Go To English Page

Nomor Surat	039-L/PTPIB/DIR/IV/2025
Nama Perusahaan	PT Provident Investasi Bersama Tbk
Kode Emiten	PALM
Lampiran	3
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

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

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

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link pada tanggal

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: Data Emisi hanya mencakup Perseroan, tanpa Entitas Anak	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	0
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	0

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	0
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	0
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	0
Total Emisi GRK (Scope 1 and 2)	0
Total Emisi GRK (Scope 1, 2 and 3)	0
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	4,63
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	44.597,58
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	44.597,58
E-04	**Konsumsi Air**	Total konsumsi air (m3)	0
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	0,25

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2050
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perseroan berkomitmen mencapai Net Zero Emission pada tahun 2050 atau lebih cepat, sebagai bagian dari strategi jangka panjang menuju investasi berkelanjutan. Komitmen ini diwujudkan melalui pengembangan kriteria investasi berbasis emisi dan mendorong perusahaan investee untuk menerapkan pengelolaan emisi secara transparan, terukur, dan bertanggung jawab. Pranala: https://www.provident-investasi.com/index.php?p=investors_announcement#informasi-lainnya	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	30 %
	11,12 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Perseroan berkomitmen mencapai Net Zero Emission pada tahun 2050 atau lebih cepat, sebagai bagian dari strategi jangka panjang menuju investasi berkelanjutan. Komitmen ini diwujudkan melalui pengembangan kriteria investasi berbasis emisi dan mendorong perusahaan investee untuk menerapkan pengelolaan emisi secara transparan, terukur, dan bertanggung jawab.

Pranala: https://www.provident-investasi.com/index.php?p=investors_announcement#informasi-lainnya

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	0	0 %	0	0 %
Mid-level	6	75 %	1	12.5 %
Senior-level	0	0 %	1	12.5 %
Executive-level	0	0 %	0	0 %
Total Pegawai	6	75 %	2	25 %

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	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	0	0	0	0	0
35-45	0	0	0	1	0	0	0	0	1
45-55	0	0	5	0	0	1	0	0	6
>55	0	0	1	0	0	0	0	0	1

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	2 Pegawai	22,22 %
Jumlah Pegawai Baru/pengganti	0 Pegawai	0 %

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 (%)
3 jam/pegawai	8	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 menerapkan kebijakan pencegahan pelecehan seksual dan non-diskriminasi yang bertujuan menciptakan lingkungan kerja yang inklusif, setara, dan bebas dari perlakuan tidak adil. Kebijakan ini menjamin perlakuan tanpa diskriminasi atas dasar jenis kelamin, ras, agama, latar belakang etnis, orientasi seksual, status sosial, disabilitas, status kesehatan (termasuk HIV), atau pandangan politik. Kebijakan ini mengacu pada ILO No. 190, UU No. 13 Tahun 2003, dan Permenaker No. 1 Tahun 2021. Ketentuan ini menjadi bagian dari Kode Etik. Pranala: https://www.provident-investasi.com/index.php?p=corporate	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perseroan berkomitmen menghormati dan melindungi hak asasi manusia yang bertujuan untuk menciptakan lingkungan kerja yang adil, aman, dan bermartabat bagi seluruh karyawan dengan mengacu pada Deklarasi Universal HAM dan Konvensi ILO. Pemantauan atas potensi pelanggaran HAM dilakukan sebagai bagian dari upaya kepatuhan terhadap prinsip etika dan hukum yang berlaku. Ketentuan ini menjadi bagian dari Kode Etik. Pranala: https://www.provident-investasi.com/index.php?p=corporate	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan telah mengimplementasikan kebijakan yang mendukung kesejahteraan karyawan dengan menetapkan peraturan mengenai waktu kerja yang wajar. Selain itu, Perseroan juga memastikan bahwa setiap karyawan yang dipekerjakan memenuhi batas minimum usia, yaitu 18 tahun untuk seluruh level jabatan. Ketentuan ini menjadi bagian dari Kode Etik.	

Pranala: https://www.provident-investasi.com/index.php?p=corporate

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 sistem manajemen kesehatan dan keselamatan kerja (K3) untuk menciptakan lingkungan kerja yang aman, nyaman, dan layak. Kebijakan ini bertujuan mencapai zero accident dan diimplementasikan melalui penyediaan fasilitas kesehatan, alat pelindung kerja, lingkungan kerja yang higienis, serta pemantauan keselamatan kerja secara rutin. Ketentuan ini menjadi bagian dari Kode Etik.

Pranala: https://www.provident-investasi.com/index.php?p=corporate

Corporate Social Responsibility (CSR)

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

Perseroan telah melaksanakan program pengembangan sosial dan kemasyarakatan berupa pemberian santunan kepada yayasan, panti asuhan, dan panti lansia di Jakarta, serta bantuan kemanusiaan bagi korban bencana alam. Bantuan disalurkan melalui lembaga pengumpul donasi yang resmi dan tersertifikasi guna menjamin transparansi dan akuntabilitas.

Pranala: https://www.provident-investasi.com/index.php?p=investors_announcement#informasi-lainnya

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	3	0	2
Direksi	0	2	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	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	6	88,89 %

Kebijakan mengenai manajemen lainnya

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

Perseroan telah menerapkan kebijakan pemisahan peran antara Dewan Komisaris dan Direksi sesuai POJK No. 33/POJK.04/2014, dengan tujuan memastikan adanya pembedaan yang jelas antara fungsi pengawasan dan eksekusi dalam struktur Perseroan. Presiden Komisaris menjalankan fungsi pengawasan dan pemberian arahan strategis, sementara Direksi bertanggung jawab atas operasional harian. Kebijakan ini mendukung transparansi, akuntabilitas, dan praktik tata kelola yang berkelanjutan.

Pranala: https://www.provident-investasi.com/index.php?p=corporate	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Perseroan melakukan penilaian berkala terhadap kinerja Dewan Komisaris dan Direksi melalui metode self-assessment, dengan dukungan Komite Nominasi dan Remunerasi. Hasil penilaian ini menjadi salah satu dasar pertimbangan dalam penyusunan struktur remunerasi Dewan Komisaris dan Direksi, baik untuk jangka panjang maupun jangka pendek. Hasil penilaian tersebut akan disampaikan kepada Pemegang Saham melalui Rapat Umum Pemegang Saham (RUPS), bersamaan dengan penyampaian Laporan Pengawasan Dewan Komisaris, Pelaksanaan Tugas Direksi, Laporan Tahunan, serta Laporan Keuangan Konsolidasian Perseroan. Pranala: https://www.provident-investasi.com/index.php?p=corporate	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Perseroan memiliki kebijakan pengembangan kompetensi bagi Dewan Komisaris dan Direksi melalui pelatihan dan/atau pendidikan, sebagaimana tercantum dalam Pedoman Dewan Komisaris dan Direksi serta Rencana Kerja dan Anggaran masing-masing organ. Kebijakan ini bertujuan untuk memperbarui informasi, memperluas wawasan, serta meningkatkan kemampuan dalam melaksanakan tugas secara efektif dan adaptif terhadap dinamika bisnis dan keberlanjutan. Pranala: https://www.provident-investasi.com/index.php?p=corporate	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Perseroan telah menetapkan kriteria dan prosedur dalam proses nominasi anggota Dewan Komisaris dan Direksi guna memastikan integritas, kompetensi, dan kesesuaian calon dengan prinsip tata kelola perusahaan yang baik, mengacu pada Pedoman Dewan Komisaris dan Direksi serta Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014. Pranala: https://www.provident-investasi.com/index.php?p=corporate	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perseroan memiliki Kode Etik yang bertujuan untuk membantu karyawan memahami, menghargai, dan memiliki kesadaran dalam berperilaku etis saat menjalankan aktivitas di Perseroan. Salah satu kebijakan yang termuat di dalamnya adalah terkait dengan anti-korupsi dan anti-pencucian uang, hal ini sejalan dengan komitmen Perseroan untuk menegakkan integritas dan menolak segala bentuk tindakan curang, korupsi, kolusi, nepotisme (KKN). Sebagai upaya pencegahan, sosialisasi mengenai pencegahan tindakan korupsi, kolusi, nepotisme (KKN), dan pencucian uang (money laundering) senantiasa dilakukan oleh Perseroan melalui setiap atasan unit kerja di masing-masing divisi. Pranala: https://www.provident-investasi.com/index.php?p=corporate	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perseroan memiliki kebijakan perlakuan adil terhadap seluruh pemegang saham, yang diwujudkan melalui kebijakan yang menjamin kesetaraan hak atas akses informasi, perlindungan kepentingan, serta partisipasi dalam pengambilan keputusan strategis. Dalam rangka menjaga integritas pasar dan kepercayaan pemangku kepentingan, Perseroan melarang anggota Dewan Komisaris, Direksi, maupun karyawan memanfaatkan informasi non-publik untuk memperoleh keuntungan pribadi. Ketentuan ini menjadi bagian dari Kode Etik Perseroan. Pranala: https://www.provident-investasi.com/index.php?p=corporate	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perseroan memiliki kebijakan pencegahan benturan kepentingan sesuai POJK No. 42/2020, yang mengatur kewajiban Direksi dan Komisaris untuk menghindari benturan kepentingan, mengungkapkan potensi benturan, serta tidak terlibat dalam keputusan jika terdapat kepentingan pribadi. Kebijakan ini diterapkan untuk menjaga independensi, transparansi, dan integritas praktik tata kelola Perseroan. Ketentuan ini menjadi bagian dari Kode Etik Perseroan.	

Pranala: https://www.provident-investasi.com/index.php?p=corporate

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	51
	E-02	Intensitas Emisi Gas Rumah Kaca	51
	E-03	Konsumsi Energi Listrik	50
	E-04	Konsumsi Air	50
	E-05	Limbah yang Dihasilkan	50
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	51
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	51
Sosial	S-01	Kesetaraan Gender	43
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	27
	S-03	Tingkat Pergantian Pegawai	27
	S-04	Jumlah Pegawai Sementara	27
	S-05	Pelatihan dan Pengembangan Pegawai	45
	S-06	Jumlah Kecelakaan Kerja	46
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	46
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	44
	S-09	Kebijakan Mengenai Hak Asasi Manusia	44
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	45
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	46
	S-12	Pencegahan Konflik Kepentingan	47

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	33
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	33
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	32
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	34
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	34
	G-06	Kriteria Khusus Pemilihan Dewan	35
	G-07	Kode Etik dan/atau Anti-Korupsi	39
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	40
	G-09	Pencegahan Konflik Kepentingan	40

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

Informasi Lain

1. Pengisian Intensitas Emisi Gas Rumah Kaca (E-02) pada laporan ini diisikan sesuai dengan Sustainability Report Perseroan Tahun 2024 yakni Intensitas Energi terhadap Total Karyawan. 2. Sampai dengan saat ini, pelaksanaan RUPST masih dalam tahap pemberitahuan RUPS kepada Otoritas Jasa Keuangan, dengan demikian belum ada pemanggilan RUPST.

Demikian untuk diketahui.

Hormat Kami,

PT Provident Investasi Bersama Tbk

LIm Na Lie

Corporate Secretary

PT Provident Investasi Bersama Tbk

Gedung The Convergence Indonesia Lantai 21, Kawasan Rasuna Epicentrum, Jl. H.

Telepon : (021) 2157 2008, Fax : (021) 2157 2009, www.provident-investasi.com

Nama Pengirim	LIm Na Lie
Jabatan	Corporate Secretary
Tanggal dan Waktu	02-05-2025 14:09
Lampiran	1. 039 - OJK - Penyampaian AR dan SR 2024.pdf
	2. 039 - OJK - Annual Report 2024.pdf
	3. 039 - OJK - Sustainability Report 2024.pdf

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

Letter / Announcement No.	039-L/PTPIB/DIR/IV/2025
Issuer Name	PT Provident Investasi Bersama Tbk
Issuer Code	PALM
Attachment	3
Subject	Submission of Annual And Sustainability Report

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

Will the Company be/has summons for the Annual General Meeting of Shareholders? (No)

The information referred above has been published on the Company's website at

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: Data Emisi hanya mencakup Perseroan, tanpa Entitas Anak	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	0
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	0
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	0
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	0
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1, 2 and 3)	0
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	4,63
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	44.597,58
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	44.597,58
E-04	**Water Consumption**	Total water consumed (m3)	0
E-05	**Waste Generation**	Total waste generated (ton)	0,25

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2050
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 achieving Net Zero Emissions by 2050 or earlier, as part of its long-term strategy towards sustainable investment. This commitment is reflected in the development of emission-based investment criteria and in efforts to encourage investee companies to adopt transparent, measurable, and accountable emission management practices. Link: https://www.provident-investasi.com/index.php?p=investors_announcement	

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?	30 %
	11,12 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

The Company is committed to reducing Scope 2 GHG (Green House Gas) emissions by optimizing the use of electricity-powered electronic equipment and proactively switching off such devices when not in use. This initiative forms part of energy conservation efforts and broader commitment to environmental sustainability.

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	0	0 %	0	0 %
Mid-level	6	75 %	1	12.5 %
Senior-level	0	0 %	1	12.5 %
Executive-level	0	0 %	0	0 %
Total Pegawai	6	75 %	2	25 %

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	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	0	0	0	0	0
35-45	0	0	0	0	0	0	0	0	1
45-55	0	0	5	0	0	1	0	0	6
>55	0	0	1	0	0	0	0	0	1

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	2 Employees	22,22 %
Number of newly appointed Employees	0 Employees	0 %

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 (%)
3 hours/employee	8	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 upholds a sexual harassment prevention and non-discrimination policy aimed at fostering an inclusive, equitable, and respectful work environment free from unfair treatment. This policy guarantees equal treatment without discrimination based on gender, race, religion, ethnic background, sexual orientation, social status, disability, health status (including HIV), or political views. This policy is aligned with International Labour Organization (ILO) Convention No. 190, Law No. 13 of 2003, and the Minister of Manpower Regulation No. 1 of 2021. This provision is an integral part of the Code of Conduct of the Company. Link: https://www.provident-investasi.com/index.php?p=corporate	
S-09 Does the company has a policy regarding human rights?	Yes
The Company is committed to respecting and protecting human rights as part of its efforts to foster a fair, safe, and dignified work environment for all employees in reference to the Universal Declaration of Human Rights and ILO Conventions. Monitoring of potential human rights violations is conducted as part of the Company efforts to ensure compliance with applicable ethical and legal principles. This provision is an integral part of the Code of Conduct of the Company. Link: https://www.provident-investasi.com/index.php?p=corporate	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company has implemented policies that support employee welfare by establishing regulations on reasonable working hours. In addition, the Company also ensures that every employee hired meets the minimum age requirement, which is 18 years for all position level. This provision is an integral part of the Code of Conduct of the Company. Link: https://www.provident-investasi.com/index.php?p=corporate	
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 established an Occupational Health and Safety (OHS) management system policy aimed at fostering a safe, comfortable, and decent working environment. This policy is directed towards achieving zero workplace accidents and is implemented through the provision of adequate healthcare facilities, personal protective equipment, a hygienic work environment, and routine occupational safety monitoring. This provision is an integral part of the Code of Conduct of the Company.

Link: https://www.provident-investasi.com/index.php?p=corporate

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 implemented social and community development programs by providing support to foundations, orphanages, and elderly care homes in Jakarta, as well as humanitarian assistance for victims of natural disasters. The aid is distributed through officially registered and certified charitable organizations to ensure transparency and accountability.

Link: https://www.provident-investasi.com/index.php?p=investors_announcement

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	3	0	2
Directors	0	2	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	12	100 %
Comissioner Attendance to Board Meetings	6	88,89 %

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 has implemented a policy to separate the roles of the Board of Commissioners and the Board of Directors in accordance with OJK Regulation No. 33/POJK.04/2014, intended to ensure a clear distinction between supervisory and executive functions within the Companies governance structure. The President Commissioner is responsible for supervising and providing strategic direction, while the Board of Directors is responsible to manage the Companies day-to-day operations. This separation of roles reinforces transparency, accountability, and sustainable governance practices.

Link: https://www.provident-investasi.com/index.php?p=corporate

G-04 Does the company has a policy regarding board appraisal?	Yes

The Company periodically evaluates the performance of the Board of Commissioners and the Board of Directors through a self-assessment process, supported by the Nomination and Remuneration Committee. The evaluation results serve as one of the considerations in determining of the remuneration structure for both the Board of Commissioners and the Board of Directors, covering both long-term and short-term components. These evaluation results are subsequently presented to the Shareholders during the General Meeting of Shareholders (GMS), alongside the submission of the Supervisory Report of the Board of Commissioners, the Report on the Implementation of the Board of Directors Duties, the Annual Report, and the Companies Consolidated Financial Statements.

Link: https://www.provident-investasi.com/index.php?p=corporate

G-05 Does the company has a policy regarding board training and development?	Yes

The Company has established a competency development policy for the Board of Commissioners and the Board of Directors through training and/or education programs, as outlined in the Guidelines for the Board of Commissioners and the Board of Directors as well as in the respective Work Plans and Budgets of each organ. This policy aims to update information, broaden perspectives, and enhance the capability to perform duties effectively and adaptively in response to business dynamics and sustainability challenges.

Link: https://www.provident-investasi.com/index.php?p=corporate

G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

The Company has established criteria and procedures for the nomination process of the Board of Commissioners and the Board of Directors to ensure the integrity, competence, and suitability of candidates in accordance with the principles of good corporate governance, in reference to the Guidelines for the Board of Commissioners and the Board of Directors as well as OJK Regulation No. 33/POJK.04/2014.

Link: https://www.provident-investasi.com/index.php?p=corporate

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

The Company has established a Code of Conduct aimed at assisting employees in understanding, appreciating, and fostering awareness of ethical behavior in the course of their activities within the Company. Among the key policies included are anti-corruption and anti-money laundering measures, which reflect the Companies commitment to upholding integrity and rejecting all forms of fraud, corruption, collusion, nepotism (KKN). As part of its preventive efforts, the Company regularly disseminates information on the prevention of corruption, collusion, nepotism (KKN), and money laundering through the respective heads of each division.

Link: https://www.provident-investasi.com/index.php?p=corporate

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

The Company upholds a policy of fair treatment toward all shareholders, which is implemented through measures that ensure equal rights to access information, protection of interests, and participation in strategic decision-making processes. To maintain market integrity and stakeholder trust, the Company prohibits members of the Board of Commissioners, the Board of Directors, and employees from using non-public information for personal gain. This provision is an integral part of the Company Code of Conduct.

Link: https://www.provident-investasi.com/index.php?p=corporate

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

The Company has established a conflict of interest prevention policy in accordance with OJK Regulation No. 42/2020, which governs the obligations of the Board of Directors and the board of Commissioners to avoid conflicts of interest, disclose any potential conflicts, and refrain from participating in decision-making processes where personal interests are involved. This policy is implemented to uphold the independence, transparency, and integrity of the Companies governance practices. This provision is an integral part of the Code of Conduct of the Company.

Link: https://www.provident-investasi.com/index.php?p=corporate

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	51
	E-02	Greenhouse Gas Emission Intensity	51
	E-03	Electricity Consumption	50
	E-04	Water Consumption	50
	E-05	Waste Generated	50
	E-06	Company Commitment to Achieving Net Zero Emission Target	51
	E-07	Company Commitment to Reduce Emission	51
Social	S-01	Gender Equality	43
	S-02	Employees by Gender and Age Group	27
	S-03	Employee Turnover Rate	27
	S-04	Number of Temporary Officers	27
	S-05	Employee Training and Development	45
	S-06	Number of Work Accidents	46
	S-07	Human Rights Violation Incidents	46
	S-08	Sexual Harassment and/or Non-Discrimination Policy	44
	S-09	Policy on Human Rights	44
	S-10	Child Labor and/or Forced Labor Policy	45
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	46
	S-12	Corporate Social Responsibility	47

Governance	G-01	Management Diversity and Independence	33
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	33
	G-03	Chairman of the Board and CEO Separation Policy	32
	G-04	Board of Directors and Commissioners Assessment Policy	34
	G-05	Board of Directors and Commissioners Training Policy	34
	G-06	Special Criteria for Election of the Board	35
	G-07	Code of Ethics and/or Anti-Corruption	39
	G-08	Fair Treatment Policy for Shareholders	40
	G-09	Conflict of Interest Prevention Policy	40

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

Other Information:

1. The disclosure of Greenhouse Gas Emissions Intensity (E-02) in this report refers to the Company s 2024 Sustainability Report, specifically the Energy Intensity relative to the Total Number of Employees. 2. As of the date of this report, the implementation of the Annual General Meeting of Shareholders (AGMS) is still in the notification stage to the Financial Services Authority (OJK); therefore, the AGMS has not yet been convened.

Thus to be informed accordingly.

Respectfully,

PT Provident Investasi Bersama Tbk

LIm Na Lie

Corporate Secretary

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Sender Name	LIm Na Lie
Function	Corporate Secretary
Date and Time	02-05-2025 14:09
Attachment	1. 039 - OJK - Penyampaian AR dan SR 2024.pdf
	2. 039 - OJK - Annual Report 2024.pdf
	3. 039 - OJK - Sustainability Report 2024.pdf

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