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| | |
|---|---|
| Nomor Surat | 29/CS/RMKE/04/2026 |
| Nama Perusahaan | PT RMK Energy Tbk |
| Kode Emiten | RMKE |
| 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 https://www.rmkenergy.com/ pada tanggal 29 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? | Tidak |

| Name | Total Emisi (tCO2e) |
|---|---|
| **Kategori 1: Emisi GRK langsung dan pembuangan** | |
| Emisi langsung dari pembakaran stasioner | 0 |
| 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)** | 0 |

| | |
|---|---|
| **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)** | 0 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 0 |
| 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) | 676.786 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 676.786 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 2.015 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 100 |

| 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. | |
| Perusahaan senantiasa mendukung program pemerintah untuk mencapai target Net Zero Emission. Hal ini dilakukan secara konkret melalui berbagai upaya terkait efisiensi penggunaan listrik, serta berbagai wacana terkait rencana aksi yang berwawasan lingkungan | |

| 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:

Perusahaan senantiasa mendukung program pemerintah untuk mencapai target Net Zero Emission. Hal ini dilakukan secara konkret melalui berbagai upaya terkait efisiensi penggunaan listrik, serta berbagai wacana terkait rencana aksi yang berwawasan lingkungan

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

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 699 | 81,56 % | 68 | 7,93 % |
| Mid-level | 65 | 7,58 % | 7 | 0,82 % |
| Senior-level | 10 | 7,58 % | 1 | 0,12 % |
| Executive-level | 5 | 0,58 % | 2 | 0,23 % |
| Total Pegawai | 81,56359 | 90,9 % | 78 | 9,1 % |

**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 | 205 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 215 |
| 25-35 | 442 | 30 | 30 | 7 | 1 | 0 | 1 | 0 | 511 |
| 35-45 | 52 | 28 | 35 | 0 | 8 | 1 | 3 | 1 | 128 |
| 45-55 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 |
| >55 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 344 Pegawai | 40,14 % |
| Jumlah Pegawai Baru/pengganti | 41 Pegawai | 4,78 % |

**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 (%) |
|---|---|---|
| 4 jam/pegawai | 706 | 82 % |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|---|
| 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?** | Tidak |
| Perusahaan belum memiliki kebijakan yang secara spesifik mengatur pelecehan seksual dan/atau non-diskriminasi. Namun demikian, hal tersebut terangkum dalam Peraturan Perusahaan yang disosialisasikan secara berkala dalam berbagai kesempatan. Adapun, kebijakan ini bersifat internal dan disosialisasikan pada karyawan dan mitra kerja. | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Perseroan berkomitmen untuk menerapkan kebijakan Hak Asasi Manusia (HAM), dengan berpedoman pada ketentuan yang berlaku secara universal dan peraturan perundangundangan di Indonesia serta ketentuan internal Perseroan. Untuk mendukung pelaksanaan prinsip HAM, Perseroan mengintegrasikan prinsip-prinsip HAM dalam kebijakan Perseroan. | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Perusahaan telah memiliki ketentuan yang mengatur larangan pekerja anak dan praktik kerja paksa sebagai bagian dari komitmen terhadap prinsip ketenagakerjaan yang bertanggung jawab. Kebijakan ini menjadi pedoman dalam memastikan bahwa seluruh kegiatan operasional dijalankan sesuai dengan standar etika kerja dan peraturan yang berlaku | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Perseroan berkomitmen menjalankan pemenuhan tanggung jawab terkait aspek Kesehatan dan eselamatan Kerja (K3) karyawan. Perseroan menerapkan kebijakan K3 berdasarkan regulasi yang berlaku. Upaya- paya ini diyakini dapat mendorong penciptaan hubungan industrial yang harmonis antara Perseroan dan karyawan serta meningkatkan produktivitas kinerja karyawan. | |

**Corporate Social Responsibility (CSR)**

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

Untuk menunjang program Tanggung Jawab Sosial dan Lingkungan berjalan optimal, pada tahun 2025 Perseroan telah mengeluarkan biaya untuk program kemasyarakatan mencapai Rp631.124.000.

**C. Kinerja Tata Kelola (Governance Performance)**

**G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)**

| Tipe Manajemen Perusahaan | Jumlah | Laki-laki | Perempuan | Pihak Independen |
|---|---|---|---|---|
| Komisaris | 0 | 3 | 0 | 2 |
| Direksi | 0 | 5 | 2 | 5 |

**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 | 10 | 100 % |
| Jumlah kehadiran komisaris ke rapat dewan | 16 | 90 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|---|
| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Tidak |
| - | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Perusahaan telah memiliki kebijakan penilaian Direksi dan Dewan Komisaris yang dijalankan melalui mekanisme yang dijalankan oleh Komite Nominasi dan Remunerasi. | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Tidak |
| - | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |
| Perseroan memiliki beberapa kriteria yang digunakan untuk pemilihan Dewan Komisaris dan Direksi. | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| RMK Energy menerapkan Kode Etik sebagai pedoman perilaku bagi seluruh insan Perseroan dalam menjalankan kegiatan usaha secara profesional, berintegritas, dan bertanggung jawab. Kode Etik ini menjadi pedoman bagi Perseroan dalam membangun budaya kerja sekaligus hubungan kerja antara karyawan yang menjunjung tinggi nilai etika, kepatuhan terhadap peraturan, serta prinsip GCG. | |
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Perseroan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham. Perlakuan Adil terhadap Pemegang Saham, termasuk pemegang saham minoritas dan asing, antara lain melalui:<br>- Transparansi dalam pelaksanaan RUPS (baik secara fisik maupun elektronik).<br>- Proses pemungutan suara yang independen dan sesuai dengan Anggaran Dasar. | |

| | |
|---|---|
| - Ketersediaan ringkasan risalah RUPS secara terbuka di situs web resmi perusahaan.<br>- Mekanisme komunikasi dua arah dengan investor melalui email, situs web, dan pertemuan langsung | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |
| Perseroan berkomitmen kuat untuk menerapkan prinsipprinsip GCG agar dapat mencegah terjadinya praktik korupsi dan gratifikasi demi menjaga kelangsungan usaha. Perseroan berupaya menjaga setiap kegiatan bisnis yang dijalankan bebas dari praktik-praktik menyimpang termasuk tindak korupsi dan penerimaan gratifikasi. Untuk itu, Perseroan memastikan menjalankan pemenuhan aspek kepatuhan terhadap peraturan perundang-undangan yang berlaku. | |

**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 | - |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | - |
| | E-03 | Konsumsi Energi Listrik | 201 |
| | E-04 | Konsumsi Air | 202 |
| | E-05 | Limbah yang Dihasilkan | 207 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 198 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | - |
| Sosial | S-01 | Kesetaraan Gender | 209 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 63 |
| | S-03 | Tingkat Pergantian Pegawai | 211 |
| | S-04 | Jumlah Pegawai Sementara | - |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 212 |
| | S-06 | Jumlah Kecelakaan Kerja | 214 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | - |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 208-209 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 208-209 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 213 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 214 |
| | S-12 | Pencegahan Konflik Kepentingan | 215-216 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 153-154 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 153 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | - |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 154-155 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | - |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 150-151 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 177-178 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 181 |
| | G-09 | Pencegahan Konflik Kepentingan | 180-181 |

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 RMK Energy Tbk**

Vincent Saputra

Direktur

PT RMK Energy Tbk

Wisma RMK Lantai 2

Telepon : (021) 582 2555, Fax : (021) 582 2555, www.rmkenergy.com

| | |
|---|---|
| Nama Pengirim | Vincent Saputra |
| Jabatan | Direktur |
| Tanggal dan Waktu | 29-04-2026 19:42 |
| Lampiran | 1. Penyampaian Laporan Tahunan RMKE 2025.pdf |
| | 2. AR RMK Energy Final.pdf |

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

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| | |
|---|---|
| Letter / Announcement No. | 29/CS/RMKE/04/2026 |
| Issuer Name | PT RMK Energy Tbk |
| Issuer Code | RMKE |
| 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 https://www.rmkenergy.com/ at 29 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? | No |

| Name | Total emission (tCO2e) |
|---|---|
| **Category 1: Direct GHG emissions and removals** | |
| Direct emissions from stationary combustion | 0 |
| 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) | 0 |
| **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) | 0 |
| Total GHG Emissions (Scope 1, 2 and 3) | 0 |
| 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) | 676.786 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 676.786 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 2.015 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 100 |

| **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 consistently supports the government's program to achieve the Net Zero Emission target. This is concretely achieved through various efforts related to electricity efficiency and various discussions related to environmentally conscious action plans. | |

| **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

The company consistently supports the government's program to achieve the Net Zero Emission target. This is concretely achieved through various efforts related to electricity efficiency and various discussions related to environmentally conscious action plans.

**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 | 699 | 81,56 % | 68 | 7,93 % |
| Mid-level | 65 | 7,58 % | 7 | 0,82 % |
| Senior-level | 10 | 7,58 % | 1 | 0,12 % |
| Executive-level | 5 | 0,58 % | 2 | 0,23 % |
| Total Pegawai | 81,56359 | 90,9 % | 78 | 9,1 % |

**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 | 205 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 215 |
| 25-35 | 442 | 30 | 30 | 7 | 1 | 0 | 1 | 0 | 511 |
| 35-45 | 52 | 28 | 35 | 0 | 8 | 1 | 3 | 1 | 128 |
| 45-55 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 |
| >55 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 344 Employees | 40,14 % |
| Number of newly appointed Employees | 41 Employees | 4,78 % |

**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 (%) |
|---|---|---|
| 4 hours/employee | 706 | 82 % |

**S-06 Injury Rate**

| Frequency of work-related accidents of total Employees (in reporting year) | Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%) |
|---|---|
| 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?** | No |
| **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 | 3 | 0 | 2 |
| Directors | 0 | 5 | 2 | 5 |

**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 | 10 | 100 % |
| Comissioner Attendance to Board Meetings | 16 | 90 % |

Other governmental-related policy

| | |
|---|---|
| **G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?** | No |
| - | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| The Company has a policy for assessing the Board of Directors and Board of Commissioners, which is implemented through a mechanism run by the Nomination and Remuneration Committee. | |
| **G-05 Does the company has a policy regarding board training and development?** | No |
| - | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |
| The Company has several criteria used for selecting the Board of Commissioners and Directors. | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| RMK Energy implements a Code of Ethics as a behavioral guideline for all Company employees in conducting business activities professionally, with integrity, and responsibly. This Code of Ethics serves as a guideline for the Company in building a work culture and fostering working relationships between employees that uphold ethical values, compliance with regulations, and GCG principles. | |
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |
| The Company has a policy regarding the fair treatment of Shareholders. Fair treatment of Shareholders, including minority and foreign shareholders, includes:<br>- Transparency in the implementation of the GMS (both physical and electronic).<br>- An independent voting process in accordance with the Articles of Association.<br>- Public availability of a summary of the GMS minutes on the company's official website.<br>- Two-way communication mechanisms with investors through email, the website, and in-person meetings. | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |
| The Company is strongly committed to implementing GCG principles to prevent corruption and bribery practices and maintain business continuity. The Company strives to ensure that all business activities are free from deviant practices, including corruption and the acceptance of bribes. Therefore, the Company ensures compliance with applicable laws and regulations. | |

**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 | - |
| | E-02 | Greenhouse Gas Emission Intensity | - |
| | E-03 | Electricity Consumption | 201 |
| | E-04 | Water Consumption | 202 |
| | E-05 | Waste Generated | 207 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 198 |
| | E-07 | Company Commitment to Reduce Emission | - |
| Social | S-01 | Gender Equality | 209 |
| | S-02 | Employees by Gender and Age Group | 63 |
| | S-03 | Employee Turnover Rate | 211 |
| | S-04 | Number of Temporary Officers | - |
| | S-05 | Employee Training and Development | 212 |
| | S-06 | Number of Work Accidents | 214 |
| | S-07 | Human Rights Violation Incidents | - |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 208-209 |
| | S-09 | Policy on Human Rights | 208-209 |
| | S-10 | Child Labor and/or Forced Labor Policy | 213 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 214 |
| | S-12 | Corporate Social Responsibility | 215-216 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 153-154 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 153 |
| | G-03 | Chairman of the Board and CEO Separation Policy | - |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 154-155 |
| | G-05 | Board of Directors and Commissioners Training Policy | - |
| | G-06 | Special Criteria for Election of the Board | 150-151 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 177-178 |
| | G-08 | Fair Treatment Policy for Shareholders | 181 |
| | G-09 | Conflict of Interest Prevention Policy | 180-181 |

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 RMK Energy Tbk**

Vincent Saputra

Direktur

PT RMK Energy Tbk

Wisma RMK Lantai 2

Phone : (021) 582 2555, Fax : (021) 582 2555, www.rmkenergy.com

| | |
|---|---|
| Sender Name | Vincent Saputra |
| Function | Direktur |
| Date and Time | 29-04-2026 19:42 |
| Attachment | 1. Penyampaian Laporan Tahunan RMKE 2025.pdf |
| | 2. AR RMK Energy Final.pdf |

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