Go To English Page

Nomor Surat	0005/WICA/LEG-ADM/IV/2025
Nama Perusahaan	PT Wilmar Cahaya Indonesia Tbk.
Kode Emiten	CEKA
Lampiran	3
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 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? (Tidak)

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link - pada tanggal

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?	Ya
Batasan Organisasi	Operasional/Finansial
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	3.485
Emisi langsung dari pembakaran bergerak	0
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)	3.485

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	46.520
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	46.520
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)	50.005
Total Emisi GRK (Scope 1, 2 and 3)	50.005
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	0,12
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	348.929,6
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	348.929,6
E-04	**Konsumsi Air**	Total konsumsi air (m3)	164.745
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	2.066,73

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?	2050
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perusahaan mendukung penuh kebijakan pemerintah terkait Net Zero Emissions (NZE) dan akan mengikuti arahan serta pedoman yang ditetapkan oleh Wilmar International Ltd. sebagai induk perusahaan. Link publikasi: https://media-wilmar.todayir.com/20250327181244170427177 2_en.pdf	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	90 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2050

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Perusahaan mendukung penuh kebijakan pemerintah terkait Net Zero Emissions (NZE) dan akan mengikuti arahan serta pedoman yang ditetapkan oleh Wilmar International Ltd. sebagai induk perusahaan.

Link publikasi: https://media-wilmar.todayir.com/20250327181244170427 1772_en.pdf

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	350	74.63 %	54	11.51 %
Mid-level	34	7.25 %	15	3.2 %
Senior-level	9	1.92 %	0	0 %
Executive-level	6	1.28 %	1	0.21 %
Total Pegawai	399	85.07 %	70	14.93 %

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	31	6	0	0	0	0	0	0	37
25-35	88	22	10	5	1	0	0	0	126
35-45	128	17	12	6	1	0	0	0	164
45-55	94	7	11	4	6	0	0	0	122
>55	9	2	1	0	1	0	6	1	20

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	36 Pegawai	7,68 %
Jumlah Pegawai Baru/pengganti	36 Pegawai	7,68 %

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	52 Pegawai	11,09 %

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 (%)
18,73 jam/pegawai	255	54 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	0 %

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
https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/sustainability-policies---translated/sexual-harrassment-violence-reproductive-rights-policy_kebijakan-pelecehan-seksual-dan-hak-reproduksi_jan2018.pdf?sfvrsn=292fc1f7_2	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/sustainability-policies---translated/human-rights-policy_kebijakan-hak-asasi-manusia_jan2018.pdf?sfvrsn=24b15868_2	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/sustainability-policies---translated/child-protection-policy_kebijakan-perlindungan-anak_jan-2018.pdf?sfvrsn=62ec737b_2	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/sustainability-policies---translated/workplace-health-and-safety-policy_kebijakan-kesehatan-dan-kesalamatan-kerja-1-april-2019.pdf?sfvrsn=48b5d38_2	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Perusahaan melaksanakan kegiatan CSR dengan realisasi dana CSR pada tahun 2024 sebesar Rp211. 695.962, yang terbagi menjadi empat pilar utama: 1. Dukungan kemanusiaan dan kesehatan. 2. Dukungan pendidikan dan keagamaan. 3. Dukungan untuk lingkungan.	

4. Dukungan infrastruktur.

https://www.wilmarcahayaindonesia.com/sustain

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	1
Direksi	0	2	1	0

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	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	6	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak

N / A

G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya

Perusahaan telah mempunyai kebijakan dalam penilaian Direksi dan Dewan Komisaris. Penilaian tersebut dilakukan berdasarkan metode penilaian sendiri (self-assessment), yang disampaikan bersama pertanggungjawaban kinerja Direksi dan Dewan Komisaris dalam Rapat Umum Pemegang Saham Tahunan (RUPST). Beberapa kriteria dalam penilaian antara lain pencapaian kinerja keuangan, kinerja bisnis dan tata kelola Perusahaan.

https://wilmarcahayaindonesia.com/annual

G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Tidak

N / A

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

Kebijakan dan prosedur nominasi Direksi dan Dewan Komisaris mengacu kepada Peraturan Otoritas Jasa Keuangan (POJK) No. 33/POJK.04/2014 terutama mengenai pasal keanggotaan Direksi dan Dewan Komisaris. Pengangkatan dan Pemberhentian Direksi dan Dewan Komisaris diputuskan oleh pemegang saham dalam Rapat Umum Pemegang Saham (RUPS).

https://wilmarcahayaindonesia.com/annual

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

Kode Etik:
Perusahaan telah mempunyai pedoman perilaku bagi insan Perusahaan. Pedoman perilaku berisikan pokok-pokok Kode Etik Perusahaan yang diuraikan sebagai berikut:
1. Menjauhi Konflik kepentingan;
2. Akurat dalam membuat laporan;
3. Menjauhi suap dan praktek ilegal atau yang tidak etis;
4. Menolak Hiburan dan Hadiah;
5. Menjauhi Penyalahgunaan jabatan;
6. Menjauhi Perdagangan oleh orang dalam;
7. Menjaga Kerahasiaan Perusahaan;
8. Mematuhi Pembatasan Hubungan Kerja;
9. Perihal relasi dengan media, harus mengacu pada pernyataan Direksi;
10. Menjaga komitmen kerja di tengah keterlibatan dengan kegiatan serikat pekerja, politik, dan kegiatan sosial;
11. Menghindari instalasi perangkat lunak ilegal pada komputer; dan
12. Anti pencucian uang.

Anti Korupsi:
Perusahaan selalu menerapkan dan menjalankan praktik bisnis yang sehat berdasarkan peraturan dan ketentuan perundang-undangan yang berlaku. Secara berkala, Perusahaan melakukan sosialisasi melalui pelatihan dan komunikasi internal Perusahaan.

https://wilmarcahayaindonesia.com/annual

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

Perusahaan selalu menerapkan prinsip-prinsip Tata Kelola Perusahaan yang Baik. Sebagai Perusahaan terbuka maka Perusahaan harus mematuhi ketentuan Peraturan Otoritas Jasa Keuangan No. 21/POJK. 04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka beserta peraturan-peraturan pelaksanaan sebagai pedoman dalam penyelenggaraan pengawasan terintegrasi terhadap keseluruhan kegiatan di sektor jasa keuangan dan pasar modal.

https://wilmarcahayaindonesia.com/annual

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

Perusahaan menerapkan kebijakan terkait konflik kepentingan yang tercantum dalam kode etik Perusahaan.

https://wilmarcahayaindonesia.com/annual

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	55
	E-02	Intensitas Emisi Gas Rumah Kaca	55
	E-03	Konsumsi Energi Listrik	53
	E-04	Konsumsi Air	58
	E-05	Limbah yang Dihasilkan	61
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	25
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	25
Sosial	S-01	Kesetaraan Gender	65
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	66
	S-03	Tingkat Pergantian Pegawai	69
	S-04	Jumlah Pegawai Sementara	65
	S-05	Pelatihan dan Pengembangan Pegawai	72
	S-06	Jumlah Kecelakaan Kerja	88
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	71
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	71
	S-09	Kebijakan Mengenai Hak Asasi Manusia	71
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	71
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	84
	S-12	Pencegahan Konflik Kepentingan	93

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	82
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	83-85
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	85
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	-
	G-06	Kriteria Khusus Pemilihan Dewan	86
	G-07	Kode Etik dan/atau Anti-Korupsi	93
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	95
	G-09	Pencegahan Konflik Kepentingan	93

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [X] Others, please specify

P O J K
5 1

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan

Informasi Lain

1. Pelaporan E-02, intensitas emisi menggunakan produksi; 2. Pelaporan E-03, satuan menggunakan GJ; 3. Pelaporan E-04, satuan menggunakan ML.

Demikian untuk diketahui.

Hormat Kami,

PT Wilmar Cahaya Indonesia Tbk.

CEKA Approver

Approver

PT Wilmar Cahaya Indonesia Tbk.

JL INDUSTRI SELATAN 3 JABABEKA TAHAP II, GG, 1, PASIRSARI, CIKARANG

Telepon : 021- 89830003, 89830004, Fax : 021 - 8937143, www.

Nama Pengirim	CEKA Approver
Jabatan	Approver
Tanggal dan Waktu	25-04-2025 20:49
Lampiran	1. ceka_penyampaian ar sr.pdf
	2. ceka-sr.pdf
	3. ceka-ar.pdf

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

Letter / Announcement No.	0005/WICA/LEG-ADM/IV/2025
Issuer Name	PT Wilmar Cahaya Indonesia Tbk.
Issuer Code	CEKA
Attachment	3
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 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? (No)

The information referred above has been published on the Company's website - at

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?	Yes
Organizational Boundaries	Operasional/Finansial
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	3.485
Direct emissions from mobile combustion	0
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)	3.485
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	46.520
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	46.520
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)	50.005
Total GHG Emissions (Scope 1, 2 and 3)	50.005
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)	0,12
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	348.929,6
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	348.929,6
E-04	**Water Consumption**	Total water consumed (m3)	164.745
E-05	**Waste Generation**	Total waste generated (ton)	2.066,73

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?	2050
Please provide a brief description and a link to documentation explaining the Company’s commitment in achieving net zero emission target.	
The Company fully supports the government's effort to achieve Net Zero Emissions (NZE) policy and will follow the directions and guidelines set by Wilmar International Limited as the parent company. Link: https://media-wilmar.todayir.com/20250327181244170427l772_en.pdf	

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?	90 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2050

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

1. Transitioning fuel for high-pressure boilers from diesel to biodiesel in compliance with applicable regulations and developing the utilisation of Fatty Acid Methyl Ester (FAME) sourced from Wilmar business unit.
2. Minimising the use of coal by maximising the utilisation of biomass energy sources.
3. Leveraging alternative biomass energy sources such as palm kernel shells, fiber, empty fruit bunches and sawdust to replace fossil fuels.
4. Regularly monitoring emission quality across all production sites to implement preventive measures before pollution occurs.
5. Employing technology to minimise emissions in the production process, including the use of boilers equipped with a bag filter system to capture fly ash.

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	350	74.63 %	54	11.51 %
Mid-level	34	7.25 %	15	3.2 %
Senior-level	9	1.92 %	0	0 %
Executive-level	6	1.28 %	1	0.21 %
Total Pegawai	399	85.07 %	70	14.93 %

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	31	6	0	0	0	0	0	0	37
25-35	88	22	10	5	1	0	0	0	126
35-45	128	17	12	4	1	0	0	0	164
45-55	94	7	11	4	6	0	0	0	122
>55	9	2	1	0	1	0	6	1	20

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)

Number of employees resigned	36 Employees	7,68 %
Number of newly appointed Employees	36 Employees	7,68 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	52 Employees	11,09 %

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 (%)
18,73 hours/employee	255	54 %

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 (%)
0	0 %

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?	Yes

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	1
Directors	0	2	1	0

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	12	100 %
Comissioner Attendance to Board Meetings	6	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
N / A	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company has a policy on the assessment of the Board of Directors and the Board of Commissioners. The assessment is conducted based on the self-assessment method, which is submitted together with the performance accountability of the Board of Directors and the Board of Commissioners at the Annual General Meeting of Shareholders (AGM). Some of the criteria in the assessment include the achievement of financial performance, business performance and corporate governance. https://wilmarcahayaindonesia.com/annual	
G-05 Does the company has a policy regarding board training and development?	No
N / A	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The policies and procedures for the nomination of the Board of Directors and Board of Commissioners refer to the Financial Services Authority Regulation (POJK) No. 33/POJK.04/2014, especially regarding the article on the membership of the Board of Directors and Board of Commissioners. The appointment and dismissal of the Board of Directors and Board of Commissioners are decided by the shareholders in the General	

Meeting of Shareholders (GMS).

https://wilmarcahayaindonesia.com/annual

G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes

Code of Conduct:
The Company has a code of conduct for the people of the Company. The code of conduct contains the main points of the Company's Code of Ethics which are described as follows:
1. Avoid conflicts of interest;
2. Be accurate in making reports;
3. Avoid bribery and illegal or unethical practices;
4. Refuse entertainment and gifts;
5. Avoid abuse of position;
6. Avoid insider trading;
7. Maintain company confidentiality;
8. Comply with restrictions on working relationships;
9. Regarding relations with the media, must refer to the statement of the Board of Directors;
10. Maintain work commitments amid involvement with trade union activities, politics, and social activities;
11. Avoid installing illegal software on computers; and
12. Anti-money laundering.

Anti-Corruption:
The Company always implements and carries out sound business practices based on applicable laws and regulations. Periodically, the Company conducts socialisation through training and internal communication.

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G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes

The Company always applies the principles of Good Corporate Governance. As a public company, the Company must comply with the provisions of the Financial Services Authority Regulation No. 21/POJK. 04/2015 on the Implementation of Public Company Governance Guidelines along with the implementing regulations as guidelines in the implementation of integrated supervision of all activities in the financial services sector and capital markets.

https://wilmarcahayaindonesia.com/annual

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes

The Company implements policies related to conflicts of interest as stated in the Company code of ethics.

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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	55
	E-02	Greenhouse Gas Emission Intensity	55
	E-03	Electricity Consumption	53
	E-04	Water Consumption	58
	E-05	Waste Generated	61
	E-06	Company Commitment to Achieving Net Zero Emission Target	25
	E-07	Company Commitment to Reduce Emission	25
Social	S-01	Gender Equality	65
	S-02	Employees by Gender and Age Group	66
	S-03	Employee Turnover Rate	69
	S-04	Number of Temporary Officers	65
	S-05	Employee Training and Development	72
	S-06	Number of Work Accidents	88
	S-07	Human Rights Violation Incidents	71
	S-08	Sexual Harassment and/or Non-Discrimination Policy	71
	S-09	Policy on Human Rights	71
	S-10	Child Labor and/or Forced Labor Policy	71
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	84
	S-12	Corporate Social Responsibility	93

Governance	G-01	Management Diversity and Independence	82
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	83-85
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	85
	G-05	Board of Directors and Commissioners Training Policy	-
	G-06	Special Criteria for Election of the Board	86
	G-07	Code of Ethics and/or Anti-Corruption	93
	G-08	Fair Treatment Policy for Shareholders	95
	G-09	Conflict of Interest Prevention Policy	93

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [X] Others, please specify

P O J K
5 1

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work

Other Information:

1. E-02 - emission intensity using production; 2. E-03 - unit of measurement using GJ; 3. E-04 - unit of measurement using ML.

Thus to be informed accordingly.

Respectfully,

PT Wilmar Cahaya Indonesia Tbk.

CEKA Approver

Approver

PT Wilmar Cahaya Indonesia Tbk.

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