Go To English Page

| | |
|---|---|
| Nomor Surat | 011/VICI-CORSEC/IV/2026 |
| Nama Perusahaan | PT Victoria Care Indonesia Tbk |
| Kode Emiten | VICI |
| 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? (Tidak)

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.vci.co.id pada tanggal 30 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 | 150,13 |
| Emisi langsung dari pembakaran bergerak | 112,24 |
| Emisi langsung dari proses pengolahan | 0 |
| Emisi fugitive langsung | 150,74 |
| Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| **Total Emisi Langsung (Scope 1)** | 413,11 |

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 1.394,72 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 1.394,72 |
| **Kategori 3: Emisi GRK tidak langsung dari transportasi** | |
| Transportasi dan distribusi hulu | 0 |
| Perjalanan dinas | 24,84 |
| Transportasi dari klien dan pengunjung | 0 |
| Transportasi dan distribusi hilir | 0 |
| Perjalanan Karyawan | 1.061,94 |
| **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 | 927,97 |
| Capital equipment/goods | 0 |
| Limbah yang dihasilkan dalam kegiatan operasional | 2,05 |
| 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)** | 2.016,8 |
| **Total Emisi GRK (Scope 1 and 2)** | 1.807,83 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 3.824,63 |
| 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) | 1.603.132 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 1.603.132 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 34.948 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 437,27275 |

| 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. | |
| - Implementasi manajemen energi pada operasional perusahaan, serta investasi terhadap teknologi dan upaya efisiensi energi.<br><br>- Kerja sama dengan stakeholder dan pihak terkait untuk meminimalisir emisi scope 3 (kategori 3 dan 4).<br><br>- Penggunaan energi yang rama lingkungan. (Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 291 - 304)<br><br>- Penguatan sistem inventarisasi dan pelaporan emisi GRK secara berkala. | |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) | |
|---|---|
| Apakah Perusahaan memiliki komitmen mengurangi emisi? | Ya |
| Target pengurangan emisi GRK | 20 % |
| | 1.215 (tCO2e) |
| Tahun target untuk penurunan emisi GRK? | 2050 |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

- Penggunaan listrik 2024: 1.519,18 ton CO2e

- Penggunaan listrik 2025: 1.394,72 ton CO2e

- Langkah penurunan emisi: Penggantian lampu LED, penggantian AC ramah lingkungan (R22 ke R32), penerapan sistem manajemen energi (ISO 51000:2018), inventarisasi gas rumah kaca (ISO 14064-1:2018), dan penerapan sistem manajemen lingkungan (ISO 14001:2015)

Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 291 - 304.

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

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 881 | 34,64 % | 1.392 | 54,74 % |
| Mid-level | 135 | 5,31 % | 96 | 3,78 % |
| Senior-level | 16 | 0,63 % | 8 | 0,31 % |
| Executive-level | 12 | 0,47 % | 3 | 0,12 % |
| Total Pegawai | 1.044 | 41,05 % | 1.499 | 58,95 % |

**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 | 278 | 575 | 1 | 3 | 0 | 0 | 0 | 0 | 857 |
| 25-35 | 401 | 592 | 46 | 41 | 0 | 0 | 1 | 0 | 1.081 |
| 35-45 | 163 | 202 | 59 | 37 | 6 | 3 | 0 | 0 | 470 |
| 45-55 | 37 | 22 | 22 | 13 | 9 | 3 | 6 | 2 | 114 |
| >55 | 2 | 1 | 7 | 2 | 1 | 2 | 5 | 1 | 21 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 1.027 Pegawai | 0,4 % |

| | | |
|---|---|---|
| Jumlah Pegawai Baru/pengganti | 1.031 Pegawai | 0,4 % |

**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 (%) |
|---|---|---|
| 2,36 jam/pegawai | 1.871 | 73,57 % |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|---|
| 3 | 0,9 % |

**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 |
| Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 216. | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 272 sampai 278. | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 272 sampai 278. | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 272 sampai 278. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 282 sampai 288. | |

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

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

| Tipe Manajemen Perusahaan | Jumlah | Laki-laki | Perempuan | Pihak Independen |
|---|---|---|---|---|
| Komisaris | 0 | 5 | 0 | 2 |
| Direksi | 0 | 4 | 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 | 6 | 100 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|---|
| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Tidak |
| Perseroan belum memiliki kebijakan ini. Perseroan senantiasa berpedoman pada ketentuan Anggara Dasar dan peraturan perundang-undangan yang berlaku untuk setiap tindakan atau kebijakan yang ditetapkan. | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 184 sampai 185. | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Tidak |
| Perseroan belum memiliki kebijakan pelatihan Dewan Direksi dan Komisaris. Pelaksanaan pelatihan dilakukan berdasarkan program yang disusun oleh Perseroan sesuai dengan jadwal Dewan Direksi dan Komisaris.<br><br>Untuk informasi pelatihan yang dilakukan oleh Dewan Direksi dan Komisaris pada tahun 2025 telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 110 sampai 112. | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Tidak |
| Pemilihan Dewan Direksi dan Komisaris dilakukan berdasarkan rekomendasi Komite Nominasi dan Remunerasi Perseroan serta dengan memperhaatikan ketentuan perundang-undangan yang berlaku khususnya di bidang Pasar Modal. | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Informasi ini telah diungkapkan di Laporan Tahunan dan Laporan Keberlanjutan 2025 Perseroan pada halaman 214 sampai 219. | |

| | |
|---|---|
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Tidak |
| Dalam pelaksanaannya, Perseroan senantiasa berpedoman pada ketentuan peraturan perundangundangan yang berlaku termasuk diantaranya ketentuan mengenai hak atau perlindungan pemegang saham minoritas. | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Tidak |
| Dalam pelaksanaannya, Perseroan senantiasa berpedoman pada ketentuan peraturan perundang-undangan yang berlaku termasuk diantaranya ketentuan mengenai benturan kepentingan. | |

**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 | 303 |
| | E-03 | Konsumsi Energi Listrik | 303 |
| | E-04 | Konsumsi Air | 303 |
| | E-05 | Limbah yang Dihasilkan | 299-303 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | - |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 304-305 |
| Sosial | S-01 | Kesetaraan Gender | 71 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 71 |
| | S-03 | Tingkat Pergantian Pegawai | 13 |
| | S-04 | Jumlah Pegawai Sementara | 70 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 101-104 |
| | S-06 | Jumlah Kecelakaan Kerja | 278 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 272-278 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 216 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 272-278 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 272-278 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 272-278 |
| | S-12 | Pencegahan Konflik Kepentingan | 282-288 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 69 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 174-184 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | - |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 184-185 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | - |
| | G-06 | Kriteria Khusus Pemilihan Dewan | - |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 214-219 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | - |
| | 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

PERATURAN OTORITAS JASA KEUANGAN NOMOR 51/POJK.03/2017 TENTANG PENERAPAN KEUANGAN BERKELANJUTAN BAGI LEMBAGA JASA KEUANGAN, EMITEN, DAN PERUSAHAAN PUBLIK

Assurance dan validasi pihak ketiga

[X] Tidak

Demikian untuk diketahui.

Hormat Kami,

**PT Victoria Care Indonesia Tbk**

Erwan Irawan Noer

Direktur

PT Victoria Care Indonesia Tbk

Puri Indah Financial Tower 10th-11th Floor

Telepon : (+6221) 54368111, Fax : 0, http://www.vci.co.id/

| | |
|---|---|
| Nama Pengirim | Erwan Irawan Noer |
| Jabatan | Direktur |
| Tanggal dan Waktu | 30-04-2026 20:04 |
| Lampiran | 1. Srt Pengantar ARSR 2025 VICI (2026).pdf |
| | 2. Annual Report VCI 2025 Final Combine.pdf |

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

Go To Indonesian Page

| | |
|---|---|
| Letter / Announcement No. | 011/VICI-CORSEC/IV/2026 |
| Issuer Name | PT Victoria Care Indonesia Tbk |
| Issuer Code | VICI |
| 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? (No)

The information referred above has been published on the Company's website www.vci.co.id at 30 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 | 150,13 |
| Direct emissions from mobile combustion | 112,24 |
| Direct emissions from processes | 0 |
| Direct fugitive emissions | 150,74 |
| Direct emissions from Land Use, Land Use Change and Forestry (LULUCF) | 0 |
| Total Direct Emissions (Scope 1) | 413,11 |
| **Category 2: Indirect GHG emissions from imported energy** | |

| | |
|---|---|
| Indirect emissions from imported/purchased electricity consumption | 1.394,72 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 1.394,72 |
| **Category 3: Indirect GHG emissions from transportation** | |
| Upstream transport and distribution | 0 |
| Business travels | 24,84 |
| Transportation of clients and visitors | 0 |
| Downstream transportation and distribution | 0 |
| Employee commuting | 1.061,94 |
| **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 | 927,97 |
| Capital equipment/goods | 0 |
| Waste generated in operations | 2,05 |
| 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) | 2.016,8 |
| Total GHG Emissions (Scope 1 and 2) | 1.807,83 |
| Total GHG Emissions (Scope 1, 2 and 3) | 3.824,63 |
| 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) | 1.603.132 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 1.603.132 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 34.948 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 437,27275 |

| **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. | |
| - Implementation of energy management in company operations, as well as investment in technology and energy efficiency efforts.<br><br>- Collaboration with stakeholders and related parties to minimize scope 3 emissions (categories 3 and 4).<br><br>- Environmentally friendly energy use. (This information has been disclosed in the Company's Annual Report and 2025 Sustainability Report on pages 291-304.)<br><br>- Strengthening the GHG emissions inventory and reporting system on a regular basis. | |

| **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? | 20 % |
| | 1.215 (tCO2e) |
| Targeted year in achieving GHG reduction target? | 2050 |

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

- Electricity usage in 2024: 1,519.18 tons CO2e

- Electricity usage in 2025: 1,394.72 tons CO2e

- Emission reduction measures: Replacing LED lighting, replacing environmentally friendly air conditioners (R22 to R32), implementing an energy management system (ISO 51000:2018), greenhouse gas inventory (ISO 14064-1:2018), and implementing an environmental management system (ISO 14001:2015).

This information has been disclosed in the Company's 2025 Annual Report and Sustainability Report on pages 291-304.

**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 | 881 | 34,64 % | 1.392 | 54,74 % |
| Mid-level | 135 | 5,31 % | 96 | 3,78 % |
| Senior-level | 16 | 0,63 % | 8 | 0,31 % |
| Executive-level | 12 | 0,47 % | 3 | 0,12 % |
| Total Pegawai | 1.044 | 41,05 % | 1.499 | 58,95 % |

**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 | 278 | 575 | 1 | 3 | 0 | 0 | 0 | 0 | 857 |
| 25-35 | 401 | 592 | 46 | 41 | 0 | 0 | 1 | 0 | 1.081 |
| 35-45 | 163 | 202 | 59 | 13 | 6 | 3 | 0 | 0 | 470 |
| 45-55 | 37 | 22 | 22 | 13 | 9 | 3 | 6 | 2 | 114 |
| >55 | 2 | 1 | 7 | 2 | 1 | 2 | 5 | 1 | 21 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 1.027 Employees | 0,4 % |

| | | |
|---|---|---|
| Number of newly appointed Employees | 1.031 Employees | 0,4 % |

**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 (%) |
|---|---|---|
| 2,36 hours/employee | 1.871 | 73,57 % |

**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 (%) |
|---|---|
| 3 | 0,9 % |

**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 |
| This information has been disclosed on page 216 of the Company's 2025 Annual Report and Sustainability Report. | |
| **S-09 Does the company has a policy regarding human rights?** | Yes |
| This information has been disclosed on page 272 to 278 of the Company's 2025 Annual Report and Sustainability Report. | |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| This information has been disclosed on page 272 to 278 of the Company's 2025 Annual Report and Sustainability Report. | |
| **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 |
| This information has been disclosed on page 272 to 278 of the Company's 2025 Annual Report and Sustainability Report. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?** | Yes |
| This information has been disclosed on page 282 to 288 of the Company's 2025 Annual Report and Sustainability Report. | |

**C. Governance Performance**

**G-01 Board Diversity and Independence**

| Type of Company Board | Number of seats on Company | Seats Occupied by Men | Seats Occupied by Women | Seats Occupied by Independent Party |
|---|---|---|---|---|
| Commissioners | 0 | 5 | 0 | 2 |
| Directors | 0 | 4 | 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 | 6 | 100 % |

Other governmental-related policy

| | |
|---|---|
| **G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?** | No |
| The Company does not have this policy. The Company always refers to the provisions of the Articles of Association and applicable laws and regulations for every action or policy determined. | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| This information has been disclosed on page 184 to 185 of the Company's 2025 Annual Report and Sustainability Report. | |
| **G-05 Does the company has a policy regarding board training and development?** | No |
| The company does not yet have a policy for training the board of directors and commissioners. The implementation of training is carried out based on a program prepared by the Company in accordance with the schedule of the board of commissioners and directors.<br><br>For training information of the Board of Directors and Commissioners in 2025 has been disclosed in the Company's 2025 Annual Report and Sustainability Report on pages 110 to 112. | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | No |
| The election of the board of directors and commissioners is carried out based on the recommendations of tthe Company's Nomination and Remuneration Committee and with due regard to applicable laws and regulations spesifically in capital market sector. | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| This information has been disclosed on page 214 to 219 of the Company's 2025 Annual Report and Sustainability Report. | |

| | |
|---|---|
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | No |
| In its implementation, the Company always adheres to the provisions of applicable laws and regulations, including provisions regarding the rights or protection of minority shareholders. | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | No |
| In its implementation, the Company always adheres to the provisions of applicable laws and regulations, including provisions regarding conflicts of interest. | |

**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 | 303 |
| | E-03 | Electricity Consumption | 303 |
| | E-04 | Water Consumption | 303 |
| | E-05 | Waste Generated | 299-303 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | - |
| | E-07 | Company Commitment to Reduce Emission | 304-305 |
| Social | S-01 | Gender Equality | 71 |
| | S-02 | Employees by Gender and Age Group | 71 |
| | S-03 | Employee Turnover Rate | 13 |
| | S-04 | Number of Temporary Officers | 70 |
| | S-05 | Employee Training and Development | 101-104 |
| | S-06 | Number of Work Accidents | 278 |
| | S-07 | Human Rights Violation Incidents | 272-278 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 216 |
| | S-09 | Policy on Human Rights | 272-278 |
| | S-10 | Child Labor and/or Forced Labor Policy | 272-278 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 272-278 |
| | S-12 | Corporate Social Responsibility | 282-288 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 69 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 174-184 |
| | G-03 | Chairman of the Board and CEO Separation Policy | - |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 184-185 |
| | G-05 | Board of Directors and Commissioners Training Policy | - |
| | G-06 | Special Criteria for Election of the Board | - |
| | G-07 | Code of Ethics and/or Anti-Corruption | 214-219 |
| | G-08 | Fair Treatment Policy for Shareholders | - |
| | 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

PERATURAN OTORITAS JASA KEUANGAN NOMOR 51/POJK.03/2017 TENTANG PENERAPAN KEUANGAN BERKELANJUTAN BAGI LEMBAGA JASA KEUANGAN, EMITEN, DAN PERUSAHAAN PUBLIK

Third-party assurance and/or validation

[X] No

Thus to be informed accordingly.

Respectfully,

**PT Victoria Care Indonesia Tbk**

Erwan Irawan Noer

Direktur

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| | |
|---|---|
| Sender Name | Erwan Irawan Noer |
| Function | Direktur |
| Date and Time | 30-04-2026 20:04 |
| Attachment | 1. Srt Pengantar ARSR 2025 VICI (2026).pdf |
| | 2. Annual Report VCI 2025 Final Combine.pdf |

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