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Nomor Surat	010/TRST/IV/2026
Nama Perusahaan	Trias Sentosa Tbk
Kode Emiten	TRST
Lampiran	1
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 08 Juni 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://trias-sentosa.com/ pada tanggal 08 Juni 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	17.007
Emisi langsung dari pembakaran bergerak	178
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	1.919
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	18.927

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	168.527
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	18.927
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)	187.454
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	0,0502
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	192.752.167
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	192.752.167
E-04	**Konsumsi Air**	Total konsumsi air (m3)	417.598
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	10.279

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.	
-	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	0,5 %
	938 (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:

Peningkatan efisiensi operasional, menurunkan intensitas emisi sebesar 5% (2025)

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	816	2 %	164	15 %
Mid-level	190	2 %	49	4 %
Senior-level	61	1 %	29	3 %
Executive-level	38	1 %	1.041	94 %
Total Pegawai	64	6 %	20	5 %

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	16	6	0	1	0	0	48	257	11
25-35	52	11	6	5	7	0	349	297	1
35-45	35	4	9	3	3	2	354	222	0
45-55	58	5	28	3	7	5	328	3	0
>55	3	0	6	0	12	2	26	80	7,2

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	75 Pegawai	6,8 %
Jumlah Pegawai Baru/pengganti	117 Pegawai	10 %

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	4,68 Pegawai	449 %

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 (%)
4,68 jam/pegawai	449	43 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0,00208	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 kode etik, hal ini sebagai implementasimenerapkan prinsip-prinsip GCG dalam rangka pengelolaan Perseroan yang sehat dan beretika. Kode Etik Perseroan mengatur terkait standar etika, nilai nilai, serta prinsip yang harus diterapkan oleh seluruh insan Perseroan sebagai penjabaran dari budaya Perseroan.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perseroan memiliki kode etik, hal ini sebagai implementasi menerapkan prinsip-prinsip GCG dalam rangka pengelolaan Perseroan yang sehat dan beretika. Kode Etik Perseroan mengatur terkait standar etika, nilai nilai, serta prinsip yang harus diterapkan oleh seluruh insan Perseroan sebagai penjabaran dari budaya Perseroan.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan memastikan tidak ada tenaga kerja paksa atau tenaga kerja anak (di bawah 18 tahun) yang bekerja di dalam Perseroan.	
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 Tim Safety dari Divisi Safety Security Sanitation Environment (SSSE) bertanggung jawab untuk Aspek Sosial terkait dengan Kesehatan dan Keselamatan Kerja	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Detail lebih lanjut terdapat pada laporan keberlanjutan 2025 Perseroan	

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	2	1
Direksi	0	3	6	100

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	6	100 %
Jumlah kehadiran komisaris ke rapat dewan	131	131 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
-	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Kebijakan penilaian sendiri (self-assessment) untuk menilai kinerja Dewan Komisaris & Direksi.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Perusahaan memiliki kebijakan pelatihan dan pengembangan kompetensi untuk Direksi dan Komisaris, meski belum ada pelatihan yang diikuti selama tahun 2025. Komitmen pelatihan profesional tetap ada.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Kriteria mencakup integritas, kompetensi, pengalaman profesional, dan bebas konflik kepentingan. Proses dilakukan melalui Rapat Umum Pemegang Saham dengan mempertimbangkan kontribusi terhadap GCG.	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Direksi dan Tim Manajemen melakukan sosialisasi Kode Etik dan mekanisme pelaporan terhadap pelanggaran kode etik kepada karyawan dan mitra bisnis. Sosialisasi dilaksanakan melalui training, komitmen kolektif maupun newsletter (informasi melalui email) yang dianggap salah satu media untuk mendistribusikan pesan dan menekankan kebijakan perseroan.	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perseroan memiliki kode etik, hal ini sebagai implementasi menerapkan prinsip-prinsip GCG dalam rangka pengelolaan Perseroan yang sehat dan beretika. Kode Etik Perseroan mengatur terkait standar etika, nilai nilai, serta prinsip yang harus diterapkan oleh seluruh insan Perseroan sebagai penjabaran dari budaya Perseroan.	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perusahaan mencegah konflik kepentingan melalui Kode Etik dan sistem whistleblowing untuk pelaporan rahasia atas potensi konflik.	

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	136
	E-02	Intensitas Emisi Gas Rumah Kaca	136
	E-03	Konsumsi Energi Listrik	135
	E-04	Konsumsi Air	135
	E-05	Limbah yang Dihasilkan	152
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	138
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	138
Sosial	S-01	Kesetaraan Gender	154
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	58
	S-03	Tingkat Pergantian Pegawai	0
	S-04	Jumlah Pegawai Sementara	58
	S-05	Pelatihan dan Pengembangan Pegawai	132
	S-06	Jumlah Kecelakaan Kerja	0
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	155
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	154
	S-09	Kebijakan Mengenai Hak Asasi Manusia	154
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	154
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	155
	S-12	Pencegahan Konflik Kepentingan	157

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	112
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	100
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	0
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	101
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	101
	G-06	Kriteria Khusus Pemilihan Dewan	100
	G-07	Kode Etik dan/atau Anti-Korupsi	116
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	118
	G-09	Pencegahan Konflik Kepentingan	119

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

POJK No. 51/POJK.03/2018

Assurance dan validasi pihak ketiga

[X] Tidak

Demikian untuk diketahui.

Hormat Kami,

Trias Sentosa Tbk

Hans Chandra

Corporate Secretary

Trias Sentosa Tbk

Head Office: Desa Keboharan, Km 26 Krian,Sidoarjo 61262 Indonesia

Telepon : 031 8975825, Fax : 031 8972998, www.trias-sentosa.com

Nama Pengirim	Hans Chandra
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 18:30
Lampiran	1. 2025 Annual and Sustainability Report TRST.pdf

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

Letter / Announcement No.	010/TRST/IV/2026
Issuer Name	Trias Sentosa Tbk
Issuer Code	TRST
Attachment	1
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 08 Juni 2026

The information referred above has been published on the Company's website https://trias-sentosa.com/ at 08 Juni 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	17.007
Direct emissions from mobile combustion	178
Direct emissions from processes	0
Direct fugitive emissions	1.919
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	18.927
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	168.527
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	18.927
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)	187.454
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)	0,0502
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	192.752.167
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	192.752.167
E-04	**Water Consumption**	Total water consumed (m3)	417.598
E-05	**Waste Generation**	Total waste generated (ton)	10.279

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.	
-	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company’s GHG emission reduction target?	0,5 %
	938 (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

Operational efficiency improvement, reducing emission intensity by 5% (2025).

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	816	2 %	164	15 %
Mid-level	190	2 %	49	4 %
Senior-level	61	1 %	29	3 %
Executive-level	38	1 %	1.041	94 %
Total Pegawai	64	6 %	20	5 %

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	16	6	0	1	0	0	48	257	11
25-35	52	11	6	5	7	0	349	297	1
35-45	35	4	9	3	3	2	354	222	0
45-55	58	5	28	3	7	5	328	3	0
>55	3	0	6	0	12	2	26	80	7,2

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	75 Employees	6,8 %
Number of newly appointed Employees	117 Employees	10 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	4,68 Employees	449 %

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 (%)
4,68 hours/employee	449	43 %

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 (%)
0,00208	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 established a Code of Ethics as part of its implementation of Good Corporate Governance (GCG) principles, aimed at ensuring sound and ethical management practices. The Company Code of Ethics sets out the ethical standards, values, and principles that must be upheld by all personnel, reflecting and reinforcing the Company corporate culture.	
S-09 Does the company has a policy regarding human rights?	Yes
The Company has established a Code of Ethics as an implementation of Good Corporate Governance (GCG) principles to ensure sound and ethical corporate management. The Companys Code of Ethics governs the ethical standards, values, and principles that must be upheld by all employees, serving as an extension of the Companys corporate culture.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company ensures that there is no use of forced labor or child labor (individuals under 18 years of age) within the organization.	
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 Safety Team within the Safety, Security, Sanitation, and Environment (SSSE) Division, which is responsible for social aspects related to Occupational Health and Safety.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
Further details are provided in the Companys 2025 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	2	2	1
Directors	0	3	6	100

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	6	100 %
Comissioner Attendance to Board Meetings	131	131 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
-	
G-04 Does the company has a policy regarding board appraisal?	Yes
A self-assessment policy is in place to evaluate the performance of the Board of Commissioners and the Board of Directors.	
G-05 Does the company has a policy regarding board training and development?	Yes
The Company has established a policy on training and competency development for the Board of Directors and the Board of Commissioners, although no training programs were undertaken during 2025. Nevertheless, the commitment to professional development remains in place.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The criteria include integrity, competence, professional experience, and the absence of conflicts of interest. The process is conducted through the General Meeting of Shareholders, taking into account contributions to Good Corporate Governance (GCG).	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Board of Directors and the Management Team conduct the dissemination of the Code of Ethics and the reporting mechanism for violations to employees and business partners. This outreach is carried out through training sessions, collective commitment initiatives, and newsletters (email communications), which serve as effective channels to distribute information and reinforce the Company policies.	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company has established a Code of Ethics as part of the implementation of Good Corporate Governance (GCG) principles to ensure sound and ethical corporate management. The Code of Ethics sets out the ethical standards, values, and principles that must be upheld by all employees, serving as a reflection of the Companys corporate culture.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company prevents conflicts of interest through its Code of Ethics and a whistleblowing system that enables the confidential reporting of potential conflicts.	

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	136
	E-02	Greenhouse Gas Emission Intensity	136
	E-03	Electricity Consumption	135
	E-04	Water Consumption	135
	E-05	Waste Generated	152
	E-06	Company Commitment to Achieving Net Zero Emission Target	138
	E-07	Company Commitment to Reduce Emission	138
Social	S-01	Gender Equality	154
	S-02	Employees by Gender and Age Group	58
	S-03	Employee Turnover Rate	0
	S-04	Number of Temporary Officers	58
	S-05	Employee Training and Development	132
	S-06	Number of Work Accidents	0
	S-07	Human Rights Violation Incidents	155
	S-08	Sexual Harassment and/or Non-Discrimination Policy	154
	S-09	Policy on Human Rights	154
	S-10	Child Labor and/or Forced Labor Policy	154
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	155
	S-12	Corporate Social Responsibility	157

Governance	G-01	Management Diversity and Independence	112
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	100
	G-03	Chairman of the Board and CEO Separation Policy	0
	G-04	Board of Directors and Commissioners Assessment Policy	101
	G-05	Board of Directors and Commissioners Training Policy	101
	G-06	Special Criteria for Election of the Board	100
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	G-09	Conflict of Interest Prevention Policy	119

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

POJK No. 51/POJK.03/2018

Third-party assurance and/or validation

- [X] No

Thus to be informed accordingly.

Respectfully,

Trias Sentosa Tbk

Hans Chandra

Corporate Secretary

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