Go To English Page

Nomor Surat	034/SMART-IR/IV/2025
Nama Perusahaan	PT Sinar Mas Agro Resources and Technology Tbk
Kode Emiten	SMAR
Lampiran	2
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? (Tidak)

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	Ekuitas
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	448.585
Emisi langsung dari pembakaran bergerak	2.030
Emisi langsung dari proses pengolahan	328.789
Emisi fugitive langsung	6.550
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	748.466
Total Emisi Langsung (Scope 1)	1.534.420

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	209.280
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	154
Total Emisi Tidak Langsung (Scope 2)	209.434
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	34.317
Perjalanan dinas	2.678
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	5.647
Perjalanan Karyawan	15.986
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	114.483
Pembelian Barang dan Jasa	17.834.183
Capital equipment/goods	5.610
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)	18.012.904
Total Emisi GRK (Scope 1 and 2)	1.743.854
Total Emisi GRK (Scope 1, 2 and 3)	19.756.758
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	9.600.000

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)	0
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	251.234.683
		Total konsumsi energi (kWh or J)	251.234.683
E-04	**Konsumsi Air**	Total konsumsi air (m3)	9.700.890
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	1.480.890

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2050
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Laporan Tahunan dan Keberlanjutan 2024 halaman 27 dan 123 Bersama dengan perusahaan induk, Golden Agri-Resources Ltd, pada tahun 2024, Perseroan menetapkan target dekarbonisasi untuk mengurangi emisi absolut di operasional langsung sebesar 30% untuk Cakupan 1 FLAG dan 42% untuk Cakupan 1 dan 2 non-FLAG di tahun 2030, menuju pencapaian Net Zero pada tahun 2050. Kami juga bekerja sama dengan mitra rantai pasok dalam mengembangkan rencana dekarbonisasi mereka.	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	30 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Laporan Tahunan dan Keberlanjutan 2024 halaman 27 dan 123

Bersama dengan perusahaan induk, Golden Agri-Resources Ltd, pada tahun 2024, Perseroan menetapkan target dekarbonisasi untuk mengurangi emisi absolut di operasional langsung sebesar 30% untuk Cakupan 1 FLAG dan 42% untuk Cakupan 1 dan 2 non-FLAG di tahun 2030, menuju pencapaian Net Zero pada tahun 2050. Kami juga bekerja sama dengan mitra rantai pasok dalam mengembangkan rencana dekarbonisasi mereka.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	19.623	69.92 %	7.623	27.16 %
Mid-level	525	1.87 %	150	0.53 %
Senior-level	98	0.35 %	35	0.12 %
Executive-level	8	0.03 %	1	0 %
Total Pegawai	20.254	72.17 %	7.809	27.83 %

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	3.812	1.393	0	0	0	0	0	0	5.205
25-35	6.917	3.281	31	17	0	0	0	0	10.246
35-45	6.227	2.274	196	62	8	4	0	0	8.771
45-55	2.555	657	226	50	53	21	0	0	3.562
>55	112	18	72	21	37	10	8	1	279

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	1.840 Pegawai	10 %

Jumlah Pegawai Baru/pengganti	1.135 Pegawai	6 %

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	0 Pegawai	0 %

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 (%)
40 jam/pegawai	2.613	62,5 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0,0068	0,68 %

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
Kebijakan terkait pelecehan seksual dan/atau non-diskriminasi tercantum dalam Kode Etik Perseroan, halaman 23-24 https://www.smart-tbk.com/?sdm_process_download=1&download_id=335841	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Bersama dengan induk perusahaan, Golden Agri-Resources Ltd (GAR), kebijakan terkait hak asasi manusia tercantum dalam Kebijakan Sosial dan Lingkungan GAR. https://www.smart-tbk.com/?smd_process_download=1&download_id=331003	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Bersama dengan induk perusahaan, Golden Agri-Resources Ltd (GAR), kebijakan terkait pekerja anak dan/atau pekerja paksa tercantum dalam Kebijakan Sosial dan Lingkungan GAR. https://www.smart-tbk.com/?smd_process_download=1&download_id=331003	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Bersama dengan induk perusahaan, Golden Agri-Resources Ltd (GAR), kebijakan terkait kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak, tercantum dalam Kebijakan Sosial dan Lingkungan GAR. https://www.smart-tbk.com/?smd_process_download=1&download_id=331003

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Rincian Inisiatif keberperanan sosial dan komunitas Perseroan dapat dilihat di Laporan Tahunan dan Keberlanjutan 2024 halaman 132-136	

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	6	1	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	16	95 %
Jumlah kehadiran komisaris ke rapat dewan	9	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Komisaris Utama : Bapak Franky Oesman Widjaja Direktur Utama: Ibu The Biao Leng (menggantikan Alm Bapak Irwan Tirtariyadi pada tanggal 10 Januari 2025)	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Kebijakan penilaian Direksi dan Dewan Komisaris Perseroan tercantum di dalam Laporan Tahunan dan Keberlanjutan 2024 hal 84-85: Sebagai bagian dari fungsi nominasi, Komite Nominasi dan Remunerasi (KNR) membantu Dewan Komisaris dalam melakukan evaluasi kinerja anggota Direksi dan Dewan Komisaris yang dilakukan sekali dalam setahun.Tahapan evaluasi dimulai dari dilakukannya penilaian sendiri oleh masing-masing anggota Direksi dan Dewan Komisaris atas kinerjanya. Tahapan selanjutnya KNR mendiskusikan dan memberikan input atas penilaian tersebut. Kriteria evaluasi kinerja didasari pada indikator kinerja utama yang mencakup tiga area yaitu bisnis, budaya, serta organisasi dan sumber daya manusia.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Tidak

Untuk meningkatkan kompetensi anggota Dewan Komisaris, Direksi, dan karyawan inti lainnya, Perseroan mendorong mereka untuk mengikuti berbagai program pengembangan kompetensi baik yang diselenggarakan secara internal maupun oleh pihak eksternal. Daftar pelatihan, seminar/webinar, konferensi, maupun lokakarya yang dihadiri oleh anggota Dewan Komisaris dan Direksi selama tahun 2024 dapat dilihat di Laporan Tahunan dan Keberlanjutan 2024 halaman 88-90	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Kriteria khusus untuk pemilihan dewan direksi dan komisaris Perseroan tercantum didalam: Piagam Direksi https://www.smart-tbk.com/?sdm_process_download=1&download_id=335624 Piagam Komisaris https://www.smart-tbk.com/?sdm_process_download=1&download_id=335615	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Kebijakan terkait kode etik dan/atau anti-korupsi tercantum dalam Kode Etik Perseroan, halaman 33,43 https://www.smart-tbk.com/?sdm_process_download=1&download_id=335841	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Kebijakan perlakukan adil terhadap pemegang saham tercantum dalam Kode Etik Perseroan, halaman 47-51 https://www.smart-tbk.com/?sdm_process_download=1&download_id=335841	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Direksi dan Komisaris sebagai karyawan Perseroan harus mematuhi Kode Etik terkait konflik kepentingan, yang tercantum pada Kode Etik Perseroan halaman 33.	

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	122-124
	E-02	Intensitas Emisi Gas Rumah Kaca	-
	E-03	Konsumsi Energi Listrik	-
	E-04	Konsumsi Air	124-125
	E-05	Limbah yang Dihasilkan	125-126
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	123-124
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	122-124
Sosial	S-01	Kesetaraan Gender	138-139
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	144
	S-03	Tingkat Pergantian Pegawai	144
	S-04	Jumlah Pegawai Sementara	-
	S-05	Pelatihan dan Pengembangan Pegawai	142-145
	S-06	Jumlah Kecelakaan Kerja	145
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	-
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	139
	S-09	Kebijakan Mengenai Hak Asasi Manusia	132-142
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	138
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	140-142
	S-12	Pencegahan Konflik Kepentingan	132-136

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	32-49
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	76-78
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	74-78
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	84-85
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	88-90
	G-06	Kriteria Khusus Pemilihan Dewan	-
	G-07	Kode Etik dan/atau Anti-Korupsi	91-93
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	74
	G-09	Pencegahan Konflik Kepentingan	91

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
- [X] Others, please specify

POJK No 51/POJK.03/2017

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
NA	NA

Demikian untuk diketahui.

Hormat Kami,

PT Sinar Mas Agro Resources and Technology Tbk

Jimmy Pramono

Corporate Secretary

PT Sinar Mas Agro Resources and Technology Tbk

Gedung Sinar Mas Land Plaza, Menara 2 Lt. 28-30, Jl. MH. Thamrin No. 51, RT 09

Telepon : 021-50338899, Fax : -, https://www.smart-tbk.com

Nama Pengirim	Jimmy Pramono
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2025 19:22
Lampiran	1. 1_SMART AR SR 2024.pdf
	2. Srt Penyampaian Lap Thnan dan Keberlanjutan 2024.pdf

Dokumen ini merupakan dokumen resmi PT Sinar Mas Agro Resources and Technology Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. PT Sinar Mas Agro Resources and Technology Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	034/SMART-IR/IV/2025
Issuer Name	PT Sinar Mas Agro Resources and Technology Tbk
Issuer Code	SMAR
Attachment	2
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? (No)

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	Ekuitas
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	448.585
Direct emissions from mobile combustion	2.030
Direct emissions from processes	328.789
Direct fugitive emissions	6.550
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	748.466
Total Direct Emissions (Scope 1)	1.534.420
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	209.280
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	154
Total Indirect Emissions (Scope 2)	209.434
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	34.317
Business travels	2.678
Transportation of clients and visitors	0
Downstream transportation and distribution	5.647
Employee commuting	15.986
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	114.483
Purchased goods and services	17.834.183
Capital equipment/goods	5.610
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)	18.012.904
Total GHG Emissions (Scope 1 and 2)	1.743.854
Total GHG Emissions (Scope 1, 2 and 3)	19.756.758
Offsets/Credits	0
REC Purchases (kWh)	9.600.000

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)	0
		Total amount of energy indirectly consumed (kWh or J)	251.234.683
		Total energy consumption (kWh or J)	251.234.683
E-04	**Water Consumption**	Total water consumed (m3)	9.700.890
E-05	**Waste Generation**	Total waste generated (ton)	1.480.890

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2050
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
2024 Annual and Sustainability Report page 27 and 123 Side by side with our holding company, Golden Agri-Resources Ltd, we set bold decarbonisation targets in 2024 to cut absolute emissions in our direct operations by 30% for Scope 1 FLAG and 42% for Scope 1 and 2 non-FLAG by 2030, on the pathway to achieving Net Zero by 2050. We are also working with our supply chain partners to develop their decarbonisation plans.	

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?	30 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

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

2024 Annual and Sustainability Report page 124

In 2024, Scope 1 FLAG emissions declined by 5% compared to 2023, reflecting our strong NDPE commitment. Scope 1 non-FLAG emissions fell by 18% despite increased production, due to improved energy efficiency and a shift from coal to electricity supplied by PLN.

Scope 2 emissions (location-based) consequently rose by 20% due to the transition from coal to grid electricity in the Tarjun refinery. In 2024, our Scope 2 market-based emissions were 201,754 tCO2e after accounting for purchased renewable energy certificates for our refineries.

Overall, total Scope 1 Non-FLAG and Scope 2 emissions decreased by 12% compared to 2023. This reduction is due to the implementation of energy efficiency and the increase in usage of renewable energy source from biomass and solar photovoltaic in our operations.

Other key initiatives to address both FLAG and non-FLAG emissions include efforts to reduce land use and waste-related emissions, such as those from palm oil mill effluent (POME). We continue to conserve High Carbon Stock (HCS) forests and High Conservation Value (HCV) areas, apply POME and empty fruit bunches (EFB) as natural fertilisers, and implement peatland rehabilitation for carbon sequestration. Additionally, we are developing a measurement and monitoring platform to support future emissions reduction reporting. As part of our broader decarbonisation strategy covering Scope 1, 2, and 3 emissions, we are also formulating engagement plans for third-party suppliers to address upstream Scope 3 emissions more effectively.

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	19.623	69.92 %	7.623	27.16 %
Mid-level	525	1.87 %	150	0.53 %
Senior-level	98	0.35 %	35	0.12 %
Executive-level	8	0.03 %	1	0 %
Total Pegawai	20.254	72.17 %	7.809	27.83 %

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	3.812	1.393	0	0	0	0	0	0	5.205
25-35	6.917	3.281	31	17	0	0	0	0	10.246
35-45	6.227	2.274	196	50	8	4	0	0	8.771
45-55	2.555	657	226	50	53	21	0	0	3.562
>55	112	18	72	21	37	10	8	1	279

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	1.840 Employees	10 %
Number of newly appointed Employees	1.135 Employees	6 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	0 Employees	0 %

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 (%)
40 hours/employee	2.613	62,5 %

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 (%)
0,0068	0,68 %

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

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

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

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

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes

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	6	1	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	16	95 %
Comissioner Attendance to Board Meetings	9	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
President Commissioner: Mr. Franky Oesman Widjaja President Director: Mrs. The Biao Leng (replacing the late Mr. Irwan Tirtariyadi on 10 January 2025)	
G-04 Does the company has a policy regarding board appraisal?	Yes
The assessment policy of the Company's Board of Commissioners and Board of Directors is contained in the Annual and Sustainability Report page 84-85.	
G-05 Does the company has a policy regarding board training and development?	No
To enchance the competency of the members of BOC, BOD, and other key personnels, the Company encourages them to participate in various competency development programmes, held internally or by external parties. The list of trainings, seminars/webinars, conferences, and workshops attended by the members of BOC and BODduring 2024, can be found in the 2024 Annual and Sustainability Report pages 88-90.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

The specific criteria for the election of the Company's board of directors and commissioners are set out in: Board of Directors' Charter https://www.smart-tbk.com/?sdm_process_download=1&download_id=335624 Board of Commissioners' Charter https://www.smart-tbk.com/?sdm_process_download=1&download_id=335618	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
Policies related to ethics and/or anti-corruption are stated in the Company's Code of Conduct, page 32,41 https://www.smart-tbk.com/?sdm_process_download=1&download_id=335845	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Policies related to fair treatment for shareholders are stated in the Company's Code of Conduct, page 47-51 https://www.smart-tbk.com/?sdm_process_download=1&download_id=335845	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
Directors and Commissioners as employees of the Company must comply with the Code of Ethics related to conflicts of interest, which is stated in the Company's Code of Ethics page 31.	

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	122-124
	E-02	Greenhouse Gas Emission Intensity	-
	E-03	Electricity Consumption	-
	E-04	Water Consumption	124-125
	E-05	Waste Generated	125-126
	E-06	Company Commitment to Achieving Net Zero Emission Target	123-124
	E-07	Company Commitment to Reduce Emission	122-124
Social	S-01	Gender Equality	138-139
	S-02	Employees by Gender and Age Group	144
	S-03	Employee Turnover Rate	144
	S-04	Number of Temporary Officers	-
	S-05	Employee Training and Development	142-145
	S-06	Number of Work Accidents	145
	S-07	Human Rights Violation Incidents	-
	S-08	Sexual Harassment and/or Non-Discrimination Policy	139
	S-09	Policy on Human Rights	132-142
	S-10	Child Labor and/or Forced Labor Policy	138
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	140-142
	S-12	Corporate Social Responsibility	132-136

Governance	G-01	Management Diversity and Independence	32-49
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	76-78
	G-03	Chairman of the Board and CEO Separation Policy	74-78
	G-04	Board of Directors and Commissioners Assessment Policy	84-85
	G-05	Board of Directors and Commissioners Training Policy	88-90
	G-06	Special Criteria for Election of the Board	-
	G-07	Code of Ethics and/or Anti-Corruption	91-93
	G-08	Fair Treatment Policy for Shareholders	74
	G-09	Conflict of Interest Prevention Policy	91

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

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Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work
NA	NA

Thus to be informed accordingly.

Respectfully,

PT Sinar Mas Agro Resources and Technology Tbk

Jimmy Pramono

Corporate Secretary

PT Sinar Mas Agro Resources and Technology Tbk

Gedung Sinar Mas Land Plaza, Menara 2 Lt. 28-30, Jl. MH. Thamrin No. 51, RT 09

Phone : 021-50338899, Fax : -, https://www.smart-tbk.com

Sender Name	Jimmy Pramono
Function	Corporate Secretary
Date and Time	30-04-2025 19:22
Attachment	1. 1_SMART AR SR 2024.pdf
	2. Srt Penyampaian Lap Thnan dan Keberlanjutan 2024.pdf

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