts further strain and disrupt supply chains, destabilise local economies, and disenfranchise worker populations - Uncertainty remains despite a 3–5% increase in pulp prices in Q3 2025 and a surge in demand for packaging material in Southeast Asia⁹	- Strengthen vertical integration by diversifying markets to enhance resilience and optimise resource efficiency - Invest in research and innovation to capture emerging market opportunities Material topics: Resource efficiency (circularity)
Regulatory shifts and uncertainty	- Market access and operating costs are contingent on evolving international and domestic environmental frameworks, requiring strategic and operational adjustments - Upcoming regulatory developments, such as the simplified EUDR,¹⁰ introduce revised compliance and traceability requirements	- Support European customers with due diligence data - Support and contribute to Indonesia’s Second Nationally Determined Contribution (SNDP) for 2031–2035 climate change mitigation and adaptation strategy - Anticipate the development of Indonesian’s carbon market aligned with the FOLU Net Sink 2030 agenda Material topics: Governance and business ethics, Climate mitigation

Materiality

[GRI 3–1, 3–2, 2–14]

To ensure our focus areas and sustainability strategy reflect evolving industry trends and our APRIL2030 commitments, we conduct periodic materiality assessments, which help us improve sustainability reporting robustness, prioritise our strategic focus areas, and clarify our responses to stakeholder needs.

2025 materiality review

Between Q4 2025 and Q1 2026, we conducted a materiality assessment to update our 2021 materiality results. This latest assessment identified an expanded set of topics, comprising 12 material issues, including ten that were revised or carried over from the previous assessment.

[8] McCaffrey, C.R. and Jones, O. (2025, December 12). [Top 10 geopolitical developments for 2025](#). EY.
[9] ResourceWise (2025, December 4). [A Look Inside the Global Pulp & Paper Market: Q3 2025](#).
[10] Council of the EU. (2025, December 18). [Deforestation: Council signs off targeted revision to simplify and postpone the regulation](#).

Summary of changes
New topics: - Governance and business ethics (including sub-topics raised during the process, specifically: Certification and regulation, Product quality and safety, Transparency and reporting, and Partnerships and collaboration). - Fire management and Diversity and inclusion have also been removed from the existing topics and have become standalone indicators in response to stakeholder feedback and dedicated APRIL priorities. Revised topic names: - Forest management was updated to Sustainable forest management to distinguish between the needs of our business operations and our sustainability priorities; - Human rights was updated to Human rights and labour rights, to better focus on the employer–workforce relationship and related fundamental rights. Merged topics: Water use is now merged with Resource efficiency (circularity), which also covers waste, chemicals, and air emissions.

It is important to note that several topics raised by stakeholders during the consultation process are reflected within APRIL’s broader approaches to sustainability implementation and communications, rather than being identified as standalone material topics. These issues are either already embedded within APRIL’s existing priorities or are being closely monitored as the landscape evolves.

In the short-term, APRIL will shift to a double materiality assessment (DMA) to better align with regulatory and stakeholder expectations.

Materiality process

1 Topic Review and Identification	- Conducted desktop research and performed benchmarks against industry peers, standards, frameworks, and best practices - Reviewed media/NGO reports and past material issues
2 Stakeholder Consultation	- Tested material topics through external stakeholder and internal employee surveys, which received a combined 129 responses - Conducted interviews with 12 external stakeholders
3 Topic Prioritisation	- Analysed information and integrated feedback from surveys and interviews - Refined issue names and definitions - Mapped issues against global frameworks (e.g. UN SDGs and APRIL2030) - Prioritised issues to refresh materiality matrix - Sense checked and workshopped material issues and materiality matrix with the APRIL sustainability team
4 Validation and Approval	Validated materiality assessment results with the sustainability team, and approved by the Head of Strategic Initiatives & ESG

Approach to sustainability

Materiality matrix 2025



Material topic definitions

Below is an overview of APRIL’s material topics, which have been mapped to our APRIL2030 sustainability commitments and the corresponding SDGs. As shown below, these topics reflect our impacts and dependencies across the value chain, covering our upstream fibre operations, downstream integrated mill processes, and materials sourced from third parties.

Pillar	Material topic	Description	Value chain*	Corresponding SDGs
 CLIMATE POSITIVE	Climate adaptation	Building resilience and reducing APRIL’s vulnerability across our operations, supply chains, and communities by assessing and addressing vulnerabilities and climate-related risks	Upstream Downstream	 
	Climate mitigation	Reducing greenhouse gas emissions from land use and our operations to align with APRIL2030 targets by decarbonising operations, improving energy efficiency, renewable energy deployment, and enhancing carbon sequestration, among others	Upstream Downstream Suppliers	 
 THRIVING LANDSCAPES	Biodiversity and ecosystem conservation	Protecting, restoring and enhancing forest areas and natural habitats identified as high conservation value (HCV), high carbon stock (HCS), and peatland within and around APRIL’s concession areas; investing in long-term landscape initiatives through the 1-for-1 conservation commitment, <i>Restorasi Ekosistem Riau</i> (RER) programme, employing sustainable conservation funding models, partnering with communities, and engaging in conservation activities beyond our operational boundaries	Upstream Suppliers	   
	Fire management	Preventing and rapidly responding to fire risks through monitoring and community collaboration	Upstream Suppliers	
	Sustainable forest management	Managing plantations and conservation forests responsibly using APRIL’s Production-Protection model; investing in research and enhancing existing plantations’ yields while upholding our SFMP 2.0 commitments, including peatland best practices management, and landscape monitoring	Upstream Suppliers	
	Wood fibre sourcing	Sourcing wood fibre responsibly to ensure traceable, stable, legal, and sustainably-managed supply; addressing environmental and social risks in the supply chain through engagement, assessment, and verification	Downstream Suppliers	
 INCLUSIVE PROGRESS	Community livelihoods	Enhancing socio-economic opportunities, access to education and infrastructure, and long-term resilience in surrounding communities through partnerships and capacity-building programmes	APRIL Group	    
	Diversity and inclusion	Promoting equal opportunity, inclusive culture, and diverse representation in our workforce regardless of gender, ethnicity or age; includes anti-discrimination policies, which cover hiring, equal pay for equal effort, and capacity-building for women and youth in surrounding communities	APRIL Group	
	Human rights and labour rights	Upholding community rights; remedying past environmental and social harms affecting communities; engaging in free, prior and informed consent (FPIC) and consultative procedures; respecting, safeguarding, and upholding the rights of employees, contractors, and local communities across APRIL’s operations and supply chain, including labour rights and freedom of association, through an effective grievance mechanism, by prohibiting forced and child labour, and by offering fair employment terms	APRIL Group Suppliers	
	Occupational health and safety	Promoting a safe and healthy work environment across plantation, mill, and contractor activities through the implementation of occupational health and safety management systems, hazard identification and risk mitigation measures, safety training and awareness programmes, incident prevention measures, and compliance with applicable regulations	Upstream Downstream	
 SUSTAINABLE GROWTH	Resource efficiency (circularity)	Minimising waste generated, optimising resource use, and designing processes that maximise material recovery to increase recycling or byproduct utilisation and reduce waste sent to landfill; responsibly managing air emissions and pollutants; improving chemical recovery; managing water withdrawal, consumption, treatment, and discharge across plantations, mills and surrounding landscapes; optimising water use at our operations	Upstream Downstream	 
OTHERS	Governance and business conduct	Ensuring responsible, ethical, and transparent decision-making through strong accountability and compliance systems; delivering products certified to recognised quality, safety, and performance standards; meeting the needs of customers; engaging stakeholders to collectively drive our sustainability agenda; publishing regular, clear, data-backed sustainability disclosures; operating a robust and transparent grievance management system	APRIL Group	

*Note: refer to [Integrated value chain](#) diagram.

Approach to sustainability

Our sustainability strategy

[GRI 2–23]

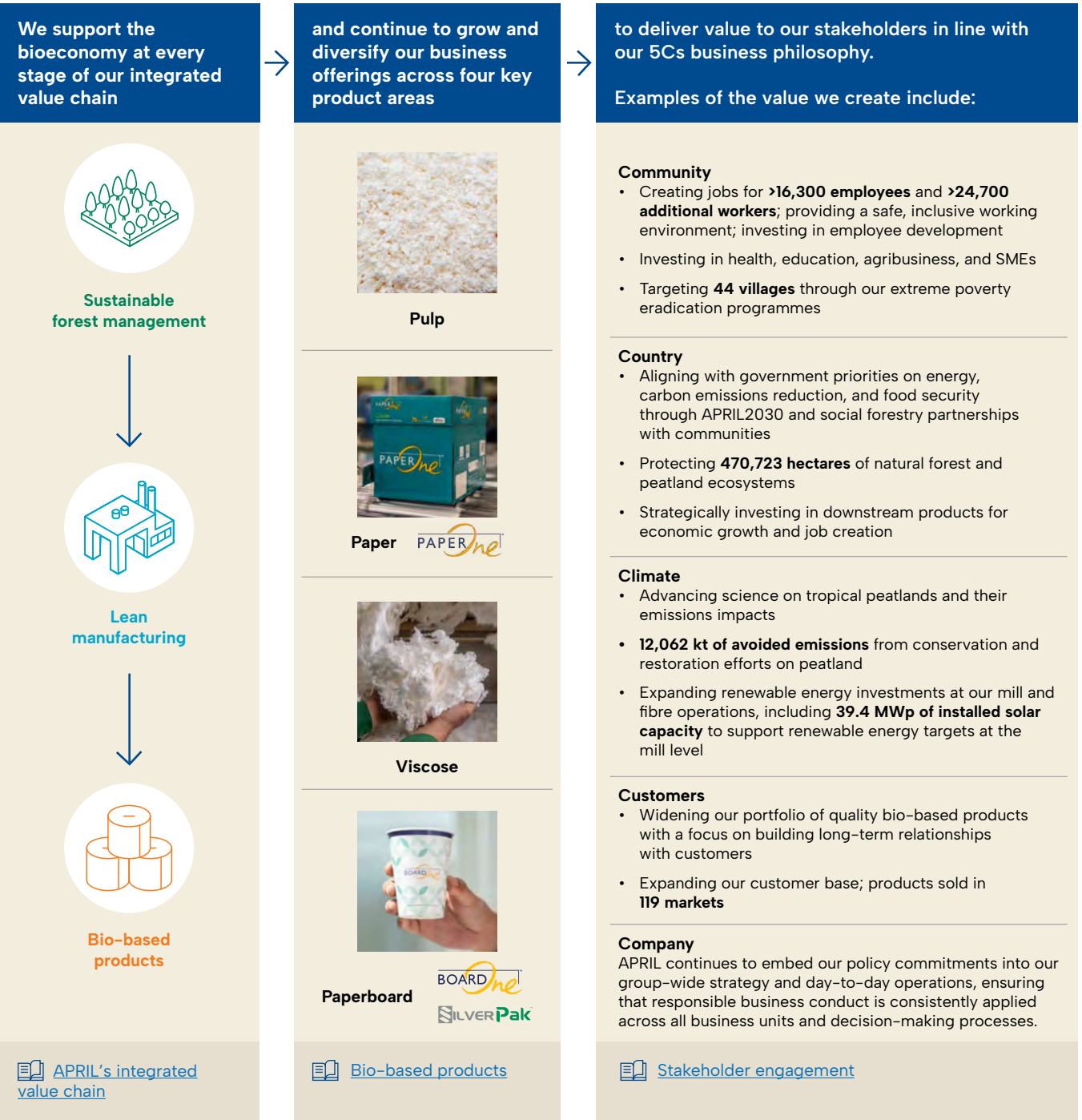
Our structured approach to sustainability is driven by our company’s purpose **to improve lives by developing resources sustainably**, and our vision to embrace sustainability and conduct business in ways that positively impact people and the planet. Key management functions, including our governance, policies, and risk management, form the foundation of our approach to embedding sustainability in the business. Finally, our strategies define our sustainability commitments and how we address our material topics in compliance with operational best practices and in response to evolving risks and opportunities.

We measure and track our performance against our commitments and evaluate our actions to ensure we deliver impact in accordance with our **5Cs business philosophy**. Furthermore, we continuously monitor, verify, and report our progress in accordance with industry best practices and standards.



Creating value – Our 5Cs Business Philosophy

We strive to create value for our stakeholders according to our 5Cs philosophy: Our operations should be good for the *Community, Country, Climate, and Customers*, and only then will they be good for the *Company*.



Approach to sustainability

Policies

[GRI 2–15, 2–23, 2–24]

Our sustainability policies lead to the development of clear and effective standard operating procedures that can be implemented company-wide and are supported by our APRIL2030 agenda. Our policies are guided by internationally recognised principles and regulatory frameworks. They are periodically reviewed and updated to ensure they reflect current conditions and best practices. Our SFMP 2.0 serves as the foundation of our sustainability commitments, which applies internally to APRIL and extends to our current and future wood suppliers. It also applies to all future acquisitions and partnerships. We continue to build on SFMP 2.0 by establishing new sustainability-related policies that reflect our evolving material topics and our commitments to climate, nature, and people.

List of policies

- Sustainable Forest Management Policy 2.0
- [Wood and Fibre Sourcing Policy](#)
- [APRIL Group Sustainability Policy](#)
- [Human Rights Policy](#)
- Enterprise Risk Management Policy
- Occupational Safety and Health Policy
- [Integrity and Ethics Policy](#)
- [Diversity, Equity and Inclusion Policy](#)

Ethics and business conduct

[GRI 2–23, 2–24, 2–27, 3–3, 205–1, 205–2, 410–1]

Guided by the RGE Global Code of Conduct, we strive to uphold the highest standards of ethical business conduct and practices within the company and when dealing with external parties. We also adhere to the APRIL Group Integrity and Ethics Policy, which strictly prohibits unethical and illegal business practices, including bribery and corruption. The Policy applies to all APRIL employees and anyone acting on behalf of the company, including contractors, suppliers, consultants, and business partners. To raise awareness of bribery and corruption risks within the organisation, 6,876 employees received anti-bribery and corruption training in 2025.

APRIL’s operational standards comply with the relevant environmental regulations governing our forestry and manufacturing activities. We have secured all the land-use permits necessary to carry out our activities, and there were no instances of legal non-compliance in 2025.

APRIL’s suppliers must adhere to our Code of Procurement Ethics, which outlines our values, principles, and sustainability commitments in line with SFMP 2.0, our most recent policies, and the RGE Group Sustainability Framework.

In November 2025, we rolled out a standalone Code of Principles and Practice on Security Services, adapting the principles of our existing Code of Conduct to security practices at our operations.

Sustainability financing

As of December 2025, we continue to maintain sustainability-linked loans from a consortium of banks. To comply with the terms of these financial instruments, APRIL is assessed against agreed-upon KPIs, in line with several of our APRIL2030 targets, including:



Reducing our product emissions intensity



Investing in conservation



Addressing extreme poverty in targeted villages



Increasing renewable energy at our fibre operations



Reducing solid waste to landfill

We independently assure our performance and report our progress on meeting these KPIs to our lenders annually.

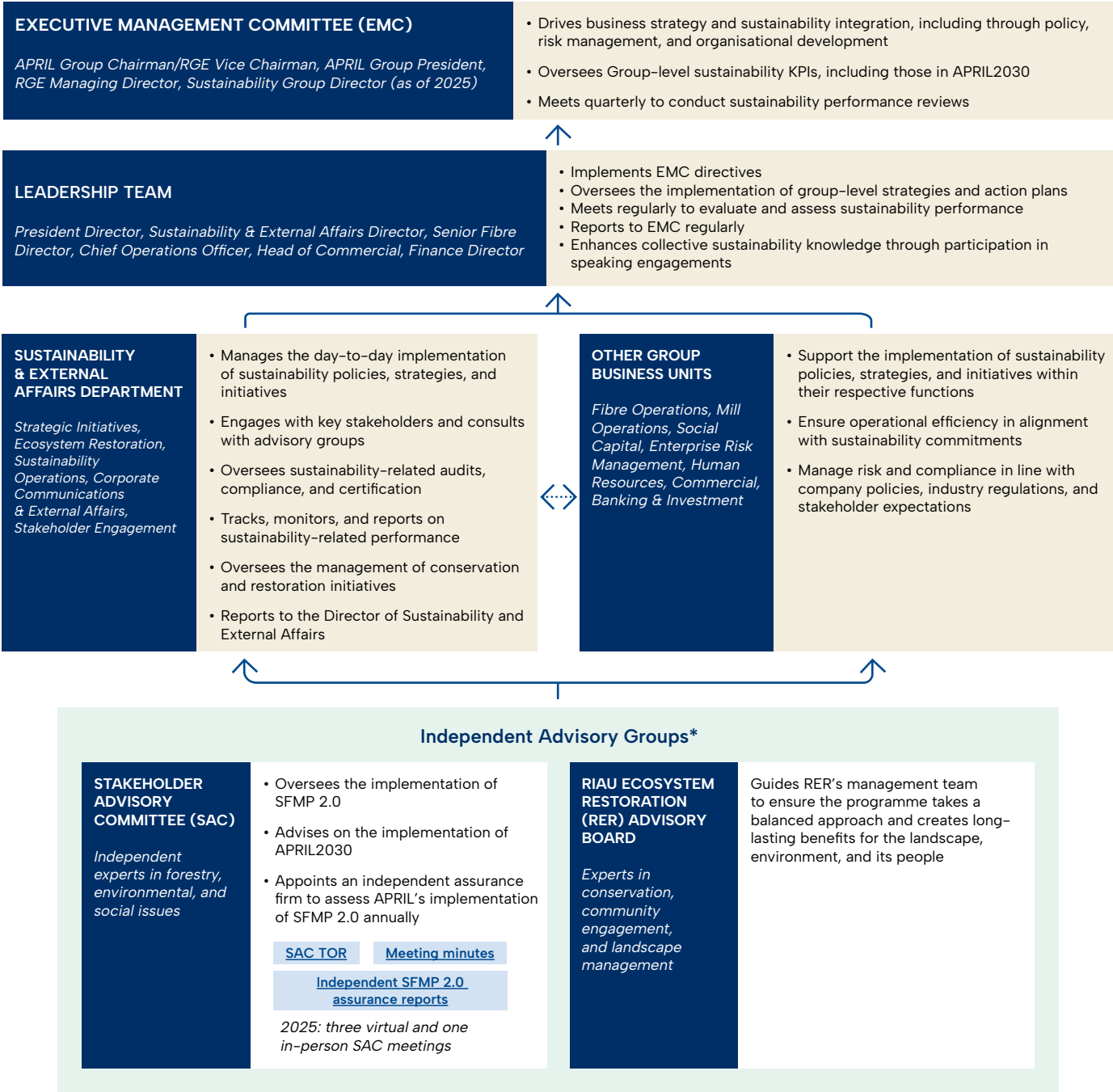


Approach to sustainability

Sustainability governance

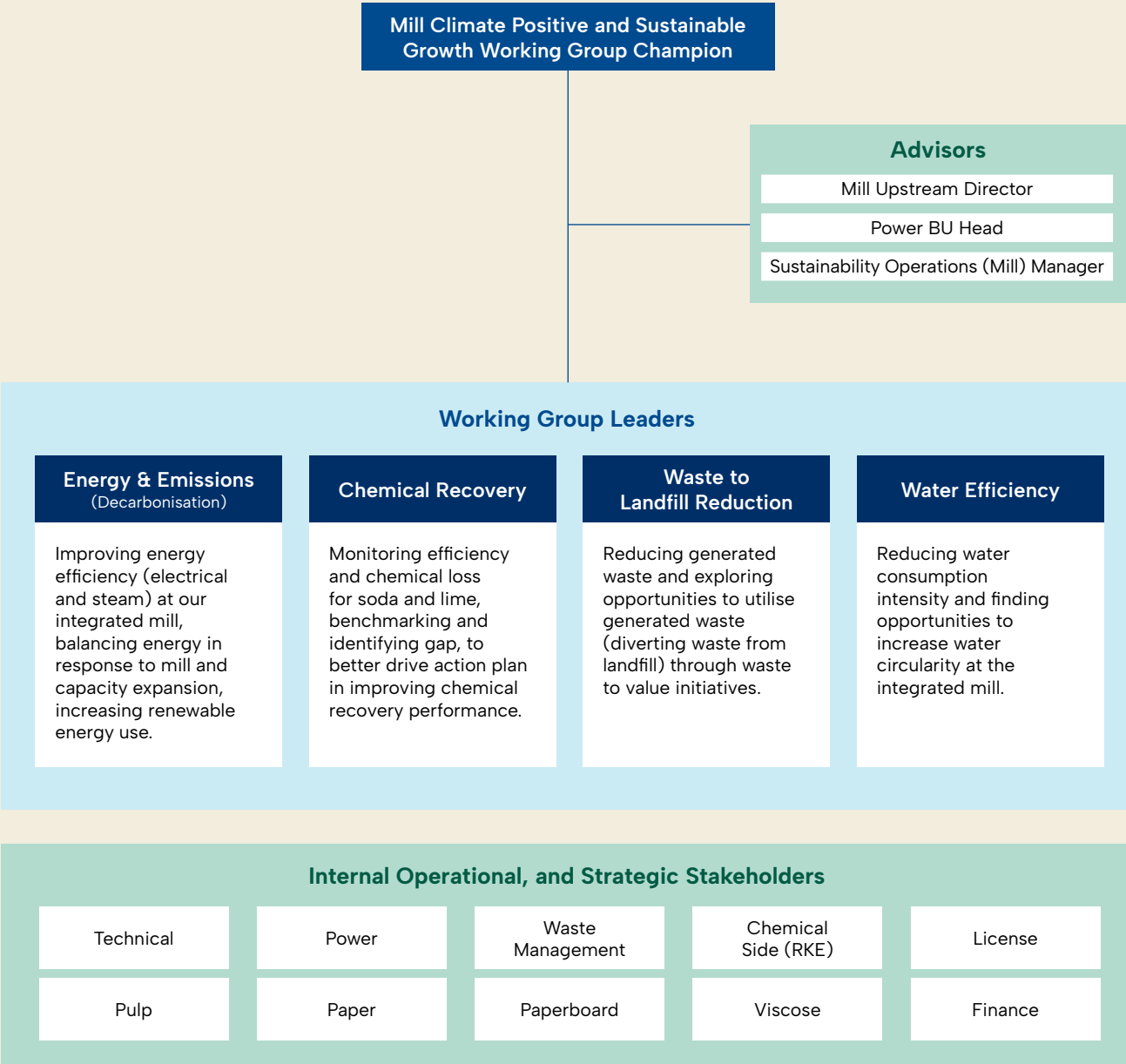
[GRI 2–9, 2–12, 2–13, 2–14, 2–17, 2–23, 3–3]

APRIL’s rigorous governance framework ensures oversight and accountability in implementing our sustainability policies and meeting our commitments, while fostering responsibility and collaboration across the organisation.



Approach to sustainability

Structure and focus areas



Note: RKE refers to recaust, kiln, and effluent.

The evolution of peat expertise at APRIL

The Independent Peat Expert Working Group (IPEWG) was initially established to serve a technical advisory role on responsible peatland management. Over the course of a decade, its role evolved into a broader scientific partnership, and APRIL concluded its work in October 2025. Following its dissolution, a former IPEWG member, Dr Fahmuddin Agus, joined APRIL’s Stakeholder Advisory Committee, adding peatland expertise to the Committee’s interdisciplinary efforts to support and guide the implementation of the company’s SFMP 2.0 framework and other sustainability commitments.

APRIL’s peatland management excellence shifts need from continuous oversight

Commentary by Dr Fahmuddin Agus | SAC Member



In my time with IPEWG, my colleagues and I were privileged to witness APRIL’s strong commitment to science-based peatland management. The company worked closely with its internal research teams and the scientific community at large to deepen the understanding of peatland processes, particularly the influence of water management on peat properties, subsidence, emissions, and fire risks. For our part, IPEWG provided technical support on peatland management, including reviewing drainage and canal designs to ensure appropriate water-table regulation. Most importantly, working with IPEWG allowed me to experience, firsthand, the internal expertise developed by APRIL’s operational team through years of close collaboration with peat scientists.

After ten years of collaboration, IPEWG has seen the APRIL team continuously improve its peat expertise and is now well-versed in peat management best practices that no longer requires the input of a dedicated peat advisory group. As a result, regular visits and meetings involving the six peat scientists of IPEWG are no longer necessary.

I have therefore accepted a role in the SAC, allowing me to apply my expertise in peat science to the broader landscape management, social, and policy considerations the committee advises APRIL on. When complex peat management issues arise, APRIL and the SAC may seek independent scientific guidance from experts, including former IPEWG members. The former IPEWG members also remain available for outreach activities, including seminars, knowledge sharing, and co-authoring scientific journal articles.

ABOUT

Dr Fahmuddin Agus is a senior soil scientist at the Research Centre for Estate Crops, National Research and Innovation Agency (BRIN), with long-standing expertise in peatland and upland management, climate change adaptation and mitigation, and greenhouse gas (GHG) emissions inventories. A former IPEWG member, Dr Agus joined the SAC as a peat expert in December 2025.

Approach to sustainability

Risk management

APRIL’s Enterprise Risk Management (ERM) framework guides how we systematically, consistently, and continuously identify, assess, and address significant strategic, financial, operational, compliance, and ESG-related risks that could adversely impact our business objectives. Our Risk Management Committee (RMC) oversees risk-tracking and reporting mechanisms, ensuring the effectiveness of mitigation measures and assuring our risk management practices. Our ERM risk assessment is a separate but supporting process to APRIL’s materiality assessment.

In 2024, we completed an independent ERM gap assessment to identify areas for improvement. Following this exercise, we integrated our Jakarta and Singapore operations into the ERM framework. Additionally, our 2025 focus shifted to addressing gaps identified by this third-party evaluation.

Specifically, we:



Communicated our ERM Policy and disclosures to external stakeholders



Launched a risk intelligence project to enhance key risk-indicator monitoring



Reviewed risk-impact parameters

We update our risk register annually to ensure mitigation plans are in place for those risks with a high likelihood of occurrence or representing a significant potential impact.

APRIL top risks 2025

Category	No.	Risk title/statement
Operational	1	Cost and availability of raw materials
	2	Technical integrity of operating assets and loss of use
People and human rights	3	Human rights impacts (labour and communities)
	4	Talent attraction and retention
	5	Employee and contractor health and safety
Financial risk	6	Market risks (interest rates, currency fluctuations, commodity prices) and liquidity and cash flow risks
Business strategy	7	Geopolitics/geo-economic conflicts
Climate change	8	Climate change risk – physical impact
Legal and compliance	9	Regulatory uncertainty
	10	ESG claims and litigation
Technology & IT	11	IT security and management risks
Environment	12	Ecosystem degradation and biodiversity loss



Approach to sustainability

Stakeholder engagement

[GRI 2–28, 2–29]

To address sustainability in our sector, we engage with stakeholder groups that influence or are influenced by our operations. Through these engagement exercises, we gain insights into industry developments, market expectations, and potential risks and opportunities. In addition, we conduct employee surveys, analyse sector and industry trends, and review peers’ sustainability initiatives and performance benchmarks, customer and investor demands, NGO expectations, and SDG requirements to better understand internal and external priorities and pressures.

We also refer critical concerns raised by various stakeholders to the SAC, which organises annual stakeholder forums to discuss key topics on implementing SFMP 2.0 and APRIL2030. These platforms give voice to various stakeholder perspectives.

Summary of key issues and stakeholder engagement 2025

Stakeholder group	Key issues raised and how we engaged in 2025
Stakeholder Advisory Committee (SAC)	Key themes: Long-range wood fibre supply plan, new long-term supply partners, community partnership models, conservation strategy, APRIL2030 progress, FSC remedy process 2025 engagement: - Hosted a June stakeholder forum featuring reflections on SFMP 2.0 and related livelihood and community-based conservation initiatives, attended by customers, banks, NGOs, academic institutions, and local government agencies - Reviewed the performance of the fibre operations of long-term suppliers in Kalimantan - Benchmarked and discussed key social and human rights issues - Discussed progress and stakeholder expectations regarding the FSC remediation process - Reviewed safety incidents and consulted various stakeholders about conservation claims » Meeting minutes
Employees	Key themes: Workplace safety (including the prevention of sexual harassment), gender equality, employee health and well-being, inclusive development 2025 engagement: - Conducted surveys to gather employee feedback - Hosted townhalls at our mill, fibre operations, and relevant business units in January and February 2025 - Held monthly operational meetings and regular women’s engagement events at the business unit level - Launched a 24-hour daycare facility at an employee townsite to support working parents - Continued implementing our Gradual Return to Work Programme for employees returning from maternity leave - Implemented a new wellness programme

Stakeholder group	Key issues raised and how we engaged in 2025
Local communities	Key themes: FSC remedy process, community partnership programmes, community development initiatives in health, education, livelihood programmes, infrastructure 2025 engagement: - Supported local communities by participating in cultural and social events, including the <i>Helat Pelalawan</i> and Pacu Jalur festivals, reinforcing our long-term engagement in Riau Province - Continued engaging with communities on the FSC remedy process, through community dialogues, consultations, and other participatory activities
Customers	Key themes: Product quality, timely delivery, stable supply, competitive advantage, product diversification, carbon emissions, FSC remedy process, EUDR preparedness, sustainability performance 2025 engagement: - Engaged with our customers at our annual APRIL Partner Summits, and through trade conferences, customer visits, exhibitions, and workshops; maintained regular dialogue on product performance and sustainability developments - Shared updates on our sustainability progress, APRIL2030 milestones, partnerships, and publications, while addressing customer queries, including EUDR preparedness and concerns about misinformation related to sustainability issues - Recent launch of BoardOne™ to support product diversification and address market needs
Financial institutions and banks	Key themes: FSC remedy process and re-association, APRIL2030 progress, sustainability-linked loan facilities, risk disclosures, business and operational impact of US-imposed tariffs, our plantation and concession footprint in Indonesia 2025 engagement: Organised Singapore, Hong Kong, and Dubai roadshows, as part of a syndicated loan process; engaged banking partners through in-person meetings and written updates
Industry associations	Key themes: EUDR, sector emissions, social forestry 2025 engagement: Engaged with national industry associations including <i>Asosiasi Pulp dan Kertas Indonesia</i> (APKI), <i>Asosiasi Pengusaha Hutan Indonesia</i> (APHI), <i>Asosiasi Pengusaha Indonesia</i> (APINDO), <i>Kamar Dagang dan Industri</i> (KADIN) Indonesia, to help shape the Indonesian pulp and paper sector’s position and advocacy strategy on topics such as EUDR readiness, a pulp and paper decarbonisation roadmap, multi-forestry business policies, and implementing carbon economic value (carbon trading and emissions offsets)

Approach to sustainability

Notable partnerships in 2025

No.	Partner	Partnership objectives
1	International Union for Conservation of Nature (IUCN)	Advance strategic priorities in nature and conservation and contribute to the goals of the Global Biodiversity Framework. New five-year collaboration began in 2025.
2	Restorasi Habitat Orangutan Indonesia (PT. RHOI) in partnership with Borneo Orangutan Survival Foundation (BOSF)	Extend ERC (ecosystem restoration concession) management and operational best practices to other areas in Indonesia (East Kalimantan).
3	Earthworm Foundation	Facilitate the development and implementation of community-based conservation programmes through participatory land-use mapping and agricultural livelihood activities.
4	Bidara	Develop community empowerment programmes with one of RER's first partners.
5	EcoNusantara	Build the capacity of village forest managers, manage encroachment risk, and showcase multi-stakeholder social forestry management initiatives.
6	Fauna & Flora International (FFI)	Conduct a biodiversity assessment of fish and understory vegetation at RER (Kampar Peninsula).
7	Indonesia Business Coalition for Women Empowerment (IBCWE)	Advise and assist with gender equality initiatives in the workplace, including policies and SOPs, the Gender Action Plan, and childcare facilities.
8	Perkumpulan Jejaring Hutan Satwa – Forest Wildlife Society (PJHS)	Establish and implement a Sumatran tiger conservation management strategy on the Kampar Peninsula.
9	Regional Community Forestry Training Center for Asia and the Pacific (RECOFTC)	Develop agroforestry models in community forest areas to ensure conservation and generate economic benefits.
10	Segamai Village Forest, Teluk Meranti	Develop social forestry programmes that provide training on forest protection, wildlife identification, capacity building in forest management, and non-timber forest products (NTFP), to minimise the risk of encroachment at RER.
11	Tropenbos Indonesia	Develop agroforestry models in community forest areas (<i>Lalang Kabun, Pelalawan</i>).
12	Wildlife Conservation Society (WCS)	Operationalise a Spatial Monitoring and Reporting Tool (SMART) patrol system supporting biodiversity conservation and monitoring the RER landscape.

Transparency and communication

As part of our focus on continuous improvement, we value open communication with our stakeholders and recognise that transparency is essential for building trust and keeping our partners informed. Accordingly, we have established several communication platforms to collect and share updates.



Corporate [website](#)

A central repository that updates stakeholders on our sustainability initiatives. It features a dedicated [Sustainability Dashboard](#).



APRIL2030 [microsite](#)

Outlines our sustainability commitments and targets. It also tracks our progress towards achieving them.



APRIL Dialog [microsite](#)

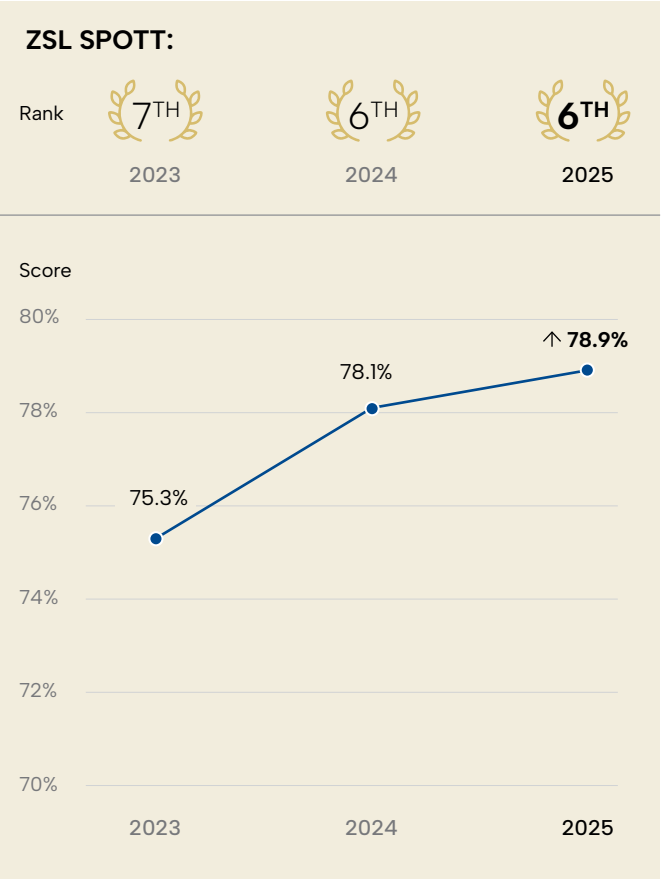
Showcases our sustainability progress. It provides updates on our policy commitments, sustainable forest management practices, and stakeholder engagement efforts. It also offers thought-leader insights on various sustainability topics.



International platforms

We actively engage in and contribute to leading international sustainability initiatives, ensuring our operations align with global best practices.

We actively participate in a range of voluntary and mandatory benchmarking and public assessment programmes, including the Zoological Society of London’s Sustainable Policy Transparency Toolkit (ZSL SPOTT) timber and pulp assessment, and CDP Forests. In 2025, we maintained our ZSL SPOTT ranking and slightly improved our score:



Approach to sustainability

Publications and communications

[A Decade of Action – APRIL’s Sustainable Forest Management Policy 2.0](#)

[Thriving Nature 2025](#)

[Challenge & Collaboration: A Decade of the Independent Peat Expert Working Group](#)

Notable engagements in 2025

SAC Stakeholder Forum in Jakarta and Tanjung Selor (June)

Indonesia International Sustainability Forum in Jakarta, Indonesia (October)

COP 30 in Belem, Brazil (November)

World Expo 2025 in Osaka (June)

FSC Remedy Forum in Jakarta (July)

IUCN World Conservation Congress, in Abu Dhabi (October)

FSC General Assembly in Panama (October)

PEFC General Assembly, in Ho Chi Minh City, Vietnam (May)

External recognition and awards

In 2025, APRIL received the following awards for our sustainability performance:

2025 ASEAN Risk Awards (ARA) First Place

Category: Environmental & Social Risk Management (ERSM) Pioneer

Singapore Apex Corporate Sustainability Award 2025

Category: Sustainable Business

Asian Risk Awards 2025

The prestigious 2025 Singapore Apex Corporate Sustainability Awards

Approach to sustainability

Grievances

[GRI 2–16, 2–25, 2–26, 411–1]

APRIL provides all stakeholders with a transparent and accountable grievance mechanism that protects complainants’ confidentiality. The grievance resolution process is publicly accessible on our [website](#) to all internal and external stakeholders, including members of local communities and indigenous groups. Our grievance mechanism enables stakeholders to raise concerns about APRIL’s business practices and those of its suppliers, including potential breaches of our policies.

Stakeholders can submit grievances through various channels, including our telephone hotline, e-mail, online forms, in person at designated points of contact within our estates, or in writing. All grievances are logged, and updates on our progress are publicly available on our [Grievance Tracking site](#).

A total of 23 community grievances were raised and resolved in 2025, concerning infrastructure issues related to APRIL’s operations, such as road conditions (dust, potholes, and damage), transportation impacts (truck

speed and noise), timber debris in coastal areas, and incomplete construction projects. These community grievances were swiftly addressed and resolved – within a day to four months – through dialogue with affected stakeholders and the implementation of resolution plans by the relevant parties.

In addition, all APRIL employees have access to a confidential whistleblowing hotline, enabling them to raise complaints anonymously without fear of reprisal. A total of 26 whistleblowing cases were filed in 2025, relating to employee conflicts of interest and breaches of the company’s standard operating procedures (SOPs). Of these, 19 have been resolved, and seven are in the process at the time of this report’s publication.

Grievances raised and resolved by type 2025

Channel/type	Raised	Resolved
Community grievances	23	23
Employee grievances	26	19



CLIMATE POSITIVE

We implement science-based solutions to drastically reduce carbon emissions

[Managing our GHG emissions | pg.50](#)

[Climate resilience | pg.60](#)

CLIMATE POSITIVE

APRIL is committed to minimising our carbon footprint and achieving a net zero environmental impact in support of Indonesia’s Forest and Other Land Use (FOLU) Net Sink 2030 goals. Given our scale – we manage almost 1.5 million hectares of concessions and processed 15.5 million tonnes of wood in 2025 – our efforts require immense logistical and operational planning. To meet our ambitious APRIL2030 goals, we rely on science-based decision-making, radical innovation, and substantial financial investments in decarbonisation.

At the same time, our operations are not immune to the escalating impacts of the climate crisis. As global temperatures rise, the frequency and severity of extreme weather events will continue to climb. Beyond ensuring our company’s climate resilience, we are dedicated to safeguarding our value chain and the communities we operate in, both of which are equally vulnerable to evolving environmental uncertainties.

Performance summary



Target	Performance					
	2023		2024		2025	
APRIL2030 Target						
Net-zero emissions from land use Emissions from land-use change (MtCO ₂ e) ¹	3.7 ²	●	3.5	●	3.0	●
Reducing product carbon emission intensity of Scope 1 mill operations by 25% Emissions per product quantity (tCO ₂ e/t)	0.46 ²	●	0.55 ²	●	0.60	●
	-26%		-12%		-4%	
90% renewable energy at mill Mill energy use and consumption (%)	88.2	●	84.8 ²	●	82.2	●
50% fibre operations energy from cleaner and renewable sources Fibre operations renewable/clean energy use (%)	32.9	●	33.2	●	38.0	●
Best practices*						
Scope 1 emissions (ktCO ₂ e)	7,783 ²		10,999 ^{2,3}		10,875	
Scope 2 emissions (ktCO ₂ e)	0.4		1.1		2.0	
Scope 3 emissions (ktCO ₂ e)	5,069		4,969 ³		5,193	
Installed solar energy capacity (mill) (MWp)	16.8 ⁴		33.3 ⁴		39.4	
Installed solar energy capacity (fibre) (MWp)	-		0.5		2.0	
Mill energy intensity (GJ/ADt)	25.21 ²		25.01		23.71	

- Notes:
- APRIL2030 targets cover Sumatra operations only.
 - *Best practices refer to best practices in reporting.
 - ¹The values represent land-use change (LUC), the main driver of emissions reductions to date. Please refer to our 2025 GHG inventory for complete details on land sector emissions.
 - ² Data restated due to an update in GHG inventory methodology.
 - ³ As of 2024, Scope 1 and Scope 3 emissions include Kalimantan long-term supplier operations.
 - ⁴ Data restated.

● Achieved ● On track ● Progressing ● Not progressing ● In development

Key highlights

3.0 MtCO₂e

of land-use change emissions at Sumatra operations, a substantial reduction from 4.8 MtCO₂e (2019 baseline)

pg.52

82.2%

of our mill energy needs were met with renewable and cleaner energy sources

pg.56

6.0%

reduction in mill energy intensity since 2023, despite the growth of our operations

pg.57

39.4 MWp

of our mill energy was generated by on-site solar panels

pg.48



Managing our GHG emissions

Emissions tracking

[GRI 3–3, 305–1, 305–2, 305–3]

APRIL continues to monitor emissions data across our operations and value chain against our independently-verified baselines. Using the Greenhouse Gas (GHG) Protocol, we have determined that 68% of our overall emissions are generated by our operations and those of our supply partners (Scope 1), including emissions arising from land sector use. The remaining 33% of our emissions are generated by facilities and operations in our value chain beyond our direct control (Scope 3).

The integrated nature of our mill and circular pulp production processes enable us to generate and rely on

renewable and cleaner energy sources. As a result, APRIL purchases little external electricity, thereby generating negligible Scope 2 emissions.

In 2025, we reviewed our mill’s GHG inventory to align with the latest GHG Protocol best practices and reflect actual mill conditions following recent expansions. As a result of this assessment, we updated our Scope 1 accounting to include new emissions sources and adjust for incomplete combustion. It also addresses double-counting of transport fuel and refines certain calculations.



APRIL Group GHG Inventory 2025

Scope	Components	Emissions (ktCO ₂ e)	%
Scope 1	Land sector		
	Land-use change emissions (a+b)	4,763	29.6
	• Land-use change emissions from managed areas (a)	4,540	
	• Land-use change emissions from <i>de facto unmanageable</i> areas (b)	223	
	Land management emissions (non-CO ₂)	2,023	12.6
	Mechanical sources	353	2.2
	Non-land sector		
	Mill facilities (production-related)	3,726	23.2
	Non-mill production related	11	0.1
	Total Scope 1	10,875	67.7
Scope 2	Total Scope 2	2	0.01
Scope 3 ^[1]	Total Scope 3	5,193	32.5
Total Scope 1, 2, and 3 emissions		16,070	100
Biogenic CO ₂ emissions (Scope 1)	Land management (CO ₂) emissions from APRIL’s land bank – peat	10,815	
	• Land management (CO ₂) emissions from managed areas – peat	9,392	
	• Land management (CO ₂) emissions from <i>de facto unmanageable</i> peat	1,423	
	Land management (CO ₂) emissions from APRIL’s land bank – mineral soil	1,926	
	• Land management (CO ₂) emissions from managed areas – mineral soil	1,084	
	• Land management (CO ₂) emissions from <i>de facto unmanageable</i> minerals	842	
	Non-land sector emission	249	
	Total biogenic CO ₂ emissions (Scope 1)	12,990	
Biogenic CO ₂ emissions (Scope 3)	Total biogenic CO ₂ emissions (Scope 3)	174	
Total biogenic emissions		13,164	

Notes:

- We calculate and report land sector emissions using the relevant sections of the Intergovernmental Panel on Climate Change (IPCC) Good Practice Guidance for Land Use, Land-Use Change and Forestry (GPG-LULUCF), and the GHG Protocol Agricultural Guidance. We separately calculate biogenic emissions – i.e. emissions from natural biological sources released by living organisms and natural ecosystems – as part of our GHG inventory, following the GHG Protocol Agricultural Guidance.
- Our 2025 inventory has been updated to include Scope 1 non-land sector biogenic emissions from externally purchased biomass burned at the mill. Internally generated biomass is accounted for under land management emissions.
- Land management CO₂ emissions from managed areas on mineral soil were included in 2025 as a net emitter due to changes in the carbon stock balance from increased harvesting.
- Although we account for all GHG emissions within the operational boundaries of our concession licences, certain areas are not under our direct or complete control. These areas include inoperable soils in rocky and flood-prone zones, boundary overlaps, land that has been encroached upon or illegally converted by other parties, and village settlements. For the purposes of emissions reporting, we refer to them as *de facto unmanageable* areas.
- The reporting of Scope 1 mill and fibre emissions from transport fuel has been adjusted to eliminate past double counting (previously recorded as both mill and fibre operations emissions).

[11] Scope 3 emissions categories: Purchased goods and services; Land sector emissions from open market suppliers; Capital goods; Fuel and energy-related activities; Upstream transportation and distribution; Business travel; Employee commuting; Upstream leased assets; Downstream transportation and distribution; Processing of sold products; Use of sold products.

Managing our GHG emissions

Mitigation measures

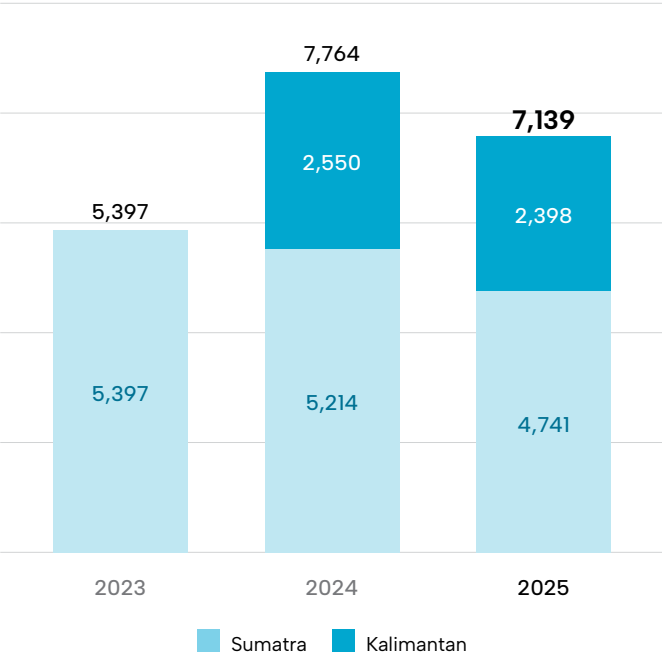
[GRI 305–4, 305–5]

Managing land sector emission

Our land sector emissions across Sumatra and Kalimantan were 7.14 million tonnes of carbon dioxide equivalent (MtCO₂e) – an 8.1% reduction from 7.76 MtCO₂e in 2024.¹² **Specifically in Sumatra, our land sector emissions continue to decline towards our APRIL2030 net zero from land use target. Our ongoing commitment to zero deforestation and conversion has reduced land–use change emissions in Sumatra, from our 2019 baseline of 4.8 million tonnes of carbon dioxide equivalent (MtCO₂e) to 3.0 MtCO₂e in 2025.**

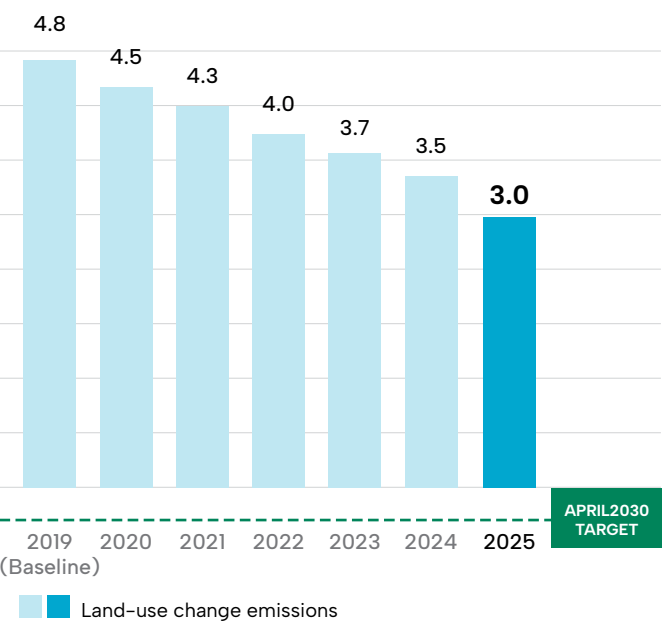


Scope 1 land sector GHG emissions by region 2023–2025 (ktCO₂e)



Note: 2023 and 2024 data have been restated due to an update in GHG inventory methodology.

Land–use change emissions 2019–2025 (MtCO₂e)



Note: 2023 data have been revised following changes to LUC emissions due to improvements in imagery data.

As a natural resources–based company with large areas under our management, APRIL acknowledges the essential role of nature in addressing climate change. We employ nature–based solutions to sequester carbon and avoid emissions, including protecting natural ecosystems, restoring degraded land, and enhancing our land management practices. Our primary approaches include:

- An ongoing commitment to zero deforestation and conversion
 - Improving sustainable forestry management practices, including responsible peatland management, as outlined in our Sustainable Forest Management Policy 2.0 (SFMP 2.0)
 - Conserving and restoring natural carbon sinks
- Investing in a carbon project development at RER
 - Ongoing scientific research on our land sector GHG emissions impact.
- Read more in [Maintaining zero deforestation and Conservation and restoration](#)

[12] 2024 data restated due to revised methodology and operational boundaries.

Managing our GHG emissions

Avoided emissions from peat conservation and restoration

Using the emissions factors from our peatland study,¹³ we calculated that APRIL avoided 12,062 ktCO₂e by conserving and restoring peat swamp forests in our Sumatra and Kalimantan operational areas. Scientific studies show the measurable climate benefits of our efforts, grounded in scientific principles about nature as a climate solution, including ecosystem services that contribute to climate resilience.

In 2021, APRIL registered a RER carbon project with Verra, a leading greenhouse gas crediting programme, to explore

the potential impact of using carbon offsets and insets to meet our climate targets. Our estimates show that the project could generate 192 million tonnes of carbon credits over its 56-year lifespan, which APRIL will reinvest all revenues into our forest conservation efforts. In addition to adhering to the Verra Verified Carbon Standard (VCS), the RER carbon project is currently undergoing validation and verification under the Climate, Community and Biodiversity (CCB) standards. Furthermore, APRIL is closely monitoring developments in government regulations on carbon markets.

Avoided emissions from conserving and restoring peatlands 2025 (ktCO₂e)

Avoided emissions in peat conservation areas	ktCO ₂ e
Sumatra and Kalimantan concessions	4,555
RER-Kampar	6,977
RER-Pulau Padang	530
TOTAL	12,062

Note: The estimated avoided emissions at RER-Kampar have been revised to reflect the values in the RER Carbon Project Description Document, pursuant to a third-party verification process.

Decarbonisation at the mill

Our APRIL2030 target is to reduce the total product Scope 1 emissions intensity of our mill by 25% against our 2019 baseline of 0.62 tCO₂e per tonne of product processed (tCO₂e/t). This goal was calculated using the GHG Protocol and sector-specific tools developed by the National Council for Air and Stream Improvement and the International Council of Forest and Paper Associations.

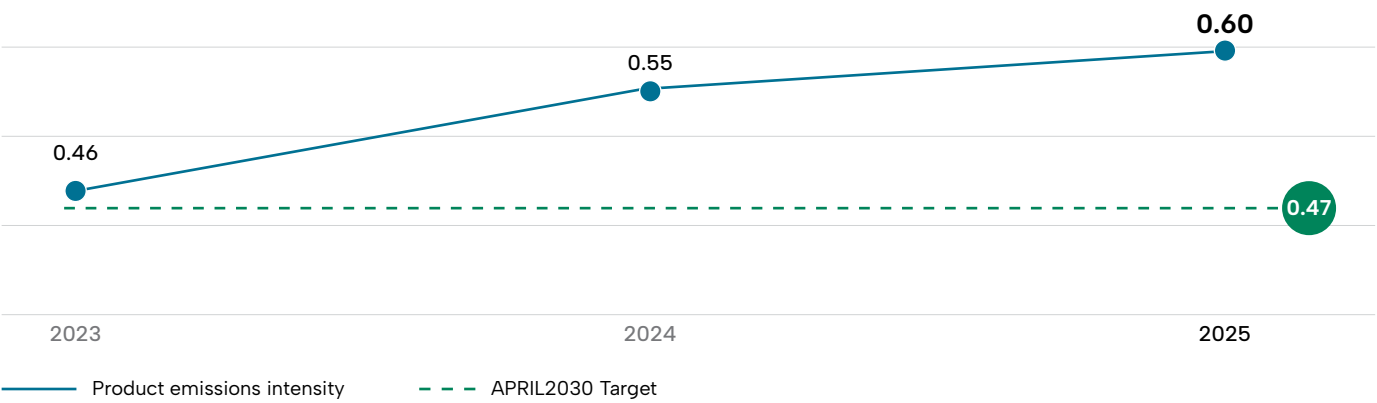
Our total product Scope 1 emissions intensity in 2025 was 0.60 tCO₂e/t, a 9% increase from 2024, due to increased production capacity. In response, we are boosting our investments in renewable and cleaner energy sources to counteract the rising energy intensity of our operations.

Our approach to mill decarbonisation includes:

- **No new coal-fired power boilers**
- **Improving overall energy efficiency**
- **Optimising the use of biomass and pulp processing by products as energy sources**
- **Adding solar energy generation capacity**
- **Exploring new technologies and renewable energy sources.**

Product emissions intensity 2023–2025 (tCO₂e/t product)

Mill scope 1 net emissions only



Note: Data from 2023 and 2024 have been restated due to revised methodology and operational boundaries.



[13] Deshmukh, C. S., et al. (2023). *Net greenhouse gas balance of fibre wood plantation on peat in Indonesia*. Nature, 616, 740–746.

Managing our GHG emissions

Energy management

[GRI 3-3, 302-1, 302-3, 302-4]

Where feasible, APRIL continues to invest in energy efficiency, process optimisation, and renewable energy to meet energy management targets at our mill and across our fibre operations.

At the mill

The Kerinci mill requires vast quantities of heat, steam, and electrical power for pulp and wood processing. Our in-house power generation system allows us to manage energy costs, improve overall efficiency, and ensure a more stable, reliable energy supply.

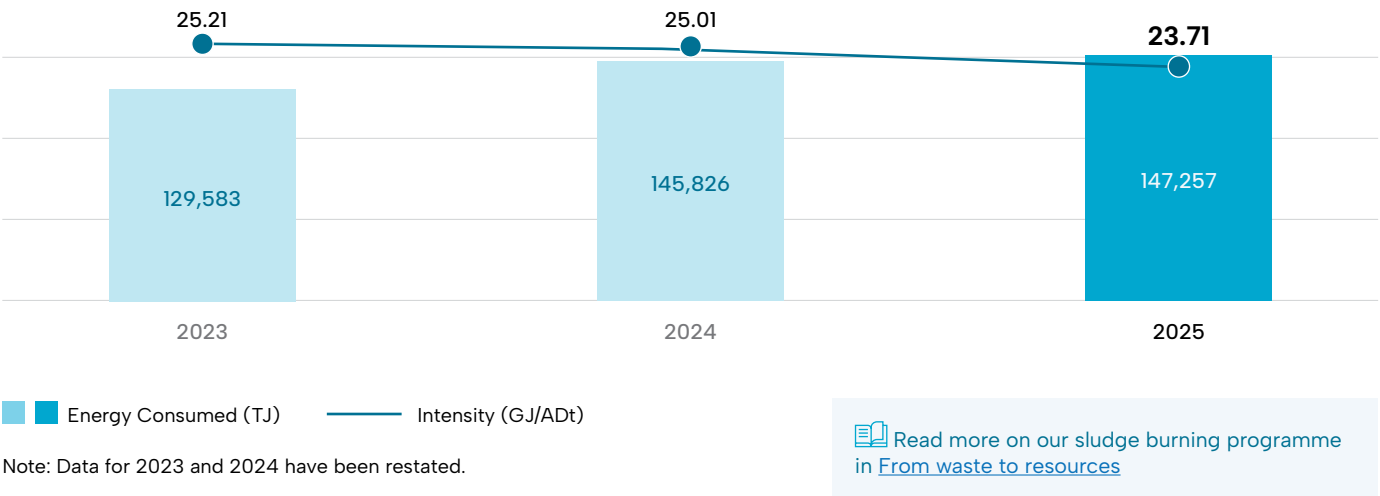
Over the years, we have utilised various renewable energy sources, including biomass and byproducts from our production processes, such as black liquor, sludge, brown fibre, and methanol, as well as cleaner energy sources, specifically, natural gas. In 2025, 82.2% of the energy consumed at our mill came from renewable and cleaner sources, a drop from 88.2% in 2023. The change was driven by increased production capacity which was not matched

by the same pace of investment in renewable energy.

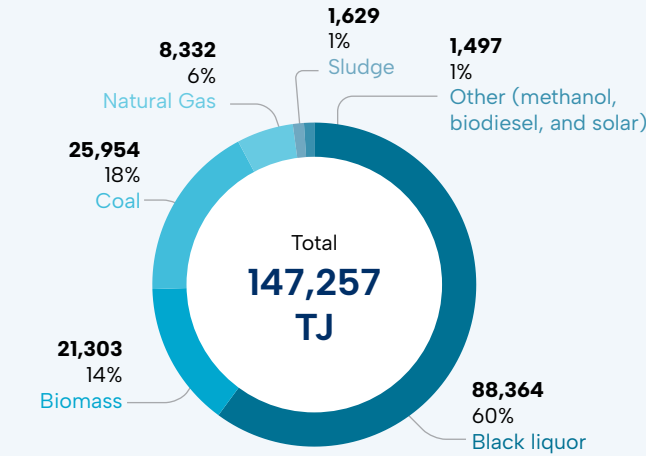
APRIL recognises the challenges of achieving our targets as our energy use intensifies. In 2025, we increased our sludge incineration capacity by 1.67x, raising it from 600 tonnes a day to roughly 1,000. We will continue to increase its capacity in 2026, and once it is fully commissioned, we will be able to divert more sludge to fuel our boilers. We also recently established an Energy and Emissions (Decarbonisation) Working Group to explore ways to get back on track to achieving our APRIL2030 target of 90% renewable and cleaner energy usage.

Despite a 13.6% increase in total energy consumption over the past two years, our overall energy intensity continued to improve, driven by energy-efficient processes and ongoing technology upgrades. **Since 2023, we have seen a 6.0% reduction in total energy usage intensity, from 25.21 gigajoules per air-dried tonne (GJ/ADt) in 2023 to 23.71 GJ/ ADt in 2025.**

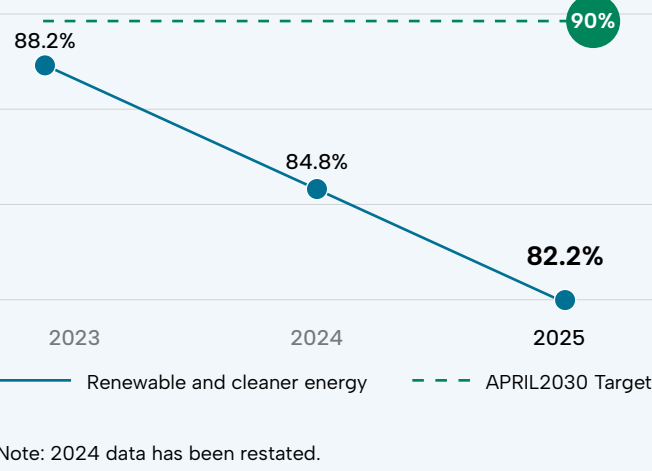
Mill energy consumption and intensity 2023–2025



Mill energy consumed by source 2025 (TJ, %)



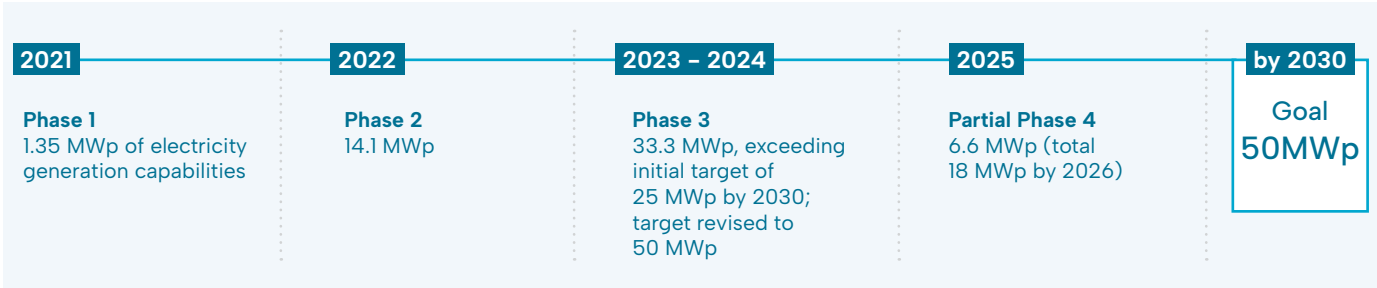
Proportion of renewable and cleaner energy consumed by mill operations 2023–2025 (%)



Managing our GHG emissions

Continued investment in solar

APRIL’s solar commitments are part of our ambitious programme supporting our renewable energy sources and product emissions intensity reduction targets. We continue to escalate the installation of solar panels in non-productive areas such as unusable landfills and the roofs of our production facilities.



In 2024, we also installed a 9.8 megawatt-hour (MWh) battery energy storage system (BESS) at a previously unusable landfill. The BESS acts as a large-scale rechargeable system that stores electrical energy generated by our solar panels. It releases stored energy as needed, or intermittently, to stabilise the grid, provide backup power, and reduce peak energy costs, thereby helping manage electricity supply and demand while increasing the grid’s resilience.

Improving process efficiency

In addition to our other decarbonisation efforts, we continuously improve operational efficiency across our facilities. Notable developments in 2025 include:

Increasing biomass co-firing in power boilers:

APRIL is boosting the capacity of our power boilers and expanding the types of biomass used to generate additional energy, including bark and sludge from our wood supply.

Returning and re-using condensate in power boilers

[Read more in *Managing water and wastewater*](#)

Using lime kiln flue gas to dry sludge

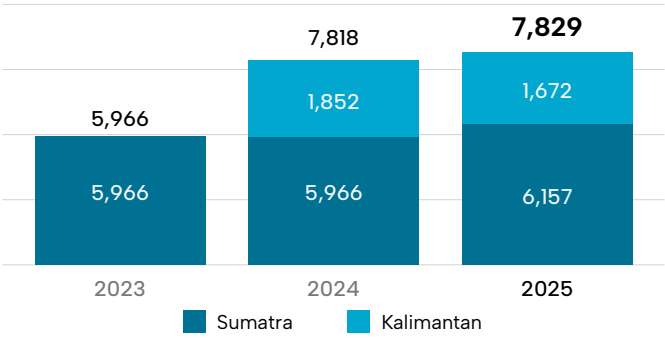
[Read more in *From waste to resources*](#)

At our fibre operations

Our fibre operations’ energy needs to include fuel for harvesting equipment at our plantations, our fleet of wood-hauling trucks, barges at our island operations, and heavy equipment at our port operations, as well as electricity for estate housing and offices.

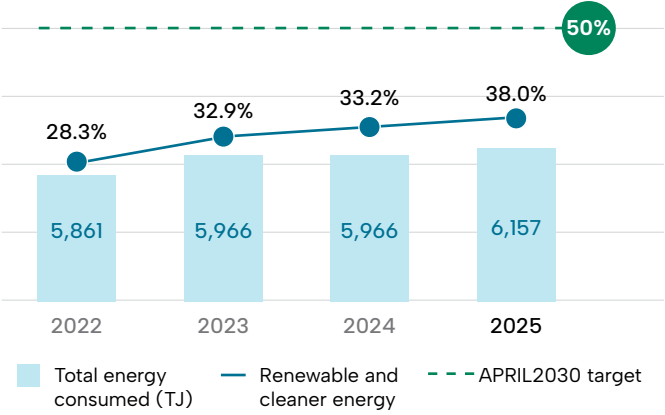
In 2025, total energy consumption across our Sumatra and Kalimantan fibre operations was 7,829 TJ, with Kalimantan accounting for approximately 21% of this total.

Fibre operations energy consumption by region 2023–2025 (TJ)



Our APRIL2030 goal is to increase the proportion of energy from renewable and cleaner sources to 50% of the total energy consumed at our Sumatra fibre operations. In 2025, 38.0% of all energy consumed at our Sumatra fibre operations came from renewable and cleaner sources, an increase of 14.8% compared to 2024. This was mainly driven by the replacement of B30 biodiesel with B40 for all our operational activities, in line with the Indonesian government mandate requiring a higher fuel blending ratio.

Proportion of renewable and cleaner energy consumed at fibre operations 2022–2025 (%) Sumatra only



We plan to further increase the biodiesel content in the fuel blend for our wood-hauling trucks from the government-mandated 40% (B40) to 50% (B50). We are installing solar panels at offices across our fibre estates and are also exploring electric small-load trucks.

Scaling up solar at estates

After successfully trialling solar panels at remote offices and satellite nurseries across our Sumatra estates, we determined that combining these panels with 500-kilowatt-hour (kWh) battery energy storage systems (BESSes) was a viable replacement for diesel generators that require regular fuel deliveries. **We built six installations in 2025 and expect to complete five more by the end of Q1 2026. Our ultimate target is to establish solar capacity at 32 sites by 2030. As of 2025, APRIL’s solar generation capacity across our Sumatra estates is 2.02 Megawatt-peak (MWp).**

Electrifying transportation on site

For several years, APRIL has operated electric buses for employees and guests commuting to and from our mill and townsites. To enable and expand the use of electric buses and other electric vehicles (EVs), we have contracted an electric bus supplier, and are building internal EV management capacity. Transitioning to a fully electric bus fleet and replacing our petrol-powered vehicles is an ongoing challenge, given the high costs and our reliance on overseas manufacturers for EV technology.

In addition to buses, APRIL has recently added electric cars to our fleet. As of 2025, we operate 18 electric buses and five electric cars.

Climate resilience

[GRI 201-2]

Following our 2023 and 2024 climate scenario assessments, APRIL developed a science-backed understanding of the physical and transition risks and opportunities impacting our operations. As a result, we regularly assess climate risks within the scope of our Enterprise Risk Management (ERM) system. This approach enables us to better identify and manage current and anticipated climate risks and opportunities for the business and our operations.

 For a comprehensive overview of our analyses and results, please see [SR2024 pg.54](#).

Climate-related risks and opportunities

Physical risks

Risk	Risk description	Current and planned initiatives to mitigate risks
Plantation productivity loss Short-term	Increased extreme weather conditions, such as intense rainfall, higher temperatures, and stronger winds, may damage forests and negatively impact growth, while wet and humid weather may worsen pest and disease conditions.	Enhance climate intelligence to guide tree species allocation and fibre supply strategies while developing resilient clones to withstand biotic and abiotic climatic changes.
Increased flood risk Short-term	Increased flooding in low-lying peatlands and coastal areas may lead to fibre losses, render plantation areas unusable, and cause mill downtime due to structural or equipment damage.	Implement water management strategies, create natural buffer zones and develop flood-resistant tree species to minimise flooding at plantations. Improve infrastructure resilience by upgrading structures, elevating equipment, and expanding drainage capacity at the mill.
Impact on worker health and productivity Medium-term	Increased exposure to rain and extreme heat events may impact the health and safety of workers at our plantations and indirectly lead to lost productivity.	Protect employees and workers from extreme weather by providing suitable gear, adapting work procedures, and automating outdoor work.
Supply chain disruption Short-term	Extreme weather events may disrupt infrastructure and logistics networks, including roads, ports, and warehouses, delaying the delivery of wood fibre and other essential raw materials, as well as outbound shipments to export markets.	Strengthen on-site inspections and assess the adequacy of preventive maintenance for key logistics assets by upgrading road and port structures, assessing transportation vulnerabilities and developing logistical contingency plans.

Transition risks

Risk	Risk description
Cost and availability of raw materials Medium-term	Potentially higher operating costs may result from carbon taxes, increased competition for wood driven by the demand for renewable raw materials, and land competition due to the Indonesian government’s biofuel and food security agendas.
Stricter land use and carbon regulations Short-to-medium-term	Indonesia is expected to implement additional measures, including sector emissions caps and stricter land-use regulations, to meet its FOLU Net Sink 2030 targets and achieve its nationally determined contributions (NDCs). Changes to Indonesia’s policy on carbon taxation, pricing, and trading may affect APRIL’s operating costs and adversely impact our ability to participate in carbon markets using nature-based solutions.

Opportunities

Opportunity	Opportunity description
Evolving customer/ consumer preferences Medium-term	APRIL has an opportunity to capture market share induced by the increased demand for sustainable products, including future bio-based products that meet evolving customer needs in growth markets. This trend is expected to continue as the world shifts towards a low-carbon economy.
Reduced operating costs and enhanced energy resilience Medium-term	Improving energy efficiency, optimising biomass-based energy in power boilers, expanding our renewable energy investments, and further electrifying heat at our mill operations may improve cost our savings and energy resilience. The broader RGE group of companies also recognises increasing economic and business opportunities in renewable energy.
Nature-based solutions and carbon market opportunity Medium-term	As carbon policies are introduced worldwide, APRIL is well-positioned to generate nature-based carbon credits across national and global markets. Such revenues could further fund APRIL’s conservation and restoration efforts, helping us achieve our mitigation targets. Available opportunities may change due to evolving government regulations and the national carbon trading registry, in line with Indonesia’s NDCs.

Note: Timeframe refers to the initial occurrence or anticipated onset of a risk or opportunity. The short-term refers to the next 5 years, the medium-term is 5 to 15 years, and the long-term is 15 years or more.

Alongside our efforts to build business resilience in the face of climate risks, we also strive to support the villages neighbouring our operations in their response to climate change. Our assistance includes helping communities set up waste management programmes, build bio-composting facilities, and plant herb gardens for medicinal use. In addition to raising general awareness about climate change, we promote adaptation and mitigation initiatives for young people to inspire future generations. Our long-term goal is for these villages to develop self-sustaining projects and establish effective adaptation and mitigation strategies.

THRIVING LANDSCAPES

We champion conservation
as part of our Production-
Protection landscape
management approach

🔗 [Thriving Nature Strategy | pg.67](#)

🔗 [TNFD Approach | pg.69](#)

🔗 [Advancing science and research on land management | pg.70](#)

🔗 [Maintaining zero deforestation | pg.76](#)

🔗 [Conservation and restoration | pg.77](#)

🔗 [Fire management | pg.85](#)

🔗 [Responsible wood and fibre sourcing | pg.87](#)

THRIVING LANDSCAPES

APRIL sees conservation as a vital investment because the landscapes we operate in are critical to global biodiversity, and our business relies on the health of the ecosystems surrounding our plantations to succeed. Our commitment to biodiversity is reflected in our sustainable forest management framework, and we continue to pursue our ambitious 1-for-1 target of conserving one hectare for every hectare of plantation in our concessions. To date, we directly manage more than 470,000 hectares of conserved forests.

Performance summary



Target		Performance					
		2023		2024		2025	
APRIL2030 Target							
Invest in landscape conservation Annual budget allocation for conservation funding (US\$, '000)		11,964	●	14,784	●	14,791	●
Zero net loss of conservation areas¹ Net change in conservation land bank area (ha)		905	●	8,480	●	6,394	●
Positive biodiversity gains Total conservation and restoration area managed (+ area contributed to through partnerships) (ha)		362,136 (+30,585)	●	370,616 (+30,585)	●	377,010 (+29,211)	●
Support wildlife protection in Indonesia² (no. of initiatives at concessions and RER)		9	●	13	●	19	●
Advance tropical peatland science	Collaborations Collaborations (no.)	203	●	242	●	296	●
	Conferences Dialogues, workshops, and conferences attended (no.)	56		77		115	
	Publications Peer-reviewed scientific publications (no.)	13		14		19	
Increase fibre plantation productivity by 50% Mean Annual Increment (t/ha)		22.4	●	22.8	●	23.1	●
		10.3%		12.3%		13.8%	

Notes:

- APRIL2030 targets cover Sumatra operations only.
- ¹ Target methodology revised, and past years' input restated.
- ² Target reporting revised from qualitative disclosure of initiatives conducted to quantitative reporting, based on the number of initiatives implemented to support wildlife protection in Indonesia.

Target		Performance		
		2023	2024	2025
Best practices*				
1-for-1 commitment**	Ratio (%)	79.8	76.7	76.2
	Plantation; conservation (ha)	454,021; 362,136	607,084; 465,886	618,133; 470,723
Ratio of managed peatland conserved (%)		81.9	70.0	69.7
PEFC Forest Management–certified concession area³ (%)		86.6	83.7	72.9
Wood from PEFC–certified sources (%)		81.4	74.9	72.3
Wood from PEFC–controlled sources (%)		18.6	25.1	27.7
Open market suppliers that have performed due diligence (%)		100	100	100

Notes:

- *Best practices refer to best practices in reporting.
- **Including long-term suppliers in Kalimantan, as of 2024.
- 2024 best practices reporting onwards includes Kalimantan fibre operations.
- ³ Past years' PEFC FM–certified concession area percentages have been restated following the new PEFC requirements as well as improved data collected.

THRIVING LANDSCAPES

Key Highlights

>US\$ 75 million

invested in landscape conservation since 2020 through the US\$ 1/tonne funding mechanism

1

Advancing tropical peatland science

Strengthened ongoing partnerships and collaborations, including establishing a five-year collaboration with the International Union for Conservation of Nature (IUCN); participated in scientific conferences and dialogues

pg.72

2

Science-backed plantation management

23.1 t/ha/year Mean Annual Increment (MAI) in Sumatra, a 13.8% increase from our 2019 baseline

pg.74

3

Conservation management

76% of 1-for-1 commitment met; 470,723 ha of conservation area managed

pg.77

4

Biodiversity and wildlife protection

- Protecting 37 IUCN-listed species, including 6 that are critically endangered
- 331 ha under restoration
- US\$ 13.1 million spent on conservation initiatives in 2025

pg.84

5

Restorasi Ekosistem Riau (RER)

- 150,711 ha dedicated conservation zone
- Protecting 81 IUCN-listed species including 14 that are critically endangered
- Constructed 4 fibre-reinforced polymer (FRP) dams for canal blocking

pg.79

6

Fire-Free Village Programme (FFVP)

- Reached milestone 10th year of the FFVP
- Continued to engage with 42 villages under FFVP, covering 902,872 ha

pg.86

7

Community conservation programme

29,211 ha under community conservation partnerships; 4 villages engaged

pg.82

Thriving Nature Strategy

[GRI 101-1]

is data-backed and science-based that leverages partnerships with various stakeholders, including local communities, various levels of government, and industry peers, to deliver shared benefits.

The Thriving Nature Strategy is grounded in four core objectives:

Conserving and restoring critical ecosystems

Conserving and restoring endangered species

Transparent, data-driven ecosystem management and monitoring

Sharing conservation knowledge

Conserving nature and landscapes are crucial to the long-term viability of our business, the well-being of local communities, and Indonesia's socioeconomic growth. In celebrating the 10th anniversary of our Sustainable Forest Management Policy 2.0 (SFMP 2.0), we reflected on our progress and lessons learned from our nature conservation commitments. Concurrently, we released APRIL's Thriving Nature Strategy, which will advance our positive biodiversity gains commitments in the coming years. Launched at the World Conservation Congress in Abu Dhabi in October 2025, the strategy complements the pledges of our APRIL2030 Thriving Landscapes vision and will guide our conservation efforts moving forward.

The Thriving Nature Strategy is an ambitious framework that bolsters our forest conservation, restoration, and monitoring activities. Its objectives are founded on a holistic approach that seeks to improve our understanding of tropical forest landscapes and the impact of their continued health on APRIL's business practices and operations. Importantly, the strategy

In addition to APRIL's long-term sustainability programmes, partnerships, and community engagement efforts, the strategy is informed by recognised international frameworks, including the United Nations Kunming-Montreal Global Biodiversity Framework as well as the Indonesian Biodiversity Strategy and Action Plan 2025–2045 (IBSAP).

As we implement the Thriving Nature Strategy across our operations, we will annually review our progress against its objectives using our Thriving Nature Activity Plan: a flexible framework that will be updated to reflect changing financial, resource management, and procurement requirements. The Plan will also support partnership initiatives and ensure alignment with our overarching corporate policies and targets. We will document our progress against the Strategy and Plan in future reports.

Thriving Nature Strategy

66 2025 APRIL Sustainability Report

2025 APRIL Sustainability Report 67

Thriving Nature Strategy

An opportunity to show measurable, positive nature outcomes

Commentary by Marco Lambertini | Conservationist and global civil society leader



APRIL, as a company, understands the inherent connection between protecting natural landscapes and ensuring the long-term productivity, profitability, and resilience of its business. This perspective is clearly reflected in the newly adopted Thriving Nature Strategy and its long-standing zero-deforestation pledges.

The Thriving Nature Strategy is science-backed, comprehensive, and covers the essential pillars of a credible conservation framework. It also aligns with globally recognised biodiversity protection standards and core indicators, such as ecosystem extent, ecosystem condition, species population, and species extinction risk. By aligning with recently introduced metrics and established reporting frameworks such as the Taskforce on Nature-related Financial Disclosures (TNFD) and the Global Reporting Initiative (GRI) Standards, and the Nature Positive Initiative (NPI)'s state of nature metrics due to be finalised later in 2026, APRIL is better positioned to report its biodiversity outcomes using quantifiable, structured, and internationally recognised standards.

The next steps are to ensure credibility in implementing and reporting on its Thriving Nature Strategy. I recommend that APRIL adopt clear baselines and no later than 2020. In doing so, the company can better demonstrate its contribution to the mission, goals, and targets of the Kunming–

Montreal Global Biodiversity Framework to halt and reverse nature loss by 2030. Additionally, the company must carefully select the ecosystems and species to address in the strategy by adopting a double-materiality approach, while expanding value-chain engagement beyond fibre sourcing (e.g. rubber and metals used in heavy machinery), and mitigating other indirect environmental and ecosystem risks. These improvements can be achieved by implementing a rigorous procurement policy that prioritises high traceability, certified suppliers, high recycled content, and energy-efficient technologies.

I look forward to seeing how APRIL progresses in delivering on its strategic objectives.

ABOUT

Marco Lambertini is currently the Convener of the Nature Positive Initiative. Marco's career covers field research and conservation projects, protected area management, and local, national, and international environmental advocacy. He first interacted with APRIL nearly ten years ago in his capacity as a conservation NGO leader, engaging with the company on policy development and on pioneering zero-deforestation pledges. Over the past two years, he has served as an expert advisor to APRIL, guiding policy decisions and assisting with the implementation of our 1-for-1 commitment.

TNFD Approach

In 2025, APRIL adopted the Taskforce on Nature-related Financial Disclosures (TNFD) LEAP (Locate, Evaluate, Assess, Prepare) approach to strengthen our understanding of how our operations interact with nature – from upstream forestry operations in Sumatra and Kalimantan to downstream manufacturing in Riau Province. The insights from this assessment will inform our APRIL2030 strategy and enhance our risk management efforts. APRIL will phase in the relevant recommendations to strengthen TNFD reporting in line with our implementation roadmap.

We also updated our 2021 materiality assessment through internal and external stakeholder engagement. This process refined our material topics, including biodiversity and resource efficiency (specifically water withdrawal, discharge, consumption, and wastewater treatment). These nature-related material issues were further analysed using external tools, such as ENCORE,¹⁴ the WWF Biodiversity Risk Filter, and the WWF Water Risk Filter, in line with commitment to adopt TNFD.

Details of our TNFD LEAP Approach analysis will be provided in a separate TNFD report, to be published in the near future.



[14] ENCORE is a TNFD LEAP tool used by financial institutions: www.encorenature.org/en.

Advancing science and research on land management

APRIL invests substantially in fibre research and development (R&D) as well as peatland science, both of which underpin our innovative field and land management practices. These investments enable us to make evidence-based decisions and continuously improve our operational practices.

Our ongoing participation in international conferences and research programmes enables APRIL scientists to share their knowledge, extend their research capabilities, and advance APRIL’s scientific goals.

New research partnership with the North Carolina Innovation Hub

In March 2025, APRIL researchers joined the North Carolina State University (NCSU) Plant Sciences Initiative’s Innovation Hub, where two members of our team have enrolled in Master’s programmes. Headquartered at their campus, this collaborative platform brings together industry stakeholders, university students and staff, visiting researchers, and entrepreneurs to address global environmental, agricultural, and forestry challenges. Hub membership gives APRIL members access to cutting-edge facilities and a collaborative environment that support our current ‘speed breeding’ projects and protocols.

Programme with University of Pretoria

We also continued collaboration with the Forestry and Agricultural Biotechnology Institute (FABI) at the University of Pretoria (South Africa). The venture was established at the RGE Group level in 2018 to address challenges posed by pests and diseases at our forestry operations, in particular reducing the impact of insect pests and pathogens in plantations of *Eucalyptus* and *Acacia crassicarpa*.

Fibre R&D at APRIL



>250 staff scientist members

- 14 PhDs
- 32 Master’s degrees



State-of-the-art R&D

- RGE Technology Centre
- Kerinci Research Nursery
- Kerinci Tissue Culture lab



>120 publications

in international peer-reviewed journals over the last 10 years



>US\$ 11 million CAPEX

investment over the last 10 years

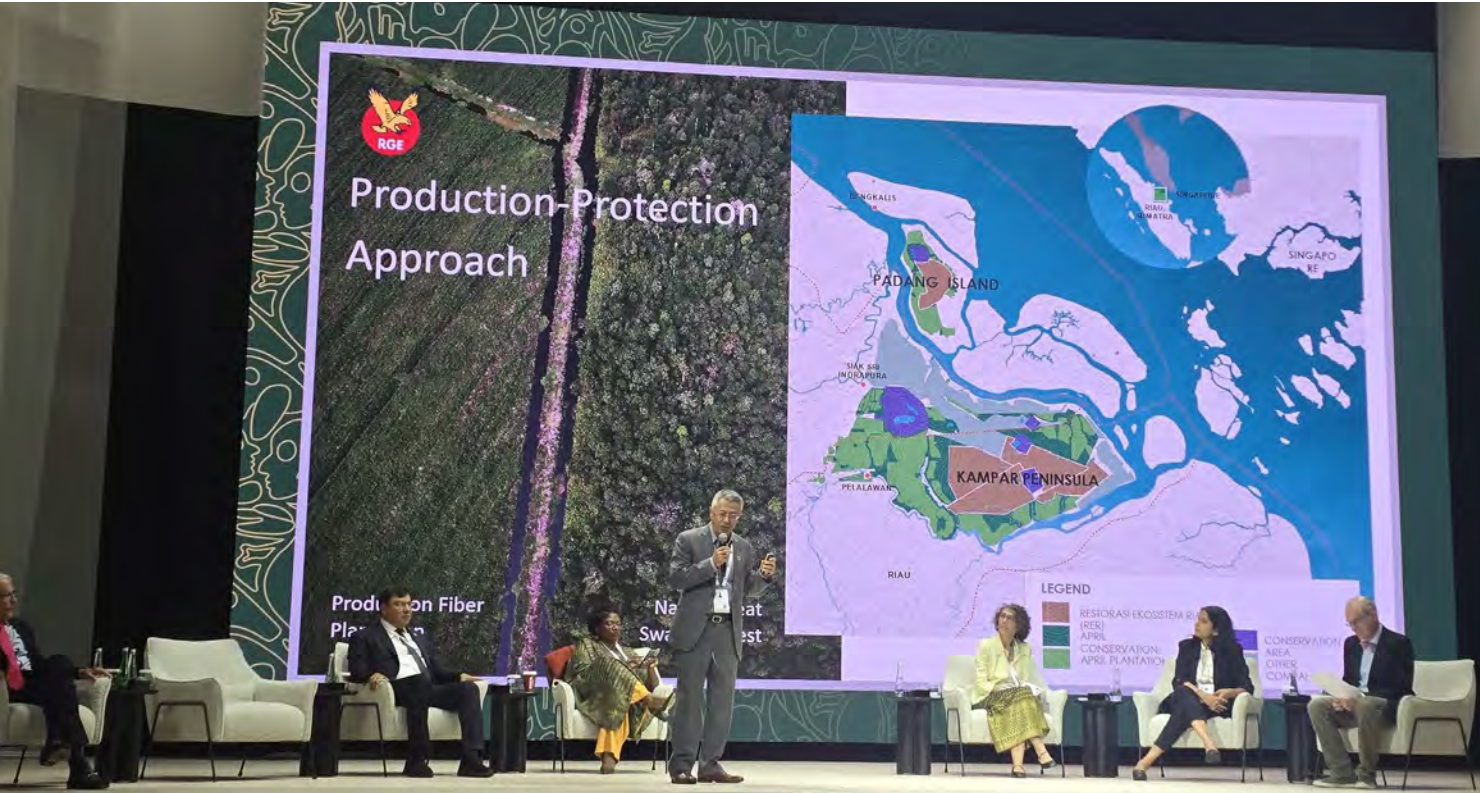
Strengthening conservation science through the APRIL–IUCN collaboration

In October 2025, APRIL launched a five-year collaboration with the IUCN. This collaboration aims to develop measurable contributions to the Kunming–Montreal Global Biodiversity Framework (GBF), engage key stakeholders, and strengthen the institutional capabilities of both of our organisations.

This collaboration leverages the unique and complementary expertise of our two organisations. Having worked across diverse ecosystems, governance contexts, and scientific disciplines, IUCN is the global authority on the status of the natural world and the measures needed to safeguard it. APRIL contributes operational data, advanced resource management, and implementation expertise through the RER programme chosen to as the pilot project.

Our 2025 activities notably included:

- **Laying the groundwork for conducting a Global Red List of Ecosystems (RLE) Peatland Assessment and an Indonesia National RLE assessment** through stakeholder engagement and alignment, contributing to RLE development, one of the most important repositories for monitoring ecosystem health used to track GBF targets.
- **Launching IUCN RHINO (Rapid, High-Integrity Nature-positive Outcomes), ahead of piloting the approach at our concessions** to improve our internal programmes and guide forestry and land sector peers in measuring, improving, and sharing progress on biodiversity outcomes.



Advancing science and research on land management

Turning ambition into measurable nature outcomes

Commentary by Dr Grethel Aguilar, Director General | International Union for Conservation of Nature (IUCN)



Our work with APRIL is the kind of collaboration needed to meet today’s global nature conservation challenges. Advancing our knowledge of vital ecosystems, such as peatlands, while applying IUCN’s RHINO approach to strengthening private-sector accountability for biodiversity impacts will create a partnership that turns ambition into action. We look forward to working closely with APRIL to deepen IUCN’s engagement in Indonesia and across the private sector – demonstrating that, when science, strong partnerships, and shared stakeholder responsibility come together, we can accelerate progress toward our collective goal: a just world that values and conserves nature.

ABOUT

Dr Grethel Aguilar has over 30 years of experience in conservation and sustainable development, with extensive expertise in developing and applying environmental law and policy in collaboration with governments and civil society organisations. During the five-year collaboration, IUCN will provide tools and expertise to support APRIL in meeting our sustainability commitments. Additionally, this partnership will advance practical research, resulting in knowledge that will positively impact nature conservation in critical landscapes in Indonesia and globally.

Peatland science

Given our responsibility of managing approximately 4% of Indonesia’s total peatland area, advancing tropical peatland science is an APRIL2030 priority. Our landscape work generates scientific knowledge that promotes peatland science, and we share our data and findings with the national and global scientific communities and other stakeholders. In 2025, we maintained and renewed existing partnerships as well as collaborations, participated in scientific conferences and ongoing dialogues, and facilitated the Independent Peat Expert Working Group (IPEWG)’s published ‘Challenge & Collaboration’, a report reflecting on ten years of the now-disbanded IPEWG. **As of December 2025, APRIL’s scientists have engaged in 296 collaborations, participated in 115 conferences, and contributed to 19 publications on peatland science.**

Welcome to AsiaFlux Conference 2025



APRIL and AsiaFlux 2025: Bridging science and climate action

In October 2025, APRIL facilitated the [AsiaFlux Conference 2025](#) in Pangkalan Kerinci, welcoming 450 scientists, policymakers, and practitioners from 29 countries to share the latest advances in peatland science and Nature-Based Solutions (NbS). Themed ‘Nature-Based Solutions for Asia: From Advanced Science and Technology to Practices’, the conference explored cutting-edge research and real-world climate mitigation and adaptation applications in the Asian context. The six-day programme featured technical training, paper presentations, plenary sessions, and a field trip to APRIL’s eddy covariance (EC) flux towers.

Thirteen APRIL experts presented on tropical peatland carbon dynamics, greenhouse gas fluxes, hydrology, remote sensing, and sustainable land-use management. Another 11 participated in breakout sessions on peatland carbon cycling, climate trends, biodiversity, and land-use impacts.

Advancing science and research on land management

A decade of scientific challenge and collaboration management

To mark the 10th anniversary of our IPEWG, APRIL facilitated their publication of ‘[Challenge & Collaboration: A Decade of the Independent Peat Expert Working Group](#)’. The report detailed APRIL’s evolution, celebrated its scientific contributions, and charted its long-term impact on advancing tropical peatland science. It highlighted the group’s contributions to APRIL’s expertise in responsible peatland management, as well as our approach to monitoring greenhouse gas. It also presented the results of the world’s first investigation of greenhouse gas fluxes at a peatland-based fibre plantation over a full crop-rotation cycle. The report concluded with

IPEWG recommendations that APRIL will implement as part of our ongoing initiatives.

Having fulfilled its mandate of overseeing the implementation of APRIL’s peatland programme, IPEWG was dissolved in October 2025. Additionally, a former IPEWG member joined APRIL’s independent Stakeholder Advisory Committee.

 [Read more in Governance updates](#)

Optimising plantation performance

Enhancing plantation productivity is central to upholding our no deforestation commitments while meeting the growing demand for fibre and fibre products. This key metric is measured by calculating the Mean Annual Increment (MAI), using the average annual wood biomass production (in tonnes) per hectare of plantation. Our APRIL2030 target is to raise the MAI at our Sumatra operations by 50% against our 2019 baseline of 20.3 tonnes/hectare/year, effectively boosting our fibre output

without expanding our plantation footprint. We are steadily progressing towards this goal. **Since 2019, we have grown our MAI by 13.8% to 23.1 tonnes/hectare/year** by investing in R&D-backed tree improvement, plant health, and propagation programmes, employing precision silviculture and site-specific management plans at our plantations, and improving decision-making through mechanisation and digitalisation.

Our 2025 focus areas included:

R&D-backed tree improvement, plant health, and propagation	Continuing our work at the world’s first clonal <i>Acacia crassicarpa</i> plantation, established by APRIL in 2023, to improve productivity using cross-bred trees with desirable genetic traits
	Advancing the selection of genetic material to increase fibre productivity and improve wood properties including focus on adaptability and site-matching
	Real-time pest and disease monitoring initiatives, reducing pesticide use and increasing the precision of pesticide application at plantations and nurseries
Precision silviculture and site-specific management plans	Continuing to map soil at our concessions, allowing precise plantation management and the application of appropriate silviculture practices (such as clonal allocation, fertilisation, and cultivation) down to the compartment level
	Applying circular economy practices to improve plantation productivity. In 2026, we will eliminate the use of Muriate of Potash (MOP) at our plantations – a mined fertiliser obtained from third-party suppliers – and will replace it with potassium sulphate produced in-house through the transformation of intermediate chemicals derived from the pulp production process
	Continuing to develop cost-effective in-house weed control and management capabilities using leading-edge drone technology
Mechanisation and digitalisation to improve decision-making	Employing mechanised systems for efficient and safe wood harvesting while reducing costs and wood loss
	Transforming raw data into actionable insights by applying digital tools that maximise our research output and minimise errors at every level of our decision-making process, from data collection to final outcomes
	Building a culture of data-driven innovation across all of our research programmes



Maintaining zero deforestation

[GRI 2–24, 101–1]

At the core of SFMP 2.0 is our pledge to no development in high conservation value (HCV) forests. These areas have been identified under HCV–HCSA assessments (HCV–High Carbon Stock Approach) enabling their protection as part of our integrated landscape management approach. This commitment extends to our own concessions, long-term supply partners, and open market suppliers, all of which are monitored monthly for deforestation with the same satellite imagery and aerial observation drones that we use to monitor our own areas. Additionally, APRIL’s on-the-ground verification teams detect, confirm, and document any land cover change, while our remote sensing analysts perform land cover change surveys every 16 days. These surveillance efforts cover all areas managed by APRIL and those of our long-term supply partners. Additionally, we conduct spot

checks to verify potential land cover change among our open market suppliers.

When we detect land cover change, we alert the supplier in question, mandate an immediate field verification to assess actual conditions, and require a restoration action plan for the ground-verified area. APRIL documents these actions, which are subject to annual independent assurance.

Thanks to our comprehensive no-deforestation commitments, APRIL is well-positioned and has the necessary practices and systems in place to comply with the upcoming European Union Deforestation Regulation (EUDR) and other sustainability-related regulatory frameworks.



Conservation and restoration

[GRI 101–1, 101–2, 101–5, 101–8, 304–1, 304–2, 304–3, 304–4]

One of APRIL’s flagship commitments is to protect conservation and restoration areas under our operational control. In recent years, we have extended this pledge to partner with stakeholders and communities beyond our operational boundaries. As at December 2025, we directly manage nearly half a million hectares of conservation areas within our concessions and at *Restorasi Ekosistem Riau* (RER), and additionally support other conservation areas through partnerships.

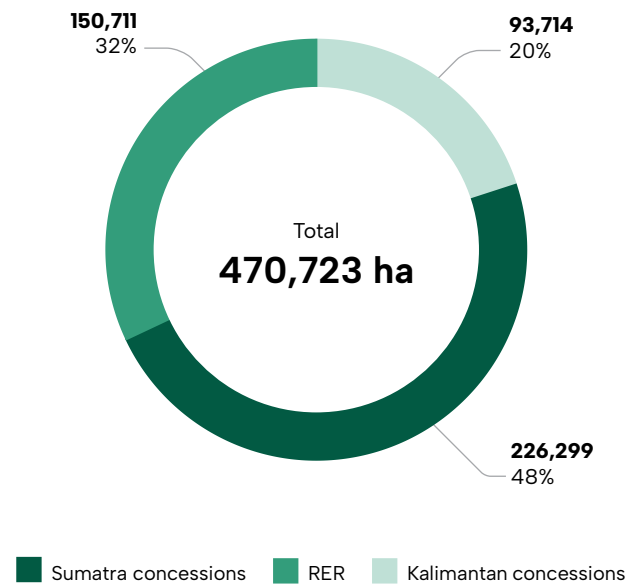
Conservation area managed and contributed to

CONSERVATION AREA MANAGED	CONSERVATION AREA CONTRIBUTED TO
• 470,723 hectares at: • APRIL concessions (Sumatra and Kalimantan) • <i>Restorasi Ekosistem Riau</i> (RER) • Covered by APRIL’s 1-for-1 commitment (ratio:76.2%)	• Community conservation partners • Other conservation initiatives (e.g. Restorasi Habitat Orangutan Indonesia [PT RHOI] in Kalimantan)

Conservation area managed

As of December 2025, we protect and conserve 470,723 hectares of natural forests, representing 33% of our total managed area, including productive concessions and the RER. Effectively managing these conservation areas requires strategic planning and concerted action guided by our Thriving Nature strategy and comprehensive Conservation Forest Management Framework (CFMF). This multifaceted multi-stakeholder approach ensures that our concession-based conservation management plans protect and enhance identified HCV and HCS areas. The framework also identifies and manages threats as part of these plans. In 2025, 4,837 hectares were added to the total conservation area we manage following the resolution of land claims.

Conservation area by region 2025 (ha,%)

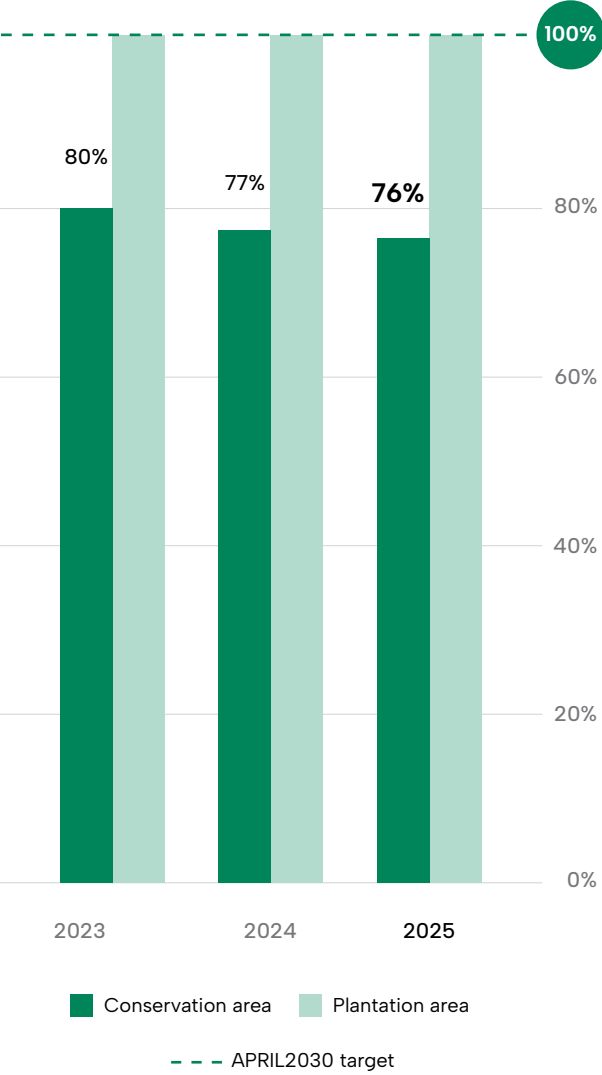


Note: Total conservation hectarage can fluctuate year-on-year due to boundary changes resulting from site verification survey outcomes, digital spatial analysis tolerances, and land recovery from land claim settlements.

Conservation and restoration

Conservation areas within our concessions and those of our long-term supply partners both contribute to our 1-for-1 commitment, conserving one hectare of forest for every hectare of plantation we manage. In 2025, our conservation and restoration areas were equal to 76% of our planted area. While ongoing land recovery efforts increase conservation area in 2025, more than 11,000 hectares were also added to our managed plantations leading to an overall decreased ratio from 77% in 2024.

Plantation-conservation 1:1 2023-2025 (ha,%)

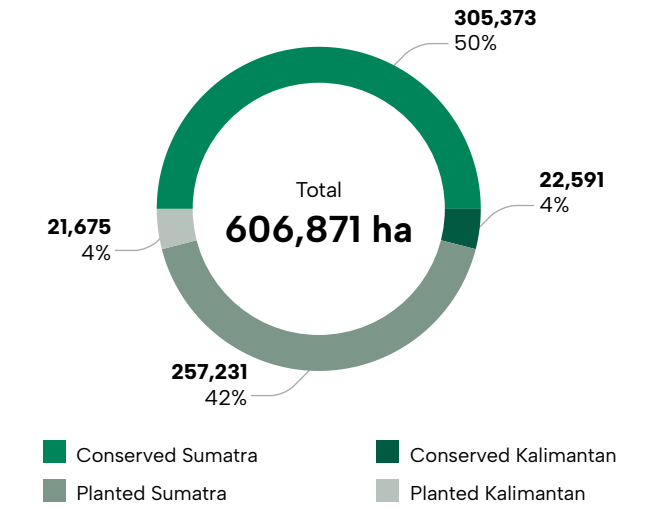


Peatland conservation

Peatlands comprise 606,871 hectares of the total plantation and conservation area we manage, with 327,964 hectares (54%) dedicated to conservation and 278,906 hectares (46%) situated in existing plantations.

About 70% of our total conservation area is tropical peatland, with a significant portion in the RER conservation area, a carbon-storing peat swamp forest twice the size of Singapore. We employ a four-pronged approach to protect, assess, restore, and manage peat swamp forests: specifically, preventing new human-caused degradation, assessing biodiversity, restoring degraded areas through canal-blocking and tree planting, and implementing programmes to manage human activity as well as improve the livelihoods of forest users and nearby communities.

Planted vs conserved peatland by region 2025 (ha, %)



Note: Total peat hecterage may change year-on-year due to the reclassification of peatlands following boundary adjustment from higher-resolution imagery, annual on-site evaluations, land recovery efforts rather than due to planting activities, and subsequently updated in the Long-Term Business Work Plans (RKU) and Annual Work Plans (RKT).

Modular dam innovation

We have adopted a new approach using fibre-reinforced polymer (FRP) panels to replace traditional canal blocking that utilise hand-made dams built with sandbags. This innovation was developed internally by APRIL and manufactured in Riau Province after several years of testing. We deployed our first FRP dams in 2024, and they have proven to be highly durable and cost-efficient. **As of December 2025, four FRP dams have been constructed at RER.**

We are continuously learning and refining the process as we build more FRP dams. Our sophisticated installation process uses interlocking panels, reducing the number of nuts, bolts, and other fasteners. We are also trialling new installation approaches after learning that water velocity can cause localised canal-bed erosion during the installation phase.



Restoration efforts

Our conservation commitment includes restoring previously degraded land to enhance biodiversity and improve species habitats. Our restoration methods include active planting (planting natural seedlings from nurseries at restoration sites), enrichment planting (planting forest trees to accelerate canopy closure, increase floristic diversity, and introduce beneficial or rare tree species), and assisted natural regeneration (to accelerate natural tree growth and remove or reduce natural barriers to growth). **As of December 2025, 331.3 hectares of land are being actively restored.**

New landscape approach to biodiversity management

APRIL's biodiversity management focuses on identifying conservation species that represent the broader ecological health of our landscapes while enabling effective conservation planning and monitoring. These species serve as proxies for overall biodiversity and are selected using clear and transparent criteria.

In 2025, APRIL began adopting the Landscape Species Approach developed by the Wildlife Conservation Society (WCS). This approach identifies a small group of species whose habitat needs and ecological roles represent wider biodiversity, helping to guide landscape-level conservation strategies and monitoring efforts across APRIL's operational areas.

Using biodiversity records from the past five years within concessions, potential landscape species covering key taxonomic groups have been identified, including mammals, birds, bats, and reptiles. These are assessed against criteria including habitat use, ecological function, vulnerability to threats, and the feasibility of monitoring the identified species.

Conservation and restoration

Wildlife monitoring

RER is home to 81 species on the IUCN Red List, including 14 Critically Endangered species. Additionally, 37 species on the Red List have been identified in APRIL Group concessions, six of which are Critically Endangered.

Monitoring land cover change and potential encroachment, through satellite surveillance and on-the-ground security patrols, is at the core of our conservation activities. We also demarcate boundaries and continuously engage with local communities on forest and wildlife protection. When encroachment occurs in conservation areas, our restoration efforts focus on the recovery and reintegration of the impacted areas into the wider conservation landscape.

IUCN Red List of threatened species identified at RER in 2025

Taxonomic group	Critically Endangered (CR)	Endangered (EN)	Vulnerable (VU)
Mammals	3	9	9
Amphibians and reptiles	3	4	2
Birds	3	5	18
Plants	3	4	5
Fish	2	4	3
Odonata	0	1	3
Total	14	27	40

IUCN Red List of threatened species identified at APRIL concessions in 2025

Taxonomic group	Critically Endangered (CR)	Endangered (EN)	Vulnerable (VU)
Mammals	5	5	8
Amphibians and reptiles	1	1	2
Birds	0	5	10
Plants	0	0	0
Fish	0	0	0
Odonata	0	0	0
Total	6	11	20



Monitoring initiatives	
Camera trap biodiversity monitoring	To support improved understanding of biodiversity, APRIL has adopted camera trap distance sampling (CTDS) as our primary tool for monitoring biodiversity in our Production–Protection landscapes. This method uses strategically placed camera traps to capture images of wildlife and estimate animal population density from un-marked animals. Pilot in Estate Teso East A pilot CTDS survey was conducted in Estate Teso East between August and September 2025. Its scope included training estate teams to deploy and manage camera traps, thereby building APRIL’s internal capacity for long-term biodiversity monitoring.
Working with experts	One of our Thriving Nature Strategy priorities is to consult with external experts to improve our biodiversity monitoring approaches and ensure credible reporting. In line with this, we are working with WCS and IUCN and have engaged both organisations to help guide our biodiversity monitoring. We continue a long-term collaboration with Fauna & Flora International (FFI) to conduct baseline biodiversity assessments in conservation areas, thereby establishing reference data for comparisons with plantation area data. Assessment data will help APRIL scale our biodiversity monitoring and reporting capacity, providing the insights needed to appropriately increase the number of camera traps across conservation areas within our estates.
New tiger conservation management strategy	In 2025, we collaborated with <i>Perkumpulan Jejaring Hutan Satwa</i> (PJHS or Forest Wildlife Society) on a conservation management strategy for Sumatran tigers on the Kampar Peninsula. We deployed 50 camera traps across our Pelalawan estate, with early results confirming the presence of 10 Sumatran tigers and members of approximately 16 other species. The detection of key prey species, including Sambar deer, wild boar, and long-tailed macaques, provides evidence of a stable prey base, which signals that the ecosystem is functioning well enough to support this apex predator.
SMART patrol	APRIL uses the Spatial Monitoring and Reporting Tool (SMART) patrol system to combat the illegal wildlife trade. The SMART platform standardises and streamlines the collection, storage, analysis, and reporting of patrol data to support our wildlife protection efforts and improve our management systems. It was progressively rolled out at eight operational sites in 2025, following training for field staff and analysts the previous year.

Conservation and restoration

Conservation area contributed

Since 2023, APRIL has supported or contributed to conservation efforts beyond our operational boundaries through established partnerships with NGOs, technical organisations, and local communities.

Community conservation partnerships

APRIL has established community-based conservation partnerships with four villages neighbouring our operational areas to protect forests within their boundaries. Covering 29,211 hectares, these community conservation programmes include agroforestry, social forestry, and protection incentives.

Incentivising protection through APRIL's CCP

In 2022, APRIL and the Earthworm Foundation established a joint programme in four villages neighbouring APRIL's operational areas to conserve natural forests within their respective territories. Through this collaborative initiative, APRIL provides villages with an annual holding fee of approximately US\$ 10,000 for protecting forest areas identified through participatory land-use planning exercises. This financial contribution is augmented with annual forest management efforts (such as protection and restoration) and community livelihood support activities.

Since its inception, the Community Conservation Programme (CCP) has demonstrated early success. Local groups are increasingly assuming independent responsibility for protecting forests, highlighting the effectiveness of participatory land-use planning. The programme also underscores the critical role of NGO facilitation – particularly in free, prior, and informed consent (FPIC) processes and early-stage engagement – to build trust and ensure credible implementation. However, structural and contextual challenges remain, particularly in peatland areas where the lack of formal land-use designation can create legal uncertainty. Lessons learned have demonstrated that a deeply community-centric approach – one that accounts for local socio-political dynamics and competing economic – priorities is critical to sustaining and scaling community conservation partnerships.

Agroforestry

Traditionally, communities planting acacia trees struggle with extended growth periods and limited returns. However, by adopting agroforestry principles and diversifying their crops by growing vegetables and fruit trees alongside acacia trees, participating communities can increase their income.

With support from Regional Community Forestry Training Center (RECOFTC), we have developed agroforestry models that combine horticulture and acacia planting in Dayun and Rambahan villages. Our interventions build on the FPIC process and provide institutional support, capacity-building, and technical support on agroforestry, nursery operations, and financial management.

A 30-hectare pilot project was launched in 2023 and is expected to more than triple in size to 97 hectares by the end of 2026.

Social forestry

Since 2022, APRIL has partnered with three village forests (*Hutan Desa*) and other local stakeholders in Riau Province to conserve existing natural forests while developing social forestry business opportunities. The social forestry programme builds multi-stakeholder consensus by inviting local governments and village leaders to collaborate with APRIL on its design and objectives. While communities can independently secure the necessary social forestry licenses, we provide institutional development assistance and training on financial management and forest patrols.

Other conservation partnerships

Since 2023, APRIL has partnered with PT Restorasi Habitat Orangutan Indonesia (PT RHOI) licensed to protect 86,450 hectares of tropical rainforest in East Kalimantan. Founded by the Borneo Orangutan Survival Foundation (BOSF), PT RHOI's primary mission is to restore degraded forests and lands, preserving critical habitats for endangered species, including Borneo orangutans. APRIL contributes funding and shares conservation management expertise in drone-based monitoring for fire detection and illegal activity, occupational safety standards, and wildlife surveillance using camera traps.

The benefits of APRIL's social forestry partnership in Dayun

Commentary by Nasya Nugrik, Village Head | Dayun Village



We are pleased to see the positive changes the Indonesian Government's Community Forest (*Hutan Kemasyarakatan*) Programme has brought to Dayun Village. With APRIL's participation, this social forestry initiative supports our community by offering training and other valuable support. It assists with land preparation and planning, and facilitates access to agroforestry, produce, and carbon markets. These activities are further enhanced through technical support from RECOFTC.

Women in our community have especially benefited from APRIL programmes. Seven members of our Women Farmers' Group (*Kelompok Wanita Tani* or KWT) have used the training to generate household income through agroforestry, including by cultivating short-term crops, such as pineapple.

In addition, Dayun has been designated a tourism village (*desa wisata*). With APRIL's support, we have created community-based initiatives including organised village tours, that offer visitors glimpses into our agroforestry activities. These tourism programmes support villagers' livelihoods and sustainable land use in our community.

ABOUT

Nasya Nugrik has been the village head of Dayun since 2013. APRIL has operated community partnership programmes in the village since 2013 and launched its social forestry programme there in 2023.



Conservation and restoration

Financing landscape conservation

Financing our conservation efforts is a structured funding structure directly linked to our fibre supply, where we allocate US\$ 1 to conservation for every tonne of wood delivered to our mill. These funds are earmarked for conservation areas, our RER flagship peatland restoration programme, community conservation, and other landscape activities. More recently, these funds have also financed external partnership programmes. **Since 2020, APRIL has invested US\$ 75 million in landscape conservation, with over US\$ 66 million already spent.**

Conservation fund overview 2020–2025

	2020	2021	2022	2023	2024	2025
Fibre supply delivery (tonnes)	11,098,933	11,787,484	11,964,368	14,787,447	14,790,924	14,549,348
Funds allocated (annual committed funds in US\$, '000)	10,434	11,099	11,787	11,964	14,784	14,791
Funds spent (US\$, '000)	8,926	8,867	9,669	14,910	13,439	13,100
Remaining funds (annual reconciliation in US\$, '000)	1,508	3,740	5,859	2,913	4,258	5,949

- Notes:
- Data exclude wood chips.
 - 2023 and 2024 funds (spent and remaining) data restated.



Fire management

[GRI 2–24, 3–3]



APRIL enforces a strict no-burn policy to mitigate fire risks across our operations and concessions, and requires our suppliers to do the same. Our integrated forest fire management approach includes collaborating with government agencies, other concession holders, and communities to prevent fires, especially during the dry season.

Our four-pronged approach consists of prevention, preparedness, suppression, and recovery. As a pre-emptive measure, we monitor and manage fires that occur up to three kilometres outside our concessions. In 2025, 41 fires were recorded: 40 at supply partner concessions in Kalimantan and one at a supply partner concession in Sumatra.

Although this number was substantially lower than the 123 fires reported at our Kalimantan concessions in 2024, we have confirmed that all 2025 Kalimantan fires were the result of land-clearing activities by outside community members, not APRIL’s commercial activities.

The fire in Sumatra was caused by outside community members who illegally encroached on our supply partner’s concession area. Unfortunately, the fire escalated and burned a substantial area because it occurred in a remote area that is only accessible by river. The site is currently being monitored for natural restoration and, if needed, potential active restoration.

Fire management

Fire incidents 2025

Locations	Incidents (no.)	Area burned (ha)
Supplier concessions (Sumatra)	1	60
Supplier concessions (Kalimantan)	40	25

APRIL’s fire mitigation initiatives include our ongoing community support and development programmes, which have contributed to consistently low fire levels across PT RAPP and our Sumatra supply partners’ concessions. Since 2015 we have piloted the Fire-Free Village Programme (FFVP) through which APRIL provides training, equipment, and economic incentives to help local communities prevent fires. The initiative has delivered significant impact since its inception. **Since the first year of signing Memorandums of Understanding (MoUs) with neighbouring villages, the land covered by these agreements has increased from 140,000 hectares to over 900,000 hectares in 2025. Throughout this programme, we have helped reduce fire-damaged areas by more than 90%.**

FFVP areas 2013–2025 (ha)

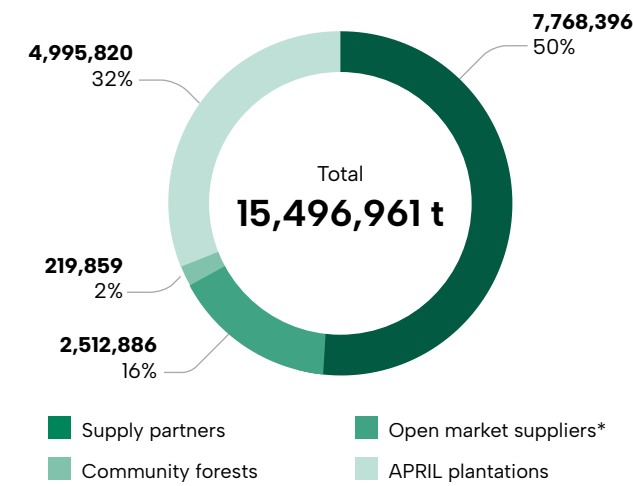


Responsible wood and fibre sourcing

[GRI 2–6, 2–24, 3–3, 204–1]

APRIL sourced 15.5 million tonnes of wood in 2025, of which 50% originated from plantations managed by 36 long-term supply partners. An additional 10% came from 15 independent open market suppliers in Sumatra, Kalimantan, and Sabah, Malaysia. We also sourced wood chips (6%) from suppliers in Thailand and Vietnam. Additionally, a small portion of our harvested wood originated from 20 community forest plantations managed either by APRIL or our supply partners.

Wood fibre by source 2025 (t, %)



*Note: Open market suppliers include those providing wood chips.

Supplier monitoring and due diligence

[GRI 308–1, 308–2, 414–1, 414–2]

Since 2015, we have maintained 100% traceability to the country of harvest for wood and fibre sourced for our pulp, paper, and viscose production. All Indonesian-sourced supply, representing 93% of our total supply, was fully traceable to the compartment level in 2025. The remaining supply came from chip mills that are certified to Programme for the Endorsement of Forest Certification

Chain of Custody (PEFC–CoC) and/or the Forest Stewardship Council Chain of Custody (FSC–CoC).

All suppliers must adhere to our SFMP 2.0 commitments, Wood and Fibre Sourcing Policy, and the RGE Code of Procurement Ethics, to ensure that all wood and fibre originate from responsibly managed plantations free of environmental and social risks.

APRIL assesses our supply to ensure compliance with the provisions of these policies, and all wood sourced undergoes comprehensive due diligence using our **Integrated Management System (IMS)**, including supply sourced from our own concessions and long-term supply partners, who are also subject to our **Supplier Compliance Procedure** for supply sourced from open market suppliers. All suppliers must complete self-assessments and conduct desktop reviews of key documents, including certificates, legal licences, land-use and land-cover data, HCV and HCS assessments, and any applicable policies. In 2025, 12 new log suppliers underwent our stringent supplier compliance procedure.

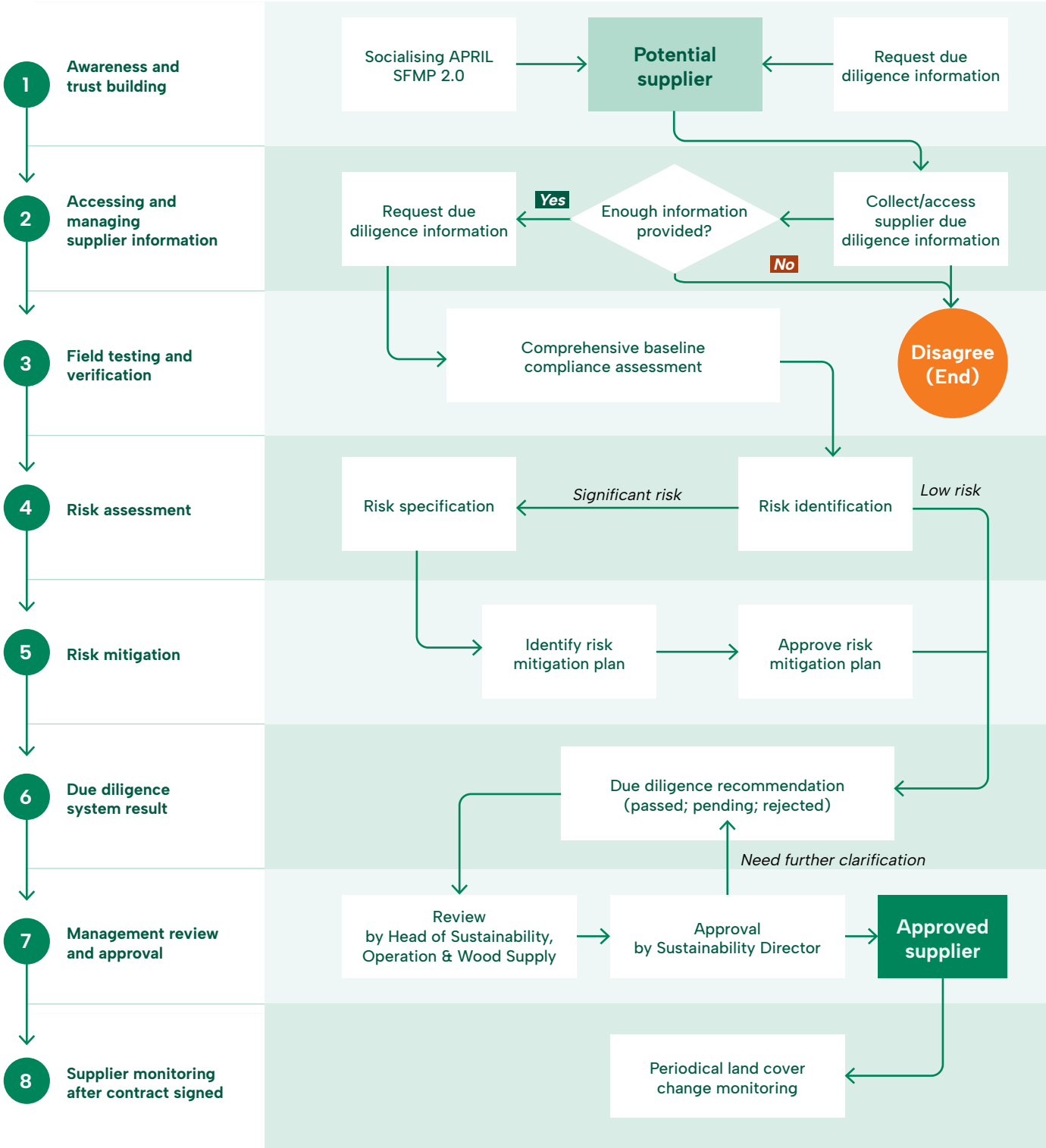
APRIL verifies existing suppliers’ land cover change data from 2015 onwards, per our SFMP 2.0 framework, and assesses their forest management activities to detect any current deforestation. We also require suppliers to report fires and fatalities in their concessions, as well as any government sanctions and grievances filed against them. In 2025, we continued to monitor 100% of our existing suppliers against these procedures, confirming that 100% of volumes sourced are deforestation-free.

APRIL engages with our suppliers to help them comply with our policy requirements, including encouraging them to restore degraded forest areas.¹⁵ We support their forest certification efforts, provide technical assistance with sustainable forest management, and proactively address and prevent instances of non-compliance.

[15] Degraded areas are classified as those that have experienced loss of structure, function, species composition, or productivity due to human activities or natural disturbances, but have not been completely converted to non-forest land use.

Responsible wood and fibre sourcing

Due diligence mitigation for new open market suppliers



Supply chain certification

Depending on its origin, APRIL’s wood supply is certified against the Programme for the Endorsement of Forest Certification (PEFC) standard and the following Indonesian government sustainable forest management standards: *Pengelolaan Hutan Lestari* (PHL) and *Sistem Verifikasi Legalitas Kayu* (SVLK). **As of 2025, 72.3% of our wood supply is PEFC Forest Management (FM) certified, while the remaining supply comes from PEFC controlled sources.**

In 2025, APRIL Group purchased an additional 154,642 tonnes of softwood pulp from fully PEFC–certified mills in Sweden, Finland, Germany, Canada, and New Zealand.



INCLUSIVE PROGRESS

We empower our people and communities through transformative initiatives

- 🔗 [Upholding human rights at APRIL | pg.94](#)
- 🔗 [Our workforce | pg.95](#)
- 🔗 [Enabling an inclusive workplace | pg.96](#)
- 🔗 [Empowering our communities | pg.104](#)

INCLUSIVE PROGRESS

Since its founding, APRIL has aligned our business objectives with our social responsibility. Acknowledging our role within the broader social context in which we operate, we are committed to fostering meaningful progress for both our workforce and local communities. While our long-standing development programmes have successfully supported community members, the APRIL2030 Inclusive Progress pillar has accelerated these efforts. Our targets focus on high-impact areas such as eradicating extreme poverty, improving healthcare and education, and advancing gender equality.

Performance summary



Target		Performance					
		2023		2024		2025	
APRIL2030 Target							
Eradicate extreme poverty Villages surrounding our operational areas¹	Households intervened (no.)	Re-baselining process (household field survey)		214	●	445	●
	Villages intervened (no.)			55		77	
50% reduction in stunting target in target villages	Stunting rate among children below age 5 in Riau Province (%)¹	13.6	●	20.1	●	Pending*	
Education²	Numeracy Achieve 70% proficiency level (%)	55.7	●	64.3	●		
	Literacy Achieve 70% proficiency level (%)	67.0		67.6			
Maternal and child (healthcare)³	Minimum standards Facilities verified against minimum government standards (no.)	0	●	2	●	7	●
	Early detection Facilities with early detection equipment (no.)	26		26		26	
Advance equal opportunities	50% women in community development programmes Women in community development programmes (%)	64	●	69	●	63	●
	20% women representation in workforce⁴ Women (%)	18.4		18.1		18.9	
	20% women in leadership⁴ Women in leadership (%)	10.7		11.9		12.5	

- Notes:
- APRIL2030 targets cover Sumatra operations only.
 - *Figure is pending release of the Indonesian government report.
 - ¹ Target methodology updated: data source changed from APRIL’s tracking to government sources, of which the 2025 government reports have yet to be released at the time of this report’s publication. The baseline for the APRIL2030 stunting target has been revised. 2024 data has been restated.
 - ² APRIL2030 education targets have been refined to align with national priorities (70% target) and now exclude ‘learning effectiveness’ as a formal metric (although it continues to be assessed internally with third-party support). Additionally, 2024 data for numeracy and proficiency levels have been restated.
 - ³ The scope of the APRIL2030 healthcare target has been refined and narrowed from 29 target healthcare centres to 26. This adjustment concentrates resources on priority facilities across APRIL’s operational areas. Consequently, 2025 data refer to the number of facilities subject to APRIL interventions and is pending government verification in 2026.
 - ⁴ The scope of this target includes APRIL employees, supply partner employees, and contractors (at the mill and nursery).

● Achieved ● On track ● Progressing ● Not progressing ● In development

Key highlights

445

households in 77 targeted villages aided through interventions to eradicate extreme poverty

pg.104

Interventions in 114

villages that helped reduce a stunting rate to under 14% in Riau Province

pg.108

63%

of community development programme participants were women

pg.109

56%

Gender Equality Assessment Result & Strategies (GEARS) score, rising from 42% in 2023 and reflecting the effectiveness of our gender action programmes

pg.98

Target		Performance		
		2023	2024	2025
Best practices*				
Zero fatalities (no.)		5	10	10
Lost time injury frequency rate below 0.12	Total	0.61	0.63	0.74
	Mill	0.98	0.74	0.57
	Fibre operations	0.49	0.60	0.80
Implement Human Rights Policy and Human Rights Due Diligence (HRDD)	Progress notes	• Provided human rights training for senior and mid-level managers • Launched Children’s Welfare Code of Practice and piloted Children’s Welfare Action Plan at two estates	• New Diversity, Equity, and Inclusion policy launched • Completed HRDD train-the-trainer programme for 30 mill managers, followed by an advanced 2-day HRDD training with FIHRRST	• Rolled out HRDD awareness training for 56 local contractors

- Notes:
- *Best practices refer to best practices in reporting.
 - 2024 best practices reporting onwards includes Kalimantan fibre operations.

Upholding human rights at APRIL

[GRI 2-24, 2-30, 3-3, 407-1, 408-1, 409-1, 410-1]

APRIL’s Human Rights Policy guides our approach to respecting the fundamental rights of our employees, contractors, and communities in the areas where we operate. Its implementation is supported by a Human Rights Due Diligence (HRDD) process that enables us to identify and report on our human rights impacts. The policy informs our capacity building and training, improves our internal systems, and helps us establish action plans to prevent and mitigate the risk of human rights violations.

As of December 2025, 66% of the employees at APRIL’s integrated fibre operations have received internal HRDD awareness training, up from 60% in 2024. In addition to general training, we rolled out awareness training on children’s rights and business principles for 94 general managers and assistant managers. Similarly, we enrolled key employees in external human rights training in 2025. Four participated in the United Nations Global Compact

Business and Human Rights (BHR) Accelerator programme, while three attended Children’s Rights and Business Principles masterclasses.

We are also working closely with our contractors to expand the implementation of our HRDD framework, ensuring that no rights are infringed upon in our supply chain. In 2025, APRIL offered HRDD awareness training to 56 local contractors (in-line small and medium enterprises (SMEs)) in Riau Province, covering the APRIL Human Rights Policy, with a particular focus on labour rights. The programme is a follow-up to an awareness session on responsible business practices we offered in 2022 and was the first stage of our HRDD Compliance development programme for local contractors, with further training and awareness sessions to follow.

[Read more about our SME support initiatives in Supporting sustainable livelihoods](#)

Key initiatives in 2025

Diversity and inclusion			
Continued building an inclusive and empowering workplace that provides equal opportunities for employees and workers through initiatives including: - Completed employee surveys - Hosted townhall sessions at several business units	- Held monthly operational meetings and regular women’s engagement events at business units - Launched a 24-hour daycare facility at an employee townsite to support working parents	- Continued implementing our Gradual Return to Work Programme for employees returning from maternity leave - Provided ergonomic support bands to pregnant employees to improve comfort at work - Raised GEARS score from 42% to 56%	Read more in Enabling an inclusive workplace
Child protection			
Supported the welfare of workers’ families and children through infrastructure, health, and education initiatives, including:	7 new daycares constructed (for a total of 10) 3 new kindergartens constructed (for a total of 19)	- Organised anti-bullying sessions in 8 schools - Increased childhood immunisation rate, with 37% of children vaccinated	Read more in A focus on children’s welfare
Living and working conditions			
Continued providing safe and liveable working conditions for our workforce through initiatives, including:	Launched wellness programme to promote awareness on improving biological body age and body composition		Read more in Wages and welfare
Community livelihoods			
Enhanced the welfare of neighbouring communities through employment opportunities and livelihood programmes, including: Intervened across 77 villages, reaching 445 households – including 77 MSMEs and 162 agribusiness beneficiaries	113 participating households reported income levels above the extreme poverty line - Trained 67 regional facilitators, 53 principals, 161 teachers, and awarded scholarships to 334 students	- Trained 982 <i>Posyandu</i> cadres and delivered health education to 1,698 community members across 104 villages - Provided supplementary feeding to 194 toddlers, with 35 returning to normal nutritional status	Read more in Empowering our communities

Our workforce

[GRI 2-7, 2-8, 202-2]

As of December 2025, APRIL employs 16,311 people, including the employees of our supply partners. We also employ an additional 24,729 workers, including contractors, to fulfil on-site functions and service facilities in and around our operations, excluding temporary employees working on specific projects.

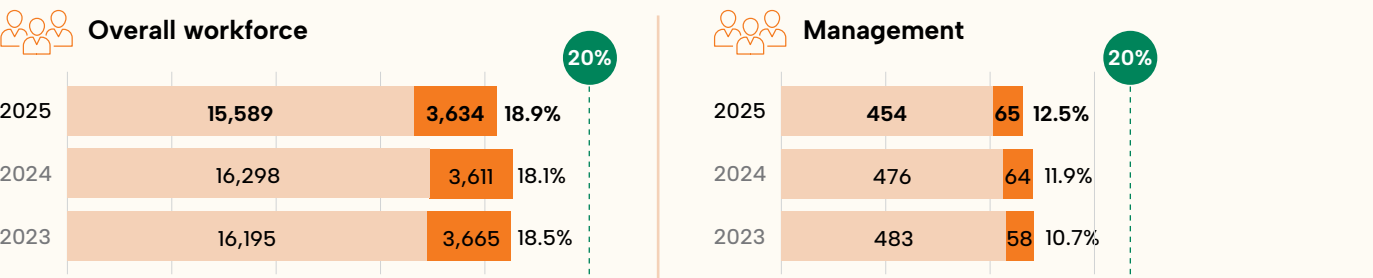
Total workforce by type 2025 (no., %)



Notes:

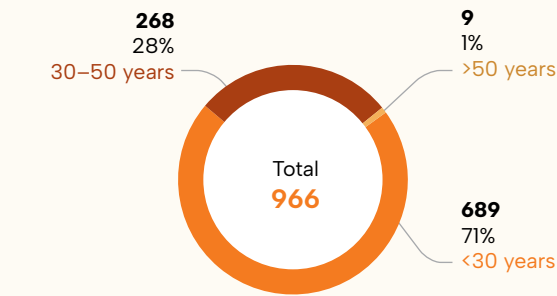
- ‘Employees’ covers APRIL and supply partner employees.
- ‘Other workers’ covers contractors.
- Excludes temporary employees working on specific capital projects.

Female representation in the workforce by category 2023–2025 (no., %)



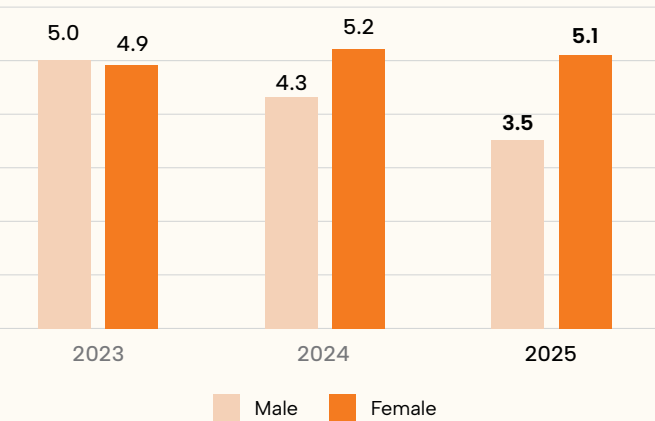
Note: Data covers Sumatra only in line with our APRIL2030 target covering APRIL employees, supply partner employees, and contractors at our mill and nursery in Sumatra.

New hires by age group 2025 (no.,%)



Note: Excluding supply partners’ employees.

Turnover rates by gender 2023–2025 (%)



Enabling an inclusive workplace

[GRI 2-24, 3-3, 405-1]

Guided by our [Diversity, Equity & Inclusion Policy](#), APRIL fosters a fair and inclusive workplace that supports women’s participation and provides equal opportunities for all employees. Our APRIL2030 target is to increase the number of women to 20% of our total workforce and to have women occupying 20% of our leadership roles by 2030. This initiative extends to supply partners and contractors at our mill and nursery in Sumatra.

In 2025, our former female representative in top leadership transitioned to an RGE Group-level leadership role. While there is currently no female representation in APRIL leadership roles, our ongoing efforts to strengthen gender diversity across our operations remain. As of December 2025, women represent 18.9% of the workforce and 12.5% of the leadership roles at our Sumatra operations.

In December 2025, APRIL signed the **Zero Tolerance for Gender-Based Violence and Harassment Pledge**, alongside other respected companies operating in Indonesia. Signatories commit to embedding the prevention and handling of workplace violence and harassment into their governance and daily operations. Championed by the Indonesia Business Coalition for Women’s Empowerment (IBCWE) and the International Labour Organization (ILO), the pledge aligns with ILO Violence and Harassment Convention No. 190. We also adhere to ILO Convention No. 111 and ILO Declaration of Fundamental Principles and Rights at Work.



Gender Action Plan

In 2025, we continued to advance our Gender Action Plan, a key initiative aimed at strengthening equal employment opportunities and fostering a more balanced and inclusive workforce across our operations. Its initiatives include improving women’s facilities (e.g. nursing rooms), introducing standard operating procedures to prevent sexual harassment and bullying, providing mandatory unconscious bias and gender equality training to employees, and hosting Female Forums at our business units to provide a platform for women to discuss gender-related issues.

Focus area	2025 updates
Increase employment rates Increasing or maintaining female representation amongst employees and contractors	- Continued monitoring women’s employment and turnover rates - Engaged with contractors to promote gender equality
Sustained participation Maintaining low turnover rates and achieving high employee satisfaction rates	- Completed employee satisfaction and feedback surveys - Continued implementing our Gradual Return to Work Programme for employees coming back from maternity leave - Provided maternity support belts to pregnant employees to enhance comfort and relieve abdominal pressure - Continued to encourage and monitor employees through e-learning on Gender Equality on the Work Day platform - Hosted International Women’s Day team building event and Kartini Day celebration
Strong support systems Supporting women through policy, programmes, and infrastructure	- Hosted townhall sessions at our mill, fibre operations, and impacted business units in January and February 2025 - Held monthly operational meetings and regular women’s engagement events at our business units - Pursued ongoing anti-sexual harassment socialisation initiatives - Launched a 24-hour daycare facility at an employee townsite to support working parents - Ran a ‘Girl Power’ campaign for students in townsite schools - Continued hosting side events at business units’ respective Female Forums
Access to leadership development Retaining women with high potential and supporting women with leadership skills	Establishing and monitoring individual development plans (IDPs) for women leaders and high-potential women talents

Enabling an inclusive workplace

2025 GEAR assessment results

APRIL adopts the IBCWE **Gender Equality Assessment Result & Strategies (GEARS)** tool, which analyses organisations’ gender equality gaps, strengths, and opportunities. The assessment scores companies in 13 intersectional focus areas, including workforce gender equality training, workforce gender composition, and gender pay equity. **Our score rose from our last assessment in 2023 – from 42% to 56% in 2025 – elevating our status from ‘Improver’ to ‘Achiever’**, reflecting the impact of our gender action programmes, which improved policies and practices across our operations. Notably, APRIL earned a perfect score of 100 in four focus areas (workforce gender equality training, leadership and accountability, professional development, and gender composition). Despite these achievements, we recognise and continue to address gaps in other focus areas, including recruitment, gender pay equity, and preventing gender-based harassment and discrimination.

To highlight International Women’s Day 2025, APRIL surveyed over 200 women employees to solicit their feedback on gender-based issues and the support they require from the company. Their top concerns included inadequate career development support, feeling less trusted or qualified than their male colleagues, inadequate facility support, and being unable to work optimally during menstruation. Encouragingly, issues such as sexual harassment and work uniforms were identified as lower areas of concern, suggesting that existing measures in these areas are largely effective. APRIL takes their feedback seriously and is reviewing our practices to honour women’s requests to improve facilities and support programmes.

Attracting and retaining talent

[GRI 401-1, 404-1, 404-2, 404-3]

In 2025, APRIL hired 966 new employees, including 754 men and 212 women. Notably, 71% were under 30, reflecting a strong push towards a younger workforce. Turnover rates for male employees have steadily improved, falling from

5.0% in 2022 to 3.5% in 2025. Although the turnover rate for women employees remains relatively stable, the overall employee turnover rate is relatively low, indicating high levels of worker satisfaction.



Talent development initiatives

We support employee growth through structured training programmes, including courses in operations, leadership, and people management. Training is mainly delivered through the APRIL Learning Institute (ALI). In 2025, male employees received an average of 5.77 hours of training a year, whereas women received 7.75.

Initiatives	Description
Forestry and Engineering Trainee Programmes	A talent development programme for recent graduates. The forestry programme (Plantation Centre of Excellence Programme) enrolled 94 graduates in 2025, while the engineering programme (Engineering Development Traineeship) enrolled 53.
APRIL Sustainability Professional Readiness Program (ASPIre)	An 18-month talent development programme that recruits and trains graduates for roles in sustainability functions, such as conservation and restoration, community development, R&D, and fibre and mill operations. Participants rotate across disciplines under the guidance of assigned mentors. As of December 2025, one participant has completed the programme, while another is currently enrolled.
World Business Council for Sustainable Development (WBCSD) Leadership Programme	A leadership programme for executives that provides international training on sustainable development challenges and opportunities. In total, one employee attended the Leadership in Environment and Development Programme (LEAP), while one attended a leadership programme and another participated in a young professionals programme.
Leadership Development Programme	A 6-year programme that includes the RGE-led Executive Leadership Programme (ELP) and Future Leadership Programme (FLP) for senior managers. It combines on-the-job training, expert coaching, and classroom instruction. In 2025, eight senior managers participated in the ELP, while 25 employees were enrolled in the FLP.
New Employee Orientation (NEO)	A 48-hour orientation programme for 633 new employees covering workers’ rights, safety induction training, human rights awareness, and the RGE Code of Conduct.
Performance Review Process (PRP)	Annual one-on-one performance and career development review programme for all employees.



Enabling an inclusive workplace

Wages and welfare

[GRI 401-2, 401-3, 402-1]

Employee remuneration is based on merit and performance, regardless of gender or age, and is in compliance with government regulations. Employment contracts are transparent, clearly outlining job descriptions, rights, and benefits.

Full-time employees receive annual medical examinations at on-site clinics and are covered by a comprehensive benefits package that includes health and medical insurance, as well as group life and accident insurance. Further benefits include social security and pension schemes through APRIL’s Employee Relief Fund and government bodies, including the Social Health Insurance Administration Body (*Badan Penyelenggara Jaminan Sosial Kesehatan [BPJS Kesehatan]*) and the Workers’ Social Security Agency (BPJS *Ketenagakerjaan*). Additionally, in 2025, we encouraged contractors to offer their workers full social security and public health insurance benefits.

Given the remoteness of our operations, APRIL provides employees in Riau Province, Sumatra, with either on-site accommodations or housing allowances, depending on their circumstances. We also offer essential services, including healthcare, education, sports, and culturally diverse social and community activities to support our workers’ well-being and needs.

APRIL also provides living quarters to contractors and their families who live on our estates during their employment period. We continue to support contractors by strengthening labour management, regulatory compliance, and financial administration capacities.

Children of APRIL employees receive quality education from qualified teachers in internationally recognised curricula, including the national curriculum, International Baccalaureate Primary Years Programme, and the Cambridge International AS (Advanced Subsidiary) and A (Advanced) levels. We also subsidise tuition fees to help reduce financial barriers. In 2025, 170 children of APRIL employees were awarded Eagle Wing Scholarships, covering their tuition from elementary school through university.

New Wellness Programme

Launched in December 2024, the Wellness Programme raises employee awareness on improving body age and composition for healthier outcomes. In 2025, we rolled out the programme to 550 management-level employees at Pangkalan Kerinci in three waves, with plans to expand it in the coming years. Participants underwent health assessments and received practical guidance on improving their health metrics. In addition, we expanded APRIL’s annual medical check-ups to all employees in Jakarta.

We assessed 71 participants after they completed the programme, and the outcomes were deemed to be positive. Additionally, APRIL offers free fitness activities, including team and individual sports, high-intensity interval training (HIIT), yoga, and Ba Duan Jin, to complement the programme.

Health and safety

[GRI 2-24, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9]

APRIL is committed to ensuring a safe and healthy working environment, particularly in light of the unique risks associated with operating our mill and plantations in remote locations. While 2025 presented significant operational challenges, our safety performance was our most critical shortfall. We deeply regret the loss of ten colleagues and take the recommendations from the incident investigations seriously. These outcomes have necessitated a transformation of our safety culture. In response, we are transitioning beyond mere safety compliance to deeply embedding safety as a core part of our culture. In 2026, APRIL will be prioritising behaviour-based safety management and mandate ‘Stop Work Authority’ for all employees, regardless of rank. Our objective remains Zero Harm, driven by proactive, visible leadership and rigorous hazard management.

These changes will build on our Occupational Health and Safety (OHS) Policy, which outlines comprehensive safety

measures for all employees and contractors. The policy focuses on accident prevention, risk assessment, and promoting employee health and well-being. We maintain ISO 45001-certification, ensuring our practices are fully compliant with government regulations, and subject to regular audits. Our commitment also extends to providing and monitoring essential services, including clean drinking water, medical infrastructure, and emergency response resources.

A dedicated OHS Committee, with representatives from three management levels – the Chief Operating Officer overseeing mill operations, business unit heads, and department heads – convenes monthly to review safety performance, address concerns, and identify areas for improvement. The Committee also conducts awareness talks and implements health and safety culture programmes to improve workers’ knowledge and encourage behavioural change.

Our existing practices and initiatives include:	
Safety Academy	Provides OHS training for all workers and comprehensive inductions for all
	Conducts daily safety briefings at our operations to refresh awareness of safety protocols
No Safety No Activity (NOSA)	APRIL is a NOSA workplace
	We regularly update the Safety Golden Rules in our HIRADC (Hazard Identification, Risk Assessment, and Determining Control approach)
	We have adopted a no-blame approach that focuses on learning from past incidents to improve workplace safety
Safety Traffic Light System (SLTS)	Documents the implementation of our OHS strategies and assesses their effectiveness
Promoting worker health	All employees and workers undergo annual medical check-ups (MCUs) to proactively identify potential health concerns
	Workers in high-risk roles, such as those applying pesticides at forestry plantations, undergo an MCU every six months
	Timely medical interventions are provided, as needed

Enabling an inclusive workplace

Accident reporting

Of the ten fatalities in 2025, three involved APRIL employees and seven involved other on-site workers. Eight of these occurred at our fibre plantations: seven in Sumatra and one in Kalimantan. The causes of these fatalities were a helicopter accident, wildlife encounters (tiger attack), and incidents in operational areas with heavy machinery, involving logs, falling trees, and vehicles such as trucks and motor graders. The other two fatalities occurred at our mill, resulting from blunt force trauma and extreme thermal exposure sustained during industrial cleaning operations.

We take these fatalities very seriously, investigate the cause of each incident, and report our findings to

the regional manpower office. We have implemented corrective measures to prevent their recurrence and remain committed to learning from these tragedies.

APRIL’s lost time injury frequency rate (LTIFR) increased by 19% to 0.75 per million hours worked in 2025, up from 0.63 in 2024. Most notably, accidents in 2025 were significantly more severe, leading to a 101% increase in the severity rate for employees and other workers at our mill (from 9.77 to 19.69), and an 80% increase at our fibre operations (from 3.79 to 6.83). Reducing these high rates will be a core part of our safety culture revision in 2026.

LTIFR and severity rates 2024–2025

		2024	2025
Lost time injury frequency rate			
Mill	Employees	0.52	0.78
	Other workers	1.11	0.34
	Employees and other workers	0.74	0.57
Fibre operations	Employees	2.03	1.67
	Other workers	0.24	0.59
	Employees and other workers	0.60	0.80
APRIL Group total		0.63	0.75
Severity rate			
Mill	Employees	7.38	16.28
	Other workers	13.75	23.42
	Employees and other workers	9.77	19.69
Fibre operations	Employees	12.33	17.93
	Other workers	1.68	3.92
	Employees and other workers	3.79	6.83
APRIL Group total		5.10	10.20

- Notes:
- LTIFR measures lost productivity due to accidents. It is calculated by dividing the number of accidents by the hours worked, then multiplying by one million.
 - The severity rate is the number of days lost divided by the number of accidents.

Freedom of association

[GRI 407–1]

We respect the right of employees and contractors to freely form and join a trade union of their choosing and to engage in collective bargaining without fear of retaliation or discrimination. This commitment is further supported by APRIL’s Collective Labour Agreement, which promotes a fair and equitable workplace.

No bonded or child labour

[GRI 2–24, 408–1, 409–1]

APRIL maintains a strict zero-tolerance policy against forced labour. Employees are free to cease work or terminate their employment at any time in accordance with labour laws and their contractual agreements. We also maintain a strict zero-tolerance policy against all forms of child labour. To minimise the presence of children on plantations, APRIL has implemented a range of child protection measures, including providing daycare facilities, supporting primary and secondary education, constructing schools, offering transportation to students attending schools outside company sites, and deploying mobile schools in areas lacking formal educational infrastructure.

A focus on children’s welfare

Our 2022 Human Rights Impact Assessment identified 6,500 children under 18 living on our forestry plantation estates, underscoring the need for initiatives to support their well-being and development. Our Children’s Welfare Code of Practice, introduced in 2024, serves as our internal guidance to support the welfare of workers’ families and children through five pillars: health and nutrition, care, education, protection, and welfare. In 2025, we expanded childcare and education services at our estates by constructing **seven new daycare facilities** (bringing the total to ten), three new kindergartens (for a total of 19), and three new non-formal schools (for a total of 12, comprising nine formal and three non-formal schools). We also supported eight primary schools, conducting anti-bullying and anti-sexual harassment learning sessions.

APRIL also pursued the ongoing child census and immunisation programme we launched in 2024, **increasing total vaccine coverage to 37% of children, up from 25.3% in 2024**. The success of this programme earned APRIL a 2025 Immunisation Award from the Riau Provincial Government.

Recognising the ongoing challenges in protecting children’s welfare, including the need to improve living conditions in remote lowland areas and increase parental awareness of immunisation, APRIL is adding monthly K3L (occupational health, safety, and environmental) checks and targeted nutrition programmes to our existing initiatives.



Empowering our communities

[GRI 3-3, 203-1, 203-2, 413-1, 413-2]

Recognising the broader societal context in which we operate and our role to make a positive impact in surrounding communities, APRIL integrates social responsibility into our core business objectives. To ensure local needs are effectively addressed, our Community Development team directly engages with villages neighbouring our operational areas. We conduct social and environmental impact assessments across APRIL’s concessions and those of our supply partner concessions, and annually develop programmes tailored to the specific needs of surrounding communities.

Upholding community rights

APRIL respects and upholds the rights of local communities and vulnerable populations, including Indigenous groups. We obtain free, prior, and informed consent (FPIC) before any new development or expansion of our existing operations. We actively encourage community participation and continuously engage with local stakeholders to guide our development initiatives, support community livelihoods, reduce potential conflicts, and better understand the needs and expectations of villages. We also require our suppliers to uphold FPIC principles and prohibit sourcing from entities that have violated customary and traditional land rights or human rights.

Our Land Dispute Resolution Mechanism governs the management and resolution of any conflicts that may arise.

Addressing extreme poverty

Building on a baseline study conducted in 2023 and 2024, we have set an APRIL2030 target of eradicating extreme poverty in households surrounding our operational areas. Specifically, we have targeted interventions in 123 villages, covering 1,913 households identified as living in extreme poverty.

We continue to increase intervention programmes year on year **reaching 77 villages and 445 households in 2025**. To achieve this growth, APRIL adopted a by-name-by-address (BNBA) strategy,¹⁶ which allows us to engage with families individually and to assess their economic potential, skills, and specific needs. With this information, we can establish ways to support sustainable income generation. Recognising that lifting households out of

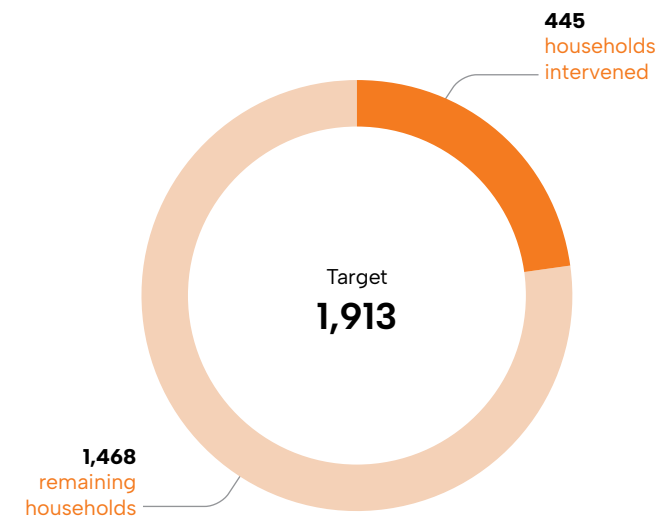
This comprehensive settlement framework guides the company and all stakeholders towards mutually acceptable, beneficial outcomes for impacted communities. Our grievance mechanism complements the Land Dispute Resolution Mechanism to ensure that community concerns are documented and undergo due process. We take complaints seriously and work with relevant business units, contractors, and complainants to implement action plans that effectively resolve confirmed grievances.

 For more information on our land claim process, please refer to [APRIL’s Sustainability Report 2024, pg.92](#).

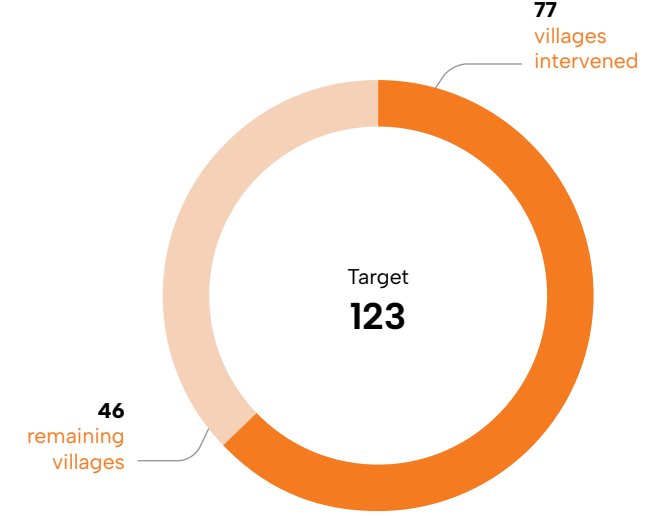
extreme poverty requires sustained effort rather than one-off assistance, we support each household for a minimum of three years, supplying materials, training, mentoring, and regular programme evaluations. **As of December 2025, 113 participating households have reported income levels above the extreme poverty line**, based on stable and sustainable annual earnings.

Previously, data collected on intervened villages and households has been based on APRIL’s own tracking processes. To complement our BNBA strategy, we will be referencing government-based data sources for comprehensive alignment and meaningful contribution reporting for regional development.

No. of extreme poverty households intervened as of 2025



No. of villages with extreme poverty households intervened as of 2025



[16] To address the deficiencies of broad demographic targeting, prevent the duplication of services, and deliver timely, personalised support, the by-name-by-address approach verifies the identities and precise household coordinates of individuals receiving aid through our extreme poverty eradication programmes.

Empowering our communities

Supporting sustainable livelihoods

APRIL’s livelihood programmes are focused on increasing household incomes, strengthening food security, and promoting sustainable natural resource management to drive long-term socio-economic improvements.

Supporting MSMEs

APRIL partners with Indonesia’s Ministry of MSMEs to train local entrepreneurs and business owners in financing, marketing, and other essential business skills. We also invite MSMEs in our operational areas to supply goods and services to APRIL (as in-line MSMEs) and the general community (as off-line MSMEs). In return, we provide technical and managerial upskilling, legal compliance support, and financial governance training. In 2025, we worked with 203 in-line MSMEs and 31 offline MSMEs.

Notable achievements in 2025 include:



70 mill contractors earned performance scores above 70% (in-line MSMEs supporting APRIL’s mill activities)



Off-line MSMEs collectively generated gross revenues of IDR 3.7 billion across diverse sectors, including food services, food processing, agricultural retail, tailoring, and honey production

Agribusiness programme

Our agribusiness programme supports farmers and farmer groups through sustainable farming training, the provision of tools, seedlings, and fertiliser, production facility assistance, and market access facilitation. These combined supports vastly improve productivity and promote economically viable practices. **In 2025, we rolled out interventions for 51 farmer groups, generating year-to-date gross revenues of IDR 1.1 billion.**

Vocational training

APRIL is also increasing local employment opportunities by collaborating with village stakeholders to recruit and train residents to meet unfulfilled workforce and contractor needs. **In 2025, 25 trainees completed our programme and joined our workforce.**

Improving access to quality education

APRIL supports elementary and junior high schools in our operating areas by funding facility improvements and training-for-trainer programmes for teachers, principals, and school supervisors.

In 2025, we refined our APRIL2030 education targets to better align with national standards. Our updated goal is to raise the literacy and numeracy rates of elementary students to 70% by 2030, thereby meeting the minimum national education standards for both,¹⁷ in line with the Ministry of Education benchmark for well-performing schools.¹⁸ At the time of this report’s publication, government assessment results for 2025 are still pending and will be reported once released.

We also track learning effectiveness¹⁹ using a methodology developed by the Tanoto Foundation that evaluates school management, teaching practices, and student performance in mathematics, science, and language. This metric is assessed biennially with the next set of results slated for 2026.

Additionally, we will continue extending our programmes to junior high schools in 2026, ensuring continuity in education quality. Laying the foundation, we established a baseline for 53 schools and rolled out capacity-building programmes for regional facilitators, principals, and teachers in 2025.

Other 2025 education highlights include:

1. Offered internships to eight teachers and 63 students.
2. Organised industrial exposure activities, including four site visits for 147 participants.
3. Renovated six elementary schools and built toilets in six others.
4. Provided scholarships to 334 students, from elementary school to undergraduate studies.
5. Strengthened vocational training to align school curricula with industry needs.



[17] Previously ‘above 70%’. While at a minimum we align with national standards, we will still strive to maintain an above 70% goal.

[18] Student evaluations are based on Indonesia’s National Assessment Standard (*Rapor Pendidikan*).

[19] Previously an APRIL2030 target, it is now tracked as a supporting metric, reflecting the primary target of 70% of students meeting minimum national education literacy and numeracy standards.

Empowering our communities

Advancing access to healthcare

Since 2022, APRIL has partnered with Indonesia’s Ministry of Health to improve childhood disease and maternal health diagnoses, leading to better medical outcomes and reduced costs for communities. APRIL support includes procuring diagnostic equipment, training medical teams, and aims to increase the number of referrals from community health centres to hospitals. Our support includes optimising equipment usage, identifying training needs, and addressing maintenance issues through quarterly on-site visits. **To date, 26 sites across three regencies have been fitted with early detection equipment.**

Our goal is to ensure every supported site meets Indonesia’s minimum healthcare service delivery standards. **By the end of 2025, seven health centres had received equipment and training in line with national service delivery standards, and are expected to undergo government verification against the approved standards in 2026.**

Reducing stunting

We continue to support the Indonesian government’s stunting reduction programme by providing supplementary food and nutrition awareness training to households with children at risk of malnutrition. In 2025, the programme focused on strengthening community-level systems and providing direct nutritional support to women and children in need. Our efforts included:

1. Building capacity by training to *Posyandu* (integrated health post) cadres.
2. Providing health education to more than 1,600 community members.
3. Providing food supplements and nutrition education to families with vulnerable children and expectant mothers, reaching over 15,000 toddlers and 1,650 pregnant women in 2025 through the Supplementary Feeding and Nutrition Counseling Programme.

Our efforts to curb malnutrition and prevent stunting extend to 138 villages in Riau Province beyond our operational areas in Pangkalan Kerinci, and have contributed to reducing provincial stunting rates among children under five. Government data for stunting rates in 2025 is pending at the time of this report’s publication and will be updated in future reports. In 2025, 114 of the 138 villages (79%) we supported achieved levels below 14%, meeting and exceeding our internal target of halving stunting rates from the 2019 baseline of 28%.

We are currently enhancing our database by collecting data from *Posyandu* centres to complement provincial health data to improve outreach.

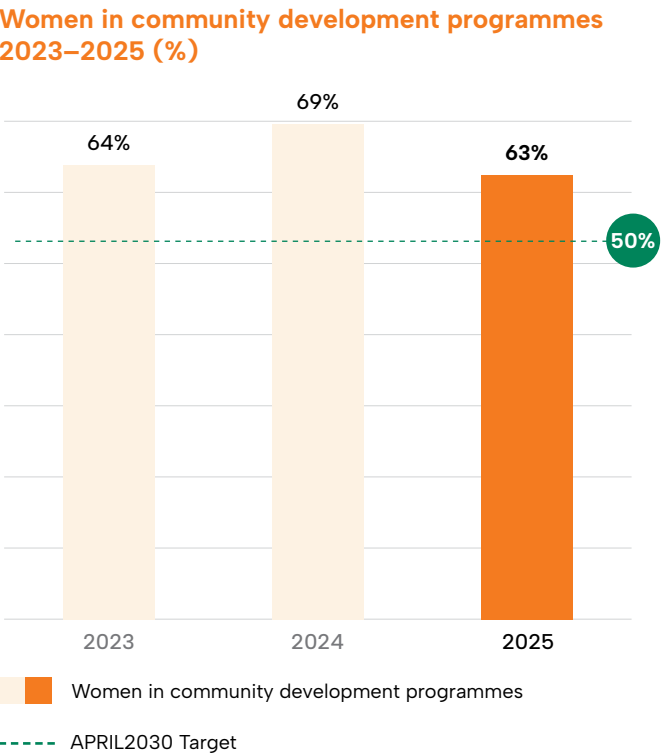
Empowering women in communities



APRIL encourages women’s active involvement in our community development programmes as beneficiaries, decision-makers, and leaders, serving as teachers, trainers, *Puskesmas* volunteers, and regional facilitators.

We set an APRIL2030 target of 50% female participation in community development initiatives by 2030, based on a 2019 baseline of 34%. This goal was surpassed two years after it was set, and in 2025 women make up approximately 63% of programme participants. While many of our initiatives are open to both men and women, we continue to operate dedicated programmes for women to help address gender gaps. For instance, our vocational training equips women with skills for supply chain and operations roles traditionally dominated by men, such as truck drivers and forklift operators.

These programmes offer onboarding and structured transition support, including confidence-building and workplace-readiness training, which help women enter the workforce and succeed in non-traditional roles, strengthening household livelihoods and community well-being through employment.



SUSTAINABLE GROWTH

We grow our business through product diversification, circularity, and responsible production

- [Reducing and recovering chemicals | pg.114](#)
- [Managing air emissions | pg.116](#)
- [Managing waste | pg.117](#)
- [Managing water and wastewater | pg.120](#)

SUSTAINABLE GROWTH

Efficient resource use and circular production are core components of our clean manufacturing practices and commitments. We strive to minimise waste, conserve water, and optimise resource and chemical recovery wherever possible. Beyond complying with local environmental regulations, we adhere to global industry standards and best practices, including the European Union Best Available Techniques (EU BAT) Reference Document for Integrated Kraft Process Mills and the Confederation of European Paper Industries (CEPI) standards. Our viscose and yarn production facilities also comply with rigorous standards for viscose, textile, and man-made cellulosic fibre (MMCF) production.

Performance summary



Target		Performance					
		2023		2024		2025	
APRIL2030 Target							
98% chemical recovery**	Chemical recovery of lime (%)	94.7	●	94.5	●	88.3	●
	Chemical recovery of soda (%)					97.7	●
80% less solid waste to landfill Solid waste to landfill per product weight (kg/t)		36.9	●	34.6	●	43.2	●
		-48.0%		-51.3%		-39.2%	
25% less process water used per product tonne Water usage intensity (m³/t)		28.7	●	28.9	●	27.9	●
		2.0%		2.5%		-0.8%	
Incorporate 20% recycled textile in VSF production		N/A	●	N/A	●	N/A	●
Best practices*							
Specific effluent load (COD) in wastewater (mg/L)		176.58		225.61		237.72	
Air emissions (NO _x and SO _x) at mill (t)		NO _x 6,194 SO _x 3,268		NO _x 7,011 SO _x 4,097		NO _x 7,792 SO _x 4,237	
Water withdrawal from Kampar River (ML)		160,498		190,629		209,142	

Notes:

- APRIL2030 targets are limited to our integrated mill in Riau, Sumatra.
- *Best practices refer to best practices in reporting.
- **This indicator was previously recorded and reported as a consolidated indicator. From 2025 onwards, this target is monitored and reported as lime and soda recovery separately.

● Achieved ● On track ● Progressing ● Not progressing ● In development

Key highlights

97.7%
soda recovery rate achieved

pg.114

Began using **zinc sludge and fly ash waste mixture** as plantation fertiliser

pg.118

0.8%
reduction in our water consumption intensity despite the growth of our operations

pg.120



Reducing and recovering chemicals

Managing soda and lime

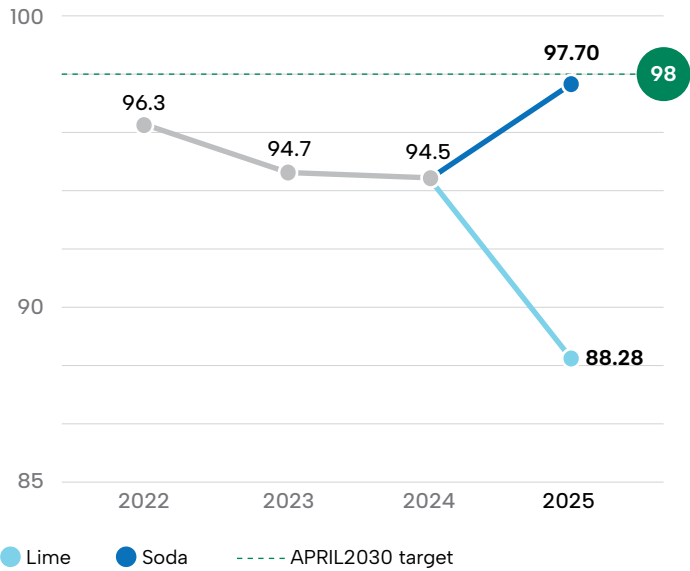
Our production processes use chemicals such as calcium oxide (CaO, commonly known as lime), sodium hydroxide (NaOH), and sodium sulfide (Na₂S).

- Soda recovery:** APRIL’s dual-purpose facility recovers sodium (black liquor) from brown fibre streams for further processing into white liquor that is reused in pulp production. This process also serves as an alternative fuel to generate energy. To further reduce soda losses associated with poorly cooked fibre (knots), our knot-cooking equipment allows these rejects to be reprocessed rather than disposed of, improving soda recovery from brown fibre generation.
- Lime recovery:** APRIL mixes lime into green liquor, a smelt produced from burning black liquor in the recovery boiler, to regenerate the white liquor for our production processes. The mixing process generates lime mud, which is then treated at our reclamation plants to recover up its lime content for reuse. We strive to minimise solid waste sent to landfills by optimising our lime reclamation processes, ensuring lime mud is recovered back into lime whenever possible.

We previously recorded and reported chemical recovery as a consolidated indicator. From 2025 onwards, we are monitoring and reporting lime and soda recovery separately, allowing us to determine specific gaps and adjust our interventions to meet our overall APRIL2030 98% recovery rate target. **Our 2025 soda recovery rate is 97.70%, indicating that our recovery processes are operating at near-peak efficiency, just shy of our goal.**

However, our lime recovery rate is currently 88.28%, indicating the need for further improvements in our reclamation processes. Improving these latter processes is an ongoing challenge as our increased pulp production capacity generates more liquor to be recovered, which, in turn, requires more lime. In response, APRIL commissioned a new lime kiln in Q4 2025 that will increase our capacity to recover lime from lime mud, thereby reducing our reliance on fresh lime inputs. Our Chemical Recovery Working Group is exploring other ways of improving recovery rates.

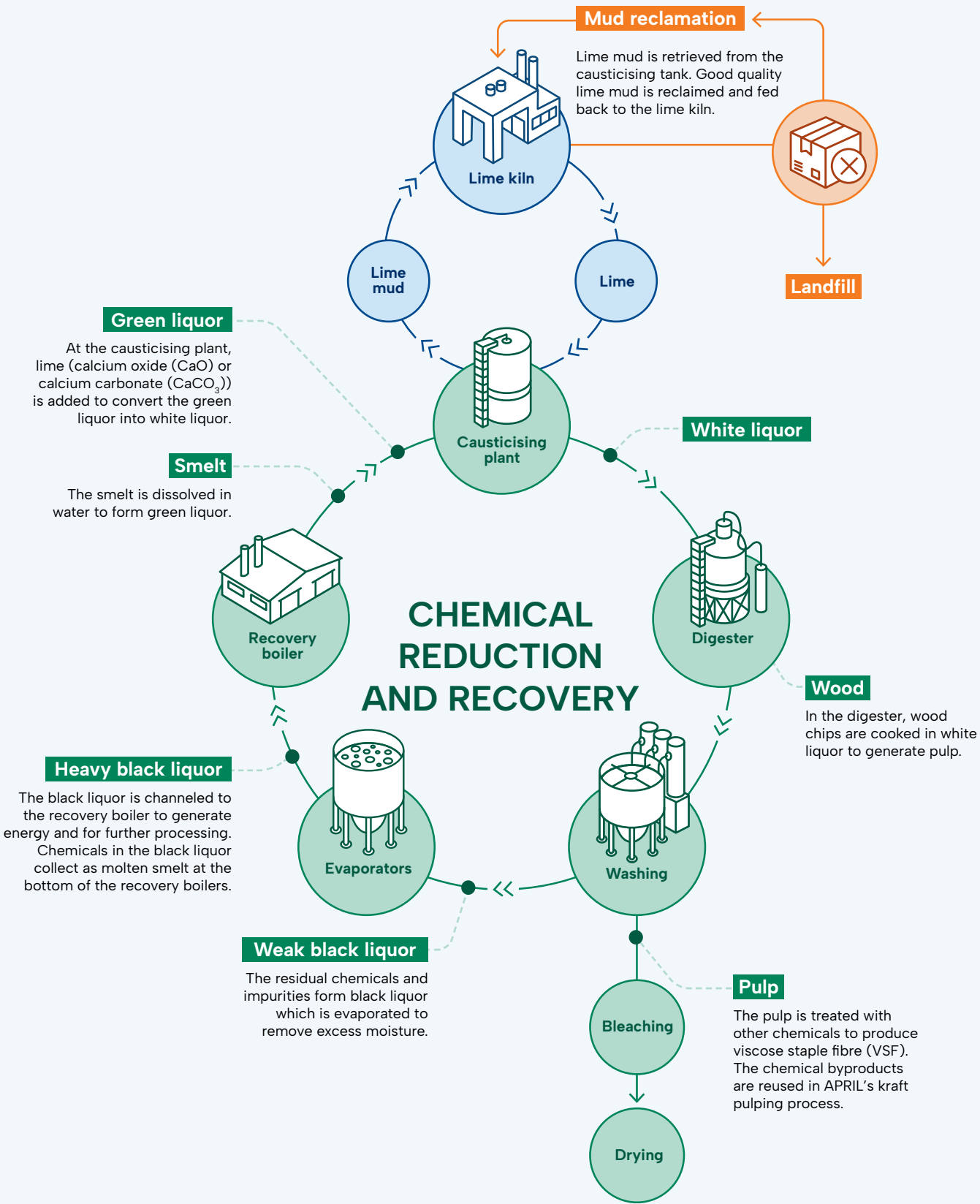
Chemical recovery rate 2022–2025 (%)



Managing other chemicals

APRIL is minimising chemical impacts across our operations, in a number of ways, including:

- Adopting chlorine-free bleaching methods, such as oxygen delignification.** Despite these measures, our chlorine dioxide (ClO₂) intensity rose from 11.97 kilograms per air-dried tonne (kg/ADt) in 2024 to 12.34 kg/ADt in 2025, reflecting the additional bleaching required for pulp product composition.
- Repurposing sodium sulphate (Na₂SO₄) for white liquor production and hemi-caustic for pulp bleaching.** In 2025, APRIL reused 13,674 tonnes of sodium sulphate and 32,597 tonnes of hemi-caustic, reducing the need for fresh chemical inputs and supporting circular resource use.
- Repurposing stripped gas from evaporators for methanol production.** Excess moisture stripped from evaporators is routed to the methanol plant and converted into fuel for kiln operations, supporting circular resource use and reducing process waste.



Managing air emissions

[GRI 2-27, 305-7]

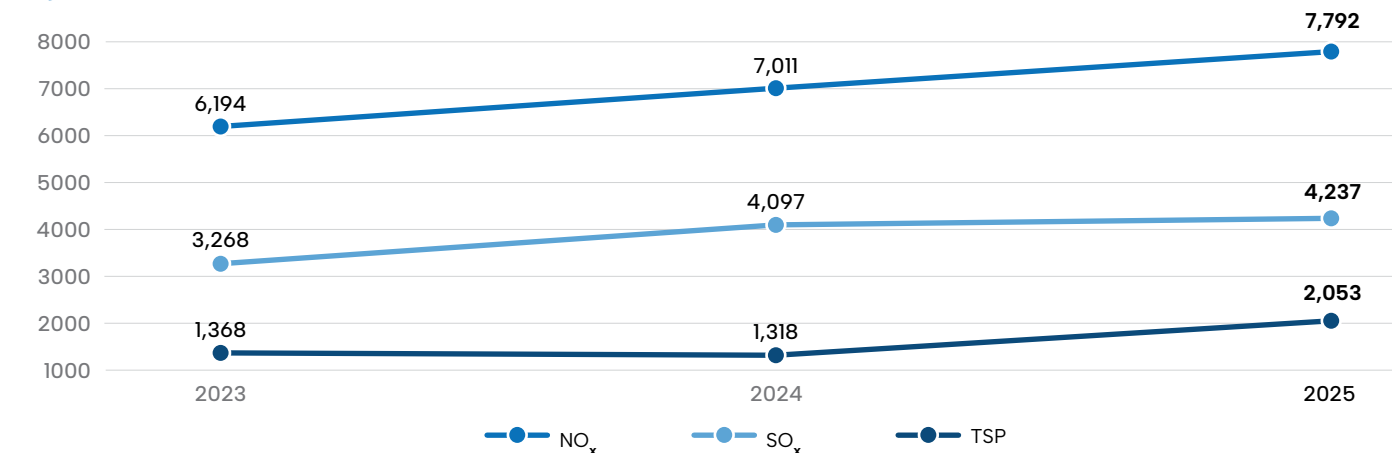
Our production activities emit air pollutants, including particulate matter, such as sulphur oxide (SO_x) and nitrogen oxide (NO_x), mainly from power boilers, recovery boilers, and lime kilns. Our mill operations team closely monitors, measures, and analyses air emissions data, generating daily internal reports to ensure compliance with regulatory thresholds. We share this data with the government quarterly and biannually, ensuring transparency and adherence to environmental standards. We also use a continuous emissions monitoring system (CEMS) to transmit real-time data to the Ministry’s Industry Emissions Information Monitoring System (SISPEK) servers. In 2025, the system was updated to monitor mercury (Hg) from coal-burning boilers fed to the mill’s chimney stack.

To manage mill odour, we operate a closed-loop system that directs non-condensable gases (NCGs) from our pulp plants to our recovery boilers. APRIL also monitors ambient air quality to track concentrations of exposed chemicals in the atmosphere, thus ensuring they do not reach harmful levels.

Since 2023, our NO_x and SO_x emissions have risen by 26% and 30%, respectively, driven by increased coal use in our production processes over the last two years. Despite this hike, our air emission levels did not exceed regulatory limits. Additionally, we remain committed to improving our emissions performance and meeting our renewable energy and cleaner energy targets.



Significant air emissions 2023–2025 (t)



Notes:

- While air emissions increased year-on-year, emissions remain within regulatory limits.
- Total suspended particulate (TSP) data (previously labelled as PM2.5 emissions in Sustainability Report 2024) have been renamed and restated.

Managing waste

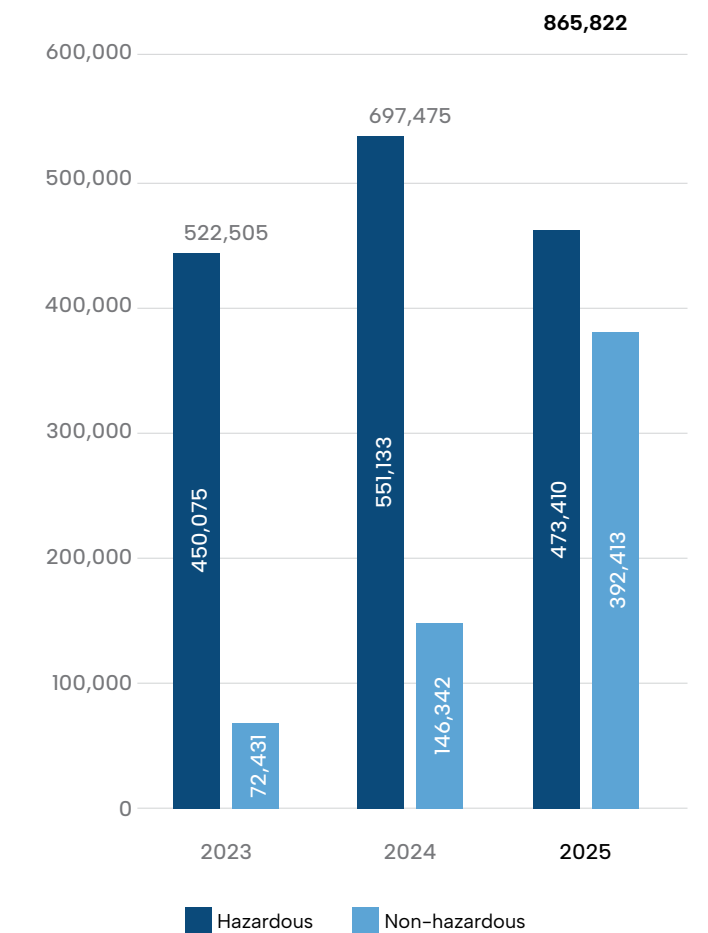
[GRI 3-3, 301-1, 301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5]

Our production processes generate both hazardous and non-hazardous waste. Hazardous waste includes effluent sludge, dregs and grits, lime mud, and bottom ash from our power boilers. Hazardous waste is responsibly managed and disposed of at APRIL and APR landfills. The remaining waste is non-hazardous and comprises lime slurry, brown fibre, white fibre, and solid waste from viscose production, such as alkali cellulose and non-saleable tow (reject fibre). **Due to the adoption of a new process, fly ash was reclassified from hazardous to non-hazardous in 2025 and can now be used to support our waste-to-value programmes.**

In 2025, we generated 865,822 bone-dry tonnes (BDT) of industrial waste, an increase from previous years, driven by our expanded processing capacity. Specifically, our liquor recovery process produced more lime mud, while the additional coal used to power our paperboard machines generated more bottom ash.

Despite a total increase in generated waste, the proportion of total waste deemed hazardous fell from 79% in 2024 to 55% in 2025, due to the fly ash reclassification. **Consequently, the proportion of total waste deemed non-hazardous – and therefore recyclable or repurposable – rose from 21% to 45% in the same period.**

Waste generated by type 2023–2025 (BDT)



From waste to resources

We continuously evaluate different waste streams to identify those with the greatest potential for reuse, and invest in technology and processes to repurpose them in other parts of our operations.

Waste-to-energy

Increasing our sludge burning capacity

Sludge is an organic byproduct of wastewater processing at our effluent treatment plant. It has a high calorific value and can be repurposed to fuel APRIL’s boilers and generate steam that powers other parts of our operations. We continued installing new sludge-dryers and increased our sludge-burning capacity by 67% in 2025. An additional sludge dryer is expected to be commissioned in 2026.

Sludge dryers also reduce the water content of sludge, raising its heating value and increasing its energy efficiency. Using enhanced sludge in our boilers further reduces APRIL’s reliance on coal. This initiative thereby supports two of our sustainability goals: reducing the amount of solid waste sent to landfills and increasing our use of renewable energy.

Waste-to-value

Repurposing zinc sludge and fly ash to make acacia plantation fertiliser

Following trials in 2023 and the subsequent approval of our license, we are now able to convert and reuse zinc sludge from APR’s wastewater pre-treatment process at our rayon effluent treatment plant and fly ash from our boilers as fertiliser, trade-named ‘Nu-Tree CalPlus’, for our acacia plantations. Our field trials show demonstrably healthier plantations and a 10% reduction in zinc sludge sent to landfill. Our fertiliser production capacity reached 13 tonnes a day as of 2025. We aim to grow it to 18 tonnes a day by 2026.

Repurposing fly ash and bottom ash for construction projects

We recognise that our boilers continuously generate fly ash and bottom ash, both of which require long-term utilisation plans to divert them from landfills. We currently compact fly ash and bottom ash and use them as structural fill for APRIL’s construction projects (e.g. at our landfills), subgrade for roadways, and as substrate for temporary wood lay-down areas at construction sites.

APRIL also partners with local cement companies that offtake our excess fly ash and reuse it as raw material in their production processes.

Trialling lime mud to replace purchased lime used in sulphur emission control

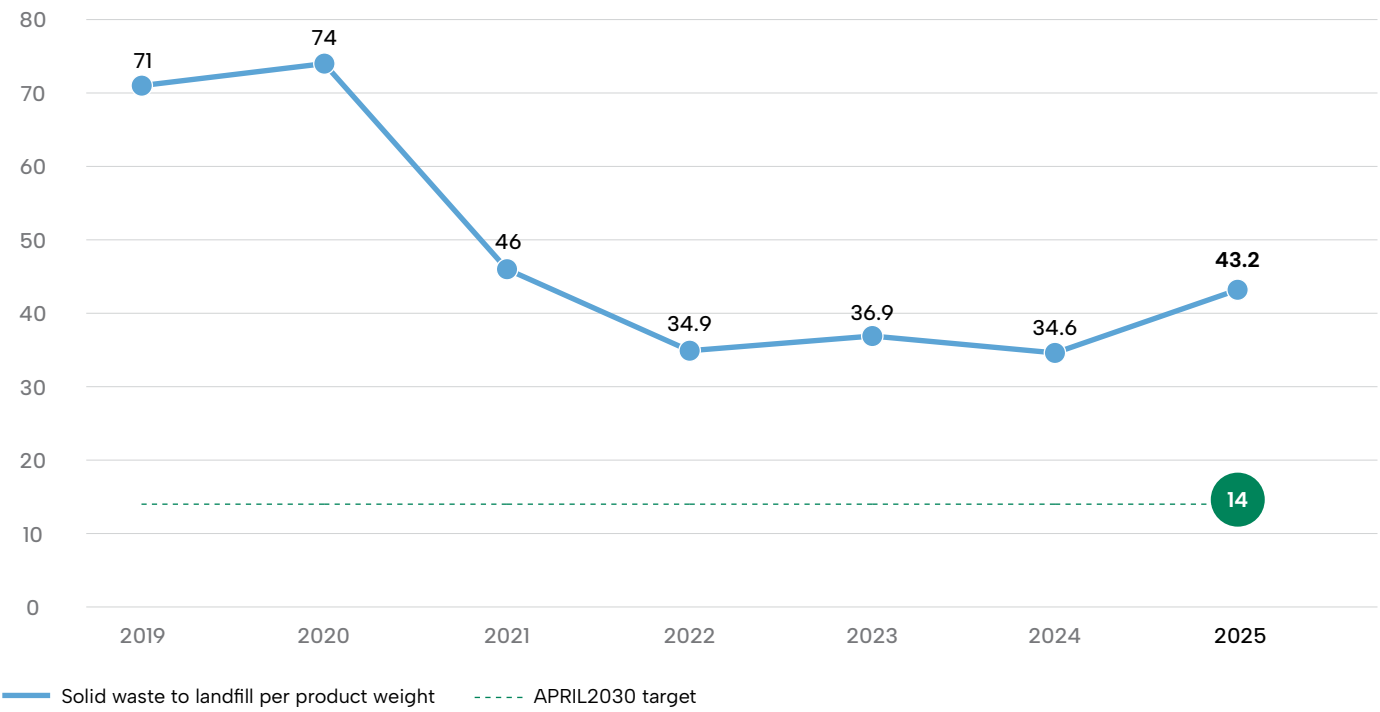
In 2025, APRIL trialled the feasibility of diverting lime mud from our causticisation process to absorb excess sulphur in flue gas (i.e. desulphurisation), thus reducing our sulphur emissions. Traditionally, purchased limestone is used in this process. Our study analysed the long-term practicalities and efficiencies of replacing purchased lime with lime mud generated as a byproduct of our production processes. Our goal is to scale up lime mud diversion for air pollution control once the trial is completed.

Any hazardous and non-hazardous waste that cannot be recycled or repurposed is safely disposed of in designated landfills at our complex, which are subject to stringent requirements. Due to land scarcity, we have set an ambitious target of reducing waste directed to landfill by 80% by 2030 against our 2019 baseline of 14 kilograms per tonne of pulp produced (kg/t). Increased production in 2025 led to a 24.9% jump in solid waste intensity – from 34.6 kg/t in 2024 to 43.2 kg/t. Nevertheless, our solid waste

intensity is still 39.2% lower than our 2019 baseline. We are re-evaluating our approaches to this target and have made reducing our solid waste intensity a priority for our new Waste to Landfill Reduction Working Group.

Read more in [From waste to resources](#)

Intensity of solid waste directed to landfill 2019–2025 (BDkg/t product)



Exploring recycled products in VSF

Our viscose staple fibre (VSF) is derived from naturally sourced wood pulp. APRIL has conducted trials since 2021 to incorporate recycled textile pulp into our viscose fibre manufacturing process. These pilots have yielded positive results, culminating in our ability to produce viscose fibre with a blend of up to 50% recycled textile pulp and dissolving wood pulp. We patented this technology in 2023 and have since refined our feedstock database and improved our protocols for collecting and sorting textile waste.

Despite these advances, scaling textile waste recycling remains a challenge. Developing cost-effective collection and sorting infrastructure requires a substantial investment. Progress is also hindered by the slow market uptake of such material and by higher consumer costs for viscose made with recycled products compared to conventionally produced textiles.

Although we have yet to achieve our APRIL2030 target of 20% recycled textiles in our viscose fibre production, we continue to explore all viable opportunities to increase our total recycled content at scale.

Managing water and wastewater

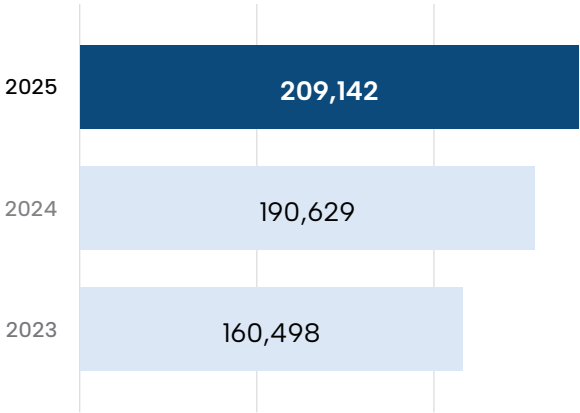
[GRI 2-27, 3-3, 303-1, 303-2, 303-3, 303-4, 303-5]

Water use

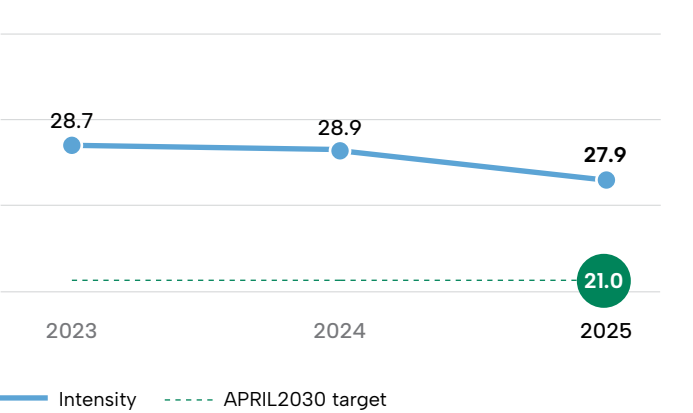
APRIL recognises that the water-intensive nature of pulp and paper manufacturing can adversely impact local water supplies. Although we do not operate in water-stressed areas, we are committed to preserving the quantity and quality of water in our operational areas through responsible freshwater and wastewater management. We have obtained all the necessary permits to withdraw and treat water from the nearby Kampar River for use at our mill, and we comply with all applicable local and national laws and regulations.

Our 2025 water withdrawal trend mirrors the year-on-year expansion of our production capacity. In 2025, we withdrew 9.7% more water than in 2024, amounting to 209,142 megalitres (ML). This increase was due to our added pulp processing capacity and our newly constructed downstream paperboard plant. Despite this, total withdrawal remains within our permit allocation. **Nevertheless, our water consumption intensity fell 3.2%, from 28.9 cubic metres per tonne of paper, pulp, and rayon produced (m³/t) in 2024 to 27.9 m³/t in 2025.** This improvement is the result of our intensive water-efficiency measures, which either reduce water consumption for specific processes or maintain water consumption levels despite increased production volumes.

Water withdrawal from Kampar River 2023-2025 (ML)



Process water consumption intensity 2023-2025 (m³/t)

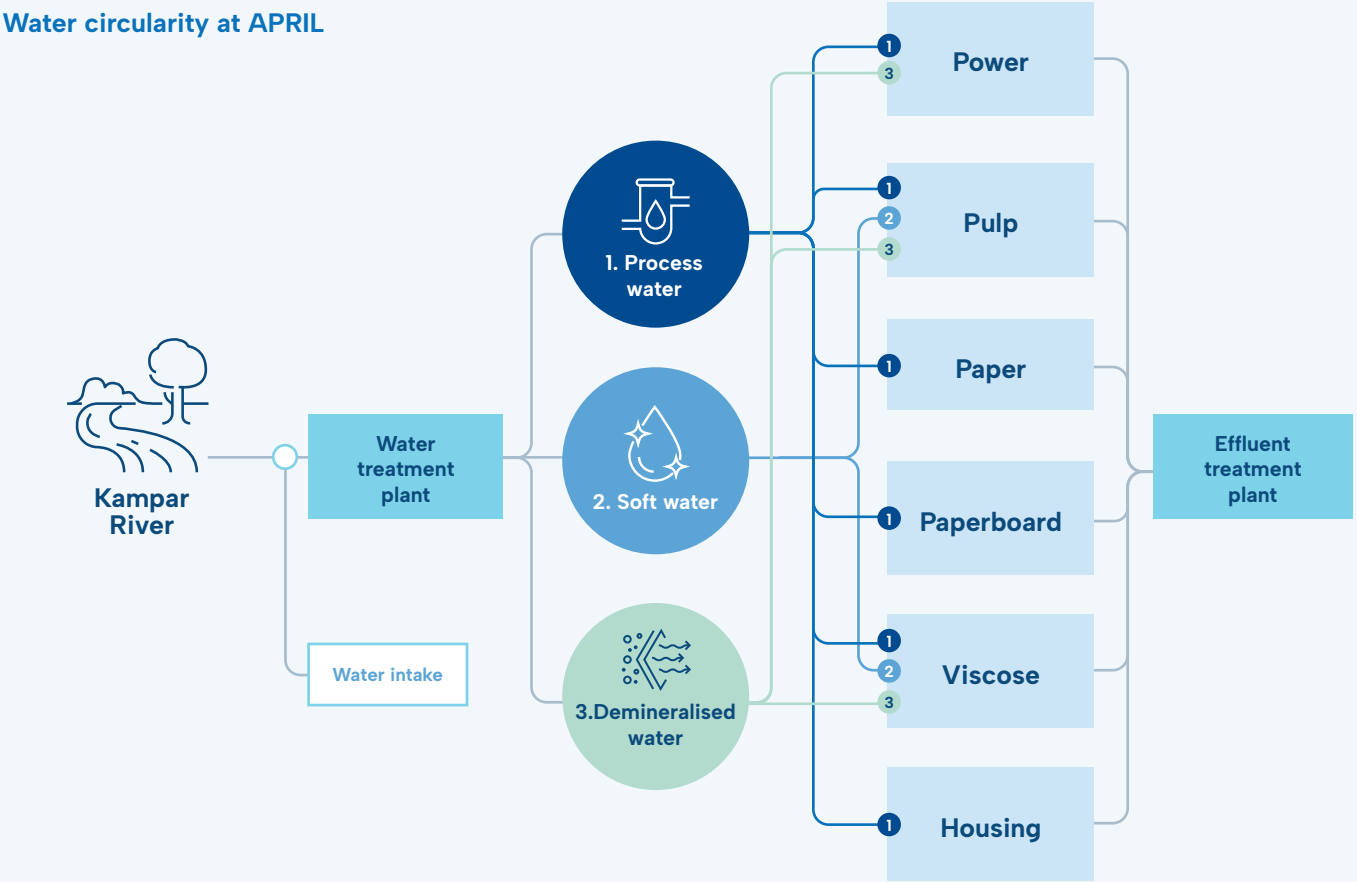


Managing wastewater

We treat all wastewater before discharging it into the Kampar River to comply with regulatory standards, ensure environmental safety and protect aquatic life. We utilise the government-mandated SPARING²⁰ online monitoring system to provide the Ministry of Environment with real-time wastewater quality data, including pH levels, total suspended solids (TSS), chemical oxygen demand (COD), and wastewater flow. To ensure data integrity and accuracy, we also monitor water quality at our discharge points in compliance with environmental regulations. We have engaged an accredited third-party laboratory to conduct independent monthly water quality audits. Due to our increased upstream pulp production to meet paperboard demand, our COD increased from 225.61 milligrams per litre (mg/L) in 2024 to 237.72 mg/L in 2025. Nevertheless, our wastewater discharge levels did not exceed legal thresholds in 2025.



Water circularity at APRIL



[20] SPARING is an acronym for *Sistem Pemantauan Kualitas Air Limbah secara Terus Menerus dan Dalam Jaringan*. It is a networked system that automatically and continuously monitors, records, and reports, in real time, the activity of measuring levels of a parameter and/or wastewater discharge.

Reporting approach

[GRI 2-2, 2-3, 2-5]

Scope and boundaries

This present report details the sustainability performance of all APRIL Group entities, along with relevant indicators for our affiliated companies, satellite offices, and long-term suppliers. The scope of our APRIL2030 commitments and targets remains the same. Our reporting is focused on our Sumatra operations and includes relevant indicators for our long-term supplier operations in Kalimantan.²¹ However, our reporting currently excludes Origami, the Indian tissue company we acquired in 2024, due to the ongoing integration process.

Unless otherwise stated, performance data covers 1 January to 31 December 2025 and includes data from previous years where relevant and available. Given the timing of this report, we have also incorporated relevant 2026 milestones.

[Read more in APRIL Group: list of entities](#)

Reporting frameworks and benchmarks

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, which are referenced as GRI XXX-XX. It also references the climate-related disclosures recommended by the Taskforce on Climate-related Financial Disclosures (TCFD), introduces our approach to the Taskforce on Nature-related Financial Disclosure (TNFD), and references other leading benchmarks, including the World Business Council for Sustainable Development (WBCSD) Reporting Matters evaluation framework and the Zoological Society of London’s Sustainability Policy Transparency Toolkit (ZSL SPOTT) for timber and pulp. We will transition to reporting against the IFRS S2 Sustainability Disclosure Standard when it becomes mandatory for large non-listed companies in Singapore in FY2030.

Assurance

TÜV SÜD Singapore provided limited independent assurance on specific APRIL2030 sustainability reporting indicators in this report.

[Read more in Independent assurance statement](#)

	Sustainability disclosures on our website →
	APRIL2030 sustainability commitments →
	SFMP 2.0 Assurance Report 2026 →
	APRIL Sustainability Dashboard →
	APRIL2030 Progress Report →

[21] Specifically, these indicators cover managed hectares, land sector GHG emissions, conservation initiatives, energy use, fire prevention, supplier monitoring, forest certifications, workforce management, and health and safety.



Appendices

Stakeholder engagement overview

[GRI 2–28, 2–29]

Stakeholder group	Why we engage	Topics relevant to stakeholders	How we engage
Communities	Enhance the well-being of communities around our operations.	- Supporting livelihoods - Providing employment opportunities - Supporting entrepreneurs and SMEs - Education - Healthcare - Supporting local infrastructure suppliers - Conservation - Fire prevention	- Engage communities in FPIC process - Support local economic, health, and education initiatives - Invest in conservation and fire prevention programmes (FFVP) - Provide access to grievance mechanisms
Employees	Shape our culture and demonstrate our values.	- Employee well-being - APRIL2030 commitments and targets - Safety and occupational health - Respecting human rights - Gender equality - Talent development and training	- Intranet, newsletters (APRIL Digest), weekly and monthly updates (APRILNow!), meetings - Talent development and career programmes - Implement Human Rights Due Diligence - Provide access to whistleblowing mechanisms
Governments and regulatory bodies	Ensure regulatory compliance, transparency, and alignment with national development goals.	- Compliance with permits and regulations - Paying government taxes - Infrastructure and local development - Supporting and providing feedback on new regulations - National reforestation and restoration efforts - Supporting national agendas on stunting, education, and poverty reduction	- Engage with industry associations and other regional and national associations - Participate in policy consultations - Monitor and report compliance - Form public–private partnerships
	Select memberships: Indonesian Pulp and Paper Association (IPPA/APKI), Association of Indonesian Forest Concession Holders (APHI), Indonesian Employers Association (APINDO), Indonesian Chamber of Commerce and Industry (KADIN Indonesia)		
Media	Provide company updates and manage potential issues.	- Business operations - Community engagement - Supporting national agendas - Supply chain - APRIL2030 progress	- Informal engagement, publications, APRIL platforms, earned and paid media coverage - Invite media to operations to deepen public understanding - Attend media–led events and discussions

Stakeholder group	Why we engage	Topics relevant to stakeholders	How we engage
NGOs	Promote transparency and address shared environmental challenges.	- Responsible wood sourcing - Human rights - Rights of communities and Indigenous peoples - Sustainable forestry - Ecosystem restoration - Peatland operations - Community livelihoods - Biodiversity conservation - Illegal wildlife trade	- Strategic partnerships - Address grievances related to our operations and supply chain - Discussions and dialogue - Consultations and training
	Select NGOs: Bidara, Earthworm Foundation, EcoNusantara, Fauna & Flora International (FFI), Forest Peoples Programme (FPP), <i>Perkumpulan Elang</i> , Wildlife Conservation Society (WCS), <i>Yayasan Mitra Insani</i> (YMI)		
Research institutions and academia	Leverage scientific expertise to enhance sustainability, climate strategies, and peatland management.	- Tropical peatlands - Tropical peatland hydrology - GHG land–use emissions - Carbon and climate impacts - Nature–based climate solutions - Socio–economic impacts	- Fund research - Publish papers and present findings at forums and conferences - Support national initiatives in tropical peatland and GHG research
Suppliers and contractors	Promote ethical, sustainable, and safe business practices across our supply chain.	- Procurement process - Certification systems - Capacity building and resource support - Safety and health (contractors) - Supply chain sustainability - Human rights in the supply chain - Deforestation–free supply chain	- Conduct due diligence and audits - Build human rights due diligence capacity, conduct human rights impact assessments, and help our long–term wood suppliers develop action plans - Address instances of non–compliance and evaluate contractors’ performance while supporting them in improving their adherence to legal frameworks - Submit to regular compliance audits - Train local SMEs on responsible business practices - Engage with certification schemes and auditors - Provide safety induction training for contractors’ workers

Appendices

Stakeholder group	Why we engage	Topics relevant to stakeholders	How we engage
Collaborative platforms and initiatives	Advance the pulp and paper industry by promoting responsible practices across key areas, including sustainable forestry management, supply chain transparency, and resource efficiency	- Sustainable forest management and certification - Corporate transparency and accountability - Climate action and conservation - Sustainable business and circular economy - Industry collaboration and policy advocacy - Sustainable supply chains and ethical sourcing	- Membership in organisations and working groups - Leadership roles in relevant member organisations - Become founding member of organisations - Participate in ESG assessments - Enter strategic partnerships - Host stakeholder dialogues and participate in conference calls - Submit relevant reports to regulatory bodies (e.g. Communication on Progress (CoP) to UNGC) - Provide agroforestry assistance and training to community plantations
	Partial list of collaborative platforms: It.org, Indonesian Pulp and Paper Association (APKI), Association of Indonesian Forest Concession Holders (APHI), Indonesian Employers Association (APINDO), <i>Asosiasi Pertekstilan Indonesia</i> (API), Indonesian Fibre and Filament Yarn Producers Association (APSyFI), CDP, Fire Free Alliance (FFA), Forest Stewardship Council™ (FSC™), Indonesian Business Council on Sustainable Development (IBCSD), Indonesian Chamber of Commerce and Industry (KADIN), Programme for the Endorsement of Forest Certification (PEFC™), <i>Rantai Tekstil Lestari</i> (RTL), Regional Community Forestry Training Center (RECOFTC), Cascale (formerly Sustainable Apparel Coalition or SAC), Textile Exchange, The Forests Dialogue (TFD), United Nations Global Compact (UNGC), World Business Council on Sustainable Development (WBCSD), and Zoological Society of London Sustainability Policy Transparency Toolkit (ZSL SPOTT), the Sedex Members Ethical Trade Audit (SMETA), the Technical and Expert Working Group for GHG Protocol development, and Science Based Targets initiative (SBTi) development		

Performance data

Indicator	Description / breakdown	UoM	2025	2024	2023	2022	2021
General disclosures							
Countries exported to	Pulp	no.	26	18	15	17	16
	Paper	no.	119	111	115	111	101
	VSF	no.	17	17	18	17	14
	Yarn	no.	11	11	13	15	14
	Board	no.	55	36			
APRIL Landbank	Total	ha	1,425,548	1,423,815	1,043,727	1,045,557	1,046,894
	Commercial plantation – Developed forest plantation	ha	618,133	607,084	454,021	454,045	447,984
	Commercial plantation – Undeveloped forest plantation	ha	1,298	0	2,266	3,296	3,841
	Livelihood plantation	ha	34,847	45,596	43,471	42,353	45,833
	Infrastructure	ha	29,429	29,117	22,224	21,810	21,624
	Conservation area set aside	ha	470,723	465,886	362,136	361,231	360,200
	Other	ha	271,118	276,133	159,609	162,821	167,413
Total production	Wood log	kt	14,549	14,791	14,785	11,964	11,788
	Pulp	kt	4,048	3,920	3,690	2,965	2,869
	KWP	kt	1,912	1,936	2,300		
	DWP	kt	1,836	1,769	1,390		
	Board	kt	663	440			
	Paper	kt	1,167	1,147	1,134*	1,103*	1,103
	VSF	kt	325	315	309	282	230*
	Yarn	kt	8	8	8	7	7
Employees	Male	no.	13,799	14,541	13,502	11,800	10,335
	Female	no.	2,512	2,440	2,174	1,806	1,310
Workers who are not employees	Male	no.	19,479	19,613	18,783	17,223	17,749

Note: * Data restated.

Appendices

Indicator	Description / breakdown	UoM	2025	2024	2023	2022	2021
	Female	no.	5,250	5,593	5,075	5,132	4,974
*Climate Positive							
GHG emissions ²²							
Scope 1 emissions*	Total	t CO ₂ e	10,875,435	10,999,453	7,782,668		
	Non-Land Sector Mill GHG Emission (total)	t CO ₂ e	3,736,606	3,235,110	2,385,278	2,031,302	2,075,918
	Mill facilities (production-related)	t CO ₂ e	3,725,771	3,225,673	2,377,577	2,024,384	2,068,485
	Non-mill production related	t CO ₂ e	10,835	9,437	7,701	6,918	7,433
	Land sector	t CO ₂ e	7,138,829	7,764,344	5,397,389		
	Land use change emissions (fibre operations)	t CO ₂ e	4,762,756	5,371,685	3,738,509		
	Land-use change emissions from managed area	t CO ₂ e	4,540,150	5,131,207	3,713,684		
	Land-use change emissions from defacto unmanaged areas	t CO ₂ e	222,606	240,479	24,825		
	Land management (non-CO ₂ emissions)	t CO ₂ e	2,023,360	2,015,936	1,370,274		
	Mechanical sources (fibre operations)	t CO ₂ e	352,714	376,723	288,606		
Scope 2 emissions	Total	t CO ₂ e	2,015	1,122	385		
Scope 3 emissions	Total	t CO ₂ e	5,192,544	4,968,870	5,069,908		
	Purchased goods and services	t CO ₂ e	1,101,441	934,855	993,767		
	Land use change emission from open market suppliers (OMS)	t CO ₂ e	312,183	291,657	511,607		
	Capital goods	t CO ₂ e	217,700	295,652	153,714		
	Fuel- and energy- related activities	t CO ₂ e	554,921	492,042	354,573		
	Upstream transportation and distribution	t CO ₂ e	56,666	50,112	101,116		
	Business travel	t CO ₂ e	3,610	3,386	660		
	Employee commuting	t CO ₂ e	8,456	8,568	12,677		
	Upstream leased assets	t CO ₂ e	36	40	29		
	Downstream transportation and distribution	t CO ₂ e	606,483	599,407	590,623		
	Processing of sold products	t CO ₂ e	2,239,010	2,202,904	2,254,216		

Note: * Scope 1 emissions for 2021 until 2024 data has been restated following a refinement in calculating our GHG inventory.

[22] Previous years’ inventories no longer comparable due to the revised methodology and operational boundaries used to calculate our GHG inventory in 2025

Indicator	Description / breakdown	UoM	2025	2024	2023	2022	2021
	Use of sold products	t CO ₂ e	92,036	90,245	96,925		
Removals							
Scope 1	Sequestration by established conservation area – mineral soil	t CO ₂ e	-713,796	-705,992	-328,142		
Biogenic CO ₂ emissions and removals							
Scope 1	Non-land sector emissions	t CO ₂ e	248,927	226,988	245,006	348,905	210,623
	Land management (CO ₂) emissions	t CO ₂ e	12,740,446	11,604,610	8,955,276		
Scope 3	Land management (CO ₂) emissions	t CO ₂ e	174,302	118,505	36,147		
Avoided emissions	Avoided emission from conservation on peat	t CO ₂ e	-4,555,415	-4,471,196	-3,746,985		
	Avoided emission from restoration on peat (RER-Kampar)**	t CO ₂ e	-6,976,616	-6,976,616	-6,976,616		
	Avoided emission from restoration on peat (RER-Pulau Padang)	t CO ₂ e	-529,949	-529,949	-529,960		
GHG emissions intensity	Mill Scope 1	t CO ₂ e / t product	0.60	0.55	0.46	0.46	0.49
Significant air emissions	NOx	t	7,792	7,011	6,194	6,948	6,061
	SOx	t	4,237	4,097	3,268	3,657	5,204
	PM2.5 TSP	t	2,053	1,318	1,368	2,104	2,487
Emissions intensity ratio against EU Ecolabel reference level	Pulp mill NOx intensity	ratio	0.46	0.49	0.37	0.51	0.47
	Pulp mill SOx and total reduced sulfur (TRS) intensity	ratio	0.57	0.67	0.50	0.64	0.95
	Paper mill NOx intensity	ratio	0.70	1.15	0.70	0.90	0.80
	Paper mill SOx and total reduced sulfur (TRS) intensity	ratio	0.46	0.81	0.49	0.57	0.83
Energy consumption at mill operation**	Total	TJ	147,257	145,826	129,583	113,244	112,207
	Renewable sources	TJ	112,761	115,063	106,225	93,083	91,643
	Black liquor	TJ	88,364	87,052	81,755	70,235	68,737
	Biomass	TJ	21,303	22,216	19,340	19,121	19,197
	Sludge	TJ	1,629	4,217	3,769	2,812	2,915
	Methanol	TJ	1,194	1,265	1,116	703	514
	Solar	TJ	142	136	67	18	2
	Biodiesel B40 (renewable, as FAME)	TJ	129	177	178	195	278
	Non-renewable sources	TJ	34,496	30,763	23,358	20,161	20,564
	Coal	TJ	25,954	21,747	14,990	12,367	12,591
	Natural gas	TJ	8,332	8,659	8,008	7,265	7,217

Note:
** Data restated. See section write-up for more information.

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Indicator	Description / breakdown	UoM	2025	2024	2023	2022	2021
Forest certifications	Biodiesel B40 (non-renewable)	TJ	209	358	359	495	706
	Heavy oil	TJ	0	0	0	34	51
	RAPP	ha	262,524	262,473	262,473		
		%	77.6	77.5	77.5		
	Supply partners	ha	616,605	767,375	482,476		
		%	67.2	83.8	89.7		
	Community forest plantations	ha	2,712	2,675	2,675		
		%	25.6	28.0	27.4		
	RER	ha	150,693	150,693	150,693		
		%	100	100	100		
Conservation area	PEFC FM certified areas	t	1,032,534	1,183,216	898,317		
		%	72.9	83.7	84.6		
	RER	ha	150,711	150,711	150,711	150,711	150,711
	Within operational concessions	ha	320,013	315,175	211,425	210,521	209,489

Indicator	Description / breakdown	UoM	2025	2024	2023	2022	2021
Inclusive Progress							
New hires by age group	< 30 years	no.	689	952	2,078	1,986	1,373
	30–50 years	no.	268	525	973	518	715
	> 50 years	no.	9	19	18	22	26
New hires by gender	Male	no.	754	1,245	2,614	1,960	1,715
	Female	no.	212	251	455	566	399
Employee turnover by age group	< 30 years	%	6.79	7.17	7.75	8.78	6.49
	30–50 years	%	2.18	3.01	3.28	3.55	2.56
	> 50 years	%	1.39	0.71	1.30	1.22	0.99
Employee turnover by gender	Male	%	3.52	4.28	4.96	4.98	3.64
	Female	%	5.11	5.15	4.91	7.05	4.31
Parental leave							
Employees took parental leave	Total	no.	671				
	Male	no.	561				
	Female	no.	110				
Employees returned to work after parental leave ended	Total	no.	671				
	Male	no.	561				
	Female	no.	110				

Indicator	Description / breakdown	UoM	2025	2024	2023	2022	2021
Sustainable Growth							
Chemical use							
ClO ₂	Total	t	49,967	46,911	46,873	40,481	
	Intensity	kg/Adt	12.34	11.97	12.7	13.65	
Sodium sulphate	Total	t	13,674	12,201	15,069	8,492	14,639
	Intensity	kg/Adt	3.38	3.26	4.08	2.86	5.1
Replanted area							
Total area undergone replanting		ha	105,246	108,263	105,930	95,364	93,344
Pesticides and inorganic fertilisers							
Fertiliser dosage per hectare replanted		kg/ha	258	217	238	272	
Pesticide dosage per hectare replanted		unit/ha	6.24	5.31	7.27	6.17	
Toxicity (based on LD50 oral rat) per hectare replanted		toxicity unit /ha	397.07	274.40	254.27	305.92	
Waste management							
Waste generated	Total	BDT	865,822	697,475	522,505	399,320	
	Hazardous waste	BDT	473,410	551,133	450,075	329,545	
	Non-hazardous	BDT	392,413	146,342	72,431	69,775	
Managing water and wastewater							
Water withdrawal	Surface water (Kampar river)	ML	209,142	190,629	160,498	132,580	128,766
Water discharge	Surface water	ML	172,199	150,923	138,210	120,727	112,793
Quality of water discharge	TSS	mg/L	31.60	26.69	21.38	17.79	16.32
	COD	mg/L	237.72	225.61	176.58	190.7	211.38
	BOD5	mg/L	35.84	27.41	17.47	16.493	20.75
	Nitrogen	t	41.98	37.50	24.52	22.699	24.39
	AOx	t	2.02	1.34	1.95	1.442	0.75
	Phosphorus	t	3.48	2.93	3.64	2.367	1.72

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Independent assurance statement

[GRI 2–5]



TÜV SÜD PSB Pte. Ltd (hereinafter referred to as “TÜV SÜD”) has been engaged by PT Riau Andalan Pulp and Paper (hereinafter referred to as “APRIL Group” or “the Company”) to perform an independent third-party limited assurance engagement on certain performance metrics included in the Company’s and selected subsidiaries’ (collectively referred to as the “Group”) sustainability report (hereinafter referred to as “the Report”). During this engagement, TÜV SÜD’s engagement team strictly abided by the contract signed with APRIL and provided assurance regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Assurance Statement is based on the data and information collected by APRIL and provided to TÜV SÜD. The scope of assurance is limited to the given information. APRIL shall be held accountable for authenticity and completeness of the provided data and information.

Scope of engagement

Reporting period:

- The Report contains the data disclosed by the Group during the reporting period from January 1, 2025 to December 31, 2025.

Scope of data and information for the assurance:

- The scope of assurance is limited to assess the Company’s reporting with reference to the GRI Standards, including a review of the completeness and alignment of the disclosed information against the relevant GRI disclosures. The performance metrics (collectively, the “Subject Matter Information”) include:

Subject Matter Information	Reported values	Page number in report	Applicable criteria and basis of presentation
Plantation fiber productivity increase (%)	Mean Annual Increments: 23.1 tonne/ha/y Productivity increase: 13.8%	Page 7, 64, 66, 75	Criteria: Internally developed Basis of presentation: Presented as the 2023 – 2025 three-year rolling area weighted average annual increment (measured in tonnes / hectare / year) of APRIL and Supply Partner concession harvest, as at December 31, 2025.
Water use / consumption (per product tonne)	27.9 m3/T	Page 112, 120, 130	Criteria: Internally developed Basis of presentation: Presented as cubic metres of process water consumed in 2025 measured by flowmeters per tonne of saleable pulp, paper, board, viscose staple fibre, and viscose yarn produced in 2025.
Total energy consumption for mill (renewable and cleaner sources consumption/total energy consumption) (%)	82.23%	Page 8, 48, 49, 56	Criteria: Internally developed Basis of presentation: Presented as total renewable and cleaner energy used in mill operations (giga joules) over total energy consumption in mill operations (giga joules). Renewable and cleaner energy sources included are: - Bark - Fiber of Palm Fruit - Black Liquor - Sludge - Methanol - Screen Reject /Brown Fiber



			- Solar - B35 Renewable Lower heating value was used to convert fuel consumed to energy.
Product emission intensity (product-specific gate-to-gate emissions/total product) (tCO2e)	0.60 tCO2e/T	Page 48, 54, 55	Criteria: - World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)’s GHG Protocol - Internally developed criteria Basis of presentation: Presented as the total Scope 1 emissions from mill operation (excluding emissions from fiber operation, transportation emissions from plantation estate to mill, and product transportation to customer) over total tonnes of production from pulp, paper, viscose, yarn, BCTMP, and board.
Weight of solid waste sent to landfill per product tonne (BDMT of waste per product tonne)	43.2 BDkg/T	Page 112, 119	Criteria: Internally developed Basis of presentation: Presented as bone-dry metric tonne (BDMT) of waste which contains solid waste (i.e. bottom ash, fly ash, effluent sludge, dregs, grits, lime mud, viscose solids, alkali cellulose, non-saleable TOW) sent to landfill in 2025, per tonne of saleable pulp, paper, board, viscose staple fibre, and viscose yarn produced in 2025
Total energy consumption for fiber operation (renewable and cleaner sources consumption/total energy consumption) (%)	38.05%	Page 48, 58, 59	Criteria: Internally developed Basis of presentation: Presented as the share of renewable and cleaner energy sources used (biofuel and solar) in giga joules against total energy used in giga joules.
USD1 per delivered Plantation Fiber tonne per year (USD/tonne and USD allocated & spent)	\$1/ton	Page 84	Criteria: Internally developed Basis of presentation: Presented as a pledge/commitment to spend USD 1 per tonne of plantation fibre delivered to the wood yard annually to support and sustainably fund conservation and restoration areas.
Villages intervened with poverty reduction programs (SME, agribusiness, education) (#)	77 villages	Page 7, 9, 92, 93, 94, 104, 105	Criteria: - Extreme poverty defined as villages with purchasing power under IDR 10.739/person/day or IDR 322.170/person/month as defined by <i>Badan Pusat Statistik</i> (Indonesian National Centre for Statistics). - Internally developed criteria to assess and select villages for intervention Basis of presentation: Presented as the number of villages defined as extreme poverty within a 50km radius of APRIL’s operational boundary perimeter that was intervened in 2025
No. of primary maternal and child healthcare facilities with maternal health early detection equipment (#)	26 facilities	Page 92, 108	Criteria: - Equipment to be provided to meet minimum standard for maternal and child healthcare facilities are based on Ministry of Health Regulation No 6/2024 - Internally developed criteria to assess and select healthcare facilities for intervention Basis of presentation:

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			Presented as cumulative number of healthcare facilities (<i>Puskesmas</i>) within 50km radius of APRIL's operational boundary that received aid for maternal health early detection equipment from 2023 to 2025
Women in the workforce (%)	18.9%	Page 92, 95, 96	Criteria: Internally developed Basis of presentation: Presented as women in the workforce as a percentage of the total workforce as at December 31, 2025.

Other than the Subject Matter Information as described in the preceding paragraph, which sets out the scope of our Engagement, we did not perform any procedures on the remaining information included in the Report, and accordingly, we do not express an opinion, a conclusion, or any other forms of assurance on the following information:

- Data sets, statements, information, systems, or approaches other than the indicators determined and selected by the Group's management for the purpose of reporting the Subject Matter Information in the Report;
- Any information and contents prior to January 1, 2025 and subsequent to December 31, 2025; and
- The data and information of APRIL's suppliers, partners and other third parties.

Limitations

- The assurance process is conducted in the above scope and places. Sampling and assurance are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the Group are interviewed; and
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1, 2025 are beyond the scope of this assurance.

Criteria applied by management

In preparing and presenting the accompanying Subject Matter Information, the Group's management has applied the relevant definitions outlined in the Global Reporting Initiative Standards 2021 as well as the Group's internally developed criteria (the "Criteria"). These Criteria have been utilized for reporting the Subject Matter Information and its inclusion in the Group's Sustainability Report.

Management's responsibilities

The Group's management is responsible for selecting the Criteria and for the preparation and presentation of the accompanying Subject Matter Information in accordance with the Criteria, ensuring its material accuracy. This responsibility includes implementing and maintaining internal controls, keeping adequate records, and making relevant estimates to ensure that the Subject Matter Information is free from material misstatement, whether arising from fraud or error.

Independent Practitioner's responsibilities

Our responsibility is to express a conclusion on the preparation and presentation of the accompanying Subject Matter Information based on the sufficient and appropriate evidence obtained during our engagement. We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) – *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* and *TÜV SÜD Procedure of Assurance on Sustainability Report*, as well as the agreed terms of reference with the Group's management. These standards require us to plan and perform our procedures using professional judgment, including assessing the risk of material misstatement due



to fraud or error, to determine whether anything has come to our attention that causes us to believe the Subject Matter Information has not been prepared and presented, in all material respects, in accordance with the Criteria.

To provide a reasonable basis for our limited assurance conclusion and ensure adequate assurance in accordance with our engagement contract, the assurance team undertook the following activities:

- Conducted a preliminary investigation of relevant information prior to the assurance process;
- Verified the presence of key topics with high materiality and their performance disclosures in the Report;
- Performed an on-site review of supporting documents, data, and other information provided by the Company, including tracing and assurance of key performance information;
- Conducted interviews with employees responsible for data collection, compilation, and reporting of disclosed information; and
- Executed other procedures deemed necessary by the assurance team.

Our Independence and Quality Control

We comply with ISO/IEC 17029:2019 Conformity Assessment – General Principles and Requirements for Validation and Verification Bodies. We maintain policies and procedures designed to ensure compliance with ethical requirements, professional standards, and a applicable legal and regulatory obligations, including requirements relating to competence, independence, and impartiality.

Observations and Areas for Improvement

As part of this assurance engagement, our observations and proposed areas for improvement have been documented and provided in a separate internal report to the Company's management. These observations do not affect our conclusions on the Report set out below

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Subject Matter Information, as at and for the year ended December 31, 2025, is not prepared and presented, in all material respects, in accordance with the applicable Criteria. Our conclusion on the subject matter information does not extend to any other information, reports or documents that accompany, are presented with, or contain the subject matter information and our assurance report.

Purpose of the limited assurance report

This independent assurance report has been prepared exclusively for inclusion in the Report in connection with the reporting of the accompanying Subject Matter Information by the Group's management. It is intended solely for the use of the Company and its stakeholders and should not be used for any other purpose.

TÜV SÜD PSB Pte Ltd
15 International Business Park
TÜV SÜD @ IBP
Singapore 609937
2026-05-17

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GRI Content Index

The Global Reporting Initiative (GRI) is a widely adopted multi-stakeholder standard for sustainability reporting, guiding and determining report content and indicators. It has been designed to enhance the global comparability and the quality of information on environmental and social impacts, thereby enabling greater transparency and accountability from organisations. Our 2025 Sustainability Report has been prepared in accordance with the 2021 GRI Standards. Our GRI Content Index references our 2025 Sustainability Report, [APRIL website](#), and [SFMP 2.0 Assurance Report](#).

Statement of use	APRIL Group is reporting the period from 1 January 2025 to 31 December 2025 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location of disclosure or Reason for omission
GENERAL DISCLOSURES		
1. The organization and its reporting practices		
GRI 2: General Disclosures 2021	2-1 Organisational details	About APRIL, pg.5
	2-2 Entities included in the organization’s sustainability reporting	Reporting approach, pg.122 APRIL Group: list of entities, pg.143
	2-3 Reporting period, frequency and contact point	In this report, pg.2 Reporting approach, pg. 122
	2-4 Restatements of information	Glossary, pg.144 Available throughout, if necessary
	2-5 External assurance	Reporting approach, pg.122 Independent assurance statement, pg.132
2. Activities and workers		
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	About APRIL, pg.5 Operational and business overview, pg.10 Responsible wood and fibre sourcing, pg.87 APRIL is a private company and, therefore does not disclose financial information.
	2-7 Employees	Our workforce, pg.95
	2-8 Workers who are not employees	Our workforce, pg.95
3. Governance		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Sustainability governance, pg.32 APRIL leadership
	2-10 Nomination and selection of the highest governance body	Information unavailable
	2-11 Chair of the highest governance body	Sustainability governance, pg.32 APRIL leadership
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability governance, pg.32
	2-13 Delegation of responsibility for managing impacts	Sustainability governance, pg.32

GRI Standard	Disclosure	Location of disclosure or Reason for omission
	2-14 Role of the highest governance body in sustainability reporting	Materiality, pg.24 Sustainability governance, pg.32
	2-15 Conflicts of interest	Policies, pg.30
	2-16 Communication of critical concerns	Grievances, pg.44
	2-17 Collective knowledge of the highest governance body	Sustainability governance, pg.32
	2-18 Evaluation of the performance of the highest governance body	Information unavailable
	2-19 Remuneration policies	Information unavailable
	2-20 Process to determine remuneration	Information unavailable
	2-21 Annual total compensation ratio	Information unavailable
4. Strategy, policies and practices		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Message from the President, pg.6
	2-23 Policy commitments	Our sustainability commitments, pg.18 Our sustainability strategy, pg.28 Policies, pg.30 Sustainability governance, pg.32
	2-24 Embedding policy commitments	Policies, pg.30 Ethics and business conduct, pg.30 Maintaining zero deforestation, pg.76 Fire management, pg.85 Responsible wood and fibre sourcing, pg.87 Upholding human rights, pg.94 Enabling an inclusive workplace, pg.96 Health and safety, pg.101 No bonded or child labour, pg.103
	2-25 Processes to remediate negative impacts	Grievances, pg.44 APRIL’s remedy microsite
	2-26 Mechanisms for seeking advice and raising concerns	Grievances, pg.44
	2-27 Compliance with laws and regulations	Ethics and business conduct, pg.30 Managing air emissions, pg.116 Managing water and wastewater, pg.120
	2-28 Membership associations	Stakeholder engagement, pg.38 Stakeholder engagement overview, pg.124
5. Stakeholder engagement		
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholder engagement, pg.38 Stakeholder engagement overview, pg.124
	2-30 Collective bargaining agreements	Information unavailable

GRI Standard	Disclosure	Location of disclosure or Reason for omission
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality, pg.24
	3-2 List of material topics	Materiality, pg.24
TOPIC STANDARDS		
Human rights and labour rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Upholding human rights at APRIL, pg.94
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Attracting and retaining talent, pg.98 Performance data, pg.127
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wages and welfare, pg.100
	401-3 Parental leave	Performance data, pg.127
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Attracting and retaining talent, pg.98
	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting and retaining talent, pg.98
	404-3 Percentage of employees receiving regular performance and career development reviews	Attracting and retaining talent, pg.98
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Upholding human rights at APRIL, pg.94 Freedom of association, pg.103
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Upholding human rights at APRIL, pg.94 No bonded or child labour, pg.103
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Upholding human rights at APRIL, pg.94 No bonded or child labour, pg.103
Wood fibre sourcing		
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible wood and fibre sourcing, pg.87
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible wood and fibre sourcing, pg.87
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier monitoring and due diligence, pg.87
GRI 414: Supplier Social Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier monitoring and due diligence, pg.87 SFMP 2.0 Assurance Report 2026
	414-1 New suppliers that were screened using social criteria	Supplier monitoring and due diligence, pg.87
	414-2 Negative social impacts in the supply chain and actions taken	Supplier monitoring and due diligence, pg.87 SFMP 2.0 Assurance Report 2026
Governance and business conduct		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and business conduct, pg.30 Sustainability governance, pg.32
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Information unavailable Data not recorded.
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and business conduct, pg.30
	205-3 Confirmed incidents of corruption and actions taken	Information unavailable
Climate mitigation and climate adaptation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions tracking, pg.50
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Confidentiality constraints APRIL is a private company
	201-2 Financial implications and other risks and opportunities due to climate change	Climate resilience, pg.60 APRIL is a private company and does not disclose financial implications.

GRI Standard	Disclosure	Location of disclosure or Reason for omission
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions tracking, pg.50
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions tracking, pg.50
	305-3 Other indirect (Scope 3) GHG emissions	Emissions tracking, pg.50
	305-4 GHG emissions intensity	Mitigation measures, pg.52
	305-5 Reduction of GHG emissions	Mitigation measures, pg.52
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Managing air emissions, pg.116
Biodiversity and ecosystem conservation and Sustainable forest management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable forest management, pg.12 Conservation and restoration, pg.77
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Conservation and restoration, pg.77
	304-2 Significant impacts of activities, products and services on biodiversity	Conservation and restoration, pg.77
	304-3 Habitats protected or restored	Conservation and restoration, pg.77
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Conservation and restoration, pg.77
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Maintaining zero deforestation, pg.76 Conservation and restoration, pg.77
	101-2 Management of biodiversity impacts	Conservation and restoration, pg.77
	101-3 Access and benefit-sharing	Information unavailable
	101-4 Identification of biodiversity impacts	Information unavailable
	101-5 Locations with biodiversity impacts	Conservation and restoration, pg.77 Responsible wood and fibre sourcing, pg.87
	101-6 Direct drivers of biodiversity loss	Information unavailable
	101-7 Changes to the states of biodiversity	SFMP 2.0 Assurance Report 2026
	101-8 Ecosystem services	Conservation and restoration, pg.77
Community livelihoods		
GRI 3: Material Topics 2021	3-3 Management of material topics	Empowering our communities, pg.104
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Information unavailable
	202-2 Proportion of senior management hired from the local community	Information unavailable Data not recorded.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Empowering our communities, pg.104
	203-2 Significant indirect economic impacts	Empowering our communities, pg.104
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Ethics and business conduct, pg.30
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Certifications, pg.15 Grievances, pg. 44 APRIL Dialog website - Updates on TPL
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Empowering our communities, pg.104
	413-2 Operations with significant actual and potential negative impacts on local communities	Empowering our communities, pg.104

GRI Standard	Disclosure	Location of disclosure or Reason for omission
Fire management		
GRI 3: Material Topics 2021	3–3 Management of material topics	Fire management, pg.85
Occupational health and safety		
GRI 3: Material Topics 2021	3–3 Management of material topics	Health and safety, pg.101
GRI 403: Occupational Health and Safety 2018	403–1 Occupational health and safety management system	Health and safety, pg.101
	403–2 Hazard identification, risk assessment, and incident investigation	Health and safety, pg.101
	403–3 Occupational health services	Health and safety, pg.101
	403–4 Worker participation, consultation, and communication on occupational health and safety	Health and safety, pg.101
	403–5 Worker training on occupational health and safety	Health and safety, pg.101
	403–6 Promotion of worker health	Health and safety, pg.101
	403–7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety, pg.101
	403–8 Workers covered by an occupational health and safety management system	Health and safety, pg.101
	403–9 Work-related injuries	Health and safety, pg.101
	403–10 Work-related ill health	Information unavailable Data not recorded.
Resource efficiency		
GRI 3: Material Topics 2021	3–3 Management of material topics	Energy management, pg.56 Managing waste, pg.117
GRI 301: Materials 2016	301–1 Materials used by weight or volume	Managing waste, pg.117
GRI 302: Energy 2016	301–2 Recycled input materials used	Managing waste, pg.117
	301–3 Reclaimed products and their packaging materials	Managing waste, pg.117
	302–1 Energy consumption within the organization	Energy management, pg.56
	302–2 Energy consumption outside of the organization	Information unavailable Data not recorded.
	302–3 Energy intensity	Energy management, pg.56
	302–4 Reduction of energy consumption	Energy management, pg.56
	302–5 Reductions in energy requirements of products and services	Information unavailable Data not recorded.
GRI 303: Water and Effluents 2018	303–1 Interactions with water as a shared resource	Managing water and wastewater, pg.120
	303–2 Management of water discharge related impacts	Managing water and wastewater, pg.120
	303–3 Water withdrawal	Managing water and wastewater, pg.120
	303–4 Water discharge	Performance data, pg.131
	303–5 Water consumption	Performance data, pg.127
GRI 306: Waste 2020	306–1 Waste generation and significant waste-related impacts	Managing waste, pg.117
	306–2 Management of significant waste-related impacts	Managing waste, pg.117
	306–3 Waste generated	Managing waste, pg.117
	306–4 Waste diverted from disposal	Managing waste, pg.117
	306–5 Waste directed to disposal	Managing waste, pg.120

GRI Standard	Disclosure	Location of disclosure or Reason for omission
Diversity and inclusion		
GRI 3: Material Topics 2021	3–3 Management of material topics	Enabling an inclusive workplace, pg.96
GRI 405: Diversity and Equal Opportunity 2016	405–1 Diversity of governance bodies and employees	Enabling an inclusive workplace, pg.96
	405–2 Ratio of basic salary and remuneration of women to men	Information unavailable Data not recorded.
GRI 406: Non-discrimination 2016	406–1 Incidents of discrimination and corrective actions taken	Information unavailable Data not recorded.
General disclosures		
GRI 417: Marketing and Labeling 2016	417–1 Requirements for product and service information and labeling	Certifications, pg.15
	417–2 Incidents of non-compliance concerning product and service information and labeling	In 2025, there were no incidents of non-compliance with regulations or voluntary codes on product and service information, labelling, and marketing communications.
	417–3 Incidents of non-compliance concerning marketing communications	

Appendices

TCFD Index

The following table indexes APRIL’s disclosures against the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations to guide, improve, and widen the scope of reporting climate-related financial information.

TCFD recommendations		Sections referenced in our 2025 Sustainability Report
Governance	- Board oversight - Management role	Sustainability governance
Strategy	- Climate-related risks and opportunities over the short-, medium-, and long-terms - Impact on business, strategy, and financial planning - Resilience strategy and scenario analysis	Approach to sustainability Managing our GHG emissions Climate resilience Responsible wood and fibre sourcing
Risk management	- Process for identifying and assessing risks - Process for managing risks - Integration into overall existing risk management framework	Our global context Materiality Risk management
Metrics and targets	- Metrics - Scope 1, 2, and 3 emissions and related risks - Targets	Performance summary Managing our GHG emissions Performance data

APRIL Group: list of entities

[GRI 2-2]

Fibre plantations:

- PT Riau Andalan Pulp and Paper (RAPP)

Pulp facilities:

- PT Intiguna Primatama

Paper facilities:

- PT Riau Andalan Kertas
- PT Anugrah Kertas Utama

Paperboard facilities:

- PT Riau Andalan Paperboard International

Management services, marketing, sales:

- PT APRIL Management Indonesia
- APRIL International Enterprise Pte Ltd

Energy plant:

- PT Riau Prima Energy

Chemical manufacturing:

- PT Asia Prima Kimiaraya
- PT Esensindo Cipta Cemerlang

Transportation services:

- PT Prima Transportasi Servis Indonesia

Real estate:

- PT Kawasan Industri Kampar
- PT Bangun Dwipantara Indah

Restorasi Ekosistem Riau (RER):

- PT Gemilang Cipta Nusantara
- PT Sinar Mutiara Nusantara
- PT The Best One Unitimber
- PT Global Alam Nusantara

Affiliated companies:

- Viscose staple fibre facility:**
PT Asia Pacific Rayon (APR)
- Yarn facility:**
PT Asia Pacific Yarn (APY)

Appendices

Glossary

[GRI 2–4]

Biodiversity – The number and variety of species of plant and animal life within a region.

Cellulose – The primary structural component of all plants, approximately 40% of wood, and the raw material for dissolving wood pulp production.

Chemical oxygen demand (COD) – A measurement of the amount of oxygen required to oxidise soluble and particulate organic matter in water. COD testing uses a strong chemical oxidising agent to chemically oxidise the organic material in a wastewater sample under controlled conditions.

Community fibre plantations – Through our Community Fibre Plantation programme, APRIL fosters collaboration with communities near and around our operations, helping improve local livelihoods.

Dissolving wood pulp (DWP) – Highly purified chemical pulp derived from wood. Intended primarily for conversion into chemical cellulose derivatives and used mainly to manufacture viscose staple fibre.

European Union Best Available Techniques (EU BAT) Polymer Best Available Techniques Reference Document (BREF) – An EU input and output standard for specific processes. It outlines the best available techniques, including emissions and consumption levels, monitoring, and site remediation measures. It is the global industry benchmark for controlling and preventing industrial pollution.

Fire-Free Village Programme (FFVP) – A fire management programme that provides training, equipment, and economic incentives to local communities to help prevent fires.

Greenhouse gas (GHG) emissions – Gases in the atmosphere that absorb and emit radiation in the thermal infrared range. The primary GHG in the Earth’s atmosphere are water vapour, carbon dioxide, methane, nitrous oxide, and ozone.

High conservation value (HCV) – A concept originally developed by the Forest Stewardship Council (FSC) to standardise the definition and evaluation of natural forests to be set aside for conservation. Six types of HCV have been identified, covering the environmental and social aspects of natural forests.

International Organization for Standardization (ISO) – An organisation that publishes several standards impacting APRIL activities. The ISO 9000 series of standards pertains to quality management systems, ISO 14001 focuses on environmental performance and management, and ISO 45001 covers occupational health and safety management.

Man-made cellulosic fibre (MMCF) – Material made with cellulose-based fibres derived from plants, most commonly wood pulp.

OEKO-TEX® – An association of independent textile and leather testing institutes responsible for developing industry standards.

Open market suppliers – Fibre suppliers that do not contribute to APRIL’s commitments.

Posyandu – Community-based integrated health post that supports mothers and toddlers. Staffed by community volunteers called cadres.

Small and medium-sized enterprise (SME) – A business with revenues, assets, or number of employees that fall below a certain threshold, which varies by industry and country.

Solid waste – Dry organic and inorganic waste materials.

Stakeholder – Any group or individual affected by or able to affect a company’s operations.

Supply partners – Fibre suppliers who are long-term partners of APRIL and contribute to our 1-for-1 commitment, whereby the company aspires to conserve or restore one hectare of forest for every hectare of plantation.

Sustainable Development Goals (SDGs) – A United Nations blueprint to achieve a better, more sustainable, and inclusive future. It addresses global challenges, including poverty, inequality, climate change, environmental degradation, peace, and justice.

The Forest Stewardship Council® (FSC) – An international non-profit forest management organisation.

The Program for the Endorsement of Forest Certification™ (PEFC) – An international non-profit organisation that promotes sustainable forest management through independent third-party certification schemes.

Total suspended solids (TSS) – A water quality parameter defined as the quantity of material suspended in a known volume of water trappable in a filter.

Traceability – The ability to track sustainable VSF or DWP across the entire supply chain to its source.

Viscose staple fibre (VSF) – A semi-synthetic fibre made from purified cellulose, primarily DWP twisted to form yarn.

ZDHC – A multi-stakeholder collaboration of global brands, chemical suppliers, manufacturers, and other organisations committed to reducing the chemical footprint of the MMCF industry, responsible for industry guidelines such as the ZDHC MMCF Fibre Production Guidelines, ZDHC MMCF Interim Wastewater Guidelines, and ZDHC MMCF Interim Air Emissions Guidelines.

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