Go To English Page

Nomor Surat	0014/POWR/03/2026
Nama Perusahaan	PT Cikarang Listrindo Tbk.
Kode Emiten	POWR
Lampiran	7
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 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 09 April 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.listrindo.com pada tanggal 09 April 2026

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	2.804.814
Emisi langsung dari pembakaran bergerak	861
Emisi langsung dari proses pengolahan	654
Emisi fugitive langsung	2.000
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	2.808.329

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	8.627
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	8.627
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	25.650
Perjalanan dinas	75
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	71
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	22.623
Pembelian Barang dan Jasa	720
Capital equipment/goods	3.407
Limbah yang dihasilkan dalam kegiatan operasional	197
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)	52.743
Total Emisi GRK (Scope 1 and 2)	2.816.957
Total Emisi GRK (Scope 1, 2 and 3)	2.869.700
Offsets/Credits	1.311
Pembelian Renewable Energy Certificate (REC) (kWh)	62.637

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0,01
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	790.600.000.000.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	790.600.000.000.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	2.837.800
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	64.720

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.	
Mohon merujuk pada Kebijakan Keberlanjutan: https://www.listrindo.com/uploads/esg/SustainabilityPolicyBahasa.pdf	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	21,399999618530273 %
	0,56 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Mohon merujuk pada Kebijakan Keberlanjutan:
https://www.listrindo.com/uploads/esg/SustainabilityPolicyBahasa.pdf

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	526	63.53 %	80	9.66 %
Mid-level	140	16.91 %	22	2.66 %
Senior-level	46	5.56 %	8	0.97 %
Executive-level	4	0.48 %	2	0.24 %
Total Pegawai	716	86.47 %	112	86.47 %

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	16	0	0	0	0	0	0	29
25-35	260	41	35	9	4	2	0	0	351
35-45	151	12	68	8	24	5	0	0	268
45-55	101	11	36	4	15	1	1	2	171
>55	1	0	1	1	3	0	3	0	9

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	23 Pegawai	2,8 %
Jumlah Pegawai Baru/pengganti	55 Pegawai	6,6 %

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	1.614 Pegawai	66,1 %

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 (%)
37,4 jam/pegawai	828	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	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
Mohon merujuk pada situs web Perseroan dibawah ini: https://www.listrindo.com/uploads/gcg/Kebijakan%20Perlindungan%20Karyawan%20Di%20Tempat%20Kerja.pdf	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Mohon untuk dapat merujuk ke Laporan Keberlanjutan 2025 halaman 150-151	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Mohon untuk dapat merujuk ke Laporan Keberlanjutan 2025 halaman 150	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Mohon untuk dapat merujuk ke: - Laporan Keberlanjutan 2025 halaman 185-187 - Website: https://www.listrindo.com/uploads/esg/SustainabilityPolicyBahasa.pdf	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Mohon untuk dapat merujuk ke Laporan Keberlanjutan 2025 halaman 212-241	

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	6	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	3	100 %
Jumlah kehadiran komisaris ke rapat dewan	3	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Sesuai dengan Undang-Undang Perseroan Terbatas, Dewan Komisaris dan Direksi memiliki tugas dan tanggung jawabnya masing-masing, dimana Dewan Komisaris berperan dalam pengawasan dan Direksi berperan dalam pengelolaan Perseroan. Saat ini, Komisaris Utama (Chairman of the Board) dan Direktur Utama (CEO) dijabat oleh individu yang berbeda. https://www.listrindo.com/investor#publications	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Mohon untuk dapat merujuk ke Laporan Tahunan halaman 250-251 https://www.listrindo.com/investor#publications	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Mohon untuk dapat merujuk ke Laporan Tahunan halaman 238-239 https://www.listrindo.com/investor#publications	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Mohon untuk dapat merujuk ke Laporan Tahunan halaman 252-254 https://www.listrindo.com/investor#publications	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Mohon untuk dapat merujuk ke Laporan Tahunan halaman 319-324 dan dokumen Kode Etik Perseroan https://www.listrindo.com/investor#publications https://www.listrindo.com/uploads/gcg/2.%20Kode%20Etik.pdf	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Mohon untuk dapat merujuk ke Laporan Tahunan halaman 206 dan 319-324, serta dokumen Kode Etik Perseroan https://www.listrindo.com/investor#publications https://www.listrindo.com/uploads/gcg/2.%20Kode%20Etik.pdf	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya

Mohon untuk dapat merujuk ke Laporan Keberlanjutan halaman 113-114 serta dokumen Pedoman Transaksi Afiliasi dan Benturan Kepentingan

https://www.listrindo.com/investor#publications
https://www.listrindo.com/uploads/gcg/Affiliated%20Transactions%20and%20Conflict%20of%20Interest%20Guidelines%20Policy.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	263-268
	E-02	Intensitas Emisi Gas Rumah Kaca	266
	E-03	Konsumsi Energi Listrik	257
	E-04	Konsumsi Air	278
	E-05	Limbah yang Dihasilkan	283
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	250
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	250-251
Sosial	S-01	Kesetaraan Gender	155
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	157
	S-03	Tingkat Pergantian Pegawai	161-166
	S-04	Jumlah Pegawai Sementara	158
	S-05	Pelatihan dan Pengembangan Pegawai	170-175
	S-06	Jumlah Kecelakaan Kerja	202-205
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	150-151
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	150-151
	S-09	Kebijakan Mengenai Hak Asasi Manusia	150-151
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	150-151
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	185-187
	S-12	Pencegahan Konflik Kepentingan	212-241

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	243-244
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	246-248
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	89,93,100
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	250-251
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	229,239
	G-06	Kriteria Khusus Pemilihan Dewan	252-254
	G-07	Kode Etik dan/atau Anti-Korupsi	319-324
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	206,319-324
	G-09	Pencegahan Konflik Kepentingan	113-114

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
PT TUV Rheinland Indonesia	Ruang lingkup atas Assurance Statement mengikuti kriteria pelaporan

Demikian untuk diketahui.

Hormat Kami,

PT Cikarang Listrindo Tbk.

Rani Maheswari

Corporate Secretary

PT Cikarang Listrindo Tbk.

World Trade Centre 1, Lantai 17

Telepon : +62215228122, Fax : +62215224440, www.listrindo.com

Nama Pengirim	Rani Maheswari
Jabatan	Corporate Secretary
Tanggal dan Waktu	01-04-2026 21:08
Lampiran	1. 0014 POWR Surat Pengantar AR dan SR (signed).pdf
	2. 0014 POWR Annual Report 2025 (5 of 5).pdf
	3. 0014 POWR Annual Report 2025 (4 of 5).pdf
	4. 0014 POWR Annual Report 2025 (2 of 5).pdf
	5. 0014 POWR Annual Report 2025 (3 of 5).pdf
	6. 0014 POWR Annual Report 2025 (1 of 5).pdf
	7. 0014 POWR Sustainability Report 2025.pdf

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

Letter / Announcement No.	0014/POWR/03/2026
Issuer Name	PT Cikarang Listrindo Tbk.
Issuer Code	POWR
Attachment	7
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 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 09 April 2026

The information referred above has been published on the Company's website www.listrindo.com at 09 April 2026

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	2.804.814
Direct emissions from mobile combustion	861
Direct emissions from processes	654
Direct fugitive emissions	2.000
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	2.808.329
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	8.627
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	8.627
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	25.650
Business travels	75
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	71
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	22.623
Purchased goods and services	720
Capital equipment/goods	3.407
Waste generated in operations	197
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)	52.743
Total GHG Emissions (Scope 1 and 2)	2.816.957
Total GHG Emissions (Scope 1, 2 and 3)	2.869.700
Offsets/Credits	1.311
REC Purchases (kWh)	62.637

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0,01
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	790.600.000.000.000
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	790.600.000.000.000
E-04	**Water Consumption**	Total water consumed (m3)	2.837.800
E-05	**Waste Generation**	Total waste generated (ton)	64.720

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.	
Please refer to the Sustainability Policy: https://www.listrindo.com/uploads/esg/SustainabilityPolicyEnglish.pdf	

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?	21,399999618530273 %
	0,56 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

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

Please refer to the Sustainability Policy on the Company's website below:
https://www.listrindo.com/uploads/esg/SustainabilityPolicyEnglish.pdf

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	526	63.53 %	80	9.66 %
Mid-level	140	16.91 %	22	2.66 %
Senior-level	46	5.56 %	8	0.97 %
Executive-level	4	0.48 %	2	0.24 %
Total Pegawai	716	86.47 %	112	86.47 %

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	16	0	0	0	0	0	0	29
25-35	260	41	35	9	4	2	0	0	351
35-45	151	12	68	4	24	5	0	0	268
45-55	101	11	36	4	15	1	1	2	171
>55	1	0	1	1	3	0	3	0	9

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	23 Employees	2,8 %
Number of newly appointed Employees	55 Employees	6,6 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	1.614 Employees	66,1 %

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 (%)
37,4 hours/employee	828	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	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	6	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	3	100 %
Comissioner Attendance to Board Meetings	3	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
In accordance with the Limited Liability Company Law, the Board of Commissioners and the Board of Directors have their respective duties and responsibilities, with the Board of Commissioners playing a supervisory role and the Board of Directors playing a role in managing the company. Currently, the positions of President Commissioner (Chairman of the Board) and President Director (CEO) are held by different individuals. https://www.listrindo.com/investor#publications	
G-04 Does the company has a policy regarding board appraisal?	Yes
Please refer to the Annual Report pages 250-251 https://www.listrindo.com/investor#publications	
G-05 Does the company has a policy regarding board training and development?	Yes
Please refer to the Annual Report pages 238-239 https://www.listrindo.com/investor#publications	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
Please refer to the Annual Report pages 252-254 https://www.listrindo.com/investor#publications	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
Please refer to the Annual Report pages 319-324 and the Company's Code of Ethics document https://www.listrindo.com/investor#publications https://www.listrindo.com/uploads/gcg/2.%20Kode%20Etik.pdf	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Please refer to the Annual Report pages 206 and 319-324, as well as the Company's Code of Ethics document https://www.listrindo.com/investor#publications https://www.listrindo.com/uploads/gcg/2.%20Kode%20Etik.pdf	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
Please refer to the Sustainability Report page 113-114 and the Affiliated Transactions and Conflict of Interest Guidelines document	

https://www.listrindo.com/investor#publications
https://www.listrindo.com/uploads/gcg/Affiliated%20Transactions%20and%20Conflict%20of%20Interest%20Guidelines%20Policy.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	263-268
	E-02	Greenhouse Gas Emission Intensity	266
	E-03	Electricity Consumption	257
	E-04	Water Consumption	278
	E-05	Waste Generated	283
	E-06	Company Commitment to Achieving Net Zero Emission Target	250
	E-07	Company Commitment to Reduce Emission	250-251
Social	S-01	Gender Equality	155
	S-02	Employees by Gender and Age Group	157
	S-03	Employee Turnover Rate	161-166
	S-04	Number of Temporary Officers	158
	S-05	Employee Training and Development	170-175
	S-06	Number of Work Accidents	202-205
	S-07	Human Rights Violation Incidents	150-151
	S-08	Sexual Harassment and/or Non-Discrimination Policy	150-151
	S-09	Policy on Human Rights	150-151
	S-10	Child Labor and/or Forced Labor Policy	150-151
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	185-187
	S-12	Corporate Social Responsibility	212-241

Governance	G-01	Management Diversity and Independence	243-244
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	246-248
	G-03	Chairman of the Board and CEO Separation Policy	89,93,100
	G-04	Board of Directors and Commissioners Assessment Policy	250-251
	G-05	Board of Directors and Commissioners Training Policy	229,239
	G-06	Special Criteria for Election of the Board	252-254
	G-07	Code of Ethics and/or Anti-Corruption	319-324
	G-08	Fair Treatment Policy for Shareholders	206,319-324
	G-09	Conflict of Interest Prevention Policy	113-114

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work
PT TUV Rheinland Indonesia	Ruang lingkup atas Assurance Statement mengikuti kriteria pelaporan

Thus to be informed accordingly.

Respectfully,

PT Cikarang Listrindo Tbk.

Rani Maheswari

Corporate Secretary

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Function	Corporate Secretary
Date and Time	01-04-2026 21:08
Attachment	1. 0014 POWR Surat Pengantar AR dan SR (signed).pdf
	2. 0014 POWR Annual Report 2025 (5 of 5).pdf
	3. 0014 POWR Annual Report 2025 (4 of 5).pdf
	4. 0014 POWR Annual Report 2025 (2 of 5).pdf
	5. 0014 POWR Annual Report 2025 (3 of 5).pdf
	6. 0014 POWR Annual Report 2025 (1 of 5).pdf
	7. 0014 POWR Sustainability Report 2025.pdf

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