Go To English Page

Nomor Surat	00523/0425/UIC-CS
Nama Perusahaan	Unggul Indah Cahaya Tbk
Kode Emiten	UNIC
Lampiran	1
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 28 April 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.uic.co.id/gallery/documents/2024/UIC_AR_2024.pdf pada tanggal 28 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	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Ya
Mohon Jelaskan: Perseroan dan anak Perusahaan belum memiliki Laporan Emisi Gas Rumah Kaca	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
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)	0

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	0
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	0
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)	0
Total Emisi GRK (Scope 1, 2 and 3)	0
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
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	66.650.512
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	66.650.512
E-04	**Konsumsi Air**	Total konsumsi air (m3)	25.967
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	79,06

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?	2060
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Target pencapaian net zero emmission Perseroan sejalan dengan target pencapaian net zero emission pemerintah Indonesia pada tahun 2060	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	0 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2060

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Target pencapaian net zero emmission Perseroan sejalan dengan target pencapaian net zero emission pemerintah Indonesia pada tahun 2060

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	163	46.97 %	6	1.73 %
Mid-level	127	36.6 %	20	5.76 %
Senior-level	15	4.32 %	6	1.73 %
Executive-level	9	2.59 %	1	0.29 %
Total Pegawai	314	90.49 %	33	9.51 %

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	15	0	1	1	0	0	0	0	17
25-35	42	2	13	2	0	0	0	0	59
35-45	46	1	9	5	0	1	0	0	62
45-55	57	3	98	9	8	2	0	1	178
>55	3	0	6	3	7	3	9	0	31

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	16 Pegawai	4,61 %
Jumlah Pegawai Baru/pengganti	10 Pegawai	2,88 %

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 (%)
4 jam/pegawai	237	68,29 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
4	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
Kebijakan terkait pelecehan seksual dan/atau non-diskriminasi tercantum dalam Laporan Keberlanjutan halaman 149 - 151.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Tidak
Saat ini Perusahaan belum memilki Kebijakan khusus yang mengatur mengenai Hak Asasi Manusia, tetapi dalam kegiatan usahanya Perseroan selalu menjungjung dan menghargai hak Asasi Manusia.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Kebijakan mengenai pekerja anak dan/atau pekerja paksa tercantum dalam Laporan Keberlanjutan halaman 152.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Kebijakan mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan kerja yang aman dan layak untuik seluruh karyawan tercantum dalam Laporan Keberlanjutan halaman 152 - 156.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi tercantum dalam Laporan Keberlanjutan halaman 156.	

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	6	0	2
Direksi	0	3	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	16	82,81 %
Jumlah kehadiran komisaris ke rapat dewan	10	96,67 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
Perseroan tidak memiliki kebijakan pemisahan Chairman of the Board dan CEO.	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Kebijakan penilaian Dewan Direksi dan Komisaris tercantum dalam Laporan Tahunan halaman 98-99	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Kebijakan pelatihan Dewan Direksi dan Komisaris tercantum dalam Laporan Tahunan halaman 93 dan 98	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Kriteria khusus yang digunakan untuk pemilihan Dewan Direksi dan Komisaris Perseroan tercantum dalam Laporan Tahunan halaman 99 - 100.	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Kebijakan kode etik dan/atau anti korupsi tercantum dalam Laporan Tahunan halaman 118 -121 dan halaman 123 - 124.	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Kebijakan mengenai perlakukan adil terhadap Pemegang Saham tercantum pada Kode Etik Perusahaan pada Laporan Tahunan halaman 119.	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Kebijakan mengenai kebijakan mengenai kewajiban Direksi/Komisaris untuk mencegah adanya konflik Kepentingan tercantum pada Kode Etik Perusahaan pada Laporan Tahunan halaman 120.	

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	131
	E-02	Intensitas Emisi Gas Rumah Kaca	132
	E-03	Konsumsi Energi Listrik	145
	E-04	Konsumsi Air	148
	E-05	Limbah yang Dihasilkan	147
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	0
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	132
Sosial	S-01	Kesetaraan Gender	149
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	149
	S-03	Tingkat Pergantian Pegawai	156
	S-04	Jumlah Pegawai Sementara	0
	S-05	Pelatihan dan Pengembangan Pegawai	138
	S-06	Jumlah Kecelakaan Kerja	142
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	157
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	149
	S-09	Kebijakan Mengenai Hak Asasi Manusia	0
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	152
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	152
	S-12	Pencegahan Konflik Kepentingan	156

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	90
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	93-97
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	0
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	98
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	93-98
	G-06	Kriteria Khusus Pemilihan Dewan	0
	G-07	Kode Etik dan/atau Anti-Korupsi	118-123
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	119
	G-09	Pencegahan Konflik Kepentingan	120

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,

Unggul Indah Cahaya Tbk

Fifi Afriyanthi

Corporate Secretary

Unggul Indah Cahaya Tbk

WS.UIC JL. Gatot Subroto Kav.6-7, Karet Semanggi - Setiabudi, Jakarta Selatan

Telepon : (021) 57905100, Fax : (021) 57905111, http://www.uic.co.id

Nama Pengirim	Fifi Afriyanthi
Jabatan	Corporate Secretary
Tanggal dan Waktu	28-04-2025 13:17
Lampiran	1. UNIC_AR-SR UIC 2024 submitted.pdf

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

Letter / Announcement No.	00523/0425/UIC-CS
Issuer Name	Unggul Indah Cahaya Tbk
Issuer Code	UNIC
Attachment	1
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 28 April 2025

The information referred above has been published on the Company's website https://www.uic.co.id/gallery/documents/2024/UIC_AR_2024.pdf at 28 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	Operasional/Finansial
Any subsidiaries that are not included in the report?	Yes
Please Explain: Perseroan dan anak Perusahaan belum memiliki Laporan Emisi Gas Rumah Kaca	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
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)	0
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	0
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	0
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)	0
Total GHG Emissions (Scope 1, 2 and 3)	0
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
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	66.650.512
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	66.650.512
E-04	**Water Consumption**	Total water consumed (m3)	25.967
E-05	**Waste Generation**	Total waste generated (ton)	79,06

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?	2060
Please provide a brief description and a link to documentation explaining the Company’s commitment in achieving net zero emission target.	
The Company's net zero emission target is in line with the Indonesian government's net zero emission target in year 2060.	

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?	0 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2060

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

The Company is still in the process of learning in supporting the greenhouse gas carbon emission reduction program launched by the Government. However, the Company has started to hold the following programs:
1. In saving Electrical energy, the Company not only makes organizational savings, namely by replacing lighting from conventional to LED, but also encourages employees by continuing to socialize energy-saving methods such as turning off lights, unplugging electricity, and so on, so that electricity usage can decrease by 8% from the previous year.
2. In saving gas energy, the Company undertakes:
a. C-4 air compressor element replacement
b. addition of control, repair, and cleaning equipment 3-H1A heaters.
So that the Company can reduce gas consumption by almost 9% compared to the previous year
The Company also periodically carries out monitoring in accordance with Government regulations and the latest Indonesia National Standard (SNI) measurement methods, which are carried out by third parties who have permits and certification.

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	163	46.97 %	6	1.73 %
Mid-level	127	36.6 %	20	5.76 %
Senior-level	15	4.32 %	6	1.73 %
Executive-level	9	2.59 %	1	0.29 %
Total Pegawai	314	90.49 %	33	9.51 %

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	15	0	1	1	0	0	0	0	17
25-35	42	2	13	2	0	0	0	0	59
35-45	46	1	9	9	0	1	0	0	62
45-55	57	3	98	9	8	2	0	1	178
>55	3	0	6	3	7	3	9	0	31

S-03 Employees Turnover

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

Number of employees resigned	16 Employees	4,61 %
Number of newly appointed Employees	10 Employees	2,88 %

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 (%)
4 hours/employee	237	68,29 %

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 (%)
4	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
Policies regarding sexual harassment and/or non-discrimination are set out in the Sustainability Report on page 149 - 151.	
S-09 Does the company has a policy regarding human rights?	No
Currently, the Company does not have a specific policy that regulates Human Rights, however, in its business activities, the Company always upholds and respects Human Rights.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The policy on child labor and/or forced labor is stated in the Sustainability Report on page 152.	
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

The policy on Occupational Health and Safety and a safe and decent working environment for all employees is stated in the Sustainability Report on page 152 - 156.

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
CSR activities, investments or donations to communities or organizations are listed in the Sustainability Report on page 156.	

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	6	0	2
Directors	0	3	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	16	82,81 %
Comissioner Attendance to Board Meetings	10	96,67 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
The Company does not have a policy of separating the Chairman of the Board and CEO.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The assessment policy of the Directors and Board of Commissioners is stated in the Annual Report pages 98-99.	
G-05 Does the company has a policy regarding board training and development?	Yes
The training policy of the Directors and Board of Commissioners is stated in the Annual Report on pages 93 and 98.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The specific criteria used for the selection of the Company's Directors and Board of Commissioners is stated in the Annual Report pages 99 - 100.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The code of ethics and/or anti-corruption policy is stated in the Annual Report pages 118-121 and pages 123-124.	

G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The policy regarding fair treatment of Shareholders is stated in the Company's Code of Ethics in the Annual Report on page 119.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The policy regarding the obligations of the Directors/ Board of Commissioners to prevent conflicts of interest is stated in the Company's Code of Ethics in the Annual Report on page 120	

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	131
	E-02	Greenhouse Gas Emission Intensity	132
	E-03	Electricity Consumption	145
	E-04	Water Consumption	148
	E-05	Waste Generated	147
	E-06	Company Commitment to Achieving Net Zero Emission Target	0
	E-07	Company Commitment to Reduce Emission	132
Social	S-01	Gender Equality	149
	S-02	Employees by Gender and Age Group	149
	S-03	Employee Turnover Rate	156
	S-04	Number of Temporary Officers	0
	S-05	Employee Training and Development	138
	S-06	Number of Work Accidents	142
	S-07	Human Rights Violation Incidents	157
	S-08	Sexual Harassment and/or Non-Discrimination Policy	149
	S-09	Policy on Human Rights	0
	S-10	Child Labor and/or Forced Labor Policy	152
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	152
	S-12	Corporate Social Responsibility	156

Governance	G-01	Management Diversity and Independence	90
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	93-97
	G-03	Chairman of the Board and CEO Separation Policy	0
	G-04	Board of Directors and Commissioners Assessment Policy	98
	G-05	Board of Directors and Commissioners Training Policy	93-98
	G-06	Special Criteria for Election of the Board	0
	G-07	Code of Ethics and/or Anti-Corruption	118-123
	G-08	Fair Treatment Policy for Shareholders	119
	G-09	Conflict of Interest Prevention Policy	120

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,

Unggul Indah Cahaya Tbk

Fifi Afriyanthi

Corporate Secretary

Unggul Indah Cahaya Tbk

WS.UIC JL. Gatot Subroto Kav.6-7, Karet Semanggi - Setiabudi, Jakarta Selatan

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Date and Time	28-04-2025 13:17
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