Go To English Page

| | |
|---|---|
| Nomor Surat | 103/DIR-PS/IV/2025 |
| Nama Perusahaan | Panin Sekuritas Tbk |
| Kode Emiten | PANS |
| 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 09 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://pans.co.id/rapat-umum-pemegang-saham pada tanggal 09 Mei 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? | Tidak |
| Batasan Organisasi | Operasional/Finansial |
| Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini? | Ya |
| Mohon Jelaskan:<br><br>Laporan Keberlanjutan menjelaskan kinerja keberlanjutan Perseroan (tidak termasuk entitas anak) | |

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

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 0 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 0 |
| **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)** | 0 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 0 |
| 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 | 528 |
| **E-03** | **Konsumsi Energi listrik** | Jumlah total energi yang dikonsumsi secara langsung (kWh or J) | 669.125 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 669.125 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 0 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 0 |

| 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. | |
| Sebagaimana diungkapkan dalam Laporan Keberlanjutan bahwa meskipun Perseroan belum menetapkan tahun pencapaian Net Zero Emission namun Perseroan berkomitmen untuk mengurangi penggunaan energi dan menurunkan tingkat emisi dimana langkah ini merupakan tahap awal dalam penyusunan data lingkungan yang lebih komprehensif serta sebagai dasar dalam merancang strategi efisiensi energi dan pengurangan emisi di masa mendatang | |

| 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:

Sebagaimana diungkapkan dalam Laporan Keberlanjutan bahwa meskipun Perseroan belum menetapkan tahun pencapaian Net Zero Emission namun Perseroan berkomitmen untuk mengurangi penggunaan energi dan menurunkan tingkat emisi dimana langkah ini merupakan tahap awal dalam penyusunan data lingkungan yang lebih komprehensif serta sebagai dasar dalam merancang strategi efisiensi energi dan pengurangan emisi di masa mendatang

**B. Kinerja Sosial (Social Performance)**

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 28 | 10.45 % | 27 | 10.07 % |
| Mid-level | 75 | 27.99 % | 45 | 16.79 % |
| Senior-level | 62 | 23.13 % | 21 | 7.84 % |
| Executive-level | 9 | 3.36 % | 1 | 0.37 % |
| Total Pegawai | 174 | 64.93 % | 94 | 35.07 % |

**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 | 3 | 6 | 4 | 0 | 0 | 0 | 0 | 16 |
| 25-35 | 8 | 15 | 30 | 23 | 8 | 2 | 0 | 0 | 86 |
| 35-45 | 10 | 6 | 28 | 8 | 21 | 9 | 0 | 0 | 82 |
| 45-55 | 7 | 3 | 7 | 8 | 28 | 4 | 3 | 0 | 60 |
| >55 | 0 | 0 | 4 | 2 | 5 | 6 | 6 | 1 | 24 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 22 Pegawai | 8,21 % |
| Jumlah Pegawai Baru/pengganti | 19 Pegawai | 7,08 % |

**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 (%) |
|---|---|---|
| 8 jam/pegawai | 117 | 43,65 % |

**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 | 0 % |

**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 |
| Sebagaimana diungkapkan dalam Laporan Keberlanjutan bahwa penerapan prinsip kesetaraan di setiap aspek operasional merupakan komitmen Perseroan guna menciptakan lingkungan kerja yang inklusif dan menghargai keberagaman dimana Perseroan memastikan bahwa setiap individu memiliki kesempatan yang sama untuk berkontribusi dan berkembang tanpa memandang perbedaan dan tanpa diskriminasi | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Sebagaimana diungkapkan dalam Laporan Keberlanjutan bahwa Perseroan memiliki Pedoman Etika dan Perilaku yang bertujuan untuk mendorong segenap karyawan agar memiliki kesadaran penuh dalam membangun kebiasaan dan tata pergaulan profesional yang baik dalam penerapannya serta sekaligus mencerminkan nilai-nilai perusahaan sehingga Perseroan berharap dapat terciptanya lingkungan kerja yang kondusif dan menghargai Hak Asasi Manusia setiap individu | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Sebagaimana diungkapkan dalam Laporan Keberlanjutan bahwa sebagai wujud kepedulian dan komitmen dalam memenuhi hak-hak anak Bangsa maka Perseroan tidak pernah dan menolak dengan tegas karyawan yang usianya masih di bawah umur untuk karyawan tetap maupun kontrak | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Sebagaimana diungkapkan dalam Laporan Keberlanjutan bahwa Perseroan menerapkan kebijakan Keselamatan dan Kesehatan Kerja atau K3 di seluruh wilayah operasional sebagai upaya untuk menciptakan lingkungan kerja yang aman nyaman dan bebas dari kecelakaan atau zero accident | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| Sebagaimana diungkapkan dalam Laporan Keberlanjutan bahwa meskipun Perseroan tidak melakukan kerjasama dengan komunitas atau organisasi nirlaba terdaftar namun Perseroan memiliki aktivitas CSR dalam bentuk kegiatan inklusi dan literasi keuangan khususnya di sektor pasar modal serta kegiatan tanggung jawab sosial dan lingkungan berupa program kesehatan masyarakat dan pelestarian lingkungan | |

**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 | 2 |
| Direksi | 0 | 4 | 1 | 5 |

**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 | 8 | 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 |
| Struktur organisasi Perseroan mengacu kepada peraturan mengenai Anggaran Dasar Perusahaan Terbuka serta Dewan Komiaris dan Direksi Perusahaan Terbuka dimana fungsi pengawasan dilaksanakan Dewan Komisaris yang dipimpin oleh Presiden Komisaris dan fungsi operasional dilaksanakan oleh Direksi yang dipimpin oleh Presiden Direktur | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Kriteria sesuai dengan Peraturan yang berlaku mengenai Dewan Direksi dan Komisaris untuk Perusahaan Terbuka dan Perusahaan Efek | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Ya |
| Hal mengenai Pelatihan Dewan Direksi dan Komisaris di atur pada Pedoman Dewan Direksi dan Komisaris | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |
| Kriteria sesuai dengan Peraturan yang berlaku mengenai Dewan Direksi dan Komisaris untuk Perusahaan Terbuka dan Perusahaan Efek | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Perusahaan mempunyai Pedoman Sistem Manajemen Anti Penyuapan dan Strategi Anti Fraud | |

| | |
|---|---|
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Hak dan kewajiban pemegang saham tertuang dalam Anggaran Dasar dan Pedoman Tata Kelola Perusahaan serta mengacu kepada peraturan pasar modal mengenai pemegang saham | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |
| Tertuang dalam Pedoman Benturan Kepentingan dan mengacu kepada peraturan pasar modal mengenai transaksi afiliasi dan benturan kepentingan | |

**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 | - |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | - |
| | E-03 | Konsumsi Energi Listrik | 276 |
| | E-04 | Konsumsi Air | 276 |
| | E-05 | Limbah yang Dihasilkan | - |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | - |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 287 |
| Sosial | S-01 | Kesetaraan Gender | 294 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 92 |
| | S-03 | Tingkat Pergantian Pegawai | 295 |
| | S-04 | Jumlah Pegawai Sementara | - |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 94 |
| | S-06 | Jumlah Kecelakaan Kerja | 295 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | - |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | - |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | - |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 291 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 295 |
| | S-12 | Pencegahan Konflik Kepentingan | 298 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 296 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 206 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | - |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 209 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 209 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | - |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 264 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | - |
| | G-09 | Pencegahan Konflik Kepentingan | 156 |

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 |
|---|---|
| null | null |

Demikian untuk diketahui.

Hormat Kami,

**Panin Sekuritas Tbk**

Prama Nugraha

Corporate Secretary

Panin Sekuritas Tbk

Gedung Bursa Efek Indonesia II, Lt.17 Ruang 1705, Jl. Jend. Sudirman Kav.52-53

Telepon : 021-5153055, Fax : 021-5153061, www.pans.co.id

| | |
|---|---|
| Nama Pengirim | Prama Nugraha |
| Jabatan | Corporate Secretary |
| Tanggal dan Waktu | 30-04-2025 20:14 |
| Lampiran | 1. Pengantar Lapor AR SR PANS2024 (IDX).pdf |
| | 2. Pengantar Lapor AR SR PANS2024 (OJK).pdf |
| | 3. AR-SR-PANS-2024.pdf |

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

| | |
|---|---|
| Letter / Announcement No. | 103/DIR-PS/IV/2025 |
| Issuer Name | Panin Sekuritas Tbk |
| Issuer Code | PANS |
| 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 09 Mei 2025

The information referred above has been published on the Company's website https://pans.co.id/rapat-umum-pemegang-saham at 09 Mei 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? | No |
| Organizational Boundaries | Operasional/Finansial |
| Any subsidiaries that are not included in the report? | Yes |
| Please Explain:<br>Laporan Keberlanjutan menjelaskan kinerja keberlanjutan Perseroan (tidak termasuk entitas anak) | |

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

| | |
|---|---|
| Indirect emissions from imported/purchased electricity consumption | 0 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 0 |
| **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) | 0 |
| Total GHG Emissions (Scope 1, 2 and 3) | 0 |
| 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) | 528 |
| **E-03** | **Electricity Consumption** | Total amount of energy directly consumed (kWh or J) | 669.125 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 669.125 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 0 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 0 |

| **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. | |
| As disclosed in the Sustainability Report that although the Company has not yet set a year for achieving Net Zero Emission but the Company is committed to reducing energy use and lowering emission levels where this this initiative marks an initial step toward the development of more comprehensive environmental data and serves as the foundation for designing future strategies on energy efficiency and emissions reduction | |

| **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 disclosed in the Sustainability Report that although the Company has not yet set a year for achieving Net Zero Emission but the Company is committed to reducing energy use and lowering emission levels where this this initiative marks an initial step toward the development of more comprehensive environmental data and serves as the foundation for designing future strategies on energy efficiency and emissions reduction

**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 | 28 | 10.45 % | 27 | 10.07 % |
| Mid-level | 75 | 27.99 % | 45 | 16.79 % |
| Senior-level | 62 | 23.13 % | 21 | 7.84 % |
| Executive-level | 9 | 3.36 % | 1 | 0.37 % |
| Total Pegawai | 174 | 64.93 % | 94 | 35.07 % |

**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 | 3 | 6 | 4 | 0 | 0 | 0 | 0 | 16 |
| 25-35 | 8 | 15 | 30 | 23 | 8 | 2 | 0 | 0 | 86 |
| 35-45 | 10 | 6 | 28 | 8 | 21 | 9 | 0 | 0 | 82 |
| 45-55 | 7 | 3 | 7 | 8 | 28 | 4 | 3 | 0 | 60 |
| >55 | 0 | 0 | 4 | 2 | 5 | 6 | 6 | 1 | 24 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 22 Employees | 8,21 % |
| Number of newly appointed Employees | 19 Employees | 7,08 % |

**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 (%) |
|---|---|---|
| 8 hours/employee | 117 | 43,65 % |

**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 | 0 % |

**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 |
| As disclosed in the Sustainability Report that although the implementation of the principle of equality across all operational aspects is part of the Company commitment to creating an inclusive work environment that values diversity and the Company ensures that every individual has equal opportunities to contribute and grow regardless of differences and without discrimination | |
| **S-09 Does the company has a policy regarding human rights?** | Yes |
| As disclosed in the Sustainability Report that the Company has a Code of Ethics and Behavior whose implementation aims to encourage all employees to have full awareness in building good professional habits and relationships while at the same time reflecting the Company values so that Company hopes to create a work environment that is conducive and respects the Human Rights of each individual | |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| As disclosed in the Sustainability Report that as a form of concern and commitment to upholding the rights of children in the nation then the Company has never employed and firmly rejects any candidates under the legal age for permanent as well as contract positions | |
| **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 |
| As disclosed in the Sustainability Report that the Company implements an Occupational Health and Safety or OHS policy across all operational areas as part of its efforts to create a safe comfortable and accident free or zero accident | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?** | Yes |
| As disclosed in the Sustainability Report that although the Company did not collaborate with registered communities or non-profit organizations but the Company has CSR activities in the form of financial inclusion and literacy activities particularly in the capital market sector as well as social and environmental responsibility activities in the form of public health and environmental preservation programs | |

**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 | 2 |
| Directors | 0 | 4 | 1 | 5 |

**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 | 8 | 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 |
| The Company organizational structure refers to the regulations regarding the Articles of Association of Public Companies as well as the Board of Commissioners and Board of Directors of Public Companies where the supervisory function is conducted by the Board of Commissioners led by the President Commissioner and the operational function is conducted by the Board of Directors led by the President Director | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| Criteria are in accordance with applicable regulations regarding Directors and Commissioners for Public Companies and Securities Companies | |
| **G-05 Does the company has a policy regarding board training and development?** | Yes |
| Matters regarding Training for the Board of Directors and Commissioners are regulated in the Board of Directors and Commissioners Guidelines | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |
| Criteria are in accordance with applicable regulations regarding Directors and Commissioners for Public Companies and Securities Companies | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| The Company has Anti-Bribery Management System Guidelines and Anti-Fraud Strategy | |

| | |
|---|---|
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |
| The rights and obligations of shareholders are disclosed in the Articles of Association and Corporate Governance Guidelines and refer to capital market regulations regarding shareholders | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |
| Disclosed in the Conflict of Interest Guidelines and refers to capital market regulations regarding affiliated and conflicts of interest transactions | |

**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 | - |
| | E-02 | Greenhouse Gas Emission Intensity | - |
| | E-03 | Electricity Consumption | 276 |
| | E-04 | Water Consumption | 276 |
| | E-05 | Waste Generated | - |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | - |
| | E-07 | Company Commitment to Reduce Emission | 287 |
| Social | S-01 | Gender Equality | 294 |
| | S-02 | Employees by Gender and Age Group | 92 |
| | S-03 | Employee Turnover Rate | 295 |
| | S-04 | Number of Temporary Officers | - |
| | S-05 | Employee Training and Development | 94 |
| | S-06 | Number of Work Accidents | 295 |
| | S-07 | Human Rights Violation Incidents | - |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | - |
| | S-09 | Policy on Human Rights | - |
| | S-10 | Child Labor and/or Forced Labor Policy | 291 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 295 |
| | S-12 | Corporate Social Responsibility | 298 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 296 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 206 |
| | G-03 | Chairman of the Board and CEO Separation Policy | - |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 209 |
| | G-05 | Board of Directors and Commissioners Training Policy | 209 |
| | G-06 | Special Criteria for Election of the Board | - |
| | G-07 | Code of Ethics and/or Anti-Corruption | 264 |
| | G-08 | Fair Treatment Policy for Shareholders | - |
| | G-09 | Conflict of Interest Prevention Policy | 156 |

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 |
|---|---|
| null | null |

Thus to be informed accordingly.

Respectfully,

**Panin Sekuritas Tbk**

Prama Nugraha

Corporate Secretary

Panin Sekuritas Tbk

Gedung Bursa Efek Indonesia II, Lt.17 Ruang 1705, Jl. Jend. Sudirman Kav.52-53

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| | |
|---|---|
| Sender Name | Prama Nugraha |
| Function | Corporate Secretary |
| Date and Time | 30-04-2025 20:14 |
| Attachment | 1. Pengantar Lapor AR SR PANS2024 (IDX).pdf |
| | 2. Pengantar Lapor AR SR PANS2024 (OJK).pdf |
| | 3. AR-SR-PANS-2024.pdf |

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