Go To English Page

| | |
|---|---|
| Nomor Surat | 050/CorSec/NKD/IV/2025.TRIM |
| Nama Perusahaan | PT Trimegah Sekuritas Indonesia Tbk |
| Kode Emiten | TRIM |
| Lampiran | 1 |
| 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 https://www.trimegah.com/id/site/investor_relation/laporan-tahunan pada tanggal 30 April 2025

Apakah Perseroan tercatat di Bursa lain? (Tidak)

**A. Kinerja Lingkungan (Environmental Performance)**

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

| **E-01 Laporan Emisi Gas Rumah Kaca (GRK)** | |
|---|---|
| Laporan Emisi GRK Konsolidasi? | Ya |
| Batasan Organisasi | Operasional/Finansial |
| Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini? | Tidak |

| 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 | 109 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 109 |
| **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)** | 109 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 109 |
| 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) | 125.316 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 125.316 |
| **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. | |
| N / A | |

| 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:

N/A

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

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 36 | 14.88 % | 46 | 19.01 % |
| Mid-level | 53 | 21.9 % | 55 | 22.73 % |
| Senior-level | 37 | 15.29 % | 9 | 3.72 % |
| Executive-level | 4 | 1.65 % | 2 | 14.88 % |
| Total Pegawai | 130 | 53.72 % | 112 | 46.28 % |

**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 | 12 | 14 | 3 | 4 | 0 | 0 | 0 | 0 | 33 |
| 25-35 | 11 | 22 | 28 | 31 | 11 | 3 | 0 | 0 | 106 |
| 35-45 | 9 | 9 | 17 | 18 | 14 | 2 | 2 | 1 | 72 |
| 45-55 | 4 | 1 | 5 | 2 | 12 | 4 | 1 | 1 | 30 |
| >55 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 34 Pegawai | 14 % |
| Jumlah Pegawai Baru/pengganti | 39 Pegawai | 16 % |

**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 | 42 Pegawai | 17 % |

**S-05 Pelatihan dan Pengembangan Pegawai**

| Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan | Jumlah pegawai yang ikut serta dalam program pelatihan | Persentase jumlah pegawai yang ikut serta dalam pelatihan (%) |
|---|---|---|
| 10,2 jam/pegawai | 177 | 73 % |

**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 |
| Berdasarkan Surat Keputusan No. Kep: 099/CorSec/BoC-BoD/XII/2022.TRIM yang efektif per tanggal 14 Desember 2022, Perseroan memberikan jaminan perlindungan karyawan dari risiko pelecehan (abuse) baik pelecehan secara verbal maupun non-verbal, fraud maupun aktivitas kriminal. Ketentuan mengenai perlindungan karyawan dari risiko pelecehan tersebut telah tercantum dalam Kode Etik Perseroan serta pembahasan dalam forum LKS Bipartit selama tahun 2024.<br><br>Link: https://www.trimegah.com/id/site/corporate_governance/kode-etik- | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Praktik ketenagakerjaan di Perseroan dilaksanakan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku, termasuk praktik pengelolaan SDM yang menghargai dan melindungi hak-hak asasi karyawan dimana komitmen tersebut telah dituangkan di dalam Peraturan Perusahaan PT Trimegah Sekuritas Indonesia Tbk. Perseroan menerapkan praktik ketenagakerjaan berbasis kompetensi dan menjunjung tinggi kesetaraan untuk seluruh karyawan. Perseroan memastikan perlakuan yang adil kepada seluruh karyawan tanpa diskriminasi baik berdasarkan gender, suku, ras dan agama. | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Perseroan mensyaratkan usia pelamar untuk seluruh posisi di Perseroan minimal adalah 18 tahun sehingga tidak terhitung sebagai pekerja anak. Selama tahun 2024, tidak tercatat adanya temuan kasus tenaga kerja anak dan tenaga kerja paksa di lingkungan Perseroan. | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Sebagai bagian dari jaminan keselamatan karyawan, Perseroan juga telah melengkapi karyawan dengan fasilitas perlindungan Kesehatan berupa Asuransi Kesehatan swasta bagi seluruh karyawan dan Asuransi Jiwa bagi karyawan tetap selain BPJS Kesehatan dan BPJS Ketenagakerjaan yang tertuang pada Peraturan Perusahaan dan SK Program Jaminan Pemeliharaan Kesehatan. Perseroan menawarkan program perlindungan kesehatan yang komprehensif bagi karyawan dan keluarganya, meliputi: manfaat rawat jalan, rawat inap, dan rawat gigi melalui provider asuransi kesehatan rekanan. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| Pada tahun 2024, kegiatan CSR yang dilaksanakan oleh Perseroan berfokus pada sektor Pendidikan melalui program Anak Pintar dan renovasi sekolah dasar. | |

**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 | 2 | 0 | 1 |
| Direksi | 0 | 3 | 0 | 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 | 46 | 89 % |
| Jumlah kehadiran komisaris ke rapat dewan | 6 | 100 % |

Kebijakan mengenai manajemen lainnya

| | |
|---|---|
| **G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?** | Tidak |
| N / A | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Dewan Komisaris melakukan penilaian sendiri (self assessment) 1 kali dalam 1 tahun. Penilaian kinerja Dewan Komisaris dilakukan berdasarkan tolak ukur yang telah disepakati dan kemudian dievaluasi oleh Dewan Komisaris melalui rapat berdasarkan rekomendasi dari Komite Nominasi dan Remunerasi. Hasil penilaian kinerja anggota Dewan Komisaris merupakan salah satu pertimbangan bagi Komite Nominasi dan Remunerasi untuk memberikan rekomendasi untuk mengangkat kembali anggota Dewan Komisaris dan masukan untuk meningkatkan kinerja Dewan Komisaris.<br><br>Perseroan melakukan penilaian kinerja Direksi, baik secara kolegial maupun individu (self-assessment) atas tingkat pencapaian dibandingkan dengan target sesuai dengan tugas dan tanggung jawab masing-masing anggota Direksi. Penilaian kinerja Direksi juga mempertimbangkan pengendalian risiko dan kepatuhan Perseroan terhadap peraturan perundang-undangan yang berlaku. Hasil penilaian kinerja Direksi merupakan salah satu pertimbangan Komite Nominasi dan Remunerasi dalam memberikan rekomendasi kepada Dewan Komisaris untuk mengangkat kembali Direksi dan untuk menyusun struktur remunerasi. | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Ya |
| Sebagai bagian dari pelaksanaan tugas dan tanggung jawab Dewan Komisaris dan Direksi, seluruh anggota Dewan Komisaris dan Direksi melaksanakan pengembangan kompetensi melalui berbagai kegiatan pelatihan, seminar, workshop maupun kegiatan pengembangan kompetensi lainnya. | |

| | |
|---|---|
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |
| Kriteria khusus pemilihan Direksi dan Dewan Komisaris Perseroan merujuk pada POJK No. 33/POJK. 04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik dan POJK No. 57/POJK. 04/2017 tentang Penerapan Tata Kelola Perusahaan Efek yang Melakukan Kegiatan Usaha sebagai Penjamin Emisi Efek dan Perantara Pedagang Efek dan disesuaikan dengan kebutuhan Perseroan | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Komitmen Perseroan dalam menghadirkan lingkungan kerja yang sehat dan beretika dituangkan dalam Kode Etik (Code of Conducts) yang telah disahkan dengan Surat Keputusan Direksi & Dewan Komisaris PT Trimegah Sekuritas Indonesia Tbk dan PT Trimegah Asset Management No. Kep: 099/CorSec/BoC-BoD/ XII/2022.TRIM yang efektif per tanggal 14 Desember 2022. Kode Etik Perseroan ini berfungsi sebagai pedoman tingkah laku bagi manajemen dan karyawan.<br><br>Perseroan telah memiliki kebijakan Anti Korupsi yang telah disahkan melalui Surat Edaran Direksi PT Trimegah Sekuritas Indonesia Tbk No. 001/DIR-SE/IA/VIII/2016.TRIM yang kemudian diperbaharui dan mengacu pada Prosedur Pengaduan Pelanggaran terhadap Penerapan Kode Etik dan Pedoman Tingkah Laku No. KEP:099/CorSec/BoC-BoD/XII/2022.TRIM. Sehubungan dengan diberlakukannya POJK No.12 Tahun 2024 tentang Penerapan Strategi Anti-fraud bagi Lembaga Jasa Keuangan, Perseroan sedang menyesuaikan penerapan strategi Anti-fraud sesuai dengan ketentuan POJK tersebut.<br><br>Link: https://www.trimegah.com/id/site/corporate_governance/kode-etik- | |
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Perseroan memiliki kebijakan komunikasi dengan Pemegang Saham dan investor. Dalam hal ini, Sekretaris Perusahaan yang merangkap sebagai Investor Relations Perseroan bertugas membina hubungan dan komunikasi dengan Pemegang Saham dan investor. Lingkup komunikasi yang dimaksud, antara lain melalui RUPS, paparan publik, situs web Perseroan, siaran pers, laporan tahunan, dan e-mail.<br><br>Link: https://www.trimegah.com/id/site/corporate-governance/kebijakan-kebijakan | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |
| Kebijakan mengenai Pencegahan konflik kepentingan telah diatur dalam Kode Etik dan Pedoman Tingkah Laku Perseroan yang telah disahkan dengan Surat Keputusan Direksi & Dewan Komisaris PT Trimegah Sekuritas Indonesia Tbk dan PT Trimegah Asset Management No. Kep: 099/CorSec/BoC-BoD/ XII/2022. T R I<br>M<br>Link: https://www.trimegah.com/id/site/corporate_governance/kode-etik- | |

**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 | 12-12-266-266 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | - |
| | E-03 | Konsumsi Energi Listrik | 12-12-266-266 |
| | E-04 | Konsumsi Air | 267 |
| | E-05 | Limbah yang Dihasilkan | 268 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | - |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | - |
| Sosial | S-01 | Kesetaraan Gender | 63 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 63 |
| | S-03 | Tingkat Pergantian Pegawai | 104 |
| | S-04 | Jumlah Pegawai Sementara | 64 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 102-103 |
| | S-06 | Jumlah Kecelakaan Kerja | - |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 104 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 272 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 104 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 270 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 271-272 |
| | S-12 | Pencegahan Konflik Kepentingan | 275-277 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 158-158-168-168 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 159-159-168-168 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | - |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 172-173 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 160-160-170-170 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | - |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 231-231-234-234 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 211-212 |
| | G-09 | Pencegahan Konflik Kepentingan | 231 |

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

SEOJK 16/SEOJK.04/2021 dan POJK 51/POJK.03/2017

Assurance dan validasi pihak ketiga

[X] Ya

| Nama pihak ketiga | Lingkup pekerjaan |
|---|---|
| | |

Demikian untuk diketahui.

Hormat Kami,

**PT Trimegah Sekuritas Indonesia Tbk**

Nindya Kumala Dewi

Corporate Secretary

PT Trimegah Sekuritas Indonesia Tbk

Gedung Artha Graha Lt. 18 & 19, Jl. Jend. Sudirman Kav. 52-53 Jakarta 12190

Telepon : +62-21 2924 9088, Fax : +62-21 2924 9150, www.trimegah.com

| | |
|---|---|
| Nama Pengirim | Nindya Kumala Dewi |
| Jabatan | Corporate Secretary |
| Tanggal dan Waktu | 30-04-2025 19:24 |
| Lampiran | 1. TRM-ARSR2024_V10(Smallest).pdf |

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| | |
|---|---|
| Letter / Announcement No. | 050/CorSec/NKD/IV/2025.TRIM |
| Issuer Name | PT Trimegah Sekuritas Indonesia Tbk |
| Issuer Code | TRIM |
| Attachment | 1 |
| 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 https://www.trimegah.com/id/site/investor_relation/laporan-tahunan at 30 April 2025

Is the Company listed on another Stock Exchange? (No)

**A. Environmental Performance**

The Company submits its Annual Sustainability and ESG Report:

| **E-01 Greenhouse Gas (GHG) Emission Report** | |
|---|---|
| Consolidated GHG Emission Report? | Yes |
| Organizational Boundaries | Operasional/Finansial |
| Any subsidiaries that are not included in the report? | No |

| 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 | 109 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 109 |
| **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) | 109 |
| Total GHG Emissions (Scope 1, 2 and 3) | 109 |
| 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) | 125.316 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 125.316 |
| **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. | |
| N / A | |

| **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

N/A

**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 | 36 | 14.88 % | 46 | 19.01 % |
| Mid-level | 53 | 21.9 % | 55 | 22.73 % |
| Senior-level | 37 | 15.29 % | 9 | 3.72 % |
| Executive-level | 4 | 1.65 % | 2 | 14.88 % |
| Total Pegawai | 130 | 53.72 % | 112 | 46.28 % |

**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 | 12 | 14 | 3 | 4 | 0 | 0 | 0 | 0 | 33 |
| 25-35 | 11 | 22 | 28 | 31 | 11 | 3 | 0 | 0 | 106 |
| 35-45 | 9 | 9 | 17 | 2 | 14 | 2 | 2 | 1 | 72 |
| 45-55 | 4 | 1 | 5 | 2 | 12 | 4 | 1 | 1 | 30 |
| >55 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 34 Employees | 14 % |
| Number of newly appointed Employees | 39 Employees | 16 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 42 Employees | 17 % |

**S-05 Employee Training and Development**

| Average training hour per employee (in reporting year) | Total employee attending company training program | Percentage of employee attending company training program (%) |
|---|---|---|
| 10,2 hours/employee | 177 | 73 % |

**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 |
| **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 | 2 | 0 | 1 |
| Directors | 0 | 3 | 0 | 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 | 46 | 89 % |
| Comissioner Attendance to Board Meetings | 6 | 100 % |

Other governmental-related policy

| | |
|---|---|
| **G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?** | No |
| N / A | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| The Board of Commissioners conducts a self-assessment once a year. Performance evaluation of the Board of Commissioners is carried out based on agreed benchmarks and then evaluated by the Board of Commissioners through meetings based on recommendations from the Nomination and Remuneration Committee. The result of the performance evaluation of members of the Board of Commissioners is one of the considerations for the Nomination and Remuneration Committee to provide recommendations for reappointing members of the Board of Commissioners and an input to improve the performance of the Board of Commissioners.<br><br>The Company evaluates the performance of the Board of Directors, both collegially and individually (self-assessment) on the achievement compared to the targets according to the duties and responsibilities of each member of the Board of Directors. Performance evaluation of the Board of Directors also considers the Company risk management, and compliance to the prevailing laws and regulations. The result of the performance evaluation of the Board of Directors is one of the considerations for the Nomination and Remuneration Committee in providing recommendations to the Board of Commissioners to reappoint the Board of Directors and to prepare remuneration structure. | |
| **G-05 Does the company has a policy regarding board training and development?** | Yes |
| As part of the Board of Directors duties and responsibilities implementation, all of the Board of Commissioners and Directors members also continue to carry out competency development through various training activities, seminars, workshops and other competency development activities. | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |
| Special criteria for the selection of the Company's Board of Directors and Board of Commissioners refer to OJK Regulation No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies and OJK Regulation No. 57/POJK.04/2017 concerning the Implementation of Corporate Governance of Securities Companies Conducting Business Activities as Underwriters and Broker-Dealer and adjusted based on the Company's needs. | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| The Company's commitment to presenting a healthy and ethical workplace is set forth in the Code of Conduct which has been ratified with the Decree of the Board of Directors & Board of Commissioners of PT Trimegah Sekuritas Indonesia Tbk and PT Trimegah Asset Management No. Kep: 099/CorSec/BoC-BoD/XII/2022.TRIM effective December 14, 2022. The Code of Conduct functions as a guideline for the management and employees. | |

The Company already has Anti-corruption policy which has been ratified through the Board of Directors Circular Letter PT Trimegah Sekuritas Indonesia Tbk No. 001/DIR-SE/IA/VIII/2016.TRIM which was later updated and refers to the Procedures Complaints of violations of the implementation of the Code of Ethics and Code of Conduct No. KEP:099/CorSec/BoCBoD/XII/2022.TRIM. With the implementation of POJK No. 12 Year 2024 concerning the Implementation of Anti-fraud Strategies for Financial Services Institutions, the Company is currently adjusting the implementation of Anti-fraud strategies in accordance with the provisions of the POJK.

Link: https://www.trimegah.com/en/site/corporate_governance/code-of-conduct

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

The Company has a communication policy with Shareholders and investors. For this matter, the Corporate Secretary who also serves as the Company's Investor Relations is in charge of fostering relationships and communication with Shareholders and investors. The scope of communication in question includes, among others, the GMS, public expose, the Company's website, press releases, annual reports, and e-mails.

Link: https://www.trimegah.com/en/site/corporate_governance/policies

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

The policy regarding the prevention conflicts of interest has been regulated in the Company's Code of Ethics and Conduct Guidelines which has been ratified with the Decree of the Board of Directors & Board of Commissioners of PT Trimegah Sekuritas Indonesia Tbk and PT Trimegah Asset Management No. Kep: 099/CorSec/BoC-BoD/XII/2022.TRIM

Link: https://www.trimegah.com/en/site/corporate_governance/code-of-conduct

**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 | 12-12-266-266 |
| | E-02 | Greenhouse Gas Emission Intensity | - |
| | E-03 | Electricity Consumption | 12-12-266-266 |
| | E-04 | Water Consumption | 267 |
| | E-05 | Waste Generated | 268 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | - |
| | E-07 | Company Commitment to Reduce Emission | - |
| Social | S-01 | Gender Equality | 63 |
| | S-02 | Employees by Gender and Age Group | 63 |
| | S-03 | Employee Turnover Rate | 104 |
| | S-04 | Number of Temporary Officers | 64 |
| | S-05 | Employee Training and Development | 102-103 |
| | S-06 | Number of Work Accidents | - |
| | S-07 | Human Rights Violation Incidents | 104 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 272 |
| | S-09 | Policy on Human Rights | 104 |
| | S-10 | Child Labor and/or Forced Labor Policy | 270 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 271-272 |
| | S-12 | Corporate Social Responsibility | 275-277 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 158-158-168-168 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 159-159-168-168 |
| | G-03 | Chairman of the Board and CEO Separation Policy | - |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 172-173 |
| | G-05 | Board of Directors and Commissioners Training Policy | 160-160-170-170 |
| | G-06 | Special Criteria for Election of the Board | - |
| | G-07 | Code of Ethics and/or Anti-Corruption | 231-231-234-234 |
| | G-08 | Fair Treatment Policy for Shareholders | 211-212 |
| | G-09 | Conflict of Interest Prevention Policy | 231 |

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

SEOJK 16/SEOJK.04/2021 dan POJK 51/POJK.03/2017

Third-party assurance and/or validation

[X] Yes

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

Thus to be informed accordingly.

Respectfully,

**PT Trimegah Sekuritas Indonesia Tbk**

Nindya Kumala Dewi

Corporate Secretary

PT Trimegah Sekuritas Indonesia Tbk

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| | |
|---|---|
| Sender Name | Nindya Kumala Dewi |
| Function | Corporate Secretary |
| Date and Time | 30-04-2025 19:24 |
| Attachment | 1. TRM-ARSR2024_V10(Smallest).pdf |

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