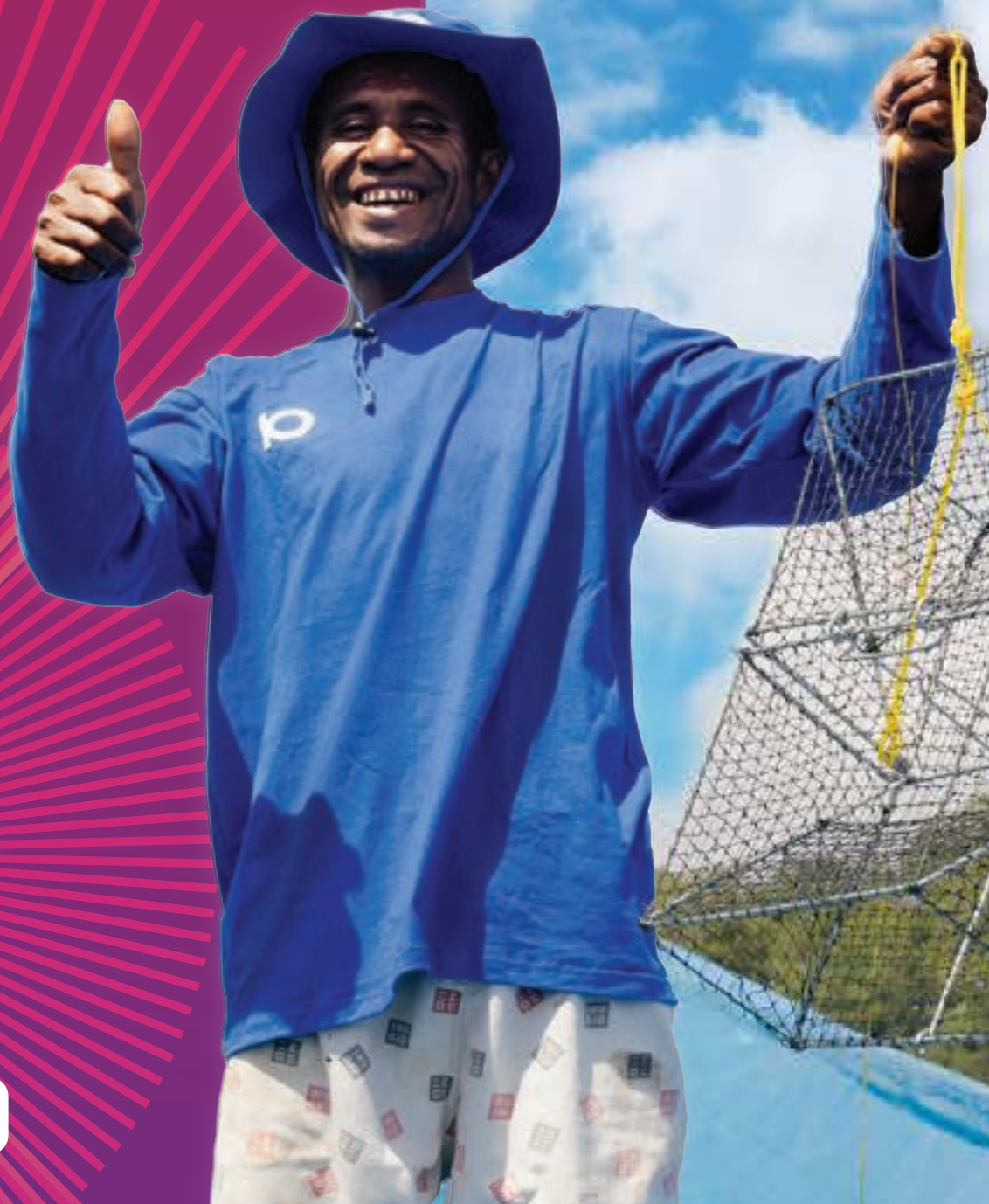


Empowering Progress for  
Greater Impact

# Fostering Sustainable Fisheries towards Blue Economy



2023  
Impact Report

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# A Note from MDI Ventures



Aligned with MDI Ventures' commitment to a sustainable future, this 2023 Impact Report highlights how our investments reflect our dedication to positive impact. We aim to ensure our portfolio companies make decisions that support sustainable development. By showcasing Aruna's contributions to their industry and communities, we hope to inspire others to adopt similar practices in sustainability. The United Nations Sustainable Development Goals (UN SDGs) guide both our mission and Aruna's ongoing efforts to drive sustainable progress.

Aruna's network of over 55,000 fishers across approximately 150 locations in Indonesia enables them to have a substantial impact on the national fishing industry by streamlining the supply chain and promoting sustainable fishing practices. Their commitment to sustainability is evident in their use of solar power and various programs designed to benefit their

partnering fishers. Aruna is dedicated to not only making their operations more sustainable but also supporting the people who are essential to their success.

We are committed to contributing to a sustainable future by partnering with companies that share this vision. Doing good for the people around us is also a smart business strategy, as sustainability benefits both society and long-term success. By driving positive change in the communities we engage with, we ultimately create value for ourselves.

"Our journey towards sustainability is about making a meaningful difference—growing responsibly for the benefit of people and the planet."

DONALD WIHARDJA,  
CEO OF MDI VENTURES

## Our Priority Focus Areas: United Nation Sustainable Development Goals

Our commitment to the United Nations Sustainable Development Goals (UN SDGs) is deeply embedded in everything we do, serving as a guiding framework for our actions and the foundation of our impact driven initiatives. In this report, we outline our efforts to create meaningful digital impact across Indonesia, demonstrating how we leverage technology and innovation to drive positive change. Central to our mission is the belief that education, equality, and social inclusion are not only fundamental human rights but also key pillars for fostering longterm sustainable development. By addressing these critical areas, we aim to empower communities, bridge social gaps, and contribute to a more equitable and prosperous future for all.

### Environmental



### Social



### Governance



# Letter from the Co-Founder and Chief Sustainability Officer <sup>[D.1]</sup>

**Dear Respected stakeholders,**

We are pleased to present to you our 2023 Impact Report, reflecting our commitment to responsibility and accountability in our sustainability journey. In 2023, Aruna faced increasingly significant challenges from climate change, impacting our Environmental, Social, and Governance initiatives. Nevertheless, our commitment to sustainability has remained central to our decision-making, allowing us to effectively address these issues.



Our mission is dedicated to enhancing the welfare of Indonesian coastal communities through the blue economy. We collaborate with small-scale fishers and coastal women to deliver capacity-building programs focused on sustainable fisheries and financial literacy, alongside welfare initiatives aimed at creating sustainable livelihoods from the sea.

This year, we prioritized adaptability and innovation, leveraging data and technology to promote sustainable fishing practices that ensure the long-term viability of our business. Our digital trading platform has transformed the fishing industry by improving supply chain efficiency and educating fishers on sustainable practices.

These transparent processes have given fishermen better access to domestic and global markets, enabling them to secure fair prices for their catch. Consequently, Aruna has achieved consistent growth in production and exports, particularly in lobster, crab, and fish commodities. We connected with 35% more fishers than last year, reaching over 55,000 across approximately 150 locations in Indonesia, effectively tripling their income.

Our commitment to sustainable practices is embodied in our SEA for All Commitment, which outlines clear targets for our initiatives. By 2030, we aim to market 100% sustainably sourced seafood from fishers' catches and empower 30 million members of coastal communities through our activities while actively engaging in sustainability and climate change initiatives. We have also improved our governance framework, emphasizing transparency and adherence to Good Corporate Governance (GCG) principles, essential for maximizing our positive impact on stakeholders. Our participation in the Fisheries Improvement Project (FIP) for blue swimming crabs and tuna underscores our dedication to achieving economic, social, and environmental objectives.

Occupational Health and Safety (OHS) management is another critical priority. We have implemented proactive measures in 2023, including management training and regular drills, ensuring we meet essential OHS performance targets throughout the year. Additionally, we focus on enhancing human capital by providing

targeted training and capacity-building programs in quality management, sustainability, and risk management. Our commitment to inclusiveness and worker welfare is exemplified by offering National Social Security Agency for Employment (BPJS Ketenagakerjaan) coverage for fishers and conducting regular health assessments for coastal communities.

Looking ahead, Aruna continues to envision Indonesia as a maritime axis by 2045 through SEA for All Commitment 2030. This long-term vision reinforces our commitment to sustainability and emphasizes our resolve to pursue sustainable growth with clear targets and strategies that foster lasting, positive impacts for the communities we serve. We appreciate your continued support as we strive towards more sustainable seas.

Jakarta, September 2024



Utari Octavianty  
**Co-Founder and Chief Sustainability Officer**

## About this Report



The PT Aruna Jaya Nuswantara (Aruna or the Company) 2023 Impact Report is the second impact report published by MDI Ventures and the Company. This report demonstrates our commitment towards our stakeholders, reflecting our accountability to sustained, long-term growth, and our responsibility towards ESG and sustainability through a holistically integrated, multi-stakeholder approach.

## Reporting Principles and External Assurance

This report has been prepared with references to Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 and Circular Letter Financial Services Authority (SEOJK) No. 16/SEOJK.04/2021, and Impact Reporting and Investment Standard (IRIS). This report has also been developed in accordance with key reporting principles, including stakeholder inclusiveness, relevance, completeness, accuracy, balance, clarity, comparability, reliability, and timeliness. It reflects the collaborative efforts of discussions held throughout 2023. The theme presented in this report has already been aligned with the Company's corporate strategy and has received approval from the Board of Directors.

Aruna did not engage external independent assurance services for this report. However, we have prepared this Impact Report in accordance with sustainability reporting principles. The content has been reviewed by our internal team to ensure the accuracy of the data and information presented. Additionally, this report was developed in collaboration with external consultants and relevant stakeholders to enhance its comprehensiveness and relevance. In addition, no significant changes occurred during 2023. The Company did not conduct mergers of companies, opening or closure of branch offices/ factories/business units. There is also no restatement of information from the previous report. [C.6]

## Scope and Reporting Period

Unless otherwise stated, the scope of this Impact Report encompasses Aruna's entire operations in Indonesia, featuring data comparisons for the previous three years. The reporting period spans from January 1, 2023 to December 31, 2023.

## Limitations

MDI Ventures and Aruna have engaged Grant Thornton Indonesia as an independent consultant to assist us in the preparation of this Impact Report. Grant Thornton Indonesia's responsibility is limited to the preparation of the report based on the data provided by MDI Ventures and its reporting portfolio company. All data, figures, and explanations presented in this report are the sole responsibility of MDI Ventures and its reporting portfolio company. Thus, Grant Thornton Indonesia shall not be liable for the accuracy or completeness of such data, figures, and explanations. Please note that the work of Grant Thornton Indonesia in this report differs from an audit or review as defined by Indonesian Standards on Auditing or any assurance standards. Therefore, no assurance opinion is expressed in this report.

"Grant Thornton" refers to the brand under which the Grant Thornton member firms provide services to their clients and/or refers to one or more member firms, as the context requires. Grant Thornton Indonesia is a member firm of Grant Thornton International Ltd (GTIL). GTIL and the member firms are not a worldwide partnership. GTIL and each member firm is a separate legal entity. Services are delivered by the member firms. GTIL does not provide services to clients. GTIL and its member firms are not agents of, and do not obligate, one another and are not liable for one another's acts or omissions.



## Report Feedback

Throughout 2023, we did not receive any feedback reports. However, Aruna is committed to continually enhancing the quality of our Impact Report. We welcome any queries, suggestions, or feedback, which can be directed to:



**Alisra Destya Priastiti**  
Sustainability Supervisor  
Email: [sustainability@aruna.id](mailto:sustainability@aruna.id)

# Aruna at a Glance

PT Aruna Jaya Nuswantara (Aruna or the Company) is an Indonesian integrated fisheries commerce company that connects local fishers to broader markets using information technology. Founded in 2016 by three college friends whose

families had fishers in coastal villages, Aruna is dedicated to creating a fair and transparent ecosystem for the trade of fisheries and marine products with the goal of enhancing the livelihoods of fishers across Indonesia.



**Company Name**  
PT Aruna Jaya Nuswantara



**Operating Area**  
Indonesia



**Sector**  
Fisheries



**Established**  
2016



**Funding**  
Seed: USD500,000  
Series A: USD65 million



**Phone**  
+6221-22846641



**Ownership and Legal Form**  
Limited Liability Company



**Website**  
<https://aruna.id>



**Address [C.2]**  
**Head Office:**  
AD Premiere Office Park, 15<sup>th</sup> Floor Jalan TB Simatupang No. 5, RT 5/RW 7, Ragunan, Pasar Minggu District, South Jakarta City, Special Capital Region of Jakarta 12540

## Association Membership [C.5]



Indonesian Pole and Line and Handline Fisheries Association (AP2HI)  
Member



Seafood Savers – WWF Indonesia  
Member



The Association of Culinary Professional (ACP)  
Member

## Business Scale [C.3]



Number of Employees

<b>2023</b>	<b>440</b>
2022	526
2021	264

People

## Proportion of Spending on Local Suppliers



Local Suppliers

<b>2023</b>	<b>55,000</b>
2022	40,000
2021	36,000

Partner Fisher



## Vision and Mission [C.1]

### Vision

Making Indonesia as the Global Maritime Axis by 2045

### Mission

Making the Sea a Better Livelihood for All



## Values and Culture

**FREEDOM**

### **F**OCUS TO CUSTOMER

Providing the best service to customers, both internally and externally, by maintaining an open and proactive communication.

### **R**ESPECT

Respect for all Nakama (a term for Aruna's employees or human resources) and everyone involved in the Aruna ecosystem.

### **E**NTREPRENEURSHIP

Think creatively, innovatively, and always focusing on developing the Company's business.

### **E**XCELLENCE

Give out the best quality result at work effectively and efficiently.

### **D**ETERMINATION

Confident in self-ability to achieve the set targets.

### **O**PENNESS

Open to receive information and feedback for self-development.

### **M**AKING IMPACT

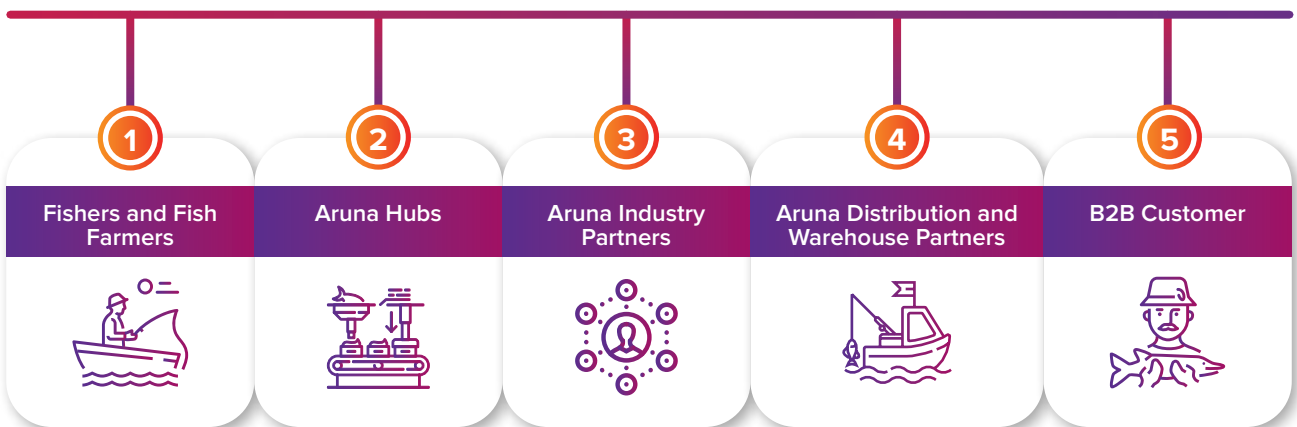
Deliver a positive impact for all parties.

**aruna**

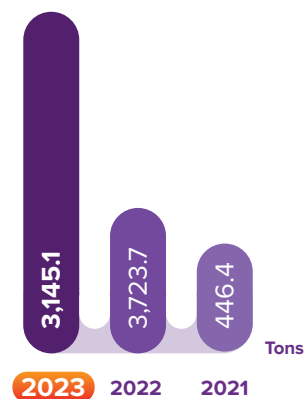
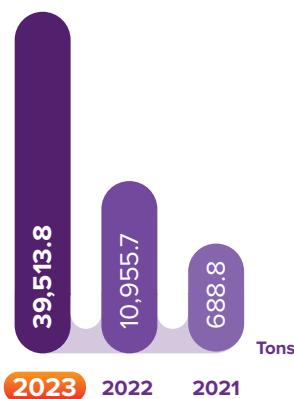
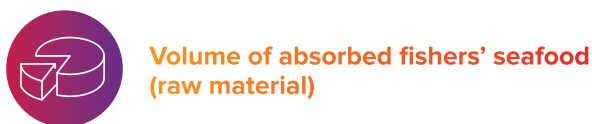
## Core Offerings [C.4][IRIS 015657]

As an integrated marine fisheries company, Aruna streamlines the supply chain and promotes sustainable fishing practices, aligning with our mission to foster a fair fishing industry and improve coastal communities' welfare. We oversee the entire value chain from receiving catches and performing quality control, to packing and distributing products globally while adhering to stringent Good Manufacturing Practice (GMP) standards. This commitment ensures safety and quality, reinforcing consumer trust and establishing our leadership in the sustainable seafood industry.

Aruna's market expansion strategy targets both international and domestic markets. We export lobster, crab, and fish commodities while focusing on domestic retail with our 'Seafood by Aruna' products. Our network now connects over 55,000 fishers across approximately 150 locations in Indonesia, a 35% increase from the previous year, resulting in a threefold increase in the income of our partner fishers, showcasing the positive impact of our business model.



### Volume of Absorbed and Export of Fishery Products



# Our People [F.18] [IRIS 016213][IRIS PI3687][IRIS PI9465]

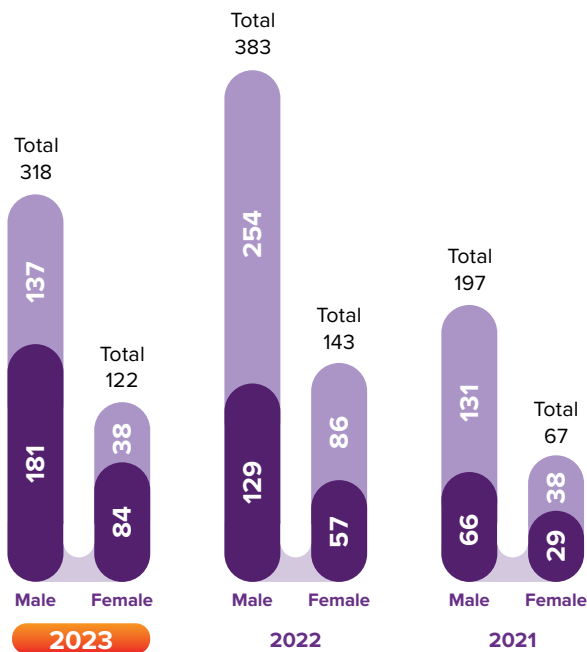


Aruna’s human resources are affectionately called “Nakama,” a Japanese term meaning a close friend or companion regarded as family, even without any blood relation.

This term reflects our dedication to creating a work environment that values diversity, equality, teamwork, and relationships founded on strong emotional bonds, much like those within a family.



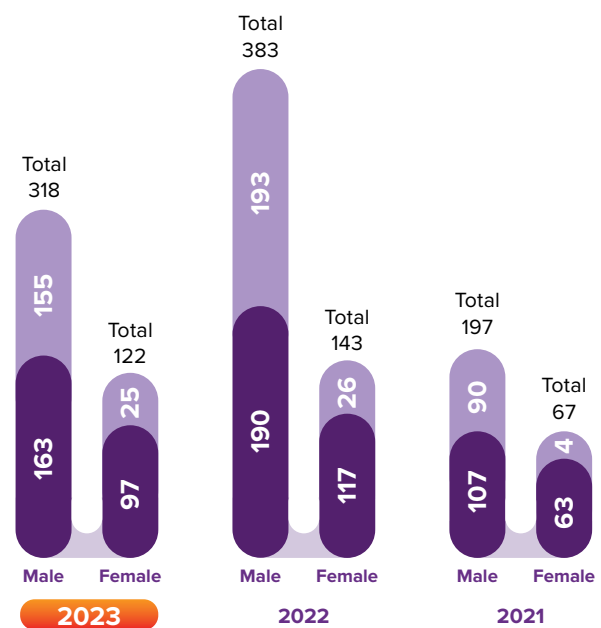
**Nakama Demographics Based on Employment Status**



- Permanent
- Non-permanent



**Nakama Demographics Based on Placement**

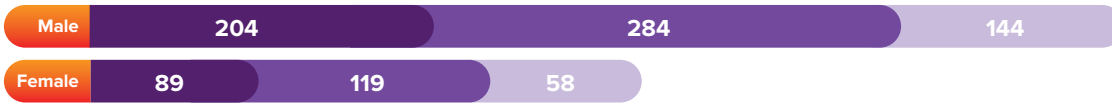


- Head Office
- Aruna Hubs



### Nakama Demographics Based on Age Group

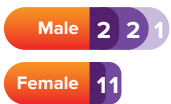
#### <30 Years Old



#### 30-50 Years Old



#### >50 Years Old

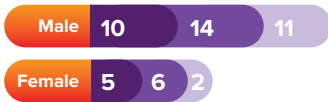


● 2023 ● 2022 ● 2021

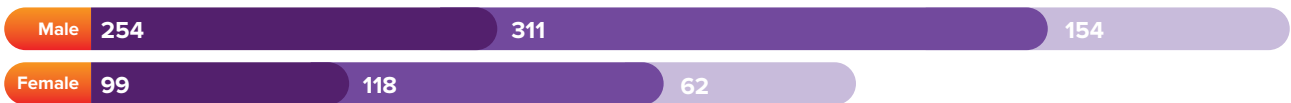


### Nakama Demographics Based on Educational Level

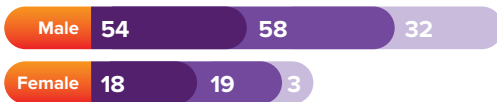
#### Master's Degree



#### Bachelor's Degree



#### <Vocational Degree



● 2023 ● 2022 ● 2021



### Nakama Demographics Based on Employee Position

Employee Position	2023		2022		2021	
	Male	Female	Male	Female	Male	Female
Senior Manager	5	3	5	4	5	1
Manager	10	1	11	3	7	5
Junior Manager	24	2	27	3	14	3
Supervisor	61	27	62	26	40	9
Senior Staff	40	18	32	20	9	11
Staff	170	67	230	77	112	31
Non-Staff	4	2	10	7	7	5
<b>Total</b>	<b>314</b>	<b>120</b>	<b>377</b>	<b>140</b>	<b>194</b>	<b>65</b>

## Human Rights, Diversity, and Equality [F.18][F.19]

Aruna is committed to ethical business practices and human rights. Internally and externally, we ensure that our employees and supply chain partners adhere to the highest standards. This includes providing decent working conditions, reasonable hours, and prohibiting practices such as forced or child labor. We are committed to principles of equality and fairness, extending these values throughout Aruna’s value chain.

Equal treatments and opportunities are provided to all Nakama, beginning with a transparent recruitment process without any discrimination, continuing through development and training, and including fair remuneration, benefits, and career advancement opportunities. During the reporting period, the Company did not receive any complaints regarding human rights violations.

## Empowering Local Heroes and Coastal Women

Our “Local Heroes” are coastal youths who join Aruna as Nakama, playing a vital role in fostering strong relationships between Aruna and our partner fishers. As Aruna's representatives, Local Heroes oversee operational activities at the Aruna Hubs, implement various programs for coastal communities, introduce Aruna’s technology, and facilitate the digitization of fisheries data for partner fishers. They also ensure that catches comply with regulatory standards. In 2023, 65 Local Heroes joined Aruna as Nakama, significantly contributing to our operations. Additionally, over 2,000 coastal women have been empowered through their participation in Aruna’s activities, reinforcing our commitment to community development and sustainable business practices.

# Employee Welfare and Development [F.20][F.22][IRIS 014229]

Aruna is committed to enhancing the welfare of our Nakama by fostering a safe and supportive workplace where everyone can develop and reach their full potential. To retain talent, we have implemented comprehensive Nakama management standards that encompass key aspects such as compensation, benefits, and the overall work environment. Additionally, we offer various programs and activities aimed at boosting employee engagement and fostering a strong sense of belonging within the organization.

To support talent development, Aruna offers the Individual Development Plan (IDP) program, designed by our People and Culture Unit to promote the professional growth and career advancement of each Nakama. This program is tailored by analyzing the strengths, weaknesses, and potential of each individual, allowing us to create development plans that align with their passions and career goals. Through the IDP, Nakama are encouraged to collaborate with supervisors, managers, mentors, or colleagues to guide their professional growth. This personalized approach strengthens their connection to Aruna and ensures that their development contributes to the Company's overall growth.

Furthermore, Aruna’s remuneration system adheres to the minimum wage standards established by labor laws. The remuneration received by Nakama includes salary, benefits, health insurance, pension program, annual leave, and maternity leave. All permanent Nakama at the entry level receive compensation in full compliance with the Provincial Minimum Wage (UMP) regulations applicable to their operational areas. Our remuneration practices ensure equity, with no differences in compensation between male and female Nakama, underscoring our commitment to fairness and inclusivity. This can be seen in entry level new workers where the ratio of remuneration received by female to male new workers is 1:1.



## Aruna Initiatives for Nakama Retention

Number of Employees Participating in Training	Total Training Hours	Average Training Hours
<b>429</b> people	<b>5,624</b> hours	<b>13.11</b> hours/ employee

### Total Funds Expended for Training

IDR **310,701,123**

### Learning and Development

The training program, tailored based on training needs analysis, aimed at supporting the growth of Aruna’s business.

#### Learning and Development (LandD) Team and User

- Analyse and discuss the development program planning for employee – user fills out the IDP form
- Evaluate the IDP program

#### Learning and Development (LandD) Team

- Ensure the IDP plan aligns with organizational needs
- IDP program starts within 3 or 6 months with training program and project assignment

#### Individual Development Program

Competency and leadership development program to fill competency gaps among employees aligned with the Company’s Vision and Mission.

#### Nakama Club

Activities supporting employees’ hobbies and interest in arts or sports.

#### Engagement Events

Activities fostering employee engagement across departments.

#### Celebration of Special Events

Major and significant days are celebrated at the head office and Aruna Hubs to enliven the atmosphere and boost employee engagement.

## Occupational Health and Safety (OHS) [F.21]

Aruna recognizes the inherent health and safety risks associated with its operational activities and is firmly committed to ensuring the safety and well-being of all Nakama. Understanding that safety at work is a fundamental right, Aruna adheres to the regulations of the Occupational Health and Safety Management System (OHSMS), ensuring a safe and comfortable working environment for all.

### Aruna’s OHS policy underscores its commitment to:

- Complying with all applicable government laws and regulations related to OHSMS.
- Ensuring the safety of employees and visitors within the Aruna environment.
- Guaranteeing the health of employees before, during, and after their work at Aruna.
- Creating a safe, comfortable, and healthy workplace for every employee.

### OHS Standards and Implementation

Throughout the reporting period, Aruna adhered to OHS standards, resulting in zero fatality incidents in the workplace. This success is due to OHS protocols and regular safety counselling for field workers. The People and Culture Unit proactively identifies occupational health and safety risks using the Hazard Identification Risk Assessment and Determine Control method, covering all production processes within Aruna’s operations.

Aruna also ensures the availability of OHS-related facilities, particularly those crucial to emergency response, including fire extinguishers, first aid kits, medicines, and lifebuoys at coastal locations. However, despite these precautions, Aruna regrettably reported three traffic-related accidents. In response, the Company has implemented remedial actions and launched awareness campaigns to prevent future incidents. In 2022, Aruna has initiated an independent OHS training with a budget allocation of approximately IDR20,000,000. However, in 2023, there were changes in the work environment due to building integration, so that the Company’s OHS training activities were adjusted to the program organized by the building manager.



Description	Unit	2023	2022	2021*
<b>Number of Work Accident Cases</b>				
Male	Events	3	2	N/A
Female	Events	0	1	N/A
<b>Lost Time Injury Rate</b>				
Male	Hours	3.28	152	N/A
Female	Hours	0	56	N/A

Note:  
\*) The Company only started documenting OHS activities comprehensively in 2022. Therefore, we are unable to present complete data related to OHS activities in 2021.



## OHS Initiatives

To further strengthen its OHS framework, Aruna has implemented the following initiatives:

- Established an OHSMS, including the formation of a safety committee, Standard Operating Procedures (SOPs), working instructions, and supporting forms for accident and health reporting, as well as OHS facility maintenance.
- Communicated the OHSMS to all Nakama within the organization.
- Provided Personal Protective Equipment (PPE) and conducted safety inductions for all guests within the Aruna environment.
- Offered public liability insurance and property insurance in areas with high hazard potential.
- Conducted medical check-ups (MCU) as necessary and provided health insurance for all Nakama.
- Ensured that facilities and infrastructure are in full compliance with statutory provisions.





## Sustainability at Aruna

Since our establishment in 2016, Aruna has been on a mission to make the sea a better source of livelihood for both the communities that depend on it and the ecosystems that thrive within it. We believe that business growth and sustainability are inseparable. Our focus on Environmental, Social, and Governance (ESG) principles drives healthy and sustainable growth within the Company, ensuring that our operations contribute to economic development while protecting the environment and promoting social equity.

# ESG Highlights

## Economic Performance Highlights [B.1]



**± 150**  
Operational Points of Aruna Hubs in 31 Provinces



**39,513.77**  
Tons of Seafood Purchased from Small-Scale Fishers



**10+**  
Marine Commodities Marketed



**3-12x**  
Increase in the Income of Aruna's Fishers



**10+**  
Export Destination Countries

## Environmental Performance Highlights [B.2]



**5**  
Partner Fishing Boats Equipped with Tracking Devices



**1**  
Waste Bank Established in East Java, Managing 1.6 Tons Household Waste



**677,670,000**  
Crab Seeds Released Back to the Sea



**1**  
Fisheries Improvement Project (FIP) Launched in East Kalimantan for Blue Swimming Crab Commodity



**93.9**  
Tons of Production Waste Processed to Fish Meal Material

## Social Performance Highlights [B.3]



**1,638**  
Fishers that have Obtained Marine and Fisheries Business Actor Card (*Kartu Pelaku Usaha Kelautan dan Perikanan/Kusuka*) in All Aruna Hubs



**7,298**  
Coastal Communities as Beneficiaries of Capacity Building



**716**  
Partner Fishers Registered as National Social Security Agency for Employment (BPJS Ketenagakerjaan) Participants



**65**  
Aruna Local Heroes in 31 Provinces



**440**  
Aruna's Nakama



**55,000**  
Aruna's Partner Fishers



**2,000+**  
Women Empowered throughout Aruna's Value Chain

# Sustainability Strategies and Values <sup>[A.1]</sup>

Our commitment to integrating ESG aspects holistically into our business strategy is demonstrated through the SEA for All Commitment 2030, which outlines ambitious targets to drive our sustainability initiatives.

## SEA for All Commitment by 2030



**Sustainably Sourced Seafood**

**100%**

Sustainably-sourced seafood caught by fishermen



**Empowering Stakeholders**

**30 million**

Coastal community members impacted positively by our activities



**Advocating for Sustainability**

Actively participating in sustainability and climate change initiatives

## Stakeholder Engagement

Stakeholder engagement is a key component of our sustainability strategy, essential for achieving our commitments. By understanding and integrating the needs and expectations of our stakeholders, we develop strategies that create positive impacts for all involved. Our identification process includes:



- **Global ESG Standards:** Aligning with recognized frameworks, including International Finance Corporation (IFC) Performance Standards and Global Reporting Initiative (GRI) Standards, to ensure our practices meet international expectations.
- **Stakeholder Input:** Gathering input through a series of stakeholder engagement activities to identify ESG topics that matter most to our stakeholders.
- **Impact Assessment:** Evaluating both the negative and positive impacts of our operations to address concerns and capitalize on opportunities for improvement.

By adhering to these standards and incorporating stakeholder feedback, Aruna ensures that our strategies are not only effective and responsive but also aligned with international best practices, fostering sustainable growth and responsible operations across all aspects of our business.

## Stakeholders Engagement [E.4]

Stakeholder Group	Basis for Stakeholder Determination	Method and Frequency of Engagement	Stakeholder Expectations
<b>Central and Regional Government</b>	The Company's business adheres to all government policies, and the Company collaborates with the government to empower fishers and coastal communities	Quarterly through in-person and virtual meetings scheduled by either Aruna or the government	Compliance and community empowerment
<b>Fishers and Coastal Communities</b>	All the Company's decisions are made in the interest of fishers and coastal communities in Indonesia	Monthly through the Sarasehan program at each site	Transactions and empowerment
<b>Employees</b>	The Company promotes productive internal relationships to achieve its targets	Weekly, monthly, quarterly, and annually through internal report meetings both per department and cross-department, as well as town hall meetings	Alignment of the Company's targets, as well as compensation and benefits as an employee
<b>Non-Governmental Organizations (NGO)</b>	The Company establishes productive relationships to drive environmental and social empowerment	Biannually and annually through formal reports every semester and in-person/virtual meetings	Company policies that support sustainability
<b>Customers</b>	The Company considers customers when designating production and marketing targets	Regularly through the Customer Relationship Management (CRM) platform	Quality products
<b>Research Institute</b>	The Company prioritizes collaborations in the field of research to support sustainable policy making	Regularly through formal data collection and reporting, as well as collaborative projects in research of marine or coastal communities	Research that supports sustainable business growth
<b>Media</b>	The Company relies on the media to promote external news and achievements	Regularly through press releases, events, and media gatherings	Information and news

# Our Support for Sustainable Development Goals (SDGs)

We are dedicated to building a more inclusive and sustainable world in alignment with the United Nations Sustainable Development Goals (UN SDGs). This commitment is integral to our impact-driven approach, shaping our decision-making, business strategies, and

partnerships. By prioritizing sustainability, we strive to create meaningful impact and actively contribute to the SDGs. We have carefully selected the SDGs that are most relevant to our operations and central to our mission.

## Targets and Initiatives [IRIS PI4940][IRIS PI7318]

### SDGs Targets

### Targets Achievement Strategies



- 1.2 Reduce at least by half the proportion of people living in poverty.
- 1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and achieve substantial coverage of the poor and the vulnerable.
- 1.5 Build the resilience of the poor and those in vulnerable situations to climate-related extreme events and other economic, social and environmental shocks and disasters.

- Aruna’s operational activities have created job opportunities and businesses that are able to improve the community’s welfare around the operational area and the entire supply chain.
- Aruna’s partnership with fishers has succeeded in increasing the average income of Aruna’s partner fishers.
- National Social Security Agency for Employment (BPJS Ketenagakerjaan) membership for fishers.
- Aruna establishes partnerships with fishers in various provinces through a digital marketing platform for various products of fisheries and aquaculture.



- 2.3 Double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.
- 2.4 Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

- Through a digital platform, Aruna provides easy access to quality fisheries products at competitive prices for the community.
- Aruna produces various frozen processed seafood products through the Seafood by Aruna label.
- Initiated the Protein Revolution Movement that encourages people to buy and consume high-quality seafood at affordable prices.



- 4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable.

Aruna has invested in a Corporate Social Responsibility (CSR) capacity-building program for coastal women through training and education activities related to fisheries product processing and financial literacy.



- 5.1 End all forms of discrimination against all women and girls everywhere

Aruna empowers more than 1,000 coastal women by involving them in activities that support Aruna’s operations and its CSR programs.

**SDGs Targets**

**Targets Achievement Strategies**



- 8.3 Support productive activities, job creation, entrepreneurship, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
- 8.6 Substantially reduce the proportion of youth not in employment, education or training.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

- Aruna creates jobs for coastal communities and coastal women through the operational activities at Aruna Hubs.
- CSR programs to increase the capacity of fishers through training and education activities related to sustainable fishing practices.
- Aruna recruits coastal youth to become Local Heroes and work with the Nakama team who represent Aruna in Hub management in various regions.
- OHS implementation standards.



12.5 Reduce waste generation through prevention, reduction, recycling, and reuse.

Implementation of the Aruna Zero Waste Hub Program.



13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

Aruna's overall operations promote sustainable fisheries practices.



- 14.2 Manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.
- 14.4 Regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.
- 14.a Increase scientific knowledge, develop research capacity and transfer marine technology, taking into account The Intergovernmental Oceanographic Commission Criteria and Guidelines on the Transfer of Marine Technology, in order to improve ocean health and to enhance the contribution of marine biodiversity to the development of developing countries, in particular small island developing States and least developed countries.
- 14.b Provide access for small-scale artisanal fishers to marine resources and markets.

- Promotion and education of sustainable fisheries to partner fishers.
- Fisheries Improvement Project Program.
- Crab hatchery and nursery facilities.
- Aruna requires partner fishers to refrain from involving in Illegal, Unreported and Unregulated (IUU) fishing practices.
- Aruna requires partner fishers to be registered and have a Marine and Fisheries Business Actor Card (Kusuka) from the Ministry of Maritime Affairs and Fisheries.
- Aruna verifies the feasibility of partner fishers' vessels and ensures that their fishing gears are environmentally friendly.
- Aruna's e-commerce platform connects fishers to domestic and global markets.



17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of multi-stakeholder partnerships.

Aruna partners with the government, NGOs, and other institutions/organizations to support the advocacy of sustainable fisheries in the country and improve the coastal communities' welfare.

## Our Economic Performance [IRIS FP3297][IRIS PI9409]

In line with the vision to build a sustainable and equitable fishing industry, Aruna is committed to streamlining supply chains and promoting responsible fishing practices. Through the expansion of a network that now includes more than 55,000 fishermen in approximately 150 locations, Aruna has succeeded in increasing fishermen income by 3 to 12 times. In addition, the Company is also actively expanding its market, both domestically and internationally, with its flagship product 'Seafood by Aruna' and export commodities such as lobster, crab, and fish.

# Our Environmental Performance

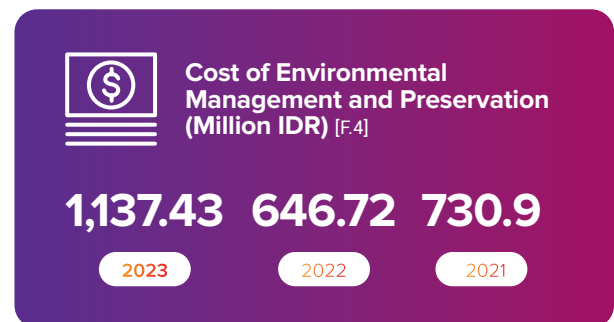
Aruna’s sustainability practices extend beyond sustainable fishing to obtain seafood products. We have implemented various initiatives to preserve biodiversity in marine and coastal areas, use energy and water responsibly, and reduce waste. Our commitment includes adopting best practices that enable us to

minimize the environmental footprint resulting from Aruna’s operational activities at sea and at Aruna Hubs. Notably, throughout 2023, there were no complaints regarding compliance with environmental regulations directed at Aruna. [F.16]

## Energy and Emission [F.6][F.7][F.11][F.12]

Climate change poses significant risks to Aruna's business, and our operations contribute to increased Greenhouse Gases (GHG) emissions, exacerbating these challenges. The largest portion of Aruna's carbon footprint arises from electricity consumption supplied by the national utility company (*Perusahaan Listrik Negara/PLN*) for our head office and Aruna Hubs across various regions, as well as fuel used for head office vehicles. The adoption of hybrid work systems has affected energy consumption levels at headquarters.

In 2023, we began monitoring energy consumption at our head office and Aruna Hubs, with a particular emphasis on electricity usage. Aruna also began collecting emission data to establish a baseline in line with national sustainability targets. We started calculating our carbon emissions using the ECOVISEA carbon footprint calculator platform, recording a total of 841,359.93 kg CO<sub>2</sub>e, covering Scope 1 and 2 emissions. While managing and reducing our carbon footprint remains challenging, we are committed to enhancing data collection for more accurate baseline assessments. Strategic initiatives will be developed within our roadmap as part of the SEA for All Commitment 2030. We also monitor HFC emissions from air conditioning and refrigerants.



In 2024, Aruna will launch an energy-saving program starting with easily monitored measures, such as restricting electricity usage for air conditioning and lighting at the head office. This approach will facilitate better supervision and data collection, laying a strong foundation for baseline emission calculations.



**Energy Consumption and Emission Generated** [F.6][F.11][IRIS 011479][IRIS 014862]

Description	Unit	2023
Fuel Usage	joule	200,988,139,940.29
Total Scope 1 Emission	kg CO <sub>2</sub> eq	13,304.93
Electricity Consumption	joule	1,055,115.48
Total Scope 2 Emission	kg CO <sub>2</sub> eq	828,055
<b>Total Energy Consumption</b>	<b>joule</b>	<b>200,989,195,055.77</b>
<b>Total Emission Generated (Scope 1 and 2)</b>	<b>kg CO<sub>2</sub> eq</b>	<b>841,359.93</b>
Total Employee	People	440
<b>Energy Usage Intensity</b>	<b>joule/People</b>	<b>456,793,625.1</b>
<b>Emission Intensity</b>	<b>kg CO<sub>2</sub> eq/People</b>	<b>1,912.182</b>

Note:

- Fuel consumption is calculated based on the use of office operational cars, and collected into litter units and converted into joule units.
- Electricity consumption is calculated based on electricity bill, and collected in KWh units and converted into joule units.
- Calculation using base year 2023 via ECOVISEA platform carbon footprint calculator.

**Waste** [F.5][F.13][F.14]

Aruna acknowledges that its operations at Aruna Hubs produce substantial organic waste. To mitigate environmental impact, we have launched a zero-waste management program focused on a circular economy approach. This involves repurposing waste into economically valuable products, promoting both environmental preservation and economic sustainability.

The core of this initiative is the Aruna Zero Waste Hub, a facility dedicated to processing solid waste from marine commodity processing. By products such as shells, guts, and other unused parts are converted into flour for fish feed production. Starting in 2022, the Company has consistently measured non-hazardous waste, while until now, no hazardous waste production has been identified. In 2023, the Aruna Zero Waste Hub recycled 93.9 tons of organic waste into fish feed, significantly reducing our carbon footprint.

Located in Bangkalan, East Java, the Aruna Zero Waste Hub is central to our sustainability efforts. We plan to enhance its capabilities to process marine commodity waste directly into fish feed products and expand by establishing additional Aruna Zero Waste Hub in various locations. This expansion supports our commitment to sustainable practices and integrating a circular economy model across our operations.





## Water and Effluent [F.8][F.13][F.14]

Water usage at Aruna’s head office, managed by building management, is primarily for employees’ daily activities. At Aruna Hubs, water sourced from the Regional Drinking Water Company (*Perusahaan Daerah Air Minum/ PDAM*) supports both domestic needs and operational activities, including washing and boiling marine commodities. Although we operate in areas without significant water stress, we adhere to water usage policies and conservation practices. While we do not yet have a systematic water efficiency program, we are committed to raising awareness within the organization to promote responsible water consumption.

Effluent (wastewater) generated at Aruna Hubs from production processes, such as residual water from boiling and washing, is treated before discharge to prevent pollution. Our effluent management follows Aruna’s Sustainability Guideline and Policy, which outlines procedures for wastewater treatment. We operate a Wastewater Treatment Plant (WWTP) and simple filtration systems to manage wastewater, ensuring that discharged effluent meets regulatory standards and reflects our commitment to responsible water and effluent management.

### Mechanism for Processing from Boiling and Cooking Marine Commodities



## Sustainable Fishing Practices and Biodiversity Protection [E.10]

Adopting sustainable fishing practices is a key initiative at Aruna to protect marine biodiversity. These practices include using eco-friendly fishing gear to prevent habitat damage and employing measured techniques to preserve marine ecosystems. Aruna also educates fishers and coastal communities about endangered marine species through regular training sessions supported by NGOs and local governments. Additionally, our teams encourage the release of Endangered, Threatened, and Protected (ETP) species that are often caught as bycatch.

As part of our Fisheries Improvement Program, which aims to achieve Marine Stewardship Council (MSC) certification, Aruna will launch an ETP catch data collection program for partner fishers in 2024. This initiative, currently in the final stages of collaboration with stakeholders, including researchers from National Research and Innovation Agency (BRIN) and the East Kalimantan Government, will enhance our efforts to protect marine biodiversity.

### Crab Hatchery and Nursery Initiatives

In 2023, Aruna established a crab hatchery and nursery in support of the Minister of Marine Affairs and Fisheries Regulation No. 16 of 2022, aimed at maintaining commodity stocks in the sea. The crab hatchery serves as a quarantine facility where crabs, accidentally caught with eggs in their abdomens, can lay and hatch their eggs. The hatched seeds are then released back into the sea.

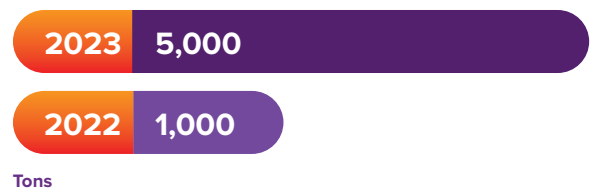
The crab nursery nurtures and grows undersized crabs until their carapace width exceeds 10 cm or their weight surpasses 60 grams. Once crabs reach these optimal sizes, they are processed at Aruna Hubs. Currently, Aruna operates one crab hatchery and nursery in Lamongan, East Java, with plans to establish additional facilities in other locations in the future.



Total Trees Planted (Trees)

### Trees Planted [IRIS PI4127]

As one of our efforts in preserving biodiversity, since 2022, we have been planting mangroves. As of 2023, 2023, we have planted 5,000 mangroves at East Java and East Kalimantan.



Tons

# Our Social Performance

We are committed to having a positive impact on all stakeholders, including coastal communities in our operational areas. Our CSR program emphasizes increasing self-reliance through training for product development,

branding, and digital marketing for fisheries Micro, Small Medium Enterprise (MSMEs) owners. Notably, throughout 2023, there were no complaints regarding compliance with social regulations directed at Aruna.

## Community Development Programs [F.23][F.25][F.28][IRIS PI4583]



Aruna’s operations are deeply connected to the involvement of coastal communities. We enhance the capacity and productivity of fishers by **offering life insurance and training in sustainable fishing practices**. Additionally, we engage coastal youth as Aruna’s Local Heroes, strengthening relationships with these communities and creating a lasting positive impact. By the year 2023, Aruna allocated a cost of **IDR1,156,200,000** for community development programs. The number of direct beneficiaries of this initiative is estimated to reach **13,000 people**.

### Training and Capacity Building of Partner Fishers

Aruna conducts regular education programs for fishers and coastal communities, emphasizing the use of environmentally friendly fishing gear to prevent the overexploitation of marine species and habitat degradation. Climate change has caused shifts in fishing seasons, affecting marine commodity yields and significantly impacting Aruna’s business. To address this challenge, we focus on alternative commodities to maintain fishers’ productivity while remaining steadfast in our commitment to sustainable practices.

All partner fishers are required to use sustainable fishing methods with environmentally friendly gear. We prohibit Illegal, Unreported, and Unregulated (IUU) fishing. In cases where Endangered, Threatened, and Protected (ETP) species are caught, fishers are instructed to release them back into the ocean to ensure their protection. Additionally, we support fishers by disseminating regulatory information, verifying the suitability of vessels and fishing gear, and assisting in obtaining the Marine and Fisheries Business Actor Card (*Kartu Pelaku Usaha Bidang Kelautan dan Perikanan/Kusuka*) from the Ministry of Marine Affairs and Fisheries.



Other Aruna Initiatives to Improve the Welfare of Partner Fishers

Capacity Building



Capacity building for partner fishers through training and socialization programs.

- **20+** training programs have been held throughout 2023.
- **7,298** coastal communities partner fishers participated in the program.

Social Security



Aruna has enrolled partner fishers in a safety protection insurance program through the Social Security Administrator for Employment (BPJS Ketenagakerjaan).

**761** partner fishers have been registered to the Social National Social Security Agency for Employment (BPJS Ketenagakerjaan) program.

Gelombang Hadiah Aruna (GAHAR)



The bonus system comprises gift coupons that can be exchanged for fishing gear or basic food necessities. GAHAR is aimed for partner fishers who achieve specific catch targets.

**296** partner fishers received GAHAR.

Financial Access Support



Aruna facilitates **1,638** fishers to obtain fisheries business cards (KUSUKA).

Coastal Community Welfare

Through the Maritime Nusantara Lestari Foundation, Aruna implements various programs aimed at improving the welfare of coastal communities. This non-profit organization, affiliated with Aruna Indonesia, is dedicated to supporting Indonesia’s aspirations to become a sustainable maritime nation.

The foundation's programs focus on sustainable fisheries, supporting smallscale fishers, reducing marine pollution, and strengthening community resilience. These initiatives are designed to make a significant impact on the economic, educational, and health aspects of coastal communities, thereby enhancing their overall well-being.





### Pesisir Lestari Waste Bank

Approximately 80% of marine waste in Indonesian waters is believed to originate from land-based sources, with 30% being plastic waste. This issue poses significant threats to marine ecosystems and is closely linked to Aruna's business. The persistent presence of plastic waste, which takes hundreds of years to degrade, endangers marine life and habitats.

In response, Aruna launched the Coastal Waste Bank program in 2023 in Bangkalan, East Java, to raise awareness among coastal communities about managing household waste through a circular economy approach. Coastal residents are encouraged to collect, sort, and deliver their household waste to the Waste Bank. The program offers economic incentives for the collected waste, aiming to change waste management behaviors and reduce marine debris. Throughout 2023, the Coastal Waste Bank received a total of 1.6 tons of waste for recycling purposes.

### Supporting MSMEs

Aruna is dedicated to supporting the economic growth of coastal communities by harnessing their entrepreneurial capabilities with a particular focus on coastal women. Through training and mentoring, Aruna helps these communities create high-value products and develop effective marketing strategies. The program operates across three regions in Indonesia: Bangkalan - East Java, Banyuwangi - East Java, and Muna Regency - Southeast Sulawesi.

In collaboration with Astra, Aruna facilitates the growth of MSMEs within these coastal communities by establishing Astra's fisheries cluster. As part of this initiative, Aruna conducts webinars to enhance the capabilities of MSME stakeholders in product development and marketing strategies. During the reporting period, 24 women from MSMEs across three provinces received training and support.

### Astra Prosperous Village (Desa Sejahtera Astra)

Aruna, in collaboration with Astra, also supports the Development of Desa Sejahtera Astra, focusing on capacity-building activities for fishers and coastal communities. These activities are designed to improve entrepreneurship and promote sustainable fishing practices in underserved and underprivileged areas.

- **1** Waste Bank managed **1.6 tons** of household waste.
- **4** MSMEs received assistance in capacity building.
- **8** Desa Sejahtera Astra programs were implemented, impacting the well-being of coastal communities.

## Product Safety [F.27]

Aruna is dedicated to delivering high-quality seafood products directly from fishers to consumers through our e-commerce platform, ensuring safe and premium seafood from capture to delivery. We adhere to both nationally and globally recognized food quality and safety standards at every stage of our process.

To maintain quality control, Aruna has established a Quality Development team at each Aruna Hubs, where commodities from our partner fishers are stored and processed. We implement the Hazard Analysis Critical Control Point (HACCP) approach to identify and mitigate biological, chemical, and physical

hazards, with all (100%) products handled according to Standard Operating Procedures (SOPs). Regular verification, validation, and audits of food safety principles further ensure product safety.

Fostering a strong internal food safety culture is crucial for consumer health and safety. Aruna has obtained the required food safety standard certifications and is committed to meeting quality standards for foreign markets by 2024. This commitment to product quality has yielded positive results. In 2023, the customer satisfaction rate reached 4.75 on a scale of 5 and there was not a single report of a product recall.

[F.29][F.30]

	<p><b>HACCP</b> Frozen Tuna, Fresh Tuna Grade A, Pasteurized Crab <b>Grade A.</b></p> <p>Fish Quarantine And Inspection Agency</p>		<p><b>BRCGS EDITION 8</b> Pasteurization of Crab Meat <b>Grade A.</b></p> <p>RINA</p>
	<p><b>GMP</b> Frozen Tuna Grade A, Pasteurized Crab <b>Grade A.</b></p> <p>Directorate General of Product Competitiveness</p>		<p><b>BRCGS GLOBAL STANDARD FOR GOOD SAFETY ISSUE 9</b> Raw Fish Products and Preparation, <b>Grade B+.</b></p> <p>LRQA</p>
	<p><b>HALAL ASSURANCE SYSTEM CERTIFICATE</b> Processing Plant in Lampung.</p> <p>MUI Assessment Institute for Food, Drugs and Cosmetics</p>		<p><b>CARA PENGOLAHAN IKAN YANG BAIK (CPIB)</b> BauBau Branch Southeast Sulawesi Grade C, Balikpapan Branch Grade C, Kotabaru Branch Grade C, Kendari Branch Grade B, Selayar Branch Grade B, Tanah Grogot Branch Grade C, Bone Branch Grade B, Sorong Branch Grade B, Pemalang Branch Grade B, Tanah Grogot Branch Grade C.</p> <p>Directorate General of Product Competitiveness</p>

## Supply Chain Traceability and Safety [F.26]

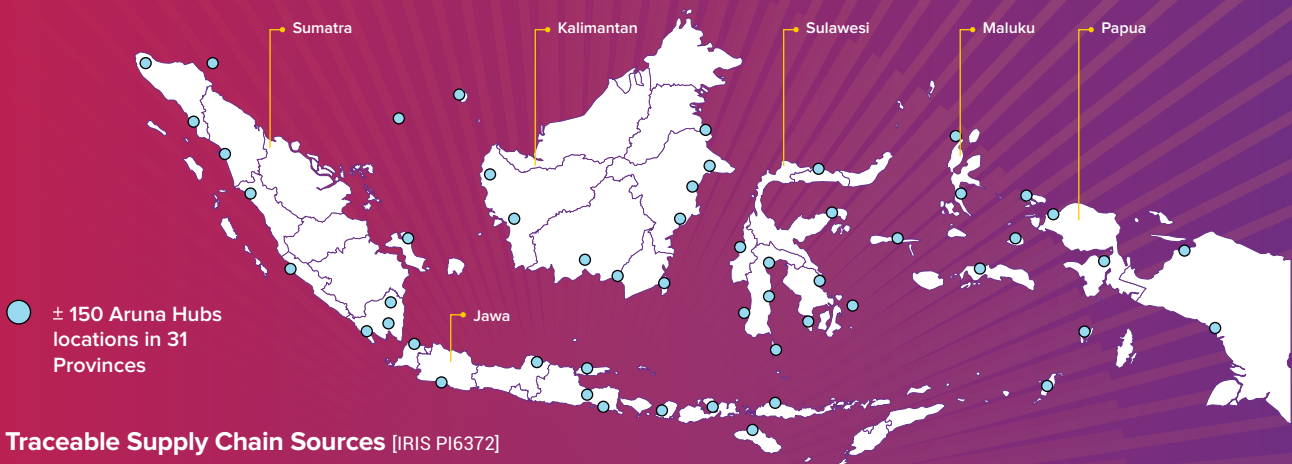
Aruna is committed to ensuring the traceability of all seafood products, overseeing their journey from the source to the consumer. We guarantee that all products marketed by Aruna originate from ethical and sustainable fishing practices, with detailed data from each partner fisher, including commodity type, weight, date of catch, and transaction quantity, accompanying every fish and seafood commodity supplied to us. Additionally, Aruna ensures that all customers receive equal treatment. Our commitment to equal treatment for all customers is stated in our employee Code of Conduct. [F.17]

To enhance safety and traceability, Aruna has developed in-house safety devices for fishers. These devices record activities and include a panic button that alerts the Aruna Hubs and head office when a fisher feels unsafe at sea. We have piloted five of these devices on vessels in East Kalimantan and plan to expand their deployment and add more features in the future.

Additionally, Aruna has developed an application integrated into our cloud-based Integrated Fishery System (IFS) to track the traceability of seafood products from capture to consumer. This application, which complements our e-commerce platform, allows consumers to trace products directly to their supply chain sources throughout Indonesia.

To ensure compliance and traceability, Aruna employs a Know Your Customer (KYC) system for fishers and suppliers. This data management system, integrated with the Aruna Heroes application and our internal Enterprise Resource Planning (ERP) system, facilitates seamless traceability across the supply chain, ensuring that every step from catch to supplier integrity meets our stringent standards.

### The Sourcing Location of Our Seafood Products



### Traceable Supply Chain Sources [IRIS PI6372]

2023	2022	2021
55,000 small-scale fishers	40,000 small-scale fishers	36,000 small-scale fishers

## Product and Service Impact [F.26][F.28]

In 2023, Aruna collaborated with the Marine Stewardship Council (MSC) to organize the Level 1 Fisheries Technical Guidance (Bimtek), reaffirming our commitment to sustainable fisheries. This initiative, involving MSC, Aruna, World Wide Fund for Nature (WWF) government agencies, fishers, researchers, and academics, focused on improving data collection and fishing practice oversight.

Our Fisheries Improvement Project (FIP) aims to expedite MSC eco-label certification. We have already achieved MSC-Fisheries certification for skipjack and yellowfin tuna products from two fishing vessels, with plans

to expand certification to more products. In June 2023, we launched a FIP for the blue swimming crab in East Kalimantan, involving government bodies, research organizations, NGOs, and fishers. Progress is regularly updated on [fisheryprogress.org](http://fisheryprogress.org), enhancing product value and market opportunities.

Additionally, in collaboration with the National Research and Innovation Agency (BRIN), Aruna created an action plan to assess fish stocks and determine the Maximum Sustainable Yield (MSY). This assessment guides the safe and sustainable management of fisheries resources, ensuring optimal fishing practices and the sustainable exploitation of resources.

### Sustainable Fisheries Certification from Marine Stewardship Council (MSC)



MSC Fisheries for skipjack and yellowfin tuna of Western and Central Pacific archipelagic waters by Indonesia pole-and-line and handline fishing methods.



Fisheries Improvement Project for blue swimming crabs in East Kalimantan.

### The Quantity of Commodities Caught or Harvested in 2023



BLUE SWIMMING CRAB

**1,224,645** kg



LOBSTER

**208,738** kg



SHRIMP

**10,456,687** kg



OTHERS

**27,623,696** kg



## Fisheries Improvement Project (Tons)



Crab

4.3

Traps and nets

Jenebora and Tanjung Jumlai (East Kalimantan)



Skipjack Tuna

41.9

Pole, line, and handline

North Maluku



Yellowfin Tuna

0.6

## Data Privacy and Security

Aruna has proactively implemented security steps for the protection of customers' personal data. Through the implementation of a comprehensive security system, we ensure that customers' personal information is always safe and secure. Our comprehensive approach includes:

- **Data Encryption and Access Control:**  
 We implement strong encryption protocols to protect customer data both when stored and when transmitted. In addition, access to sensitive data is restricted to authorized personnel only through access control mechanisms.
- **Data Collection Minimization:**  
 In accordance with data protection principles, we only collect personal data that is necessary to provide our services. This significantly reduces the risk of data leakage.
- **Employee Training and Implementation of Best Practices:**  
 We continuously improve our employees' awareness and knowledge of the importance of data security through training programs. We have instilled a strong security culture throughout the organization.

Furthermore, we optimized the utilization of Security Command Center Enterprise as the main platform in managing security posture. This tool enables us to effectively identify, evaluate, mitigate and monitor all security risks that may arise in our infrastructure.

Our risk identification process includes continuous scanning for non-compliant configurations, security findings, and potential threats and vulnerabilities, especially in cloud infrastructure. Each identified risk is evaluated in depth based on the severity of its potential impact and probability of occurrence. As such, we can prioritize mitigation actions in the most critical areas, thereby maximizing the use of available resources.

As of 2023, we do not yet have a dedicated officer for data security and privacy. However, the responsibility is delegated to the Information Technology (DevOps and Backend Lead Engineer), Human Resources, and Customer Relationship Management departments. This policy is clearly stated in our Company Regulations and Employee Code of Conduct.

We maintain vigilance by staying informed of the latest cyber threats and continuously monitoring our security landscape. Our practices include regular penetration testing, security audits, and real-time threat detection, enabling us to proactively address risks and adapt to new challenges as they arise. Through these initiatives, as of 2023, Aruna has not received any substantiated complaints related to breaches of customer privacy and loss of customer data.

## Our Governance



Aruna is committed to achieving sustainable growth by prioritizing the empowerment of fishers and coastal communities supported by a strong foundation of Good Corporate Governance (GCG). Our governance framework is built on five core principles: transparency, accountability, responsibility, independence, and fairness.

Central to our approach is integrating ESG factors into our business processes. Aruna's Sustainability Guidelines and Policy (SGP) are key governance tools that outline procedures for identifying, managing, and monitoring potential environmental and social impacts. The SGP guides the operational activities of all Aruna employees and underpins our decision-making processes, ensuring compliance with regulatory requirements and fostering positive impacts across our value chain and the broader ecosystem.

## Organizational Structure <sup>[E.1]</sup>

Aruna's ESG Committee is responsible for overseeing strategies, policies, and practices across all aspects of ESG. The ESG Committee's key functions include setting goals and targets, periodically reviewing performance, and continuously improving our sustainability efforts. Monthly meetings provide a platform for coordination and oversight in impact management.

The importance of ESG considerations is underscored by the executive leadership at Aruna. The ESG team is led by the Chief Sustainability Officer, who is part of the Board of Management. The team comprises representatives from various departments that are directly involved with ESG impact within Aruna's business processes.

### GOVERNANCE STRUCTURE

#### Aruna ESG Committees



## Governance Competency Development

We believe that competence is essential to inform every strategic decision. To strengthen the capacity of Aruna’s ESG Committee in managing sustainable governance, several targeted training sessions were conducted throughout 2023.

#### Competency Development in 2023 [E.2][F.1][F.22]

Training Topics and Programs	Organizer
Marine Stewardship Council (MSC) CBT Level 1	MSC Indonesia
Risk Maturity Index	PT Abisatya Hastungkara Djani (Abisatya Consulting)
Masterclass on Sustainability for Senior Management	Singapore Business Federation
B+HR Academy Regional Human Rights Due Diligence (HRDD) Training for Companies Operating in Southeast Asia	UNDP Indonesia and The Remedy Project
International Visitor Leadership Program (IVLP)	Bureau of Educational and Cultural Affairs of the U.S. Department of State

## Risk and Impact Management

At Aruna, risk management follows precautionary principles and complies with relevant requirements and norms to mitigate ESG risks. We use the International Finance Corporation Performance Standards (IFC PS) framework to identify risks and develop mitigation plans. The Board of Directors oversees risk management while the ESG committee regularly reviews and evaluates risks, ensuring that significant environmental and social risks are prioritized and integrated into our policies and frameworks. Key initiatives include capacity building in sustainable fisheries, social risk assessments, and OHS aspects.

In late 2023, Aruna launched the Risk Maturity Index (RMI) project to enhance risk management practices. This project aims to establish a baseline RMI value, conduct gap analysis, provide improvement recommendations, and develop a five-year roadmap, with completion expected by February 2024.



### Risk Factors that Become the Focus of Aruna's Risk Management



OVERFISHING



WASTEWATER



SOLID WASTE GENERATION



IMPROPER FISHING PRACTICES



PHYSICAL HAZARD



FIRE



EXTREME TEMPERATURES



AMBIENT AIR

### Major Risks, Impact on the Company, and Mitigation [E.3][F.23][F.28]

Risk	Influence on the Company	Mitigation
<b>Economic Aspects</b>		
Overfishing	Economic displacement of fishers	Fisheries Improvement Project
Market fluctuation	Market volatility	Shifting Strategies
<b>Environmental Aspects</b>		
Overfishing	Fish stock decreasing	Fisheries Improvement Project
Improper waste management	Pollution on land and seawater	Zero Waste Hub Education
Improper monitoring and traceability	Bycatch of protected or endangered species, trespassing marine conserved/protected areas	Education and Capacity Building
<b>Social Aspects</b>		
Overfishing	Economic displacement of fishers	Fisheries Improvement Project
Occupational health and safety	Injury and loss of life	Safety Equipment, Education, and Training
<b>Governance Aspects</b>		
Compliance risks for small scale fishers	Compliance fulfilment	Advocating Small Scale Fishers

## Sustainable Implementation Issues [E.5]

Aruna faces significant issues in implementation sustainability throughout its value chain, such as:

- Limited financial resources and lack of expertise:** The implementation of sustainability initiatives often demands substantial investment. To mitigate these challenges, Aruna actively seeks partnerships and grants to support its sustainability initiatives. Additionally, Aruna collaborates with academic institutions, government agencies, and other key stakeholders to enhance knowledge, facilitate training, and bridge existing gaps.
- Supply chain complexity:** As the traditional nature of the fishery industry, mapping out practices across the entire supply chain can be particularly complex, especially in a commodity-sensitive market. Aruna prioritizes commodities based on market demand and implements best practices to optimize its operations, focusing on the most critical aspects.
- Regulatory and compliance fulfilments:** The abundance of international standards, national regulations, and frameworks can pose a significant burden. To address this, Aruna ensures that relevant teams have sufficient knowledge of compliance requirements and use checklists to maintain compliance.



## Code of Conduct

Aruna is committed to ethical behavior, accountability, and transparency in all business practices, guided by our Corporate Code of Conduct. This code, which incorporates precautionary principles and respect for human rights, applies globally recognized standards and governs interactions with employees, partners, communities, governments, and other stakeholders. The Code of Conduct and Company Regulations for 2022-2024 were disseminated in six batches in 2023, reaching 440 employees. These guidelines are also accessible via the Navigate Your Way (NYW) platform.

Additionally, Aruna has established an Anti-Bribery and Corruption Policy, an Anti-Money Laundering Policy, and a Counter Finance Terrorism Policy. These policies are vital for maintaining our reputation and ensuring the trust of investors, governments, communities, partners, and consumers.

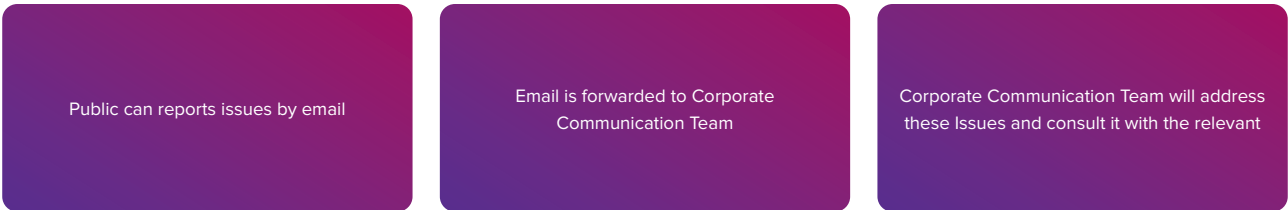
## Grievance Mechanism [F.24]

Aruna provides formal channels for external stakeholders to submit complaints, either directly or via email. Each complaint is reviewed, forwarded to the relevant department for investigation, and directed by the People and Culture team with support from the Legal team. We are committed to a 100% completion rate for all reports, forming a task force to expedite resolutions in urgent cases. During the reporting period, Aruna received 11 reports: 5 were completed, 5 could not be followed up on and 1 remains under investigation. Additionally, Aruna maintains regular communication with stakeholders through various channels and participates in discussions, informational forums, advocacy work, and coalitions with the government and partners.

### DIRECT GRIEVANCE



### BY EMAIL OR WHATSAPP BUSINESS



### ARUNA GRIEVANCE CHANNEL



# Reporting Reference and Index

## Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 and Financial Services Authority Circular Letter (SEOJK) Number 16/SEOJK.04/2021 References <sup>[G.4]</sup>






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## IRIS Indicators

Theme Number	Prioritized Impact Themes	No. Indicators	Key Impact Metrics	Page(s)
I	<b>Digital Empowerment</b> 	IRIS OI4229 IRIS PI9465 IRIS FP3297	<ul style="list-style-type: none"> <li>- Digital trainings conducted: # of people trained, # of training hours</li> <li>- Job progression: # of people with new or up-leveled jobs, # and % of less privileged</li> <li>- Financial outcomes through digitization: % increase in income</li> </ul>	10-12, 13, 21
II	<b>Financial Inclusion</b> 	IRIS PI7318 IRIS PI9409 IRIS PI4583 IRIS PI3687 IRIS PI4940	<ul style="list-style-type: none"> <li>- Economic support for MSME/less privileged clients: # of MSME, # and % of less privileged</li> <li>- End user impact: % increase in beneficiary income</li> <li>- Economic expansion: # of new businesses created/ supported, # of jobs directly created/supported</li> </ul>	10-12, 20-21, 26-28
III	<b>Access to Quality Education</b> 	IRIS PI4940 IRIS OI4229 IRIS PI9465	<ul style="list-style-type: none"> <li>- Individual and MSME upskilling: # of MSMEs trained, # and % of less privileged people trained, # of training hours</li> <li>- Job progression: # of people in new or uplevel jobs, # less privileged</li> </ul>	10-12, 13, 20-21
IV	<b>Environment &amp; Clean Energy</b> 	IRIS OI1479 IRIS PI4127 IRIS PD9364 IRIS PI3687 IRIS OI7920 IRIS OI2535	<ul style="list-style-type: none"> <li>- Climate impact: Total GHG emitted and reduced, trees planted</li> <li>- Waste impact: % recycled materials, waste reduced, waste dispose: recycled/reused</li> <li>- Economic expansion: # of jobs supported/created, # and % of less privileged</li> </ul>	10-12, 22-23, 25
V	<b>Sustainable Agriculture &amp; Biodiversity</b> 	IRIS PI9409 IRIS PI6372	<ul style="list-style-type: none"> <li>- Financial outcomes: % increase in beneficiary income</li> <li>- End user impact: # and % of smallholder and less privileged clients</li> </ul>	21, 30
VI	<b>Sustainable Baseline Reporting</b> 	IRIS OI6213 IRIS OI1479	<ul style="list-style-type: none"> <li>- Women empowerment: # and % women employed - total and in senior leadership</li> <li>- Climate impact: Total GHG emissions footprint</li> </ul>	10-12, 22-23

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# 2023 Impact Report