Go To English Page

| | |
|---|---|
| Nomor Surat | 018/MDI-CORSEC/IV/ |
| Nama Perusahaan | PT Mark Dynamics Indonesia Tbk. |
| Kode Emiten | MARK |
| 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? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 24 April 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link http://www.markdynamicsindo.com/ pada tanggal 24 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 | 11.279,66 |
| 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)** | 112 |

| | |
|---|---|
| **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)** | 112 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 112 |
| 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) | 14.946.096 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 0 |
| | | Total konsumsi energi (kWh or J) | 14.946.096 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 6.345 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 84,76 |

| 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? | 2030 |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan. | |
| Perseroan saat ini belum menerapkan target Net Zero emission secara resmi. Namun Perseroan berkomitmen untuk terus bergerak menuju arah tersebut sebagai bagian dari kerangka keberlanjutan Perseroan.Komiitmen ini tercermin dalam upaya perbaikan sistem dengan pengumpulan data emisi serta pelaksaan berbagai inisiatif yang mendukung pengurangan dampak lingkungan secara bertahap.<br>Informasi mengenai keberlanjutan Perseroan tersedia pada Laporan Tahunan dan Keberlanjutan Perseroan tahun 2024, halaman137.<br>https://www.markdynamicsindo.com/annual | |

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

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Perseroan saat ini belum menerapkan target Net Zero emission secara resmi. Namun Perseroan berkomitmen untuk terus bergerak menuju arah tersebut sebagai bagian dari kerangka keberlanjutan Perseroan.Komiitmen ini tercermin dalam upaya perbaikan sistem dengan pengumpulan data emisi serta pelaksaan berbagai inisiatif yang mendukung pengurangan dampak lingkungan secara bertahap.
Informasi mengenai keberlanjutan Perseroan tersedia pada Laporan Tahunan dan Keberlanjutan Perseroan tahun 2024, halaman137.
https://www.markdynamicsindo.com/annual

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

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 1.245 | 56.59 % | 820 | 37.27 % |
| Mid-level | 63 | 2.86 % | 32 | 1.45 % |
| Senior-level | 19 | 0.86 % | 14 | 0.64 % |
| Executive-level | 5 | 0.23 % | 2 | 0.09 % |
| Total Pegawai | 1.332 | 60.55 % | 868 | 39.45 % |

**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 | 725 | 421 | 18 | 5 | 1 | 0 | 0 | 0 | 1.170 |
| 25-35 | 356 | 267 | 32 | 22 | 4 | 4 | 1 | 0 | 686 |
| 35-45 | 113 | 92 | 13 | 5 | 12 | 8 | 1 | 1 | 245 |
| 45-55 | 48 | 40 | 0 | 0 | 1 | 2 | 1 | 1 | 93 |
| >55 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 6 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 104 Pegawai | 4,7 % |
| Jumlah Pegawai Baru/pengganti | 363 Pegawai | 16,5 % |

**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 (%) |
|---|---|---|
| 2 jam/pegawai | 1.134 | 51,5 % |

**S-06 Jumlah Kecelakaan Kerja**

| Frekuensi kecelakaan kerja dari total pegawai | Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%) |
|---|---|
| 0,009 | 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 |
| Perseroan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi yang diakomodasi melalui sistem pelaporan pelanggaran (whistleblowing system). Melalui system ini, karyawan dapat melaporkan tindakan yang tidak etis, termasuk pelecehan dan diskriminasi secara aman dan rahasia. Mekanisme pelaporan pelanggaran terseria pada Laporan Tahunan dan Keberlanjutan Perseroan Tahun 2024, halaman 134. https://www.markdynamicsindo.com/annual | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Ya |
| Perseroan memiliki kebijakan mengenai Hak Asasi Manusia (HAM) yang termuat dalam Aspek Ketenagakerjaan . Detail-detail mengenai aspek ketenagakerjaan tersedia pada Laporan Tahunan dan Keberlanjutan Perseroan Tahun 2024, halaman 148. https://www.markdynamicsindo.com/annual | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Perseroan memiliki kebijakan mengenai Pekerja dan/atau Pekerja Paksa yang termuat dalam Aspek Ketenagakerjaan . Detail-detail mengenai aspek ketenagakerjaan tersedia pada Laporan Tahunan dan Keberlanjutan Perseroan Tahun 2024, halaman 148. https://www.markdynamicsindo.com/annual | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Perseroan memiliki kebijakan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan. Keterangan mengenai kebijakan ini termuat dalam Lingkungan Kerja yang Aman Menuju Produktivitas Berkelanjutan pada Laporan Tahunan dan | |

| |
|---|
| Keberlanjutan Perseroan Tahun 2024, halaman 150.<br>https://www.markdynamicsindo.com/annual |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| Perseroan memiliki aktivitas CSR yang dapat dilihat pada laporan Sustainability Report atau Laporan Keberlanjutan Tahun 2024.<br>https://www.markdynamicsindo.com/annual | |

**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 | 1 | 0 | 1 |
| Direksi | 0 | 3 | 1 | 1 |

**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 | 83,2 % |
| 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 |
| Perseroan tidak memiliki kebijakan mengenai pemisahan Charmain of Board dan CEO | |
| **G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris** | Ya |
| Kinerja dan efektivitas kerja Dewan Komisaris dan Direksi dievaluasi melalui Laporan Tahunan yang ditunjukkan pada saat RUPS. Dewan Komisaris dan Direksi juga melakukan penilaian sendiri atau self-assessment berdasarkan kriteria tertentu yang berhubungan dengan tugas dan tanggung jawab masing-masing.<br>Kebijakan ini tercantum pada Laporan Tahunan dan Keberlanjutan Tahun 2024, halaman 95-107<br>https://www.markdynamicsindo.com/annual | |
| **G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris** | Ya |
| Perseroan senantiasa berinvestasi dan mendukung pengembangan karir Dewan Komisaris dan Direksi dengan mendorong partisipasi aktif dalam program pendidikan dan pelatihan yang relevan dengan perubahan arah bisnis.<br>https://www.markdynamicsindo.com/annual | |
| **G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris** | Ya |

| | |
|---|---|
| Kriteria khusus untuk pemilihan anggota Komisaris dan Direksi sebagaimana diatur dalam Anggaran Dasar Perseroan mencakup integritas pribadi yang tinggi, kecakapan hukum, serta rekam jejak professional yang bersih dari kebangkrutan dan tindak pidana di sektor keuangan atau yang merugikan keuangan negara. Selain itu, harus mematuhi ketentuan rangkap jabatan, memiliki komitmen terhadap kepatuhan hukum, serta menguasai pengetahuan atau keahlian yang relevan untuk menjalankan peran secara efektif di Perseroan. | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| Perseroan memiliki kebijakan mengenai kode etik dan/atau anti korupsi. Selain itu, Perseroan juga memiliki whistleblowing system sebagai sarana pelaporan pelanggaran. Kebijakan ini dapat dilihat pada Laporan Tahunan dan Keberlanjutan Thaun 2024, halaman 133-136<br>https://www.markdynamicsindo.com/annual | |
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Perseroan memiliki kebijakan mengenai perlakuan adil terhadap pemegang saham melalui prinsip transparansi, kesetaraan dan akuntanbilitas yang merupakan bagian dari Tata Kelola Perusahaan yang Baik (GCG). Hal ini tercermin dalam pemberian informasi yang relevan dan tepat waktu serta kesempatan yang setara dalam pengambilan keputusan. Rapat Umum Pemegang Saham (RUPS) sebagai forum tertinggi dalam tata kelola perusahaan memberikan ruang bagi para pemegang saham untuk menyampaikan pendapat, memberikan persetujuan atau mengambil keputusan terkait kebijakan strategis perusahaan, sesuai dengan hak dan proporsi kepemilikan saham masing-masing. Informasi mengenai Tata Kelola Perusahaan dapat ditemukan pada Bab 5 Laporan Tahunan dan Keberlanjutan Perseroan<br>https://www.markdynamicsindo.com/annual | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Tidak |
| Perseroan memiliki kebijakan yang mewajibkan Komisaris dan Direksi untuk mencegah adanya konflik kepentingan dalam pelaksanaan tugas masing-masing dengan cara terus menerapkan Tata Kelola Perusahaan yang Baik Good Corporate Governance (GCG) | |

**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 | 142 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | - |
| | E-03 | Konsumsi Energi Listrik | 142 |
| | E-04 | Konsumsi Air | 142 |
| | E-05 | Limbah yang Dihasilkan | 162 |
| | 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 | 148 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 52 |
| | S-03 | Tingkat Pergantian Pegawai | 52 |
| | S-04 | Jumlah Pegawai Sementara | 52 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 53 |
| | S-06 | Jumlah Kecelakaan Kerja | 152 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 148 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 134 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 148 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 148 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 150 |
| | S-12 | Pencegahan Konflik Kepentingan | 155 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 101 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 98-106 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | - |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 95-107 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 95-107 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 95-107 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 133-136 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 78 |
| | G-09 | Pencegahan Konflik Kepentingan | 95-107 |

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 16/2021 dan POJK 51

Assurance dan validasi pihak ketiga

[X] Ya

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

Demikian untuk diketahui.

Hormat Kami,

**PT Mark Dynamics Indonesia Tbk.**

Ridwan

Presiden Direktur

PT Mark Dynamics Indonesia Tbk.

Jl. Pelita Barat No.2, Kawasan Industri Medan Star

Telepon : (6261) 794 0715, Fax : (6261) 794 0747, www.dynamicsgroup.co.id

| | |
|---|---|
| Nama Pengirim | Ridwan |
| Jabatan | Presiden Direktur |
| Tanggal dan Waktu | 24-04-2025 23:22 |
| Lampiran | 1. 018.pdf |

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

| | |
|---|---|
| Letter / Announcement No. | 018/MDI-CORSEC/IV/ |
| Issuer Name | PT Mark Dynamics Indonesia Tbk. |
| Issuer Code | MARK |
| 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? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 24 April 2025

The information referred above has been published on the Company's website http://www.markdynamicsindo.com/ at 24 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 | 11.279,66 |
| 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) | 112 |
| **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) | 112 |
| Total GHG Emissions (Scope 1, 2 and 3) | 112 |
| 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) | 14.946.096 |
| | | Total amount of energy indirectly consumed (kWh or J) | 0 |
| | | Total energy consumption (kWh or J) | 14.946.096 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 6.345 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 84,76 |

| **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? | 2030 |
| Please provide a brief description and a link to documentation explaining the Company’s commitment in achieving net zero emission target. | |
| The Company has not yet officially implemented the Net Zero emission target. However, the Company is committed to continuing to move towards this direction as part of the Company's sustainability framework. This commitment is reflected in efforts to improve the system by collecting emission data and implementing various initiatives that support gradual environmental impact reduction.<br>Information on the Company's sustainability is available in the Company's 2024 Annual and Sustainability Report, page 137.<br>https://www.markdynamicsindo.com/annual | |

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

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

The Company has not yet officially implemented the Net Zero emission target. However, the Company is committed to continuing to move towards this direction as part of the Company's sustainability framework. This commitment is reflected in efforts to improve the system by collecting emission data and implementing various initiatives that support gradual environmental impact reduction.
Information on the Company's sustainability is available in the Company's 2024 Annual and Sustainability Report, page 137.
https://www.markdynamicsindo.com/annual

**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 | 1.245 | 56.59 % | 820 | 37.27 % |
| Mid-level | 63 | 2.86 % | 32 | 1.45 % |
| Senior-level | 19 | 0.86 % | 14 | 0.64 % |
| Executive-level | 5 | 0.23 % | 2 | 0.09 % |
| Total Pegawai | 1.332 | 60.55 % | 868 | 39.45 % |

**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 | 725 | 421 | 18 | 5 | 1 | 0 | 0 | 0 | 1.170 |
| 25-35 | 356 | 267 | 32 | 22 | 4 | 4 | 1 | 0 | 686 |
| 35-45 | 113 | 92 | 13 | 0 | 12 | 8 | 1 | 1 | 245 |
| 45-55 | 48 | 40 | 0 | 0 | 1 | 2 | 1 | 1 | 93 |
| >55 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 6 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 104 Employees | 4,7 % |
| Number of newly appointed Employees | 363 Employees | 16,5 % |

**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 (%) |
|---|---|---|
| 2 hours/employee | 1.134 | 51,5 % |

**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 (%) |
|---|---|
| 0,009 | 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 | 1 | 0 | 1 |
| Directors | 0 | 3 | 1 | 1 |

**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 | 83,2 % |
| 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 |
| The Company does not have a policy regarding the separation of Charmain of Board and CEO | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| The performance and effectiveness of the work of the Board of Commissioners and the Board of Directors are evaluated through the Annual Report presented at the GMS. The Board of Commissioners and the Board of Directors also conduct self-assessments based on certain criteria related to their respective duties and responsibilities. This policy is stated in the 2024 Annual and Sustainability Report, pages 95-107<br>https://www.markdynamicsindo.com/annual | |
| **G-05 Does the company has a policy regarding board training and development?** | Yes |
| The Company continues to invest and support the career development of the Board of Commissioners and Directors by encouraging active participation in education and training programs that are relevant to changes in business direction.<br>https://www.markdynamicsindo.com/annual | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |
| Specific criteria for the selection of members of the Board of Commissioners and Board of Directors as stipulated in the Company's Articles of Association include high personal integrity, legal competence, and a clean professional track record free from bankruptcy and criminal acts in the financial sector or that are detrimental to state finances. In addition, they must comply with the provisions on dual positions, have a commitment to legal compliance, and master relevant knowledge or expertise to carry out their roles effectively in the Company. | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| The Company has a policy regarding the code of ethics and/or anti-corruption. In addition, the Company also has a whistleblowing system as a means of reporting violations. This policy can be seen in the Annual and Sustainability Report for 2024, pages 133-136<br>https://www.markdynamicsindo.com/annual | |

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

796 / 5,000
The Company has a policy regarding fair treatment of shareholders through the principles of transparency, equality and accountability which are part of Good Corporate Governance (GCG). This is reflected in the provision of relevant and timely information and equal opportunities in decision-making. The General Meeting of Shareholders (GMS) as the highest forum in corporate governance provides space for shareholders to express opinions, give approval or make decisions related to the company's strategic policies, in accordance with the rights and proportion of their respective share ownership. Information on Corporate Governance can be found in Chapter 5 of the Company's Annual and Sustainability Report https://www.markdynamicsindo.com/annual

| | |
|---|---|
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | No |

The Company has a policy that requires Commissioners and Directors to prevent any conflicts of interest in carrying out their respective duties by continuing to implement Good Corporate Governance (GCG).

**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 | 142 |
| | E-02 | Greenhouse Gas Emission Intensity | - |
| | E-03 | Electricity Consumption | 142 |
| | E-04 | Water Consumption | 142 |
| | E-05 | Waste Generated | 162 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | - |
| | E-07 | Company Commitment to Reduce Emission | - |
| Social | S-01 | Gender Equality | 148 |
| | S-02 | Employees by Gender and Age Group | 52 |
| | S-03 | Employee Turnover Rate | 52 |
| | S-04 | Number of Temporary Officers | 52 |
| | S-05 | Employee Training and Development | 53 |
| | S-06 | Number of Work Accidents | 152 |
| | S-07 | Human Rights Violation Incidents | 148 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 134 |
| | S-09 | Policy on Human Rights | 148 |
| | S-10 | Child Labor and/or Forced Labor Policy | 148 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 150 |
| | S-12 | Corporate Social Responsibility | 155 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 101 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 98-106 |
| | G-03 | Chairman of the Board and CEO Separation Policy | - |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 95-107 |
| | G-05 | Board of Directors and Commissioners Training Policy | 95-107 |
| | G-06 | Special Criteria for Election of the Board | 95-107 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 133-136 |
| | G-08 | Fair Treatment Policy for Shareholders | 78 |
| | G-09 | Conflict of Interest Prevention Policy | 95-107 |

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 16/2021 dan POJK 51

Third-party assurance and/or validation

[X] Yes

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

Thus to be informed accordingly.

Respectfully,

**PT Mark Dynamics Indonesia Tbk.**

Ridwan

Presiden Direktur

PT Mark Dynamics Indonesia Tbk.

Jl. Pelita Barat No.2, Kawasan Industri Medan Star

Phone : (6261) 794 0715, Fax : (6261) 794 0747, www.dynamicsgroup.co.id

| | |
|---|---|
| Sender Name | Ridwan |
| Function | Presiden Direktur |
| Date and Time | 24-04-2025 23:22 |
| Attachment | 1. 018.pdf |

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