Go To English Page

| | |
|---|---|
| Nomor Surat | 038/CF-CS/OJK/042026 |
| 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 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 29 April 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.kino.co.id pada tanggal 14 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? | Tidak |
| Batasan Organisasi | Operasional/Finansial |
| Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini? | Ya |
| Mohon Jelaskan:<br><br>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 | 7.164,93 |
| Emisi langsung dari pembakaran bergerak | 109,92 |
| Emisi langsung dari proses pengolahan | 0 |
| Emisi fugitive langsung | 2.608,03 |
| Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| **Total Emisi Langsung (Scope 1)** | 9.882,88 |

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 23.599,9 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 23.599,9 |
| **Kategori 3: Emisi GRK tidak langsung dari transportasi** | |
| Transportasi dan distribusi hulu | 0 |
| Perjalanan dinas | 418,55 |
| 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)** | 418,55 |
| **Total Emisi GRK (Scope 1 and 2)** | 33.482,78 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 33.901,33 |
| 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 | 0,0072 |
| **E-03** | **Konsumsi Energi listrik** | Jumlah total energi yang dikonsumsi secara langsung (kWh or J) | 11.108.188.052.329 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 97.654.771.641.600 |
| | | Total konsumsi energi (kWh or J) | 108.762.959.693.929 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 440.369 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 3.520,44 |

| 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 | 2.231 | 49,36 % | 1.351 | 29,89 % |
| Mid-level | 508 | 11,24 % | 298 | 6,59 % |
| Senior-level | 81 | 1,79 % | 30 | 0,66 % |
| Executive-level | 13 | 0,29 % | 8 | 0,18 % |
| Total Pegawai | 2.833 | 62,68 % | 1.687 | 37,32 % |

**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 | 594 | 533 | 3 | 5 | 0 | 0 | 0 | 0 | 1.135 |
| 25-35 | 846 | 430 | 234 | 138 | 11 | 4 | 1 | 0 | 1.664 |
| 35-45 | 618 | 282 | 192 | 96 | 46 | 18 | 0 | 2 | 1.254 |
| 45-55 | 149 | 103 | 74 | 54 | 21 | 6 | 8 | 3 | 418 |
| >55 | 24 | 3 | 5 | 5 | 3 | 2 | 4 | 3 | 49 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 214 Pegawai | 4,73 % |
| Jumlah Pegawai Baru/pengganti | 155 Pegawai | 3,43 % |

**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 | 478 Pegawai | 10,58 % |

**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 (%) |
|---|---|---|
| 9,26 jam/pegawai | 2.133 | 47,19 % |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|---|
| 0,01 | 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<br><br>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<br><br>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<br><br>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<br><br>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 melalui Program BPOM Orang Tua Angkat ( OTA )<br>- Melanjutkan dan mengembangkan kegiatan Bank Sampah di wilayah plant Kino<br>- Mengadakan kegiatan untuk edukasi pengelolaan sampah.<br>- Melakukan beberapa inisiatif untuk mendukung pendidikan dan pengembangan talenta muda.<br><br>Tertera dalam Laporan Keberlanjutan Kino 2025, halaman 124 - 130 | |

https://kino.co.id/id/sustainability/

**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 | 2 | 0 | 1 |
| Direksi | 0 | 5 | 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 | 7 | 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, mengawasi penerapan prinsip-prinsop GSC di 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.

Tertera pada Laporan Keberlanjutan Kino 2025 Halaman 65

https://kino.co.id/id/sustainability/

| **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 Keberlanjutan Kino, halaman 66

https://kino.co.id/id/sustainability/

| | |
|---|---|
| **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 Keberlanjutan Kino, halaman 66

https://kino.co.id/id/sustainability/

| | |
|---|---|
| **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 191

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

| | |
|---|---|
| **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 | 88-89 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 90 |
| | E-03 | Konsumsi Energi Listrik | 86 |
| | E-04 | Konsumsi Air | 95-96 |
| | E-05 | Limbah yang Dihasilkan | 92 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 88 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 90 |
| Sosial | S-01 | Kesetaraan Gender | 104 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 104-105 |
| | S-03 | Tingkat Pergantian Pegawai | 107 |
| | S-04 | Jumlah Pegawai Sementara | 106 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 108-109 |
| | S-06 | Jumlah Kecelakaan Kerja | 116-117 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 108 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 103 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 108 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 107 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 113 |
| | S-12 | Pencegahan Konflik Kepentingan | 124-130 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 64 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 65 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 64 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 65 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 66 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 66 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 69-71 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 191 |
| | G-09 | Pencegahan Konflik Kepentingan | 69-71 |

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

☐ Ya ☒ Tidak

Assurance dan validasi pihak ketiga

☒ Tidak

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 | 29-04-2026 16:45 |
| Lampiran | 1. AR Kino 2025.pdf |
| | 2. SR Kino 2025.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. | 038/CF-CS/OJK/042026 |
| 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 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 29 April 2026

The information referred above has been published on the Company's website www.kino.co.id at 14 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? | No |
| Organizational Boundaries | Operasional/Finansial |
| Any subsidiaries that are not included in the report? | Yes |
| Please Explain:<br>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 | 7.164,93 |
| Direct emissions from mobile combustion | 109,92 |
| Direct emissions from processes | 0 |
| Direct fugitive emissions | 2.608,03 |
| Direct emissions from Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| Total Direct Emissions (Scope 1) | 9.882,88 |
| **Category 2: Indirect GHG emissions from imported energy** | |

| | |
|---|---|
| Indirect emissions from imported/purchased electricity consumption | 23.599,9 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 23.599,9 |
| **Category 3: Indirect GHG emissions from transportation** | |
| Upstream transport and distribution | 0 |
| Business travels | 418,55 |
| 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) | 418,55 |
| Total GHG Emissions (Scope 1 and 2) | 33.482,78 |
| Total GHG Emissions (Scope 1, 2 and 3) | 33.901,33 |
| 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) | 0,0072 |
| **E-03** | **Electricity Consumption** | Total amount of energy directly consumed (kWh or J) | 11.108.188.052.329 |
| | | Total amount of energy indirectly consumed (kWh or J) | 97.654.771.641.600 |
| | | Total energy consumption (kWh or J) | 108.762.959.693.929 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 440.369 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 3.520,44 |

| **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

- Transition from diesel fuel to compressed natural gas (CNG)
- Improvement in the maintenance quality of heating, ventilation, and air conditioning (HVAC) systems
- Enhancement of operational efficiency and equipment maintenance to reduce potential emissions
- Use of more energy-efficient equipment and technologies
- Replacement or upgrade of cooling systems with more environmentally friendly technologies
- Recovery and reuse of waste heat from operational processes
- Optimization of energy use through the recovery and reuse of waste energy from production processes

**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 | 2.231 | 49,36 % | 1.351 | 29,89 % |
| Mid-level | 508 | 11,24 % | 298 | 6,59 % |
| Senior-level | 81 | 1,79 % | 30 | 0,66 % |
| Executive-level | 13 | 0,29 % | 8 | 0,18 % |
| Total Pegawai | 2.833 | 62,68 % | 1.687 | 37,32 % |

**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 | 594 | 533 | 3 | 5 | 0 | 0 | 0 | 0 | 1.135 |
| 25-35 | 846 | 430 | 234 | 138 | 11 | 4 | 1 | 0 | 1.664 |
| 35-45 | 618 | 282 | 192 | 54 | 46 | 18 | 0 | 2 | 1.254 |
| 45-55 | 149 | 103 | 74 | 54 | 21 | 6 | 8 | 3 | 418 |
| >55 | 24 | 3 | 5 | 5 | 3 | 2 | 4 | 3 | 49 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 214 Employees | 4,73 % |
| Number of newly appointed Employees | 155 Employees | 3,43 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 478 Employees | 10,58 % |

**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 (%) |
|---|---|---|
| 9,26 hours/employee | 2.133 | 47,19 % |

**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 (%) |
|---|---|
| 0,01 | 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<br><br>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<br><br>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<br><br>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<br><br>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 |
| - Increasing MSME capacity in business development through the BPOM Foster Parent (OTA) Program.<br>- Continuing and expanding Waste Bank activities in the areas surrounding Kino plants.<br>- Organizing activities to educate people on waste management. | |

- Undertaking initiatives to support education and the development of young talent.

Stated in Kino's 2025 Sustainability Report, pages 124 -130

https://kino.co.id/id/sustainability/

**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 | 2 | 0 | 1 |
| Directors | 0 | 5 | 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 | 7 | 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, overseeing the implementation of GCG principles within the company, 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.

Stated in Kino's 2025 Sustainability Report on page 65

https://kino.co.id/id/sustainability/

| | |
|---|---|
| **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.<br><br>Stated in Kino's Sustainability Report, pages 66<br><br>https://kino.co.id/id/sustainability/ | |
| **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.<br><br>Stated in Kino's Sustainability Report, pages 66<br><br>https://kino.co.id/id/sustainability/ | |
| **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.<br><br>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.<br><br>Stated in Kino's Annual Report, page 191<br><br>https://kino.co.id/id/investors/ | |
| **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.<br><br>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 | 88-89 |
| | E-02 | Greenhouse Gas Emission Intensity | 90 |
| | E-03 | Electricity Consumption | 86 |
| | E-04 | Water Consumption | 95-96 |
| | E-05 | Waste Generated | 92 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 88 |
| | E-07 | Company Commitment to Reduce Emission | 90 |
| Social | S-01 | Gender Equality | 104 |
| | S-02 | Employees by Gender and Age Group | 104-105 |
| | S-03 | Employee Turnover Rate | 107 |
| | S-04 | Number of Temporary Officers | 106 |
| | S-05 | Employee Training and Development | 108-109 |
| | S-06 | Number of Work Accidents | 116-117 |
| | S-07 | Human Rights Violation Incidents | 108 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 103 |
| | S-09 | Policy on Human Rights | 108 |
| | S-10 | Child Labor and/or Forced Labor Policy | 107 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 113 |
| | S-12 | Corporate Social Responsibility | 124-130 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 64 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 65 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 64 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 65 |
| | G-05 | Board of Directors and Commissioners Training Policy | 66 |
| | G-06 | Special Criteria for Election of the Board | 66 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 69-71 |
| | G-08 | Fair Treatment Policy for Shareholders | 191 |
| | G-09 | Conflict of Interest Prevention Policy | 69-71 |

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

☐ Yes ☒ No

null

Third-party assurance and/or validation

☒ No

Thus to be informed accordingly.

Respectfully,

**PT Kino Indonesia Tbk**

Anggara Andrian Linanda

Sekretaris Perusahaan

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| | |
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| | 2. SR Kino 2025.pdf |

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