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Nomor Surat	09/FKSMA-JKT/CS/IV/2025
Nama Perusahaan	FKS Multi Agro Tbk
Kode Emiten	FISH
Lampiran	2
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 02 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://fksmultiagro.com/storage/pengumuman-rups-fish-17-apr-2025.pdf pada tanggal 17 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: Saat ini masih ada anak perusahaan yang belum diikutsertakan dalam laporan ini.	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	1.991,69
Emisi langsung dari pembakaran bergerak	5.262,43
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)	7.254,12

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	5.284,18
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	5.284,18
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)	12.538,3
Total Emisi GRK (Scope 1, 2 and 3)	12.538,3
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)	7.158.796
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	7.158.796
E-04	**Konsumsi Air**	Total konsumsi air (m3)	7.072
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	613

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Tidak
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	null
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Saat ini Perseroan belum memiliki komitmen pencapaian target net zero dalam waktu dekat.	

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

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Saat ini Perseroan belum memiliki komitmen pencapaian target net zero dalam waktu dekat.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	626	55.4 %	180	15.93 %
Mid-level	175	15.49 %	37	3.27 %
Senior-level	86	7.61 %	26	2.3 %
Executive-level	0	0 %	0	0 %
Total Pegawai	887	78.5 %	243	78.5 %

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	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	0	0	0	0	0
35-45	0	0	0	0	0	0	0	0	0
45-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	235 Pegawai	20,78 %
Jumlah Pegawai Baru/pengganti	358 Pegawai	31,65 %

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 (%)
3,95 jam/pegawai	1.131	100 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0,35	0,18 %

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 diatur dalam Kode Etik Perusahaan, yang dapat diakses di https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Tidak
Kebijakan mengenai hak asasi manusia diatur dalam Kode Etik Perusahaan yang dapat diakses di https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Kebijakan terkait pekerjaan anak dan/atau pekerja paksa diatur dalam Kode Etik Perusahaan yang dapat diakses di https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	
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 diatur di dalam Kode Etik Perusahaan yang dapat diakses di https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
PT FKS Multi Agro Tbk Dukung Petani Kedelai Lokal untuk Mandiri dan Berdaya, https://fksmultiagro.com/id/pt-fks-multi-agro-tbk-dukung-petani-kedelai-lokal-untuk-mandiri-dan-berdaya FKS Empower di Kawasan Jawa Timur https://www.linkedin.com/posts/fks-group-indonesia_fksgroup-esg-fksempower-activity-7279405412284604418-kSVY?utm_source=share&utm_medium=member_desktop&rcm=ACoAACNn_7YBX7MfwBhKCjcrEcWSv-dYAQQw6Mk	

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	4	0	2
Direksi	0	3	3	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	64 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
Perseroan tidak membedakan antara Chairman of the Board dan CEO	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Penilaian kinerja Direksi dan Dewan Komisaris dilakukan secara mandiri melalui parameter yang diajukan oleh Komite Nominasi dan Remunerasi	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Pejabat eksekutif yang menempati struktur tata kelola perusahaan juga diwajibkan untuk mengikuti program pelatihan	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Perseroan mensyaratkan Direksi dan Dewan Komisaris yang dipilih untuk mampu menjalankan fungsi serta tugas dan tanggung jawabnya	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perseroan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi yang tersedia di situs web Perseroan	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Tidak
Saat ini Perseroan belum memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perseroan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan yang tersedia pada Kode Etik Perusahaan yang tersedia di https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	

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	117-118
	E-02	Intensitas Emisi Gas Rumah Kaca	118
	E-03	Konsumsi Energi Listrik	116
	E-04	Konsumsi Air	120
	E-05	Limbah yang Dihasilkan	123
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	n/a
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	n/a
Sosial	S-01	Kesetaraan Gender	85
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	32
	S-03	Tingkat Pergantian Pegawai	77-78
	S-04	Jumlah Pegawai Sementara	n/a
	S-05	Pelatihan dan Pengembangan Pegawai	71-72
	S-06	Jumlah Kecelakaan Kerja	96-97
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	n/a
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	154
	S-09	Kebijakan Mengenai Hak Asasi Manusia	154
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	76
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	94
	S-12	Pencegahan Konflik Kepentingan	101-111

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	85
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	130-131
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	n/a
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	133
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	72
	G-06	Kriteria Khusus Pemilihan Dewan	132-133
	G-07	Kode Etik dan/atau Anti-Korupsi	159
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	n/a
	G-09	Pencegahan Konflik Kepentingan	155

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
n/a	n/a

Demikian untuk diketahui.

Hormat Kami,

FKS Multi Agro Tbk

Lucy Tjahjadi

Corporate Secretary

FKS Multi Agro Tbk

Menara Astra, Lantai 28, Jl. Jend. Sudirman Kav. 5-6 Kel. Karet Tengsin Kec. Tanah

Telepon : 021 5088 9889, Fax : 021 5088 9890, www.fksmultiagro.com

Nama Pengirim	Lucy Tjahjadi
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2025 16:19
Lampiran	1. 250429_FISH_Annual Report 2024 Compressed.pdf
	2. FISH FKS MA - SR 2024_0429_compressed.pdf

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Letter / Announcement No.	09/FKSMA-JKT/CS/IV/2025
Issuer Name	FKS Multi Agro Tbk
Issuer Code	FISH
Attachment	2
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 02 Mei 2025

The information referred above has been published on the Company's website https://fksmultiagro.com/storage/pengumuman-rups-fish-17-apr-2025.pdf at 17 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: Saat ini masih ada anak perusahaan yang belum diikutsertakan dalam laporan ini.	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	1.991,69
Direct emissions from mobile combustion	5.262,43
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)	7.254,12
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	5.284,18
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	5.284,18
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)	12.538,3
Total GHG Emissions (Scope 1, 2 and 3)	12.538,3
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)	7.158.796
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	7.158.796
E-04	**Water Consumption**	Total water consumed (m3)	7.072
E-05	**Waste Generation**	Total waste generated (ton)	613

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	No
What year is the Company's net zero emission published target?	null
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
Currently, the Company does not have a commitment to achieving a net-zero target in the near future.	

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

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

Yes

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

The steps that the Company has taken include identifying the sources of emissions, calculating the amount of emissions produced, and monitoring emission data periodically. In 2024, the Company's emissions were recorded at 12,538.3 tCO2e, compared to 12,570.11 tCO2e in 2023. Emission intensity also decreased from 0.00175 tCO2e/ton in 2023 to 0.00149 tCO2e/ton in 2024.

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	626	55.4 %	180	15.93 %
Mid-level	175	15.49 %	37	3.27 %
Senior-level	86	7.61 %	26	2.3 %
Executive-level	0	0 %	0	0 %
Total Pegawai	887	78.5 %	243	78.5 %

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	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	0	0	0	0	0
35-45	0	0	0	0	0	0	0	0	0
45-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	235 Employees	20,78 %
Number of newly appointed Employees	358 Employees	31,65 %

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 (%)
3,95 hours/employee	1.131	100 %

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 (%)
0,35	0,18 %

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 Company's Code of Ethics, which can be accessed at https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	
S-09 Does the company has a policy regarding human rights?	No
The policy on human rights is regulated in the Company's Code of Ethics which can be accessed at https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
Policies related to child labor and/or forced labor are regulated in the Company's Code of Ethics which can be accessed at https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	
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
Policies regarding occupational health and safety and a safe and decent working environment are regulated in the Company's Code of Ethics which can be accessed at https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
PT FKS Multi Agro Tbk Supports the Empowerment of Local Soybean Farmers in Central Java https://fksmultiagro.com/id/pt-fks-multi-agro-tbk-dukung-petani-kedelai-lokal-untuk-mandiri-dan-berdaya FKS Empower in East Java Area https://www.linkedin.com/posts/fks-group-indonesia_fksgroup-esg-fksempower-activity-7279405412284604418-kSVY?utm_source=share&utm_medium=member_desktop&rcm=ACoAACNn_7YBX7MfwBhKCjcrEcWSv-dYAQQw6Mk	

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	4	0	2
Directors	0	3	3	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	64 %

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 differentiate between Chairman of the Board and CEO	
G-04 Does the company has a policy regarding board appraisal?	Yes
Assessment of Board of Director's and Board of Commissioner's performance are conducted independently through parameters proposed by the Nomination and Remuneration Committee	
G-05 Does the company has a policy regarding board training and development?	Yes
Executive officers within the corporate governance structure are also obligated to participate in the training programs	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company requires the elected Directors and Board of Commissioners to be able to carry out its functions, duties, and responsibilities	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company has policy on code of ethics and/or anti-corruption which is available on Company's website	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	No
Currently, the Company does not have a policy regarding fair treatment of Shareholders	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company has a policy regarding the obligations of directors/commissioners to prevent conflicts of interest which is available in the Company's Code of Ethics available on https://fksmultiagro.com/corporate-governance?sc=Code-of-Conduct&tabs=Corporate-Policies	

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	117-118
	E-02	Greenhouse Gas Emission Intensity	118
	E-03	Electricity Consumption	116
	E-04	Water Consumption	120
	E-05	Waste Generated	123
	E-06	Company Commitment to Achieving Net Zero Emission Target	n/a
	E-07	Company Commitment to Reduce Emission	n/a
Social	S-01	Gender Equality	85
	S-02	Employees by Gender and Age Group	32
	S-03	Employee Turnover Rate	77-78
	S-04	Number of Temporary Officers	n/a
	S-05	Employee Training and Development	71-72
	S-06	Number of Work Accidents	96-97
	S-07	Human Rights Violation Incidents	n/a
	S-08	Sexual Harassment and/or Non-Discrimination Policy	154
	S-09	Policy on Human Rights	154
	S-10	Child Labor and/or Forced Labor Policy	76
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	94
	S-12	Corporate Social Responsibility	101-111

Governance	G-01	Management Diversity and Independence	85
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	130-131
	G-03	Chairman of the Board and CEO Separation Policy	n/a
	G-04	Board of Directors and Commissioners Assessment Policy	133
	G-05	Board of Directors and Commissioners Training Policy	72
	G-06	Special Criteria for Election of the Board	132-133
	G-07	Code of Ethics and/or Anti-Corruption	159
	G-08	Fair Treatment Policy for Shareholders	n/a
	G-09	Conflict of Interest Prevention Policy	155

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
n/a	n/a

Thus to be informed accordingly.

Respectfully,

FKS Multi Agro Tbk

Lucy Tjahjadi

Corporate Secretary

FKS Multi Agro Tbk

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