

TSE Group Minor Grievance List - Fourth Quarter 2024

**We do not mention real names and replace them with initials*

| Case Number | Date Received | Entity | Raiser* | Grievance | Solution |
|-------------|---------------|--------|-------------------------------|--|---|
| 2024-Q4-1 | 27-Oct-24 | TSE B | 13 clans in Getentiri Village | Longpod and CPO mill road blocking due to payment refusal. | <p>1. From October 27 to November 2, 2024, a blockade was carried out at the Logpond and CPO Mill by 13 clans from Getentiri Village. The action followed a letter from the Clan Participation Cooperative demanding the distribution of profits from the nucleus plantation (kebun inti) for the period 2009–2021, totaling IDR 80 billion Rupiah, and requesting the development of an additional plasma plantation on the old land (Getentiri).</p> <p>2. On November 3, 2024, the Logpond blockade was lifted by the Head of the Habanggi Clan, LH, and the CPO Mill blockade was lifted by the Head of the Ketabang Clan, SB, accompanied by the company's community-support and security teams. The company clarified that there was no written obligation to share profits from the nucleus plantation and that the plasma plantation had already been handed over to the community.</p> |
| 22024-Q4-2 | 28-Oct-24 | PAL | Harvest workers | Request for wages according to working days | <p>1. On October 28–29, 2024, all harvest workers came to the office to request that their wages be calculated based on working days, as the decline in fruit production over the past three months had reduced their income.</p> <p>2. After a review, the company confirmed a temporary arrangement to apply the working day system until fruit production returns to normal.</p> |