Go To English Page

Nomor Surat	024/GDN-LEG/Corsec/SKL/IV/2025
Nama Perusahaan	PT Global Digital Niaga Tbk
Kode Emiten	BELI
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 20 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link pada tanggal

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:

Dalam Laporan Keberlanjutan 2024, cakupan pelaporan telah mencakup seluruh entitas di bawah PT Global Digital Niaga Tbk, dengan pengecualian PT Supra Boga Lestari Tbk yang menerbitkan Laporan Keberlanjutan secara terpisah, serta PT Dekoruma Inovasi Lestari yang baru diakuisisi pada Juli 2024.

In the 2024 Sustainability Report, the reporting scope covers all entities under PT Global Digital Niaga Tbk, with the exception of PT Supra Boga Lestari Tbk, which publishes a separate Sustainability Report, and PT Dekoruma Inovasi Lestari, which was newly acquired in July 2024.

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	15
Emisi langsung dari pembakaran bergerak	1.185
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	142

Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	1.342
Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	7.929
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	7.929
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	570
Perjalanan dinas	847
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	1.527
Perjalanan Karyawan	1.153
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	416
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	2.773
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)	7.286
Total Emisi GRK (Scope 1 and 2)	9.271
Total Emisi GRK (Scope 1, 2 and 3)	16.557
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
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	32.854.068.345.088
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	32.854.068.345.088
E-04	**Konsumsi Air**	Total konsumsi air (m3)	39.480
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	2.056

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.	
Saat ini, Perseroan belum menerbitkan target Net Zero Emission. Perseroan masih dalam tahap penyempurnaan baseline emisi, seiring dengan berlanjutnya ekspansi usaha yang memiliki model usaha baru.	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	1 %
	90 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2026

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Saat ini, Perseroan belum menerbitkan target Net Zero Emission. Perseroan masih dalam tahap penyempurnaan baseline emisi, seiring dengan berlanjutnya ekspansi usaha yang memiliki model usaha baru.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	663	19.63 %	654	19.37 %
Mid-level	1.246	36.9 %	701	19.37 %
Senior-level	71	2.1 %	29	0.86 %
Executive-level	12	0.36 %	1	0.03 %
Total Pegawai	1.992	58.99 %	1.385	41.01 %

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	237	212	45	15	0	0	0	0	509
25-35	370	415	868	500	15	7	0	0	2.175
35-45	52	25	292	159	36	16	6	1	587
45-55	4	2	41	27	19	6	6	0	105
>55	0	0	0	0	1	0	0	0	1

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	593 Pegawai	18 %
Jumlah Pegawai Baru/pengganti	276 Pegawai	8 %

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	4.194 Pegawai	55 %

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 (%)
16 jam/pegawai	3.590	106 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
1	0,03 %

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
Pelecehan seksual dan/non diskriminasi merupakan perbuatan yang dilarang Perseroan dan harus dihindari oleh seluruh pekerja. Larangan tersebut diatur dalam Pasal 27 huruf (d) dan (f) di dalam Peraturan Perusahaan. Konsekuensi atas pelanggaran tersebut dapat berakibat sampai dengan pengakhiran hubungan kerja. Link: https://about.blibli.com/en/investor-relations/sustainability-reports	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perseroan menjamin hak-hak karyawan sebagaimana diatur oleh di dalam Peraturan Perusahaan. Hak-hak dasar karyawan seperti memperoleh pekerjaan tanpa diskriminasi, hak atas pembayaran yang adil, istirahat, dan perlindungan melalui jaminan sosial diatur dalam Bab III, V, VI, VII, VIII, XIV & XVI di dalam Peraturan Perusahaan. Link: https://about.blibli.com/en/investor-relations/sustainability-reports	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan mematuhi ketentuan terkait usia karyawan yang diterima bekerja. Usia minimal pekerja adalah 18 tahun. Pengaturan terkait hal ini diatur secara khusus di dalam Kebijakan Internal Perseroan melalui Surat Keputusan No. 001/SK.DIR-GDN/HRD/I/2021. Link: https://about.blibli.com/en/investor-relations/sustainability-reports	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Perseroan memandang penting keamanan dan perlindungan kerja pekerja. Perseroan memiliki Kebijakan Internal terkait dengan Pelaporan Insiden / Kecelakaan Kerja / Penyakit Akibat Kerja di lingkungan kerja yang diatur dalam Surat Keputusan No. 009/SK.DIR-GDN/IR/VI/2022.

Link: https://about.blibli.com/en/investor-relations/sustainability-reports

Corporate Social Responsibility (CSR)

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

Perseroan melalui ekosistem Blibli Tiket bertumbuh bersama masyarakat melalui kolaborasi dalam menjalankan program tanggung jawab sosial dan lingkungan di antaranya kegiatan pelatihan, pendampingan, dan pengembangan usaha untuk meningkatkan nilai tambah dan memperluas dampak positif guna mendorong pertumbuhan ekonomi secara inklusif dan berkelanjutan.

Berikut contoh program pengembangan masyarakat melalui ekosistem Blibli Tiket yang dijalankan oleh Perseroan: CSR Ramadhan, edukasi keberlanjutan Langkah Membumi Festival, memajukan desa wisata melalui program Jagoan Pariwisata, dan lainnya.

Link: https://about.blibli.com/en/investor-relations/sustainability-reports

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	0	3
Direksi	0	5	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	8	100 %

Kebijakan mengenai manajemen lainnya

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

Dalam hal ini, interpretasi Perseroan adalah sebagai berikut:
- CEO merupakan fungsi yang dijalankan oleh Direktur Utama
- Chairman of the Board merupakan fungsi yang dijalankan oleh Komisaris Utama

Berdasarkan Anggaran Dasar Perseroan, Direksi merupakan organ tata kelola yang bertanggung jawab untuk mengelola dan menjalankan perusahaan. Direksi memiliki kewenangan untuk mengelola perusahaan sesuai dengan kebijakan yang dianggap tepat, selaras dengan maksud dan tujuan yang tercantum dalam Anggaran Dasar. Sedangkan Dewan Komisaris merupakan organ tata kelola Perseroan yang bertugas mengawasi kebijakan dan pelaksanaan pengelolaan perusahaan, baik dalam aspek strategis maupun operasional. Selain itu, Dewan Komisaris juga bertanggung jawab memberikan nasihat kepada Direksi

untuk memastikan aktivitas usaha dan operasional Perseroan berjalan sesuai dengan Anggaran Dasar serta mematuhi peraturan perundang-undangan yang berlaku.

Link: https://about.blibli.com/id/governance/association

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

Prosedur penilaian kinerja anggota Direksi dan Dewan Komisaris dilakukan melalui penilaian mandiri yang dilaksanakan setiap tahun. Kriteria penilaian ditentukan dengan memperhatikan tugas, kompetensi, dan tanggung jawab masing-masing anggota. Penetapan kriteria tersebut sudah sesuai dengan peraturan yang berlaku dan mengacu pada Anggaran Dasar Perseroan. Kriteria penilaian mencakup kompetensi, kehadiran dalam rapat, penerapan praktik tata kelola yang baik, pelaksanaan tugas sesuai dengan wewenang dan tanggung jawab untuk anggota Direksi, serta pengawasan terhadap pelaksanaan tugas dan tanggung jawab Direksi Perseroan untuk anggota Dewan Komisaris.

Link: https://about.blibli.com/id/governance/board-charter

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

Kebijakan pelatihan bagi anggota Direksi dan Dewan Komisaris diatur dalam Pedoman Nominasi dan Remunerasi. Perseroan melibatkan Direksi dan Dewan Komisaris dalam program pelatihan dan pengembangan yang bertujuan memberikan wawasan terbaru tentang usaha dan ekspansi usaha Perseroan. Selain itu, anggota Direksi dan Dewan Komisaris juga diperkenankan untuk berbagi pengetahuan berdasarkan keahlian mereka, dengan fokus pada materi yang relevan untuk memperkuat pelaksanaan pengelolaan usaha Perseroan untuk anggota Direksi, serta guna mendukung pelaksanaan tugas pengawasan yang lebih efektif untuk anggota Dewan Komisaris.

Link: https://about.blibli.com/id/governance/board-charter

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

Anggota Direksi dan Dewan Komisaris Perseroan dipilih dan diangkat melalui keputusan RUPS dengan masa jabatan 5 (lima) tahun, tanpa mengurangi hak RUPS untuk memberhentikan anggota Direksi dan Dewan Komisaris kapan saja jika diperlukan. Setelah masa jabatan berakhir, anggota Direksi dan Dewan Komisaris dapat dipertimbangkan untuk diangkat kembali melalui keputusan RUPS. Saat ini, anggota Direksi dan Dewan Komisaris Perseroan memiliki keberagaman dalam hal usia, keahlian, pengalaman kerja, dan latar belakang pendidikan. Adanya aspek keberagaman penting untuk memastikan bahwa fungsi dan tugas dapat dilaksanakan secara efektif, sesuai dengan tuntutan, perubahan dan kondisi usaha yang ada.

Link: https://about.blibli.com/id/governance/board-charter

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

Kode Etik dan Kebijakan Standar Perilaku Perseroan berperan sebagai pedoman dalam membangun kepercayaan dan integritas antara Perseroan dengan karyawan, pemegang saham, pemangku kepentingan, serta semua pihak yang berhubungan dengan Perseroan. Beberapa aspek yang tercakup dalam Kode Etik dan Kebijakan Standar Perilaku Perseroan termasuk tanggung jawab individu karyawan, tanggung jawab Manajemen, hubungan antara Perseroan terhadap karyawan, hubungan antara Perseroan dengan para pemangku kepentingan, dan pelanggaran terhadap kebijakan dan prosedur penyelesain pelanggaran. Selain itu, Kode Etik dan Kebijakan Standar Perilaku Perseroan juga yang melarang segala bentuk korupsi, suap, gratifikasi, dan balas jasa. Pelaksanaan Kebijakan Antikorupsi bertujuan untuk menjaga kepercayaan pemegang saham, pemangku kepentingan, dan masyarakat, serta memastikan kepatuhan terhadap hukum yang berlaku.

Link: https://about.blibli.com/id/governance/code
Link: https://about.blibli.com/id/governance/anti-corruption

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

Perseroan menerapkan prinsip-prinsip utama strategi dan praktik terbaik hubungan investor dalam mengomunikasikan dan mengungkapkan informasi kepada pemegang saham, dengan mempertimbangkan peraturan dan ketentuan yang ditetapkan oleh Bursa Efek Indonesia (BEI), Otoritas Jasa Keuangan (OJK), badan pengatur pasar modal Indonesia lainnya yang relevan, serta praktik terbaik industri. Untuk memastikan perlakuan adil atas informasi yang diberikan dan diungkapkan kepada pemegang saham, informasi tersedia pada waktunya dan mudah diakses, dengan menerapkan 6 (enam) prinsip: Transparansi

- Akurasi - Ketepatan waktu - Berimbang - Konsistensi - Akuntabilitas.

Link: https://about.blibli.com/id/governance/code

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

Benturan kepentingan terjadi apabila terdapat kemungkinan kepentingan pribadi atau pembagian tanggung jawab pribadi dapat menghalangi pengambilan keputusan yang objektif. Perseroan memahami bahwa dalam menjalankan usahanya tidak dapat sepenuhnya terhindar dari situasi benturan kepentingan. Dalam menyikapi situasi tersebut, Dewan Komisaris, Direksi, dan Karyawan berkomitmen untuk mengutamakan kepentingan Perseroan. Kebijakan ini mengatur: i) Dalam hal situasi benturan kepentingan tidak dapat dihindari, maka individu yang mempunyai benturan kepentingan tidak boleh terlibat dalam pengambilan keputusan dalam hal yang mengandung benturan kepentingan dan tidak boleh mempengaruhi pihak-pihak yang berpartisipasi dalam pengambilan keputusan tersebut, dan ii) Karyawan di Perseroan dilarang untuk mengalihkan kesempatan atau potensi kesempatan untuk mendapatkan keuntungan pribadi. Pengungkapan kebijakan Perseroan terkait benturan kepentingan secara lengkap dapat dilihat pada Kode Etik Perseroan.

Link: https://about.blibli.com/id/governance/code

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	114
	E-02	Intensitas Emisi Gas Rumah Kaca	194
	E-03	Konsumsi Energi Listrik	106
	E-04	Konsumsi Air	108
	E-05	Limbah yang Dihasilkan	103
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	105
Sosial	S-01	Kesetaraan Gender	125
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	184-189
	S-03	Tingkat Pergantian Pegawai	190
	S-04	Jumlah Pegawai Sementara	123
	S-05	Pelatihan dan Pengembangan Pegawai	191
	S-06	Jumlah Kecelakaan Kerja	-
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	-
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	124
	S-09	Kebijakan Mengenai Hak Asasi Manusia	-
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	-
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	135
	S-12	Pencegahan Konflik Kepentingan	147

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	117
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	239
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	235
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	245
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	244
	G-06	Kriteria Khusus Pemilihan Dewan	236
	G-07	Kode Etik dan/atau Anti-Korupsi	297
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	227
	G-09	Pencegahan Konflik Kepentingan	180-183

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
PT Sejahtera Rambah Asia (SRAI)	Kewajiban kami kepada Manajemen mencakup menilai isi Laporan,

Demikian untuk diketahui.

Hormat Kami,

PT Global Digital Niaga Tbk

Eric Alamsjah Winarta

Chief Corporate Secretary & Investor Relations

PT Global Digital Niaga Tbk

Jl. Jendral Ahmad Yani No. 34 Kel. Panjunan, Kec. Kota Kudus Kab. Kudus 59317,

Telepon : (0291) 431695, Fax : , https://about.blibli.com/id

Nama Pengirim	Eric Alamsjah Winarta
Jabatan	Chief Corporate Secretary & Investor Relations
Tanggal dan Waktu	29-04-2025 21:48
Lampiran	1. BELI_Penyampaian AR SR 2024_290425.pdf
	2. BELI_Laporan Keberlanjutan 2024.pdf
	3. BELI_Laporan Tahunan 2024.pdf

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

Go To Indonesian Page

Letter / Announcement No.	024/GDN-LEG/Corsec/SKL/IV/2025
Issuer Name	PT Global Digital Niaga Tbk
Issuer Code	BELI
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 20 Mei 2025

The information referred above has been published on the Company's website at

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:
Dalam Laporan Keberlanjutan 2024, cakupan pelaporan telah mencakup seluruh entitas di bawah PT Global Digital Niaga Tbk, dengan pengecualian PT Supra Boga Lestari Tbk yang menerbitkan Laporan Keberlanjutan secara terpisah, serta PT Dekoruma Inovasi Lestari yang baru diakuisisi pada Juli 2024.

In the 2024 Sustainability Report, the reporting scope covers all entities under PT Global Digital Niaga Tbk, with the exception of PT Supra Boga Lestari Tbk, which publishes a separate Sustainability Report, and PT Dekoruma Inovasi Lestari, which was newly acquired in July 2024.

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	15
Direct emissions from mobile combustion	1.185
Direct emissions from processes	0
Direct fugitive emissions	142
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0

Total Direct Emissions (Scope 1)	1.342
Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	7.929
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	7.929
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	570
Business travels	847
Transportation of clients and visitors	0
Downstream transportation and distribution	1.527
Employee commuting	1.153
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	416
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	2.773
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)	7.286
Total GHG Emissions (Scope 1 and 2)	9.271
Total GHG Emissions (Scope 1, 2 and 3)	16.557
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
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	32.854.068.345.088
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	32.854.068.345.088
E-04	**Water Consumption**	Total water consumed (m3)	39.480
E-05	**Waste Generation**	Total waste generated (ton)	2.056

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.	
Currently, the Company has not yet published its Net Zero Emission target. The Company is in the process of refining its emissions baseline, in line with the ongoing business expansion involving new business models.	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	1 %
	90 (tCO2e)
Targeted year in achieving GHG reduction target?	2026

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

In response to the challenges of climate change and in an effort to enhance operational efficiency, the Company is committed to reducing its greenhouse gas GHG emissions annually. In the 2024 reporting year, the Company successfully reduced its Scope 1 and 2 GHG emissions across all operational activities by 87 tonnes of CO2 equivalent, representing a 1 percent decrease compared to 2023. This reduction was achieved through active engagement with both internal and external stakeholders.

Internal initiatives included the implementation of Kaizen continuous improvement programs, reward schemes for employees who use public transportation, the use of electric motorcycles for customer order deliveries, route optimization, and other operational enhancements.
External initiatives involved offering Green Delivery options using electric bikes within the Greater Jakarta area Jabodetabek, in collaboration with Grab and Blitz, as well as conducting regular tree-planting programs.

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	663	19.63 %	654	19.37 %
Mid-level	1.246	36.9 %	701	19.37 %
Senior-level	71	2.1 %	29	0.86 %
Executive-level	12	0.36 %	1	0.03 %
Total Pegawai	1.992	58.99 %	1.385	41.01 %

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	237	212	45	15	0	0	0	0	509
25-35	370	415	868	500	15	7	0	0	2.175
35-45	52	25	292	27	36	16	6	1	587
45-55	4	2	41	27	19	6	6	0	105
>55	0	0	0	0	1	0	0	0	1

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	593 Employees	18 %

Number of newly appointed Employees	276 Employees	8 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	4.194 Employees	55 %

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 (%)
16 hours/employee	3.590	106 %

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 (%)
1	0,03 %

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
Sexual harassment and/or discrimination are actions prohibited by the Company and must be avoided by all employees. These prohibitions are regulated in the Company's Regulations article 27 (d) & (f). Consequences for violations can result in termination of employment. Link: https://about.blibli.com/en/investor-relations/sustainability-reports	
S-09 Does the company has a policy regarding human rights?	Yes
The Company guarantees the rights of employees as regulated by law in the Company's Regulations. Basic employee rights such as obtaining employment without discrimination, the right to fair payment, rest, and protection through social security are regulated in the Company's Regulations Chapters III, V, VI, VII, VIII, XIV & XVI . Link: https://about.blibli.com/en/investor-relations/sustainability-reports	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company complies with regulations regarding the age of employees accepted for work. The minimum age for employees is 18 years old. Provisions related to this matter are specifically regulated in the Company's Internal Policy through Decree No. 001/SK.DIR-GDN/HRD/I/2021.	

Link: https://about.blibli.com/en/investor-relations/sustainability-reports

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

The Company considers the safety and protection of workers to be important. The Company has an Internal Policy related to Reporting Incidents / Work Accidents / Occupational Diseases within the work environment, which is regulated in Decree No. 009/SK.DIR-GDN/IR/VI/2022.

Link: https://about.blibli.com/en/investor-relations/sustainability-reports

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 through Blibli Tiket ecosystem fosters growth alongside the community through collaborative social and environmental responsibility programs - including training, mentorship, and business development initiatives. These efforts are designed to enhance value and broaden positive impacts, ultimately driving inclusive and sustainable economic growth.

Here are examples of community development programs through Blibli Tiket ecosystem run by the Company: CSR Ramadhan, sustainable education Langkah Membumi Festival, advancing tourism villages through the Jagoan Pariwisata program, and others.

Link: https://about.blibli.com/en/investor-relations/sustainability-reports

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	0	3
Directors	0	5	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	8	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes

In this subject, the Company s interpretation is as follow:
- CEO is a function run by the President Director
- Chairman of the Board is a function run by the President Commissioner

Based on the Company s Articles of Association, the Board of Directors is the governance organ responsible

for managing and running the company. The Board of Directors has the authority to manage the Company in accordance with policies deemed appropriate, in accordance with the purpose and objectives stated in the Articles of Association. Meanwhile, the Board of Commissioners is the governance organ tasked with supervising the Company s management policies and implementation, both for the strategic and operational aspects. The Board of Commissioners is also responsible for providing advice to the Board of Directors to ensure that the Company s business and operational activities are carried out in accordance with the Articles of Association and comply with prevailing laws and regulations.

Link: https://about.blibli.com/en/governance/association

G-04 Does the company has a policy regarding board appraisal?	Yes

The performance assessment procedure for members of the Board of Directors and the Board of Commissioners is carried out annually through a self-assessment. The assessment criteria are determined based on the duties, competencies, and individual responsibilities of each member. The criteria determination follows applicable regulations and refers to the Company's Articles of Association. The assessment criteria must include competence, attendance at meetings, implementation of good governance practices, implementation of the duties in accordance with the authority and responsibilities for the Board of Directors' members, as well as supervision of the Company's Board of Directors duties and responsibilities for the Board of Commissioners' members.

Link: https://about.blibli.com/en/governance/board-charter

G-05 Does the company has a policy regarding board training and development?	Yes

The training policy for members of the Board of Directors and the Board of Commissioners is regulated in the Nomination and Remuneration Guidelines. The Company involves the Board of Directors and the Board of Commissioners in training and development programs aimed at providing the latest insights into the Company s business and business expansion. Members of the Board of Directors and the Board of Commissioners are also permitted to share knowledge based on their expertise, with a focus on relevant material to strengthen the implementation of the Company s business management for the Board of Directors members, as well as to support more effective supervisory role for the Board of Commissioners members.

Link: https://about.blibli.com/en/governance/board-charter

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

Members of the Company s Board of Directors and Board of Commissioners are selected and appointed through a GMS resolution with a term of office of 5 (five) years, without prejudicing the right of the GMS to dismiss members of the Board of Directors and the Board of Commissioners at any time if necessary. After the term of office ends, members of the Board of Directors and the Board of Commissioners may be considered for reappointment through a GMS resolution. Currently, the members of the Company s Board of Directors and the Board of Commissioners have a diverse composition in terms of age, expertise, work experience, and educational background to ensure their function and duties can be carried out effectively, in accordance with existing demands, changes and business conditions.

Link: https://about.blibli.com/en/governance/board-charter

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

The Company s Code of Ethics and Standards of Conduct Policy serve as a guide for building trust and integrity between the Company and its employees, shareholders, stakeholders, and all parties related to the Company. Some aspects covered in the Company s Code of Ethics and Standards of Conduct Policy include individual employee responsibilities, Management responsibilities, the Company's relationship with employees, the Company s relationship with stakeholders, and violation policies and procedures for resolving violations. Further, the Company s Code of Ethics and Standards of Conduct Policy prohibits all forms of corruption, bribery, gratification, and kickbacks. The Anti-corruption policy aims to maintain the trust of shareholders, stakeholders, and the community, as well as to ensure compliance with applicable laws.

Link: https://about.blibli.com/en/governance/code
Link: https://about.blibli.com/id/governance/anti-corruption

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

The Company adopts key principles of investor relations strategy and best practice in communicating and disclosing information to the shareholders, taken into account the rules and regulations imposed by Indonesia Stock Exchange (IDX), Financial Services Authority (OJK), other relevant Indonesia s capital market governing bodies, as well as industry best practices. To ensure fair treatment of the information provided and disclosed to the shareholders, the information are available in due course and easily accessible, by implementing 6 (six) principles: Transparency - Accuracy - Timeliness - Balanced - Consistency - Accountability.

Link: https://about.blibli.com/en/governance/code

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

A conflict of interest occurs when there is a possibility that personal interests or the sharing of personal responsibility may hinder objective decision-making. The Company understands that in running its business it cannot completely avoid any conflict-of-interest situations. In responding to such situations, the Board of Commissioners, the Board of Directors, and Employees are committed to prioritizing the Company s interests. This policy regulates: i) In case a conflict-of-interest situation cannot be avoided, the individual having the conflict of interest must not be involved in the decision making in matters containing the conflict of interest and must not influence the parties participating in the decision making, and ii) Employees in the Company are prohibited from diverting opportunities or potential for opportunities for personal gain. Full disclosure of the Company s policy related to conflict of interests can be found on the Company s Code of Ethics
.

Link: https://about.blibli.com/en/governance/code

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	114
	E-02	Greenhouse Gas Emission Intensity	194
	E-03	Electricity Consumption	106
	E-04	Water Consumption	108
	E-05	Waste Generated	103
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	105
Social	S-01	Gender Equality	125
	S-02	Employees by Gender and Age Group	184-189
	S-03	Employee Turnover Rate	190
	S-04	Number of Temporary Officers	123
	S-05	Employee Training and Development	191
	S-06	Number of Work Accidents	-
	S-07	Human Rights Violation Incidents	-
	S-08	Sexual Harassment and/or Non-Discrimination Policy	124
	S-09	Policy on Human Rights	-
	S-10	Child Labor and/or Forced Labor Policy	-
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	135
	S-12	Corporate Social Responsibility	147

Governance	G-01	Management Diversity and Independence	117
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	239
	G-03	Chairman of the Board and CEO Separation Policy	235
	G-04	Board of Directors and Commissioners Assessment Policy	245
	G-05	Board of Directors and Commissioners Training Policy	244
	G-06	Special Criteria for Election of the Board	236
	G-07	Code of Ethics and/or Anti-Corruption	297
	G-08	Fair Treatment Policy for Shareholders	227
	G-09	Conflict of Interest Prevention Policy	180-183

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
PT Sejahtera Rambah Asia (SRAI)	Kewajiban kami kepada Manajemen mencakup menilai isi Laporan,

Thus to be informed accordingly.

Respectfully,

PT Global Digital Niaga Tbk

Eric Alamsjah Winarta

Chief Corporate Secretary & Investor Relations

PT Global Digital Niaga Tbk

Jl. Jendral Ahmad Yani No. 34 Kel. Panjunan, Kec. Kota Kudus Kab. Kudus 59317,

Phone : (0291) 431695, Fax : , https://about.blibli.com/id

Sender Name	Eric Alamsjah Winarta
Function	Chief Corporate Secretary & Investor Relations
Date and Time	29-04-2025 21:48
Attachment	1. BELI_Penyampaian AR SR 2024_290425.pdf
	2. BELI_Laporan Keberlanjutan 2024.pdf
	3. BELI_Laporan Tahunan 2024.pdf

This is an official document of PT Global Digital Niaga Tbk that does not require a signature as it was generated electronically by the electronic reporting system. PT Global Digital Niaga Tbk is fully responsible for the information contained within this document.