Go To English Page

| | |
|---|---|
| Nomor Surat | 013/ASSA-CORSEC/IV/2026 |
| Nama Perusahaan | Adi Sarana Armada Tbk |
| Kode Emiten | ASSA |
| 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 26 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.assa.id pada tanggal 26 Mei 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 | Ekuitas |
| 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) | 1.167.857 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 1.167.857 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 18.597 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 0 |

| E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission | |
|---|---|
| Apakah Perusahaan memiliki komitmen pencapaian target net zero? | Tidak |
| Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi? | null |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan. | |
| Null | |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) | |
|---|---|
| Apakah Perusahaan memiliki komitmen mengurangi emisi? | Tidak |
| Target pengurangan emisi GRK | 0 % |
| | 0 (tCO2e) |
| Tahun target untuk penurunan emisi GRK? | null |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Null

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

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 3.304 | 71,44 % | 610 | 13,19 % |
| Mid-level | 440 | 9,51 % | 123 | 2,66 % |
| Senior-level | 113 | 2,44 % | 27 | 0,58 % |
| Executive-level | 7 | 0,15 % | 1 | 0,02 % |
| Total Pegawai | 3.864 | 83,55 % | 761 | 16,45 % |

**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 | 474 | 125 | 3 | 2 | 0 | 0 | 0 | 0 | 604 |
| 25-35 | 1.835 | 387 | 209 | 74 | 22 | 4 | 0 | 0 | 2.531 |
| 35-45 | 836 | 91 | 185 | 41 | 53 | 12 | 0 | 0 | 1.218 |
| 45-55 | 155 | 7 | 49 | 10 | 30 | 5 | 4 | 0 | 260 |
| >55 | 4 | 0 | 1 | 1 | 1 | 1 | 3 | 1 | 12 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 516 Pegawai | 11,04 % |
| Jumlah Pegawai Baru/pengganti | 1.296 Pegawai | 22,73 % |

**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 | 77 Pegawai | 1,67 % |

**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 (%) |
|---|---|---|
| 4,07 jam/pegawai | 3.321 | 71,06 % |

**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 |
| Panduan Pencegahan Pelecehan Seksual dan Intimidasi di Tempat Kerja | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Perusahaan menempatkan prinsip terhadap Hak Asasi Manusia (HAM) sebagai landasan utama dalam menjalankan seluruh kegiatan usahanya dengan mengacu pada standar internasional, serta mematuhi peraturan perundangundangan nasional yang berlaku. Komitmen tersebut diwujudkan melalui pemenuhan berbagai hak dasar pekerja, seperti pemberian upah yang layak, perlindungan atas kebebasan berserikat, pencegahan praktik kerja paksa dan pekerja anak, serta penciptaan lingkungan kerja yang aman dan sehat. Seluruh prinsip HAM ini diterapkan secara konsisten dan terintegrasi dalam setiap aktivitas operasional maupun sepanjang rantai nilai Perseroan | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Kebijakan pelarangan pekerja anak yang diterapkan ASSA selaras dengan Undang-Undang Republik Indonesia Nomor 13 Tahun 2003 tentang Ketenagakerjaan. Selain itu, ketentuan tersebut juga mengacu pada Konvensi ILO Nomor 138 Tahun 1973 mengenai usia minimum bekerja serta Konvensi ILO Nomor 182 Tahun 1999 terkait penghapusan bentuk pekerjaan terburuk bagi anak. Sementara itu, larangan terhadap praktik kerja paksa dijalankan dengan berpedoman pada Konvensi ILO Nomor 29 Tahun 1930 tentang Kerja Paksa atau Wajib. Komitmen tersebut diperkuat melalui penerapan Konvensi ILO Nomor 105 Tahun 1957 yang menegaskan penghapusan segala bentuk kerja paksa. | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Menyadari hal tersebut, ASSA berkomitmen menciptakan suasana kerja yang aman, nyaman, dan kondusif agar berdampak positif terhadap perkembangan bisnis serta produktivitas karyawan.<br>Sebagai bagian dari upaya ini, ASSA menghadirkan ruang kerja terbuka yang mendorong interaksi langsung antara karyawan dan pimpinan tanpa sekat pembatas. Perusahaan juga menerapkan kebijakan jam kerja fleksibel, memungkinkan karyawan menyesuaikan waktu kerja sesuai kebutuhan dan prioritas tugas masing-masing. Selain itu, ASSA menyediakan saluran pelaporan untuk menindaklanjuti kasus kecurangan atau penyalahgunaan wewenang di lingkungan kerja, sehingga tercipta budaya kerja yang transparan dan terpercaya. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| Donor darah, donasi alat kebersihan, penanaman pohon, pembelian sarana olahraga sekolah dan umum | |

**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 | 1 | 3 | 2 |
| Direksi | 0 | 4 | 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 | 15 | 100 % |
| Jumlah kehadiran komisaris ke rapat dewan | 9 | 86 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|---|
| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Ya |
| Terdapat pada halaman 270 | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Penilaian kinerja Direksi dilaksanakan oleh Presiden Komisaris dan dievaluasi setiap tahun melalui Rapat Umum Pemegang Saham (RUPS) berdasarkan rekomendasi dari Presiden Komisaris | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Ya |
| Terdapat pada halaman 260 | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |
| Tercantum di dalam Tata Kelola Perusahaan dan juga dalam Laporan pada halaman 280 | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Tercantum di dalam Tata Kelola Perusahaan dan juga dalam Laporan pada halaman 320 | |

| | |
|---|---|
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Tercantum di dalam Tata Kelola Perusahaan dan juga dalam Laporan pada halaman 233 | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |
| Tercantum di dalam Tata Kelola Perusahaan, Pedoman Direksi dan Pedoman Dewan Komisaris serta dalam Laporan pada halaman 330 | |

**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 | 355 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 356 |
| | E-03 | Konsumsi Energi Listrik | 354 |
| | E-04 | Konsumsi Air | 354 |
| | E-05 | Limbah yang Dihasilkan | 357 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 356 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 356 |
| Sosial | S-01 | Kesetaraan Gender | 0 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 121 |
| | S-03 | Tingkat Pergantian Pegawai | 125 |
| | S-04 | Jumlah Pegawai Sementara | 121 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 155 |
| | S-06 | Jumlah Kecelakaan Kerja | 127 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 129 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 128 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 128 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 128 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 127 |
| | S-12 | Pencegahan Konflik Kepentingan | 204 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 268 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 270 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 270 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 268 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 260 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 280 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 320 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 233 |
| | G-09 | Pencegahan Konflik Kepentingan | 330 |

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,

**Adi Sarana Armada Tbk**

Jerry Fandy Tunjungan

Direktur Keuangan

Adi Sarana Armada Tbk

Gedung Samudera Kirana Lt. 6, Jl. Yos Sudarso No. 88, Sunter, Jakarta Utara 14350

Telepon : 6530 8811, Fax : 6530 8822, www.assarent.co.id

| | |
|---|---|
| Nama Pengirim | Jerry Fandy Tunjungan |
| Jabatan | Direktur Keuangan |
| Tanggal dan Waktu | 30-04-2026 17:01 |
| Lampiran | 1. ASSA_Corsec_013_Penyampaian AR dan SR Tahun 2025.pdf |
| | 2. ASSA_Integrated Report (AR and SR)_2025.pdf |

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

| | |
|---|---|
| Letter / Announcement No. | 013/ASSA-CORSEC/IV/2026 |
| Issuer Name | Adi Sarana Armada Tbk |
| Issuer Code | ASSA |
| 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 26 Mei 2026

The information referred above has been published on the Company's website www.assa.id at 26 Mei 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 | Ekuitas |
| 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) | 1.167.857 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 1.167.857 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 18.597 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 0 |

| **E-06 Company commitment to Net Zero Emission Target** | |
|---|---|
| Does the Company have a net zero emission target commitment? | No |
| What year is the Company's net zero emission published target? | null |
| Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target. | |
| Null | |

| **E-07 Company Commitment to GHG Emission Reduction Target** | |
|---|---|
| Does the Company commit to reducing GHG emission? | 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?

No

Steps that have been taken and emission reductions that have been achieved compared to the previous year

Null

**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 | 3.304 | 71,44 % | 610 | 13,19 % |
| Mid-level | 440 | 9,51 % | 123 | 2,66 % |
| Senior-level | 113 | 2,44 % | 27 | 0,58 % |
| Executive-level | 7 | 0,15 % | 1 | 0,02 % |
| Total Pegawai | 3.864 | 83,55 % | 761 | 16,45 % |

**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 | 474 | 125 | 3 | 2 | 0 | 0 | 0 | 0 | 604 |
| 25-35 | 1.835 | 387 | 209 | 74 | 22 | 4 | 0 | 0 | 2.531 |
| 35-45 | 836 | 91 | 185 | 10 | 53 | 12 | 0 | 0 | 1.218 |
| 45-55 | 155 | 7 | 49 | 10 | 30 | 5 | 4 | 0 | 260 |
| >55 | 4 | 0 | 1 | 1 | 1 | 1 | 3 | 1 | 12 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 516 Employees | 11,04 % |
| Number of newly appointed Employees | 1.296 Employees | 22,73 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 77 Employees | 1,67 % |

**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 (%) |
|---|---|---|
| 4,07 hours/employee | 3.321 | 71,06 % |

**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 |
|---|---|
| Guidelines for the Prevention of Sexual Harassment and Intimidation in the Workplace | |
| S-09 Does the company has a policy regarding human rights? | Yes |
| The company places human rights principles at the core of all its business activities, referring to international standards and complying with applicable national laws and regulations. This commitment is manifested through the fulfillment of various basic workers' rights, such as the provision of decent wages, protection of freedom of association, prevention of forced labor and child labor, and the creation of a safe and healthy working environment. All of these human rights principles are applied consistently and integrated into every operational activity and throughout the Company's value chain. | |
| S-10 Does the company have a policy regarding child labor and/or forced labor? | Yes |
| ASSA's policy of prohibiting child labor is in line with Law of the Republic of Indonesia Number 13 of 2003 concerning Manpower. In addition, this provision also refers to ILO Convention Number 138 of 1973 concerning the minimum working age and ILO Convention Number 182 of 1999 concerning the elimination of the worst forms of child labor. Meanwhile, the prohibition of forced labor practices is implemented in accordance with ILO Convention No. 29 of 1930 concerning Forced or Compulsory Labor. This commitment is reinforced through the implementation of ILO Convention No. 105 of 1957, which affirms the elimination of all forms of forced labor. | |
| 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 |
| Recognizing this, ASSA is committed to creating a safe, comfortable, and conducive work atmosphere that has a positive impact on business development and employee productivity.<br>As part of this effort, ASSA provides an open workspace that encourages direct interaction between employees and leaders without barriers. The company also implements a flexible work schedule policy, allowing employees to adjust their working hours according to their needs and task priorities. In addition, ASSA provides a reporting channel to follow up on cases of fraud or abuse of authority in the workplace, thereby creating a transparent and trustworthy work culture. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?** | Yes |
| Blood donation, donation of cleaning equipment, tree planting, purchase of school and public sports facilities | |

**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 | 1 | 3 | 2 |
| Directors | 0 | 4 | 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 | 15 | 100 % |
| Comissioner Attendance to Board Meetings | 9 | 86 % |

Other governmental-related policy

| | |
|---|---|
| **G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?** | Yes |
| Available on page 270 | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| The performance evaluation of the Board of Directors is carried out by the President Commissioner and is reviewed annually through the General Meeting of Shareholders (GMS) based on the recommendation of the President Commissioner | |
| **G-05 Does the company has a policy regarding board training and development?** | Yes |
| Available on page 260 | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |
| It is stated in the Corporate Governance section and also in the Report on page 280 | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| It is stated in the Corporate Governance section and also in the Report on page 320 | |
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |

| | |
|---|---|
| It is stated in the Corporate Governance section and also in the Report on page 233 | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |
| It is stated in the Corporate Governance section, the Board of Directors Charter, and the Board of Commissioners Charter, as well as in the Report on page 330 | |

**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 | 355 |
| | E-02 | Greenhouse Gas Emission Intensity | 356 |
| | E-03 | Electricity Consumption | 354 |
| | E-04 | Water Consumption | 354 |
| | E-05 | Waste Generated | 357 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 356 |
| | E-07 | Company Commitment to Reduce Emission | 356 |
| Social | S-01 | Gender Equality | 0 |
| | S-02 | Employees by Gender and Age Group | 121 |
| | S-03 | Employee Turnover Rate | 125 |
| | S-04 | Number of Temporary Officers | 121 |
| | S-05 | Employee Training and Development | 155 |
| | S-06 | Number of Work Accidents | 127 |
| | S-07 | Human Rights Violation Incidents | 129 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 128 |
| | S-09 | Policy on Human Rights | 128 |
| | S-10 | Child Labor and/or Forced Labor Policy | 128 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 127 |
| | S-12 | Corporate Social Responsibility | 204 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 268 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 270 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 270 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 268 |
| | G-05 | Board of Directors and Commissioners Training Policy | 260 |
| | G-06 | Special Criteria for Election of the Board | 280 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 320 |
| | G-08 | Fair Treatment Policy for Shareholders | 233 |
| | G-09 | Conflict of Interest Prevention Policy | 330 |

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,

**Adi Sarana Armada Tbk**

Jerry Fandy Tunjungan

Direktur Keuangan

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| | |
|---|---|
| Sender Name | Jerry Fandy Tunjungan |
| Function | Direktur Keuangan |
| Date and Time | 30-04-2026 17:01 |
| Attachment | 1. ASSA_Corsec_013_Penyampaian AR dan SR Tahun 2025.pdf |
| | 2. ASSA_Integrated Report (AR and SR)_2025.pdf |

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