Go To English Page

| | |
|---|---|
| Nomor Surat | 059/CS-RA/IPO/DIR/IV/2025 |
| Nama Perusahaan | PT Remala Abadi Tbk |
| Kode Emiten | DATA |
| Lampiran | 3 |
| Perihal | Penyampaian Laporan Tahunan & Keberlanjutan dan ESG |

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Desember 2024 dalam bahasa Indonesia dan Inggris

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

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 16 Juni 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://remala.id/investor-relation/report/annual-report pada tanggal 29 April 2025

Apakah Perseroan tercatat di Bursa lain? (Tidak)

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

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

| **E-01 Laporan Emisi Gas Rumah Kaca (GRK)** | |
|---|---|
| Laporan Emisi GRK Konsolidasi? | Tidak |
| Batasan Organisasi | Ekuitas |
| Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini? | Tidak |

| Name | Total Emisi (tCO2e) |
|---|---|
| **Kategori 1: Emisi GRK langsung dan pembuangan** | |
| Emisi langsung dari pembakaran stasioner | 0 |
| Emisi langsung dari pembakaran bergerak | 34,87 |
| Emisi langsung dari proses pengolahan | 0 |
| Emisi fugitive langsung | 0 |
| Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| **Total Emisi Langsung (Scope 1)** | 34,87 |

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 3.541,38 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 3.541,38 |
| **Kategori 3: Emisi GRK tidak langsung dari transportasi** | |
| Transportasi dan distribusi hulu | 0 |
| Perjalanan dinas | 0 |
| Transportasi dari klien dan pengunjung | 0 |
| Transportasi dan distribusi hilir | 0 |
| Perjalanan Karyawan | 0 |
| **Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan** | |
| Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung | 0 |
| Pembelian Barang dan Jasa | 0 |
| Capital equipment/goods | 0 |
| Limbah yang dihasilkan dalam kegiatan operasional | 0 |
| Aset Sewaan hulu | 0 |
| **Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan** | |
| Investasi | 0 |
| Penggunaan produk yang dijual | 0 |
| Perawatan akhir masa pakai produk yang dijual | 0 |
| Waralaba hilir | 0 |
| Aset Sewaan Hilir | 0 |
| Pengolahan produk yang dijual | 0 |

| Kategori 6: Emisi GRK tidak langsung dari sumber lainnya | |
|---|---|
| Emisi atau pembuangan tidak langsung lainnya | 0 |
| **Total Emisi Tidak Langsung (Scope 3)** | 0 |
| **Total Emisi GRK (Scope 1 and 2)** | 3.576,25 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 3.576,25 |
| Offsets/Credits | 0 |
| Pembelian Renewable Energy Certificate (REC) (kWh) | 0 |

| | | | |
|---|---|---|---|
| **E-02** | **Intensitas Emisi GRK** | Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat | 0,00001 |
| **E-03** | **Konsumsi Energi listrik** | Jumlah total energi yang dikonsumsi secara langsung (kWh or J) | 0 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 4.070.550,79 |
| | | Total konsumsi energi (kWh or J) | 4.070.550,79 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 842,65 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 8,09 |

| E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission | |
|---|---|
| Apakah Perusahaan memiliki komitmen pencapaian target net zero? | Ya |
| Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi? | 2035 |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan. | |
| Perseroan memiliki rencana untuk mencapai Net Zero emission pada tahun 2035. Melalui efisiensi energi, pemanfaatan energi terbarukan, dan praktik bisnis yang bertanggung jawab, Perseroan bertekad untuk berkontribusi aktif dalam menciptakan masa depan yang berkelanjutan. | |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) | |
|---|---|
| Apakah Perusahaan memiliki komitmen mengurangi emisi? | Ya |
| Target pengurangan emisi GRK | 15 % |
| | 0 (tCO2e) |
| Tahun target untuk penurunan emisi GRK? | 2035 |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Perseroan memiliki rencana untuk mencapai Net Zero emission pada tahun 2035. Melalui efisiensi energi, pemanfaatan energi terbarukan, dan praktik bisnis yang bertanggung jawab, Perseroan bertekad untuk berkontribusi aktif dalam menciptakan masa depan yang berkelanjutan.

**B. Kinerja Sosial (Social Performance)**

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 517 | 71.71 % | 3 | 0.42 % |
| Mid-level | 59 | 71.71 % | 3 | 0.42 % |
| Senior-level | 25 | 3.47 % | 11 | 0.42 % |
| Executive-level | 10 | 1.39 % | 103 | 71.71 % |
| Total Pegawai | 611 | 0.42 % | 120 | 15.26 % |

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

| Rentang Usia (tahun) | Level Jabatan | | | | | | | | Jumlah Pegawai |
|---|---|---|---|---|---|---|---|---|---|
| | Entry-level | | Mid-level | | Senior-level | | Executive-level | | |
| | Laki-Laki | Perempuan | Laki-Laki | Perempuan | Laki-Laki | Perempuan | Laki-Laki | Perempuan | |
| 18-25 | 198 | 38 | 11 | 1 | 0 | 0 | 0 | 0 | 248 |
| 25-35 | 233 | 53 | 27 | 7 | 8 | 1 | 0 | 0 | 329 |
| 35-45 | 67 | 7 | 13 | 2 | 10 | 2 | 0 | 1 | 102 |
| 45-55 | 19 | 5 | 8 | 1 | 5 | 0 | 7 | 2 | 47 |
| >55 | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 0 | 5 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 132 Pegawai | 18,06 % |
| Jumlah Pegawai Baru/pengganti | 293 Pegawai | 40,08 % |

**S-04 Jumlah Pegawai Sementara**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|

| | | |
|---|---|---|
| Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan | 0 Pegawai | 0 % |

**S-05 Pelatihan dan Pengembangan Pegawai**

| Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan | Jumlah pegawai yang ikut serta dalam program pelatihan | Persentase jumlah pegawai yang ikut serta dalam pelatihan (%) |
|---|---|---|
| 0,18 jam/pegawai | 60 | 9,19 % |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|---|
| 2 | 0,15 % |

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

| | |
|---|---|
| **Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan** | 0 |

| **Kebijakan Perusahaan terkait Pekerja** | |
|---|---|
| **S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?** | Ya |
| Perseroan selalu memberikan kesempatan dan hak kerja yang sama kepada seluruh karyawan tanpa memandang perbedaan etnis, ras, agama, jenis kelamin, kondisi fisik, dan status sosial sebagaimana yang disebutkan dalam Pasal 4 ayat 3 Peraturan Perseroan PT Remala Abadi Tbk. tentang Kriteria Penerimaan Karyawan. | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Perseroan memiliki kebijakan untuk menghormati dan menjunjung tinggi hak asasi manusia dalam seluruh operasional. Kebijakan ini memastikan lingkungan kerja yang adil dan inklusif, kondisi kerja yang layak, serta hubungan yang bertanggung jawab dengan masyarakat. | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Perseroan berkomitmen untuk tidak mempekerjakan anak, sesuai dengan standar internasional yang diatur dalam Konvensi ILO Nomor 138/1973 dan 182/1999. Begitu pula, Perseroan melarang segala bentuk kerja paksa, yang sejalan dengan Konvensi ILO Nomor 29/1930 dan 105/1957 | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Tidak |
| Perseroan telah menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja sesuai dengan persyaratan ISO 45001:2018 dan terus melakukan evaluasi berkelanjutan | |

**Corporate Social Responsibility (CSR)**

| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
|---|---|
| Perseroan aktif dalam melakukan kegiatan CSR kepada masyarakat atau komunitas lokal, melalui program pemberian akses internet dan CCTV gratis untuk fasilitas umum, dan program pendampingan siswa PKL untuk pelatihan persiapan dunia kerja. | |

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

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

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

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

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

Kebijakan mengenai manajemen lainnya

| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Tidak |
|---|---|
| - | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Penilaian kinerja Direksi dan Dewan Komisaris bertujuan untuk:<br>-Menilai pencapaian target dan efektivitas pelaksanaan tugas dan tanggung jawab.<br>-Meningkatkan penerapan prinsip-prinsip Tata Kelola Perusahaan yang Baik (Good Corporate Governance/GCG).<br>-Menjadi dasar dalam keputusan pengembangan kompetensi, pemberian remunerasi, dan penunjukan/pemberhentian.<br>Penilaian dilakukan melalui:<br>-Self-assessment: Penilaian mandiri oleh masing-masing anggota.<br>-Evaluasi kolegial: Penilaian antar anggota di dalam organ Direksi maupun Komisaris. | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Ya |
| Sebagai perusahaan bersertifikasi ISO 9001 yang berkomitmen penuh terhadap implementasi, Perseroan secara sistematis meningkatkan kualitas SDM di seluruh tingkatan, termasuk Dewan Direksi dan Komisaris, melalui berbagai pelatihan. Selain workshop "The 7 Habits of Highly Effective People" untuk efektivitas pribadi dan profesional, dilakukan juga training awareness ISO 9001, ISO 14001, dan ISO 450001 untuk | |

meningkatkan pemahaman dan kepatuhan terhadap standar-standar tersebut.

| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |
|---|---|

Pemilihan dewan direksi dan komisaris dilakukan melalui RUPS

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

-Menjamin bahwa fungsi kepatuhan terhadap larangan penyuapan memiliki otonomi dan kapabilitas untuk melaksanakan tugas dalam mengawasi perancangan serta penerapan sistem manajemen anti penyuapan, memberikan panduan dan arahan bagi staf mengenai sistem manajemen anti penyuapan serta isu-isu yang berkaitan, memastikan bahwa sistem manajemen anti penyuapan mematuhi standar yang ditetapkan, dan menyampaikan laporan tentang kinerja sistem manajemen anti penyuapan kepada dewan pengarah dan manajemen tingkat atas.
-Meningkatkan kesadaran serta kemampuan pegawai PT Remala Abadi dalam hal kepatuhan terhadap regulasi anti-penyuapan.
-Melarang semua bentuk tindakan suap, baik yang dilakukan oleh karyawan maupun oleh Mitra Bisnis atas nama PT Remala Abadi atau untuk keuntungan pribadi, termasuk juga larangan terhadap penyuapan oleh pihak ketiga kepada PT Remala Abadi.
-Melaksanakan pengidentifikasian risiko dan peluang secara berkesinambungan yang berkaitan dengan praktik anti-penyuapan.

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

Perusahaan menerapkan prinsip-prinsip kesetaraan terhadap pemegang saham dan memastikan bahwa semua pemegang saham memperoleh akses informasi yang setara dalam menjalankan operasionalnya, mencakup kondisi keuangan, operasional, serta aksi korporasi

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

Setiap anggota Direksi dan Dewan Komisaris wajib menghindari setiap bentuk konflik kepentingan antara kepentingan pribadi, keluarga, afiliasi, atau pihak lain dengan kepentingan Perseroan.

Jika terjadi konflik kepentingan, pengelolaannya dilakukan dengan cara:
-Menunjuk anggota Direksi atau Komisaris lain yang tidak memiliki konflik untuk mengambil keputusan,
-Membawa permasalahan tersebut ke Rapat Umum Pemegang Saham (RUPS) apabila diperlukan.

**D. Lain-lain**

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

| Kinerja | Kode | Nama Metrik | Halaman di Laporan Keberlanjutan/Tahunan |
|---|---|---|---|
| Lingkungan | E-01 | Laporan Emisi Gas Rumah Kaca | 52 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 52 |
| | E-03 | Konsumsi Energi Listrik | 50 |
| | E-04 | Konsumsi Air | 51 |
| | E-05 | Limbah yang Dihasilkan | 52 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 52 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 52 |
| Sosial | S-01 | Kesetaraan Gender | 54 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 55 |
| | S-03 | Tingkat Pergantian Pegawai | 0 |
| | S-04 | Jumlah Pegawai Sementara | 55 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 57 |
| | S-06 | Jumlah Kecelakaan Kerja | 53 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 0 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 54 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 54 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 54 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 53 |
| | S-12 | Pencegahan Konflik Kepentingan | 60 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 57 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 33 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 0 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 39 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 59 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 41 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 38 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 41 |
| | G-09 | Pencegahan Konflik Kepentingan | 39 |

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

☐ Ya ☒ Tidak

Assurance dan validasi pihak ketiga

☒ Tidak

| Nama pihak ketiga | Lingkup pekerjaan |
|---|---|
| | |

Demikian untuk diketahui.

Hormat Kami,

**PT Remala Abadi Tbk**

Agus Setiono

Direktur Utama

PT Remala Abadi Tbk

Graha Mustika Ratu Jalan Gatot Subroto No.74-75, Jakarta Selatan DKI Jakarta

Telepon : (021) 83709269, Fax :  , https//remala.id

| | |
|---|---|
| Nama Pengirim | Agus Setiono |
| Jabatan | Direktur Utama |
| Tanggal dan Waktu | 29-04-2025 21:12 |
| Lampiran | 1. DATA - Laporan Keberlanjutan 2024.pdf |
| | 2. DATA - Lapora Tahunan 2024 (Ind).pdf |
| | 3. DATA - Laporan Tahunan 2024 (Eng).pdf |

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

| | |
|---|---|
| Letter / Announcement No. | 059/CS-RA/IPO/DIR/IV/2025 |
| Issuer Name | PT Remala Abadi Tbk |
| Issuer Code | DATA |
| Attachment | 3 |
| Subject | Submission of Annual And Sustainability Report |

The Company hereby submit Annual And Sustainability Report Report 2024 for the period of 01 Januari 2024 to 31 Desember 2024 in Indonesia dan Inggris

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

The Company made invitations to the Annual General Meeting of Shareholders on 16 Juni 2025

The information referred above has been published on the Company's website https://remala.id/investor-relation/report/annual-report at 29 April 2025

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

**A. Environmental Performance**

The Company submits its Annual Sustainability and ESG Report:

| **E-01 Greenhouse Gas (GHG) Emission Report** | |
|---|---|
| Consolidated GHG Emission Report? | No |
| Organizational Boundaries | Ekuitas |
| Any subsidiaries that are not included in the report? | No |

| Name | Total emission (tCO2e) |
|---|---|
| **Category 1: Direct GHG emissions and removals** | |
| Direct emissions from stationary combustion | 0 |
| Direct emissions from mobile combustion | 34,87 |
| Direct emissions from processes | 0 |
| Direct fugitive emissions | 0 |
| Direct emissions from Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| Total Direct Emissions (Scope 1) | 34,87 |
| **Category 2: Indirect GHG emissions from imported energy** | |

| | |
|---|---|
| Indirect emissions from imported/purchased electricity consumption | 3.541,38 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 3.541,38 |
| **Category 3: Indirect GHG emissions from transportation** | |
| Upstream transport and distribution | 0 |
| Business travels | 0 |
| Transportation of clients and visitors | 0 |
| Downstream transportation and distribution | 0 |
| Employee commuting | 0 |
| **Category 4: Indirect GHG emissions from products used by Organization** | |
| Energy related activities not included in direct emissions and energy indirect emissions | 0 |
| Purchased goods and services | 0 |
| Capital equipment/goods | 0 |
| Waste generated in operations | 0 |
| Upstream leased assets | 0 |
| **Category 5: Indirect GHG Emissions associated with the use of products from the Organization** | |
| Investments | 0 |
| Use of sold products | 0 |
| End of life treatment of sold products | 0 |
| Downstream franchises | 0 |
| Downstream leased assets | 0 |
| Processing of sold products | 0 |
| **Category 6: Indirect GHG emissions from other sources** | |

| | |
|---|---|
| Other indirect emissions or removals | 0 |
| Total GHG Emissions (Scope 1 and 2) | 0 |
| Total GHG Emissions (Scope 1 and 2) | 3.576,25 |
| Total GHG Emissions (Scope 1, 2 and 3) | 3.576,25 |
| Offsets/Credits | 0 |
| REC Purchases (kWh) | 0 |

| | | | |
|---|---|---|---|
| **E-02** | **GHG Emissions Intensity** | Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp) | 0,00001 |
| **E-03** | **Electricity Consumption** | Total amount of energy directly consumed (kWh or J) | 0 |
| | | Total amount of energy indirectly consumed (kWh or J) | 4.070.550,79 |
| | | Total energy consumption (kWh or J) | 4.070.550,79 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 842,65 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 8,09 |

| **E-06 Company commitment to Net Zero Emission Target** | |
|---|---|
| Does the Company have a net zero emission target commitment? | Yes |
| What year is the Company's net zero emission published target? | 2035 |
| Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target. | |
| The Company has a plan to achieve Net Zero emission by 2035. Through energy efficiency, renewable energy utilization, and responsible business practices, the Company is determined to actively contribute to creating a sustainable future. | |

| **E-07 Company Commitment to GHG Emission Reduction Target** | |
|---|---|
| Does the Company commit to reducing GHG emission? | Ya |
| What is the Company's GHG emission reduction target? | 15 % |
| | 0 (tCO2e) |
| Targeted year in achieving GHG reduction target? | 2035 |

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

No

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

As a concrete manifestation of the company's commitment to reduce Greenhouse Gas (GHG) emissions, we are gradually transitioning our fleet of operational vehicles to electric vehicles and always encourage all employees to save energy.

**B. Kinerja Sosial (Social Performance)**

**S-01 Gender Diversity**

| Job positions | Men | | Women | |
|---|---|---|---|---|
| | Number of employees | Percentage of employees | Number of employees | Percentage of employees |
| Entry-level | 517 | 71.71 % | 3 | 0.42 % |
| Mid-level | 59 | 71.71 % | 3 | 0.42 % |
| Senior-level | 25 | 3.47 % | 11 | 0.42 % |
| Executive-level | 10 | 1.39 % | 103 | 71.71 % |
| Total Pegawai | 611 | 0.42 % | 120 | 15.26 % |

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

| Age group (years) | Job levels | | | | | | | | Number of employees |
|---|---|---|---|---|---|---|---|---|---|
| | Entry-level | | Mid-level | | Senior-level | | Executive-level | | |
| | Men | Women | Men | Women | Men | Women | Men | Women | |
| 18-25 | 198 | 38 | 11 | 1 | 0 | 0 | 0 | 0 | 248 |
| 25-35 | 233 | 53 | 27 | 7 | 8 | 1 | 0 | 0 | 329 |
| 35-45 | 67 | 7 | 13 | 1 | 10 | 2 | 0 | 1 | 102 |
| 45-55 | 19 | 5 | 8 | 1 | 5 | 0 | 7 | 2 | 47 |
| >55 | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 0 | 5 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 132 Employees | 18,06 % |
| Number of newly appointed Employees | 293 Employees | 40,08 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 0 Employees | 0 % |

**S-05 Employee Training and Development**

| Average training hour per employee (in reporting year) | Total employee attending company training program | Percentage of employee attending company training program (%) |
|---|---|---|
| 0,18 hours/employee | 60 | 9,19 % |

**S-06 Injury Rate**

| Frequency of work-related accidents of total Employees (in reporting year) | Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%) |
|---|---|
| 2 | 0,15 % |

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

| Number of incidents regarding human rights abuse (in reporting year) | 0 |
|---|---|

| Company Policy Regarding Employees | |
|---|---|
| **S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?** | Yes |
| **S-09 Does the company has a policy regarding human rights?** | Yes |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| **S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?** | No |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?** | Yes |

**C. Governance Performance**

**G-01 Board Diversity and Independence**

| Type of Company Board | Number of seats on Company | Seats Occupied by Men | Seats Occupied by Women | Seats Occupied by Independent Party |
|---|---|---|---|---|

| | | | | |
|---|---|---|---|---|
| Commissioners | 0 | 2 | 0 | 2 |
| Directors | 0 | 2 | 0 | 2 |

**G-02 Board Meeting Attendance**

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

Other governmental-related policy

| | |
|---|---|
| **G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?** | No |
| - | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| The performance evaluation of the Board of Directors and the Board of Commissioners aims to:<br>-Assess the achievement of targets and the effectiveness of the execution of duties and responsibilities.<br>-Enhance the implementation of Good Corporate Governance (GCG) principles.<br>-Serve as a basis for decisions regarding competency development, remuneration, and appointment/dismissal.<br><br>The evaluation is conducted through:<br>-Self-assessment: Individual evaluations conducted by each member.<br>-Collegial evaluation: Peer evaluations among members within the Board of Directors and the Board of Commissioners. | |
| **G-05 Does the company has a policy regarding board training and development?** | Yes |
| As an ISO 9001 certified company that is fully committed to implementation, the Company systematically improves the quality of its human resources at all levels including the Board of Directors and Commissioners through various trainings. In addition to The 7 Habits of Highly Effective People workshop for personal and professional effectiveness ISO 9001 ISO 14001 and ISO 450001 awareness training is also conducted to improve understanding and compliance with these standards. | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |
| The election of the board of directors and commissioners is conducted through the GMS. | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| -Ensure that the anti-bribery compliance function has the autonomy and capability to carry out its duties in overseeing the design and implementation of the anti-bribery management system, providing guidance and direction to staff on the anti-bribery management system and related issues, ensuring that the anti-bribery management system complies with established standards, and reporting on the performance of the anti-bribery management system to the governing board and upper management.<br>-Increase the awareness and ability of PT Remala Abadi employees in terms of compliance with anti-bribery regulations.<br>-Prohibit all forms of bribery, whether committed by employees or by Business Partners on behalf of PT Remala Abadi or for personal gain, including the prohibition of bribery by third parties to PT Remala Abadi.<br>-Carry out continuous identification of risks and opportunities related to anti-bribery practices. | |

| | |
|---|---|
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |
| The company applies the principles of equality among shareholders and ensures that all shareholders have equal access to information regarding its operations, including financial conditions, operational activities, and corporate actions. | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |
| Each member of the Board of Directors and the Board of Commissioners must avoid any form of conflict of interest between personal, family, affiliate, or other parties' interests and the interests of the Company.<br>If a conflict of interest arises, it is managed by:<br>-Appointing another member of the Board of Directors or Board of Commissioners who does not have a conflict to make the decision,<br>-Bringing the matter to the General Meeting of Shareholders (GMS) if necessary. | |

**D. Other**

Alignment of Sustainability/Annual Reports with ESG Metrics

| Kinerja | Kode | Metric Name | Pages in the Sustainability/Annual Report |
|---|---|---|---|
| Environment | E-01 | Greenhouse Gas Emission Report | 52 |
| | E-02 | Greenhouse Gas Emission Intensity | 52 |
| | E-03 | Electricity Consumption | 50 |
| | E-04 | Water Consumption | 51 |
| | E-05 | Waste Generated | 52 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 52 |
| | E-07 | Company Commitment to Reduce Emission | 52 |
| Social | S-01 | Gender Equality | 54 |
| | S-02 | Employees by Gender and Age Group | 55 |
| | S-03 | Employee Turnover Rate | 0 |
| | S-04 | Number of Temporary Officers | 55 |
| | S-05 | Employee Training and Development | 57 |
| | S-06 | Number of Work Accidents | 53 |
| | S-07 | Human Rights Violation Incidents | 0 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 54 |
| | S-09 | Policy on Human Rights | 54 |
| | S-10 | Child Labor and/or Forced Labor Policy | 54 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 53 |
| | S-12 | Corporate Social Responsibility | 60 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 57 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 33 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 0 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 39 |
| | G-05 | Board of Directors and Commissioners Training Policy | 59 |
| | G-06 | Special Criteria for Election of the Board | 41 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 38 |
| | G-08 | Fair Treatment Policy for Shareholders | 41 |
| | G-09 | Conflict of Interest Prevention Policy | 39 |

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

☐ Yes ☒ No

null

Third-party assurance and/or validation

☒ No

| Name of third-party service provider | Scope of Work |
|---|---|
| | |

Thus to be informed accordingly.

Respectfully,

**PT Remala Abadi Tbk**

Agus Setiono

Direktur Utama

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| | |
|---|---|
| Sender Name | Agus Setiono |
| Function | Direktur Utama |
| Date and Time | 29-04-2025 21:12 |
| Attachment | 1. DATA - Laporan Keberlanjutan 2024.pdf |
| | 2. DATA - Lapora Tahunan 2024 (Ind).pdf |
| | 3. DATA - Laporan Tahunan 2024 (Eng).pdf |

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