Go To English Page

| | |
|---|---|
| Nomor Surat | 026A/Corp.Sec-PTD/V/2025 |
| Nama Perusahaan | Delta Djakarta Tbk |
| Kode Emiten | DLTA |
| 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 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.deltajkt.co,id pada tanggal 28 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? | Ya |
| Batasan Organisasi | Operasional/Finansial |
| Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini? | Tidak |

| Name | Total Emisi (tCO2e) |
|---|---|
| **Kategori 1: Emisi GRK langsung dan pembuangan** | |
| Emisi langsung dari pembakaran stasioner | 2.308 |
| Emisi langsung dari pembakaran bergerak | 64 |
| Emisi langsung dari proses pengolahan | 141 |
| Emisi fugitive langsung | 210 |
| Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| **Total Emisi Langsung (Scope 1)** | 2.723 |

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 5.979 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 5.979 |
| **Kategori 3: Emisi GRK tidak langsung dari transportasi** | |
| Transportasi dan distribusi hulu | 94 |
| Perjalanan dinas | 13 |
| Transportasi dari klien dan pengunjung | 0 |
| Transportasi dan distribusi hilir | 1.399 |
| Perjalanan Karyawan | 63 |
| **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 | 184 |
| 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)** | 1.753 |
| **Total Emisi GRK (Scope 1 and 2)** | 8.702 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 10.455 |
| 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) | 6.872.040 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 6.872.040 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 223.303 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 184.884 |

| 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. | |
| Perseroan berkomitmen untuk mendukung tujuan ambisius pemerintah Indonesia untuk mewujudkan Nol Emisi | |

| 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:

Perseroan berkomitmen untuk
mendukung tujuan ambisius pemerintah
Indonesia untuk mewujudkan Nol Emisi

**B. Kinerja Sosial (Social Performance)**

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 217 | 59.13 % | 40 | 10.9 % |
| Mid-level | 69 | 18.8 % | 15 | 4.09 % |
| Senior-level | 16 | 4.36 % | 2 | 0.54 % |
| Executive-level | 8 | 2.18 % | 0 | 0 % |
| Total Pegawai | 310 | 84.47 % | 57 | 15.53 % |

**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 | 13 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 18 |
| 25-35 | 89 | 15 | 11 | 3 | 1 | 1 | 0 | 0 | 39 |
| 35-45 | 57 | 8 | 20 | 2 | 5 | 0 | 1 | 0 | 93 |
| 45-55 | 58 | 12 | 36 | 9 | 10 | 1 | 4 | 0 | 130 |
| >55 | 0 | 0 | 2 | 1 | 0 | 0 | 3 | 0 | 6 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 54 Pegawai | 15 % |
| Jumlah Pegawai Baru/pengganti | 57 Pegawai | 16 % |

**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 | 47 Pegawai | 13 % |

**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 (%) |
|---|---|---|
| 13 jam/pegawai | 205 | 56 % |

**S-06 Jumlah Kecelakaan Kerja**

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

**S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia**

| | |
|---|---|
| **Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan** | 0 |

**Kebijakan Perusahaan terkait Pekerja**

| | |
|---|---|
| **S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?** | Ya |
| Terkait pelecehan seksual, Perseroan tidak memiliki kebijakan spesifik, namun kami memiliki sistem pelaporan pelanggaran (whistleblowing) seperti yang dinyatakan di Laporan Tahunan 2024 halaman 166 dimana ini dapat dimanfaatkan oleh korban pelecehan seksual. Sedangkan untuk kebijakan non-diskriminasi, Perseroan memiliki kebijakan kesetaraan di tempat kerja seperti yang dijabarkan di Laporan Tahunan 2024 halaman 152 | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Perseroan menghormati hak-hak pekerja, kesehatan dan keselamatan kerja, keragaman dan inklusi, upah yang adil, serta kebebasan berserikat seperti yang dinyatakan di Laporan Tahunan 2024 halaman 152 dan 159 | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Perseroan memiliki kebijakan untuk tidak mempekerjakan anak-anak di bawah umur 18 tahun dan melarang kerja paksa seperti yang dinyatakan di Laporan Tahunan 2024 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 |
| Langkah-langkah untuk menjamin kesehatan dan keselamatan kerja dijabarkan di Laporan Tahunan 2024 halaman 38 | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| Aktivitas CSR Perseroan dijabarkan di Laporan Tahunan 2024 halaman 147 151 | |

## 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 | 5 | 0 | 2 |
| Direksi | 0 | 5 | 0 | 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 | 26 | 87 % |
| Jumlah kehadiran komisaris ke rapat dewan | 5 | 96 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|---|
| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Ya |
| Perseroan menganut sistem dua badan (two boards system) yaitu Dewan Komisaris dan Direksi, yang memiliki wewenang dan tanggung jawab yang jelas sesuai fungsinya masing-masing. | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Tidak |
| Dewan Komisaris melakukan self-assessment sedangkan kinerja Direksi dinilai oleh Dewan Komisaris sebagaimana disampaikan dalam Laporan Dewan Komisaris di Laporan Tahunan 2024 halaman 25 | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Tidak |
| 0 | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Tidak |
| 0 | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Kode Etik Perseroan dijabarkan di Laporan Tahunan 2024 halaman 163 | |
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Perseroan memegang teguh prinsip-prinsip Tata Kelola Perusahaan yang Baik yakni Transparency, Accountability, Responsibility, Independence dan Fairness seperti yang dinyatakan di Laporan Tahunan 2024 halaman 81. | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |
| Perseroan tidak memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan namu kami memiliki kebijakan anti-korupsi seperti yang dinyatakan di Laporan Tahunan 2024 halaman 165 | |

166.

**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 | 104141 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 141 |
| | E-03 | Konsumsi Energi Listrik | 138139 |
| | E-04 | Konsumsi Air | 139140 |
| | E-05 | Limbah yang Dihasilkan | 141142 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 141 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 140 |
| Sosial | S-01 | Kesetaraan Gender | 44 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 4344 |
| | S-03 | Tingkat Pergantian Pegawai | 4244139 |
| | S-04 | Jumlah Pegawai Sementara | 44 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 153 |
| | S-06 | Jumlah Kecelakaan Kerja | 159 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 152 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 166167 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 152 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 152-159 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 38157158 |
| | S-12 | Pencegahan Konflik Kepentingan | 20146 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 101 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 100106 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 98106 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 25 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 0 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 0 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 163166 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 30 |
| | G-09 | Pencegahan Konflik Kepentingan | 165 |

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

Peraturan OJK

Assurance dan validasi pihak ketiga

[X] Ya

| Nama pihak ketiga | Lingkup pekerjaan |
|---|---|
| | |

Demikian untuk diketahui.

Hormat Kami,

**Delta Djakarta Tbk**

Ma. Joe  De Castro Perucho

Finance Director and Corporate Secretary

Delta Djakarta Tbk

Jl. Inspeksi Tarum Barat, Desa Setiadharma, Kec. Tambun Bekasi Timur

Telepon : 021- 882-25-20, 880-05-11, 916-30-85 , Fax : 880-0513, 881-9423, 881-

| | |
|---|---|
| Nama Pengirim | Ma. Joe  De Castro Perucho |
| Jabatan | Finance Director and Corporate Secretary |
| Tanggal dan Waktu | 02-06-2025 16:27 |
| Lampiran | 1. OJK AR DLTA 2024- 19.00.pdf |

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| | |
|---|---|
| Letter / Announcement No. | 026A/Corp.Sec-PTD/V/2025 |
| Issuer Name | Delta Djakarta Tbk |
| Issuer Code | DLTA |
| 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 Mei 2025

The information referred above has been published on the Company's website www.deltajkt.co,id at 28 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? | Yes |
| Organizational Boundaries | Operasional/Finansial |
| Any subsidiaries that are not included in the report? | No |

| Name | Total emission (tCO2e) |
|---|---|
| **Category 1: Direct GHG emissions and removals** | |
| Direct emissions from stationary combustion | 2.308 |
| Direct emissions from mobile combustion | 64 |
| Direct emissions from processes | 141 |
| Direct fugitive emissions | 210 |
| Direct emissions from Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| Total Direct Emissions (Scope 1) | 2.723 |
| **Category 2: Indirect GHG emissions from imported energy** | |

| | |
|---|---|
| Indirect emissions from imported/purchased electricity consumption | 5.979 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 5.979 |
| **Category 3: Indirect GHG emissions from transportation** | |
| Upstream transport and distribution | 94 |
| Business travels | 13 |
| Transportation of clients and visitors | 0 |
| Downstream transportation and distribution | 1.399 |
| Employee commuting | 63 |
| **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 | 184 |
| 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) | 1.753 |
| Total GHG Emissions (Scope 1 and 2) | 8.702 |
| Total GHG Emissions (Scope 1, 2 and 3) | 10.455 |
| 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) | 6.872.040 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 6.872.040 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 223.303 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 184.884 |

| **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 is committed to support the Indonesian government's ambitious goal of achieving zero emissions by 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

To reduce greenhouse gas emission and help combat global warming, PT Delta uses LNG for its boilers instead of bunker fuel or diesel. Our brewery is equipped with a carbon dioxide ($CO_2$) recovery plant designed to collect and purify carbon dioxide from the fermentation process A fraction of the recovered $CO_2$ is then reused in the production process while the rest of the $CO_2$ is sold to other companies in the retail market. The Company has also completed the conversion of its petrol-powered forklifts into electric forklifts

**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 | 217 | 59.13 % | 40 | 10.9 % |
| Mid-level | 69 | 18.8 % | 15 | 4.09 % |
| Senior-level | 16 | 4.36 % | 2 | 0.54 % |
| Executive-level | 8 | 2.18 % | 0 | 0 % |
| Total Pegawai | 310 | 84.47 % | 57 | 15.53 % |

**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 | 13 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 18 |
| 25-35 | 89 | 15 | 11 | 3 | 1 | 1 | 0 | 0 | 39 |
| 35-45 | 57 | 8 | 20 | 9 | 5 | 0 | 1 | 0 | 93 |
| 45-55 | 58 | 12 | 36 | 9 | 10 | 1 | 4 | 0 | 130 |
| >55 | 0 | 0 | 2 | 1 | 0 | 0 | 3 | 0 | 6 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 54 Employees | 15 % |
| Number of newly appointed Employees | 57 Employees | 16 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 47 Employees | 13 % |

**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 (%) |
|---|---|---|
| 13 hours/employee | 205 | 56 % |

**S-06 Injury Rate**

| Frequency of work-related accidents of total Employees (in reporting year) | Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%) |
|---|---|
| 0 | 0 % |

**S-07 Incidents Regarding Human Rights Abuse**

| | |
|---|---|
| **Number of incidents regarding human rights abuse (in reporting year)** | 0 |

| **Company Policy Regarding Employees** | |
|---|---|
| **S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?** | Yes |
| **S-09 Does the company has a policy regarding human rights?** | Yes |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| **S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?** | Yes |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?** | Yes |

**C. Governance Performance**

**G-01 Board Diversity and Independence**

| Type of Company Board | Number of seats on Company | Seats Occupied by Men | Seats Occupied by Women | Seats Occupied by Independent Party |
|---|---|---|---|---|
| Commissioners | 0 | 5 | 0 | 2 |
| Directors | 0 | 5 | 0 | 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 | 26 | 87 % |
| Comissioner Attendance to Board Meetings | 5 | 96 % |

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 adopts a two-board system, namely the Board of Commissioners and the Board of Directors, which have clear authority and responsibility according to their respective functions. | |
| **G-04 Does the company has a policy regarding board appraisal?** | No |
| The Board of Commissioners conducts a self-assessment while the performance of the Board of Directors is assessed by the Board of Commissioners as stated in the Board of Commissioners Report in the 2024 Annual Report on page 25 | |
| **G-05 Does the company has a policy regarding board training and development?** | No |
| 0 | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | No |
| 0 | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| The Company's Code of Ethics is state on Annual Report 2024 page 163 | |
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |
| The Company upholds the principles of Good Corporate Governance, namely Transparency, Accountability, Responsibility, Independence and Fairness as stated in the 2024 Annual Report on page 81. | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |
| The Company does not have a policy regarding the obligation of directors/commissioners to prevent conflicts of interest,<br>but we have an anti-corruption policy as stated in the 2024 Annual Report pages 165 166 | |

**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 | 104141 |
| | E-02 | Greenhouse Gas Emission Intensity | 141 |
| | E-03 | Electricity Consumption | 138139 |
| | E-04 | Water Consumption | 139140 |
| | E-05 | Waste Generated | 141142 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 141 |
| | E-07 | Company Commitment to Reduce Emission | 140 |
| Social | S-01 | Gender Equality | 44 |
| | S-02 | Employees by Gender and Age Group | 4344 |
| | S-03 | Employee Turnover Rate | 4244139 |
| | S-04 | Number of Temporary Officers | 44 |
| | S-05 | Employee Training and Development | 153 |
| | S-06 | Number of Work Accidents | 159 |
| | S-07 | Human Rights Violation Incidents | 152 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 166167 |
| | S-09 | Policy on Human Rights | 152 |
| | S-10 | Child Labor and/or Forced Labor Policy | 152-159 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 38157158 |
| | S-12 | Corporate Social Responsibility | 20146 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 101 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 100106 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 98106 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 25 |
| | G-05 | Board of Directors and Commissioners Training Policy | 0 |
| | G-06 | Special Criteria for Election of the Board | 0 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 163166 |
| | G-08 | Fair Treatment Policy for Shareholders | 30 |
| | G-09 | Conflict of Interest Prevention Policy | 165 |

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

Peraturan OJK

Third-party assurance and/or validation

[X] Yes

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

Thus to be informed accordingly.

Respectfully,

**Delta Djakarta Tbk**

Ma. Joe  De Castro Perucho

Finance Director and Corporate Secretary

Delta Djakarta Tbk

Jl. Inspeksi Tarum Barat, Desa Setiadharma, Kec. Tambun Bekasi Timur

Phone : 021- 882-25-20, 880-05-11, 916-30-85 , Fax : 880-0513, 881-9423, 881-

| | |
|---|---|
| Sender Name | Ma. Joe  De Castro Perucho |
| Function | Finance Director and Corporate Secretary |
| Date and Time | 02-06-2025 16:27 |
| Attachment | 1. OJK AR DLTA 2024- 19.00.pdf |

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