Go To English Page

Nomor Surat	002/CORSEC-BCAP/IV/2026
Nama Perusahaan	MNC Kapital Indonesia Tbk
Kode Emiten	BCAP
Lampiran	2
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? (Tidak)

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.mncfinancialservices.com/ pada tanggal 30 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?	Tidak
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	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	0
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	0
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	4.883.113
		Total konsumsi energi (kWh or J)	4.883.113
E-04	**Konsumsi Air**	Total konsumsi air (m3)	17.225
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	0

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Tidak
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	null
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perseroan saat ini terus mengembangkan pendekatan strategis dalam mendukung pencapaian target Net Zero Emission. Berbagai inisiatif keberlanjutan telah dijalankan secara konsisten, seperti penerapan teknologi hemat energi (termasuk penggunaan lampu LED, sistem pendingin ruangan efisien, serta perangkat elektronik berdaya rendah) dan optimalisasi operasional di berbagai lini. Sekitar 35% karyawan juga telah memanfaatkan moda transportasi umum, yang turut berkontribusi dalam mengurangi emisi karbon. Selain itu, Perseroan bersama entitas anak aktif mengembangkan layanan keuangan digital yang meningkatkan efisiensi operasional, menekan penggunaan kertas dan kebutuhan perjalanan dinas, serta berkontribusi pada pengurangan jejak karbon. Seluruh langkah ini mencerminkan komitmen progresif Perseroan terhadap prinsip keberlanjutan dan pelestarian lingkungan. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Tidak
Target pengurangan emisi GRK	0 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	null

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

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

Penjelasan:

Perseroan saat ini terus mengembangkan pendekatan strategis dalam mendukung pencapaian target Net Zero Emission. Berbagai inisiatif keberlanjutan telah dijalankan secara konsisten, seperti penerapan teknologi hemat energi (termasuk penggunaan lampu LED, sistem pendingin ruangan efisien, serta perangkat elektronik berdaya rendah) dan optimalisasi operasional di berbagai lini. Sekitar 35% karyawan juga telah memanfaatkan moda transportasi umum, yang turut berkontribusi dalam mengurangi emisi karbon. Selain itu, Perseroan bersama entitas anak aktif mengembangkan layanan keuangan digital yang meningkatkan efisiensi operasional, menekan penggunaan kertas dan kebutuhan perjalanan dinas, serta berkontribusi pada pengurangan jejak karbon. Seluruh langkah ini mencerminkan komitmen progresif Perseroan terhadap prinsip keberlanjutan dan pelestarian lingkungan.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	486	38 %	500	55 %
Mid-level	463	36 %	269	30 %
Senior-level	250	19 %	101	11 %
Executive-level	87	7 %	34	4 %
Total Pegawai	1.286	100 %	904	100 %

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	24	68	6	2	0	0	0	0	100
25-35	279	291	187	129	30	11	2	1	930
35-45	121	111	182	81	127	41	28	9	700
45-55	55	28	81	51	83	39	45	17	399
>55	7	2	7	6	10	10	12	7	61

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)

Jumlah Pegawai resign/Pemutusan Hubungan Kerja	36 Pegawai	1,64 %
Jumlah Pegawai Baru/pengganti	33 Pegawai	1,51 %

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 (%)
1,99 jam/pegawai	8.359	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
Di atur dalam peraturan perusahaan terkait larangan melakukan tindakan pelecehan seksual dan diskirminasi antar pekerja atau pekerja dengan perusahaan. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Di atur dalam peraturan perusahaan. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Di atur dalam peraturan perusahaan. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Di atur dalam peraturan perusahaan. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Perusahaan melakukan aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar bekerja sama dengan MNC Peduli. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	1	2	1
Direksi	0	5	0	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	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Pemisahan Chairman of The Board dan CEO tercermin dari pemisahan Tugas, Tanggung Jawab, dan Wewenang yang terdapat dapat Pedoman dan Tata Tertib Dewan Komisaris (BAB II : Tugas, Tanggung Jawab, dan Wewenang Dewan Komisaris) serta Pedoman dan Tata Tertib Direksi (BAB II : Tugas, Tanggung Jawab, dan Wewenang Direksi). Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Penilaian terhadap kinerja Direksi terdapat dalam Pedoman Tata Kelola Perusahaan bagian V, dimana kinerja Direksi ditinjau oleh Dewan Komisaris yang dilihat berdasarkan pelaksanaan tugas dan tanggung jawabnya serta kesesuaian dengan peraturan perundang-undangan. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Kebijakan pelatihan Dewan Direksi terdapat dalam Pedoman dan Tata Tertib Kerja Direksi (BAB II : Tugas, Tanggung Jawab, dan Wewenang Direksi) serta Pedoman Tata Tertib Kerja Dewan Komisaris (BAB II : Tugas, Tanggung Jawab, dan Wewenang Dewan Komisaris). Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Persyaratan anggota Dewan Direksi terdapat pada Pedoman dan Tata Tertib Kerja Direksi bagian IV poin A. Persyaratan anggota Dewan Komisaris telah dituangkan dalam Pedoman dan Tata Tertib Kerja Dewan Komisaris bagian IV poin A. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perusahaan memiliki Pedoman Sistem Manajemen Anti Penyuapan (SMAP). Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Kebijakan terkait perilaku beretika terhadap Pemegang Saham tertuang dalam Pedoman Tata Kelola Perusahaan pilar perilaku beretika, dimana dalam penerapan Tata Kelola pada Perusahaan menerapkan prinsip mengedepankan kejujuran, memperlakukan semua pihak dengan hormat, memenuhi komitmen, membangun serta menjaga nilai-nilai moral dan kepercayaan secara konsisten. Perseroan memperhatikan kepentingan pemegang saham dan pemangku kepentingan lainnya berdasarkan asas kewajaran dan kesetaraan serta pengelolaan secara independen sehingga masing-masing Organ Perusahaan tidak ada intervensi oleh pihak lain. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Kebijakan terkait dengan kewajiban dalam mencegah adanya konflik kepentingan terdapat pada Pedoman dan Tata Tertib Kerja pada bagian Keterbukaan Informasi dan Benturan Kepentingan. Sumber: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	

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	-
	E-02	Intensitas Emisi Gas Rumah Kaca	-
	E-03	Konsumsi Energi Listrik	237-238
	E-04	Konsumsi Air	219
	E-05	Limbah yang Dihasilkan	239
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	-
Sosial	S-01	Kesetaraan Gender	240-241
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	66
	S-03	Tingkat Pergantian Pegawai	242
	S-04	Jumlah Pegawai Sementara	66
	S-05	Pelatihan dan Pengembangan Pegawai	242-243
	S-06	Jumlah Kecelakaan Kerja	241-242
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	241-242
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	240
	S-09	Kebijakan Mengenai Hak Asasi Manusia	240
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	241
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	241-242
	S-12	Pencegahan Konflik Kepentingan	124-200

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	209
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	148
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	189
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	190
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	62-230
	G-06	Kriteria Khusus Pemilihan Dewan	156
	G-07	Kode Etik dan/atau Anti-Korupsi	196-203
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	130
	G-09	Pencegahan Konflik Kepentingan	200-201

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

☐ Ya ☒ Tidak

Assurance dan validasi pihak ketiga

☒ Tidak

Demikian untuk diketahui.

Hormat Kami,

MNC Kapital Indonesia Tbk

Steffi Elizabeth

Corporate Secretary

MNC Kapital Indonesia Tbk

Gedung MNC Bank Tower Lantai 21 Jl. Kebon Sirih No.21-27 Jakarta Pusat 10340

Telepon : 021-29709700, Fax : 021-39836870, www.mncfinancialservices.com

Nama Pengirim	Steffi Elizabeth
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 17:51
Lampiran	1. Surat Pengantar AR SR BCAP 2025.pdf
	2. AR SR BCAP 2025.pdf

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

Letter / Announcement No.	002/CORSEC-BCAP/IV/2026
Issuer Name	MNC Kapital Indonesia Tbk
Issuer Code	BCAP
Attachment	2
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? (No)

The information referred above has been published on the Company's website https://www.mncfinancialservices.com/ at 30 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?	No
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	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)	0
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	0
		Total amount of energy indirectly consumed (kWh or J)	4.883.113
		Total energy consumption (kWh or J)	4.883.113
E-04	**Water Consumption**	Total water consumed (m3)	17.225
E-05	**Waste Generation**	Total waste generated (ton)	0

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	No
What year is the Company's net zero emission published target?	null
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
The Company is continuously developing strategic approaches to support the achievement of its Net Zero Emission targets. Various sustainability initiatives have been consistently implemented, such as the adoption of energy-efficient technologies (including the use of LED lighting, efficient air conditioning systems, and low-power electronic devices) and the optimization of operations across various lines. Approximately 35% of employees have also utilized public transportation, contributing to the reduction of carbon emissions. In addition, the Company and its subsidiaries are actively developing digital financial services that enhance operational efficiency, reduce paper usage and business travel needs, and contribute to lowering the carbon footprint. All these efforts reflect progressive commitment of the Company to sustainability principles and environmental conservation. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Tidak
What is the Company's GHG emission reduction target?	0 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	null

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

No

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

The Company is continuously developing strategic approaches to support the achievement of its Net Zero Emission targets. Various sustainability initiatives have been consistently implemented, such as the adoption of energy-efficient technologies (including the use of LED lighting, efficient air conditioning systems, and low-power electronic devices) and the optimization of operations across various lines. Approximately 35% of employees have also utilized public transportation, contributing to the reduction of carbon emissions. In addition, the Company and its subsidiaries are actively developing digital financial services that enhance operational efficiency, reduce paper usage and business travel needs, and contribute to lowering the carbon footprint. All these efforts reflect progressive commitment of the Company to sustainability principles and environmental conservation.

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	486	38 %	500	55 %
Mid-level	463	36 %	269	30 %
Senior-level	250	19 %	101	11 %
Executive-level	87	7 %	34	4 %
Total Pegawai	1.286	100 %	904	100 %

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	24	68	6	2	0	0	0	0	100
25-35	279	291	187	129	30	11	2	1	930
35-45	121	111	182	51	127	41	28	9	700
45-55	55	28	81	51	83	39	45	17	399
>55	7	2	7	6	10	10	12	7	61

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	36 Employees	1,64 %
Number of newly appointed Employees	33 Employees	1,51 %

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 (%)
1,99 hours/employee	8.359	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
It is stipulated in the company regulations concerning the prohibition of sexual harassment and discrimination among employees or between employees and the company. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
S-09 Does the company has a policy regarding human rights?	Yes
Stipulated in the company regulations. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
Stipulated in the company regulations. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
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
Stipulated in the company regulations. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
Perusahaan melakukan aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar bekerja sama dengan MNC Peduli. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	1	2	1
Directors	0	5	0	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	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
The separation of the Chairman of the Board and the CEO is reflected in the segregation of Duties, Responsibilities, and Authorities as outlined in the Guidelines and Code of Conduct for the Board of Commissioners (Chapter II: Duties, Responsibilities, and Authorities of the Board of Commissioners) and the Guidelines and Code of Conduct for the Board of Directors (Chapter II: Duties, Responsibilities, and Authorities of the Board of Directors. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-04 Does the company has a policy regarding board appraisal?	Yes
The assessment of the Board of Directors' performance is outlined in Section V of the Corporate Governance Guidelines, in which the Board of Commissioners reviews the performance of the Board of Directors based on the execution of their duties and responsibilities, as well as compliance with applicable laws and regulations. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-05 Does the company has a policy regarding board training and development?	Yes
The Board of Directors' training policy is outlined in the Guidelines and Rules of Procedure for the Board of Directors (Chapter II: Duties, Responsibilities, and Authorities of the Board of Directors) as well as in the Guidelines and Rules of Procedure for the Board of Commissioners (Chapter II: Duties, Responsibilities, and Authorities of the Board of Commissioners). Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

The requirements for members of the Board of Directors are outlined in the Board of Directors Guidelines and Rules of Procedure, Section IV, point A. The requirements for members of the Board of Commissioners are stipulated in the Board of Commissioners Guidelines and Rules of Procedure, Section IV, point A. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The company has an Anti-Bribery Management System (ABMS) Guideline. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The policy regarding etchical behavior of Shareholders is outlined in the Corporate Governance Guidelines ethical behavior pilar, where the implementation of Governance within the Company adopts the principle of prioritizing honesty, treating all parties with respect, fulfilling commitments, building and maintaining moral values and trust consistently. The Company pays attention to the interests of shareholders and other stakeholders based on the principles of fairness and equality as well as independent management so that each Company Organ is not intervened by other parties. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The policy regarding the obligation to prevent conflicts of interest is outlined in the Guidelines and Code of Conduct under the section on Information Disclosure and Conflict of Interest. Source: https://www.mncfinancialservices.com/hubungan-investor/laporan-tahunan/	

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	-
	E-02	Greenhouse Gas Emission Intensity	-
	E-03	Electricity Consumption	237-238
	E-04	Water Consumption	219
	E-05	Waste Generated	239
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	-
Social	S-01	Gender Equality	240-241
	S-02	Employees by Gender and Age Group	66
	S-03	Employee Turnover Rate	242
	S-04	Number of Temporary Officers	66
	S-05	Employee Training and Development	242-243
	S-06	Number of Work Accidents	241-242
	S-07	Human Rights Violation Incidents	241-242
	S-08	Sexual Harassment and/or Non-Discrimination Policy	240
	S-09	Policy on Human Rights	240
	S-10	Child Labor and/or Forced Labor Policy	241
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	241-242
	S-12	Corporate Social Responsibility	124-200

Governance	G-01	Management Diversity and Independence	209
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	148
	G-03	Chairman of the Board and CEO Separation Policy	189
	G-04	Board of Directors and Commissioners Assessment Policy	190
	G-05	Board of Directors and Commissioners Training Policy	62-230
	G-06	Special Criteria for Election of the Board	156
	G-07	Code of Ethics and/or Anti-Corruption	196-203
	G-08	Fair Treatment Policy for Shareholders	130
	G-09	Conflict of Interest Prevention Policy	200-201

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

☐ Yes ☒ No

null

Third-party assurance and/or validation

☒ No

Thus to be informed accordingly.

Respectfully,

MNC Kapital Indonesia Tbk

Steffi Elizabeth

Corporate Secretary

MNC Kapital Indonesia Tbk

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Attachment	1. Surat Pengantar AR SR BCAP 2025.pdf
	2. AR SR BCAP 2025.pdf

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