Go To English Page

Nomor Surat	037/MS-Dir/CS/IV/2025
Nama Perusahaan	PT Murni Sadar Tbk
Kode Emiten	MTMH
Lampiran	4
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 30 Mei 2024

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.rsmurniteguh.com/ pada tanggal 30 Mei 2024

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

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

Mohon Jelaskan:

Laporan Tahunan dan Keberlanjutan PT Murni Sadar Tbk mengikutsertakan anak perusahaan dan rumah sakit dibawah naungan PT Murni Sadar Tbk, yaitu PT Medikarya Aminah Utama, PT Sahid Sahirman Memorial Hospital, PT RSIA Rosiva, PT Murni Sadar Kasih Abadi, PT Horas Insani Abadi, PT Global Genetika Indonesia, dan PT Riau Sarana Medika

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	56,03
Emisi langsung dari pembakaran bergerak	180,79
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)	236,82
Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	5.778,33
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	236,82
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)	6.015,15
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	6.015,15
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	34.669.990.000.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	34.669.990.000.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	141.132
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	273,64

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.	
Perusahaan saat ini belum memiliki komitmen untuk pencapaian target net zero saat ini. Namun Perusahaan telah menerapkan pengurangan dampak emisi yang ditimbulkan dari operasional perusahaan	

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:

Perusahaan saat ini belum memiliki komitmen untuk pencapaian target net zero saat ini. Namun Perusahaan telah menerapkan pengurangan dampak emisi yang ditimbulkan dari operasional perusahaan

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	1.029	62.44 %	2.407	14.56 %
Mid-level	81	4.92 %	197	11.95 %
Senior-level	31	1.88 %	54	3.28 %
Executive-level	15	0.91 %	11	0.06 %
Total Pegawai	1.156	70.15 %	2.669	29.85 %

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	198	707	2	4	0	1	0	0	912
25-35	433	1.130	26	66	4	19	2	0	1.684
35-45	246	335	39	86	18	19	5	1	749
45-55	98	157	17	34	6	9	3	5	329
>55	70	58	3	7	2	5	5	5	155

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	659 Pegawai	44 %
Jumlah Pegawai Baru/pengganti	845 Pegawai	56 %

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	231 Pegawai	7 %

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 (%)
2,6 jam/pegawai	3.825	100 %

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
Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Tidak
Perusahaan belum memiliki kebijakan mengenai hak asasi manusia.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perusahaan telah memiliki kebijakan mengenai hak asasi manusia.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Perusahaan telah memiliki aktivitas CSR dengan organisasi nirlaba seperti Yayasan Peduli Kemanusiaan (YPK) Bali berupa pemeriksaan kesehatan telinga hidung tenggorokan bertempat di SDN 3 Tuban, Kab. Badung-Bali	

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	1	1
Direksi	0	3	1	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	3	100 %
Jumlah kehadiran komisaris ke rapat dewan	3	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Tidak
Perusahaan tidak memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Perseroan memiliki kebijakan penilaian dewan direksi dan komisaris yang ditelah dituangkan dalam Pedoman Kerja Dewan Komisaris dan Direksi. dan telah dipublikasikan pada website Perseroan (https: //www.rsmurniteguh.com/)	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Tidak
Perusahaan tidak memiliki kebijakan mengenai pelatihan Dewan Direksi dan Komisaris, namun Direksi dan Dewan Komisaris tetap mengikuti beberapa pelatihan yang diadakan oleh Lembaga-lembaga tertentu untuk peningkatan kompetensi, sehingga Direksi dan Dewan Komisaris dapat meningkatkan kinerjanya.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Perusahaan melalui Rapat Umum Pemegang Saham (RUPS) mengangkat dan memberhentikan Dewan Komisaris dan Direksi, dengan mempertimbangkan penilaian dan rekomendasi dari Komite Nominasi dan Remunerasi.	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perusahaan telah memiliki kebijakan mengenai kode etik dan/atau anti-korupsi dan telah dipublikasikan pada website Perseroan (https://www.rsmurniteguh.com/)	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perusahaan memiliki kebijakan mengenai hak-hak pemegang Saham yang telah dipublikasikan pada website Perseroan (https://www.rsmurniteguh.com/)	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Tidak
Perusahaan tidak memiliki kebijakan mengenai kewajiban direksi/Dewan Komisaris untuk mencegah adanya konflik 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	136
	E-02	Intensitas Emisi Gas Rumah Kaca	136
	E-03	Konsumsi Energi Listrik	127
	E-04	Konsumsi Air	127
	E-05	Limbah yang Dihasilkan	128
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	137
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	137
Sosial	S-01	Kesetaraan Gender	138
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	58
	S-03	Tingkat Pergantian Pegawai	58
	S-04	Jumlah Pegawai Sementara	58
	S-05	Pelatihan dan Pengembangan Pegawai	59
	S-06	Jumlah Kecelakaan Kerja	58
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	115
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	115
	S-09	Kebijakan Mengenai Hak Asasi Manusia	115
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	139
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	139
	S-12	Pencegahan Konflik Kepentingan	140

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	121
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	92
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	0
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	94
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	92
	G-06	Kriteria Khusus Pemilihan Dewan	94
	G-07	Kode Etik dan/atau Anti-Korupsi	115
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	0
	G-09	Pencegahan Konflik Kepentingan	0

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

☐ Ya ☒ Tidak

Assurance dan validasi pihak ketiga

☒ Tidak

Nama pihak ketiga	Lingkup pekerjaan

Demikian untuk diketahui.

Hormat Kami,

PT Murni Sadar Tbk

Clement Zichri Ang

Direktur

PT Murni Sadar Tbk

Jl. Jawa No, 2, LK II, Gg. Buntu, Medan Timur, Kota Medan

Telepon : (+62) 61 8050 1888, Fax : (+62) 61 8050 1800, www.rsmurniteguh.com

Nama Pengirim	Clement Zichri Ang
Jabatan	Direktur
Tanggal dan Waktu	29-04-2025 17:13
Lampiran	1. Surat Pelaporan ARSR.pdf
	2. Murni Sadar - ARSR 2024 lowres.pdf
	3. 1_Surat Pelaporan ARSR.pdf
	4. 1_Murni Sadar - ARSR 2024 lowres.pdf

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Go To Indonesian Page

Letter / Announcement No.	037/MS-Dir/CS/IV/2025
Issuer Name	PT Murni Sadar Tbk
Issuer Code	MTMH
Attachment	4
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 30 Mei 2024

The information referred above has been published on the Company's website https://www.rsmurniteguh.com/ at 30 Mei 2024

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

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	Yes
Please Explain: Laporan Tahunan dan Keberlanjutan PT Murni Sadar Tbk mengikutsertakan anak perusahaan dan rumah sakit dibawah naungan PT Murni Sadar Tbk, yaitu PT Medikarya Aminah Utama, PT Sahid Sahirman Memorial Hospital, PT RSIA Rosiva, PT Murni Sadar Kasih Abadi, PT Horas Insani Abadi, PT Global Genetika Indonesia, dan PT Riau Sarana Medika	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	56,03
Direct emissions from mobile combustion	180,79
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)	236,82

Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	5.778,33
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	236,82
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)	6.015,15
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)	6.015,15
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	34.669.990.000.000
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	34.669.990.000.000
E-04	**Water Consumption**	Total water consumed (m3)	141.132
E-05	**Waste Generation**	Total waste generated (ton)	273,64

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.	
The company currently has no commitment to achieve the current net zero target. However, the company has implemented a reduction in the impact of emissions caused by the company's operations.	

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

The Company has taken steps to reduce their emission impact by the end of 2024. This is realized by using vehicles with more efficient fuel consumption and ensuring that the ambulances used have controlled exhaust emissions. In addition, other efforts made are through routine maintenance of operational vehicles to maintain vehicle performance and periodic replacement of units if they are considered unfit for use.

Meanwhile, in terms of electricity, the Company minimizes emissions by ensuring that electrical energy is used wisely in operations. In addition, the Company also strives to use energy-efficient and high-quality electronic devices so that they can encourage a reduction in the level of emission intensity from electricity sources.

The Company also reduces emissions generated from hospital waste by: Carrying out digital innovations that encourage the use of paper and gradually reduce the use of plastic bags.

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	1.029	62.44 %	2.407	14.56 %
Mid-level	81	4.92 %	197	11.95 %
Senior-level	31	1.88 %	54	3.28 %
Executive-level	15	0.91 %	11	0.06 %
Total Pegawai	1.156	70.15 %	2.669	29.85 %

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	198	707	2	4	0	1	0	0	912
25-35	433	1.130	26	66	4	19	2	0	1.684
35-45	246	335	39	34	18	19	5	1	749
45-55	98	157	17	34	6	9	3	5	329
>55	70	58	3	7	2	5	5	5	155

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	659 Employees	44 %
Number of newly appointed Employees	845 Employees	56 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	231 Employees	7 %

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 (%)
2,6 hours/employee	3.825	100 %

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
The Company has policies regarding sexual disclosure and/or non-discrimination.	
S-09 Does the company has a policy regarding human rights?	No
The company does not yet have a policy regarding human rights.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The company has a policy regarding human rights.	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
The company has a company policy regarding occupational health and safety and a safe and decent working environment provided to all employees.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
The company has had CSR activities with non-profit organizations such as the Bali Humanitarian Care Foundation (YPK) in the form of ear, nose and throat health checks at SDN 3 Tuban, Badung Regency-Bali.	

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	1	1
Directors	0	3	1	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	3	100 %
Comissioner Attendance to Board Meetings	3	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 clarification of the Chairman of the Board and CEO.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company has a policy for assessing the board of directors and commissioners which has been stated in the Board of Commissioners and Directors Work Guidelines. and has been published on the Company's website (https://www.rsmurniteguh.com/)	
G-05 Does the company has a policy regarding board training and development?	No
The Company does not have a policy regarding training for the Board of Directors and Commissioners, however, the Board of Directors and Board of Commissioners still attend several training sessions held by certain institutions to improve their competence, so that the Board of Directors and Board of Commissioners can improve their performance.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company through the General Meeting of Shareholders (GMS) appoints and dismisses the Board of Commissioners and Directors, taking into account the assessment and recommendations of the Nomination and Remuneration Committee.	
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 and has been published on the Company's website (https://www.rsmurniteguh.com/)	

G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company has a policy regarding the rights of Shareholders which has been published on the Company's website (https://www.rsmurniteguh.com/)	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	No
The Company does not have a policy regarding the obligations of the Board of Directors/Board of Commissioners to prevent conflicts of interest.	

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	136
	E-02	Greenhouse Gas Emission Intensity	136
	E-03	Electricity Consumption	127
	E-04	Water Consumption	127
	E-05	Waste Generated	128
	E-06	Company Commitment to Achieving Net Zero Emission Target	137
	E-07	Company Commitment to Reduce Emission	137
Social	S-01	Gender Equality	138
	S-02	Employees by Gender and Age Group	58
	S-03	Employee Turnover Rate	58
	S-04	Number of Temporary Officers	58
	S-05	Employee Training and Development	59
	S-06	Number of Work Accidents	58
	S-07	Human Rights Violation Incidents	115
	S-08	Sexual Harassment and/or Non-Discrimination Policy	115
	S-09	Policy on Human Rights	115
	S-10	Child Labor and/or Forced Labor Policy	139
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	139
	S-12	Corporate Social Responsibility	140

Governance	G-01	Management Diversity and Independence	121
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	92
	G-03	Chairman of the Board and CEO Separation Policy	0
	G-04	Board of Directors and Commissioners Assessment Policy	94
	G-05	Board of Directors and Commissioners Training Policy	92
	G-06	Special Criteria for Election of the Board	94
	G-07	Code of Ethics and/or Anti-Corruption	115
	G-08	Fair Treatment Policy for Shareholders	0
	G-09	Conflict of Interest Prevention Policy	0

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

☐ Yes ☒ No

null

Third-party assurance and/or validation

☒ No

Name of third-party service provider	Scope of Work

Thus to be informed accordingly.

Respectfully,

PT Murni Sadar Tbk

Clement Zichri Ang

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	3. 1_Surat Pelaporan ARSR.pdf
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