Go To English Page

| | |
|---|---|
| Nomor Surat | 177/SGE/IV/2026 |
| Nama Perusahaan | PT Sumber Global Energy Tbk. |
| Kode Emiten | SGER |
| 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 30 April 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.sumberglobalenergy.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? | Ya |
| Batasan Organisasi | Operasional/Finansial |
| Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini? | Ya |
| Mohon Jelaskan:<br><br>Entitas anak perseroan berada di luar Indonesia | |

| Name | Total Emisi (tCO2e) |
|---|---|
| **Kategori 1: Emisi GRK langsung dan pembuangan** | |
| Emisi langsung dari pembakaran stasioner | 0 |
| Emisi langsung dari pembakaran bergerak | 23,74 |
| 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)** | 23,74 |

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 75,85 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 23,74 |
| **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)** | 47,48 |
| 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 | 0,0001 |
| **E-03** | **Konsumsi Energi listrik** | Jumlah total energi yang dikonsumsi secara langsung (kWh or J) | 0 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 89.239,1 |
| | | Total konsumsi energi (kWh or J) | 89.239,1 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 0 |
| **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. | |
| Saat ini Perseroan belum dapat menetapkan target pencapaian net Zero emission karena masih menghadapi berbagai tantangan operasional, namun kami tetap berkomitmen untuk mengintegrasikan prinsip keberlanjutan dalam setiap lini usaha, serta akan mengevaluasi langkah-langkah pengurangan emisi secara bertahap dan berkelanjutan. | |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) | |
|---|---|
| Apakah Perusahaan memiliki komitmen mengurangi emisi? | Ya |
| Target pengurangan emisi GRK | 10 % |
| | 89,63 (tCO2e) |
| Tahun target untuk penurunan emisi GRK? | 2035 |

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Perseroan memiliki komitmen dekarbonisasi yang berfokus pada transisi dari pedagang batu bara murni menjadi penyedia solusi energi yang lebih bersih.

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

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 15 | 27,27 % | 7 | 12,73 % |
| Mid-level | 11 | 20 % | 3 | 5,45 % |
| Senior-level | 9 | 16,36 % | 5 | 9,09 % |
| Executive-level | 4 | 7,27 % | 1 | 1,82 % |
| Total Pegawai | 39 | 70,91 % | 16 | 29,09 % |

**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 | 7 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 13 |
| 25-35 | 7 | 3 | 6 | 2 | 4 | 3 | 0 | 0 | 25 |
| 35-45 | 1 | 0 | 3 | 0 | 3 | 2 | 2 | 0 | 11 |
| 45-55 | 0 | 0 | 1 | 0 | 2 | 0 | 1 | 1 | 5 |
| >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 | 8 Pegawai | 12 % |
| Jumlah Pegawai Baru/pengganti | 8 Pegawai | 12 % |

**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 (%) |
|---|---|---|
| 0 jam/pegawai | 0 | 0 % |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|---|
| 1 | 1 % |

**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 |
| Perseroan belum memiliki ketentuan internal khusus yang mengatur secara tersendiri mengenai perlindungan Hak Asasi Manusia (HAM), perlindungan dari pelecehan seksual, dan tindakan diskriminasi lainnya. Namun demikian, Perseroan berkomitmen untuk menjalankan kegiatan usahanya dengan menjunjung penghormatan terhadap HAM serta menciptakan lingkungan kerja yang profesional, saling menghormati, dan bebas dari pelecehan maupun diskriminasi dalam bentuk apapun, dengan mengacu pada ketentuan peraturan perundangundangan<br>yang berlaku. | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Tidak |
| Perseroan belum memiliki ketentuan internal khusus yang mengatur secara tersendiri mengenai perlindungan Hak Asasi Manusia (HAM), perlindungan dari pelecehan seksual, dan tindakan diskriminasi lainnya. Namun demikian, Perseroan berkomitmen untuk menjalankan kegiatan usahanya dengan menjunjung penghormatan terhadap HAM serta menciptakan lingkungan kerja yang profesional, saling menghormati, dan bebas dari pelecehan maupun diskriminasi dalam bentuk apapun, dengan mengacu pada ketentuan peraturan perundangundangan<br>yang berlaku. | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Perseroan memiliki kebijakan yang secara spesifik mengatur pekerja anak dan/atau pekerja paksa, yaitu dengan adanya aturan pekerja dengan usia minimal 18 tahun. | |
| **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 untuk menyediakan lingkungan kerja yang sehat dan aman sesuai dengan Prinsip Keselamatan dan Kesehatan Kerja (K3). Dalam lingkungan yang aman dan terjamin, karyawan dapat bekerja dengan nyaman tanpa khawatir terhadap risiko seperti penyakit akibat kerja atau kecelakaan, baik ringan maupun serius. Melalui penerapan K3, Perseroan berupaya mencapai zero accident dan terbebas dari penyakit akibat kerja. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Tidak |
| Perseroan belum memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar. | |

**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 | 3 | 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 | 8 | 100 % |
| Jumlah kehadiran komisaris ke rapat dewan | 7 | 87 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|---|
| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Tidak |
| Perseroan belum memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO. | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Perseroan telah memiliki kebijakan terkait penilaian serta pemilihan / nominasi terhadap Direksi dan Dewan Komisaris yang merupakan bagian dari Fungsi Nominasi dan Remunerasi yang dijalankan oleh Dewan Komisaris. Adapun kebijakan tersebut didasarkan pada Piagam Direksi dan Komisaris. | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Tidak |
| Perseroan belum memiliki kebijakan peningkatan kompetensi dalam bentuk pendidikan dan/atau pelatihan. Perusahaan tetap berkomitmen untuk mendukung peningkatan kualitas kinerja Direksi di masa mendatang. | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Tidak |
| Perseroan belum memiliki kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris. | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Perseroan telah memiliki kode etik sebagai alat atau panduan untuk membantu Perusahaan menghadirkan kegiatan usaha yang mengutamakan etika dan menciptakan bisnis yang sehat dan bernilai positif. | |
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |

| | |
|---|---|
| Pengungkapan informasi kepemilikan saham di Perusahaan seluruhnya telah dilaksanakan melalui berbagai media, antara lain Laporan Tahunan, Laporan Keuangan, situs web Perusahaan, serta situs milik Bursa Efek Indonesia. | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |
| Perseroan memiliki kebijakan terkait konflik kepentingan yang tertuang dalam Kode Etik sebagai pedoman etika bekerja karyawan yang disosialisasikan secara berkala dalam berbagai kesempatan. Kebijakan ini bersifat internal dan disosialisasikan pada karyawan. | |

**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 | 153 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 153 |
| | E-03 | Konsumsi Energi Listrik | 151 |
| | E-04 | Konsumsi Air | 152 |
| | E-05 | Limbah yang Dihasilkan | 154 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 152 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 153 |
| Sosial | S-01 | Kesetaraan Gender | 156 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 45 |
| | S-03 | Tingkat Pergantian Pegawai | 157 |
| | S-04 | Jumlah Pegawai Sementara | 157 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 158 |
| | S-06 | Jumlah Kecelakaan Kerja | 158 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 159 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 159 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 159 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | - |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 158 |
| | S-12 | Pencegahan Konflik Kepentingan | 154 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 99 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 91 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | - |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 98 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 98 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 102 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 124 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 80 |
| | G-09 | Pencegahan Konflik Kepentingan | 123 |

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

-

Assurance dan validasi pihak ketiga

[X] Tidak

Demikian untuk diketahui.

Hormat Kami,

**PT Sumber Global Energy Tbk.**

Welly Thomas

President Director

PT Sumber Global Energy Tbk.

Graha BIP Lantai 2, Jalan Gatot Subroto Kav. 23, Jakarta Selatan 12930

Telepon : 021-2500120, Fax : 021-2500243, www.sumberglobalenergy.co.id

| | |
|---|---|
| Nama Pengirim | Welly Thomas |
| Jabatan | President Director |
| Tanggal dan Waktu | 30-04-2026 18:21 |
| Lampiran | 1. 177-SGE-IV-2026.pdf |
| | 2. ARSR 2025_SGER.pdf |

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| | |
|---|---|
| Letter / Announcement No. | 177/SGE/IV/2026 |
| Issuer Name | PT Sumber Global Energy Tbk. |
| Issuer Code | SGER |
| 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 30 April 2026

The information referred above has been published on the Company's website https://www.sumberglobalenergy.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? | Yes |
| Organizational Boundaries | Operasional/Finansial |
| Any subsidiaries that are not included in the report? | Yes |
| Please Explain:<br>Entitas anak perseroan berada di luar Indonesia | |

| Name | Total emission (tCO2e) |
|---|---|
| **Category 1: Direct GHG emissions and removals** | |
| Direct emissions from stationary combustion | 0 |
| Direct emissions from mobile combustion | 23,74 |
| 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) | 23,74 |
| **Category 2: Indirect GHG emissions from imported energy** | |

| | |
|---|---|
| Indirect emissions from imported/purchased electricity consumption | 75,85 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 23,74 |
| **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) | 47,48 |
| 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) | 0,0001 |
| **E-03** | **Electricity Consumption** | Total amount of energy directly consumed (kWh or J) | 0 |
| | | Total amount of energy indirectly consumed (kWh or J) | 89.239,1 |
| | | Total energy consumption (kWh or J) | 89.239,1 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 0 |
| **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. | |
| Currently, the Company has not been able to set a target for achieving net zero emissions because it is still facing various operational challenges, but we remain committed to integrating the principles of destruction in every line of business, and will issue emission reduction measures gradually and sustainably. | |

| **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? | 10 % |
| | 89,63 (tCO2e) |
| Targeted year in achieving GHG reduction target? | 2035 |

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 has a decarbonization commitment that focuses on transitioning from a pure coal trader to a provider of cleaner energy solutions.

**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 | 15 | 27,27 % | 7 | 12,73 % |
| Mid-level | 11 | 20 % | 3 | 5,45 % |
| Senior-level | 9 | 16,36 % | 5 | 9,09 % |
| Executive-level | 4 | 7,27 % | 1 | 1,82 % |
| Total Pegawai | 39 | 70,91 % | 16 | 29,09 % |

**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 | 7 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 13 |
| 25-35 | 7 | 3 | 6 | 2 | 4 | 3 | 0 | 0 | 25 |
| 35-45 | 1 | 0 | 3 | 0 | 3 | 2 | 2 | 0 | 11 |
| 45-55 | 0 | 0 | 1 | 0 | 2 | 0 | 1 | 1 | 5 |
| >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 | 8 Employees | 12 % |
| Number of newly appointed Employees | 8 Employees | 12 % |

**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 (%) |
|---|---|---|
| 0 hours/employee | 0 | 0 % |

**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 (%) |
|---|---|
| 1 | 1 % |

**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 |
|---|---|
| The Company does not yet have specific internal regulations specifically addressing the protection of Human Rights (HAM), protection from sexual harassment, and other discriminatory acts. However, the Company is committed to conducting its business activities with respect for human rights and creating a professional, respectful work environment free from any form of harassment or discrimination, in accordance with applicable laws and regulations. | |
| **S-09 Does the company has a policy regarding human rights?** | No |
| The Company does not yet have specific internal regulations specifically addressing the protection of Human Rights (HAM), protection from sexual harassment, and other discriminatory acts. However, the Company is committed to conducting its business activities with respect for human rights and creating a professional, respectful work environment free from any form of harassment or discrimination, in accordance with applicable laws and regulations. | |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| The Company has a policy that specifically regulates child labor and/or forced labor, namely by establishing a minimum age of 18 for workers. | |
| **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 |
| The Company is committed to providing a healthy and safe work environment in accordance with the Occupational Safety and Health (OHS) Principles. In a safe and secure environment, employees can work comfortably without worrying about risks such as occupational diseases or accidents, whether minor or serious. Through the implementation of OHS, the Company strives to achieve zero accidents and be free from occupational diseases. | |

**Corporate Social Responsibility (CSR)**

| S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations? | No |
|---|---|

| |
|---|
| The Company has not yet engaged in CSR activities, investments, or donations to communities or registered non-profit organizations. |

**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 | 3 | 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 | 8 | 100 % |
| Comissioner Attendance to Board Meetings | 7 | 87 % |

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 yet have a policy regarding the separation of Chairman of the Board and CEO. | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| The Company has policies regarding the assessment and selection/nomination of members of the Board of Directors and the Board of Commissioners, which are part of the Nomination and Remuneration Function carried out by the Board of Commissioners. These policies are based on the Board of Directors and Commissioners Charter. | |
| **G-05 Does the company has a policy regarding board training and development?** | No |
| The Company does not yet have a competency development policy in the form of education and/or training. The Company remains committed to supporting the improvement of the Board of Directors' performance in the future. | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | No |
| The company does not yet have specific criteria used for selecting the board of directors and commissioners. | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| The Company has a code of ethics as a tool or guide to help the Company conduct business activities that prioritize ethics and create a healthy and valuable business. | |
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |
| Disclosure of share ownership information in the Company has been carried out through various media, including the Annual Report, Financial Report, the Company's website, and the Indonesian Stock Exchange's website. | |

| G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest? | Yes |
|---|---|
| The Company has a policy regarding conflicts of interest, outlined in the Code of Ethics, which serves as a guideline for employee work ethics and is regularly disseminated at various opportunities. This policy is internal and disseminated to employees. | |

**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 | 153 |
| | E-02 | Greenhouse Gas Emission Intensity | 153 |
| | E-03 | Electricity Consumption | 151 |
| | E-04 | Water Consumption | 152 |
| | E-05 | Waste Generated | 154 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 152 |
| | E-07 | Company Commitment to Reduce Emission | 153 |
| Social | S-01 | Gender Equality | 156 |
| | S-02 | Employees by Gender and Age Group | 45 |
| | S-03 | Employee Turnover Rate | 157 |
| | S-04 | Number of Temporary Officers | 157 |
| | S-05 | Employee Training and Development | 158 |
| | S-06 | Number of Work Accidents | 158 |
| | S-07 | Human Rights Violation Incidents | 159 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 159 |
| | S-09 | Policy on Human Rights | 159 |
| | S-10 | Child Labor and/or Forced Labor Policy | - |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 158 |
| | S-12 | Corporate Social Responsibility | 154 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 99 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 91 |
| | G-03 | Chairman of the Board and CEO Separation Policy | - |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 98 |
| | G-05 | Board of Directors and Commissioners Training Policy | 98 |
| | G-06 | Special Criteria for Election of the Board | 102 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 124 |
| | G-08 | Fair Treatment Policy for Shareholders | 80 |
| | G-09 | Conflict of Interest Prevention Policy | 123 |

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

-

Third-party assurance and/or validation

- [X] No

Thus to be informed accordingly.

Respectfully,

**PT Sumber Global Energy Tbk.**

Welly Thomas

President Director

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| | |
|---|---|
| Sender Name | Welly Thomas |
| Function | President Director |
| Date and Time | 30-04-2026 18:21 |
| Attachment | 1. 177-SGE-IV-2026.pdf |
| | 2. ARSR 2025_SGER.pdf |

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