

Communication on Progress Report: 10 Principles of the UN Global Compact

To a Decade of Impact



To Our Valued Stakeholders,

Since signing onto the UN Global Compact, SUN Energy has treated every Communication on Progress as an annual showcase of our year round dedication to the Compact's Ten Principles and the SDGs. The discipline of reporting is now woven into our management cycle measuring performance, refining policies, and publishing transparent updates. Each COP therefore distills a full year of continuous, organisation wide effort.

It is with great pride that I represent PT Surya Utama Nuansa (SUN Energy) in presenting our Communication on Progress (COP) for the year 2024. As a company firmly committed to the principles of the United Nations Global Compact (UNGC), we remain resolutely focused on sustainability through solar energy innovation that supports global development goals and delivers long-term value for all our stakeholders.

In 2024, we successfully achieved 350 MW of installed solar energy capacity. Through this achievement, we have reduced 929 kilo tons units of carbon emissions, in alignment with our commitment to mitigating global carbon footprints and contributing to the attainment of sustainable development goals. This success would not have been possible without the close collaboration with our stakeholders, including through the training of solar technicians, supporting the growth of the solar energy sector in Indonesia and strengthening social sustainability by enhancing local community capacity.

As part of our ongoing commitment, SUN Energy actively integrates the UNGC principles into every aspect of our business strategy, corporate culture, and daily operations. This means that carbon emission reduction, environmental education, community empowerment, and responsible governance have become integral to the way we operate. We ensure that principles of diversity, gender equality, and inclusion are embedded in our corporate culture, while maintaining the highest standards of transparency and ethics in every facet of our management.

Moreover, we continue to collaborate closely with the Government of Indonesia to advance environmentally friendly energy policies that foster the adoption of renewable energy across all sectors. Through this collaboration, we are increasingly confident that solar energy will emerge as the primary solution in realizing a cleaner and more sustainable future.

We extend our deepest gratitude to our investors, partners, and all stakeholders for their unwavering support. Together, we will continue to drive positive change, strengthen our business sustainability, and provide long-term value for all of our stakeholders.

With the utmost respect,

Sincerely,

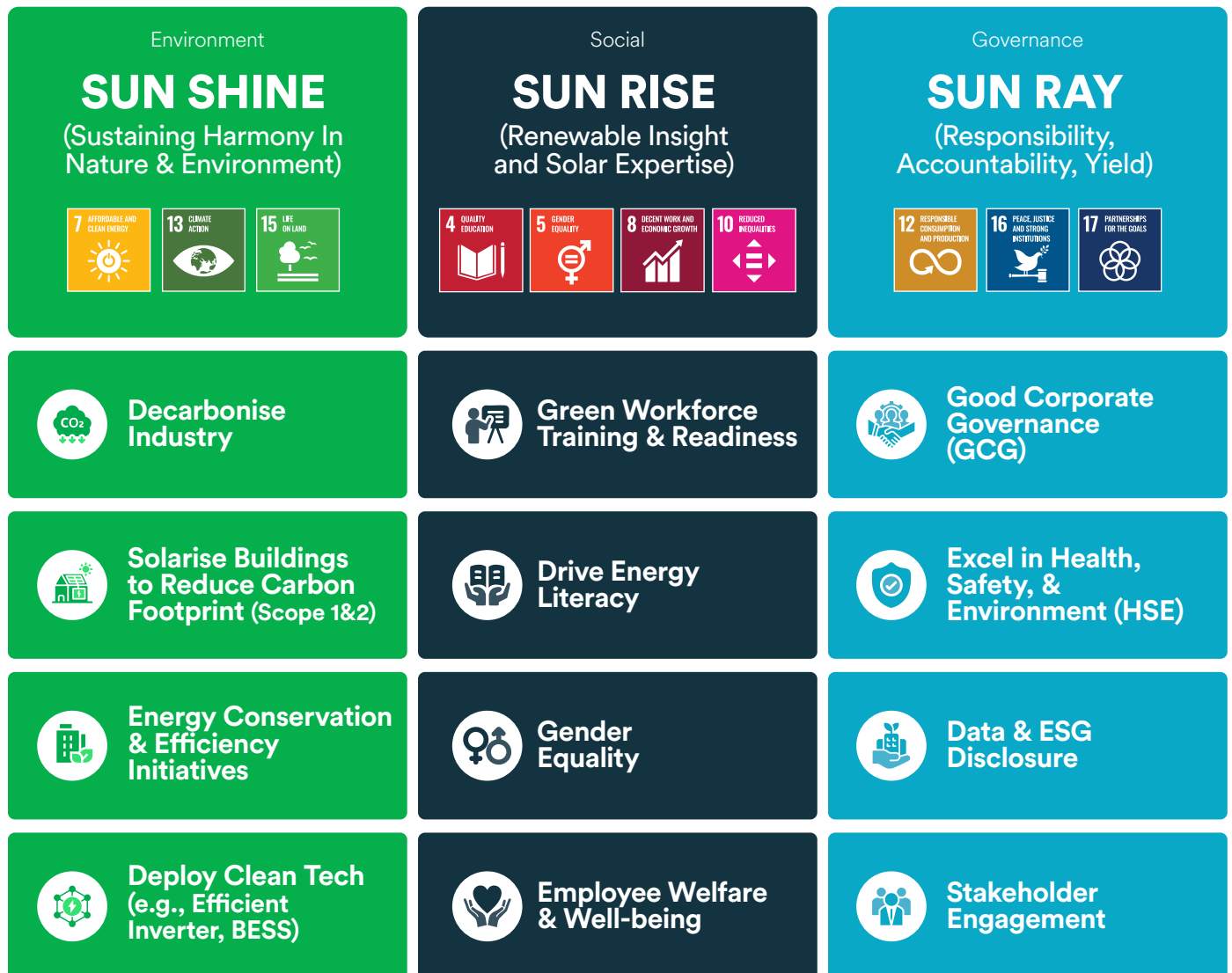
A handwritten signature in black ink, appearing to read "Philip Lee", enclosed within a circular stamp or seal.

Philip Lee
Chief Executive Officer of SUN Energy

Empowering Progress through ESG

Our sustainability pillars guide us to deliver clean energy, inclusive opportunities, and trusted leadership in the transition to a better tomorrow.

ESG Pillars From Solar Energy to Sustainable Impact



ESG Performance 2024 Highlight

Cumulative positive results until 2024



128 GWh*
Clean energy generated

* The data is calculated based on the accumulation of energy production from installed capacity of ±127 MWp until 2024.

Environmental Impact Performance



279 kt CO₂e

Total carbon emissions avoided through solar energy installations delivered by SUN Energy.

≈3,900,000,000 trees

equivalent to the number of trees needed to offset emissions reduced by SUN Energy's solar installations.



Social Impact Performance

Cumulative positive results until 2024

Beneficiaries

22,000 people

Reached through SUN Energy's solar energy education initiatives since 2021, including students, professionals, and the broader public.



Empowering Through Education

500+ hours

Total hours dedicated to solar energy education initiative in 2024.



Driving Green Tourism

40 solar-powered charging points

CHARGEЕ units are installed in Bali, Lombok, and Labuan Bajo to support green tourism.



Rural Electrification

11 kWp 15 households

Solar mini-grids delivering first-time access to electricity in underserved rural areas.



Solar Water Pump

14 pumps, 56,000 L/day

Bringing clean water access to people in remote areas with limited infrastructure through solar-powered pumps.



Safe operation with

0 LTI

Lost-Time Injury



Governance Performance

Cumulative positive results until 2024

Strong Governance, Zero Tolerance

0

Allegations or findings of corruption and bribery in 2023–2024.



Integrity in Action

100%
Participation

Every employee has committed to our code of ethics through the integrity pact.



SUN Energy demonstrates its steadfast commitment to building a culture of integrity and responsible governance.

Driving Responsible Business



Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights

For SUN Energy, every employee is not just a resource, but a soul that deserves to be respected and have its dignity protected.

Behind every step of building a sustainable future, there is a belief that true sustainability is born from unconditional respect for the rights and dignity of every individual.

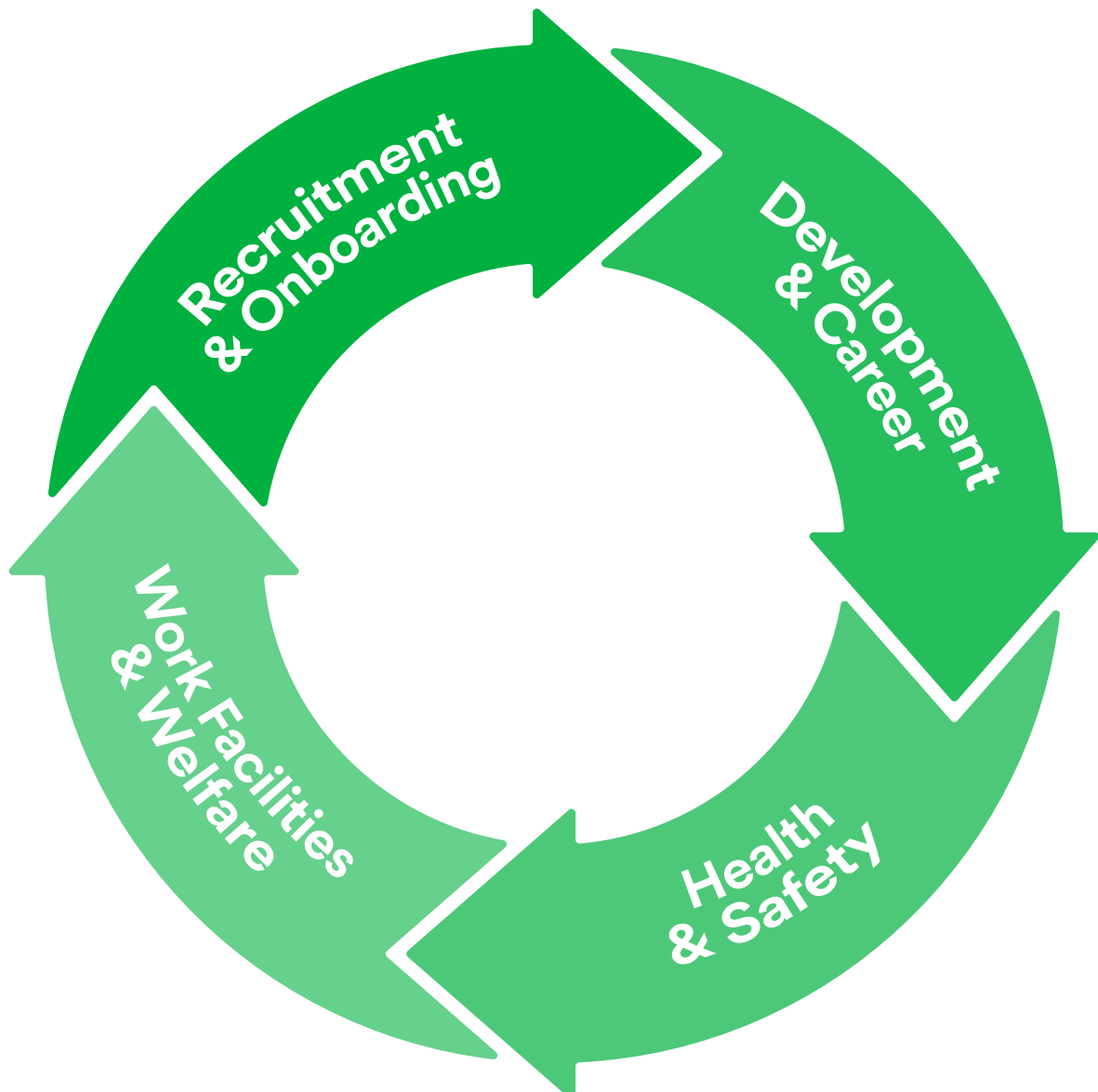
A fair, inclusive and empathetic work environment is a space where every voice can be heard and every right is genuinely cared for.



1.1 Firm Policy to Protect Employee Rights: A Promise and a Responsibility

We believe that policies are not just formal documents, but rather a concrete manifestation of SUN Energy's commitment to keeping employees at the center of sustainability. SUN Energy's policies protect employees' rights comprehensively, including non-discrimination, respect for privacy, and fair treatment throughout their careers. These policies are continually updated, adapting to evolving employee values and the best global standards.

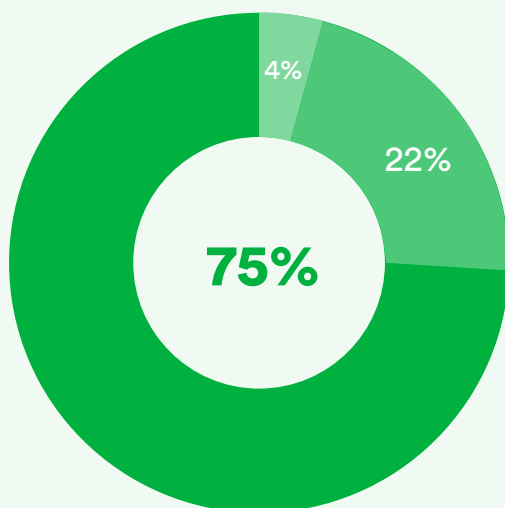
Empowering People, Driving Impact: Our Human Capital Framework



1.2 Listening and Respect: SUN Energy's EES Survey Results as a True Reflection of Our Organizational Values

Respecting rights means listening intently. Through the Employee Engagement Survey (EES), SUN Energy opens up a space for honest and in-depth dialogue with every employee. **By 2024, an engagement rate of 75% is a sign that their voices are driving force for change.** The input that SUN Energy receives becomes a compass for improving aspects of compensation, recognition, and leadership, so that every individual feels truly appreciated and cared for.

Employee Engagement Result

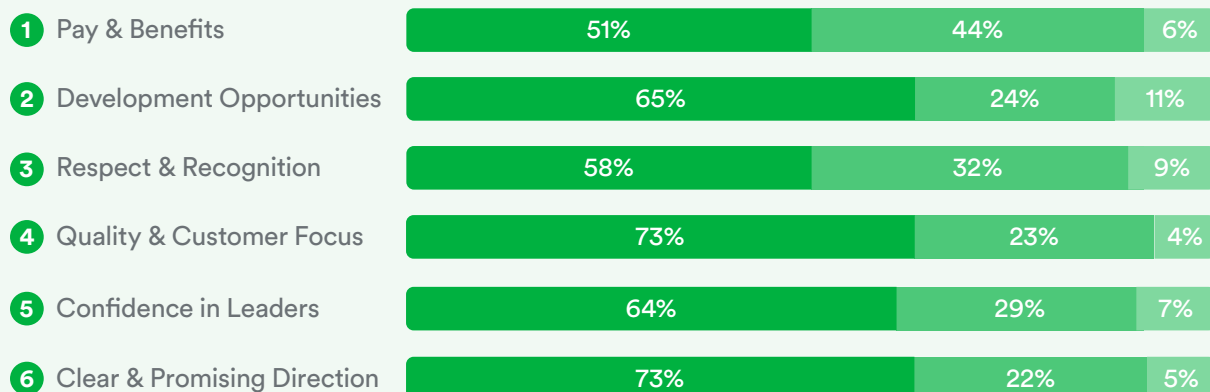


Overall Engagement

(+0%) vs. (75) High Performing
(-5%) vs (80) Indonesia

■ Favorable ■ Neutral ■ Unfavorable

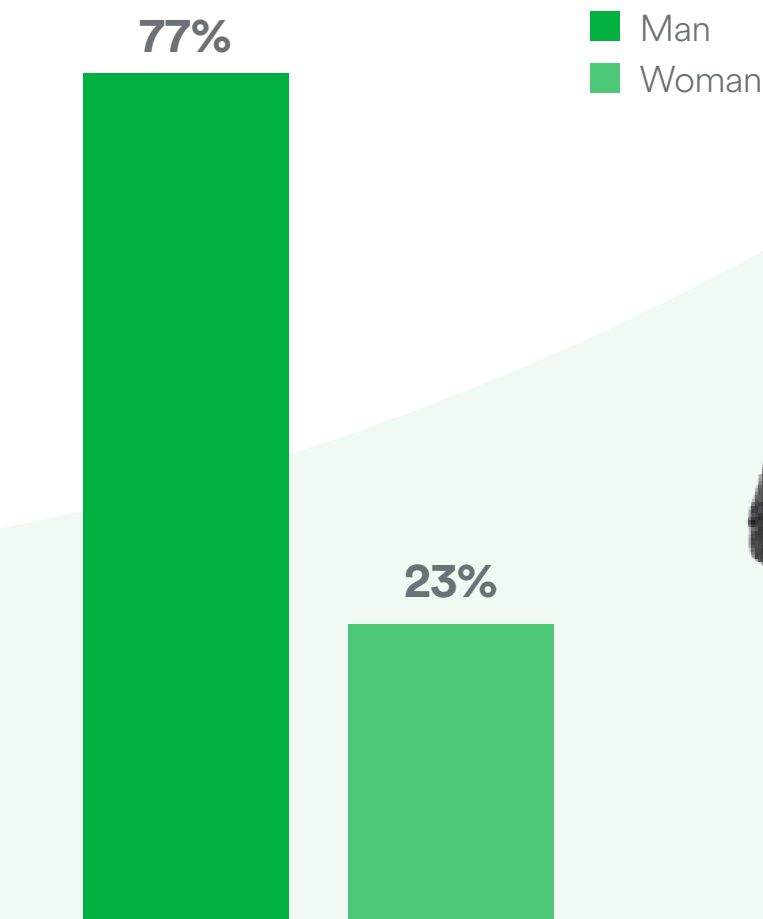
Engagement Drivers



1.3 Strengthening Our Commitment: Advancing Women's Rights and Empowerment

At SUN Energy, gender equity sparks creativity, deepens partnerships, and amplifies our social impact. Guided by international human-rights standards, we integrate gender-responsive practices into every stage of the employee journey from inclusive hiring and mentorship circles to family-friendly benefits and a zero-tolerance stance on harassment ensuring every voice can grow, lead, and power our clean-energy mission.

Promoting Women's Participation Within Our Company



Gender Balance Ratio in the Company and its Subsidiaries



Driving Responsible Business



Principle 2

Ensure that they are not complicit in human rights abuses



Employee rights are a bright line that SUN Energy will not cross

As a renewable energy company, SUN Energy believes that sustainability begins with genuine respect for the rights of every employee. Therefore, SUN Energy has implemented comprehensive prevention mechanisms from human rights policies, human rights risk assessments, to integrated safety protocols to ensure that none of SUN Energy's activities have the potential to harm or violate the dignity of individuals, either within the organization or along the supply chain.

2.1 Upholding a Safe and Empowered Workplace

We believe that safety is not just a legal obligation it is a form of SUN Energy's moral responsibility to every employee in the project and supply chain. SUN Energy strengthens protection system periodically by involving employees, and field leadership and ensure a truly safe and empowering environment.

“
Everyone deserves to go home in one piece—that’s the measure of SUN Energy’s success.



Implementing Standard Operating Procedures (SOP) Based on Best Practices

SUN Energy actively develops robust procedures by referring to both national and international best practices, combined with real-time insights from field operations. Our SOPs are thoroughly structured, outlining clear steps from preparation and execution to task evaluation, particularly in high-risk areas.

The implementation of this SOP is strengthened by:

1 Regular Training

Ensure full understanding and compliance with procedures.



2 Use of Standard Checklist of PPE (Personal Protective Equipment)

Must be met before entering the work area, according to SNI standards.



3 Periodic Monitoring and Evaluation System

with internal audits and surprise inspections.



4 Transparent Risk and Incident Reporting Mechanisms

Allows employees to report potential hazards quickly and easily.

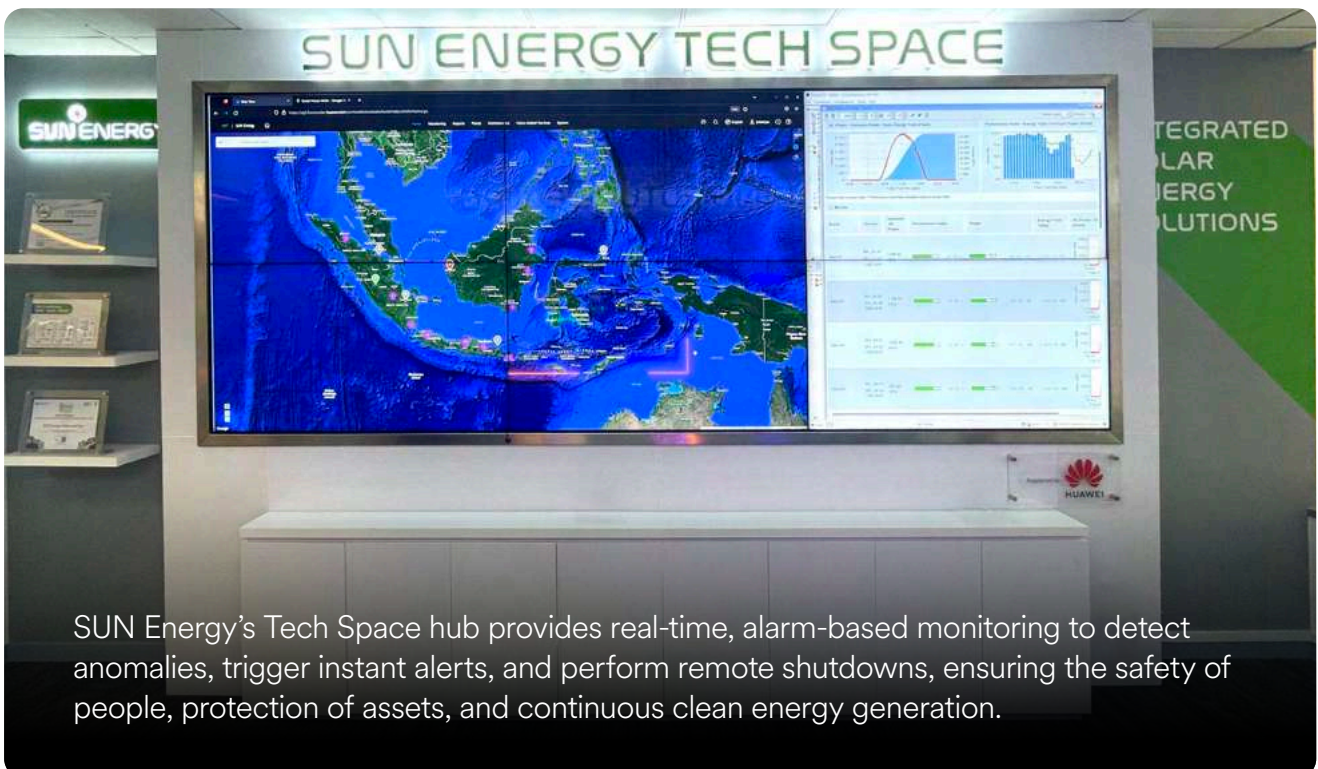


With this approach, SUN Energy ensures that every employee is equipped with adequate knowledge, equipment and awareness to carry out tasks safely and efficiently, while preventing work accidents.

2.2 Emergency Preparedness and Response to Protect Every Life



Emergency preparedness is a top priority at SUN Energy. In 2024, we aim to further strengthen coordination among the Project Team, Emergency Response Coordinator, Asset Management, and Emergency Response Team (ERT) to ensure swift and appropriate responses to any incident.



SUN Energy's Tech Space hub provides real-time, alarm-based monitoring to detect anomalies, trigger instant alerts, and perform remote shutdowns, ensuring the safety of people, protection of assets, and continuous clean energy generation.

Respecting Rights, Empowering People

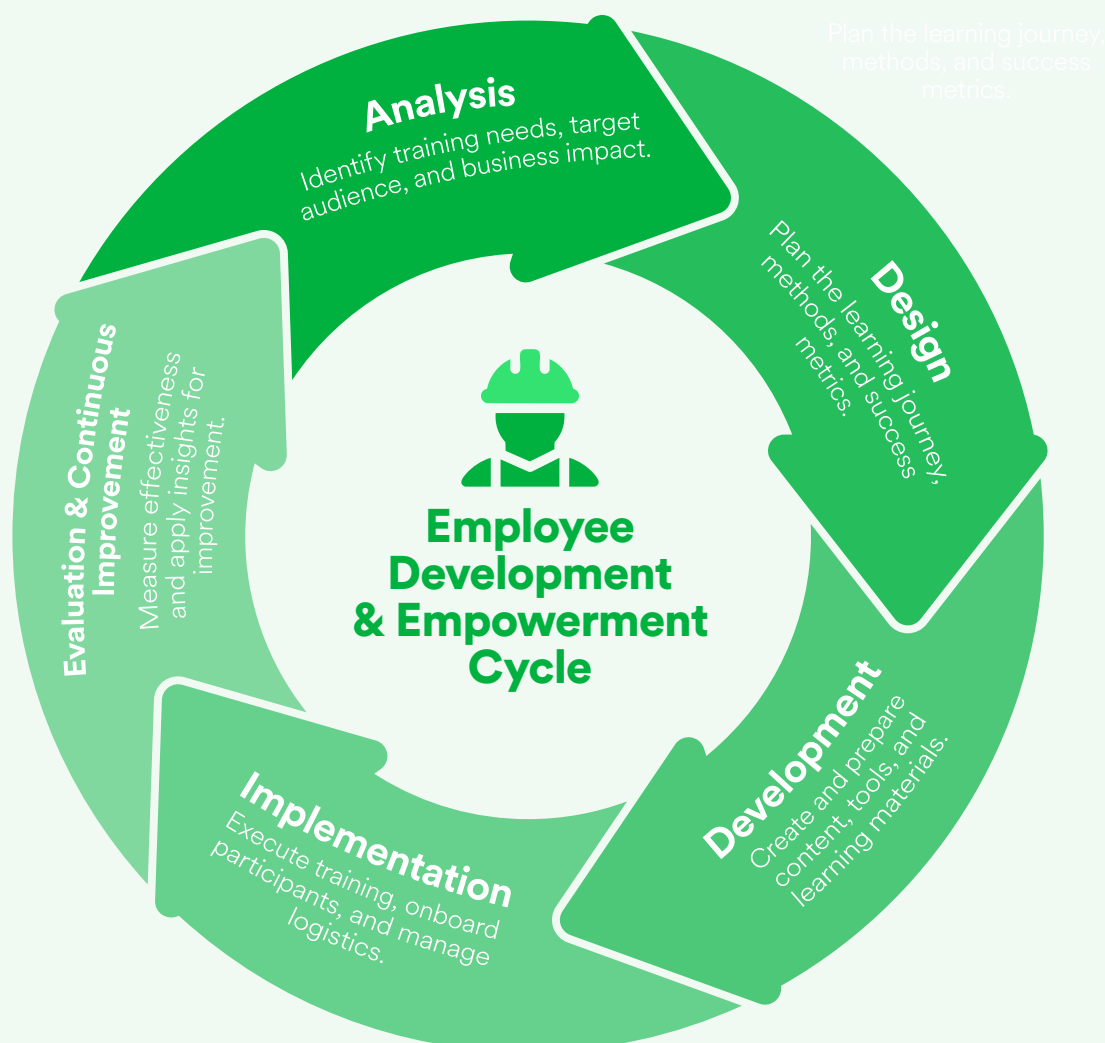


Principle 3

Labour Standards: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

At SUN Energy, we strategically build an inclusive work culture by supporting training funding organized by external parties.

This step ensures that every employee and management not only understands, but also actively exercises the right to freedom of association and collective bargaining effectively. Through a structured and transparent evaluation and reward mechanism, SUN Energy creates fair career development opportunities, strengthens organizational harmony while affirming SUN Energy's deep commitment to respecting employee human rights and building a sustainable future.



3.1 Strengthening Human Resources Capacity through Continuous Learning Initiatives



In 2024, SUN Energy reaffirmed its commitment to employee development by launching an integrated digital learning platform. This E-learning system empowers employees to access training modules anytime and anywhere, allowing them to choose learning materials that match their interests and career goals from technical competencies to leadership essentials.

The flexibility and accessibility of the platform support self-driven learning, where each individual can take ownership of their personal and professional growth. This initiative is part of SUN Energy's broader investment in human capital, ensuring that every team member is equipped with the right capabilities to navigate the evolving landscape of the renewable energy industry.

By embedding continuous learning into daily work culture, SUN Energy not only nurtures future-ready talents but also cultivates innovation and agility across all levels of the organization.

Training Participation by Employee Level

Employee Level	Number of Participants
Division Head	1
Manager/Department Head	19
Assistant Manager	9
Supervisor	9

Training Participation by Skill/Topic Area

Skill/Topic Area	Amount
Finance & Accounting	21
Marketing & Business Development	7
Technology, Data & Engineering	10
Leadership, HR & Strategy	19
Operations & Project Management	5
Personal & Professional Development	16

3.2 Together We Build Bridges of Respect and Participation

At SUN Energy, we believe that organizational success is born from relationships built on respect and active involvement of each individual. We build an inclusive and participatory work culture by creating open communication and constructive collaboration between management and employees.

Through genuine appreciation for each individual's contribution, SUN Energy builds an environment that fosters trust and a sense of community. We consistently develop various recognition initiatives that strengthen the spirit of participation and collective motivation throughout the organization.

This culture is a solid foundation for maintaining harmony while strengthening the company's competitiveness and innovation. By continuing to encourage real participation and respect, SUN Energy strengthens the foundation of a healthy and sustainable working relationship.



Best Employee Award



Innovative Employee Award



Sales Excellence Award



Cost-Saving Initiative Award

3.3 Together Driving Growth through Fair Evaluation

At SUN Energy, performance evaluation is not just an assessment process, but a strategic tool to develop the potential of each individual. We implement a structured evaluation cycle, combining goal setting, continuous assessment, and 360° feedback, supported by a digital system that ensures transparency and accountability.



This process is complemented by ongoing coaching and mentoring so that each employee receives optimal support in achieving professional development and providing their best contribution. This approach ensures fair rewards and continuous development opportunities, strengthening a healthy and productive work culture.

Respecting Rights, Empowering People



Principle 4

Labour: Enterprises shall eliminate all forms of forced and compulsory labour

SUN Energy is committed not only to rejecting all forms of forced labour but also to actively promoting employee welfare as a core aspect of human rights. We offer a range of welfare programs to support employees holistically, from fair wages aligned with applicable standards to health and life insurance coverage, as well as medical reimbursement facilities for employees and their families.

Core Policy: Welfare & Free Labour

Employee Welfare Assurance

Comprehensive programs that provide health coverage, access to essential facilities, and family support for all employees.



Voluntary Hiring Promise

No retention of personal documents; all employment contracts are signed freely and without coercion.



Safe-Shift Protocol

Applies working-hour limits and ensures mandatory rest periods.



4.1 Prioritizing Well-Being to Uphold Work Freedom

In addition to ensuring basic welfare, SUN Energy also implements various supporting programs that strengthen the spirit of togetherness and employee life balance. This holistic approach creates a harmonious work environment and supports sustainable productivity.

The company provides a comprehensive employee welfare package, which includes:

Fair wages aligned with the nationally regulated minimum wage standard.

Health and social protection coverage through national insurance programs.

Private health insurance for both inpatient and outpatient care.

Reimbursement of medical expenses for employees and their families.

Performance-based incentives and bonuses.

Employee engagement activities such as team sports and gatherings.

Vehicle ownership support programs for managerial-level employees.

Transportation support programs to enhance commuting convenience.

Respecting Rights, Empowering People



Principle 5

Employment: Companies must effectively eliminate underage employment

SUN Energy places the elimination of child labour as a top priority by implementing strict policies and procedures in accordance with national regulations and ILO conventions, ensuring that all operations and supply chains are free from child exploitation. We are committed to protecting the future of future generations through continuous monitoring and preventive approaches, while advancing employee values and sustainability in every aspect of our business.



5.1 Ensuring Child Labour-Free Operations through Rigorous Verification

SUN Energy strictly prohibits child labour across all operations by applying stringent age verification procedures, including the review of official identification documents. These measures ensure that all workers are of legal working age, effectively preventing any form of child labour within the company.

A comparison of workforce age data between 2023 and 2024 demonstrates consistent policy enforcement, with zero employees under the age of 18 and a continued commitment to maintaining a professional and responsible adult workforce.

Employee Composition Based on Age

Age	2023	2024
<18	0	0
18-35	153	77
36-45	25	26
46-55	4	7
>56	1	0
Total	183	110

This proactive step is concrete evidence of SUN Energy's commitment to eliminating child labour and building an ethical, fair and sustainable work environment.

Respecting Rights, Empowering People



Principle 6

Employment: Companies must uphold the elimination of discrimination in employment and occupation

We are committed to creating a fair and discrimination-free work environment, by applying the principle of meritocracy in employee assessment and rewards. This approach encourages optimal potential development and ensures equal opportunities, while strengthening an inclusive culture that supports innovation and organizational sustainability.

Core Policy: Equality & Inclusion in the Workplace

Fair Employment Practices

Merit-based recruitment, promotion, and career development for all.



Objective Performance & Learning

Skills-based performance reviews and equal access to training opportunities.



Inclusive & Respectful Workplace

Zero tolerance for discrimination, with a clear grievance mechanism in place.



Company's Written Commitment to Diversity

We have set clear and measurable targets and indicators to track our progress and impact on diversity and inclusion.

ARTICLE 7

Loyalty to the Republic of Indonesia, Prohibition of SARA Conflicts and Prohibition of Practical Politics

1

The Second Party as an Indonesian Citizen is obliged to love the Indonesian homeland, submit to and be loyal to the Unitary State of the Republic of Indonesia with Pancasila and the 1945 Constitution.

2

The Second Party is prohibited from carrying out acts or speech that is hateful, inciteful, provocative, has an attitude of opposition or other things that contain elements of Tribe, Religion and Race.

3

Workers participate in maintaining the integrity of the Unitary State of the Republic of Indonesia by preventing radicalism, intolerance, and extremism based on ethnicity, religion, race, and inter-group (SARA) which can trigger conflict, disputes, hostility, an unfavorable atmosphere, fights, and disturbances both within the Company environment and outside the Company.

4

The Second Party is obliged to maintain harmony by behaving well, respecting and appreciating (tolerating) each other among Employees in the diversity of Religion, Tribe and Race in the company environment and its affiliates.

5

The Second Party is prohibited from carrying out/implementing/undertaking mass/organizational or religious/practical political activities that have no connection/relationship with the Company's interests within the Company's environment.

Promoting Environmental Responsibility & Sustainable Innovation



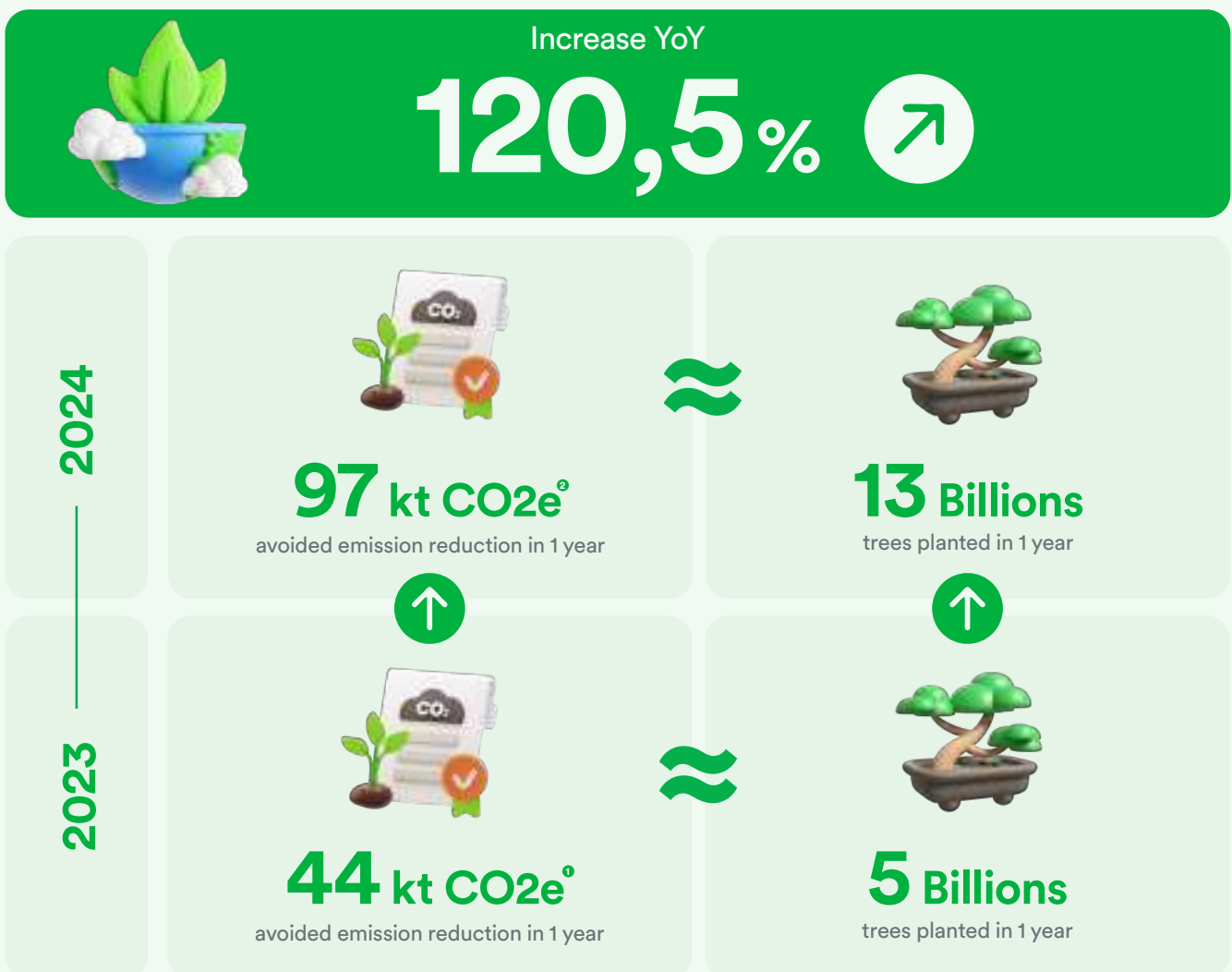
Principle 7

Environment: Companies should support a preventive approach to environmental challenges

The environment is central to every decision we make at SUN Energy. By fostering a culture of collective responsibility, we prioritize efficiency, clean energy innovation, and strategic collaboration, not just to respond to the climate crisis, but to tackle it at its source. One of the most tangible outcomes of this approach is the carbon emissions we help avoid through the installation of solar power systems at commercial and industrial sites.

Environmental Performance

Through the company's operational performance and subsidiary companies



1. 38,550 kWp installed and 56,867,790.91 kWh produce throughout 2023
 2. 127,000 kWp installed and 125,269,965.00 kWh produce throughout 2024

7.1 Promoting Sustainability Awareness and Culture

We are committed to building a culture of sustainability that is rooted in everyday activities in the office environment. Through consistent education and communication, SUN Energy instills collective awareness of the importance of wise resource management.



7.2 Strengthening Roles and Collaboration in Solar Energy Development

These strategic collaborations demonstrate SUN Energy's commitment to advancing solar energy across all fronts financial innovation, technological excellence, and institutional partnerships reinforcing our role in accelerating the transition to clean energy.



Association Membership

We actively participate in the Indonesian Solar Energy Association (AESI), contributing to policy advocacy and increasing awareness of the benefits of clean energy as a solution to mitigate climate change.



Green Financing

SUN Energy secured IDR 620 billion in financing from PT Sarana Multi Infrastruktur (PT SMI), a state-owned infrastructure financing company. The funding will support SUN Energy's expansion of solar energy projects across Indonesia, particularly in the commercial and industrial sectors.



Project Financing

Through collaboration with PT Bank Permata Tbk, SUN Energy obtained a project financing facility worth IDR 500 billion to support the large-scale implementation of solar PV systems across the country.



Technology Partnership

SUN Energy works closely with HUAWEI to integrate world-class inverter monitoring and smart energy management technologies, ensuring optimal performance and reliability across solar projects.

7.3 Implementing Green Policies Responsibly

Responsible waste management is the foundation of SUN Energy's commitment to environmental sustainability. We operate a structured waste classification system, separating organic and inorganic waste so that each type receives appropriate and effective treatment.

SUN Energy's transparency is demonstrated through routine and well-documented monitoring of the volume and type of waste produced. This data reflects SUN Energy's strong commitment to maintaining accountability and consistency in waste management across all projects.

We also comply with hazardous waste management procedures (B3) according to national regulations and international standards. Complete procedures from waste collection to disposal are designed to minimize negative environmental impacts.



All of these efforts are a real manifestation of SUN Energy's responsibility in managing waste sustainably, maintaining ecosystem balance, and providing a better environmental legacy for future generations.



Sorted waste



Socialization related to SOP

7.4 Controlling Hazardous Waste, Protecting the Future

We implement a comprehensive hazardous waste management system, covering the entire cycle from collection, storage, processing, to disposal. Waste generated from the development of solar power plants such as panel modules, batteries, and unused cables, are classified and handled with strict standards to minimize negative impacts on the environment and health.

We ensure that all hazardous waste management activities are in accordance with applicable government regulations, including

B3 waste management in accordance with Government Regulation No. 101 of 2014 and Bappeda Decree No. 1 of 1995. SUN Energy carries out routine monitoring and evaluation so that this procedure continues to run effectively and sustainably.

With this commitment, SUN Energy not only protects the environment and surrounding communities, but also strengthens the company's reputation as a pioneer in responsible clean energy, in line with sustainable development goals.

B3 Waste Sorting



Waste Disposal



B3 Waste Sorting



7.5 Strong Commitment to the Environment Through ISO 14001 Certification

We consistently maintain ISO 14001 certification as a tangible proof of SUN Energy's commitment to managing the environment effectively and sustainably. This international standard is the main guideline in identifying and managing the environmental impacts of all company activities.



SUN Energy's efforts include:



Establishment of clear environmental policies as a basis for management.



Conducting environmental assessments to identify operational aspects and impacts.



Establishing measurable targets and indicators to monitor and evaluate environmental performance.



Implementation of operational controls and procedures to prevent pollution, waste and emissions.



Periodic audits and reviews to ensure the effectiveness of the environmental management system and identify opportunities for improvement.

We believe that environmental protection is not only a responsibility, but also a competitive advantage that strengthens reputation and relationships with customers, employees, shareholders and the wider community.

Promoting Environmental Responsibility & Sustainable Innovation



Principle 8

Environment: Companies should undertake initiatives to promote greater environmental responsibility

We proactively lead strategic initiatives that strengthen environmental responsibility comprehensively. Through extensive collaboration and continuous education, SUN Energy builds the foundation of a resilient and adaptive ecosystem to address the challenges of climate change.

SUN Energy's commitment is not only to create awareness, but also to drive real action that encourages systemic change for the sake of harmonious business and environmental sustainability.



8.1 SUNRISE (SUN Renewable Insight & Solar Expertise): Renewable Energy Education Program Accelerates National Energy

The SUNRISE program has been a cornerstone of SUN Energy's commitment to building talent and increasing public awareness of solar energy since 2018. Through comprehensive education initiatives, SUN RISE equips diverse stakeholders, from the general public to technical professionals, with the knowledge and skills needed to address the challenges of energy transition in Indonesia.

SUNRISE
Renewable Insight
& Solar Expertise



40.000
participants



600 hours
of activities

SUN Energy's efforts align with Indonesia's national goal of achieving Net-Zero Emissions by 2045, supporting the creation of a greener, more resilient, and inclusive society and industry.



8.2 Solar Energy-Based CSR

We are committed to making a meaningful impact through social and environmental initiatives powered by solar energy. SUN Energy's Corporate Social Responsibility (CSR) programs focus on supporting the education sector and improving quality of life in remote and underserved communities by delivering clean, sustainable, and innovative solar energy solutions.



**Solar Technician
Training**

132

students educated



**Green Sport
Charging**

40

charging points

The implementation of green technology in educational institutions and rural communities has a significant impact on creating a more energy-friendly and independent environment, while strengthening awareness of the importance of environmental conservation in the future.



**Solar Distillation
for Pulau Ndana**

3

hours running distillation



**Solar Water
Pump for Wekeke**

56,000

liters/day of water

These steps are concrete evidence of SUN Energy's dedication to integrating social and sustainability values into every aspect of its business and corporate responsibility.

8.3 Building a Green Future Together through the Green Future Summit

We actively organize the Green Future Summit as a platform for collaboration and inspiration that connects clients, partners, and the wider community in discussing sustainability issues. The event, which has been successfully held in three major cities Surabaya, Semarang, and Jakarta was attended by approximately 1,000 participants and featured prominent figures and experts in the field of sustainability.

The participation of renowned conglomerates and experts provided valuable insights that not only enriched the discussion, but also strengthened the collective commitment to driving clean energy transformation and sustainable practices that have a broad impact.



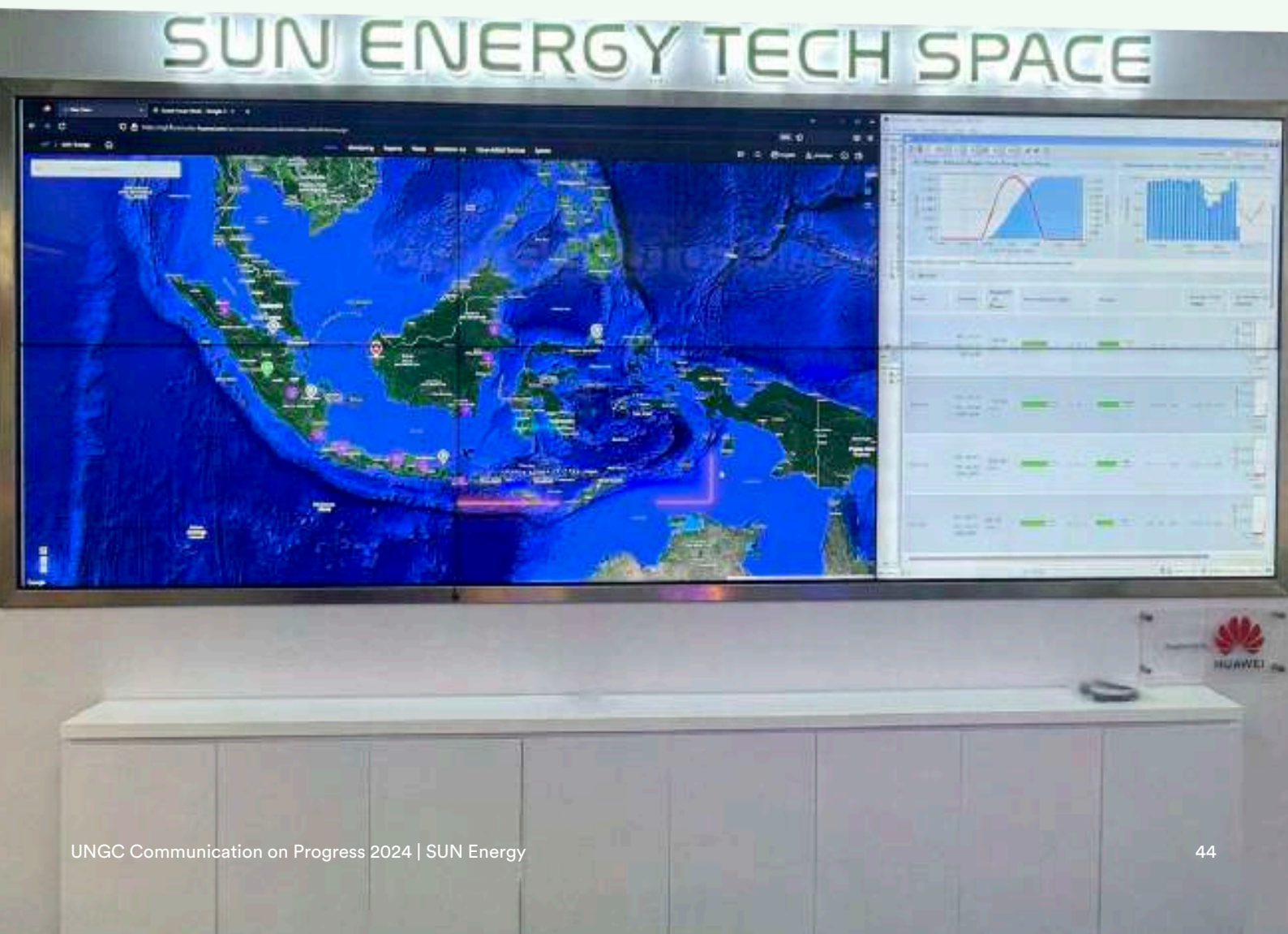
Promoting Environmental Responsibility & Sustainable Innovation



Principle 9

Environment: Companies should encourage the development and dissemination of environmentally friendly technologies

We are committed to driving the development and adoption of innovative, green technologies as a foundation for supporting sustainable business. By utilizing advanced technology solutions for monitoring, education, and access to renewable energy, SUN Energy ensures that the benefits of clean energy can be felt widely and optimally, while strengthening the positive impact on the environment and society.

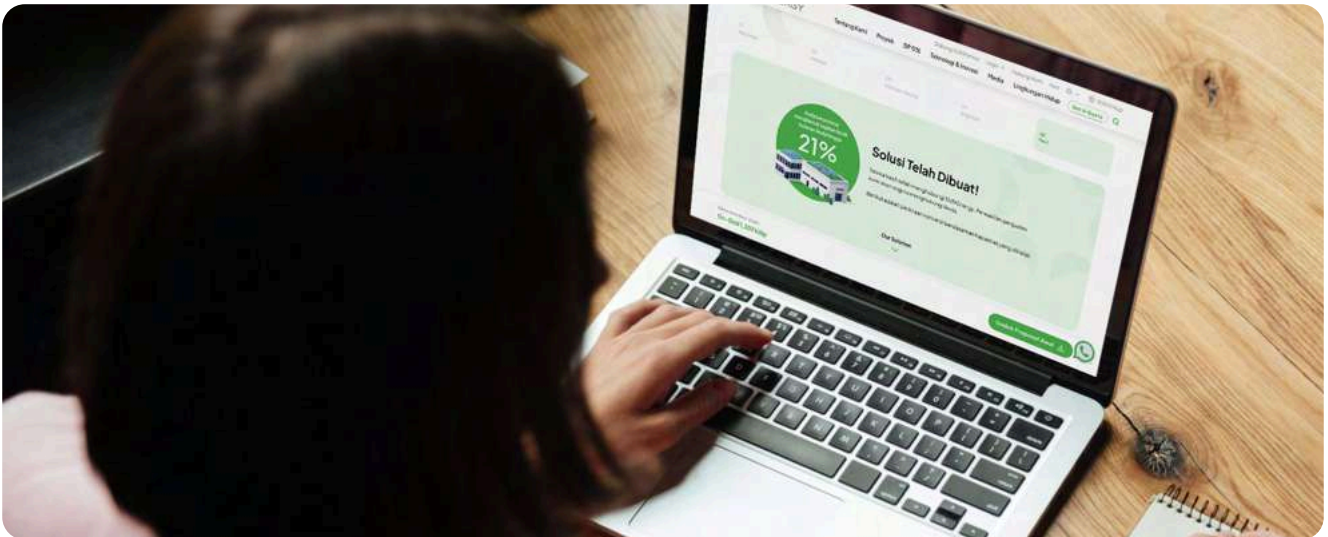


9.1 Solar Calculator: Streamlined Digital Assessment for Instant Solar Feasibility

SUN Energy's Calculator gives businesses and property owners immediate insight into how rooftop solar can cut costs and carbon. The tool transforms a complex engineering and financial study into a guided online experience.

By entering a few key data points, users receive rapid, data-driven estimates of system size, savings potential, and emission reductions empowering them to act on solar opportunities with confidence.

A five-step journey



1

Solar Needs

Input average electricity bills, monthly kWh usage, current power source, and installed electrical capacity.

2

Solar Assessment

Specify roof area, roof-sheet type (e.g., Zincalume, UPVC, ballast), and roof-frame material.

3

Personal Information

Provide contact and company details to connect directly with SUN Energy's engineering team.

4

Summary

Review and edit all entries in one dashboard before submission.

5

Result

Receive a tailored proposal outlining recommended PV capacity, projected annual energy yield, cost savings, and avoided CO₂ emissions.

9.2 Leveraging Data as Key to Partner Sustainability Strategy

We optimize data from Techscope's monitoring system to produce a solar performance report tailored for each SUN Energy partner. This report is not only a strategic tool that provides an in-depth view of cost savings, energy efficiency, and carbon emission reductions, but also a source of insights that strengthen partnerships and support responsible and sustainable decision-making.

With transparency and measurable data, SUN Energy partners gain deeper insights to develop and implement effective sustainability strategies, making solar energy central to their journey towards a greener, more resilient future.



9.3 Future Energy Box: Bringing Solar Energy Innovation to the Community

SUN Energy's Future Energy Box is an innovative, mobile learning tool designed to bring hands-on solar energy experiences directly to the public. Through interactive features and accessible outreach, we expand knowledge of solar technology across all levels of society, from students and communities to professionals, helping raise awareness and accelerate the adoption of renewable energy.

FUTURE ENERGY BOX

in Partnership with



3,156
peoples educated



9.4 CHARGEЕ: Igniting Solar Energy Power and Awareness

CHARGEЕ is a portable charging innovation that utilizes solar energy, has been presented in various strategic locations ranging from tourist destinations to major events. This practical solution makes it easier for people to charge electronic devices in an environmentally friendly way while raising awareness of the importance of renewable energy.

More than just a charging facility, CHARGEЕ invites people to experience the benefits of clean energy in their daily lives. This innovation is a real step in accelerating the adoption of solar energy and realizing a greener and more sustainable future.



**Sanur Beach
Bali**



**Mandiri Jogja Marathon,
Prambanan Temple**



**Labuan Bajo Port
West Nusa Tenggara**



**Maybank Bali Marathon,
Bali United Stadion - Bali**

Integrity at the Core of Every Action



Principle 10

Anti-Corruption: Companies must fight all forms of corruption, including extortion and bribery

We at SUN Energy are fully committed to implementing good corporate governance as the foundation of business sustainability. Through a dedicated division, a strict code of ethics, and an integrity pact that must be signed by all employees, SUN Energy maintains the highest standards of integrity and transparency. SUN Energy applies strict sanctions without discrimination to anyone who violates, while a strong whistle-blowing system provides a safe channel for reporting suspected violations.





Employee Integrity Pact



Standing United Against Corruption

At SUN Energy, every employee commits to the Integrity Pact, a concrete declaration of ethical behavior and zero tolerance for corruption. This mandatory pledge reinforces our culture of honesty, transparency, and accountability across all levels of the organization.

Initiatives to support this:

-  Company-wide integrity campaigns
-  Ethics training






Transparent Violation Reporting System



Speak Up, Without Fear

SUN Energy protects those who dare to do the right thing. Our secure whistle blowing system ensures that all employees and stakeholders can report unethical or corrupt behavior confidentially, and without retaliation.

Initiatives to support this:

-  Anonymous reporting platform with 24/7 access
-  Awareness campaign through digital assets
-  Half-yearly integrity dialogues with top management



All of these initiatives are a concrete manifestation of SUN Energy's determination to combat corruption and foster a culture of accountability throughout the organization. Since reporting from 2023 to 2024, SUN Energy has recorded zero cases of corruption violations, as clear evidence of the effectiveness of the system that SUN Energy has implemented and the culture of integrity that SUN Energy has built.

SOP/Policy Link-Up: From Commitment to Action

Mapping SUN Energy's internal SOP/Policies to the UN Global Compact Principles

SOP/Policy	Focus	UNGC Principle	Document Link
P-QHSE-HRD-SUN-01 Recruitment	Recruitment & Onboarding	1, 4, & 6	Page 4, Point 6.1.
P-QHSE-HRD-SUN-02 Competence Evaluation & Training	Development & Career	1, 3, & 6	Page 3-4, Point 6.1.-6.3.
P-QHSE-HRD-SUN-03 General Affair Process)	Work Facilities	6	Page 3-5, Point 6.1.-6.8.
P-QHSE-HRD-SUN-04 MCU	Zero-tolerance for Harassment, Safe Reporting Channels	1 & 4	Page 4, Point 6.1.-7.1.
P-QHSE-HRD-SUN-05 _Travel Policy	Welfare Program	4	Page 4-7, Point 1.1.-1.8.
M-QHSE-TM-SUN-01 MK3L	Governance & Commitment Policy	2 & 7	Page 8-10, Point 5.2.-5.4.
P-QHSE-RM-SUN-01	Anti-Corruption & Fraud	10	Page 6-11, BAB III
P-QHSE-HSE-SUN-07	Waste Management	7	Page 4-5, Point 6.1.-6.5.

