Go To English Page

Nomor Surat	018/CS-I/IV/2025
Nama Perusahaan	Tempo Scan Pacific Tbk
Kode Emiten	TSPC
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

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

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 30 April 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.temposcangroup.com/en/investors/shareholders-info pada tanggal 30 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?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Ya
Mohon Jelaskan: Anak Perusahaan yang tidak diikut sertakan dalam pelaporan emisi GRK adalah anak perusahaan diluar divisi Manufaktur dan divisi Distribusi di Indonesia serta anak perusahaan diluar negri	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	802,6
Emisi langsung dari pembakaran bergerak	80,7
Emisi langsung dari proses pengolahan	6,1
Emisi fugitive langsung	289,5
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	1.178,9

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	23.173,6
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	23.173,6
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	13.896,6
Perjalanan dinas	1.245,3
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	4.155,3
Perjalanan Karyawan	2.950,1
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	31,8
Capital equipment/goods	8.485
Limbah yang dihasilkan dalam kegiatan operasional	121.387,8
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	13,2
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)	152.165,1
Total Emisi GRK (Scope 1 and 2)	24.352,5
Total Emisi GRK (Scope 1, 2 and 3)	176.517,6
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)	80.879.132,1
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	80.879.132,1
E-04	**Konsumsi Air**	Total konsumsi air (m3)	454.581,7
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	57.688,1

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.	
- Saving Electricity 2% - Saving gas LNG 3% - Saving gas Electricity 4% - Pada tahun 2024 terdapat penurunan GRK sebesar 3% dibanding tahun 2023	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	25 %
	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:

- Saving Electricity 2%
- Saving gas LNG 3%
- Saving gas Electricity 4%
- Pada tahun 2024 terdapat penurunan GRK sebesar 3% dibanding tahun 2023

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2.342	52.3 %	1.532	34.2 %
Mid-level	273	6.1 %	204	4.6 %
Senior-level	52	1.2 %	44	1 %
Executive-level	14	0.3 %	19	0.4 %
Total Pegawai	2.681	59.8 %	1.799	40.2 %

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	56	73	1	0	0	0	0	0	130
25-35	613	547	62	69	2	0	0	0	1.293
35-45	1.019	613	105	78	17	16	2	0	1.850
45-55	650	297	85	43	25	16	7	12	1.135
>55	3	3	20	14	8	12	5	7	72

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	282 Pegawai	6,3 %
Jumlah Pegawai Baru/pengganti	299 Pegawai	6,7 %

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	3.341	74,6 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
27	0,6 %

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
Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi yang tertuang dalam Code of Conduct dan Peraturan Perusahaan dan Nilai-Nilai Inti Perusahaan Link: https://www.temposcangroup.com/en/corporate-info/corporate-governance	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Kebijakan mengenai hak asasi manusia tercermin dalam Code of Conduct dan Nilai Inti Perusahaan	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perusahaan mempekerjakan karyawannya didasari pada Undang-Undang tentang Ketenagakerjaan yang berlaku yang didalamnya mengatur mengenai larangan pekerja anak dan/atau larangan pekerja paksa.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman bagi seluruh karyawan Perusahaan. Kebijakan tersebut tertuang dalam Code of Conduct di link https://www.temposcangroup.com/en/corporateinfo/corporate-governance	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
1 Perusahaan memberikan bantuan pemeriksaan kesehatan gratis untuk masyarakat kurang mampu di 8 kota di Jawa. Program ini berhasi menjangkau 6.000 orang. 2 Perusahaan melaui program NEO Pejuang Rejeki Peduli UMKM memberikan bantuan modal usaha yang dibutuhkan untuk Usaha Kecil Menegah (UKM) yang diselenggarakan di Jakarta, yang dihadiri oleh brand ambassador neo rheumacyl, Andre Taulany. 3 Perusahaan memberikan donasi melalui Baznas pada tahun 2024 dengan jumlah Rp 10 M untuk disalurkan kepada anak-anak dan bayi palestina yang membutuhkan.	

link: https://www.temposcangroup.com/en/news

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	3	2	3
Direksi	0	3	7	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	79,51 %
Jumlah kehadiran komisaris ke rapat dewan	8	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
Perusahaan tidak memiliki kebijakan mengenai pemisahan Chairman of the Board and CEO, karena Chairman of the Board and CEO dipegang oleh individu yang sama	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Penilaian anggota Direksi dilakukan dengan melihat Performa Emiten, Kinerja Kedisiplinan dan Kinerja Individu masing-masing Direksi.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Direksi dan Dewan Komisaris mengikuti pelatihan yang diperlukan untuk pelaksanaan tugas dan tanggung jawab mereka sebagai anggota Direksi dan Dewan Komisaris.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Pemilihan maupun pemilihan ulang anggota Direksi dan Dewan Komisaris mengikuti syarat-syarat yang diatur berdasarkan Peraturan OJK dan Undang-Undang Perseroan Terbatas	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti korupsi yang berlaku bagi seluruh karyawan perusahaan. Dapat dilihat di link berikut ini https://www.temposcangroup.com/en/corporate-info/corporate-governance	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perusahaan mengikuti ketentuan OJK yang berlaku terkait dengan keterbukaan informasi kepada pemegang saham, sehingga semua pemegang saham mendapatkan informasi yang sama. Perusahaan memiliki Code of Conduct yang melarang karyawan termasuk Direksi memanfaatkan kedudukannya di perusahaan untuk kepentingan pribadi.	

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perusahaan memiliki Code of Conduct yang melarang karyawan termasuk Direksi memanfaatkan kedudukannya di perusahaan untuk kepentingan pribadi dan mencegah adanya konflik kepentingan.	

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	-
	E-02	Intensitas Emisi Gas Rumah Kaca	-
	E-03	Konsumsi Energi Listrik	140
	E-04	Konsumsi Air	138
	E-05	Limbah yang Dihasilkan	146
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	-
Sosial	S-01	Kesetaraan Gender	138
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	138
	S-03	Tingkat Pergantian Pegawai	-
	S-04	Jumlah Pegawai Sementara	-
	S-05	Pelatihan dan Pengembangan Pegawai	137
	S-06	Jumlah Kecelakaan Kerja	132
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	1
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	1
	S-09	Kebijakan Mengenai Hak Asasi Manusia	1
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	1
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	1
	S-12	Pencegahan Konflik Kepentingan	133

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	114
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	115
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	-
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	-
	G-06	Kriteria Khusus Pemilihan Dewan	-
	G-07	Kode Etik dan/atau Anti-Korupsi	1
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	-
	G-09	Pencegahan Konflik Kepentingan	1

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
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
X	X

Demikian untuk diketahui.

Hormat Kami,

Tempo Scan Pacific Tbk

Shania

Corporate Secretary

Tempo Scan Pacific Tbk

Gedung Tempo Scan Tower Jl. H.R. Rasuna Said Kav. 3-4 Jakarta 12950

Telepon : 2921-8888 (5438), Fax : 2920-9999, -

Nama Pengirim	Shania
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2025 16:18
Lampiran	1. 1_TSPC-AR dan SR 2024.pdf

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

Letter / Announcement No.	018/CS-I/IV/2025
Issuer Name	Tempo Scan Pacific Tbk
Issuer Code	TSPC
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

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 30 April 2025

The information referred above has been published on the Company's website https://www.temposcangroup.com/en/investors/shareholders-info at 30 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?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	Yes
Please Explain: Anak Perusahaan yang tidak diikut sertakan dalam pelaporan emisi GRK adalah anak perusahaan diluar divisi Manufaktur dan divisi Distribusi di Indonesia serta anak perusahaan diluar negri	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	802,6
Direct emissions from mobile combustion	80,7
Direct emissions from processes	6,1
Direct fugitive emissions	289,5
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	1.178,9
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	23.173,6
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	23.173,6
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	13.896,6
Business travels	1.245,3
Transportation of clients and visitors	0
Downstream transportation and distribution	4.155,3
Employee commuting	2.950,1
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	31,8
Capital equipment/goods	8.485
Waste generated in operations	121.387,8
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	13,2
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)	152.165,1
Total GHG Emissions (Scope 1 and 2)	24.352,5
Total GHG Emissions (Scope 1, 2 and 3)	176.517,6
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)	80.879.132,1
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	80.879.132,1
E-04	**Water Consumption**	Total water consumed (m3)	454.581,7
E-05	**Waste Generation**	Total waste generated (ton)	57.688,1

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.	
- Saving Electricity 2% - Saving LNG gas 3% - Saving gas Electricity 4% - In 2024 there will be a 3% decrease in GHG compared to 2023	

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?	25 %
	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

- Reduce Solar consumption by optimizing production process parameters
- Reduce electricity consumption by using low-energy equipment
- Reduce electricity consumption by using low-energy equipment
- Install Solar cell street lights
- Reduce electricity consumption by using low-energy equipment and equipment usage hours
- Reduce LNG consumption by optimizing production process parameters
- Use of Environmentally Friendly Fuels
- Conversion of Lighting to Renewable energy Systems

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	2.342	52.3 %	1.532	34.2 %
Mid-level	273	6.1 %	204	4.6 %
Senior-level	52	1.2 %	44	1 %
Executive-level	14	0.3 %	19	0.4 %
Total Pegawai	2.681	59.8 %	1.799	40.2 %

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	56	73	1	0	0	0	0	0	130
25-35	613	547	62	69	2	0	0	0	1.293
35-45	1.019	613	105	43	17	16	2	0	1.850
45-55	650	297	85	43	25	16	7	12	1.135
>55	3	3	20	14	8	12	5	7	72

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	282 Employees	6,3 %
Number of newly appointed Employees	299 Employees	6,7 %

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	3.341	74,6 %

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 (%)
27	0,6 %

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
The Company has the policyies regarding sexual harassment and/or non-discrimination which are stipulated in the Code of Conduct, Company Regulations and Core Values of the Company. Link: https://www.temposcangroup.com/en/corporate-info/corporate-governance	
S-09 Does the company has a policy regarding human rights?	Yes
Policies regarding human rights are reflected in the Code of Conduct and the Core Values of the Company	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company employs its employees based in the applicable Employment Law which regulates the prohibition of employing child labor and/or the prohibition of forced labor.	
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 Company has the policy regarding occupational health and safety, safe and decent working environment provided to all employees. the Policy is stipulated in the Code of Conduct link https://www.temposcangroup.com/en/corporate-info/corporate-governance	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
1. The company provides free health check-up assistance for underprivileged people in 8 cities in Java. This program has successfully reached 6,000 people. 2. The company through the NEO Pejuang Rejeki Peduli UMKM program provides business capital assistance needed for Small and Medium Enterprises (SMEs) which was held in Jakarta, which was attended by the neo rheumacyl brand ambassador, Andre Taulany. 3.The Company donated through Baznas in 2024 which will be given to children and babies in Palestine. link: https://www.temposcangroup.com/en/news	

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	3	2	3
Directors	0	3	7	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	79,51 %
Comissioner Attendance to Board Meetings	8	100 %

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 policy on the segregation of the Chairman of the Board and CEO, because the Chairman of the Board and CEO are held by the same individual	
G-04 Does the company has a policy regarding board appraisal?	Yes
The assessment of the members of the Board of Directors is carried out by taking into consideration the issuer's performance, diciplinary performance and individual performance of each member of the Board of Directors.	
G-05 Does the company has a policy regarding board training and development?	Yes
The assessment of the members of the Board of Directors is carried out by taking into consideration the diciplinary performance and individual performance of each member of the Board of Directors.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The election and re-election of members of Board of Directors and Board of Commissioners shall adhere with the requirements set out in the OJK Rules and Company Law.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes

The Company has the policy of code of conduct and/or anti corruption that shall be adhered by all employees. Can be seen in the link https://www.temposcangroup.com/en/corporate-info/corporate-governance	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company follows the applicable OJK provisions regarding disclosure of information to shareholders, so that all shareholders receive the same information. The Company has a Code of Conduct that prohibits employees including Directors from using their position in the company for personal gain.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company has a Code of Conduct that prohibits employees including Directors from using their position in the company for personal gain and prevents conflicts of interest.	

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	-
	E-02	Greenhouse Gas Emission Intensity	-
	E-03	Electricity Consumption	140
	E-04	Water Consumption	138
	E-05	Waste Generated	146
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	-
Social	S-01	Gender Equality	138
	S-02	Employees by Gender and Age Group	138
	S-03	Employee Turnover Rate	-
	S-04	Number of Temporary Officers	-
	S-05	Employee Training and Development	137
	S-06	Number of Work Accidents	132
	S-07	Human Rights Violation Incidents	1
	S-08	Sexual Harassment and/or Non-Discrimination Policy	1
	S-09	Policy on Human Rights	1
	S-10	Child Labor and/or Forced Labor Policy	1
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	1
	S-12	Corporate Social Responsibility	133

Governance	G-01	Management Diversity and Independence	114
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	115
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	-
	G-05	Board of Directors and Commissioners Training Policy	-
	G-06	Special Criteria for Election of the Board	-
	G-07	Code of Ethics and/or Anti-Corruption	1
	G-08	Fair Treatment Policy for Shareholders	-
	G-09	Conflict of Interest Prevention Policy	1

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

null

Third-party assurance and/or validation

[X] Yes

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

Thus to be informed accordingly.

Respectfully,

Tempo Scan Pacific Tbk

Shania

Corporate Secretary

Tempo Scan Pacific Tbk

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