Go To English Page

| | |
|---|---|
| Nomor Surat | S.012-CSEC.2026 |
| Nama Perusahaan | PT Bank Danamon Indonesia Tbk |
| Kode Emiten | BDMN |
| Lampiran | 3 |
| Perihal | Penyampaian Laporan Tahunan & Keberlanjutan dan ESG |

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 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 09 Maret 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.danamon.co.id pada tanggal 06 Maret 2026

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:<br><br>Exclude ADMF (Adira Finance) | |

| Name | Total Emisi (tCO2e) |
|---|---|
| **Kategori 1: Emisi GRK langsung dan pembuangan** | |
| Emisi langsung dari pembakaran stasioner | 112 |
| Emisi langsung dari pembakaran bergerak | 132 |
| 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)** | 244 |

| | |
|---|---|
| **Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli** | |
| Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli | 23.573 |
| Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik) | 0 |
| **Total Emisi Tidak Langsung (Scope 2)** | 23.573 |
| **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 | 5.140.558 |
| 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)** | 5.140.558 |
| **Total Emisi GRK (Scope 1 and 2)** | 23.817 |
| **Total Emisi GRK (Scope 1, 2 and 3)** | 5.164.375 |
| Offsets/Credits | 0 |
| Pembelian Renewable Energy Certificate (REC) (kWh) | 22.424.000 |

| | | | |
|---|---|---|---|
| **E-02** | **Intensitas Emisi GRK** | Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat | 0,0002 |
| **E-03** | **Konsumsi Energi listrik** | Jumlah total energi yang dikonsumsi secara langsung (kWh or J) | 6.778 |
| | | Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J)) | 104.700 |
| | | Total konsumsi energi (kWh or J) | 111.478 |
| **E-04** | **Konsumsi Air** | Total konsumsi air (m3) | 184.140 |
| **E-05** | **Limbah yang dihasilkan** | Total limbah yang dihasilkan (ton) | 130,9 |

| 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? | 2030 |
| Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan. | |
| Selaras dengan MUFG, Bank Danamon berkomitmen untuk mencapai Net Zero Emissions di operasional Bank pada tahun 2030. Penjelasan lebih lanjut mengenai komitmen ini dapat dilihat di Sustainability Report yang dipublikasikan oleh Bank Danamon | |

| E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction) | |
|---|---|
| Apakah Perusahaan memiliki komitmen mengurangi emisi? | Ya |
| Target pengurangan emisi GRK | 100 % |
| | 4,786 (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:

Selaras dengan MUFG, Bank Danamon berkomitmen untuk mencapai Net Zero Emissions di operasional Bank pada tahun 2030. Penjelasan lebih lanjut mengenai komitmen ini dapat dilihat di Sustainability Report yang dipublikasikan oleh Bank Danamon

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

**S-01 Kesetaraan Gender**

| Level Jabatan | Laki-Laki | | Perempuan | |
|---|---|---|---|---|
| | Jumlah pegawai | Persentasi pegawai | Jumlah pegawai | Persentasi pegawai |
| Entry-level | 12.254 | 42.27 % | 4.811 | 16.59 % |
| Mid-level | 7.462 | 25.74 % | 4.110 | 14.18 % |
| Senior-level | 221 | 0.76 % | 108 | 0.37 % |
| Executive-level | 19 | 0.07 % | 6 | 0.02 % |
| Total Pegawai | 19.956 | 68.84 % | 9.035 | 31.16 % |

**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 | 295 | 322 | 153 | 167 | 0 | 0 | 0 | 0 | 937 |
| 25-35 | 5.866 | 2.896 | 1.536 | 1.309 | 2 | 0 | 0 | 0 | 11.609 |
| 35-45 | 5.043 | 1.418 | 3.303 | 1.519 | 63 | 27 | 0 | 0 | 11.373 |
| 45-55 | 1.046 | 173 | 2.441 | 1.104 | 143 | 72 | 10 | 4 | 4.993 |
| >55 | 4 | 2 | 29 | 11 | 13 | 9 | 9 | 2 | 79 |

**S-03 Tingkat Pergantian Pegawai**

| | Jumlah Pegawai (dalam tahun pelaporan) | Percentage Pegawai (dalam tahun pelaporan) |
|---|---|---|
| Jumlah Pegawai resign/Pemutusan Hubungan Kerja | 3.684 Pegawai | 28,6 % |
| Jumlah Pegawai Baru/pengganti | 7.029 Pegawai | 54,5 % |

**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 | 5.657 Pegawai | 19,5 % |

**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 (%) |
|---|---|---|
| 41,7 jam/pegawai | 96.955 | 99,5 % |

**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 | 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?** | Tidak |
| Penerapan prinsip HAM dituangkan dalam Pedoman Berperilaku, mencakup kebebasan berserikat dan berorganisasi, pelarangan segala bentuk pelecehan, fitnah, kekerasan, maupun ancaman, serta perlindungan hukum dan pengupahan dalam kebijakan sumber daya manusia. Sepanjang periode pelaporan, tidak terdapat kasus pelanggaran HAM di lingkungan Bank Danamon. | |
| **S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?** | Tidak |
| Penerapan prinsip HAM dituangkan dalam Pedoman Berperilaku, mencakup kebebasan berserikat dan berorganisasi, pelarangan segala bentuk pelecehan, fitnah, kekerasan, maupun ancaman, serta perlindungan hukum dan pengupahan dalam kebijakan sumber daya manusia. Sepanjang periode pelaporan, tidak terdapat kasus pelanggaran HAM di lingkungan Bank Danamon. | |
| **S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?** | Ya |
| Danamon menerapkan proses rekrutmen yang mematuhi ketentuan hukum dan prinsip etika, dengan memastikan penghormatan terhadap hak dan martabat setiap individu. Proses seleksi dilakukan secara komprehensif guna mencegah praktik kerja paksa maupun keterlibatan tenaga kerja anak. | |
| **S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?** | Ya |
| Danamon menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) yang selaras dengan PP No. 50 Tahun 2012 untuk memastikan standar terbaik dalam penerapan keselamatan dan kesehatan kerja (K3) bagi seluruh karyawan. | |

**Corporate Social Responsibility (CSR)**

| | |
|---|---|
| **S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?** | Ya |
| Pelaksanaan CSR Bank Danamon dapat dibaca pada halaman 496 - 498 dalam Laporan Keberlanjutan | |

**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 | 5 | 1 | 3 |
| Direksi | 0 | 6 | 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 | 30 | 93 % |
| Jumlah kehadiran komisaris ke rapat dewan | 6 | 97 % |

Kebijakan mengenai manajemen lainnya

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

Bank Danamon memiliki kebijakan pemisahan fungsi tugas dan tanggungjawab yaitu:
1. Penjelasan mengenai tugas dan tanggung jawab Dewan Komisaris terdapat pada Laporan Tahunan 2025 halaman 306
2. Penjelasan mengenai tugas dan tanggung jawab Direksi terdapat pada Laporan Tahunan 2025 halaman 346

Tugas dan tanggungjawab Dewan Komisaris dan Direksi diatur dalam Piagam Dewan Komisaris dan Piagam Direksi yang dimuat pada website Bank Danamon: https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Pedoman-Kerja-Pelatihan-Dewan-Komisaris-dan-Direksi

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

Bank Danamon memiliki kebijakan penilaian kinerja Dewan Komisaris dan Direksi yang disusun berdasarkan peraturan perundang-undangan yang berlaku sebagaimana terdapat pada Laporan Tahunan 2025 halaman 318 dan 358

Piagam Dewan Komisaris dan Direksi:
https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Pedoman-Kerja-Pelatihan-Dewan-Komisaris-dan-Direksi

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

Bank Danamon memiliki kebijakan pelatihan Dewan Komisaris dan Direksi yang diatur masing-masing dalam Piagam Dewan Komisaris dan Piagam Direksi yang mana program pelatihan terdapat pada Laporan Tahunan 2025 halaman 318 dan 359

Informasi lebih lanjut terdapat pada Website Bank Danamon:
https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Pedoman-Kerja-Pelatihan-Dewan-Komisaris-dan-Direksi

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

Anggota Dewan Komisaris dan Direksi Bank Danamon merupakan perseorangan yang memenuhi kriteria dan persyaratan sebagaimana diatur dalam Peraturan OJK, Anggaran Dasar, Piagam Dewan Komisaris dan

| | |
|---|---|
| Piagam Direksi sebagaimana terdapat dalam Laporan Tahunan 2025 halaman 310 dan 349<br><br>Informasi lebih lanjut terdapat pada website Bank Danamon:<br>https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Kebijakan-Terkait-Tata-Kelola | |
| **G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?** | Ya |
| https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Kode-Etik | |
| **G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?** | Ya |
| Bank Danamon memiliki saham seri A dan seri B. Semua pemegang saham memiliki hak dan kewajiban yang sama sebagaimana terdapat dalam Laporan Tahunan 2025 halaman 412 | |
| **G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?** | Ya |
| Bank Danamon memiliki kebijakan Benturan Kepentingan antara lain:<br>1. Terdapat pada Laporan Tahunan 2025 halaman 429<br>2. Piagam Direksi dan Dewan Komisaris yang terdapat pada website Bank Danamon: https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Pedoman-Kerja-Pelatihan-Dewan-Komisaris-dan-Direksi | |

**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 | 497 |
| | E-02 | Intensitas Emisi Gas Rumah Kaca | 498 |
| | E-03 | Konsumsi Energi Listrik | 497 |
| | E-04 | Konsumsi Air | 499 |
| | E-05 | Limbah yang Dihasilkan | 499 |
| | E-06 | Komitmen Perusahaan untuk Mencapai Target Net Zero Emission | 495 |
| | E-07 | Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca | 495 |
| Sosial | S-01 | Kesetaraan Gender | 507 |
| | S-02 | Pegawai Berdasarkan Gender dan Kelompok Umur | 82 |
| | S-03 | Tingkat Pergantian Pegawai | 479 |
| | S-04 | Jumlah Pegawai Sementara | 479 |
| | S-05 | Pelatihan dan Pengembangan Pegawai | 506 |
| | S-06 | Jumlah Kecelakaan Kerja | 510 |
| | S-07 | Kejadian Pelanggaran Hak Asasi Manusia | 511 |
| | S-08 | Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi | 506 |
| | S-09 | Kebijakan Mengenai Hak Asasi Manusia | 511 |
| | S-10 | Kebijakan Pekerja Anak dan/atau Pekerja Paksa | 506 |
| | S-11 | Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan | 510 |
| | S-12 | Pencegahan Konflik Kepentingan | 502 |

| | | | |
|---|---|---|---|
| Tata-kelola | G-01 | Keberagaman Manajemen dan Independensi | 508 |
| | G-02 | Total Kehadiran Direksi dan Komisaris ke Rapat Dewan | 318-357 |
| | G-03 | Kebijakan Pemisahan Chairman of the Board dan CEO | 289-306-346 |
| | G-04 | Kebijakan Penilaian Dewan Direksi dan Komisaris | 318-358 |
| | G-05 | Kebijakan Pelatihan Dewan Direksi dan Komisaris | 318-359 |
| | G-06 | Kriteria Khusus Pemilihan Dewan | 310-350 |
| | G-07 | Kode Etik dan/atau Anti-Korupsi | 418-419 |
| | G-08 | Kebijakan Perlakuan Adil terhadap Pemegang Saham | 412 |
| | G-09 | Pencegahan Konflik Kepentingan | 429 |

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

POJK No. 51/POJK.03/2017, SEOJK No. 16/SEOJK.04/2021, Metrik ESG

Assurance dan validasi pihak ketiga

[X] Ya

| Nama pihak ketiga | Lingkup pekerjaan |
|---|---|
| Decar Verite Asia | SR 2025 Assurance mengacu pada AA1000 v3 Type 1 Moderate Level |

Demikian untuk diketahui.

Hormat Kami,

**PT Bank Danamon Indonesia Tbk**

Anselma Tirtadharma

Corporate Secretary Lead

PT Bank Danamon Indonesia Tbk

Menara Bank Danamon, Jl. HR. Rasuna Said, Blok C No 10, Kel. Karet, Kec.

Telepon : (021) 80645000, Fax : (021) 80645033, http://www.danamon.co.id/

| | |
|---|---|
| Nama Pengirim | Anselma Tirtadharma |
| Jabatan | Corporate Secretary Lead |
| Tanggal dan Waktu | 06-03-2026 16:30 |
| Lampiran | 1. AR PT Bank Danamon Indonesia Tbk 2025 - Eng.pdf |
| | 2. AR PT Bank Danamon Indonesia Tbk Tahun 2025 - Id.pdf |
| | 3. S.012-CSEC.2026.pdf |

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

| | |
|---|---|
| Letter / Announcement No. | S.012-CSEC.2026 |
| Issuer Name | PT Bank Danamon Indonesia Tbk |
| Issuer Code | BDMN |
| Attachment | 3 |
| Subject | Submission of Annual And Sustainability Report |

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 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 09 Maret 2026

The information referred above has been published on the Company's website www.danamon.co.id at 06 Maret 2026

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:<br>Exclude ADMF (Adira Finance) | |

| Name | Total emission (tCO2e) |
|---|---|
| **Category 1: Direct GHG emissions and removals** | |
| Direct emissions from stationary combustion | 112 |
| Direct emissions from mobile combustion | 132 |
| 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) | 244 |
| **Category 2: Indirect GHG emissions from imported energy** | |

| | |
|---|---|
| Indirect emissions from imported/purchased electricity consumption | 23.573 |
| Indirect emissions from imported/purchased network energy consumption (excluding electricity) | 0 |
| Total Indirect Emissions (Scope 2) | 23.573 |
| **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 | 5.140.558 |
| 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) | 5.140.558 |
| Total GHG Emissions (Scope 1 and 2) | 23.817 |
| Total GHG Emissions (Scope 1, 2 and 3) | 5.164.375 |
| Offsets/Credits | 0 |
| REC Purchases (kWh) | 22.424.000 |

| | | | |
|---|---|---|---|
| **E-02** | **GHG Emissions Intensity** | Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp) | 0,0002 |
| **E-03** | **Electricity Consumption** | Total amount of energy directly consumed (kWh or J) | 6.778 |
| | | Total amount of energy indirectly consumed (kWh or J) | 104.700 |
| | | Total energy consumption (kWh or J) | 111.478 |
| **E-04** | **Water Consumption** | Total water consumed (m3) | 184.140 |
| **E-05** | **Waste Generation** | Total waste generated (ton) | 130,9 |

| **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? | 2030 |
| Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target. | |
| In line with MUFG, Bank Danamon is committed to achieving Net Zero Emissions in the Banks operations by 2030. Further explanation regarding this commitment can be seen in the Sustainability Report published by Bank Danamon. | |

| **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? | 100 % |
| | 4,786 (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

Bank Danamon succeeded in reducing emissions by 5,938 tCO2e compared to the previous year, through various initiatives such as the utilization of solar panels and the purchase of REC

**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 | 12.254 | 42.27 % | 4.811 | 16.59 % |
| Mid-level | 7.462 | 25.74 % | 4.110 | 14.18 % |
| Senior-level | 221 | 0.76 % | 108 | 0.37 % |
| Executive-level | 19 | 0.07 % | 6 | 0.02 % |
| Total Pegawai | 19.956 | 68.84 % | 9.035 | 31.16 % |

**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 | 295 | 322 | 153 | 167 | 0 | 0 | 0 | 0 | 937 |
| 25-35 | 5.866 | 2.896 | 1.536 | 1.309 | 2 | 0 | 0 | 0 | 11.609 |
| 35-45 | 5.043 | 1.418 | 3.303 | 1.104 | 63 | 27 | 0 | 0 | 11.373 |
| 45-55 | 1.046 | 173 | 2.441 | 1.104 | 143 | 72 | 10 | 4 | 4.993 |
| >55 | 4 | 2 | 29 | 11 | 13 | 9 | 9 | 2 | 79 |

**S-03 Employees Turnover**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Number of employees resigned | 3.684 Employees | 28,6 % |
| Number of newly appointed Employees | 7.029 Employees | 54,5 % |

**S-04 Temporary Worker**

| | Number of employees (in reporting year) | Percentage (in reporting year) |
|---|---|---|
| Total company headcount held by contractors and/or consultants | 5.657 Employees | 19,5 % |

**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 (%) |
|---|---|---|
| 41,7 hours/employee | 96.955 | 99,5 % |

**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 | 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? | No |
|---|---|
| The implementation of human rights principles is outlined in the Code of Conduct, which covers freedom of association and organization, a prohibition on all forms of harassment, slander, violence, or threats, and legal protection and remuneration in human resources policies. Throughout the reporting period, there were no cases of human rights violations within Bank Danamon. | |
| **S-09 Does the company has a policy regarding human rights?** | No |
| The implementation of human rights principles is outlined in the Code of Conduct, which covers freedom of association and organization, a prohibition on all forms of harassment, slander, violence, or threats, and legal protection and remuneration in human resources policies. Throughout the reporting period, there were no cases of human rights violations within Bank Danamon. | |
| **S-10 Does the company have a policy regarding child labor and/or forced labor?** | Yes |
| Danamon implements a recruitment process that complies with legal requirements and ethical principles, while ensuring respect for the rights and dignity of every individual. The selection process is conducted comprehensively to prevent forced labor practices and the involvement of child labor. | |
| **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 |
| Danamon implements an Occupational Health and Safety Management System (SMK3) in line with Government Regulation No. 50 of 2012 to ensure the highest standards in occupational health and safety (OHS) for 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 implementation of Bank Danamon's CSR can be read on pages 496 - 498 in the Sustainability Report. | |

## 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 | 5 | 1 | 3 |
| Directors | 0 | 6 | 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 | 30 | 93 % |
| Comissioner Attendance to Board Meetings | 6 | 97 % |

Other governmental-related policy

| | |
|---|---|
| **G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?** | Yes |
| Bank Danamon has a policy of segregation of duties and responsibilities, which are as follow:<br>1. An explanation of the duties and responsibilities of the Board of Commissioners can be found in the 2025 Annual Report on page 306<br>2. An explanation of the duties and responsibilities of the Board of Directors can be found in the 2025 Annual Report on page 346<br><br>The duties and responsibilities of the Board of Commissioners and the Board of Directors are regulated in the Charter of the Board of Commissioners and the Charter of the Board of Directors, which are available on Bank Danamon's website: https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Pedoman-Kerja-Pelatihan-Dewan-Komisaris-dan-Direksi | |
| **G-04 Does the company has a policy regarding board appraisal?** | Yes |
| Bank Danamon has a performance assessment policy for the Board of Commissioners and the Board of Directors, which is prepared based on the applicable laws and regulations as stated in the 2025 Annual Report on pages 318 and 358.<br><br>Charter of the Board of Commissioners and the Board of Directors:<br>https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Pedoman-Kerja-Pelatihan-Dewan-Komisaris-dan-Direksi | |
| **G-05 Does the company has a policy regarding board training and development?** | Yes |
| Bank Danamon has a training policy for the Board of Commissioners and the Board of Directors, which is stipulated respectively in the Charter of the Board of Commissioners and the Charter of the Board of Directors. Training programs are available in the 2025 Annual Report on pages 318 and 359.<br><br>Further information is available on the Bank Danamon website:<br>https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Pedoman-Kerja-Pelatihan-Dewan-Komisaris-dan-Direksi | |
| **G-06 Does the company has a criteria regarding board appointment and re-election?** | Yes |

| | |
|---|---|
| Members of the Board of Commissioners and Board of Directors of Bank Danamon are individuals who meet the criteria and requirements as stipulated in the OJK Regulation, Articles of Association, Board of Commissioners Charter, and Board of Directors Charter as stated in the 2025 Annual Report on pages 310 and 349.<br><br>Further information is available on the Bank Danamon website:<br>https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Kebijakan-Terkait-Tata-Kelola | |
| **G-07 Does the company has a policy regarding ethics and/or anti-corruption?** | Yes |
| https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Kode-Etik | |
| **G-08 Does the company has a policy regarding equitable treatment of shareholders?** | Yes |
| Bank Danamon issues series A and series B shares. All shareholders possess the same rights and obligations as set out in the 2025 Annual Report on page 412. | |
| **G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?** | Yes |
| Bank Danamon has a Conflict of Interest policy, including:<br>1. Can be found in the 2025 Annual Report on page 429<br>2. The Charter of the Board of Directors and the Board of Commissioners available on the Bank Danamon website:<br>https://www.danamon.co.id/id/Tentang-Danamon/TataKelola/Pedoman-Kerja-Pelatihan-Dewan-Komisaris-dan-Direksi | |

**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 | 497 |
| | E-02 | Greenhouse Gas Emission Intensity | 498 |
| | E-03 | Electricity Consumption | 497 |
| | E-04 | Water Consumption | 499 |
| | E-05 | Waste Generated | 499 |
| | E-06 | Company Commitment to Achieving Net Zero Emission Target | 495 |
| | E-07 | Company Commitment to Reduce Emission | 495 |
| Social | S-01 | Gender Equality | 507 |
| | S-02 | Employees by Gender and Age Group | 82 |
| | S-03 | Employee Turnover Rate | 479 |
| | S-04 | Number of Temporary Officers | 479 |
| | S-05 | Employee Training and Development | 506 |
| | S-06 | Number of Work Accidents | 510 |
| | S-07 | Human Rights Violation Incidents | 511 |
| | S-08 | Sexual Harassment and/or Non-Discrimination Policy | 506 |
| | S-09 | Policy on Human Rights | 511 |
| | S-10 | Child Labor and/or Forced Labor Policy | 506 |
| | S-11 | Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees. | 510 |
| | S-12 | Corporate Social Responsibility | 502 |

| | | | |
|---|---|---|---|
| Governance | G-01 | Management Diversity and Independence | 508 |
| | G-02 | Total Attendance of Directors and Commissioners to Board Meetings | 318-357 |
| | G-03 | Chairman of the Board and CEO Separation Policy | 289-306-346 |
| | G-04 | Board of Directors and Commissioners Assessment Policy | 318-358 |
| | G-05 | Board of Directors and Commissioners Training Policy | 318-359 |
| | G-06 | Special Criteria for Election of the Board | 310-350 |
| | G-07 | Code of Ethics and/or Anti-Corruption | 418-419 |
| | G-08 | Fair Treatment Policy for Shareholders | 412 |
| | G-09 | Conflict of Interest Prevention Policy | 429 |

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

POJK No. 51/POJK.03/2017, SEOJK No. 16/SEOJK.04/2021, Metrik ESG

I D X

Third-party assurance and/or validation

[X] Yes

| Name of third-party service provider | Scope of Work |
|---|---|
| Decar Verite Asia | SR 2025 Assurance mengacu pada AA1000 v3 Type 1 Moderate Level |

Thus to be informed accordingly.

Respectfully,

**PT Bank Danamon Indonesia Tbk**

Anselma Tirtadharma

Corporate Secretary Lead

PT Bank Danamon Indonesia Tbk

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| | |
|---|---|
| Sender Name | Anselma Tirtadharma |
| Function | Corporate Secretary Lead |
| Date and Time | 06-03-2026 16:30 |
| Attachment | 1. AR PT Bank Danamon Indonesia Tbk 2025 - Eng.pdf |
| | 2. AR PT Bank Danamon Indonesia Tbk Tahun 2025 - Id.pdf |
| | 3. S.012-CSEC.2026.pdf |

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