

Nomor Surat	019/FORE-CORSEC/V/2026
Nama Perusahaan	PT Fore Kopi Indonesia Tbk
Kode Emiten	FORE
Lampiran	2
Perihal	Penyampaian Laporan Keberlanjutan dan ESG (KOREKSI)

Mengoreksi surat kami nomor : No.017/FORE-CORSEC/IV/2026 tanggal 30 April 2026 perihal Penyampaian Laporan Keberlanjutan dan ESG, dengan ini perseroan menyampaikan hal sebagai berikut:

Merujuk pada pelaporan Laporan Tahunan Nomor 019/FORE-CORSEC/V/2026, Dengan ini Perseroan Menyampaikan Laporan 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 17 April 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://fore.coffee/wp-content/uploads/2026/04/Invitation-of-AGMS-FORE-2026_Pemanggilan-RUPST-FORE-2026.pdf pada tanggal 17

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?	Tidak

Name	Total Emisi (tCO ₂ e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	0,73
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)	0,73
Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	25.016,9
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	25.016,9
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)	25.017,62
Total Emisi GRK (Scope 1, 2 and 3)	25.017,62
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	25.017,62
E-03	Konsumsi Energi listrik	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	26.784,685
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	26.784,685
E-04	Konsumsi Air	Total konsumsi air (m3)	613.456
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 menunjukkan komitmen awal terhadap pencapaian emisi nol bersih melalui peningkatan pemahaman regulasi keberlanjutan serta penguatan pencatatan dan evaluasi kinerja lingkungan. Hingga periode pelaporan, Perseroan belum menetapkan target maupun roadmap net zero emission secara formal, namun berkomitmen untuk secara bertahap menyelaraskan strategi keberlanjutannya dengan ketentuan yang berlaku dan praktik terbaik.	

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:

Perseroan belum membentuk komite khusus atau menetapkan pejabat tertentu (person in charge) terkait penerapan keberlanjutan. Walaupun demikian, sesuai dengan prinsip-prinsip GCG, tanggung jawab atas penerapan keberlanjutan berada di bawah kewenangan Direksi sebagai badan eksekutif tertinggi, dengan pengawasan dari Dewan Komisaris.

B. Kinerja Sosial (Social Performance)

S-01 Kesenjangan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentase pegawai	Jumlah pegawai	Persentase pegawai
Entry-level	2.251	52,2 %	1.862	43,18 %
Mid-level	98	2,27 %	56	1,3 %
Senior-level	28	0,65 %	12	0,28 %
Executive-level	3	0,07 %	2	0,05 %
Total Pegawai	2.380	55,19 %	1.932	44,81 %

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	1.627	1.521	6	6	0	0	0	0	3.160
25-35	619	340	76	43	13	7	1	0	1.099
35-45	4	1	16	7	11	4	1	0	44
45-55	1	0	0	0	4	1	1	2	9
>55	0	0	0	0	0	0	0	0	0

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	652 Pegawai	15 %
Jumlah Pegawai Baru/pengganti	3.301 Pegawai	77 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
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Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	0 Pegawai	0 %
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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 (%)
32 jam/pegawai	166	4 %

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
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Kebijakan Perusahaan terkait Pekerja

S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Tidak
Perseroan belum memiliki kebijakan yang mengatur terkait pelecehan seksual dan/atau non-diskriminasi. Namun, Perseroan tunduk dan patuh terhadap Peraturan Kementerian Ketenagakerjaan No.88 tahun 2023 yang menyatakan bahwa Perseroan wajib mencegah, menanggapi, dan menindak segala bentuk kekerasan, pelecehan seksual serta bentuk pelanggaran lainnya untuk menciptakan lingkungan kerja yang aman dan produktif.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Tidak
Perseroan belum memiliki kebijakan mengenai Hak Asasi Manusia. Namun, Perseroan menjunjung tinggi prinsip hak asasi manusia dan telah diungkapkan dalam Sustainability Report halaman 58.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Tidak
Perseroan belum memiliki kebijakan yang mengatur tentang pekerja anak dan pekerja paksa. Perseroan berkomitmen untuk menjalankan usaha secara etis dan bertanggung jawab sejalan dengan prinsip-prinsip hak asasi manusia. Perseroan juga mengindahkan peraturan dan hukum yang berlaku umum terkait kebijakan dan/atau pelanggaran terhadap pekerja.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Tidak
Perseroan belum memiliki kebijakan terkait lingkungan kerja aman dan layak yang diberikan kepada pegawai. Perseroan berkomitmen memberikan lingkungan kerja yang layak dan aman mengingat jenis usaha Perseroan bergerak di bidang F&B dimana outlet Perseroan merupakan lahan sewa dan wajib mematuhi standar pemilik lahan atas lingkungan kerja.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Pada tahun buku 2025, Perseroan memberikan peralatan pengelolaan sampah kepada relawan Joko Tingkir di Surakarta. Berikut adalah link publikasi di situs web PT Fore Kopi Indonesia Tbk: https://fore.coffee/gcg-https://fore.coffee/investors-annual-report/	

C. Kinerja Tata Kelola (Governance Performance)

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

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	5	1	2
Direksi	0	3	1	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	3	100 %
Jumlah kehadiran komisaris ke rapat dewan	5	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
Perseroan saat ini belum memiliki kebijakan formal yang mengatur pemisahan peran antara Chairman of the Board dan Chief Executive Officer (CEO). Meskipun demikian, Perseroan tetap menjalankan fungsi pengawasan dan pengelolaan secara profesional dengan mengedepankan prinsip tata kelola perusahaan yang baik, termasuk adanya mekanisme checks and balances dalam proses pengambilan keputusan.	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Penilaian kinerja Direksi dilakukan oleh Dewan Komisaris melalui penelaahan atas capaian kinerja Direksi pada tahun berjalan dengan mengacu pada Objectives and Key Results (OKR) yang ditetapkan Perseroan dalam dokumen Rencana Kerja dan Anggaran Perusahaan (RKAP). Dewan Komisaris memiliki kewajiban untuk menilai kinerja Direksi sesuai ketentuan yang berlaku. Komite Nominasi dan Remunerasi berperan dalam penetapan kebijakan evaluasi kinerja anggota Direksi dan/atau anggota Dewan Komisaris serta membantu Dewan Komisaris dalam pelaksanaan penilaian kinerja berdasarkan kebijakan evaluasi kinerja yang disetujui. Berikut adalah link publikasi di situs web PT Fore Kopi Indonesia Tbk: https://fore.coffee/investors-annual-report/	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Tidak
Perseroan belum memiliki kebijakan dan peraturan terkait kebijakan dan pelatihan Dewan Komisaris dan Direksi. Namun, Perseroan berkomitmen memberikan pelatihan dan sertifikasi yang relevan kepada Dewan Komisaris dan Direksi. Pelatihan dan Sertifikasi yang diberikan Perseroan kepada Dewan Komisaris dan	

Direksi dapat dilihat pada Laporan Tahunan 2025.

Berikut adalah link publikasi di situs web PT Fore Kopi Indonesia Tbk:
<https://fore.coffee/investors-annual-report/>

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris

Ya

Kriteria dan penunjukan Dewan Komisaris dan Direksi Perseroan telah tertuang dalam Anggaran Dasar Perseroan dan Board Manual Dewan Komisaris dan Direksi.

Berikut adalah link publikasi di situs web PT Fore Kopi Indonesia Tbk:
<https://fore.coffee/gcg-boc-bod-charter/>

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?

Ya

Perseroan telah mengatur kebijakan kode etik yang berlaku untuk seluruh organ Perseroan termasuk Dewan Komisaris dan Direksi. Kode Etik Perseroan mengatur tentang etika jabatan dan hubungan antar organ serta sanksi yang diberikan atas pelanggaran yang dilakukan oleh pegawai maupun manajemen Perseroan. Pengungkapan Kode Etik telah diungkapkan pada Laporan Tahunan 2025.

Berikut adalah link publikasi di situs web PT Fore Kopi Indonesia Tbk:
<https://fore.coffee/investors-annual-report/>

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?

Tidak

Perseroan saat ini belum memiliki kebijakan formal yang secara khusus mengatur perlakuan adil terhadap pemegang saham. Meskipun demikian, Perseroan tetap berkomitmen untuk menjalankan praktik tata kelola perusahaan yang baik dengan menjunjung tinggi prinsip transparansi, akuntabilitas, serta keterbukaan informasi kepada seluruh pemegang saham tanpa diskriminasi.

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?

Ya

Kebijakan mencegah adanya conflict of interest di dalam Perseroan telah tertuang dalam Board Manual Dewan Komisaris dan Direksi pada lampiran B dan lampiran C.

Berikut adalah link publikasi di situs web PT Fore Kopi Indonesia Tbk:
<https://fore.coffee/gcg-boc-bod-charter/>

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	72
	E-02	Intensitas Emisi Gas Rumah Kaca	72
	E-03	Konsumsi Energi Listrik	71
	E-04	Konsumsi Air	73
	E-05	Limbah yang Dihasilkan	75
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	20
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	20
Sosial	S-01	Kesetaraan Gender	52
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	53
	S-03	Tingkat Pergantian Pegawai	55
	S-04	Jumlah Pegawai Sementara	37
	S-05	Pelatihan dan Pengembangan Pegawai	56
	S-06	Jumlah Kecelakaan Kerja	59
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	58
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	58
	S-09	Kebijakan Mengenai Hak Asasi Manusia	58
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	58
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	59
	S-12	Pencegahan Konflik Kepentingan	78

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	150
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	135
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	145
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	136
	G-06	Kriteria Khusus Pemilihan Dewan	153
	G-07	Kode Etik dan/atau Anti-Korupsi	192
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	49
	G-09	Pencegahan Konflik Kepentingan	194

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

☒ Ya ☐ Tidak

- ☒ GRI
☐ TCFD
☐ CDP
☐ IFRS S1
☐ IFRS S2
☐ SASB
☐ Others, please specify

Assurance dan validasi pihak ketiga

☒ Tidak

Demikian untuk diketahui.

Hormat Kami,

PT Fore Kopi Indonesia Tbk

Mohammad Fahmi Rachmattulah

Direktur

PT Fore Kopi Indonesia Tbk

Gedung Graha Ganesha, Lantai 1 Suite 120 & 130 Jl. Hayam Wuruk Nomor 28,

Telepon : (021) 3506373, Fax : , www.fore.coffee

Nama Pengirim	Mohammad Fahmi Rachmattulah
Jabatan	Direktur
Tanggal dan Waktu	04-05-2026 19:51
Lampiran	1. CORSEC_KOREKSI PENYAMPAIAN SR 2025_FORE.pdf
	2. SUSTAINABILITY REPORT FORE 2025..pdf

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

Letter / Announcement No.	019/FORE-CORSEC/V/2026
Issuer Name	PT Fore Kopi Indonesia Tbk
Issuer Code	FORE
Attachment	2
Subject	Submission of Sustainability Report (CORRECTION)

Correction to our previous announcement number : No.017/FORE-CORSEC/IV/2026 dated 30 April 2026 with the subject of Submission of Sustainability Report, the company hereby submit the following information:

Referring to the Annual Report Report Number 019/FORE-CORSEC/V/2026 , with this The Company hereby submit Sustainability Report 2025 for the period of 01 January 2025 to 31 December 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 17 April 2026

The information referred above has been published on the Company's website https://fore.coffee/wp-content/uploads/2026/04/Invitation-of-AGMS-FORE-2026_Pemanggilan-RUPST-FORE-2026.pdf at 17 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?	No

Name	Total emission (tCO ₂ e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	0,73
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)	0,73
Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	25.016,9
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	25.016,9
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)	25.017,62
Total GHG Emissions (Scope 1, 2 and 3)	25.017,62
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)	25.017,62
E-03	Electricity Consumption	Total amount of energy directly consumed (kWh or J)	26.784,685
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	26.784,685
E-04	Water Consumption	Total water consumed (m3)	613.456
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 demonstrates an initial commitment to achieving net zero emissions through enhanced understanding of sustainability regulations and strengthened recording and evaluation of environmental performance. As of the reporting period, the Company has not yet formally established net zero emission targets or a roadmap. However, it remains committed to gradually aligning its sustainability strategy with applicable regulations and best practices.	

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

The Company has not yet established a dedicated committee or appointed a specific person in charge for the implementation of sustainability initiatives. Nevertheless, in line with Good Corporate Governance (GCG) principles, the responsibility for sustainability implementation rests with the Board of Directors as the highest executive body, under the supervision of the Board of Commissioners.

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	2.251	52,2 %	1.862	43,18 %
Mid-level	98	2,27 %	56	1,3 %
Senior-level	28	0,65 %	12	0,28 %
Executive-level	3	0,07 %	2	0,05 %
Total Pegawai	2.380	55,19 %	1.932	44,81 %

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	1.627	1.521	6	6	0	0	0	0	3.160
25-35	619	340	76	43	13	7	1	0	1.099
35-45	4	1	16	0	11	4	1	0	44
45-55	1	0	0	0	4	1	1	2	9
>55	0	0	0	0	0	0	0	0	0

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	652 Employees	15 %
Number of newly appointed Employees	3.301 Employees	77 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
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Total company headcount held by contractors and/or consultants	0 Employees	0 %
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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 (%)
32 hours/employee	166	4 %

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
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Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	No
The Company has not yet established a specific policy governing sexual harassment and/or non-discrimination. However, it complies with and adheres to Ministry of Manpower Regulation No. 88 of 2023, which requires companies to prevent, address, and take action against all forms of violence, sexual harassment, and other violations in order to foster a safe and productive working environment.	
S-09 Does the company has a policy regarding human rights?	No
The Company has not yet established a formal Human Rights policy. However, the Company upholds human rights principles, which have been disclosed in the Sustainability Report on page 58.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	No
The Company has not yet established a policy governing child labor and forced labor. However, the Company is committed to conducting its business in an ethical and responsible manner in line with human rights principles. The Company also complies with applicable laws and regulations related to labor policies and/or violations.	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	No
The Company has not yet established a policy regarding the provision of a safe and decent working environment for employees. However, the Company is committed to providing a proper and safe workplace, considering that the Company is engaged in the F&B sector where its outlets are located on leased premises and must comply with the workplace standards set by the property owners.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
In the 2025 financial year, the Company provided waste management equipment to Joko Tingkir volunteers in Surakarta. Here are the publication on the PT Fore Kopi Indonesia Tbk website: https://fore.coffee/gcg-https://fore.coffee/investors-annual-report/	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	5	1	2
Directors	0	3	1	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	3	100 %
Comissioner Attendance to Board Meetings	5	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	No
The Company has not yet established a formal policy governing the separation of roles between the Chairman of the Board and the Chief Executive Officer (CEO). Nevertheless, the Company continues to carry out its supervisory and management functions in a professional manner by upholding good corporate governance principles, including the implementation of checks and balances in the decision-making process.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The performance of the Board of Directors is evaluated by the Board of Commissioners through a review of the Board of Directors performance achievements during the year, with reference to the Objectives and Key Results set by the Company in the Corporate Work Plan and Budget. The Board of Commissioners is obligated to assess the performance of the Board of Directors in accordance with applicable regulations. The Nomination and Remuneration Committee plays a role in determining the performance evaluation policy for members of the Board of Directors and/or the Board of Commissioners, as well as assisting the Board of Commissioners in conducting performance assessments based on the approved evaluation policy. Here are the publication on the PT Fore Kopi Indonesia Tbk website: https://fore.coffee/investors-annual-report/	
G-05 Does the company has a policy regarding board training and development?	No
The Company has not yet established policies and regulations regarding training for the Board of Commissioners and the Board of Directors. However, the Company is committed to providing relevant training and certifications to members of the Board of Commissioners and the Board of Directors. Details of	

the training and certifications provided can be found in the Company 2025 Annual Report. Here are the publication on the PT Fore Kopi Indonesia Tbk website: https://fore.coffee/investors-annual-report/	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The criteria and appointment of the Company Board of Commissioners and Board of Directors are stipulated in the Company Articles of Association and the Board Manual for the Board of Commissioners and the Board of Directors. Here are the publication on the PT Fore Kopi Indonesia Tbk website: https://fore.coffee/gcg-boc-bod-charter/	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company has established a Code of Conduct policy applicable to all corporate organs, including the Board of Commissioners and the Board of Directors. The Company Code of Conduct governs professional ethics, relationships among corporate organs, and sanctions for violations committed by employees as well as management. The disclosure of the Code of Conduct is presented in the Company 2025 Annual Report. Here are the publication on the PT Fore Kopi Indonesia Tbk website: https://fore.coffee/investors-annual-report/	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	No
The Company has not yet established a formal policy specifically governing the fair treatment of shareholders. Nevertheless, the Company remains committed to implementing good corporate governance practices by upholding the principles of transparency, accountability, and disclosure of information to all shareholders without discrimination.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The policy to prevent conflicts of interest within the Company is set out in the Board Manual for the Board of Commissioners and the Board of Directors, as stated in Appendix B and Appendix C. Here are the publication on the PT Fore Kopi Indonesia Tbk website: https://fore.coffee/gcg-boc-bod-charter/	

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	72
	E-02	Greenhouse Gas Emission Intensity	72
	E-03	Electricity Consumption	71
	E-04	Water Consumption	73
	E-05	Waste Generated	75
	E-06	Company Commitment to Achieving Net Zero Emission Target	20
	E-07	Company Commitment to Reduce Emission	20
Social	S-01	Gender Equality	52
	S-02	Employees by Gender and Age Group	53
	S-03	Employee Turnover Rate	55
	S-04	Number of Temporary Officers	37
	S-05	Employee Training and Development	56
	S-06	Number of Work Accidents	59
	S-07	Human Rights Violation Incidents	58
	S-08	Sexual Harassment and/or Non-Discrimination Policy	58
	S-09	Policy on Human Rights	58
	S-10	Child Labor and/or Forced Labor Policy	58
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	59
	S-12	Corporate Social Responsibility	78

Governance	G-01	Management Diversity and Independence	150
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	135
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	145
	G-05	Board of Directors and Commissioners Training Policy	136
	G-06	Special Criteria for Election of the Board	153
	G-07	Code of Ethics and/or Anti-Corruption	192
	G-08	Fair Treatment Policy for Shareholders	49
	G-09	Conflict of Interest Prevention Policy	194

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework ☒ Yes ☐ No ☒ GRI ☐ TCFD ☐ CDP ☐ IFRS S1 ☐ IFRS S2 ☐ SASB ☐ Others, please specify
null
Third-party assurance and/or validation ☒ No

Thus to be informed accordingly.

Respectfully,

PT Fore Kopi Indonesia Tbk

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Direktur

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Function	Direktur
Date and Time	04-05-2026 19:51
Attachment	1. CORSEC_KOREKSI PENYAMPAIAN SR 2025_FORE.pdf
	2. SUSTAINABILITY REPORT FORE 2025..pdf

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