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AAL 3-Year Action Plan as Follow up on the Third Party Verification Report Executive Summary: A Progress Report on 3rd Semester Implementation (July 2024 – December 2025)

A Journey of Engagement and Progress

Following EcoNusantara's (ENS) verification of a grievance filed by Friends of the Earth/Walhi against three PT Astra Agro Lestari Tbk (AAL) subsidiaries — PT ANA, PT Mamuang, and PT LTT — AAL embarked on a structured journey to constructively address the issues through collaboration. We launched a comprehensive Action Plan in June 2024, co-developed with the support of EcoNusantara (ENS) and anchored in the fundamental principle of Free, Prior, and Informed Consent (FPIC). This document reflects on our third semester of implementation—a period marked by tangible progress, deepened engagement, and the continued navigation of complex challenges.

Our approach from the outset has been one of partnership. The Action Plan was born from dialogue with communities, experts, and local leaders, and its implementation continues to be guided by their voices and feedback. This narrative recounts not just what we have done, but how we have done it: through open doors, shared decision-making, and a persistent commitment to seeing challenges as opportunities for building mutual understanding.

Walking Together with Communities

Progress across our subsidiaries has been defined by co-creation and shared purpose. In **PT LTT**, the community-identified the need for a public cemetery in Towiora Village. This became a joint venture. From initial surveys to land negotiations and infrastructure planning, village representatives walked alongside us every step of the way. This same spirit of collaboration extended to environmental monitoring, where community members joined in sampling with government officials, and the results were socialized to the communities in an open forum and by door to door visits in each village. This transforms compliance into a shared commitment to environmental stewardship.

In **PT MMG**, our path took an unexpected turn with the passing of a key claimant. Our response was to widen the circle of dialogue, engaging with heirs and new landowners while deepening our long-term partnership with the Kaili Tado indigenous community. Through a participatory Re-Need Assessment, their priorities—from food security to cultural preservation—directly shaped our support programs. Similarly, our work with local farmer groups, especially women, moved beyond training to fostering economic empowerment in partnership with local CSOs.

For **PT ANA**, the complexity of overlapping land claims required a patient, multi-layered approach. While supporting a government-led verification process, we also initiated village-level dialogues to listen directly to grievances and to explore pathways forward. We have been actively involved in multi-stakeholder dialogue forums in Central Sulawesi since October 2024 —bringing together NGOs, community claimants, and provincial officials—marked a significant milestone in transforming conflict into a structured conversation.

Navigating the Terrain: Challenges as Guideposts

This journey has not been without its obstacles. We have encountered the slow-moving machinery of legal and administrative processes, where land transfers and *waqf* certifications unfold at their own pace. On the ground, overlapping historical claims—particularly in PT ANA's area—revealed deep-seated tensions that no single meeting could resolve. At times, we have also faced gaps in engagement, where some stakeholders remained outside the dialogue, limiting the opportunity for shared clarity.



Yet, each challenge has reinforced a core lesson: sustainable solutions are built on trust, transparency, and time. We have learned that progress in social and land conflict resolution is rarely linear, but it is always relational. The increasing willingness of diverse groups to sit at the table in 2025 shows that persistent, good-faith engagement can build bridges even over difficult terrain.

The Road Ahead: Commitment in Action

Looking forward, our path is guided by both realism and resolve. We will continue to prioritize FPIC not as a checklist, but as a practice—embedding it deeper into our community planning and engagement processes. We are committed to strengthening the multi-stakeholder forums that have shown promise, ensuring they become sustained platforms for problem-solving. We will also deepen our collaboration with government partners to navigate systemic hurdles, and with academic institutions to ground our actions in local context and expertise.

This Action Plan is more than a corporate commitment; it is a living process of relationship-building. We do not expect quick fixes, but we are confident in the direction of travel: towards greater inclusion, accountability, and shared value. By continuing to listen, adapt, and partner, we believe that meaningful and equitable progress is not only possible—it is already underway.

A. PT Lestari Tani Teladan (PT LTT)

No	Issue	Verification Results	Target	Milestone	Details on Progress of Activities	Challenges	Next Step
1	PT LTT confiscated 100 ha of farmers' land in Rio Mukti Village and Towiora Village.	The accusation was not proven, the people of Towiora Village only asked for 4 ha of land for TPU (public cemetery) and 10 ha for a residential reserve area.	To enable PT LTT to facilitate the purchase of the patch of land and its subsequent handover to the communities (based on the requested provisions of the local communities).	Location and land legality verified. Handover of the patch of land to the relevant community members.	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> Land Allocation Agreement: A 1.2-hectare plot of land has been agreed upon with the community for the establishment of a public cemetery in Towiora Village. Land Purchase Process: The land purchase has been completed, and the process is now awaiting legal formalities, including the issuance of a Waqf (endowment) number. Cemetery Infrastructure Development: Construction of cemetery infrastructure, including fencing and a gate, along with the block plotting, has been completed. The cemetery is ready for use when needed. <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> Legality and Handover Process: The administration of the waqf grant document is still in progress. Due to the complexity of administrative regulations, the legalization process is time-consuming. To expedite the matter, we are actively coordinating with relevant government agencies, including the Deputy Regent of Donggala, who is expected to help facilitate the process. While awaiting the official handover, PT LTT has also collaborated with the local community to organize a Funeral Handling Training program, featuring trainers from Daar Azzahra Islamic Boarding School in Palu. Additionally, PT LTT has provided infrastructure assistance and renovation for the Towiora Village Mosque for the community to worship with greater ease. 	<ul style="list-style-type: none"> The difficulty in finding a landowner willing to sell the land needed for the TPU area. Complex administrative and legalization procedures required for the purchase and handover of the TPU area. 	<ul style="list-style-type: none"> Post handover: continuous monitoring with village officials to ensure the community receives full benefits from the TPU.

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					<p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> Legality and Handover of Public Cemetery: The administration of the waqf grant document was finally completed and the official handover of the Public Cemetery to the Towiora Village was carried out on 30th October 2025 with the presence of the Deputy Regent of Donggala Regency and numbers of local government official including the Head of the Manpower and Transportation Office, the Head of the Civil Service Police Unit (Satpol PP), the Head of the National Land Agency (BPN), the Head of the Plantation Office, and a representative from the Social Service Office. From the security sector, the Police Chief was represented by the Sector Police Chief, and the District Military Commander was represented by the Deputy Sub-district Military Commander. <p>The event was also attended by several invited Village Heads, namely the Village Head of Towiora, the Village Head of Tinauka, the Village Head of Polanto Jaya, the Village Head of Minti Makmur, and the Village Head of Rio Mukti.</p> <p>Furthermore, community figures from Towiora Village were also present, such as the Chairperson of the Customary Council (Warni), representatives of the Towiora Family Welfare Movement (PKK) and the Village Youth Organization (Karang Taruna), as well as the Towiora community.</p> <p>Detailed progress can be seen in Appendix 1.</p>		

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2	PT LTT illegally claimed 1,505 hectares of community land and operated outside the 321 hectares HGU permit.	There is a discrepancy between the documents claimed by Walhi/FoE US with the PT LTT HGU permit data published by BPN.	To share the HGU documentation with Walhi and FoE US in order to cross-reference with those utilized in their previous reports	Walhi opens communication channel to PT AAL and/or independent third parties appointed by PT AAL.	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> • ENS formally invited Walhi Sulteng (with copies to Walhi Nasional and FoE US) twice to present the verification results and clarify the issues raised. However, Walhi Sulteng has not yet provided their availability for a meeting. • AAL has consistently expressed its openness to engaging with all parties, including Walhi, and has extended invitations for dialogue on multiple occasions, whether directly or facilitated by a third party. • AAL reiterated this open invitation through an official statement published on December 20, 2024, reaffirming its commitment to inclusive and transparent discussions, without any pre-conditions. (https://www.astra-agro.co.id/wp-content/uploads/2025/01/AAL-repeats-its-open-door-offer-to-Friends-of-the-Earth-and-Walhi.pdf). <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> • In the meantime, AAL continues to engage with local CSOs in Central Sulawesi to ensure inclusive participation by civil society. <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> • AAL continues to engage with local CSOs in Central Sulawesi to ensure inclusive participation by civil society. <p>Details of the engagement process can be seen in Appendix 2.</p>	<ul style="list-style-type: none"> • The difficulty in building trust and securing concrete commitment from Walhi/FoE to discuss the resolution of the issues on a roundtable. • Lack of clarity on which communities that Walhi/FoE are representing. • Unclear evidence presented in regard to the allegations and the lack of opportunity to discuss them honestly. • For two years since the grievance verification report was issued, Friends of the Earth and WALHI have continued to avoid dialogue and have failed to submit any rebuttal or new evidence challenging the verification findings, thereby impeding 	<ul style="list-style-type: none"> • AAL will intensify engagement with local civil society organizations (CSOs) and community representatives to better understand the issues on the ground.

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						the grievance resolution process.	
3	Community demands for plasma plantations are 20% of the HGU area.	PT LTT's HGU permit was issued before the obligation to facilitate the development of plasma plantations for communities around the HGU came into effect. PT LTT only has this obligation after the HGU expires and will apply for an extension while still referring to the applicable laws and regulations when extending the HGU.	To ensure that PT LTT facilitates the development of community plantations, at the time of extending the HGU permit and referring to the laws and regulations in force at that time	The Regent is aware of the plan to facilitate the development of community plantations during the HGU extension process.	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> The company has initiated an internal process to identify potential partnership activities. <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> The company continues its internal process to identify potential partnership activities and prepare the necessary administration. <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> The company continues its internal process to identify potential partnership activities and prepare the necessary administration. 	<ul style="list-style-type: none"> The lack of understanding by stakeholders of the regulations related to plasma obligations. 	<ul style="list-style-type: none"> AAL will draft partnership programs in accordance with applicable regulations.
4	Well water pollution and sewage odor.	There are differences in the results of laboratory tests on the well water of Towiora Village residents by the Environmental Service (DLH), Donggala Regency,	To ensure that complaints regarding well water pollution and waste odors	PT LTT has sufficient and qualified human resources to handle grievances effectively.	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> Environmental monitoring has been conducted semiannually with the involvement of the community, the village Government, and the Environmental Office (DLH). The results of the monitoring indicate that no parameters exceeded standard limits, and there are no risks to public health. 	<ul style="list-style-type: none"> The lack of understanding of the processes involved in the mill waste & emission management. Issues regarding unpleasant odors 	<ul style="list-style-type: none"> PT LTT will explore potential applications of suggestions from academics to improve waste management practices.

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		Central Sulawesi Province No. FPP/7.8.2 dated 20 November 2020 with laboratory test results on 6 (six) samples from PT LTT monitoring wells issued by BBIHP Makassar, South Sulawesi in Semester I and II 2020	are addressed by PT LTT.		<ul style="list-style-type: none"> Preliminary input and an initial review have been provided by academics from Tadulako University (Untad) regarding mitigation strategies for plantation waste odor. We are currently studying their suggestions. Socialization of PT LTT Environmental Quality Monitoring results with the Environmental Agency, Village Government, Community Leaders, and the community at the PT LTT Hall. As well as socialization related to waste management practices and new complaints / reporting channels presented to the community in the consultation process in July 2024. <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> February 2025, Monitoring results on the H2 2024 sample were shared with the community through socialization sessions held at each Village Government Office. To date, four neighboring villages adjacent to PT LTT have participated in these socialization activities Most recently, in June 2025, PT LTT completed air quality monitoring tests as part of its H1 2025 sampling program. The company will again socialize the results to the local communities after completing all the relevant tests. <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> Environmental monitoring results of H1 2025 have been socialized to the community. Followed by a tour of the palm oil mill and mill waste processing facility. 	<p>are inherently subjective and difficult to pin down.</p> <ul style="list-style-type: none"> Unclear evidence and no commitments from Walhi/FoE to sit down on a forum to find a mutual resolution. 	<ul style="list-style-type: none"> PT LTT will arrange periodic visits to its mill and waste management facilities by community representatives.

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					Further details of the environmental monitoring activities can be found in Appendix 3.		

B. PT Mamuang (PT MMG)

No	Issue	Verification Results	Target	Milestone	Details on Progress of Activities	Challenges	Next Step
1	Hemsi's Claim on Block C26, PT Mamuang	<p>1. Herman Rantetondok (Hemsi's father) and 6 (six) of his colleagues are believed to have cultivated land in the disputed object (Block C26 HGU PT Mamuang) covering an area of 14 ha with a SPORADIK land title issued by the Head of Martasari Village</p> <p>2. Since 2019, the object of the dispute, Block C26, covering an area of 45.13 Ha, has been fully controlled by Hemsi. The objects and grounds of rights put forward by Hemsi are in the form of 22 land handover documents and 9 (nine) SHM, obtained in 2017/2019, which after being</p>	To seek a peaceful resolution of the disagreement over control of land in Block C26 between PT Mamuang and the individual concerned.	The parties are willing to discuss resolving the land conflict over Block C26.	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> Meetings were held with local stakeholders, including the Village Governments of Pancamukti and Bonemarawa, the Rio Pakava District Head, and community leaders, to address land-related issues in the two villages. Initial discussions were conducted with the current and former Village Heads of Mertasari to facilitate dialogue with parties claiming rights over Block C26. AAL, through ENS, formally invited Walhi Sulteng (copied to Walhi Nasional and FOE US) twice to present verification results and clarify the issues raised. However, Walhi Sulteng has not yet provided their availability for a meeting. <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> In Feb 2025, PT MMG was informed of Hemsi's passing by the village government. The company shall now engage with Hemsi's family members to find a mutual resolution and reconciliation. It appears that parts of block C26 have been sold to 3rd party individuals. PT MMG to 	<ul style="list-style-type: none"> Unclear objects of land claims by Hemsi, further compounded by problematic issuance of SKT. Lack of trust and willingness to engage in an open manner. Mr. Hemsi passed away. The land has been sold to other parties. Looking for the buyers of the land. 	<ul style="list-style-type: none"> PT MMG to intensify its outreach to Hemsi's heirs under a new engagement format. Simultaneously, the company intends to identify all new buyers and conduct individual engagement with them to explore possible resolution.

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		traced and analyzed turned out to be outside the object of the dispute (Block C26 HGU PT Mamuang)			<p>identify who the portion of claimed land has been sold to and subsequently engage with the new landowners.</p> <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> PT MMG is still identifying further details regarding the community managing Block OC 26, while discussing the best course of action internally. <p>Details of the engagement process can be seen in Appendix 4.</p>		
2	Land claim on Block C22, PT Mamuang by the Sinar Rio Jaya Farmers Group (KT-SRJ)	The land claim by the Sinario Jaya Farmer Group (KT-SRJ) covering an area of 172 ha is based on (a) transmigration reserve land, (b) a copy of a letter from PT LTT (c) a Land Certificate (SKT) issued in 2004 - all of which cannot be proven.	To establish constructive support for and cooperation with the farmer group enabling empowerment and capacity building.	KT-SRJ's capacity has increased and strengthened, thus they can develop a sustainable work plan and grow.	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> A dialogue was conducted with the Village Head of Rio Mukti/Lalundu, community leaders, and district representatives to discuss the historical context of land issues in Rio Pakava. <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> The company held Good Agricultural Practices (GAP) training initiative as part of its smallholder inclusion program that covered critical aspects of fruit production, including quality maintenance during harvest, proper harvesting techniques, optimized fertilization methods, and sustainable crop maintenance practices, has involved members of the KT-SRJ. In collaboration with local CSO ROA (Volunteers for People and Nature), the company organized women's group activities in Rio Mukti Village, involving female farmers 	<ul style="list-style-type: none"> Unclear evidence and no commitments from Walhi/FoE to sit down on a forum to find a mutual resolution. For two years since the grievance verification report was issued, Friends of the Earth and WALHI have continued to avoid dialogue and have failed to submit any rebuttal or new evidence challenging the verification findings, thereby impeding the grievance resolution process 	<ul style="list-style-type: none"> PT MMG to continue its capacity building for local farmer groups, focusing on GAP. Special efforts to be made to develop the women's capacity.

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					<p>from the KT-SRJ and professional facilitators. These collaborative activities are designed to foster economic empowerment, tailored to women's roles in agriculture and local livelihoods</p> <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> The CSR team at PT MMG is still identifying the needs of the Maju Jaya women's group and collaborating with ROA in providing assistance and empowerment. The CSR team at PT MMG is also exploring the potential for empowerment in the Rio Mukti community through discussions with the village head and BUMDES. <p>Further details of the discussion can be found in Appendix 5.</p>		
3	Land Claims by Parties on behalf of the Tado Kabuyu Indigenous Community	Complaints regarding PT Mamuang's encroachment of 2,302 ha of Tado Kabuyu Indigenous community land could not be verified by the ENS Team because there was no more detailed and accurate data. Based on the results of searching available data	PT MMG to contribute to the Tado community's livelihoods through effective empowerment	Assessment of the needs of the Tado indigenous community and the subsequent delivery of welfare programs.	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> AAL provided assistance for the Tado community before the action plan was developed in the form of education programs for children, health services, and the provision of staple food for 135 families. A Re-Need Assessment was conducted to identify the needs of the Tado Indigenous community, followed by the distribution of 	<ul style="list-style-type: none"> Lack of access to official assistance and social security programs. The communities themselves have sold their ancestral lands to immigrants, depriving them of an important source of 	<ul style="list-style-type: none"> For Tado Kabuyu community: Further efforts to be made to socialize the social welfare programs and facilitate their access to the available programs. AAL will also strengthen the

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		<p>and interviews with sources, it is known that the Tado Kabuyu village covering an area of approximately 250 ha was never part of PT Mamuang's HGU. Currently there are around 113 families (300 people) of the Tado Indigenous Community in Kabuyu Hamlet, they still follow customary rules. They live by farming along the Pasangkayu river. From interviews and field evidence it is known that the Tado tribe has lived in this area for a long time. Currently, most of the indigenous Tado Kabuyu people no longer own land because there have been buying and selling transactions with migrant communities from Bali and Bugis.</p>	and welfare programs.		<p>staple food supplies to 135 households within the Tado community.</p> <ul style="list-style-type: none"> Collaborative efforts with the Village Government were made to identify and document public service needs, including KIS (Kartu Indonesia Sehat - Indonesia Health Card), KIP (Kartu Indonesia Pintar – Indonesia Smart Card), and PKH (Program Keluarga Harapan – Family Hope Program). <p>Semester 2 (Jan - Jun 2025)</p> <ul style="list-style-type: none"> In early 2025, through a participatory dialogue facilitated by the village government to discuss the company's CSR program, followed by a needs assessment, the Kaili Tado community requested assistance for their customary activities, Mass Circumcision, infrastructure maintenance, Bantaya (customary gathering house) renovation, and Mosque renovation. Our ongoing social initiatives include routine provision of staple food packages for 135 vulnerable families, education support through scholarships and teacher incentives, and school bus services. The healthcare program delivers essential services, including toddler nutrition supplementation, prenatal examinations for pregnant women, elderly health checks, and regular training for Posyandu cadres. PT MMG also successfully conducted mass circumcision program, supporting this 	income & livelihood. Companies are being demanded to help.	<p>community's institutional capacity and support the cultural preservation efforts.</p> <ul style="list-style-type: none"> For other communities: AAL to widen the inclusivity of its assistance programs by extending it to other community groups.

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					<p>important cultural and religious tradition for local children.</p> <ul style="list-style-type: none"> Additionally, PT MMG is collaborating with Pasangkayu Regency Tourism Office to support the annual Vunja Traditional Festival in an effort to preserve and promote the cultural heritage of the Kaili Tado community <p>Semester 3 (Jul - Dec 2025)</p> <ul style="list-style-type: none"> We continue our CSR program in the Tado Kabuyu community including mosque renovation, construction of Bantaya, providing routine staple food and scholarship. <p>For detailed information on activities with the Tado Kabuyu community, please refer to Appendix 6</p>		
4	Allegations that PT Mamuang has repeatedly criminalized farmers in Panca Mukti Village	Regarding allegations of criminalization, the ENS Team noted that Hemsu had been detained 3 (three) times by the Pasangkayu and North Mamuju Police, based on reports from PT Mamuang employees. However, with limited data and authority, the ENS Team did not find any facts to support that there had been criminalization acts	To enable PT MMG to implement the Company's overarching Human Rights Strategy (Comprehensive Human Rights Strategy throughout the Company)	PT MMG has sufficient and qualified human resources to implement The Company's overarching Human Rights Strategy	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> AAL has worked together with the Tani Center-IPB University and Yayasan Nasatari Nusantara to conduct series of trainings to enhance AAL's team in the area of community understanding and empowerment. AAL has sent its team to Tani Center for training and then it was followed with a in-house training for 13 Sustainability Assistants and Supervisors in the Sulawesi region, focusing on community empowerment and engagement. This training was intended to enhance the capacity of AAL's team to understand community 	<ul style="list-style-type: none"> Unclear evidence and no commitments from Walhi/FoE to sit down on a forum to find a mutual resolution. For two years since the grievance verification report was issued, Friends of the Earth and WALHI have continued to avoid dialogue and have failed to submit any rebuttal or new evidence challenging the verification 	<ul style="list-style-type: none"> Implementation of HRDD in subsidiaries.

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		systematically carried out by PT Mamuang without any legal basis or reasons or rational reasons as a basis			<p>behavior, culture, rights, and participatory approach to effectively engage with the community. Detailed information on this activity is available in Appendix 7</p> <ul style="list-style-type: none"> • For specific areas of human rights. The company is in the process of identifying competent stakeholders to support the enhancement of human resource capacity in the implementation of Human Rights (HAM). • Collaboration with CRU Indonesia: A partnership has been established with CRU Indonesia to develop systems and tools for Human Rights Due Diligence, to better embed human rights principles into the company's operations. <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> • The company in collaboration with Indonesia's National Human Rights Commission (KOMNAS HAM RI) to advance Business and Human Rights (BHR) principles. This collaboration focuses on three key areas: (1) promoting the adoption of BHR standards, (2) developing multi-stakeholder networks to implement the UN Guiding Principles on BHR, and (3) integrating human rights protections throughout our palm oil plantation operations. • Demonstrating this commitment, AAL Management has initiated the implementation of Human Rights Due Diligence (HRDD) across its operations. The 	findings, thereby impeding the grievance resolution process.	

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					<p>first phase involved creating a specialized HRDD team through comprehensive training programs.</p> <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> ● We carried out HRDD training to our internal team with the instructors from the National Human Rights Commission (Komnas HAM) and the Cipta Rukun Upaya Association (CRU Indonesia). ● We participated in the socialization of the implementation of Human Rights Prism by the Regional Office of Law and Human Rights of West Sulawesi province. <p>For detailed information on the training programs, can be found in Appendix 8.</p>		
5	Intensifying programs to improve community welfare, especially in Pancamukti Village	n/a	To achieve PT MMG's integration of community empowerment program plans with the development plans of the Pancamukti Village government	Establishment of a collaborative village development planning dialogue forum	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> ● The company has coordinated with the Village Government and community representatives to review ongoing CSR programs. ● The company actively participated in collaborative village development planning (Musrembang) and integrated its CSR programs with the Village Development Plan <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> ● The Musrembang results highlighted several key priorities for Panca Mukti Village, results include (not limited to): Improving village road infrastructure, renovation of worship facilities, 	<ul style="list-style-type: none"> ● Comprehensive needs assessments are required to identify the best programs and approaches that can maximize efficiency, secure collective buy-in and inclusivity, and ensure long-term sustainability due to the presence of various community 	<ul style="list-style-type: none"> ● Continue to implement community empowerment programs with the Pancamukti Village government development program.

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					<p>enhancing posyandu facilities, etc. Thus far, PT MMG's routine CSR contributions to Panca Mukti Village include: Road infrastructure improvements, incentive support for teachers and students, supplementary feeding assistance through the Posyandu program, and incentives for Posyandu cadres to support community health programs.</p> <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> ● PT Mamuang empowered freshwater fish farming communities by providing training. ● PT Mamuang also provided scholarships to high-achieving children from the Pancamukti village community. <p>Further details can be found in Appendix 9.</p>	groups with different interests.	

C. PT Agro Nusa Abadi (PT ANA)

No	Issue	Verification Results	Target	Milestone	Details on Progress of Activities	Challenges	Next Step
1	PT ANA operates without an HGU permit and only based on a location permit	PT ANA's HGU processing first started in 2007 and is currently still in the process of waiting for the publication of Committee B Minutes and Recommendations from the Central Sulawesi Provincial BPN Regional	To ensure that PT ANA completes the HGU application process in an accurate way while resolving land conflicts in each village.	The status of the land submitted to obtain an HGU permit is clear and clean.	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> ● The resolution of land claims is currently being led by the local government to achieve a clear and clean area, which is a prerequisite for progressing with the Rights to Cultivate (HGU) process. ● Internally, the company is in the process of completing the necessary 	<ul style="list-style-type: none"> ● The presence of different community groups with different claims, some of which are based on SKT documents and thus not recognized as valid documents, as seen through the involvement of various Verification & Validation (Verval) task 	<ul style="list-style-type: none"> ● AAL to continue supporting the government-led mediation process in validating the various land claims.

No	Issue	Verification Results	Target	Milestone	Details on Progress of Activities	Challenges	Next Step
		Office regarding the issuance of the HGU Decree. During the verification carried out, PT ANA does not yet have an HGU. Bearing in mind that HGU can only be issued if all land disputes have been resolved. The complexity of this problem is also shown by the results of validation and verification of land objects which are different each time it is carried out as well as the lack of clarity regarding land boundaries and markers.			<p>documentation and data required for the HGU application for locations that have been declared clear and clean.</p> <ul style="list-style-type: none"> The company is actively engaging with the Village Governments of 7 villages, the North Morowali Regency Government, and the Central Sulawesi Provincial Government to facilitate the HGU process. <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> Thus far, the company has conducted roughly 5 mediation meetings on land issues and is projected to continue supporting the government-led mediation process in validating land claims. <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> Coordination with Assistant 1 and the Regent of North Morowali regarding the Regional Integrated Team, re-verification of village validation, and follow-up information on land release. <p>Documentation of this engagement process can be found in Appendix 10.</p>	<p>forces which yielded different results each time.</p> <ul style="list-style-type: none"> The relatively high volatility in the field, which may spark horizontal conflicts amongst different community groups. This has also indirectly resulted in the cessation of harvest and production in PT ANA. The need for more sustained coordination between the provincial, district, and local government officials, as land can only be granted by them. 	
2	PT ANA has confiscated farmers' land in the villages	1. There are 28 community members who claim to own land in the PT ANA oil palm plantation area with a total	PT ANA has additional options to settle the land claims in plantation	Establishment of a multi-stakeholder forum as a	<p>Semester 1 (Jul – Dec 2024)</p> <ul style="list-style-type: none"> The company has coordinated with relevant parties, including the Village Governments of 7 villages, the North 		<ul style="list-style-type: none"> AAL and ENS continue to its multi-stakeholder

No	Issue	Verification Results	Target	Milestone	Details on Progress of Activities	Challenges	Next Step
	of Molino, Bungintimbe, Tompira and Bunta covering an area of approximately 5,000 hectares	<p>area of 1,695.27 Ha, spread across: - Bungintimbe Village (992.24 Ha), - Bunta Village (614.30 Ha), - Tompira Village (75.52 Ha), and - Towara Village (13.21 Ha).</p> <p>2. Identified 795.13 hectares of land from the total claim land area, which is land that still overlaps between communities (claimers)</p>	areas where HGU permits will be applied for.	platform to find solutions to settle land claims in the PT ANA plantation area.	<p>Morowali Regency Government, and the Central Sulawesi Provincial Government to lower the temperature and ensure that the conflicts are handled peacefully.</p> <ul style="list-style-type: none"> Several preliminary meetings have been held with local Civil Society Organizations (CSOs) to discuss issues related to the palm oil industry in Sulawesi, including grievances received by AAL. <p>Semester 2 (Jan – Jun 2025)</p> <ul style="list-style-type: none"> To date, multistakeholder dialogues in the form of focus group discussions have been facilitated by Ekonesia in May 2025, following up on meetings held in H2 2024. Various stakeholders, such as local farmers (AMPMU), Plantation Service of Central Sulawesi, ATR/BPN, AAL/PT ANA, RBG, ENS, and local CSOs gathered and discussed their respective concerns constructively, as well as explored potential solutions. Additionally, multistakeholder webinars have been facilitated by Ekonesia in Feb 2025, with attendees such as the Provincial Government, Sajogyo Institute, Econusantara, and Aliansi Masyarakat Peduli Morowali Utara-AMPMU to discuss key issues on agrarian land conflicts. Key 		engagement initiatives including discussion, webinar, etc with local CSO facilitation.

No	Issue	Verification Results	Target	Milestone	Details on Progress of Activities	Challenges	Next Step
					<p>sentiments from each party have been documented to be acted upon.</p> <p>Semester 3 (Jul – Dec 2025)</p> <ul style="list-style-type: none"> AAL was invited to participate in the fourth series of multi-stakeholder discussions organized by Ekonesia, a local civil society organization. The discussions were intended to explore approaches for addressing agrarian conflicts in oil palm plantations in Central Sulawesi Province. Participants included representatives from government institutions, the National Land Agency (BPN), local civil society organizations, and national observers on agrarian conflict issues. The discussions concluded with a shared commitment among participants to work toward the establishment of a multi-stakeholder forum in the first half of 2026 <p>Documentation of this engagement process can be found in Appendix 10.</p>		

APPENDIX 1

Process of Provision of Public Cemetery (TPU) for Towiora Village

- Initial Request and Response (2022–May 2023):

- In 2022, PT LTT received a formal request from the Towiora Village Government regarding the need for a public burial site.
- In response, PT LTT held a meeting with the Village Government and community leaders in May 2023.
- This meeting aligned with an independent verification conducted by Econusantara. During the discussion, all parties agreed to collaborate on providing a burial site to address the community's needs.
- **Collaboration and Filed Survey (May–September 2023):**
 - PT LTT and the community conducted a field survey.
 - Filed finding shows that Towiora Village does not have a public cemetery, only family cemeteries that are already full.
 - The community proposed a 1.4-hectare plot of land belong to one of the community members
 - An option for community land totaling 1.4 hectares was proposed.
 - PT LTT conducted a second field visit to evaluate the location and calculate the exact area.
 - In September 2023, PT LTT, the Village Government, and community leaders agreed on a 1.2-hectare burial site based on coordinate measurements.
- **Coordination with BPN and Land Documentation (November 2023–May 2024)**
 - PT LTT coordinated with the National Land Agency (BPN) regarding the cemetery land procurement.
 - In November 2023, BPN Donggala conducted a field visit and confirmed that the proposed land does not overlap with any existing land ownership certificates (SHM). However, the land was still under a SKT holder, requiring additional documentation.
 - PT LTT and the Village Government met with the landowner, who agreed to sell the land for the burial site. They then prepared all necessary documents, including landowner identification, land recognition certificates, NJOP certificates, land control certificates (SKT), location approval statements, sporadic survey maps, boundary agreements, and copies of the landowner's ID and family card.
- **Community Socialization and Verification (May 2024–August 2024):**
 - In May 2024, PT LTT and the Village Government held a socialization event about the burial site project during a community gathering. The majority of Towiora Village residents responded positively and supported the initiative.
 - Following this, the Donggala PKKPR Office conducted a verification visit, which result in a recommendation letter for BPN Donggala.
 - PT LTT, with the help of an internal notary, began handling the legal process with BPN Donggala.
 - In August 2024, PT LTT made a 50% down payment for the land purchase in the presence of the landowner, Village Government officials, and community leaders. The signing of the MoU for the down payment is expected to accelerate the construction and legalization of the burial site.
- **Land Clearing and Infrastructure Construction (September–October 2024)**

- In September 2024, PT LTT began land clearing, including installing bridges, markers, and water drainage systems.
- In October 2024, the laying of the first stone marked the start of the cemetery infrastructure and gate construction. This ceremony included community representatives and a joint prayer for the project's success.
- The construction process took three months due to heavy rainfall in Rio Pakava District.
- **Completion and Handover (October 2024 – June 2025)**
 - Construction of cemetery infrastructure, including fencing and a gate, along with the block plotting, has been completed. The cemetery is ready for use when needed.
 - PT LTT fully paid the land purchase payment. The official handover has not been carried out due to the complexity of waqf grant administration process.
 - PT LTT has also collaborated with the local community to organize a Funeral Handling Training program, featuring trainers from Daar Azzahra Islamic Boarding School in Palu.
 - Additionally, in facilitating the Towiora village community in performing worship with greater ease, PT LTT has also provided infrastructure assistance and renovation for the Towiora Village Mosque. This includes contributions such as ceramic tiles, foundation compaction, prayer mats, sound systems (microphones), and water dispensers.
- **Official Handover (July - December 2025)**
 - The ceremony of the official handover to the Towiora Village government was carried out on 30th October 2024 with the presence of Deputy Regent of Donggala Regency, local government officials, surrounding village heads, customary figures and Towiora Community.
 - This period's CSR activities directly supported the community through education, health, faith, and infrastructure: we granted scholarships to 18 students, provided incentives to 5 honorary teachers, 10 Posyandu cadres, mosque imams and madrasah administrators, and repaired road in Towiora village.

Following is the documentation of the process of provision of TPU.

Progress of Public Cemetery (TPU) Provision at Towiora Village (PT LTT)

Land Profile

- Width: 1.2 hectares (purchased by PT LTT from the local community)
- Beneficiaries : 470 families of Towiora village

TPU Provision Process (September 2023 - July 2024)



Progress as of August – December 2024

- 1. Work progress on 14 Coordinate Points, Bridge Construction and Land Clearing**



All technical works are outsourced to the local community.

- 2. Construction of fencing around the TPU.**



- 3. Meeting with Notary to discuss the process of changes AJB to Waqf Deed (endowment of property)**



- 4. Meeting with BPN accompanied by Notary regarding Issuance of Management Rights Decree**



Progress of January – June 2025

TPU Legality Update



The settlement of the TPU land was given to the landowner witnessed by the village government



Engagement with the Deputy Regent of Donggala to Accelerate the Legality Process for TPU Endowments

TPU Development



The Towiora Public Cemetery construction includes a drainage bridge, perimeter fencing, entrance gate, compacted roads, and burial block lining



Joint visit to the Public Cemetery

Public Facilities Assistance and Religious Training



PT LTT provided Towiora Village Mosque with infrastructure support: ceramic flooring, foundation upgrades, prayer mats, sound equipment, and water dispensers



Funeral Handling Training inviting Trainers from Daar Azzahra Islamic Boarding School - Palu

Progress of July – December 2025

TPU Update

Legality Update:

- Issuance of the Right of Use Decree from the National Land Agency (BPN)
- Signing of the Waqf Application from PT LTT to Towiora Village
- Issuance of the Waqf Decree from the National Land Agency (BPN)



Ceremonial Update:

- Cleaning of graves and addition of small road infrastructure within the cemetery
- Handover of the cemetery endowment, symbolic inauguration of the cemetery by the Deputy Regent of Donggala, attended by the community, as well as the handover of coffins and corpse bathing equipment.



Progress Engagement PT LTT

CSR Program:

- Scholarship Assistance to Towiora Community 9 Students (Elementary School: 6 Students, Junior High School: 3 Students) Teacher Incentive Payments (5 teachers)
- Assistance for the Towiora Village Health Post and Incentives for Health Post Cadres (10 Cadres)
- Incentives for Mosque Imams and Madrasah Administrators.
- Assistance for Road Repairs in Towiora Village



APPENDIX 2

ENGAGEMENT WITH STAKEHOLDERS

- **Appointment of Independent Third Party (March 2023)**
 - AAL appointed EcoNusantara (ENS) as an independent third party to conduct a comprehensive verification regarding the allegations towards three of AAL's subsidiaries (PT LTT, PT Mamuang, and PT ANA) in Central Sulawesi and West Sulawesi.
 - The Terms of Reference (ToR) for the verification were consulted with stakeholders, including FoE and Walhi.
- **Engagement During Verification Process**
 - Throughout the verification process, ENS and AAL continuously urged FoE and Walhi to participate.
 - Before the verification results were published, they were shared with key stakeholders, including FoE and Walhi, to gather their feedback.
- **Publication of Verification Results (November 2023):**
 - The comprehensive verification results were published to the public via AAL's website on 27 November 2023.
 - Stakeholder feedback was also published in a Q&A format on 30 November 2023.
- **Development of a 3-Year Action Plan (Early 2024):**
 - In early 2024, AAL and ENS jointly developed a 3-year action plan for the three subsidiaries.
 - The process of drafting the action plan was also consulted with stakeholders to gather input.
- **Publication of the 3-Year Action Plan (June 2024):**
 - In June 2024, the 3-Year Action Plan was published as a follow-up to the Third-Party Verification Report.
 - The publication was consulted with relevant stakeholders.
- **Outreach to Walhi Sulteng (August–September 2024):**
 - Following the publication of the 3-Year Action Plan, ENS sent a letter to Walhi Sulteng in August 2024.
 - Walhi Sulteng could not be reached at the time due to their agenda for program monitoring and evaluation in Kendari.
 - ENS extended another invitation for a face-to-face meeting with Walhi Sulteng in September 2024.
 - As of now, there has been no response from Walhi Sulteng.

- **AAL's Commitment to Open Dialogue:**

- AAL has consistently expressed its openness to meet with the relevant parties, including Walhi & FoE, without any pre-conditions.
- This statement has been published on AAL's official website: <https://www.astra-agro.co.id/wp-content/uploads/2025/01/AAL-repeats-its-open-door-offer-to-Friends-of-the-Earth-and-Walhi.pdf>.
- AAL remains open and willing to engage in unconditional discussions to find common ground and resolve issues.

APPENDIX 3

Environmental Monitoring and Socialization of Results

1. Routine Environmental Monitoring by PT LTT:

- PT LTT conducts environmental monitoring every semester.
- Monitoring includes:
 - **Water Testing:** Monitoring of well water, river water, and soil quality.
 - **Air Testing:** Ambient air testing, vehicle emissions testing, odor testing, noise testing, humidity testing, and lighting testing.
- The process involves direct participation from neighboring communities and collaboration with third-party entities for sample collection.
- Collected samples are sent to certified laboratories for further analysis.

2. Semester 1, 2024 Monitoring (May 2024):

- PT LTT conducted environmental testing in May 2024.
- Local community members and village government representatives participated in the process.
- Collaborated with third-party entities:
 - **Air Monitoring:** PT Eka Akurasi Envitama.
 - **Water Monitoring:** CV. Muara Saddang and PT Karsa Buana Lestari Laboratory.
- Results showed no parameters exceeded standard limits.
- Analysis results were submitted to the Donggala Regency Environmental Office.

3. Socialization of Semester 1 Results:

- PT LTT, together with the Environmental Office (DLH Donggala), organized a socialization event to share the Semester 1, 2024 monitoring results.
- Attendees included village government officials and representatives from neighboring communities.
- The community responded positively to the transparency of the monitoring results.
- Suggestions from the community:
 - Request for more knowledge about palm oil mill waste processing to better understand mitigation measures in case of hazards.

- The Environmental Office encouraged the community to protect the environment, especially by avoiding deforestation.
- PT LTT also shared contact information with the community as a channel for the reporting of environmental complaints, pollution concerns, or land fires.

4. **Semester 2, 2024 Monitoring (November 2024):**

- PT LTT conducted a follow-up environmental testing in November 2024.
- Similar to Semester 1, the process involved community participation and third-party collaboration:
 - **Air Monitoring:** PT Energindo Prima Laboratory.
 - **Water Monitoring:** CV. Muara Saddang and PT Karsa Buana Lestari Laboratory.
- Results showed no parameters exceeded standard limits.
- Analysis results were submitted to the Donggala Regency Environmental Office.

5. **Socialization of Semester 2 Results:**

- In March 2025, PT LTT together with the Environmental Office (DLH Donggala) conducted socialization of monitoring results and sample testing for the second semester of 2024 across its zone one villages.
- The community actively participated in the process—from sample collection to the dissemination of test results—and expressed appreciation for the company's transparency.
- The findings reassured residents that no waste pollution was affecting their villages.
- Additionally, community feedback highlighted a demand for further environmental education, particularly on how to repurpose company by-products for local benefit.
- Most recently, in June 2025, PT LTT completed air quality monitoring tests as part of its first-semester 2025 sampling program.

6. **Collaboration with Local Academics:**

- PT LTT and ENS communicated and coordinated with a local academic (a lecturer from Tadulako University) regarding odor mitigation from oil palm processing waste.
- The academic provided preliminary input and an initial review of mitigation strategies for waste odor.

Documentation of Environmental Monitoring Activities



Documentation of Air and Water Quality Monitoring in PT LTT

- Taking of water samples for the second semester of 2024 monitoring
Samples were taken under the Village Government's supervision

Documentation of Air and Water Quality Monitoring in PT LTT for First Semester of 2024 (samples were taken at the end of May 2024)



Air quality monitoring



Emission monitoring



River and well water quality monitoring



Socialization of Result of Environmental Monitoring with the Community and the Environmental Service in July 2024



Socialization of PT LTT Environmental Quality Monitoring results with the Environmental Service, Village Government, Community Leaders, and community

Coordination with Donggala Environmental Service (DLH)



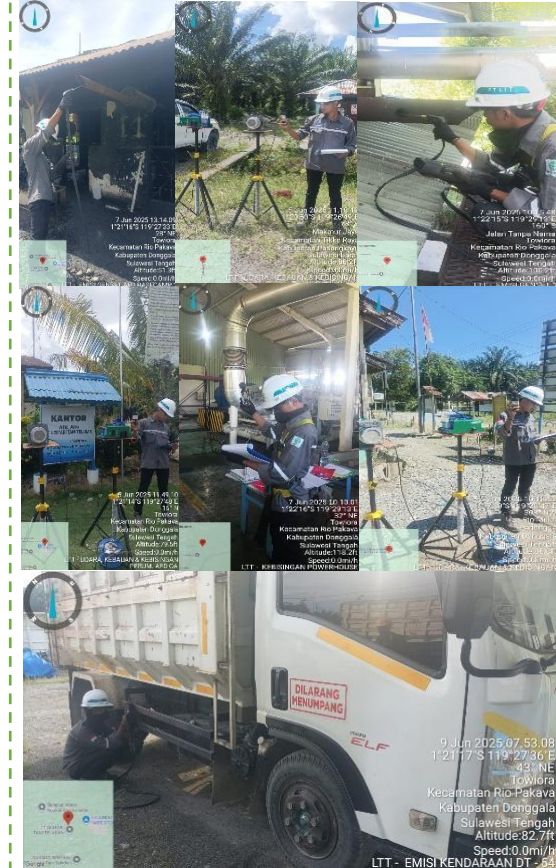
Environmental monitoring results, validated by the DLH, demonstrate compliance with environmental standards across both PT LTT's operations and neighboring Ring 1 villages, with no pollution indicators detected.

Socialization of Monitoring Test Results for Semester 2 of 2024



Residents of Towiora, Tinauka, Polanto Jaya, and Minti Makmur villages - including community representatives, local leaders, and government officials - participated in environmental monitoring socialization held at their respective Village Offices

Collecting Samples for the monitoring test Semester 1 2025



Air quality monitoring has been completed across our operational areas.

Progress of July – December 2025

Environmental Monitoring Update:

- Environmental quality tests have been conducted. Water monitoring (monitoring wells and rivers) and air quality checks.
- Test results were examined at partner laboratories (PT Karsa Buana Lestari and PT Eka Akurasi Envitama).
- Coordination with the Donggala Regency Environmental Agency.
- Discussion on preparations for the socialization of PT LTT's environmental monitoring, involving community representatives, as well as a tour of the factory and waste processing site.



Socialization & Tour of Palm Oil Mill

- Socialization was provided to community representatives from villages in the PT LTT ring 1. The socialization process involved presenting the results of environmental monitoring from the first semester and a tour of the palm oil mill and mill waste processing facility.



Collecting Sample

- Test sampling in H2 2025 by DLH and third-party consultants.



APPENDIX 4

Meeting with Local Stakeholders in Rio Pakava District

PT Mamuang conducted a series of visits and meetings with local stakeholders to address land-related issues in Rio Pakava District. These engagements included government officials at the hamlet, village, and district levels, as well as community leaders in the Panca Mukti Village area. One notable meeting took place in July 2024, when PT Mamuang accepted an invitation from the Bonemarawa Village Government and Rio Pakava District Government regarding a boundary survey of the village. PT Mamuang was invited as a gesture of goodwill, given its proximity to Rio Pakava District. The meeting was attended by the Village Heads of Panca Mukti, Bonemarawa, and Pantalobete, the Rio Pakava District Head, and community leaders from Lalundu. Discussions focused on the chronology of land issues in Rio Pakava District and potential solutions to the conflict between PT Mamuang and Mr. Hemsu. The meeting confirmed the facts surrounding the conflict between PT Mamuang and Mr. Hemsu. Attendees, including district officials, village governments, and Kaili Customary Chief, expressed full support for providing the necessary data to resolve the conflict. PT Mamuang attempted to meet with Mr. Hemsu through the Panca Mukti Village Head, but Mr. Hemsu did not agree to meet.

PT Mamuang remains committed to resolving the issue through dialogue and collaboration with all relevant stakeholders.



In November 2024, PT Mamuang accompanied representatives from Pancamukti Village and Bonemarawa Village to verify boundary markers. The survey confirmed that there is no overlap between village land and PT Mamuang's HGU (Cultivation Rights) area. Additionally, neither village holds any land rights within PT Mamuang's HGU zone.



As of the end of 2024, no further meetings have been held to resolve the conflict or gather additional supporting data. Nevertheless, PT Mamuang remains open and committed to collaborating with all parties to achieve a resolution to the land issue.

In February 2025, the Village Head formally notified PT Mamuang of the passing of Mr. Hemsu.

Following this, PT MMG conducted a follow-up visit to Mr. Hemsu's residence to verify inheritance matters.

The visit confirmed that Alexander, Mr. Hemsu's younger brother, is the rightful heir to managing the claimed land. We also found out that some portion of the claimed land has been sold to another parties.

APPENDIX 5

Constructive Discussions with Rio Mukti Village Community

PT Mamuang maintains ongoing communication with neighboring villages, including Rio Mukti Village, located east of its operational area. In July 2024, PT Mamuang coordinated with the Rio Mukti Village Government to address existing issues. As a result, the Village Government agreed to invite historical witnesses to a joint meeting with PT Mamuang to clarify the root of the problems.

In October 2024, PT Mamuang attended a meeting hosted by the Village Government, involving several Rio Mukti community leaders. The Village Government in this case the Village Head invited several figures from Lalundu Village as historical witnesses to attend the meeting. This is because Rio Mukti Village is a division of Lalundu Village. The majority of Rio Mukti Village is from the transmigration area.

The meeting, attended by village officials, community leaders, and farmer groups, concluded that the KT-SRJ group is not officially registered as a farmer group in Rio Mukti Village and that it is unclear to what extent KT-SRJ is speaking on behalf of the broader community or the Rio Mukti Village Government. Mr. Arman, former Secretary of Lalundu Village (2002–2012) and now a community leader, confirmed that all land conflicts involving Lalundu Village residents at the time were resolved through compensation agreements.

To enhance engagement with the farmers of Rio Mukti, PT Mamuang has taken the initiative to establish a partnership with local farmer groups. This collaboration focuses on providing support for the institutional strengthening of palm oil farmer groups and implementing pest control measures. The initiative aims to bolster the organizational capacity of Rio Mukti's farmer groups while fostering mutual communication and cooperation between PT Mamuang and the farming community. In parallel, the Village Government is currently conducting a census to register previously unregistered farmer groups.

PT Mamuang remains committed to constructive dialogue and collaborative solutions to strengthen community relations and address local concerns.



Capacity Building for the Smallholders involving KT SRJ member



Women's Group Training - Maju Jaya held by ROA featuring motivators from Libu Perempuan & Evergreen



Progress of July – December 2025

Update Engagement With KT SRJ Group

- Visit and Assessment with the Maju Jaya Women Group regarding livestock farming
- Discussion with the Maju Jaya Women Group regarding business needs and potential



Coordination with the Village Head

- Exploring potential for the development and mentoring of village-owned enterprises (BUMDES)



APPENDIX 6

Community Engagement with the Kaili Tado Community

Throughout 2024, PT Mamuang has fostered a strong relationship with the Kaili Tado community through regular communication and impactful CSR programs. In September 2024, PT Mamuang conducted a Re-Need Assessment to identify the evolving needs of the Kaili Tado community. This assessment involved key stakeholders, including leaders from the three hamlets inhabited by the Kaili Tado people (Sipatuo, Wayambojaya, and Kabuyu), the Customary Chief, women leaders, Kaili Tado elders, and representatives from the Martasari Village Government.

The Re-Need Assessment highlighted several key priorities for the Kaili Tado community:

- **Basic Necessities:** Provision of staple food supplies.
- **MSME Development:** Support for small and medium enterprise (UMKM) training and the establishment of a sales facility located at the Wayambojaya Mosque complex.
- **Mass Circumcision Program:** Organizing a mass circumcision event for Kaili Tado children.
- **Infrastructure Renovation:** Renovation of the Kaili Tado Traditional House and the Wayambojaya Mosque.



Re-need assessment activities

One of PT Mamuang's flagship CSR initiatives for the Kaili Tado community is the distribution of staple food supplies (sembako), which has been carried out since September 2023, benefiting 135 households. To assess the impact of this program, PT Mamuang conducted a questionnaire-based evaluation among the beneficiaries. The findings are as follows:

Evaluation Results:

- **Awareness:** All recipients are aware that the food supplies are provided by PT Mamuang.
- **Impact:** The assistance has significantly helped alleviate daily living expenses for the community.
- **Feedback:** 10% of the beneficiaries expressed a desire for alternative income-generating support programs instead of food supplies.

Recommendations:

- From the Customary Chief (*ketua adat*):
 - Reduce the frequency of food supply distributions in 2025 to once every 2–3 months.
 - Prioritize accelerating the renovation of the traditional house (*Rumah Adat*) to support the needs of the Vunja festival.
- From the Martasari Village Head:
 - Expand the scope of the food supply program to include other underprivileged communities outside the Kaili Tado group, ensuring the assistance is not exclusive to one community.



Food Package Distribution Activities to the Kaili Tado Community

In addition to its food supply program, PT Mamuang is actively working to improve access to public services and social security schemes for the Kaili Tado community, particularly government programs such as PKH (Program Keluarga Harapan), KIS (Kartu Indonesia Sehat), and KIP (Kartu Indonesia Pintar). In collaboration with the Pasangkayu Regency Social Services Office, PT Mamuang conducted a door-to-door survey to identify eligible Kaili Tado community members who could benefit from these initiatives.



Coordination Activities with Village Government and Related Agencies

Based on recommendations from the Pasangkayu Social Services Office, it is recognized that the Kaili Tado community requires further knowledge of social service programs, as well as the administrative documents needed for registration. Door-to-door surveys revealed that many Kaili Tado community members are not enrolled in these programs due to incomplete population administration documents. As of October 2024, only 49 households remain actively registered as beneficiaries of the PKH, KIP, and KIS programs.

PT Mamuang is also collaborating with the Pasangkayu Regency Tourism Office to support the annual Vunja Traditional Festival, a key initiative to strengthen the institutional framework of the Kaili Tado customary practices in Pasangkayu Regency. The festival, organized in partnership with customary leaders, PT Mamuang, and the Tourism Office, successfully attracted over 500 visitors during its three-day event. This collaboration highlights PT Mamuang's commitment to preserving and promoting the cultural heritage of the Kaili Tado community while fostering community engagement and development.



The Kaili Tado Community Vunja Festival

Activities Progress in January - June 2025

Discussion and Engagement with Kaili Tado Community



Dialogue Session with Kaili Tado traditional figures and community representatives to discuss their proposed activity programs and community needs.



Discussion with Kaili Tado figures and community representatives facilitated by the village government

Provision of Staple Food Program for Kaili Tado Community



Provision of staple food assistance for Kaili Tado community (135 families) involving the village government and traditional leaders

Mass Circumcision Program for Kaili Tado Community



The company facilitated a mass circumcision program for 32 Kaili Tado Kabuyu children in collaboration with the Pedongga Health Center.

Infrastructure maintenance assistance



Village Road Compaction ±2 Km, benefited Kaili Tado community

Mentoring Kaili Tado community MSME



Local cassava chip producers received new equipment and facility upgrades, helping them grow their businesses and improve product quality

Healthcare Assistance



Provision of supplementary feedings for toddlers, pregnant women and the elderly



Health checks for the elderly



Capacity building and provision of incentive for Posyandu cadres

Education Service Assistance



Provision of scholarships for Kaili Tado children



Provision of incentives for the honorary teachers



Every school day, AAL's yellow buses bring 22 Kabuyu children to company-supported schools, helping bridge the distance to quality education

Progress of July – December 2025

CSR Program Activities:

- Material Assistance for Mosque Renovation and Inauguration
- Basic Food Assistance for 135 Families in Kaili Tado Kabuyu
- Providing Incentive for Posyandu Cadres (5 Cadres) Kaili Tado
- Health Post Facility Assistance (Trash Bins) for Kabuyu Inpres Elementary School
- Renovation of Bantaya and Inauguration



APPENDIX 7

Training on Enhancing Capabilities as Facilitators in Community Engagement and Empowerment Program Design for AAL's Sustainability Team

The "Capacity Building Training for Facilitators in Community Engagement and Empowerment Program Design" was conducted to enhance the knowledge, attitudes, and skills of the AAL Sustainability Team. This training aimed specifically at improving their ability to engage with communities and design effective and sustainable empowerment programs and strategies. The training took place from December 2-7, 2024, involving 13 members from the sustainability team, covering CSR, Conservation, and Fire Management sectors in the Sulawesi region.

Yayasan Nastari Nusantara, acting as the strategic partner, played a crucial role in facilitating the training. The foundation guided the learning process through structured stages, sessions, and curriculum, ensuring that participants not only comprehended the theoretical aspects but also applied them in real-world contexts.

The training included comprehensive and in-depth materials:

1. **Village Development Paradigm:** Understanding sustainable village development concepts and approaches.
2. **Participation Principles:** Emphasizing active community participation at every program stage.
3. **Positive Thinking:** Building an empowerment mindset by recognizing village potentials.
4. **Facilitator Knowledge, Attitudes, and Skills:** Enhancing facilitators' abilities to lead and motivate communities.
5. **Facilitator Roles and Functions:** Understanding facilitators' responsibilities and contributions to the empowerment process.
6. **Introduction to Tools/Resource Analysis:** Learning tools such as village maps, resource overlap maps, actor analysis, asset pentagon, trends and changes, and seasonal calendars to holistically understand village potentials.
7. **Empowerment Program Design:** Practical steps in designing programs tailored to community needs and potentials.

The training adopted an adult learning (andragogy) approach, incorporating various interactive methods such as case studies, role-playing, games, brainstorming sessions, group discussions, and field practice. This approach ensured that participants not only understood the material theoretically but also could apply it in real-life situations.

Pre-test and post-test results indicated significant knowledge improvement among all participants concerning the provided materials and curriculum. Additionally, the learning process evaluation showed high participant satisfaction with the training content, facilities, and supportive learning environment. Participants actively engaged throughout the training, demonstrating high levels of participation and enthusiasm.

Following the training, the Sustainability Team was tasked with implementing social approach and mapping projects in villages around the company's operational areas in Sulawesi. This task aimed to concretely apply the acquired knowledge and skills. The team was divided into several groups to conduct field social approaches, village potential mapping, and community needs identification.

Upon project completion, the team presented their work results and received constructive feedback to enhance future community empowerment programs. Through this training, the Sustainability Team not only improved their knowledge and skills but also became more adept at conducting social mapping and identifying village potentials. This capability enables them to design more targeted, positively impactful empowerment programs aligned with the community's needs and potential.

Documentation of activities as follows:



Training on social approaches and program design as well as field practice with the community in the village

APPENDIX 8

Engagement with the National Human Rights Commission of Indonesia (KOMNAS HAM RI)



The company engages with KOMNAS HAM RI through Human Rights Inspiration Classes and HRDD method development FGDs.

AAL reinforces its human rights commitment with a dedicated internal HRDD team, strengthening compliance and operational integration



Cross-Functional Meeting (Sustainability, Finance, HRGA, and Audit teams) to coordinate HRDD Roadmap execution and dedicated team formation, ensuring whole-of-company implementation

Progress of July – December 2025



To ensure robust and impactful Human Rights Due Diligence (HRDD), Astra Agro has partnered with leading independent organizations—the National Human Rights Commission (Komnas HAM) and the Cipta Rukun Upaya Association (CRU Indonesia)—as facilitators and speakers for specialized training. This dynamic program is designed to empower Astra Agro’s Dedicated Team with the skills to identify and mitigate human rights risks, analyze and address human rights impacts and embed human rights principles into everyday policies, procedures, and operations. Beyond compliance, this initiative reinforces Astra Agro’s unwavering commitment to human rights—ensuring fair treatment for workers, meaningful community engagement, a responsible supply chain, and sustainable environmental practices. This effort is a key milestone in Astra Agro’s Sustainability Aspirations under the People pillar, driving ethical, inclusive, and forward-thinking business practices



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No. Surat: 10/2023
Tgl. 10/2023

No	NAMA	JABATAN	METODE	TANGGA TANGKAP
1	Ditjen	Ditjen	PT. HUKUM DAN HAK ASASI MANUSIA	10/2023
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Socialization of the Implementation of the Human Rights Prism at the Regional Office of Law and Human Rights, West Sulawesi

APPENDIX 9

CSR Program Review for Panca Mukti Village

PT Mamuang maintains close communication with the Panca Mukti Village Government. In July 2024, PT Mamuang coordinated with the Panca Mukti Village Government to align its CSR programs with the outcomes of the Village Development Planning Meeting (Musrembang) and the Village Development Plan. The Musrembang results highlighted key priorities for Panca Mukti Village, including:

- Improvement of village road infrastructure.
- Renovation of worship facilities.
- Enhancement of *Posyandu* (integrated health service post) facilities.
- Upgrading infrastructure for kindergarten (TK) facilities.
- Capacity building for durian and palm oil farmer groups.
- Initiating plans to establish Panca Mukti as a tourism village.

The Village Government expressed hope that PT Mamuang's CSR programs would align with these Musrembang priorities. PT Mamuang remains committed to collaborating on the realization of these development goals through its CSR initiatives.



Engagement activities with the Panca Mukti village government.

So far, PT Mamuang's routine CSR contributions to Panca Mukti Village include:

- Road infrastructure improvements, such as road hardening and material provision for road embankments.
- Incentive support for honorary teachers and scholarships for high-achieving students.
- Supplementary feeding assistance for infants and toddlers through *Posyandu* program.
- Incentives for *Posyandu* cadres to support community health programs.



CSR activities in Panca Mukti Village include providing scholarships, plant seed assistance, road repairs, freshwater fish seed assistance, and Posyandu cadre incentives.

Progress of January – June 2025

Engagement of Pancamukti Village Government at Village Development Deliberation Meeting



Coordination with the Village Government regarding the Results of the Pancamukti Village Musrembang (Village Development Deliberation Meeting)

Infrastructure Assistance



Village Road Compaction Assistance

Economic Empowerment Assistance



Discussion on Freshwater Fish Cultivation Development Training

Health Service Assistance



Provision of incentives for Posyandu Cadres and supplementary feeding for toddlers, pregnant women, elderly

Environmental Program Assistance



Provision of trash bins in village public facilities

Education Service Assistance



Provision of incentives for honorary teachers and scholarships for students in Pancamukti Village

Progress of July – December 2025



Training in freshwater fish farming and fattening



Scholarship assistance

APPENDIX 10

Engagement Progress in PT ANA

Towara Village Discussion involving Village Government, All Community, witnessed by Regional Leadership Coordination Forum (Forkopimda)



Coordination Meetings on 3 Villages (Towara Pantai, Peboa, Towara)



Coordination with Molino Village Government



Coordination with Tompira Village Government



Coordination with Bungintimbe Village Government



Coordination with Bunta Village Government



Checking the coordinate points with PT Bumanik in Peboa Village



Progress of January - June 2025

Engagement Process with the Village Government



Mediation Meeting on Bunta Village Land Issues at North Morowali Regency Office



Mediation Meeting on Molino Village Land Issues



Mediation Meeting on Bunta Village Land Issues



Mediation Meeting on Towara Village Land Issues



Mediation Meeting on Land Claims at Central Sulawesi Province Government

Community Engagement Program



Emergency food aid and public facility cleaning were conducted for flood victims in Bunta and Tumpira Villages



Provision of supplementary feeding for the toddlers and elderly, cadre incentives, and Posyandu Cadre Training



Provision of incentives for honorary teachers, school infrastructure, and school buses for scouting competition activities



Mentoring for Food Processing SMEs in Molino Village



Supporting the expansion and revitalization of Bungintimbe Village Market through infrastructure improvements

Progress of July - December 2025

Engagement with the local government and the Regional Integrated team



Coordination with the Regent of North Morowali regarding the re-verification of village validation and follow-up information on land release



Coordination with Assistant 1 and the Regent of North Morowali regarding the Regional Integrated Team

Community Engagement Program



Incentive assistance for honorary teachers



Support Equipment Assistance for PMT



Assistance for laying hen groups



School bus assistance for partner schools



Assistance with health centre activities for toddlers, pregnant women and the elderly



Assistance with empty fruit bunches for organic fertiliser for assisted farmer groups

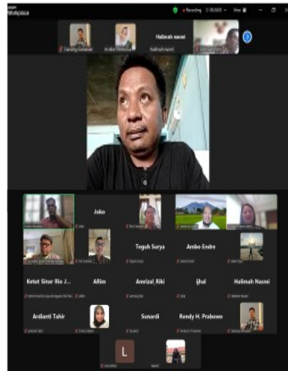


Assistance with training for assisted teachers at the national educators' meeting in Jakarta

MULTISTAKEHOLDER DIALOGUE INITIATIVES

FGD on Oil Palm Plantation Conflict Resolution in Central Sulawesi

Zoom Meeting, 26 February 2025



The closed-door Multistakeholders Webinar facilitated by Ekonesia, attended by the Provincial Government represented by the Governor's Expert Staff, Sunardi (Executive Director of Walhi Sulteng), Ambo Enre (Aliansi Masyarakat Peduli Morowali Utara-AMPMU), Sajogyo Institute, AAL, Econsantara, and Robertsbridge, with the key issues discussion on agrarian land conflicts, especially at PT ANA. Statement from each party :

1. AMPMU-Local Farmer:

- Farmers claim prior occupancy since pre-2007 (as transmigrants), while PT ANA operates with only an IUP, lacking HGU permits for its 7,000-hectare plantation.
- Despite mediation (2016-2024) and partial agreements (659 Ha in Bungintimbe, 282 Ha in Bunta, 400 Ha pending in Tompira), farmers criticize exclusion from verification processes and unfulfilled promises.

2. Walhi:

- PT ANA faces accusations of land encroachment, environmental violations (e.g., planting in riverbanks), and lack of plasma plantation development for local communities.
- Acknowledged that there are ongoing mediations to resolve the issues by the provincial government.

3. AAL

- Commit to resolving conflict under the government's lead and oversight.

4. EcoNusantara

- Urges data transparency from both parties for revalidation.
- Highlights systemic issues: 75% of Indonesia's land lacks clear tenure, leading to widespread conflicts.

5. Government:

- Provincial government mediation (2024) secured PT ANA's agreement to release disputed lands: 659 Ha (Bungintimbe) + 282 Ha (Bunta), with 400 Ha (Tompira) pending verification.
- Warns of potential new conflicts with nickel mining companies entering the region.

6. Researcher Insight (SAJOGYO INSTITUTE)

- Attributes conflicts to structural agrarian inequalities, flawed policies, and lack of legal enforcement

Conclusion:

- **The Webinar emphasized collaborative conflict resolution and legal compliance**
- **Need for continued dialogue to prevent prolonged conflict**

Palu, 19 May 2025



The Focus Group Discussion (FGD) aimed to follow up on two previous meetings (October 2024 and February 2025) and gather updates from stakeholders regarding land conflicts involving PT ANA and local communities in Morowali Utara, particularly in Bunta (282 ha) and Bungintimbe (659 ha). Key Points from Stakeholders.

1. AMPMU-Local Farmer:

- Criticized the verification process by village officials in Bunta and Bungintimbe as flawed and unjust, citing discrepancies in land ownership data (2012, 2016, and PT ANA's records).
- Highlighted issues where legitimate landowners were excluded while non-owners were included in land releases.
- Urged transparency and adherence to historical data to resolve conflicts, emphasizing physical land possession and documented evidence.

2. Plantation Service of Central Sulawesi

- Expressed frustration over the prolonged conflict and lack of progress despite the formation of a government task force (Satgas PKA).
- Clarified PT ANA's legal status (IUP and location permits) and dismissed claims of illegality, stressing the need for clear land boundaries and cooperation.

3. ATR/BPN

- Emphasized their role as a land registrar and the need for clear physical land boundaries and coordinates before issuing certificates.
- Advised PT ANA and communities to jointly demarcate land and submit clear documentation for processing.
- Addressed anomalies like misplaced land certificates (e.g., on rivers) due to outdated mapping, promising corrective measures.

4. AAL/PT ANA

- Reiterated commitment to resolving conflicts but stressed compliance with government-led processes, as they hold permits but not land ownership.
- Noted readiness to release land per government recommendations (282 ha in Bunta and 659 ha in Bungintimbe) but highlighted bureaucratic hurdles.

5. EcoNusantara

- Advocated for transparent, inclusive dialogue and praised the Satgas PKA as a constructive platform.
- Urged all parties to avoid blame and focus on mutually acceptable solutions.

6. Local CSO:

- Suggested direct negotiations between PT ANA and Aliansi Masyarakat Peduli Morowali Utara to streamline resolution, reducing interference from multiple actors.

Next Step:

- **Ekonesia will act as a facilitator for future discussion intends to invite key stakeholders, including village heads, sub-district heads, district government representatives, and the Satgas PKA.**

Multi-stakeholder Discussion Facilitated by Ekonesia, December 2025



EKONESIA is a local CSO engaged in conflict resolution. Ekonesia sees the need for synergy in resolving conflicts in oil palm plantations. A Multi-Stakeholder Discussion was held in Palu City, Central Sulawesi Province, inviting the Provincial Government, Regional Office of BPN, Academics, Local CSOs/NGOs, and Companies. AAL was invited as one of the companies involved in resolving conflicts in oil palm plantations. The statements from the participants are as follows:

1. AAL:

- AAL will remain committed and open in conflict resolution. This can be seen on its website where every action plan carried out has been published.
- AAL also supports multi-stakeholder forums to jointly monitor and encourage conflict resolution in oil palm plantations.

2. Provincial Plantation and Livestock Agency of Central Sulawesi:

- Verification is an essential stage to determine whether a conflict is eligible to be pursued or not.
- Mediation is the most appropriate and must be prioritized. If parties are unwilling to mediate or no agreement is reached, litigation mechanisms can be used.
- Mediation failures are caused by the complexity of problems in the field and the many stakeholders involved.

3. Regional Office of ATR/BPN Central Sulawesi:

- The scheme for dispute and conflict resolution refers to Ministerial Regulation ATR/BPN No. 21/2020.
- Mediation mechanisms are important to prioritize before legal steps are taken.
- There are indications of land mafia practices using SKPT (Land Tenure Certificate) as a basis.
- One trigger of disputes and conflicts is the inequality of land ownership between companies and surrounding communities.

4. AMAN:

- Indigenous peoples can be recognized if they meet four factors: citizenship, customary institutions, customary law, and historical existence.

5. Yayasan Tanah Merdeka:

- Communities are waiting to see what conflict resolution method will be most appropriate for the problems they face.

6. Celebes Bergerak:

- In general, based on AAL's case study and conflicts in Central Sulawesi, we need a method of case resolution without replacing the role of the PKA Task Force.
- A multi-stakeholder conflict resolution forum needs to be established, involving the government, facilitators from both parties, and ensuring that the process is fair.

7. Ekonesia:

- Ekonesia takes the role of bridging this conflict resolution due to the absence of Walhi as the reporter.

8. Facilitator (AZ Law & Mediator):

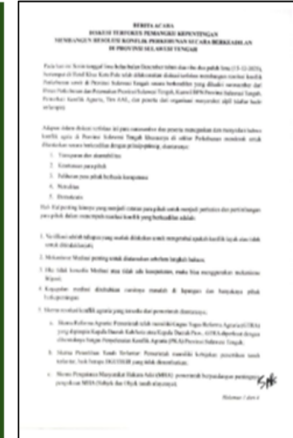
- The mediation model must consist of a facilitator or mediator, Party A and Party B, and resource persons/experts/observers.

9 ROA:

- The Multi-Stakeholder Forum must be open and transparent so that resolution can be achieved

Conclusion:

Agreed upon the signing of the Minutes as an initial step to encourage the establishment of a multi-stakeholder forum that will serve as a platform towards achieving fair conflict resolution in oil palm plantations in Central Sulawesi



Meetings with Academia



Meeting with Tadulako University Lecturers (Mr. Marzuki, Mr. Rauf, and Mr. Sudirman)

Key Outcomes & Academic Recommendations:

- The Semester 1 Progress Report for the AAL Action Plan requires comprehensive analysis using a scientific approach to ensure data-driven improvements.
- Academics emphasized the need for on-site visits to assess program implementation accurately and provide grounded recommendations.
- Programs must integrate local customs and wisdom, particularly in Sulawesi, where cultural values strongly influence community engagement.
- Suggested Social Anthropology Training for teams to deepen understanding of community dynamics and design more targeted interventions.
- A clear Exit Achievement framework is needed to define measurable benchmarks for declaring the Action Plan complete and sustainable.