

## TSE Group Minor Grievance List - Fourth Quarter 2025

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

Case Number	Date	Entity	Raiser*	Grievance	Solution
2025-Q4-1	10-Nov-25	TSE B	AS	Demonstration and blockades involving more than 50 individuals following provocation	<ol style="list-style-type: none"> <li>1. On November 10, 2025, more than 50 clan members staged a protest demanding that a retired police officer (AS) be allowed to continue residing in company housing, and requesting the termination of five company employees. The community also set up blockades in Division 12, 13, 14, and 15.</li> <li>2. The community support, general affairs, and security teams held separate meetings with 7 clan leaders and 3 clan members to explain that AS's actions was driven by personal interests.</li> <li>3. On November 11, 2025, the community staged follow-up protest with the same demands and expanded the blockades to the mill gate (PKS portal), General Office, Logpond, Division 9, 10, and 11.</li> <li>4. The community support, general affairs, and security teams further separate meetings with 13 clan leaders and 9 clan members to reiterate the company's position and to encourage constructive dialogue while avoiding escalation.</li> <li>5. On November 12, 2025, operations in Division 9, 10, 11, 12, 13, and 15, as well as the CPO Mill and Logpond resumed as the community understood the core issue and lifted the blockades. However, Division 12 and 13 remained blocked by AH, and Division 14 remained blocked by PG, who demanded compensation.</li> <li>6. On November 13, 2025, the community support and security teams held a meeting with PG. The company rejected the compensation demand as it was not considered justified based on the available information.</li> <li>7. On November 14, 2025, the community reached an understanding, the issue was resolved, allowing operations returned to normal. Currently, the company is awaiting the relocation process of AS, which is delayed due to the presence of livestock spread across several divisions.</li> </ol>

Case Number	Date	Entity	Raiser*	Grievance	Solution
2025-Q4-2	14-Nov-25	TSE A	The Irowop-Kawab Clan	Blockades in Division 2, Division 7, and the CPO Mill	<p>1. On November 14, 2025, blockades occurred in Division 2, Division 7, and the CPO Mill by the Irowop-Kawab clan, halting activities in both the mill and plantation divisions. This disruption affected fruit transportation and reduced oil production.</p> <p>2. The community support team, company management, and security personnel conducted mediation with the Head of the Irowop-Kawab clan and the Gembenop Arteka clan to hear their demands. Several points were discussed and broadly aligned upon, including:</p> <ul style="list-style-type: none"> <li>a) Chipping Activities Carrying out chipping activities outside the HGU area and along riverbanks (DAS) in accordance with prior agreements. Oil palm planting in these areas may be replaced with productive crops such as durian for the community benefit.</li> <li>b) Religious Support Request Requests for support for three-night and 40-day religious ceremonies, as well as a proposed quota of 30 PTAs/month per clan, will be further discussed with company management in Asiki.</li> <li>c) Partnership Opportunities Opening opportunities for work partnerships based on company needs, with further discussions to be conducted with the Director of PT. TSE-A.</li> <li>d) Re-measurement of HGU Boundaries The re-measurement and reaffirmation of HGU boundary markers with five clans have been included in the company's work plan and are targeted for completion in early 2026.</li> <li>e) Plasma Plantation Profit Sharing The company plans to facilitate a meeting among the five clan leaders to discuss and agree on the mechanism for sharing proceeds from plasma plantations.</li> </ul>