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Nomor Surat	16/ACM/CS/III/2025
Nama Perusahaan	Arwana Citramulia Tbk
Kode Emiten	ARNA
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 17 Maret 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.arwanacitra.com pada tanggal 17 Maret 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 PT Primagraha Keramindo tidak diikutsertakan karena pengukuran emisi GRK dari anak perusahaan tersebut masih sulit dipenuhi, Sifat usaha dan aktivitas operasional PT Primagraha Keramindo sebagai perusahaan distribusi keramik memiliki faktor-faktor emisi yang lebih kompleks dan data-data yang sulit diperoleh.

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	281.492
Emisi langsung dari pembakaran bergerak	0
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0

Total Emisi Langsung (Scope 1)	281.492
Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	0
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	0
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0

Pengolahan produk yang dijual	0
Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	0
Total Emisi GRK (Scope 1 and 2)	281.492
Total Emisi GRK (Scope 1, 2 and 3)	281.492
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)	0
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	114.119.422
E-04	**Konsumsi Air**	Total konsumsi air (m3)	637.081
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	4.838,23

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.	
null	

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?	2061

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

null

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	1.763	83.63 %	136	6.45 %
Mid-level	107	5.08 %	48	2.28 %
Senior-level	43	2.04 %	8	0.38 %
Executive-level	3	0.14 %	0	0 %
Total Pegawai	1.916	90.89 %	192	9.11 %

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	201	33	1	0	0	0	0	0	235
25-35	735	90	19	31	7	2	0	0	884
35-45	580	10	57	2	17	1	0	0	679
45-55	156	3	17	2	9	4	0	0	191
>55	91	0	13	1	10	1	3	0	119

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	295 Pegawai	42,4 %
Jumlah Pegawai Baru/pengganti	400 Pegawai	57,6 %

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 (%)
27 jam/pegawai	1.814	86,05 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
121	5 %

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
Setiap anggota Perseroan tidak boleh memberikan perlakuan yang berbeda kepada pihak mana pun karena unsur SARA. Perseroan juga tidak mentolerir tindakan pelecehan fisik maupun psikologis dalam bentuk apapun di Perseroan.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Setiap anggota Perseroan tidak boleh memberikan perlakuan yang berbeda kepada pihak mana pun karena unsur SARA. Perseroan juga tidak mentolerir tindakan pelecehan fisik maupun psikologis dalam bentuk apapun di Perseroan. Kebijakan ketenagakerjaan Perseroan meliputi meliputi aspek-aspek kode etik Persaingan dan Hubungan Kerja yang Adil, Diskriminasi dan Pelecehan, serta Kesehatan dan Keamanan.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan tidak mempekerjakan tenaga kerja anak dan tenaga kerja paksa, serta memiliki kebijakan untuk tidak menjalin hubungan usaha dengan entitas yang diketahui memiliki catatan pelanggaran tersebut.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Semua pabrik Perseroan sudah mendapatkan sertifikasi ISO 14001 (Sistem Manajemen Lingkungan), dan ada pabrik Perseroan yang sudah mendapatkan sertifikasi ISO 45001 (Sistem Manajemen Keselamatan dan Kesehatan Kerja) dan Perseroan memiliki komitmen untuk menerapkan standar yang sama di semua pabrik Perseroan.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya

Penerima bantuan CSR Perseroan termasuk Kementerian Perindustrian Republik Indonesia, serta berbagai sekolah dan lembaga keagamaan resmi.

https://ikm.kemenperin.go.id/kemenperin-bersama-arwana-ceramics-fasilitasi-ikm-terapkan-keamanan-produksi-pangan

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	0	1

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	127	96,21 %
Jumlah kehadiran komisaris ke rapat dewan	63	87,5 %

Kebijakan mengenai manajemen lainnya

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

Tidak ada

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

Pengukuran kinerja tata kelola untuk tahun buku 2024 dilaksanakan dalam bentuk kuesioner berisi 29 pertanyaan yang menilai tujuh subjek, yaitu:

1. Dewan Komisaris
2. Dewan Direksi
3. Komite-komite Pembantu Dewan Komisaris
4. Aktivitas Pengurus Perseroan
5. Akuntabilitas, Integritas dan Manajemen Risiko
6. Komunikasi dan Transparansi
7. Keberlanjutan

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

Tidak ada

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

Dewan Komisaris dan Dewan Direksi terdiri dari anggota-anggota dengan keahlian khusus, termasuk dalam bidang hukum, keuangan, atau dalam aspek-aspek bisnis lainnya. Referensi tugas, tanggung jawab, wewenang, kriteria keanggotaan dan pemilihan ulang, serta pedoman kerja mengacu pada:

1 Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas
2 Undang-Undang No. 8 Tahun 1995 tentang Pasar Modal
3 POJK No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, dan regulasi-regulasi terkait lainnya dari Otoritas Jasa Keuangan (OJK).
4 Regulasi-regulasi Bursa Efek Indonesia (BEI).
5 Anggaran Dasar Perseroan.
.

Ketentuan dasar pengajuan kandidat anggota baru Dewan Komisaris dan Dewan Direksi Perseroan terdiri dari:

1 Kandidat diusulkan terlebih dahulu di dalam forum rapat gabungan Dewan Komisaris dan Dewan Direksi.
2 Kandidat melalui proses verifikasi administratif dan latar belakang profesional.
3 Komite Nominasi dan Remunerasi memberikan rekomendasi terkait status pencalonan.
4 Pengangkatan kandidat dan perubahan susunan Pengurus Perseroan dimasukkan sebagai agenda pemungutan suara dalam RUPS Perseroan.

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya

Komitmen anti kejahatan keuangan Perseroan diimplementasikan dan ditegaskan dalam bentuk, antara lain, pernyataan, kewajiban, tindakan dan perangkat sebagai berikut:

1 Perjanjian kerja yang ditandatangani setiap karyawan menyatakan dengan tegas tentang konsekuensi bagi karyawan yang melakukan tindak pidana dan perbuatan yang merugikan Perseroan. Tindakan dan perbuatan tersebut termasuk dalam bentuk perilaku dan perbuatan korupsi, balas jasa, penggelapan, penyelewengan, penipuan, suap dan gratifikasi.
2 Penandatanganan komitmen anti perilaku dan perbuatan korupsi, balas jasa, penggelapan, penyelewengan, penipuan, suap dan gratifikasi oleh seluruh karyawan.
3 Pemberian sanksi hingga terberat berupa pemecatan atas karyawan yang terbukti melakukan pelanggaran.
4 Proses hukum terhadap karyawan Perseroan yang dapat dibuktikan telah melakukan perbuatan melanggar hukum terkait kejahatan keuangan.
5 Pelatihan dan sosialiasi internal.
6 Mengomunikasikan sikap tegas Perseroan terhadap kejahatan keuangan kepada pihak-pihak di luar Perseroan, khususnya terhadap para pemasok.
7 Penyelenggaran sistem pelaporan pelanggaran dan forum pembahasan yang independen.
8 Kewenangan dan akses bagi Komite Audit Perseroan untuk mengevaluasi sistem dan prosedur akuntabilitas dan pengendalian internal.
9 Perangkat sistem pengendalian internal, unit audit internal, dan whistleblowing system.
.

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya

Hak-hak pemegang dinyatakan dengan jelas dalam Laporan Tahunan Perseroan, serta hak-hak tersebut dilindungi.

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya

Kebijakan ini antara lain dinyatakan di halaman 106, 108, 127 dan 133.

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	171
	E-02	Intensitas Emisi Gas Rumah Kaca	171
	E-03	Konsumsi Energi Listrik	171
	E-04	Konsumsi Air	172
	E-05	Limbah yang Dihasilkan	172
	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	176
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	176
	S-03	Tingkat Pergantian Pegawai	-
	S-04	Jumlah Pegawai Sementara	86
	S-05	Pelatihan dan Pengembangan Pegawai	73
	S-06	Jumlah Kecelakaan Kerja	177
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	-
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	108
	S-09	Kebijakan Mengenai Hak Asasi Manusia	-
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	176
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	177
	S-12	Pencegahan Konflik Kepentingan	180

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	126
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	124
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	128
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	-
	G-06	Kriteria Khusus Pemilihan Dewan	125
	G-07	Kode Etik dan/atau Anti-Korupsi	143
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	112
	G-09	Pencegahan Konflik Kepentingan	-

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

POJK 51 Tahun 2017

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan

Demikian untuk diketahui.

Hormat Kami,

Arwana Citramulia Tbk

Rudy Sujanto

Corporate Secretary

Arwana Citramulia Tbk

Gedung Puri Agung Sentra Niaga Puri Indah, T2, 24, Kembangan Selatan,

Telepon : +6221 58302363 , Fax : +6221 58302361 , www.arwanacitra.com

Nama Pengirim	Rudy Sujanto
Jabatan	Corporate Secretary
Tanggal dan Waktu	17-03-2025 21:29
Lampiran	1. Surat Lap Tahunan dan Lap Berkelanjutan 2024_ARNA.pdf
	2. Lap. Tahunan dan Lap. Berkelanjutan 2024_ARNA.pdf

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Letter / Announcement No.	16/ACM/CS/III/2025
Issuer Name	Arwana Citramulia Tbk
Issuer Code	ARNA
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 17 Maret 2025

The information referred above has been published on the Company's website www.arwanacitra.com at 17 Maret 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 PT Primagraha Keramindo tidak diikutsertakan karena pengukuran emisi GRK dari anak perusahaan tersebut masih sulit dipenuhi, Sifat usaha dan aktivitas operasional PT Primagraha Keramindo sebagai perusahaan distribusi keramik memiliki faktor-faktor emisi yang lebih kompleks dan data-data yang sulit diperoleh.	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	281.492
Direct emissions from mobile combustion	0
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	281.492

Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	0
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	0
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0

Category 6: Indirect GHG emissions from other sources	
Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1 and 2)	281.492
Total GHG Emissions (Scope 1, 2 and 3)	281.492
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)	0
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	114.119.422
E-04	**Water Consumption**	Total water consumed (m3)	637.081
E-05	**Waste Generation**	Total waste generated (ton)	4.838,23

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.	
null	

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?	2061

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

In 2024, the consolidated operations of the Company's factories were able to reduce energy consumption intensity to 3.62 gigajoules per ton production, from 3.96 gigajoules per ton production in the previous year. Overall, the total consumption of energy in gigajoules decreased by 11.57 percent, while total production volume was able to be increased by 3.38 percent.

Based on factory and energy source, Plant V in particular recorded the most significant reduction in energy consumption intensity for the consumption of natural gas with a decrease from 3.44 gigajoules to 2.55 gigajoules per ton production. Meanwhile, in terms of the consumption intensity of electricity, Plant I and Plant V recorded the most significant decreases by 15.02 percent and 23.95 percent, respectively.

In 2024, the Company's Plant I, Plant IV and Plant 5C have partially received electricity supply from fully operational photovoltaic solar power plants. This program is part of the Company's new and renewable energy program, particularly in continuity of the solar power plant program since 2022 which are currently already installed and fully operational in all of the Company's factories.

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	1.763	83.63 %	136	6.45 %
Mid-level	107	5.08 %	48	2.28 %
Senior-level	43	2.04 %	8	0.38 %
Executive-level	3	0.14 %	0	0 %
Total Pegawai	1.916	90.89 %	192	9.11 %

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	201	33	1	0	0	0	0	0	235
25-35	735	90	19	31	7	2	0	0	884
35-45	580	10	57	2	17	1	0	0	679
45-55	156	3	17	2	9	4	0	0	191
>55	91	0	13	1	10	1	3	0	119

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	295 Employees	42,4 %

Number of newly appointed Employees	400 Employees	57,6 %

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 (%)
27 hours/employee	1.814	86,05 %

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 (%)
121	5 %

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
Every Company personnel is prohibited from practicing discriminatory treatment based on ethnicity, religion, race, and social group. The Company does not tolerate physical and psychological abuse in any form within the Company.	
S-09 Does the company has a policy regarding human rights?	Yes
Every Company personnel is prohibited from practicing discriminatory treatment based on ethnicity, religion, race, and social group. The Company does not tolerate physical and psychological abuse in any form within the Company. The Company's employment policies include aspects of the Code of Ethics for Fair Competition and Work Relations, Discrimination and Harassment, as well as Health and Safety.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company does not employ child labor or forced labor, and has a policy of not establishing business relationships with entities known to have a record of such violations.	

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
All of the Company's factories have obtained ISO 14001 certification (Environmental Management System), and some of the Company's factories have obtained ISO 45001 certification (Occupational Health and Safety Management System), and the Company is committed to implementing the same standards in all of the Company's factories.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
Recipients of the Company's CSR assistance included the Ministry of Industry of the Republic of Indonesia, as well as various schools and official religious institutions. https://ikm.kemenperin.go.id/kemenperin-bersama-arwana-ceramics-fasilitasi-ikm-terapkan-keamanan-produksi-pangan	

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	0	1

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	127	96,21 %
Comissioner Attendance to Board Meetings	63	87,5 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
None	
G-04 Does the company has a policy regarding board appraisal?	Yes
The assessment of governance performance for the 2024 fiscal year was conducted in the form of a questionnaire containing 29 questions that assess seven subjects, namely: 1. Board of Commissioners 2. Board of Directors 3. Supporting Committees of the Board of Commissioners 4. Company Management Activities 5. Accountability, Integrity, and Risk Management	

6. Communication and Transparency 7. Sustainability	
G-05 Does the company has a policy regarding board training and development?	No
None	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Board of Commissioners and the Board of Directors consist of members with specialized expertise, including in the fields of law, finance, or other aspects of business. References for duties, responsibilities, authorities, membership and re-election criteria, and work guidelines refer to: 1. Law No. 40 of 2007 on Limited Liability Companies 2. Law No. 8 of 1995 on Capital Markets 3. POJK No. 33/POJK.04/2014 on Directors and Commissioners of Issuers or Public Companies, and other related regulations from the Financial Services Authority (OJK) 4. Regulations of the Indonesia Stock Exchange (IDX) 5. Articles of Association of the Company Basic provisions for submitting candidates for new members of the Board of Commissioners and Board of Directors of the Company consist of: 1. Candidates are first proposed in a joint meeting forum of the Board of Commissioners and Board of Directors 2. Candidates go through an administrative and professional background verification process 3. The Nomination and Remuneration Committee provides recommendations regarding the candidacy status 4. The appointment of candidates and changes to the composition of the Company's Management are included as voting agenda items in the Company's Annual General Meeting of Shareholders (AGMS)	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Companys anti-financial crime commitment is implemented and enforced in the form of, among others, statements, obligations, actions and apparatus as follows: 1. Work agreement signed by every employee that firmly states the consequences for employees who committed criminal acts and other actions that damage the Company. These acts and actions include in the form of behaviors and conducts of corruption, kickback, embezzlement, misuse, fraud, bribery and gratification. 2. Signing a commitment of anti-behaviors and conducts of corruption, kickback, embezzlement, misuse, fraud, bribery and gratification by all employees. 3. Enforcing punishments up to the heaviest in the form of dismissal of employees who have been proven to have committed a violation. 4. Legal action against Company employees who have been proven to have committed unlawful actions related to financial crime. 5. Trainings and internal campaigns. 6. Communicating the Companys firm stance against financial crime to parties outside the Company, particularly to suppliers. 7. Implementing a whistleblowing system and an independent discussion forum. 8. Authorization and access for the Companys Audit Committee to evaluate the systems and procedures of accountability and internal control. 9. Apparatus of internal control system, internal audit unit, and whistle-blowing system.	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Shareholder rights are clearly stated in the Company's Annual Report, and those rights are protected.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
This policy is stated, among others on page 106, 108, 127 and 133.	

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	171
	E-02	Greenhouse Gas Emission Intensity	171
	E-03	Electricity Consumption	171
	E-04	Water Consumption	172
	E-05	Waste Generated	172
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	-
Social	S-01	Gender Equality	176
	S-02	Employees by Gender and Age Group	176
	S-03	Employee Turnover Rate	-
	S-04	Number of Temporary Officers	86
	S-05	Employee Training and Development	73
	S-06	Number of Work Accidents	177
	S-07	Human Rights Violation Incidents	-
	S-08	Sexual Harassment and/or Non-Discrimination Policy	108
	S-09	Policy on Human Rights	-
	S-10	Child Labor and/or Forced Labor Policy	176
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	177
	S-12	Corporate Social Responsibility	180

Governance	G-01	Management Diversity and Independence	126
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	124
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	128
	G-05	Board of Directors and Commissioners Training Policy	-
	G-06	Special Criteria for Election of the Board	125
	G-07	Code of Ethics and/or Anti-Corruption	143
	G-08	Fair Treatment Policy for Shareholders	112
	G-09	Conflict of Interest Prevention Policy	-

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

POJK 51 Tahun 2017

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work

Thus to be informed accordingly.

Respectfully,

Arwana Citramulia Tbk

Rudy Sujanto

Corporate Secretary

Arwana Citramulia Tbk

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Sender Name	Rudy Sujanto
Function	Corporate Secretary
Date and Time	17-03-2025 21:29
Attachment	1. Surat Lap Tahunan dan Lap Berkelanjutan 2024_ARNA.pdf
	2. Lap. Tahunan dan Lap. Berkelanjutan 2024_ARNA.pdf

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