Go To English Page

Nomor Surat	032/CF-CS/OJK/042025
Nama Perusahaan	PT Kino Indonesia Tbk
Kode Emiten	KINO
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 19 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link kino.co.id pada tanggal 02 Mei 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: Hanya ada satu anak perusahaan yang diikutsertakan dalam laporan ini.	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	6.595,25
Emisi langsung dari pembakaran bergerak	98,24
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	1.468,77
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	8.162,26

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	23.902,74
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	23.902,74
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)	32.065
Total Emisi GRK (Scope 1, 2 and 3)	32.065
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	0,0067
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	98.907.880.000.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	98.907.880.000.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	569.020
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	2.380

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.	
-	

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:

-

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	1.725	48.4 %	915	25.67 %
Mid-level	494	13.86 %	294	8.25 %
Senior-level	83	2.33 %	30	0.84 %
Executive-level	15	0.42 %	8	0.22 %
Total Pegawai	2.317	65.01 %	1.247	34.99 %

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	343	250	8	7	0	0	0	0	608
25-35	680	333	234	142	12	8	1	0	1.410
35-45	559	256	185	92	50	14	0	0	1.156
45-55	131	75	65	51	19	7	11	6	365
>55	12	1	2	2	2	1	3	2	25

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	251 Pegawai	20 %
Jumlah Pegawai Baru/pengganti	145 Pegawai	11 %

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	589 Pegawai	17 %

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 (%)
7,48 jam/pegawai	2.939	82 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
5,91	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
Tercantum di dalam Kebijakan Etika - Poin Menghormati HAM dan Praktik Ketenagakerjaan yang adil https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Tercantum di dalam Kebijakan Etika - Poin Menghormati HAM dan Praktik Ketenagakerjaan yang adil https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Tercantum di dalam Kebijakan Etika - Poin Menghormati HAM dan Praktik Ketenagakerjaan yang adil https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Tercantum di dalam Kebijakan Etika - Poin Menghormati HAM dan Praktik Ketenagakerjaan yang adil https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
- Peningkatan kapasitas UMKM terkait pengembangan usaha. - Reaktivasi bank sampah di salah satu daerah operasional pabrik Kino. - Mengadakan kegiatan untuk edukasi kesehatan dan pencegahan malnutrisi. - Melakukan beberapa inisiatif untuk mendukung pendidikan dan pengembangan talenta muda. https://kino.co.id/id/sustainability/memperkuat-komunitas/	

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	0	1
Direksi	0	6	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	5	100 %

Kebijakan mengenai manajemen lainnya

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

Perseroan telah menetapkan pemisahan peran, wewenang, dan tanggung jawab antara Dewan Komisaris dan Direksi sebagaimana diatur dalam Pedoman Dewan Komisaris dan Pedoman Direksi. Pedoman Dewan Komisaris menetapkan fungsi pengawasan serta pemberian nasihat kepada Direksi, sedangkan Pedoman Direksi mengatur pengelolaan operasional dan pengambilan keputusan strategis. Pemisahan ini mendukung pelaksanaan prinsip independensi dan akuntabilitas dalam tata kelola.

https://kino.co.id/id/investors/#charter

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

Perseroan melakukan penilaian kinerja Dewan Komisaris dan Direksi setiap tahun oleh Pemegang Saham melalui RUPS. Penilaian Dewan Komisaris dilakukan berdasarkan Laporan Tugas Pengawasan yang mencakup kehadiran rapat, pencapaian tugas, kepatuhan terhadap regulasi dan kebijakan Perseroan, serta kontribusi dalam pengawasan dan pemberian nasihat kepada Direksi. Sementara itu, penilaian Direksi mempertimbangkan kinerja keuangan, efektivitas operasional, fokus pada pelanggan dan SDM, serta pelaksanaan kepemimpinan dan tanggung jawab sosial.

https://smc.kino.co.id/storage/files/1/document/Ringkasan-Risalah-RUPST2023.pdf

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

Perseroan mendorong anggota Dewan Komisaris dan Direksi untuk terus meningkatkan kompetensi melalui pelatihan dan pengembangan kapasitas. Pelaksanaan pelatihan dapat dilakukan secara mandiri oleh masing-masing anggota, sesuai dengan bidang tugas dan tanggung jawabnya, guna mendukung pelaksanaan peran secara efektif.

Tertera dalam Laporan Tahunan Kino, halaman 157 dan 162.

https://smc.kino.co.id/storage/files/1/document/ar-2024.pdf

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

Melalui Komite Nominasi dan Remunerasi, Perseroan telah menyusun kebijakan, kriteria, serta prosedur yang digunakan dalam proses pemilihan dan/atau penggantian anggota Dewan Komisaris dan Direksi, dengan mempertimbangkan integritas, kompetensi, pengalaman, serta kepatuhan terhadap peraturan yang berlaku. Adapun kriteria penetapan Dewan Komisaris dan Direksi Perseroan merujuk pada Peraturan

Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik. Tertera dalam Laporan Tahunan Kino, halaman 172. https://smc.kino.co.id/storage/files/1/document/ar-2024.pdf	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perseroan memiliki kebijakan mengenai Kode Etik serta Kebijakan Benturan Kepentingan (Conflict of Interest Policy) yang mencakup larangan terhadap segala bentuk korupsi, penyuapan, gratifikasi, serta tindakan lain yang berpotensi menimbulkan konflik kepentingan dalam proses pengambilan keputusan. https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perseroan berkomitmen untuk memberikan perlakuan yang adil kepada seluruh Pemegang Saham, termasuk dalam hal akses terhadap informasi material dan pengambilan keputusan penting. Untuk menjaga kesetaraan informasi, Perseroan telah menerapkan Kebijakan Insider Trading yang melarang Direksi, Dewan Komisaris, dan karyawan memanfaatkan informasi non-publik untuk keuntungan pribadi. Setiap individu yang memiliki akses terhadap informasi material wajib menjaga kerahasiaannya dan menggunakannya semata-mata untuk kepentingan Perseroan, sejalan dengan prinsip tata kelola yang adil, transparan, dan etis. Tertera dalam Laporan Tahunan Kino, halaman 193. https://smc.kino.co.id/storage/files/1/document/ar-2024.pdf	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perseroan memiliki Kebijakan Benturan Kepentingan (Conflict of Interest Policy) yang berlaku bagi seluruh karyawan, termasuk Dewan Komisaris dan Direksi. https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	

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	70
	E-02	Intensitas Emisi Gas Rumah Kaca	71
	E-03	Konsumsi Energi Listrik	66
	E-04	Konsumsi Air	80
	E-05	Limbah yang Dihasilkan	76
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	68
Sosial	S-01	Kesetaraan Gender	25-26
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	25-26
	S-03	Tingkat Pergantian Pegawai	97
	S-04	Jumlah Pegawai Sementara	-
	S-05	Pelatihan dan Pengembangan Pegawai	100
	S-06	Jumlah Kecelakaan Kerja	95
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	111
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	97
	S-09	Kebijakan Mengenai Hak Asasi Manusia	111
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	98
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	91
	S-12	Pencegahan Konflik Kepentingan	104-109

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	152-159
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	156-162
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	151-158
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	157-163
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	157-162
	G-06	Kriteria Khusus Pemilihan Dewan	172
	G-07	Kode Etik dan/atau Anti-Korupsi	189-191
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	193
	G-09	Pencegahan Konflik Kepentingan	190

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

O J
K

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan

Demikian untuk diketahui.

Hormat Kami,

PT Kino Indonesia Tbk

Anggara Andrian Linanda

Sekretaris Perusahaan

PT Kino Indonesia Tbk

Kino Tower Lt. 17 Jl. Jalur Sutera Boulevard No. 01 Panunggangan Timur, Pinang

Telepon : 021-80821100, Fax : 021-80821123, www.kino.co.id

Nama Pengirim	Anggara Andrian Linanda
Jabatan	Sekretaris Perusahaan
Tanggal dan Waktu	30-04-2025 14:24
Lampiran	1. 1_SR Kino 2024.pdf
	2. 2. Annual Report KINO 2024.pdf

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

Letter / Announcement No.	032/CF-CS/OJK/042025
Issuer Name	PT Kino Indonesia Tbk
Issuer Code	KINO
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 19 Mei 2025

The information referred above has been published on the Company's website kino.co.id at 02 Mei 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: Hanya ada satu anak perusahaan yang diikutsertakan dalam laporan ini.	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	6.595,25
Direct emissions from mobile combustion	98,24
Direct emissions from processes	0
Direct fugitive emissions	1.468,77
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	8.162,26
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	23.902,74
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	23.902,74
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)	32.065
Total GHG Emissions (Scope 1, 2 and 3)	32.065
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)	0,0067
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	98.907.880.000.000
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	98.907.880.000.000
E-04	**Water Consumption**	Total water consumed (m3)	569.020
E-05	**Waste Generation**	Total waste generated (ton)	2.380

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.	
-	

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

- Optimization of Solar Panel Utilization
- System Optimization to Minimize Product Rejects and Returns

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	1.725	48.4 %	915	25.67 %
Mid-level	494	13.86 %	294	8.25 %
Senior-level	83	2.33 %	30	0.84 %
Executive-level	15	0.42 %	8	0.22 %
Total Pegawai	2.317	65.01 %	1.247	34.99 %

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	343	250	8	7	0	0	0	0	608
25-35	680	333	234	142	12	8	1	0	1.410
35-45	559	256	185	51	50	14	0	0	1.156
45-55	131	75	65	51	19	7	11	6	365
>55	12	1	2	2	2	1	3	2	25

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	251 Employees	20 %
Number of newly appointed Employees	145 Employees	11 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	589 Employees	17 %

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 (%)
7,48 hours/employee	2.939	82 %

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 (%)
5,91	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
Stated in Ethics Policy - Point Respect Human Rights & Fair Employment Practice https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	
S-09 Does the company has a policy regarding human rights?	Yes
Stated in Ethics Policy - Point Respect Human Rights & Fair Employment Practice https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
Stated in Ethics Policy - Point Respect Human Rights & Fair Employment Practice https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	
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
Stated in Ethics Policy - Point Respect Human Rights & Fair Employment Practice https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
- Capacity building for MSMEs related to business development. - Reactivation of the waste bank in one of Kino's factory operational areas. - Organizing activities for health education and malnutrition prevention. - Conducted several initiatives to support education and young talent development https://kino.co.id/id/sustainability/memperkuat-komunitas/	

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	0	1
Directors	0	6	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	5	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
The Company has established a separation of roles, authorities, and responsibilities between the Board of Commissioners and the Board of Directors, as outlined in the Board of Commissioners Charter and the Board of Directors Charter. The Board of Commissioners Charter sets out the supervisory function and the provision of advice to the Board of Directors, while the Board of Directors Charter governs operational management and strategic decision-making. This separation supports the implementation of the principles of independence and accountability in corporate governance. https://kino.co.id/id/investors/#charter	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company conducts an annual performance evaluation of the Board of Commissioners and the Board of Directors by the Shareholders through the General Meeting of Shareholders (GMS). The evaluation of the Board of Commissioners is based on the Supervisory Duty Report, which includes meeting attendance, achievement of their duties, compliance with regulations and Company policies, as well as contributions to supervision and providing advice to the Board of Directors. Meanwhile, the evaluation of the Board of Directors takes into account financial performance, operational effectiveness, focus on customers and human resources, as well as the implementation of leadership and social responsibility. https://smc.kino.co.id/storage/files/1/document/Ringkasan-Risalah-RUPST2023.pdf	
G-05 Does the company has a policy regarding board training and development?	Yes
The Company encourages Board of Commissioners and Board of Directors members to continuously increase their competencies through training and capacity building. Training may be undertaken independently by each member, in accordance with their respective duties and responsibilities, to support the effective execution of their roles. Stated in Kino's Annual Report, pages 157 and 162. https://smc.kino.co.id/storage/files/1/document/ar-2024.pdf	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

Through the Nomination and Remuneration Committee, the Company has established policies, criteria, and procedures used in the selection and/or replacement of members of the Board of Commissioners and the Board of Directors by taking into account integrity, competence, experience, and compliance with applicable regulations. The criteria for appointing Board of Commissioners and Board of Directors refer to the Financial Services Authority Regulation No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies.

Stated in Kino's Annual Report, page 172.

https://smc.kino.co.id/storage/files/1/document/ar-2024.pdf

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

The Company has a policy regarding the Code of Ethics and has established the Conflict of Interest Policy, which includes a prohibition against all forms of corruption, bribery, gratuities, and other actions that may lead to conflicts of interest in the decision-making process.

https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf

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

The Company is committed to providing fair treatment to all Shareholders, including access to material information and decision-making on important matters. To maintain information equality, the Company has implemented an Insider Trading Policy that prohibits the Board of Directors, Board of Commissioners, and employees from using non-public information for personal gain. Any individual with access to material information is required to maintain its confidentiality and use it solely for the benefit of the company, in line with the principles of fair, transparent, and ethical governance.

Stated in Kino's Annual Report, page 193.

https://smc.kino.co.id/storage/files/1/document/ar-2024.pdf

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

The Company has a Conflict of Interest Policy that applies to all employees, including the Board of Commissioners and the Board of Directors.

https://smc.kino.co.id/storage/files/1/document/kebijakan-etika.pdf

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	70
	E-02	Greenhouse Gas Emission Intensity	71
	E-03	Electricity Consumption	66
	E-04	Water Consumption	80
	E-05	Waste Generated	76
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	68
Social	S-01	Gender Equality	25-26
	S-02	Employees by Gender and Age Group	25-26
	S-03	Employee Turnover Rate	97
	S-04	Number of Temporary Officers	-
	S-05	Employee Training and Development	100
	S-06	Number of Work Accidents	95
	S-07	Human Rights Violation Incidents	111
	S-08	Sexual Harassment and/or Non-Discrimination Policy	97
	S-09	Policy on Human Rights	111
	S-10	Child Labor and/or Forced Labor Policy	98
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	91
	S-12	Corporate Social Responsibility	104-109

Governance	G-01	Management Diversity and Independence	152-159
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	156-162
	G-03	Chairman of the Board and CEO Separation Policy	151-158
	G-04	Board of Directors and Commissioners Assessment Policy	157-163
	G-05	Board of Directors and Commissioners Training Policy	157-162
	G-06	Special Criteria for Election of the Board	172
	G-07	Code of Ethics and/or Anti-Corruption	189-191
	G-08	Fair Treatment Policy for Shareholders	193
	G-09	Conflict of Interest Prevention Policy	190

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

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K

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work

Thus to be informed accordingly.

Respectfully,

PT Kino Indonesia Tbk

Anggara Andrian Linanda

Sekretaris Perusahaan

PT Kino Indonesia Tbk

Kino Tower Lt. 17 Jl. Jalur Sutera Boulevard No. 01 Panunggangan Timur, Pinang

Phone : 021-80821100, Fax : 021-80821123, www.kino.co.id

Sender Name	Anggara Andrian Linanda
Function	Sekretaris Perusahaan
Date and Time	30-04-2025 14:24
Attachment	1. 1_SR Kino 2024.pdf
	2. 2. Annual Report KINO 2024.pdf

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