Go To English Page

Nomor Surat	011/CORSEC/TE-HO/IV/2026-R
Nama Perusahaan	PT Temas Tbk.
Kode Emiten	TMAS
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 11 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.temas.id/en/investor 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	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	6.309,7
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)	6,309

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)	6,309
Total Emisi GRK (Scope 1, 2 and 3)	6,309
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)	1.750.366
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	1.750.366
E-04	**Konsumsi Air**	Total konsumsi air (m3)	18.247
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.	
Perseroan saat ini masih belum dapat menetapkan target waktu yang pasti untuk pencapaian Net Zero Emission, namun Perseroan telah mulai menginisiasi program strategis yang dapat mendukung pencapaian Net Zero Emission.	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	3 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2027

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Perseroan secara berkelanjutan berupaya dalam menurunkan emisi GRK melalui penerapan praktik operasional yang lebih ramah lingkungan, antara lain seperti optimalisasi operasional kapal melalui pengaturan rute dan kecepatan yang efisien untuk menekan konsumsi energi dan menurunkan emisi, dan menggunakan bahan bakar dengan intensitas emisi lebih rendah seperti high speed diesel (HSD) pada trayek internasional sesuai ketentuan operasional, serta mengoptimalkan jadwal dan jaringan distribusi untuk menghindari empty voyage, selain itu Perseroan juga menerapkan sistem manajemen lingkungan ISO 14001:2015.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	937	40,97 %	179	7,83 %
Mid-level	624	27,28 %	33	1,44 %
Senior-level	461	20,16 %	41	1,79 %
Executive-level	10	0,44 %	2	0,09 %
Total Pegawai	2.032	88,85 %	255	11,15 %

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	211	59	185	4	51	3	0	0	513
25-35	389	100	252	23	150	16	0	0	930
35-45	200	16	96	2	87	13	1	0	415
45-55	122	3	72	4	140	8	6	1	356
>55	15	1	19	0	33	1	3	1	73

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	149 Pegawai	11,7 %
Jumlah Pegawai Baru/pengganti	143 Pegawai	11,3 %

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 (%)
0,8 jam/pegawai	358	28 %

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
Perseroan memiliki Pedoman Etika dan Perilaku (Code of Conduct) yang didalamnya terdapat klausal yang mengatur tentang komitmen Perseroan untuk menjamin keamanan kerja seluruh karyawan tanpa ada intimidasi maupun diskriminasi.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Penerapan pedoman etika dan perilaku (code of conduct) adalah salah satu bentuk komitmen Perseroan dalam menjaga hak asasi manusia setiap karyawan agar mendapatkan hak dan kewajiban sebagaimana mestinya.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Tidak
Perseroan belum memiliki kebijakan khusus yang mengatur tentang pekerja dibawah umur, namun selalu mengacu dan mematuhi pada aturan ketenagakerjaan yang berlaku, termasuk aturan tidak mempekerjakan anak dibawah umur.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Perseroan memiliki departemen khusus yang bertanggung jawab atas keselamatan, kesehatan, dan keamanan kerja para karyawan baik kantor maupun awak kapal.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Perseroan berupaya untuk bisa memberikan kontribusi bagi seluruh pemangku kepentingan, salah satunya dalam aktifitas tanggung jawab sosial dan lingkungan (TSJL) yang berfokus pada 4 aspek yaitu pendidikan	

dan kebudayaan; lingkungan, kesehatan, dan keselamatan kerja; aspek keagamaan, pengembangan sosial, dan kemasyarakatan.

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	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	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	12	97,22 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Anggaran Dasar serta Panduan Etika dan Perilaku Perseroan secara formal mengatur ranah tanggung jawab Dewan Komisaris serta Direksi, agar tidak terjadi konflik kepentingan sehingga masing-masing dapat menjalankan tugasnya sesuai yang ditentukan.	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Dalam rangka meningkatkan kualitas pelaksanaan tugas dan tanggung jawabnya, Dewan Komisaris dan Direksi melakukan self-assessment atas kinerjanya, yang kemudian dievaluasi oleh Pemegang Saham dalam RUPS. Kinerja Dewan Komisaris ditentukan berdasarkan tugas kewajiban yang tercantum dalam peraturan perundangan yang berlaku dan Anggaran Dasar maupun amanat Pemegang Saham. Hasil evaluasi kinerja masing-masing anggota Dewan Komisaris secara individual merupakan salah satu dasar pertimbangan bagi Pemegang Saham untuk memberhentikan dan/atau menunjuk kembali Anggota Dewan Komisaris yang bersangkutan.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Perseroan mengatur pembagian jadwal pelatihan bagi Direksi dan Dewan Komisaris sesuai dengan kebutuhan pengembangan bisnis Perseroan.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Dalam mengangkat anggota Dewan Komisaris dan Direksi, Perseroan mempertimbangkan kompetensi kandidat dan mengacu pada aturan perundangan berlaku. Dengan mempertimbangkan keberagaman komposisi anggota Dewan Komisaris dan Direksi akan membantu dalam proses pengambilan keputusan.	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya

Perseroan mengatur hal-hal dasar pada pedoman beretika dan berperilaku di lingkungan Perseroan dalam beberapa aspek yaitu, visi, misi, dan budaya Perseroan; etika Perseroan dalam hubungannya dengan karyawan, pelanggan, penyedia barang, pemegang saham, dan masyarakat; Pedoman dan Etika Kerja Dewan Komisaris dan Direksi; Etika karyawan dan hubungannya dengan sesama karyawan; Tata tertib bagi karyawan; Kebijakan mengenai Informasi Orang Dalam (insider trading); Kebijakan mengenai Kerahasiaan Informasi; Kebijakan mengenai Benturan Kepentingan; Sanksi dan Pelanggaran. Kebijakan mengenai antikorupsi Perseroan melakukan sosialisasi kebijakan antikorupsi kepada setiap karyawan baru melalui penyampaian dan penandatanganan pakta integritas pada saat bergabung dengan Perseroan.	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Pada hakikatnya Pedoman Etika dan Perilaku (Code of Conduct) Perseroan berisikan tentang keharusan yang wajib dilaksanakan dan larangan yang harus dihindari sebagai penjabaran pelaksanaan prinsip-prinsip GCG yaitu: Transparansi, Akuntabilitas, Responsibilitas, Independensi, dan Kewajaran.	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perseroan mengatur kebijakan kewajiban Direksi atau Dewan Komisaris untuk mencegah adanya konflik kepentingan dimana tertuang dalam Code of Conduct Perseroan.	

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	145-146
	E-02	Intensitas Emisi Gas Rumah Kaca	145
	E-03	Konsumsi Energi Listrik	144-145
	E-04	Konsumsi Air	145
	E-05	Limbah yang Dihasilkan	146
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	146
Sosial	S-01	Kesetaraan Gender	148
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	58-59
	S-03	Tingkat Pergantian Pegawai	60
	S-04	Jumlah Pegawai Sementara	58
	S-05	Pelatihan dan Pengembangan Pegawai	149
	S-06	Jumlah Kecelakaan Kerja	-
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	-
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	148
	S-09	Kebijakan Mengenai Hak Asasi Manusia	-
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	149
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	147
	S-12	Pencegahan Konflik Kepentingan	153

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	103
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	101
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	123
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	102
	G-06	Kriteria Khusus Pemilihan Dewan	109
	G-07	Kode Etik dan/atau Anti-Korupsi	118
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	-
	G-09	Pencegahan Konflik Kepentingan	91

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 Temas Tbk.

Santi Dewi

Corporate Secretary

PT Temas Tbk.

Jl. Yos Sudarso (By Pass) Kav. 33, Sunter Jaya, Jakarta 14350

Telepon : 021-4302388, Fax : 021-43938658, www.temas.id

Nama Pengirim	Santi Dewi
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 15:22
Lampiran	1. Surat Pengantar Penyampaian ARSR 2025.pdf
	2. TMAS_ARSR_2025_submitted.pdf

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Letter / Announcement No.	011/CORSEC/TE-HO/IV/2026-R
Issuer Name	PT Temas Tbk.
Issuer Code	TMAS
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 11 Mei 2026

The information referred above has been published on the Company's website https://www.temas.id/en/investor 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	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	6.309,7
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)	6,309
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)	6,309
Total GHG Emissions (Scope 1, 2 and 3)	6,309
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)	1.750.366
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	1.750.366
E-04	**Water Consumption**	Total water consumed (m3)	18.247
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.	
The Company is currently still unable to determine a definite timeline for achieving Net Zero Emissions. However, the Company has begun initiating strategic program that support the achievement of Net Zero Emissions.	

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?	3 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2027

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

The Company continuously strives to reduce GHG emissions through the implementation of more environmentally friendly operational practices. These efforts include optimizing vessel operations through efficient route and speed management to reduce energy consumption and emissions, utilizing lower-emission fuels such as high speed diesel (HSD) for international routes in accordance with operational requirements, and optimizing scheduling and distribution networks to avoid empty voyages. In addition, the Company has implemented an ISO 14001:2015 environmental management system.

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	937	40,97 %	179	7,83 %
Mid-level	624	27,28 %	33	1,44 %
Senior-level	461	20,16 %	41	1,79 %
Executive-level	10	0,44 %	2	0,09 %
Total Pegawai	2.032	88,85 %	255	11,15 %

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	211	59	185	4	51	3	0	0	513
25-35	389	100	252	23	150	16	0	0	930
35-45	200	16	96	4	87	13	1	0	415
45-55	122	3	72	4	140	8	6	1	356
>55	15	1	19	0	33	1	3	1	73

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	149 Employees	11,7 %
Number of newly appointed Employees	143 Employees	11,3 %

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 (%)
0,8 hours/employee	358	28 %

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
The Company has a Code of Conduct which includes clauses governing the Company's commitment to ensuring a safe working environment for all employees, free from intimidation and discrimination.	
S-09 Does the company has a policy regarding human rights?	Yes
The implementation of the Code of Conduct is one of the Company's commitments to upholding the human rights of every employee, ensuring that they receive their respective rights and obligations appropriately.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	No
The Company does not yet have a specific policy governing underage workers; however, it consistently refers to and complies with applicable labor regulations, including the prohibition of employing underage 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 has a dedicated department responsible for the occupational safety, health, and security of its employees, both office and crew members.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
The Company strives to contribute to all stakeholders, including through its Corporate Social and Environmental Responsibility (CSER) activities, which focus on four key areas: education and culture; environment, health, and occupational safety; religious affairs; and social and community development.	

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	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	12	100 %
Comissioner Attendance to Board Meetings	12	97,22 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
The Company's Articles of Association and Code of Conduct formally govern the scope of responsibilities of the Board of Commissioners and the Board of Directors to prevent conflicts of interest, ensuring that each member carries out their duties as prescribed.	
G-04 Does the company has a policy regarding board appraisal?	Yes
To enhance the quality of the performance of their duties and responsibilities, the Board of Commissioners and the Board of Directors conduct a self-assessment of their performance, which is subsequently evaluated by the Shareholders at the General Meeting of Shareholders (GMS). The performance of the Board of Commissioners is determined based on the duties and responsibilities stipulated in the prevailing laws and regulations, the Articles of Association, and the mandates of the Shareholders. The results of the individual performance evaluation of each member of the Board of Commissioners serve as one of the considerations for the Shareholders in deciding whether to dismiss and/or reappoint the respective members of the Board of Commissioners.	
G-05 Does the company has a policy regarding board training and development?	Yes
The Company organizes and allocates training schedules for the BOD and the BOC in accordance with the Company's business development needs.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
In appointing members of the Board of Commissioners and the Board of Directors, the Company considers the candidates' competencies and refers to the prevailing laws and regulations. Taking into account diversity in the composition of the BOC and the BOD contributes to more effective decision making.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company establishes fundamental principles of ethical conduct and behavior within the organization through its Code of Conduct, which covers several aspects, including the Company's vision, mission, and culture; the Company's ethical standards in its relationships with employees, customers, suppliers, shareholders, and the community; the Code of Conduct and Work Ethics for the Board of Commissioners and the Board of Directors; employee ethics and relationships among employees; employee rules and regulations; policies on insider information (insider trading); confidentiality of information; conflict of interest;	

as well as sanctions and violations. With respect to its anti-corruption policy, the Company conducts socialization for all new employees through the dissemination of the policy and the signing of an integrity pact upon joining the Company.	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
In essence, the Company's Code of Conduct sets forth mandatory obligations to be complied with and prohibitions to be avoided, as an elaboration of the implementation of GCG principles, namely Transparency, Accountability, Responsibility, Independence, and Fairness.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company stipulates policies requiring the Board of Directors and the Board of Commissioners to prevent conflicts of interest, as set forth in the Company's Code of Conduct.	

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	145-146
	E-02	Greenhouse Gas Emission Intensity	145
	E-03	Electricity Consumption	144-145
	E-04	Water Consumption	145
	E-05	Waste Generated	146
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	146
Social	S-01	Gender Equality	148
	S-02	Employees by Gender and Age Group	58-59
	S-03	Employee Turnover Rate	60
	S-04	Number of Temporary Officers	58
	S-05	Employee Training and Development	149
	S-06	Number of Work Accidents	-
	S-07	Human Rights Violation Incidents	-
	S-08	Sexual Harassment and/or Non-Discrimination Policy	148
	S-09	Policy on Human Rights	-
	S-10	Child Labor and/or Forced Labor Policy	149
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	147
	S-12	Corporate Social Responsibility	153

Governance	G-01	Management Diversity and Independence	103
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	101
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	123
	G-05	Board of Directors and Commissioners Training Policy	102
	G-06	Special Criteria for Election of the Board	109
	G-07	Code of Ethics and/or Anti-Corruption	118
	G-08	Fair Treatment Policy for Shareholders	-
	G-09	Conflict of Interest Prevention Policy	91

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 Temas Tbk.

Santi Dewi

Corporate Secretary

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Sender Name	Santi Dewi
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Date and Time	30-04-2026 15:22
Attachment	1. Surat Pengantar Penyampaian ARSR 2025.pdf
	2. TMAS_ARSR_2025_submitted.pdf

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