Go To English Page

Nomor Surat	013/GDN-LEG/Corsec/SKL/IV/2026
Nama Perusahaan	PT Global Digital Niaga Tbk
Kode Emiten	BELI
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 28 April 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://about.blibli.com/id/investor-relations/shareholders-meeting pada tanggal 28 April 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?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	14
Emisi langsung dari pembakaran bergerak	882
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	1.512
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	2.408

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	41.968
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	41.968
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	37.302
Perjalanan dinas	838
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	728
Perjalanan Karyawan	1.936
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	1.372
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	14.756
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)	56.931
Total Emisi GRK (Scope 1 and 2)	44.375
Total Emisi GRK (Scope 1, 2 and 3)	101.306
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	248.570.396.873.896
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	(0)
		Total konsumsi energi (kWh or J)	248.570.396.873.896
E-04	**Konsumsi Air**	Total konsumsi air (m3)	187.260
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	7.124

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.	
Saat ini, Perseroan belum menerbitkan target Net Zero Emission. Perseroan masih dalam tahap penentuan baseline emisi, seiring dengan berlanjutnya ekspansi bisnis yang memiliki model bisnis baru. Dengan komitmen tersebut, sejak 2025 pengumpulan data telah mencakup seluruh entitas. Ke depannya, Perseroan secara bertahap terus menyempurnakan pengolahan data yang sudah terkonsolidasi.	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	1 %
	90 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2027

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Saat ini, Perseroan belum menerbitkan target Net Zero Emission. Perseroan masih dalam tahap penentuan baseline emisi, seiring dengan berlanjutnya ekspansi bisnis yang memiliki model bisnis baru. Dengan komitmen tersebut, sejak 2025 pengumpulan data telah mencakup seluruh entitas. Ke depannya, Perseroan secara bertahap terus menyempurnakan pengolahan data yang sudah terkonsolidasi.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2.047	30 %	1.422	21 %
Mid-level	2.094	31 %	1.110	16 %
Senior-level	59	1 %	20	0,3 %
Executive-level	19	0,28 %	4	0,06 %
Total Pegawai	4.219	62 %	2.556	38 %

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	131	190	81	24	1	2	47	59	535
25-35	1.241	782	686	393	415	280	267	293	4.357
35-45	250	56	508	202	231	115	58	21	1.441
45-55	53	14	139	65	53	22	5	3	354
>55	10	7	34	28	5	0	4	0	88

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	1.325 Pegawai	20 %
Jumlah Pegawai Baru/pengganti	1.482 Pegawai	22 %

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	3.093 Pegawai	31 %

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 (%)
19 jam/pegawai	5.160	76 %

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
Pelecehan seksual dan/non diskriminasi merupakan perbuatan yang dilarang Perseroan dan harus dihindari oleh seluruh pekerja. Larangan tersebut diatur dalam Pasal 27 huruf (d) dan (f) di dalam Peraturan Perusahaan. Konsekuensi atas pelanggaran tersebut dapat berakibat sampai dengan pengakhiran hubungan kerja. Link: https://about.blibli.com/en/investor-relations/sustainability-reports	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perseroan menjamin hak-hak karyawan sebagaimana diatur oleh di dalam Peraturan Perusahaan. Hak-hak dasar karyawan seperti memperoleh pekerjaan tanpa diskriminasi, hak atas pembayaran yang adil, istirahat, dan perlindungan melalui jaminan sosial diatur dalam Bab III, V, VI, VII, VIII, XIV & XVI di dalam Peraturan Perusahaan. Link: https://about.blibli.com/en/investor-relations/sustainability-reports	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan mematuhi ketentuan terkait usia karyawan yang diterima bekerja. Usia minimal pekerja adalah 18 tahun. Pengaturan terkait hal ini diatur secara khusus di dalam Kebijakan Internal Perseroan melalui Surat Keputusan No. 001/SK.DIR-GDN/HRD/I/2021. Link: https://about.blibli.com/en/investor-relations/sustainability-reports	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Perseroan memandang penting keamanan dan perlindungan kerja pekerja. Perseroan memiliki Kebijakan Internal terkait dengan Pelaporan Insiden Kecelakaan Kerja Penyakit Akibat Kerja di lingkungan kerja yang diatur dalam Surat Keputusan No. 009 SK.DIR GDN IR VI 2022. Link: https://about.blibli.com/en/investor-relations/sustainability-reports	

Corporate Social Responsibility (CSR)

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

Perseroan melalui ekosistem Blibli Tiket bertumbuh bersama masyarakat melalui kolaborasi dalam menjalankan program tanggung jawab sosial dan lingkungan di antaranya kegiatan pelatihan, pendampingan, dan pengembangan usaha untuk meningkatkan nilai tambah dan memperluas dampak positif guna mendorong pertumbuhan ekonomi secara inklusif dan berkelanjutan. Perseroan juga menjalankan berbagai inisiatif secara kolaboratif untuk mendorong pengembangan generasi muda.

Berikut contoh program pengembangan masyarakat melalui ekosistem Blibli Tiket yang dijalankan oleh Perseroan: CSR Ramadhan, donasi sepatu dan pakaian layak pakai, edukasi keberlanjutan Langkah Membumi Ecoground, memajukan desa wisata melalui program Jagoan Pariwisata, dan lainnya. Dalam pengembangan generasi muda, Perseroan melakukan kolaborasi pemutaran film animasi Jumbo bersama Sandiaga Uno dan Yayasan Abang Mpok Sahabat Anak (YAMSA), dan menjalankan program BUBBLE (BlibliCare Uplifting Bright Minds Building Learning Experience) bekerja sama dengan Rumah Belajar di kawasan Bandengan, Jakarta Barat.

Link: https://about.blibli.com/en/investor-relations/sustainability-reports

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	5	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	9	100 %

Kebijakan mengenai manajemen lainnya

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

Dalam hal ini, interpretasi Perseroan adalah sebagai berikut:
- CEO merupakan fungsi yang dijalankan oleh Direktur Utama
- Chairman of the Board merupakan fungsi yang dijalankan oleh Komisaris Utama

Direksi merupakan organ tata kelola yang bertanggung jawab atas pengelolaan dan penyelenggaraan kegiatan usaha Perseroan. Direksi memiliki kewenangan untuk mengelola Perseroan berdasarkan kebijakan yang dinilai tepat, sepanjang selaras dengan maksud dan tujuan sebagaimana diatur dalam Anggaran Dasar. Sedangkan Dewan Komisaris merupakan organ tata kelola yang menjalankan fungsi pengawasan atas penetapan kebijakan serta pelaksanaan pengelolaan Perseroan, baik pada tingkat strategis maupun operasional. Dewan Komisaris memberikan arahan dan nasihat kepada Direksi guna memastikan kegiatan usaha Perseroan dijalankan sesuai dengan Anggaran Dasar serta mematuhi ketentuan peraturan

perundang-undangan yang berlaku.

Link: https://about.blibli.com/id/governance/association

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

Perseroan telah memiliki kebijakan penilaian Direksi dan Dewan Komisaris. Penilaian kinerja anggota Dewan Komisaris dilakukan melalui penilaian mandiri yang dilaksanakan setiap tahun, dengan kriteria yang ditetapkan berdasarkan tugas, kompetensi, dan tanggung jawab masing-masing anggota. Kriteria penilaian tersebut disusun sesuai dengan ketentuan peraturan perundang-undangan yang berlaku dan mengacu pada Anggaran Dasar Perseroan, serta mencakup aspek kompetensi, tingkat kehadiran dalam rapat, penerapan praktik tata kelola perusahaan yang baik, dan efektivitas pengawasan terhadap pelaksanaan tugas dan tanggung jawab Direksi Perseroan.

Penilaian kinerja anggota Direksi dilakukan setiap tahun melalui penilaian mandiri, dengan kriteria yang mempertimbangkan tugas, kompetensi, dan tanggung jawab individu. Kriteria tersebut sesuai dengan ketentuan yang berlaku dan Anggaran Dasar Perseroan, mencakup kompetensi, kehadiran rapat, penerapan tata kelola, serta pengawasan pelaksanaan tugas Direksi.

Penjelasan kebijakan penilaian kinerja tahunan dewan direksi/komisaris dan pengungkapan kriteria serta proses penilaian yang dilakukan

Komisaris Utama bertanggung jawab melakukan penilaian terhadap kinerja anggota Dewan Komisaris setiap tahunnya, dengan mempertimbangkan tugas dan tanggung jawab masing-masing anggota. Sedangkan setiap tahun, Direktur Utama menilai kinerja anggota Direksi lainnya berdasarkan tugas dan tanggung jawab masing-masing. Komisaris Utama bertanggung jawab atas penilaian kinerja Direktur Utama.

Link: https://about.blibli.com/id/governance/board-charter

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

Perseroan memiliki kebijakan untuk meningkatkan kapabilitas anggota Dewan Komisaris sebagaimana diatur dalam Pedoman Nominasi dan Remunerasi. Kebijakan pelatihan bagi anggota Direksi juga diatur dalam Pedoman Nominasi dan Remunerasi.

Penjelasan kebijakan perusahaan mengenai program pelatihan profesional bagi direksi atau komisaris

Peningkatan kapabilitas secara profesional dilakukan melalui keikutsertaan anggota Dewan Komisaris dalam program pengembangan dan pelatihan yang bertujuan untuk memperbarui pemahaman mengenai kegiatan usaha serta kebijakan Perseroan. Selain itu, untuk mendukung pelaksanaan fungsi pengawasan yang efektif, setiap anggota Dewan Komisaris didorong untuk berbagi pengetahuan sesuai dengan keahlian dan pengalaman di bidang masing-masing. Perseroan melibatkan Direksi dalam program pelatihan dan pengembangan profesional yang bertujuan memberikan wawasan terbaru tentang usaha dan ekspansi usaha Perseroan. Selain itu, anggota Direksi juga diperkenankan untuk berbagi pengetahuan berdasarkan keahlian mereka, dengan fokus pada materi yang relevan untuk memperkuat pelaksanaan pengelolaan usaha Perseroan.

Link: https://about.blibli.com/id/governance/board-charter

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

Anggota Direksi dan Dewan Komisaris Perseroan dipilih dan diangkat melalui keputusan RUPS dengan masa jabatan 5 (lima) tahun, tanpa mengurangi hak RUPS untuk memberhentikan anggota Direksi dan Dewan Komisaris kapan saja jika diperlukan.

Penjelasan kriteria yang digunakan dalam pemilihan dewan direksi dan komisaris baru serta kebijakan mengenai kriteria pemilihan ulang

Setelah masa jabatan berakhir, anggota Direksi dan Dewan Komisaris dapat dipertimbangkan untuk diangkat kembali melalui keputusan RUPS. Saat ini, anggota Direksi dan Dewan Komisaris Perseroan memiliki keberagaman dalam hal usia, keahlian, pengalaman kerja, dan latar belakang pendidikan. Adanya aspek keberagaman penting untuk memastikan bahwa fungsi dan tugas dapat dilaksanakan secara efektif, sesuai dengan tuntutan, perubahan dan kondisi usaha yang ada.

Link: https://about.blibli.com/id/governance/board-charter

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

Perseroan telah memiliki kebijakan mengenai kode etik dan/atau anti-korupsi. Kode Etik dan Kebijakan Standar Perilaku Perseroan berperan sebagai pedoman dalam membangun kepercayaan dan integritas antara Perseroan dengan karyawan, pemegang saham, pemangku kepentingan, serta semua pihak yang berhubungan dengan Perseroan.

Penjelasan program dan prosedur dalam mengatasi praktik seperti korupsi, suap, balas jasa, gratfikasi, dan lainnya yang relevan

Beberapa aspek yang tercakup dalam Kode Etik dan Kebijakan Standar Perilaku Perseroan termasuk tanggung jawab individu karyawan, tanggung jawab Manajemen, hubungan antara Perseroan terhadap karyawan, hubungan antara Perseroan dengan para pemangku kepentingan, dan pelanggaran terhadap kebijakan dan prosedur penyelesain pelanggaran. Selain itu, Kode Etik dan Kebijakan Standar Perilaku Perseroan juga yang melarang segala bentuk korupsi, suap, gratifikasi, dan balas jasa. Pelaksanaan Kebijakan Antikorupsi bertujuan untuk menjaga kepercayaan pemegang saham, pemangku kepentingan, dan masyarakat, serta memastikan kepatuhan terhadap hukum yang berlaku.

Link: https://about.blibli.com/id/governance/code
Link: https://about.blibli.com/id/governance/anti-corruption

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

Perseroan telah memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham. Perseroan menerapkan prinsip-prinsip utama strategi dan praktik terbaik hubungan investor dalam mengomunikasikan dan mengungkapkan informasi kepada pemegang saham, dengan mempertimbangkan peraturan dan ketentuan yang ditetapkan oleh Bursa Efek Indonesia (BEI), Otoritas Jasa Keuangan (OJK), badan pengatur pasar modal Indonesia lainnya yang relevan, serta praktik terbaik industri. Untuk memastikan perlakuan adil atas informasi yang diberikan dan diungkapkan kepada pemegang saham, informasi tersedia pada waktunya dan mudah diakses, dengan menerapkan 6 (enam) prinsip: Transparansi, Akurasi, Ketepatan waktu, Berimbang, Konsistensi, Akuntabilitas.

Penjelasan kebijakan perusahaan yang melarang direksi dan komisaris dan karyawan mengambil manfaat dari pengetahuan yang umumnya tidak tersedia di pasar

Perseroan secara konsisten menerapkan prinsip-prinsip tata kelola perusahaan yang baik dengan terus menekankan 6 (enam) prinsip, termasuk juga pencegahan insider trading di kalangan manajemen/karyawan Perseroan.

Link: https://about.blibli.com/id/governance/code

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

Perseroan telah memiliki kebijakan mengenai kewajiban Direksi atau Dewan Komisaris untuk mencegah adanya benturan kepentingan. Benturan kepentingan terjadi apabila terdapat kemungkinan kepentingan pribadi atau pembagian tanggung jawab pribadi dapat menghalangi pengambilan keputusan yang objektif. Perseroan memahami bahwa dalam menjalankan usahanya tidak dapat sepenuhnya terhindar dari situasi benturan kepentingan. Dewan Komisaris, Direksi, dan Karyawan berkomitmen untuk mengutamakan kepentingan Perseroan.

Penjelasan kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya conflict of interest

Kebijakan ini mengatur: i. Dalam hal situasi benturan kepentingan tidak dapat dihindari, maka individu yang mempunyai benturan kepentingan tidak boleh terlibat dalam pengambilan keputusan dalam hal yang mengandung benturan kepentingan dan tidak boleh mempengaruhi pihak-pihak yang berpartisipasi dalam pengambilan keputusan tersebut, dan ii. Karyawan di Perseroan dilarang untuk mengalihkan kesempatan atau potensi kesempatan untuk mendapatkan keuntungan pribadi. Pengungkapan kebijakan Perseroan terkait benturan kepentingan secara lengkap dapat dilihat pada Kode Etik Perseroan.

Link: https://about.blibli.com/id/governance/code

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	194-195
	E-02	Intensitas Emisi Gas Rumah Kaca	194-195
	E-03	Konsumsi Energi Listrik	188-189
	E-04	Konsumsi Air	191-192
	E-05	Limbah yang Dihasilkan	181-183
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	0
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	194-195
Sosial	S-01	Kesetaraan Gender	130
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	214
	S-03	Tingkat Pergantian Pegawai	216
	S-04	Jumlah Pegawai Sementara	214
	S-05	Pelatihan dan Pengembangan Pegawai	145-146
	S-06	Jumlah Kecelakaan Kerja	143
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	0
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	130
	S-09	Kebijakan Mengenai Hak Asasi Manusia	106
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	0
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	141-142
	S-12	Pencegahan Konflik Kepentingan	155-161

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	102-103
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	225
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	222-242
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	222-242
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	222-242
	G-06	Kriteria Khusus Pemilihan Dewan	222-242
	G-07	Kode Etik dan/atau Anti-Korupsi	276
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	269-287
	G-09	Pencegahan Konflik Kepentingan	269-287

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
PT Sucofindo	PT Sucofindo menyediakan Type 2 assurance berdasarkan AA1000AS v3.

Demikian untuk diketahui.

Hormat Kami,

PT Global Digital Niaga Tbk

Eric Alamsjah Winarta

Chief Corporate Secretary & Investor Relations

PT Global Digital Niaga Tbk

Jl. Jendral Ahmad Yani No. 34 Kel. Panjunan, Kec. Kota Kudus Kab. Kudus 59317,

Telepon : (0291) 431695, Fax : , https://about.blibli.com/id

Nama Pengirim	Eric Alamsjah Winarta
Jabatan	Chief Corporate Secretary & Investor Relations
Tanggal dan Waktu	28-04-2026 22:19
Lampiran	1. BELI_Laporan Tahunan 2025_280426.pdf
	2. BELI_Laporan Keberlanjutan 2025_280426.pdf
	3. BELI_Penyampaian AR SR 2025_280426.pdf

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

Letter / Announcement No.	013/GDN-LEG/Corsec/SKL/IV/2026
Issuer Name	PT Global Digital Niaga Tbk
Issuer Code	BELI
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 28 April 2026

The information referred above has been published on the Company's website https://about.blibli.com/id/investor-relations/shareholders-meeting at 28 April 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?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	14
Direct emissions from mobile combustion	882
Direct emissions from processes	0
Direct fugitive emissions	1.512
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	2.408
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	41.968
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	41.968
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	37.302
Business travels	838
Transportation of clients and visitors	0
Downstream transportation and distribution	728
Employee commuting	1.936
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	1.372
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	14.756
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)	56.931
Total GHG Emissions (Scope 1 and 2)	44.375
Total GHG Emissions (Scope 1, 2 and 3)	101.306
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	248.570.396.873.896
		Total amount of energy indirectly consumed (kWh or J)	(0)
		Total energy consumption (kWh or J)	248.570.396.873.896
E-04	**Water Consumption**	Total water consumed (m3)	187.260
E-05	**Waste Generation**	Total waste generated (ton)	7.124

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.	
Currently, the Company has not issued a Net Zero Emissions target. The Company is still in the process of determining its emissions baseline, as it continues to expand its business with new business models. With this commitment, data collection has covered all entities since 2025. Going forward, the Company will gradually refine the processing of the consolidated data.	

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?	1 %
	90 (tCO2e)
Targeted year in achieving GHG reduction target?	2027

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 reported emissions figures represent the consolidation of the Company s entire ecosystem, with the addition of Ranch Market and Dekoruma in 2025. Changes between periods do not fully reflect changes in operational performance but are also influenced by changes in reporting boundaries.

In response to the challenges of climate change and to improve efficiency, the Company is committed to reducing GHG emissions annually. In the 2025 reporting year, Blibli specifically reduced GHG emissions intensity in Scopes 1 and 2 across all operational activities by 24% compared to 2024, resulting from engagement with both internal and external parties.

Internal engagement initiatives include the implementation of the Kaizen continuous improvement initiatives program, the use of electric motorcycles for customer order delivery, routing optimization, the use of environmentally friendly packaging, the implementation of green buildings in Blibli warehouses, and others. External engagement initiatives include offering the Green Delivery delivery option using electric bikes for the Greater Jakarta area, the Mission Plant a Tree donation feature, and regular tree planting programs.

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	2.047	30 %	1.422	21 %
Mid-level	2.094	31 %	1.110	16 %
Senior-level	59	1 %	20	0,3 %
Executive-level	19	0,28 %	4	0,06 %
Total Pegawai	4.219	62 %	2.556	38 %

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	131	190	81	24	1	2	47	59	535
25-35	1.241	782	686	393	415	280	267	293	4.357
35-45	250	56	508	65	231	115	58	21	1.441
45-55	53	14	139	65	53	22	5	3	354
>55	10	7	34	28	5	0	4	0	88

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	1.325 Employees	20 %

Number of newly appointed Employees	1.482 Employees	22 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	3.093 Employees	31 %

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 (%)
19 hours/employee	5.160	76 %

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

S-09 Does the company has a policy regarding human rights?	Yes

S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes

S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	4	0	2
Directors	0	5	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	9	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes

In this matter, the Company s interpretation is as follow:
- CEO is a function run by the President Director
- Chairman of the Board is a function run by the President Commissioner

The Board of Directors is the governance body responsible for managing and conducting the Company s business activities. The Board of Directors is authorised to manage the Company based on policies deemed appropriate, in line with the objectives and purposes set out in the Articles of Association. Meanwhile, the Board of Commissioners serves as a governance body responsible for overseeing the formulation of policies and the implementation of the Company s management, at both strategic and operational levels. The Board of Commissioners provides guidance and advice to the Board of Directors to ensure that the Company s business activities are conducted in accordance with the Articles of Association and in compliance with prevailing laws and regulations.

Link: https://about.blibli.com/en/governance/association

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

The Company has a policy for assessing the Board of Directors and Board of Commissioners. The performance assessment of members of the Board of Commissioners is carried out through an annual self-assessment process, based on criteria determined in accordance with their respective duties, competencies, and responsibilities. The assessment criteria are aligned with applicable laws and regulations and refer to the Company s Articles of Association, covering aspects of competency, meeting attendance, the implementation of good corporate governance practices, and the effectiveness of oversight over the Board of Directors duties and responsibilities.

The performance assessment of the Board of Directors members is conducted annually through a self-

assessment, with criteria that considers individual duties, competencies, and responsibilities. These criteria follow applicable provisions and refer to the Company s Articles of Association. The assessment criteria must include competence, attendance at meetings, implementation of good corporate governance practices, and supervision of the Company s Board of Directors duties.

The explanation of the annual performance assessment of members of the Board of Directors or Board of Commissioners, and the disclosure of the criteria and assessment process conducted

The President Commissioner is responsible for assessing the performance of the Board of Commissioners members annually, based on the duties and responsibilities of each member. Meanwhile, the President Director is responsible for assessing the performance of the Board of Directors members annually, based on the duties and responsibilities of each member. The President Commissioner is responsible for assessing the performance of the President Director.

Link: https://about.blibli.com/en/governance/board-charter

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

The Company has a policy to enhance the capabilities of members of the Board of Commissioners as stipulated in the Nomination and Remuneration Guidelines. The training policy for members of the Board of Directors is also regulated in the Nomination and Remuneration Guidelines.

The explanation of company policy on professional training programs for the Board of Directors or Board of Commissioners

Professional capability enhancement is carried out through the participation of Board of Commissioners members in development and training programs aimed at providing up-to-date insights into the Company s business activities and policies. In addition, to support the effective execution of the oversight function, each Commissioner is encouraged to share knowledge in line with their respective expertise and experience. The Company involves the Board of Directors in professional training and development programs aimed at providing the latest insights into the Company s business and business expansion. Members of the Board of Directors are also permitted to share knowledge based on their expertise, with a focus on relevant material to strengthen the implementation of the Company s business management.

Link: https://about.blibli.com/en/governance/board-charter

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

Members of the Company s Board of Directors and Board of Commissioners are selected and appointed through a GMS resolution with a term of office of 5 (five) years, without prejudicing the right of the GMS to dismiss members of the Board of Directors and the Board of Commissioners at any time if necessary.

The explanation of the criteria used in selecting the new board of directors and the board of commissioners, and the policy regarding re-election

After the term of office ends, members of the Board of Directors and the Board of Commissioners may be considered for reappointment through a GMS resolution. Currently, the members of the Company's Board of Directors and the Board of Commissioners have a diverse composition in terms of age, expertise, work experience, and educational background to ensure their function and duties can be carried out effectively, in accordance with existing demands, changes and business conditions.

Link: https://about.blibli.com/en/governance/board-charter

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

The Company has a policy regarding the code of ethics and or anti corruption. The Company s Code of Ethics and Standards of Conduct Policy serve as a guide for building trust and integrity between the Company and its employees, shareholders, stakeholders, and all parties related to the Company.

The explanation of the program and procedure in addressing corruption, bribery, kickbacks, gratification, and other relevant matters

Some aspects covered in the Company s Code of Ethics and Standards of Conduct Policy include individual employee responsibilities, Management responsibilities, the Company s relationship with employees, the Company s relationship with stakeholders, and violations policies and procedures for resolving violations.

Further, the Company s Code of Ethics and Standards of Conduct Policy prohibits all forms of corruption, bribery, gratification, and kickbacks. The Anti corruption policy aims to maintain the trust of shareholders, stakeholders, and the community, as well as to ensure compliance with applicable laws.

Link: https://about.blibli.com/en/governance/code
Link: https://about.blibli.com/en/governance/anti-corruption

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

The Company has a policy regarding the fair treatment of Shareholders. The Company adopts key principles of investor relations strategy and best practice in communicating and disclosing information to the shareholders, taken into account the rules and regulations imposed by Indonesia Stock Exchange (IDX), Financial Services Authority (OJK), other relevant Indonesia s capital market governing bodies, as well as industry best practices. To ensure fair treatment of the information provided and disclosed to the shareholders, the information are available in due course and easily accessible, by implementing 6 (six) principles: Transparency, Accuracy, Timeliness, Balanced, Consistency, Accountability.

The explanation of company policy that prohibits the board of directors and the board of commissioners, and employees from taking advantage of knowledge that is generally not available in the market

The Company consistently implements good corporate governance practice by continuously emphasizing 6 (six) principles, including to prevent insider trading within the Company s management or employees.

Link: https://about.blibli.com/en/governance/code

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

The Company has a policy regarding the obligations of the Board of Directors or Board of Commissioners to prevent conflicts of interest. A conflict of interest occurs when there is a possibility that personal interests or the sharing of personal responsibility may hinder objective decision-making. The Company understands that in running its business it cannot completely avoid any conflict-of-interest situations. In responding to such situations, the Board of Commissioners, the Board of Directors, and Employees are committed to prioritizing the Company s interests.

The explanation of the policy regarding the obligations of the Board of Directors or the Board of Commissioners to prevent conflicts of interest

This policy regulates: i. In case a conflict of interest situation cannot be avoided, the individual having the conflict of interest must not be involved in the decision making in matters containing the conflict of interest and must not influence the parties participating in the decision making, and ii. Employees in the Company are prohibited from diverting opportunities or potential for opportunities for personal gain. Full disclosure of the Company s policy related to conflict of interests can be found on the Company s Code of Ethics.

Link: https://about.blibli.com/en/governance/code

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	194-195
	E-02	Greenhouse Gas Emission Intensity	194-195
	E-03	Electricity Consumption	188-189
	E-04	Water Consumption	191-192
	E-05	Waste Generated	181-183
	E-06	Company Commitment to Achieving Net Zero Emission Target	0
	E-07	Company Commitment to Reduce Emission	194-195
Social	S-01	Gender Equality	130
	S-02	Employees by Gender and Age Group	214
	S-03	Employee Turnover Rate	216
	S-04	Number of Temporary Officers	214
	S-05	Employee Training and Development	145-146
	S-06	Number of Work Accidents	143
	S-07	Human Rights Violation Incidents	0
	S-08	Sexual Harassment and/or Non-Discrimination Policy	130
	S-09	Policy on Human Rights	106
	S-10	Child Labor and/or Forced Labor Policy	0
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	141-142
	S-12	Corporate Social Responsibility	155-161

Governance	G-01	Management Diversity and Independence	102-103
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	225
	G-03	Chairman of the Board and CEO Separation Policy	222-242
	G-04	Board of Directors and Commissioners Assessment Policy	222-242
	G-05	Board of Directors and Commissioners Training Policy	222-242
	G-06	Special Criteria for Election of the Board	222-242
	G-07	Code of Ethics and/or Anti-Corruption	276
	G-08	Fair Treatment Policy for Shareholders	269-287
	G-09	Conflict of Interest Prevention Policy	269-287

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work
PT Sucofindo	PT Sucofindo menyediakan Type 2 assurance berdasarkan AA1000AS v3.

Thus to be informed accordingly.

Respectfully,

PT Global Digital Niaga Tbk

Eric Alamsjah Winarta

Chief Corporate Secretary & Investor Relations

PT Global Digital Niaga Tbk

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Sender Name	Eric Alamsjah Winarta
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