Go To English Page

Nomor Surat	058B/SMMA/IV/2025
Nama Perusahaan	PT Sinar Mas Multiartha Tbk
Kode Emiten	SMMA
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Desember 2024 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 28 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.smma.co.id 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?	Tidak
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Ya
Mohon Jelaskan: 3 entitas anak	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	9.024
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)	9.024

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	14,01
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	14,01
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)	9.038,01
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	0,00047
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	5.263.040
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	5.263.040
E-04	**Konsumsi Air**	Total konsumsi air (m3)	18.203
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	15,84

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.	
Perseroan berkomitmen untuk mencapai net zero emission melalui pengendalian emisi operasional, investasi berkelanjutan, dan pengembangan produk ramah lingkungan. Upaya ini mencakup efisiensi energi, pemanfaatan teknologi digital, serta penerapan prinsip ESG dalam investasi. Selain itu, Perseroan mendukung ekonomi rendah karbon dengan menyediakan produk asuransi berkelanjutan dan insentif bagi nasabah.	

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:

Perseroan berkomitmen untuk mencapai net zero emission melalui pengendalian emisi operasional, investasi berkelanjutan, dan pengembangan produk ramah lingkungan. Upaya ini mencakup efisiensi energi, pemanfaatan teknologi digital, serta penerapan prinsip ESG dalam investasi. Selain itu, Perseroan mendukung ekonomi rendah karbon dengan menyediakan produk asuransi berkelanjutan dan insentif bagi nasabah.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	20	39.22 %	12	23.53 %
Mid-level	2	3.92 %	0	0 %
Senior-level	5	9.8 %	3	5.88 %
Executive-level	7	13.73 %	2	3.92 %
Total Pegawai	34	66.67 %	17	33.33 %

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	2	0	0	0	0	0	0	5
25-35	13	10	2	0	1	1	0	0	27
35-45	0	0	0	0	2	0	1	0	3
45-55	4	0	0	0	2	2	1	2	11
>55	0	0	0	0	0	0	5	0	5

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	6 Pegawai	11,76 %
Jumlah Pegawai Baru/pengganti	2 Pegawai	3,92 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	0 Pegawai	0 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
40 jam/pegawai	938	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
Perseroan memperhatikan hak-hak karyawan perempuan sesuai dengan ketentuan yang berlaku, seperti pemberian cuti melahirkan selama 90 hari serta izin laktasi bagi ibu menyusui selama jam kerja. Untuk mendukung lingkungan kerja yang aman dan inklusif, Perseroan juga menegakkan sistem pelaporan pelanggaran secara efektif guna mencegah terjadinya pelecehan seksual maupun diskriminasi di tempat kerja.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perseroan dan Entitas Anak berkomitmen menghormati hak asasi manusia melalui penerapan prinsip kesetaraan dan keadilan tanpa diskriminasi atas dasar gender, ras, suku, agama, etnis, maupun pandangan politik, termasuk dalam pengembangan karier. Perseroan juga mendorong partisipasi aktif perempuan dalam posisi strategis.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan dan Entitas Anak menjalankan aktivitas bisnis dengan mematuhi peraturan dan kebijakan ketenagakerjaan yang berlaku. Komitmen ini diwujudkan melalui kebijakan yang melarang perekrutan tenaga kerja di bawah usia minimal 18 tahun. Selain itu, Perseroan memastikan tidak adanya praktik kerja paksa dengan menerapkan sistem kerja normal selama 40 jam per minggu.	
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 untuk memastikan lingkungan kerja yang aman dan layak bagi seluruh karyawan melalui penyediaan fasilitas keselamatan seperti APAR, tombol darurat, jalur evakuasi, dan kotak P3K. Selain itu, kesejahteraan karyawan juga diperhatikan melalui fasilitas BPJS Kesehatan serta program peningkatan kesadaran kesehatan seperti Health Talk dan Health Corner.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya

Perseroan melaksanakan kegiatan tanggung jawab sosial (CSR) yang dikelompokkan ke dalam tiga kategori utama, yaitu pendidikan, inklusi dan literasi keuangan, serta kesehatan. Selain itu, Perseroan bersama Entitas Anak secara rutin melakukan perbaikan sarana dan prasarana sosial sebagai bentuk dukungan terhadap penyediaan fasilitas yang layak bagi masyarakat. Kegiatan tersebut mencakup renovasi fasilitas ibadah, sekolah, sanitasi, serta infrastruktur sosial lainnya di sekitar wilayah operasional. Perseroan juga menyalurkan berbagai bentuk donasi, antara lain bantuan bagi korban bencana alam, penyerahan hewan kurban, serta penggalangan dana untuk wakaf Al-Quran.

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	4	0	2
Direksi	0	3	2	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	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	6	85 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya

Perseroan belum memiliki kebijakan spesifik terkait pemisahan peran Komisaris Utama dan Direktur Utama, namun struktur GCG yang diterapkan tetap mengacu pada prinsip check and balance. Pengawasan dilakukan melalui Dewan Komisaris yang dibantu oleh Komite Audit serta Komite Nominasi dan Remunerasi, sedangkan Direksi memastikan efektivitas operasional dengan dukungan Audit Internal dan Sekretaris Perusahaan.

G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya

Kinerja Dewan Komisaris dan Direksi dievaluasi melalui pemantauan Key Performance Indicator (KPI) yang dilakukan secara mandiri melalui mekanisme self-assessment.

G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya

Perseroan memiliki komitmen untuk memberikan seminar, pelatihan, serta pengembangan kompetensi lainnya, baik internal maupun eksternal untuk Dewan Komisaris dan Direksi. Hal ini dilakukan untuk memastikan Dewan Komisaris dan Direksi dapat menjalankan tugasnya secara efektif dan sejalan dengan dinamika bisnis terkini.

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya

Dengan merujuk pada Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, serta mempertimbangkan aspek kompetensi, pengalaman, dan integritas calon. Selain itu, keberagaman keterampilan, pemahaman terhadap tata kelola perusahaan, serta kesadaran akan isu keberlanjutan juga menjadi faktor yang diperhatikan dalam pemilihan Dewan Komisaris dan Direksi.

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya

Perseroan memiliki kebijakan mengenai Kode Etik yang di antaranya memuat aturan mengenai pedoman perilaku untuk memastikan seluruh karyawan menjalankan tugas dan tanggung jawab secara profesional, yang mencakup:

1 Tanggung Jawab kepada Perseroan
2 Tanggung Jawab kepada Tempat Kerja
3 Mewakili Perseroan dan Pihak Luar Lainnya
4 Kerahasiaan
5 Kegiatan Investasi
6 Kepatuhan pada Peraturan
.

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya

Perseroan telah memiliki Kode Etik dan Pedoman Tingkah Laku bagi seluruh insan Perseroan untuk mencegah terjadinya insider trading. Perseroan senantiasa menjunjung tinggi prinsip keterbukaan dan keadilan dalam pengelolaan informasi material. Seluruh pihak yang memiliki akses terhadap informasi yang bersifat material dan belum dipublikasikan, termasuk Direksi, Dewan Komisaris, dan karyawan tertentu, diimbau untuk tidak melakukan transaksi atas efek Perseroan hingga informasi tersebut disampaikan secara resmi kepada publik.

Perseroan berkomitmen untuk memastikan bahwa seluruh Pemegang Saham mendapatkan perlakuan yang setara, termasuk dalam hal akses terhadap informasi. Tindakan yang mengarah pada penyalahgunaan informasi orang dalam dianggap bertentangan dengan prinsip tata kelola yang baik dan dapat dikenai sanksi sesuai dengan peraturan perundang-undangan yang berlaku.

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya

Perseroan berkomitmen untuk menjalankan kegiatan usaha secara transparan dan profesional, dengan memastikan bahwa setiap keputusan yang diambil didasarkan pada kepentingan terbaik Perseroan dan Pemegang Saham. Perseroan juga mendorong keterbukaan dan akuntabilitas dalam transaksi bisnis guna memastikan bahwa seluruh kebijakan dan keputusan operasional tetap sejalan dengan peraturan yang berlaku serta tidak memberikan keuntungan pribadi secara tidak sah. Perseroan terus mengembangkan budaya kepatuhan terhadap praktik tata kelola yang berintegritas.

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	346
	E-02	Intensitas Emisi Gas Rumah Kaca	346
	E-03	Konsumsi Energi Listrik	344
	E-04	Konsumsi Air	345
	E-05	Limbah yang Dihasilkan	348
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	346
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	346
Sosial	S-01	Kesetaraan Gender	294
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	186
	S-03	Tingkat Pergantian Pegawai	188
	S-04	Jumlah Pegawai Sementara	188
	S-05	Pelatihan dan Pengembangan Pegawai	188
	S-06	Jumlah Kecelakaan Kerja	296
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	296
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	295
	S-09	Kebijakan Mengenai Hak Asasi Manusia	294
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	295
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	296
	S-12	Pencegahan Konflik Kepentingan	297

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	240
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	243
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	225
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	245
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	244
	G-06	Kriteria Khusus Pemilihan Dewan	256
	G-07	Kode Etik dan/atau Anti-Korupsi	285
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	287
	G-09	Pencegahan Konflik Kepentingan	288

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 Sinar Mas Multiartha Tbk

Felix

Corporate Secretary

PT Sinar Mas Multiartha Tbk

Menara Tekno Lantai 7 Jalan Fachruddin Nomor 19 Jakarta Pusat 10250

Telepon : (021) 3925660, Fax : (021) 3925788, www.smma.co.id

Nama Pengirim	Felix
Jabatan	Corporate Secretary
Tanggal dan Waktu	02-05-2025 08:57
Lampiran	1. Penyampaian Annual Report 2024 SMMA 30042025.pdf
	2. Annual Report 2024 SMMA.pdf

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

Letter / Announcement No.	058B/SMMA/IV/2025
Issuer Name	PT Sinar Mas Multiartha Tbk
Issuer Code	SMMA
Attachment	2
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2024 for the period of 01 Januari 2024 to 31 Desember 2024 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 28 Mei 2025

The information referred above has been published on the Company's website www.smma.co.id 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?	No
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	Yes
Please Explain: 3 entitas anak	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	9.024
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)	9.024
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	14,01
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	14,01
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)	9.038,01
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)	0,00047
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	5.263.040
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	5.263.040
E-04	**Water Consumption**	Total water consumed (m3)	18.203
E-05	**Waste Generation**	Total waste generated (ton)	15,84

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 is committed to achieve net zero emission through operational emission control, sustainable investment, and development of environmentally friendly products. These efforts include energy efficiency, utilization of digital technology, as well as the implementation of ESG principles in investment. The Company also supports low-carbon economy by providing sustainable insurance products and incentives for customers.	

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 strives to control emissions through the following initiatives including saving energy usage, optimizing the use of digital documents, periodically conducting emission tests on operational vehicles. using low-emissions electronic devices, and planting trees surrounding the office areas/environment.

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	20	39.22 %	12	23.53 %
Mid-level	2	3.92 %	0	0 %
Senior-level	5	9.8 %	3	5.88 %
Executive-level	7	13.73 %	2	3.92 %
Total Pegawai	34	66.67 %	17	33.33 %

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	2	0	0	0	0	0	0	5
25-35	13	10	2	0	1	1	0	0	27
35-45	0	0	0	0	2	0	1	0	3
45-55	4	0	0	0	2	2	1	2	11
>55	0	0	0	0	0	0	5	0	5

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	6 Employees	11,76 %
Number of newly appointed Employees	2 Employees	3,92 %

S-04 Temporary Worker

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

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
40 hours/employee	938	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 pays attention to the rights of female employees in line with applicable regulations, such as provision of 90 days maternity leave and lactation breaks for breastfeeding mothers during working hours. To further supporting a safe and inclusive work environment, the Company also enforces an effective whistleblowing system to prevent any sexual harassment and discrimination at the workplace.	
S-09 Does the company has a policy regarding human rights?	Yes
The Company and its Subsidiaries are committed to respecting human rights with the implementation of equality and fairness principles without any discrimination based on gender, race, ethnicity, religion, or political views, including in career development. The Company also encourages active participation of women in strategic positions.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company and its Subsidiaries are carrying out business activities in compliance with applicable employment regulations and policies. This commitment is realized via policy prohibiting the recruitment of workers under the minimum age of 18. Also, the Company ensures there is no forced labor practices by implementing a standard working system of 40 hours per week.	
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 policy to ensure a safe and proper work environment for all employees through provision of safety facilities such as light fire extinguishers (APAR), emergency buttons, evacuation routes, and first aid kits. Employee well-being is also taken care with the provision of BPJS Health coverage and health awareness programs such as Health Talk and Health Corner.	

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 is carrying out Corporate Social Responsibility (CSR) activities which are grouped into three main categories, namely education, financial inclusion and literacy, and health. Further, the Company and its Subsidiaries regularly improving social facilities and infrastructure in supporting the provision of proper community facilities. Included in these activities are the renovation of places of worship, schools, sanitation facilities, and other social infrastructure surrounding its operational areas. The Company also distributes various donations, such as aid for victims of natural disaster, donation of sacrificial animals, and fundraising for Qur'an waqf.

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	4	0	2
Directors	0	3	2	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	12	100 %
Comissioner Attendance to Board Meetings	6	85 %

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 does not yet have a specific policy on the separation of roles between President Commissioner and President Director; however, the GCG structure in place still refers to check and balance principle. Supervision is performed by Board of Commissioners, assisted by Audit Committee and Nomination and Remuneration Committee, while Board of Directors ensures operational effectiveness, supported by Internal Audit and Corporate Secretary.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The performance of the Board of Commissioners and Board of Directors is evaluated through monitoring of Key Performance Indicator (KPI), which is conducted independently via a self-assessment mechanism.	
G-05 Does the company has a policy regarding board training and development?	Yes
The Company is committed to providing seminars, trainings, and other competency development, either internal or external, for the Board of Commissioners and Board of Directors. This is done to ensure that the Board of Commissioners and Board of Directors are able to carry out their duties effectively and in line with current business dynamics.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
By referring to Financial Services Authority Regulation No. 33/POJK.04/2014 on the Board of Directors and Board of Commissioners of Issuers or Public Companies, as well as considering the competence, experience, and integrity aspects of the candidates. Also, diversity of skills, understanding of corporate governance, and awareness of sustainability issues are also factors to be considered in the selection of the Board of Commissioners and Board of Directors.	

G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes

The Company has a policy on Code of Ethics, covering the guidelines of conduct to ensure all employees carry out their duties and responsibilities professionally, including:

1 Responsibility to the Company
2 Responsibility to the Workplace
3 Representing the Company and Other Parties
4 Confidentiality
5 Investment Activities
6 Compliance with Regulations
.

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

The Company has Code of Ethics and Conduct Guidelines for all employees to prevent insider trading. The Company consistently upholds the principles of transparency and fairness in managing material information. All parties who have access to material and unpublished information, including the Board of Director, Board of Commissioners, and certain employees, are urged not to conduct any transaction on the Companys securities until the information is officially disclosed to the public.

The Company is committed to ensuring that all Shareholders are treated equally, including in terms of access to information. Any action leading to the misuse of insider information are considered to be against the principles of good governance and may be subject to sanctions in accordance with applicable laws and regulations.

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

The Company is committed to carrying out business activities in a transparent and professional manner, by ensuring that every decision taken is based on the best interests of the Company and its Shareholders. The Company also encourages transparency and accountability in business transactions to ensure all policies and operational decisions remain in line with applicable regulations and not providing unjustified personal gains. The Company continues developing culture of compliance with governance practices with integrity.

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	346
	E-02	Greenhouse Gas Emission Intensity	346
	E-03	Electricity Consumption	344
	E-04	Water Consumption	345
	E-05	Waste Generated	348
	E-06	Company Commitment to Achieving Net Zero Emission Target	346
	E-07	Company Commitment to Reduce Emission	346
Social	S-01	Gender Equality	294
	S-02	Employees by Gender and Age Group	186
	S-03	Employee Turnover Rate	188
	S-04	Number of Temporary Officers	188
	S-05	Employee Training and Development	188
	S-06	Number of Work Accidents	296
	S-07	Human Rights Violation Incidents	296
	S-08	Sexual Harassment and/or Non-Discrimination Policy	295
	S-09	Policy on Human Rights	294
	S-10	Child Labor and/or Forced Labor Policy	295
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	296
	S-12	Corporate Social Responsibility	297

Governance	G-01	Management Diversity and Independence	240
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	243
	G-03	Chairman of the Board and CEO Separation Policy	225
	G-04	Board of Directors and Commissioners Assessment Policy	245
	G-05	Board of Directors and Commissioners Training Policy	244
	G-06	Special Criteria for Election of the Board	256
	G-07	Code of Ethics and/or Anti-Corruption	285
	G-08	Fair Treatment Policy for Shareholders	287
	G-09	Conflict of Interest Prevention Policy	288

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 Sinar Mas Multiartha Tbk

Felix

Corporate Secretary

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Sender Name	Felix
Function	Corporate Secretary
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Attachment	1. Penyampaian Annual Report 2024 SMMA 30042025.pdf
	2. Annual Report 2024 SMMA.pdf

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