



Apical Highlight • News from the Site • Life at Apical • Fun Fact

#WhatsOnApical

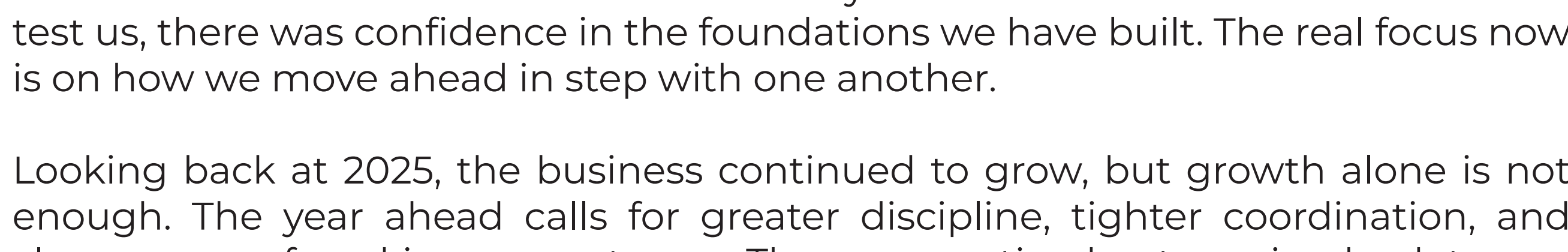
A Shared Direction for the Year Ahead

As we step into 2026, this edition reflects a shared direction across Apical, grounded in stronger alignment, practical collaboration, and a clearer focus on how we work together as one organization. From the Kick Off Meeting to our continued engagement with communities and partners, a common thread comes through. Progress is not only about growth, but about how well we connect ideas, people, and execution across the business.

Across this quarter's highlights, this mindset is already taking shape. From supporting healthier lifestyles during festive moments to working alongside communities through innovation, skills development, and more sustainable practices, each story reflects a consistent approach. As the environment continues to evolve, the focus remains on staying relevant while creating meaningful impact on the ground. Moving forward, it comes back to doing the fundamentals well, together, with purpose and consistency.

#ApicalHighlight

One Apical 2026: Moving Forward Together



The Apical Kick Off Meeting (KOM) 2026 in Medan brought our leaders together to reset and align for the year ahead. The conversations were honest and focused on the realities we see across the business today. While the environment continues to test us, there was confidence in the foundations we have built. The real focus now is on how we move ahead in step with one another.

Looking back at 2025, the business continued to grow, but growth alone is not enough. The year ahead calls for greater discipline, tighter coordination, and clearer ways of working across teams. The conversation kept coming back to one simple idea. Our advantage lies in how well we connect across functions and execute as one integrated organization.

Integration stood out as a central theme. Our secure feedstock and fully integrated value chain are important strengths, but they create value only when teams work closely with one another. Stronger collaboration between commercial, operations, supply chain, and finance will help turn strategy into consistent results. Clear accountability and better communication will be key to making this happen.

There was also strong alignment on sharpening how we go to market. Deepening our understanding of customers, strengthening our downstream presence, and expanding our product portfolio will help us stay competitive. At the same time, we must stay focused on what we can control, including quality, cost discipline, agility, logistics, and continuous improvement, especially in a volatile environment.

Above all, the meeting reminded us that people drive performance. The way we think influences how we work, and how we work shapes our culture. By breaking down silos, taking ownership beyond our individual roles, and supporting one another, we build a stronger Apical. As we step into 2026, we do so with shared direction, shared accountability, and a shared commitment to succeed as One Apical.

#ApicalHighlight

Taste Meets Wellness: Apical's Take on Eid Treats

Eid al-Fitr is a time for families to come together and enjoy traditional festive dishes. Apical played an active role this year in promoting healthier celebrations. Through Halodoc Talks Episode 2, Apical shared insights on choosing quality ingredients, especially oils and fats, to ensure festive foods remain delicious while supporting better health, alongside Halodoc, a digital

Eid al-Fitr is a time for families to come together and enjoy traditional festive dishes. Apical played an active role this year in promoting healthier celebrations. Through Halodoc Talks Episode 2, Apical shared insights on choosing quality ingredients, especially oils and fats, to ensure festive foods remain delicious while supporting better health, alongside Halodoc, a digital healthcare platform in Indonesia. Advances in food processing now allow high-quality oils without industrial trans fats, helping families enjoy traditional snacks and cookies safely.

Apical's approach emphasizes both taste and wellbeing. By focusing on ingredient quality, the company encourages mindful eating habits without compromising the flavors of beloved holiday recipes. This effort aligns with Apical's commitment to supporting healthier food choices for communities while preserving cultural culinary traditions.

The discussion also featured insights from Halodoc. Their Indonesia Health Insights Q1 2026 report shows that health challenges during Ramadan and Eid are not just physical but also mental. Anxiety, sleep disturbances, and stress often peak before the holiday due to busy preparations and social activities.

Mental wellbeing affects physical health, too. Higher stress can weaken immunity and trigger issues such as sore throats or fatigue. The report also shows that people are more proactive about their health after Eid, with increases in lab tests for cholesterol and blood sugar. Together, Apical and Halodoc encourage families to celebrate Eid safely, balancing tradition, taste, and health.

#NewsFromTheSite

Supporting Youth Development Through Language Skills



starting this January, PT Padang Raya Cakrawala (PRC), began a Foreign Languages Training Program for youth in Gates Nan XX, Lubuk Begalung, Padang, West Sumatra. The initiative supports the development of English, Mandarin, Japanese, and Arabic skills — four languages considered increasingly relevant in today's global landscape. The aim is to help local youth strengthen their readiness for further studies, the workplace, and wider opportunities beyond their hometown.

The program has drawn positive interest, with 62 young people registering in its early days. The strong participation reflects a real need for accessible learning platforms within the community. With more structured access to language training, participants are able to build competencies that can support their academic and professional growth over time.

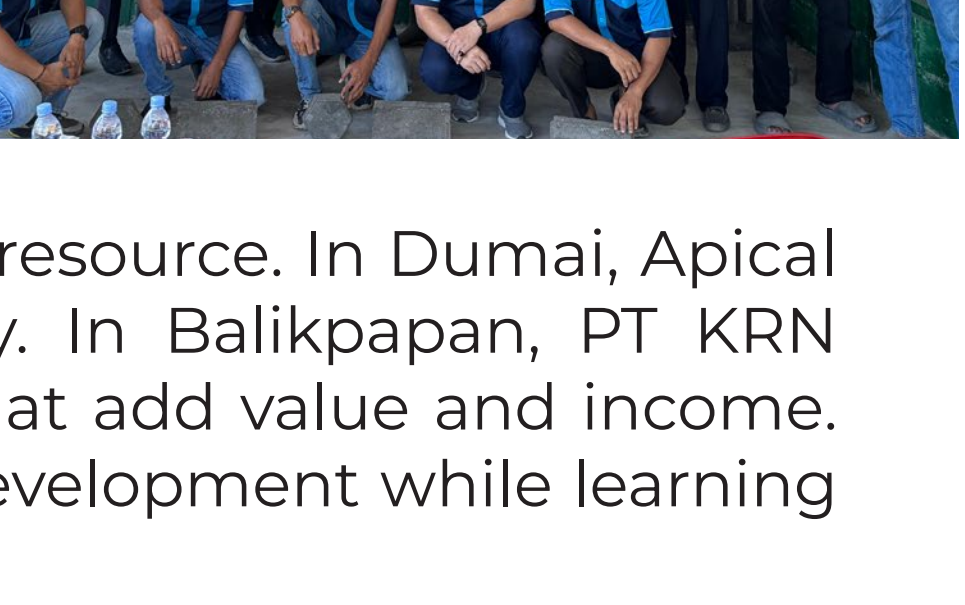
Classes take place every Saturday and Sunday at SDN 21 Teluk Nibung. Holding the sessions on weekends ensures that students and working youth can take part without disrupting their weekday responsibilities, allowing the program to run consistently and sustainably.

More than just classroom sessions, the training represents an investment in local potential. By expanding knowledge and exposure, the program helps nurture a generation that is more confident, adaptable, and prepared to navigate an increasingly global world.

#NewsFromTheSite

SLV Elevates KTH Wana Makmur to Secure Social Forestry Permit

Apical's Sustainable Living Village (SLV) program in East Kutai, East Kalimantan continues to make steady progress on the ground. A recent highlight comes from Kelompok Tani Hutan (KTH) Wana Makmur, which has secured a 127-hectare social forestry permit issued by the Ministry of Forestry.



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The permit provides legal access for the group to manage and use forest land in a structured and responsible way. With this, members have greater certainty to plan long-term activities, while ensuring the forest area remains protected and sustainably managed.

Since joining SLV in 2024, the 32-member group has been supported in adopting more sustainable farming practices. At the same time, there has been a growing focus on diversification, helping farmers explore additional income sources beyond oil palm and strengthen their resilience over time.

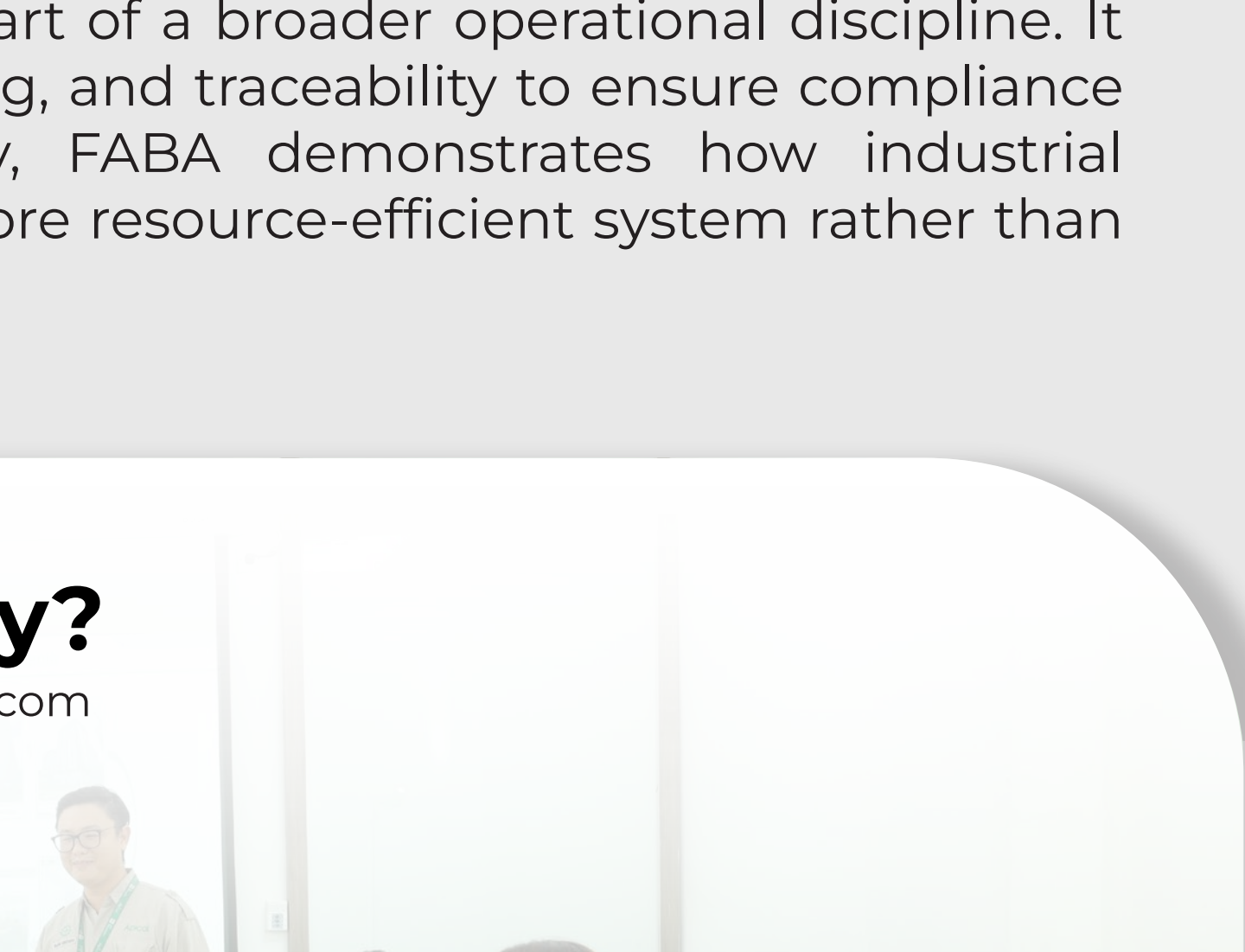
One example is the introduction of cocoa-based agroforestry, where cocoa is grown under existing forest cover. This approach allows farmers to generate additional income without opening new land, while maintaining tree cover. Support has included seedling development, demonstration plots, and ongoing capacity building to help the group manage the area more effectively.

These developments reflect the broader impact of SLV across locations such as East Kutai and Aceh Singkil. The program was previously recognized at the Sawit Indonesia Award 2025 in December, highlighting Apical's continued efforts to support responsible practices while strengthening community livelihoods through practical, long-term approaches.

#NewsFromTheSite

Fueling Opportunities in Dumai and Balikpapan with FABA

This year, Apical is turning waste into opportunity. Fly Ash and Bottom Ash (FABA) from its power plants are now used to make batako—a type of concrete brick commonly used in construction—and paving blocks. In Lubuk Gaung, Dumai, or Youth Creation FABA House is helping young people gain skills and income. In Balikpapan, PT Kutai Refinery Nusantara (PT KRN) involves local residents, including seniors, to produce construction materials from FABA.



Instead of being discarded, FABA becomes a valuable resource. In Dumai, Apical provided the building, equipment, and FABA supply. In Balikpapan, PT KRN trained residents to turn the material into products that add value and income. The programs help communities participate in local development while learning practical skills.

The initiatives have drawn recognition. PT KRN received a CSR award from the City of Balikpapan for empowering residents. Leaders in Dumai also welcomed the program and emphasized the importance of guidance for sustainable growth. Residents now have both new opportunities and a sense of ownership over the programs.

At the same time, these efforts strengthen communities by turning FABA into new opportunities and livelihoods. Using FABA in this way reduces waste, maximizes resources, and shows how environmental responsibility and community empowerment can go hand in hand.

#LifeAtApical

Bringing the Fun to the Finish Line

Leading up to the new year, Apical brought colleagues together for the Apical Fun Run 2025 on 20 December 2025 in Dumai, Riau. Around 250 participants took part, filling the Sari Dumai Oleo mill complex with energy, laughter, and plenty of lighthearted moments. It was not about pace or performance, but about enjoying the run together, whether that meant jogging with friends, taking photos along the way, or simply soaking in the lively atmosphere.

The day was all about having fun and sharing the experience as a team. Colleagues cheered each other on, joked along the route, and celebrated together at the finish line. Events like this create space to unwind, connect, and enjoy each other's company outside of work. It was a refreshing way to close the year on a high note, with smiles, good energy, and a strong sense of togetherness.

#FunFact

A Closer Look at FABA

Did you know that Fly Ash and Bottom Ash, or FABA, are produced during the combustion process in power generation? The material consists of fine and coarse particles collected from boilers and emission control systems. Under current regulations, certain types of FABA are classified as non-hazardous, which allows them to be managed and reused under controlled conditions.

FABA has long been used in various countries as a supplementary material in construction. Its physical and chemical characteristics can improve strength and durability when blended properly in cement-based products. This makes it a practical substitute for part of the conventional raw materials, while maintaining required quality standards.

Responsible management of FABA is part of a broader operational discipline. It requires proper handling, storage, testing, and traceability to ensure compliance and safety. When managed carefully, FABA demonstrates how industrial by-products can be integrated into a more resource-efficient system rather than ending up as disposal burden.

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