Go To English Page

Nomor Surat	L741/EPM/CSEC/IV/2024
Nama Perusahaan	Enseval Putera Megatrading Tbk
Kode Emiten	EPMT
Lampiran	3
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Desember 2024 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 29 April 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.enseval.com/content/panggilan/2/9 pada tanggal 29 April 2025

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?	Ya
Mohon Jelaskan: Entitas yang belum diukur akan diikutsertakan secara bertahap ke Laporan Keberlanjutan berikutnya, setelah memiliki konsistensi data tiga tahun berturut-turut.	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	5.680
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)	5.680

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	16.125
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	16.125
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)	21.805
Total Emisi GRK (Scope 1, 2 and 3)	21.805
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	0,0000000007
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	17.639.967
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	17.639.967
E-04	**Konsumsi Air**	Total konsumsi air (m3)	130.361
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	95,87

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.	
Sampai saat ini Perseroan belum memiliki Target Net Zero Emision	

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:

Sampai saat ini Perseroan belum memiliki Target Net Zero Emision

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	3.017	66.34 %	759	16.69 %
Mid-level	542	11.92 %	78	1.72 %
Senior-level	133	2.92 %	15	0.33 %
Executive-level	3	0.07 %	1	0.02 %
Total Pegawai	3.695	81.24 %	853	18.76 %

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	205	86	28	8	0	0	0	0	327
25-35	1.378	355	174	29	9	4	0	0	1.949
35-45	1.014	219	229	21	52	7	1	0	1.543
45-55	417	97	111	20	70	4	2	1	722
>55	3	2	0	0	2	0	0	0	7

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	693 Pegawai	15,24 %
Jumlah Pegawai Baru/pengganti	811 Pegawai	17,83 %

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	985 Pegawai	21,66 %

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 (%)
10,5 jam/pegawai	4.548	100 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0,89	0,56 %

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 belum memiliki kebijakan khusus terkait pelecehan seksual maupun diskriminasi. Namun demikian, Perseroan memiliki komitmen yang jelas dan tegas terkait pencegahan pelecehan seksual dan/atau prinsip non-diskriminasi. Komitment tersebut telah secara resmi diatur dan dijabarkan dalam Buku Peraturan Perusahaan, yang berlaku bagi seluruh karyawan, mitra kerja, dan pemangku kepentingan terkait. Melalui Buku Peraturan Perusahaan ini, Perseroan berkomitmen untuk:

Menciptakan lingkungan kerja yang aman, inklusif, dan bebas dari segala bentuk pelecehan, diskriminasi, atau pelanggaran HAM.

Memastikan seluruh karyawan diperlakukan secara adil dan setara tanpa memandang latar belakang gender, suku, agama, atau status lainnya

S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya

Perseroan belum memiliki kebijakan khusus terkait Hak Asasi Manusia. Namun demikian, Perseroan memiliki komitmen yang jelas dan tegas terkait penghormatan terhadap Hak Asasi Manusia (HAM). Komitment tersebut telah secara resmi diatur dan dijabarkan dalam Buku Peraturan Perusahaan dan Etika Bisnis Perusahaan, yang berlaku bagi seluruh karyawan, mitra kerja, dan pemangku kepentingan terkait.

S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya

Saat ini, Perseroan belum memiliki kebijakan tersendiri yang secara khusus mengatur mengenai pekerja anak dan/atau pekerja paksa. Namun demikian, Perseroan senantiasa berkomitmen untuk mematuhi seluruh ketentuan perundang-undangan yang berlaku, termasuk Undang-Undang Ketenagakerjaan No. 13 Tahun 2003 beserta peraturan turunannya.

Sepanjang Perseroan menjalankan operasional, tidak pernah terdapat praktik mempekerjakan anak di bawah umur atau pekerja paksa. Perseroan juga senantiasa mendukung prinsip-prinsip hak asasi manusia dan standar ketenagakerjaan yang etis dalam seluruh aspek operasionalnya.

S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Perseroan belum memiliki kebijakan khusus mengenai kesehatan dan keselamatan kerja serta lingkungan kerja, namun demikian Perseroan selalu berupaya untuk membuat lingkungan kerja yang aman dan layak kepada seluruh karyawan yang sesuai dan dijabarkan dalam Etika Bisnis Perseroan.

https://www.enseval.com/content/etika-bisnis/2/8

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya

Perseroan terus berupaya untuk memberikan manfaat bagi masyarakat di sekitar wilayah operasional. Upaya tersebut dilakukan melalui pelaksanaan berbagai program kegiatan sosial yang telah disesuaikan dengan kondisi dan kebutuhan masyarakat setempat. Pada tahun 2024, Perseroan telah melaksanakan kegiatan Tanggung Jawab Sosial dan Lingkungan dengan nilai sebesar Rp126,55 juta. Program TJSL yang telah dilakukan melalui pemberian beasiswa pelajar bagi 166 anak karyawan yang berprestasi.

https://www.instagram.com/p/DAdcXS6hnnt/?img_index=1

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	3	2	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	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	6	80 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya

Perseroan mematuhi ketentuan mengenai pemisahan Chairman of the Board dan CEO sesuai dengan peraturan perundangan di bidang perseroan terbatas dan pasar modal.

Perseroan senantiasa memastikan bahwa tata kelola perusahaan (GCG) tetap berjalan dengan prinsip-prinsip transparansi, akuntabilitas, dan independensi sesuai dengan peraturan perundang-undangan yang berlaku serta pedoman tata kelola perusahaan yang baik

Perseroan juga telah memiliki Pedoman Kerja Dewan Komisaris dan Direksi yang memisahkan fungsi dan peran antara Dewan Komisaris dan Direksi Perseroan.

https://drive.google.com/file/d/1s9wTux_tAc5gBbSLRfM7mSpS2syRmzSj/view
https://drive.google.com/file/d/1T8Wl_yuKa1t6yFTvcWi5WKlKw-Y5PpGi/view

G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya

Dewan Komisaris mempunyai kebijakan penilaian sendiri untuk menilai kinerja Dewan Komisaris Penilaian sendiri atas kinerja Dewan Komisaris dilakukan berdasarkan kerangka Balanced Scorecard, yang

menerapkan keseimbangan dalam 4 area utama yaitu pengembangan sumber daya manusia, perbaikan proses internal, pelanggan, dan keuangan. Kinerja Dewan Komisaris dievaluasi berdasarkan ukuran-ukuran evaluasi kinerja yang ditetapkan secara independen oleh Dewan Komisaris, yang meliputi
Mendorong praktik bisnis yang bertanggung jawab
Mendorong pemanfaatan teknologi informasi untuk meningkatkan kualitas pelayananPerseroan dan
Pencapaian kinerja keuangan yang sehat dan berkelanjutan.

Penilaian sendiri dilakukan 1 satu kali dalam setahun dan disampaikan hasilnya kepada Komite Nominasi dan Remunerasi. Hal ini menjadi masukan bagi Komite Nominasi dan Remunerasi dalam menyusun program pengembangan kemampuan serta memberikan rekomendasi kepada Dewan Komisaris terkait struktur, besaran, dan kebijakan remunerasi untuk diajukan dalam Rapat Umum Pemegang Saham.

Kebijakan penilaian sendiri self-assessment
untuk menilai kinerja Dewan Komisaris, diungkapkan melalui Laporan Tahunan Perusahaan Terbuka

Kebijakan penilaian sendiri untuk Dewan Komisaris telah tercantum pada Laporan Dewan Komisaris pada laporan tahunan ini

G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Tidak

Perseroan saat ini belum memiliki kebijakan khusus yang mengatur pelatihan bagi anggota Dewan Direksi dan Dewan Komisaris. Namun demikian, Perseroan senantiasa mendorong peningkatan kapasitas seluruh organ perusahaan, termasuk para anggota dewan, melalui berbagai program pengembangan kompetensi yang disesuaikan dengan kebutuhan perusahaan.

Perseroan memiliki kebijakan pelaksanaan program pengembangan sumber daya manusia dilaksanakan sesuai dengan Program Pengembangan Individu, Perencanaan Durasi Karir Individu, dan program suksesi untuk memastikan keberlanjutan organisasi berdasarkan panduan/arahan matriks kompetensi untuk kebutuhan profesi, teknikal dan kepemimpinan dari Direksi dan Dewan Komisaris, sejalan dengan kebijakan dari Fungsi Korporat Sumber Daya Manusia Perseroan.

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

Komite Nominasi dan Remunerasi bertugas menyusun komposisi dan proses Nominasi anggota Dewan Komisaris dan Direksi, serta kebijakan dan kriteria dalam proses nominasi calon anggota Dewan Komisaris dan Direksi yang meliputi antara lain prosedur identifikasi kandidat potensial, mentoring dan program pengembangan kandidat.

Hal tersebut terdapat dalam Pedoman Komite Nominasi dan Remunerasi Perseroan.
https://www.enseval.com/content/komite-nominasi-dan-remunerasi/2/4

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

Perseroan menegaskan kebijakan anti korupsi dan anti-fraud dalam Etika Bisnis Perseroan, yang terus disosialisasikan kepada seluruh karyawan Perseroan melalui modul pembelajaran mandiri yang dapat diakses oleh setiap karyawan Perseroan menggunakan platform berbasis web yaitu: planet.enseval.com.

https://www.enseval.com/content/etika-bisnis/2/8

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

Setiap pemegang saham Perseroan memiliki hak-hak yang sama, yakni:

1. Pemegang saham berhak menghadiri, menyampaikan pendapat dan memberikan suara dalam RUPS berdasarkan prinsip satu suara satu saham.

2. Pemegang saham berhak menerima informasi tentang Perseroan secara tepat waktu, akurat dan secara rutin sesuai dengan ketentuan yang berlaku, sehingga pemegang saham dalam membuat keputusan investasi atas Perseroan berdasarkan informasi yang akurat.

3. Pemegang saham berhak menerima bagian keuntungan Perseroan yang dialokasikan untuk pemegang saham dalam bentuk dividen atau bentuk pembagian keuntungan lainnya dalam jumlah yang proporsional dengan jumlah saham yang dimiliki.

4. Pemegang saham berhak menerima penjelasan dan informasi akurat secara menyeluruh tentang

prosedur pelaksanaan RUPS, termasuk prosedur pengambilan suara, yang mengatur rapat umum pemegang saham sehingga pemegang saham dapat berpartisipasi dalam proses pengambilan keputusan, termasuk keputusan yang mempengaruhi keberlangsungan Perseroan serta hak-hak pemegang saham.

Pemegang saham pengendali berkewajiban:

1. Memperhatikan kepentingan pemegang saham minoritas dan para pemangku kepentingan sesuai dengan ketentuan dan peraturan yang berlaku.

2. Bekerja sama dan memenuhi permintaan dari pihak berwenang terkait pemegang saham untuk memberikan informasi yang dianggap perlu dalam hal terdapat indikasi pelanggaran peraturan yang berlaku.

3. Dalam hal pemegang saham pengendali juga merupakan pemegang saham pengendali dari perusahaan lain, transparansi harus dilaksanakan dengan menyampaikan hubungan antara perusahaan perusahan tersebut.

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

Perseroan telah menerbitkan pedoman Kode Etiknya, yang mencantumkan kebijakan Perseroan tentang transaksi dengan benturan kepentingan. Kebijakan tersebut menjadi pedoman untuk memastikan bahwa transaksi dilaksanakan berdasarkan syarat-syarat komersial yang lazim dan adil, serta tidak memberi dampak negatif terhadap kepentingan Perseroan dan pemegang saham minoritas.

Tidak terdapat transaksi yang mengandung benturan kepentingan selama tahun 2024, yang dijabarkan sebagai terjadinya konflik antara kepentingan ekonomis Perseroan dan kepentingan ekonomis pribadi Anggota Direksi, Anggota Dewan Komisaris, pemegang saham utama atau pihak terafiliasi dari Anggota Direksi, Anggota Dewan Komisaris atau pemegang saham utama.

https://www.enseval.com/content/etika-bisnis/2/8

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	70
	E-02	Intensitas Emisi Gas Rumah Kaca	71
	E-03	Konsumsi Energi Listrik	71
	E-04	Konsumsi Air	75
	E-05	Limbah yang Dihasilkan	73-75
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	n/a
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	n/a
Sosial	S-01	Kesetaraan Gender	18-26
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	53
	S-03	Tingkat Pergantian Pegawai	55
	S-04	Jumlah Pegawai Sementara	52-53
	S-05	Pelatihan dan Pengembangan Pegawai	59
	S-06	Jumlah Kecelakaan Kerja	63
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	52
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	n/a
	S-09	Kebijakan Mengenai Hak Asasi Manusia	n/a
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	n/a
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	60
	S-12	Pencegahan Konflik Kepentingan	64

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	176-191-215-52
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	202
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	n/a
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	177-179
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	n/a
	G-06	Kriteria Khusus Pemilihan Dewan	177-179
	G-07	Kode Etik dan/atau Anti-Korupsi	208-180
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	173-174
	G-09	Pencegahan Konflik Kepentingan	165-167

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan

Demikian untuk diketahui.

Hormat Kami,

Enseval Putera Megatrading Tbk

Sugianto

Corporate Secretary

Enseval Putera Megatrading Tbk

Jl Pulo Lentut No.10 Kawasan Industri Pulo Gadung, Jakarta 13920

Telepon : (021) 46822422, Fax : (021) 460 9039, www.enseval.com

Nama Pengirim	Sugianto
Jabatan	Corporate Secretary
Tanggal dan Waktu	29-04-2025 17:25
Lampiran	1. L741.pdf
	2. SR EPMT 2024.pdf
	3. AR EPMT 2024.pdf

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

Letter / Announcement No.	L741/EPM/CSEC/IV/2024
Issuer Name	Enseval Putera Megatrading Tbk
Issuer Code	EPMT
Attachment	3
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2024 for the period of 01 Januari 2024 to 31 Desember 2024 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 29 April 2025

The information referred above has been published on the Company's website https://www.enseval.com/content/panggilan/2/9 at 29 April 2025

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?	Yes
Please Explain: Entitas yang belum diukur akan diikutsertakan secara bertahap ke Laporan Keberlanjutan berikutnya, setelah memiliki konsistensi data tiga tahun berturut-turut.	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	5.680
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)	5.680
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	16.125
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	16.125
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)	21.805
Total GHG Emissions (Scope 1, 2 and 3)	21.805
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)	0,0000000007
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	17.639.967
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	17.639.967
E-04	**Water Consumption**	Total water consumed (m3)	130.361
E-05	**Waste Generation**	Total waste generated (ton)	95,87

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.	
To date, the Company has not yet established a Net Zero Emission Target.	

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

As of the end of 2024, Company has not yet established specific emission reduction targets or implemented a dedicated climate change management system. Nevertheless, we have undertaken proactive efforts to reduce energy consumption and emissions, as detailed in our Sustainability Report on pages 71 - 73.

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	3.017	66.34 %	759	16.69 %
Mid-level	542	11.92 %	78	1.72 %
Senior-level	133	2.92 %	15	0.33 %
Executive-level	3	0.07 %	1	0.02 %
Total Pegawai	3.695	81.24 %	853	18.76 %

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	205	86	28	8	0	0	0	0	327
25-35	1.378	355	174	29	9	4	0	0	1.949
35-45	1.014	219	229	20	52	7	1	0	1.543
45-55	417	97	111	20	70	4	2	1	722
>55	3	2	0	0	2	0	0	0	7

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	693 Employees	15,24 %
Number of newly appointed Employees	811 Employees	17,83 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	985 Employees	21,66 %

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 (%)
10,5 hours/employee	4.548	100 %

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 (%)
0,89	0,56 %

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 does not yet have a specific policy regarding sexual harassment or discrimination. However, we maintain a clear and firm commitment to preventing sexual harassment and upholding non-discrimination principles. This commitment is formally outlined in the Company Regulations Handbook, which applies to all employees, business partners, and related stakeholders.

Through this Handbook, the Company is committed to:

Fostering a safe, inclusive work environment free from all forms of harassment, discrimination, or human rights violations.

Ensuring fair and equal treatment for all employees, regardless of gender, ethnicity, religion, or other backgrounds.

S-09 Does the company has a policy regarding human rights?	Yes

The Company does not yet have a specific policy regarding Human Rights. However, it has a clear and firm commitment to respecting Human Rights. This commitment has been formally regulated and outlined in the Company's Rulebook and Business Ethics, which applies to all employees, business partners, and related stakeholders.

S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes

Currently, the Company does not yet have a standalone policy specifically regulating child labor and/or forced labor. However, the Company remains fully committed to complying with all applicable laws and regulations, including Labor Law No. 13 of 2003 and its implementing regulations.

Throughout our operational history, there has never been any practice of employing underage children or forced labor. The Company consistently upholds human rights principles and ethical labor standards in all aspects of its operations.

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

Currently, the Company does not have a specific policy regarding occupational health and safety as well as working environment standards. However, Enseval is committed to providing all employees with a safe and proper working environment in accordance with our Business Ethics principles. Further details can be found

in our Business Ethics guidelines. https://www.enseval.com/content/etika-bisnis/2/8

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
The Company continuously provides benefits for the communities around its operational areas. A wide variety of social activity programs are adjusted to the conditions and needs of the local community. In 2024, the Company organized Corporate Social and Environmental Responsibility activities with a value of Rp126. 55 million. The CSER program has been carried out through the provision of student scholarships for 166 children of outstanding employees. https://www.instagram.com/p/DAdcXS6hnnt/?img_index=1	

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	3	2	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	12	100 %
Comissioner Attendance to Board Meetings	6	80 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
The Company complies with the regulations regarding the separation of the Chairman of the Board and CEO in accordance with the laws governing limited liability companies and capital markets. The Company consistently ensures that corporate governance operates under the principles of transparency, accountability, and independence, in line with applicable laws and regulations as well as good corporate governance guidelines. Additionally, the Company has established Board of Commissioners and Directors Working Guidelines, which clearly separate the functions and roles of the Board of Commissioners and the Board of Directors References - https://drive.google.com/file/d/1s9wTux_tAc5gBbSLRfM7mSpS2syRmzSj/view - https://drive.google.com/file/d/1T8Wl_yuKa1t6yFTvcWi5WKlKw-Y5PpGi/view	
G-04 Does the company has a policy regarding board appraisal?	Yes

The Board of Commissioners has a self assessment policy to assess the performance of the Board of Commissioners

The self assessment of the performance of the Board of Commissioners is done based on the Balanced Scorecard framework, which balances in 4 main areas, namely human resource development, internal process improvement, customers, and finance. The performance of the Board of Commissioners is evaluated based on performance evaluation measures determined independently by the Board of Commissioners, which include Promote responsible business practices
Encouraging the use of information technology to improve the quality of the Company's services and
Achievement of healthy and sustainable financial performance.

Self-assessment is carried out once a year and the results are submitted to the Nomination and Remuneration Committee. This also functions as for the Nomination and Remuneration Committee in formulating a capacity building program, as well as providing recommendations to the Board of Commissioners regarding the structure, amount and policy of remuneration to be proposed at the General Meeting of Shareholders.

4.2 The self assessment policy to assess the performance of the Board of Commissioners
is disclosed in the Annual Report of the Public Company

The self assessment policy for the Board of Commissioners is stated in the Report of the
Board of Commissioners in this annual report.

G-05 Does the company has a policy regarding board training and development?	No

The Company currently does not have a specific policy regulating training for members of the Board of Directors and Board of Commissioners. Nevertheless, the Company continuously encourages capacity building for all corporate organs, including board members, through various competency development programs tailored to the Companys needs.

The Company has a Human Resource Development Policy, implemented in accordance with:
Individual Development Programs, Individual Career Duration Planning, and Succession Programs to ensure organizational sustainability.

These initiatives are guided by competency matrices covering professional, technical, and leadership requirements for the Board of Directors and Board of Commissioners, in alignment with the policies of the Corporate Human Resources Function.

G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

The Nomination and Remuneration Committee is responsible for:
Determining the composition and nomination process for members of the Board of Commissioners and Board of Directors, Establishing policies and criteria for nominating candidates, including: Procedures for identifying potential candidates, Mentoring programs, and Candidate development initiatives.

These responsibilities are outlined in the Company Nomination and Remuneration Committee Guidelines.
https://www.enseval.com/content/komite-nominasi-dan-remunerasi/2/4

G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes

The Company affirms the anti-corruption and anti-fraud policies in the Company Business Ethics, which continue to be disseminated to all employees of the Company through an independent learning module that can be accessed by every employee of the Company through a web-based platform, namely: planet. enseval.com.

see: https://www.enseval.com/content/etika-bisnis/2/8

G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes

Equal Rights of All Company Shareholders:

All shareholders of the Company enjoy equal rights, including:

1. Right to Attend, Express Views, and Vote at

Shareholders have the right to attend, voice opinions, and cast votes at the General Meeting of Shareholders GMS under the one share one vote principle.

2. Right to Timely, Accurate, and Regular Information
Shareholders are entitled to receive up-to-date, accurate, and periodic disclosures about the Company as per applicable regulations, ensuring informed investment decisions.

3. Right to Profit Distribution
Shareholders may receive their proportional share of Company profits, distributed as dividends or other forms of returns, based on their shareholding percentage.

4. Right to Full Disclosure on GMS Procedures
Shareholders must be provided with clear and accurate explanations of GMS processes, including voting mechanisms, enabling effective participation in decision-making particularly on matters affecting the Company sustainability and shareholder rights.

Obligations of Controlling Shareholders:

1. Protection of Minority Shareholders and Stakeholders
Controlling shareholders must safeguard the interests of minority shareholders and stakeholders in compliance with laws and regulations.

2. Cooperation with Regulatory Authorities
They must collaborate with authorities and disclose requested information if there are indications of regulatory breaches.

3. Transparency in Cross-Company Ownership
If the controlling shareholder also holds a controlling stake in another company, they must publicly disclose the relationship between the entities to ensure transparency.

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes

The Company has issued its Code of Ethics guidelines, which outline the Company's policy regarding transactions involving conflicts of interest. This policy serves as a guide to ensure that transactions are conducted based on fair and customary commercial terms and do not negatively impact the interests of the Company and minority shareholders.

There were no transactions involving conflicts of interest during 2024, defined as situations where a conflict arises between the Company's economic interests and the personal economic interests of members of the Board of Directors, members of the Board of Commissioners, major shareholders, or parties affiliated with members of the Board of Directors, Board of Commissioners, or major shareholders.

https://www.enseval.com/content/etika-bisnis/2/8

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	70
	E-02	Greenhouse Gas Emission Intensity	71
	E-03	Electricity Consumption	71
	E-04	Water Consumption	75
	E-05	Waste Generated	73-75
	E-06	Company Commitment to Achieving Net Zero Emission Target	n/a
	E-07	Company Commitment to Reduce Emission	n/a
Social	S-01	Gender Equality	18-26
	S-02	Employees by Gender and Age Group	53
	S-03	Employee Turnover Rate	55
	S-04	Number of Temporary Officers	52-53
	S-05	Employee Training and Development	59
	S-06	Number of Work Accidents	63
	S-07	Human Rights Violation Incidents	52
	S-08	Sexual Harassment and/or Non-Discrimination Policy	n/a
	S-09	Policy on Human Rights	n/a
	S-10	Child Labor and/or Forced Labor Policy	n/a
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	60
	S-12	Corporate Social Responsibility	64

Governance	G-01	Management Diversity and Independence	176-191-215-52
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	202
	G-03	Chairman of the Board and CEO Separation Policy	n/a
	G-04	Board of Directors and Commissioners Assessment Policy	177-179
	G-05	Board of Directors and Commissioners Training Policy	n/a
	G-06	Special Criteria for Election of the Board	177-179
	G-07	Code of Ethics and/or Anti-Corruption	208-180
	G-08	Fair Treatment Policy for Shareholders	173-174
	G-09	Conflict of Interest Prevention Policy	165-167

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work

Thus to be informed accordingly.

Respectfully,

Enseval Putera Megatrading Tbk

Sugianto

Corporate Secretary

Enseval Putera Megatrading Tbk

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Sender Name	Sugianto
Function	Corporate Secretary
Date and Time	29-04-2025 17:25
Attachment	1. L741.pdf
	2. SR EPMT 2024.pdf
	3. AR EPMT 2024.pdf

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