Go To English Page

Nomor Surat	011-K/CORSEC/BMHS/IV/2026
Nama Perusahaan	PT Bundamedik Tbk
Kode Emiten	BMHS
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 20 Mei 2026

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

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	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	15,82918
Emisi langsung dari pembakaran bergerak	156,58082
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)	172,41

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	12.172,76
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	172,41
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)	12.345,17
Total Emisi GRK (Scope 1, 2 and 3)	12.345,17
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	0,019
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	50.369.960.000.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	50.369.960.000.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	108.434
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	475,91

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.	
Pengelolaan emisi non-GRK dilakukan dengan memastikan perawatan genset secara berkala, penggunaan bahan bakar sesuai spesifikasi, serta pengoperasian peralatan hanya bila diperlukan untuk menjaga keberlangsungan layanan kesehatan https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Tidak
Target pengurangan emisi GRK	5 %
	617,2585 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2027

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 menetapkan target pengelolaan energi untuk tahun 2026, yaitu menurunkan konsumsi bahan bakar sebesar 5 persen di kantor korporat

Untuk mencapai target tersebut, Perseroan melakukan sejumlah langkah, antara lain,
1 Memastikan setiap rumah sakit memiliki/mengembangkan lahan untuk ruang terbuka hijau
2 Melakukan sosialisasi dalam efisiensi pemakaian listrik bagi seluruh karyawan rumah sakit
3 Mengganti lampu penerangan dengan lampu hemat energi
4 Pemasangan lampu tenaga surya untuk penerangan lampu parkir dengan penghematan mencapai lebih dari 10,000 kWh

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	510	15,98 %	2.053	64,34 %
Mid-level	190	15,98 %	349	10,94 %
Senior-level	25	0,78 %	30	0,94 %
Executive-level	25	0,78 %	9	0,28 %
Total Pegawai	750	23,5 %	2.441	76,5 %

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	29	170	0	3	0	0	0	0	202
25-35	342	1.408	78	108	4	3	0	0	1.943
35-45	112	375	84	161	13	11	5	3	764
45-55	24	92	24	71	7	13	19	4	254
>55	3	8	4	6	1	3	1	2	28

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	427 Pegawai	13,3 %
Jumlah Pegawai Baru/pengganti	735 Pegawai	23,03 %

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	1.533 Pegawai	48,04 %

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 (%)
8,6 jam/pegawai	2.157	68 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
68	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

Perusahaan memiliki kebijakan Anti Diskriminasi, Anti Pelecehan dan Anti Tindakan Pembalasan (Retaliation)

Selain itu Laporan Tahunan juga telah menjabarkan terkait pelaksanaan anti diskriminasi di Perusahaan dalam pokok-pokok kode etik Perusahaan

Link Terkait https://www.bmhs.co.id/investor-relations/annual-sustainability-report/

S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya

Perseroan menjunjung tinggi prinsip hak asasi manusia dalam seluruh kegiatan operasional, termasuk dalam perlakuan terhadap karyawan

Perseroan memastikan kesetaraan kesempatan dalam proses rekrutmen, pemberian remunerasi, penilaian kinerja, serta pengembangan kompetensi, serta menerapkan prinsip non-diskriminasi dalam seluruh keputusan ketenagakerjaan tanpa membedakan suku, agama, ras, jenis kelamin, usia, maupun latar belakang lainnya

Perseroan secara tegas melarang praktik kerja paksa dan mempekerjakan anak di seluruh unit rumah sakit. Ketentuan ini juga tercantum dalam Peraturan Perusahaan berdasarkan Surat Keputusan Nomor KEP.4/HI. 00.00/00.0000.240205009/B/VII/2024 tanggal 16 Juli 2024

Sepanjang periode pelaporan, tidak terdapat pelanggaran terkait hak asasi manusia

Selain itu, proses rekrutmen mensyaratkan usia minimal 18 tahun bagi calon karyawan, serta ketentuan jam kerja diterapkan sesuai dengan regulasi yang berlaku

https://www.bmhs.co.id/investor-relations/annual-sustainability-report/

S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya

Perseroan menjunjung tinggi prinsip hak asasi manusia dalam seluruh kegiatan operasional, termasuk dalam perlakuan terhadap karyawan

Perseroan memastikan kesetaraan kesempatan dalam proses rekrutmen, pemberian remunerasi, penilaian kinerja, serta pengembangan kompetensi, serta menerapkan prinsip non-diskriminasi dalam seluruh keputusan ketenagakerjaan tanpa membedakan suku, agama, ras, jenis kelamin, usia, maupun latar belakang lainnya

Perseroan secara tegas melarang praktik kerja paksa dan mempekerjakan anak di seluruh unit rumah sakit. Ketentuan ini juga tercantum dalam Peraturan Perusahaan berdasarkan Surat Keputusan Nomor KEP.4/HI. 00.00/00.0000.240205009/B/VII/2024 tanggal 16 Juli 2024

Sepanjang periode pelaporan, tidak terdapat pelanggaran terkait hak asasi manusia. Selain itu, proses rekrutmen mensyaratkan usia minimal 18 tahun bagi calon karyawan, serta ketentuan jam kerja diterapkan sesuai dengan regulasi yang berlaku

https://www.bmhs.co.id/investor-relations/annual-sustainability-report/

S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Perseroan mengimplementasikan K3 sesuai Pasal 35 dan 47 Peraturan Perusahaan PT Bundamedik Tbk Tahun 2023-2025, yang telah mendapat pengesahan melalui Keputusan Kepala Dinas Tenaga Kerja, Transmigrasi, dan Energi Provinsi DKI Jakarta Nomor e-2196 Tahun 2023

Setiap rumah sakit memiliki unit K3RS yang dikelola oleh tenaga bersertifikasi dari LSP yang diakui BNSP

https://www.bmhs.co.id/investor-relations/annual-sustainability-report/

Corporate Social Responsibility (CSR)

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

Kegiatan Corporate Social Responsibility diungkapkan lebih lanjut dalam Laporan Keberlanjutan pada halaman 6 dan 82-95

PT Bundamedik Tbk telah menyelenggarakan berbagai inisiatif CSR sepanjang tahun buku 2025, dengan total 8.863 penerima manfaat, yang mencakup berbagai komunitas keluarga di Indonesia. Program-program tersebut meliputi edukasi kesehatan, pemeriksaan kesehatan, pemberian vaksin gratis, penanaman pohon, serta penyaluran donasi untuk korban bencana

https://www.bmhs.co.id/corporate-social-responsibility/

C. Kinerja Tata Kelola (Governance Performance)

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

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	3	2	2
Direksi	0	2	1	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	23	100 %
Jumlah kehadiran komisaris ke rapat dewan	12	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Perusahaan telah memiliki kebijakan pemisahan tugas dan tanggung jawab antara Dewan Komisaris dan Direksi yang dicantumkan pada Piagam Direksi yang ditetapkan pada tanggal 6 Desember 2023 sesuai dengan Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Dewan Direksi dan Dewan Komisaris Emiten atau Perseroan Terbatas dan Pedoman Kerja Dewan Komisaris yang ditetapkan pada tanggal 2 Agustus 2021 sesuai dengan Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Dewan Direksi dan Dewan Komisaris Emiten atau Perseroan Terbatas Link terkait https://www.bmhs.co.id/corporate-governance/work-guidelines/charter/ https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Perusahaan telah memiliki kebijakan penilaian kinerja tahunan untuk Direksi dan juga evaluasi kinerja Dewan Komisaris, kebijakan tersebut tercantum dalam Piagam Direksi dan Panduan Kerja Dewan Komisaris Link terkait: https://www.bmhs.co.id/corporate-governance/work-guidelines/charter/	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Program pelatihan dan pengembangan pengetahuan Dewan Komisaris diatur dalam Pedoman Tata Kelola Perusahaan Selain itu dijabarkan juga dalam Laporan Tahunan terkait pelatihan yang telah dilaksanakan oleh Direksi dan Dewan Komisaris Link Terkait https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Kriteria dan persyaratan dalam pemilihan Direksi dan Dewan Komisaris tercantum dalam Piagam Direksi dan Panduan kerja Dewan Komisaris. Laporan Tahunan juga mencantumkan kriteria penentuan Komisaris Independen yang merujuk pada POJK No. 33/POJK.04/2014 Link Terkait https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perusahaan telah memiliki kebijakan anti korupsi yang tercantum dalam Pedoman Tata Kelola dan dijabarkan juga pelaksanaan aktivitas anti korupsi dalam Laporan Tahunan perusahaan baik dalam bentuk sosialisasi dan juga pelaksanaan sistem saluran pelanggaran Link Terkait https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Diungkapkan dalam Laporan Keberlanjutan halaman 43 Diungkapkan dalam Laporan Tahunan halaman 156, 157 Perseroan melarang Direksi/Dewan Komisaris mengambil keuntungan pribadi dari informasi maupun kegiatan Perseroan yang bersangkutan atau insider trading	

Link terkait https://www.bmhs.co.id/corporate-governance/code-of-conduct/ https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perusahaan telah memiliki kebijakan pencegahan benturan kepentingan baik untuk Direksi dan Dewan Komisaris serta untuk Karyawan yang tercantum dalam Pedoman Tata Kelola. Selain itu Perusahaan juga menjabarkan terkait kebijakan tersebut dalam Laporan Tahunan Link Terkait: Link Terkait: https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	

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	65
	E-02	Intensitas Emisi Gas Rumah Kaca	65
	E-03	Konsumsi Energi Listrik	62
	E-04	Konsumsi Air	68
	E-05	Limbah yang Dihasilkan	67
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	0
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	65
Sosial	S-01	Kesetaraan Gender	46
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	37
	S-03	Tingkat Pergantian Pegawai	36
	S-04	Jumlah Pegawai Sementara	40
	S-05	Pelatihan dan Pengembangan Pegawai	64
	S-06	Jumlah Kecelakaan Kerja	77
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	79
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	79
	S-09	Kebijakan Mengenai Hak Asasi Manusia	73
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	79
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	79
	S-12	Pencegahan Konflik Kepentingan	6

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	50
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	112
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	109
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	115
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	109
	G-06	Kriteria Khusus Pemilihan Dewan	104
	G-07	Kode Etik dan/atau Anti-Korupsi	43
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	157
	G-09	Pencegahan Konflik Kepentingan	157

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] Tidak

Demikian untuk diketahui.

Hormat Kami,

PT Bundamedik Tbk

Josephine Tobing

Corporate Secretary

PT Bundamedik Tbk

Jl. Teuku Cik Ditiro No. 28, Menteng

Telepon : (62-21) 3192-3344, Fax : (62-21) 3190-5915, www.bmhs.co.id

Nama Pengirim	Josephine Tobing
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 17:11
Lampiran	1. Surat Pengantar AR-SR BMHS 2025.pdf
	2. Annual Report BMHS 2025 (2).pdf
	3. Sustainability Report BMHS 2025 (2).pdf

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

Letter / Announcement No.	011-K/CORSEC/BMHS/IV/2026
Issuer Name	PT Bundamedik Tbk
Issuer Code	BMHS
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 20 Mei 2026

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

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	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	15,82918
Direct emissions from mobile combustion	156,58082
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)	172,41
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	12.172,76
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	172,41
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)	12.345,17
Total GHG Emissions (Scope 1, 2 and 3)	12.345,17
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)	0,019
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	50.369.960.000.000
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	50.369.960.000.000
E-04	**Water Consumption**	Total water consumed (m3)	108.434
E-05	**Waste Generation**	Total waste generated (ton)	475,91

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.	
Non-GHG emissions are managed by ensuring regular generator maintenance, the use of fuel that meets specifications, and operating equipment only when necessary to maintain healthcare service continuity https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	

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?	5 %
	617,2585 (tCO2e)
Targeted year in achieving GHG reduction target?	2027

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 has set an energy management target for 2026 to reduce fuel consumption by 5 percent at the corporate office

To achieve this target, the Company has instigated several initiatives, including

1 Ensuring that each hospital has or develops land as green open spaces
2 Conducting awareness programs on electricity efficiency for all hospital employees
3 Replacing conventional lighting with energy efficient lamps
4 Installing solar powered lighting for parking areas, resulting in energy savings of over 10,000 kWh

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	510	15,98 %	2.053	64,34 %
Mid-level	190	15,98 %	349	10,94 %
Senior-level	25	0,78 %	30	0,94 %
Executive-level	25	0,78 %	9	0,28 %
Total Pegawai	750	23,5 %	2.441	76,5 %

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	29	170	0	3	0	0	0	0	202
25-35	342	1.408	78	108	4	3	0	0	1.943
35-45	112	375	84	71	13	11	5	3	764
45-55	24	92	24	71	7	13	19	4	254
>55	3	8	4	6	1	3	1	2	28

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	427 Employees	13,3 %
Number of newly appointed Employees	735 Employees	23,03 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	1.533 Employees	48,04 %

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 (%)
8,6 hours/employee	2.157	68 %

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 (%)
68	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes

The Company has an Anti-Discrimination, Anti-Harassment, and Anti-Retaliation policy

Furthermore, the Annual Report outlines the implementation of anti-discrimination within the Company within the Company's Code of Ethics

Related Link https://www.bmhs.co.id/investor-relations/annual-sustainability-report/

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

The Company upholds human rights principles across all operations, including in its treatment of employees

The Company ensures equal opportunity in recruitment, remuneration, performance evaluation, and competency development, and upholds non-discrimination in all employment-related decisions without distinction based on ethnicity, religion, race, gender, age, or other backgrounds

The Company strictly prohibits forced labor and child labor across all hospital units. These provisions are also stipulated in the Company Regulation based on Decree No. KEP.4/HI.00.00/00.0000.240205009 /B/VII/2024 dated July 16, 2024

Throughout the reporting period, there were no reported violations related to human rights

In addition, the recruitment process requires a minimum age of 18 years for prospective employees, and working hours are implemented in accordance with applicable regulations

https://www.bmhs.co.id/investor-relations/annual-sustainability-report/

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

The Company upholds human rights principles across all operations, including in its treatment of employees. The Company ensures equal opportunity in recruitment, remuneration, performance evaluation, and competency development, and upholds non-discrimination in all employment-related decisions without distinction based on ethnicity, religion, race, gender, age, or other backgrounds

The Company strictly prohibits forced labor and child labor across all hospital units. These provisions are also stipulated in the Company Regulation based on Decree No. KEP.4/HI.00.00/00.0000.240205009 /B/VII/2024 dated July 16, 2024

Throughout the reporting period, there were no reported violations related to human rights

In addition, the recruitment process requires a minimum age of 18 years for prospective employees, and working hours are implemented in accordance with applicable regulations

https://www.bmhs.co.id/investor-relations/annual-sustainability-report/

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

The Company implements OHS in accordance with Articles 35 and 47 of PT Bundamedik Tbk Company Regulations for the 2023-2025 period, which was ratified through the Decree of the Head of the Manpower, Transmigration, and Energy Office of the DKI Jakarta Province No. e-2196 of 2023. Each hospital has an Occupational Health and Safety Hospital Unit K3RS managed by certified personnel from Professional Certification Bodies LSP recognized by the National Professional Certification Agency BNSP

https://www.bmhs.co.id/investor-relations/annual-sustainability-report/

Corporate Social Responsibility (CSR)

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

Corporate Social Responsibility activities are further disclosed in the Sustainability Report on pages 6 and 82-95

PT Bundamedik Tbk carried out various CSR initiatives throughout the 2025 financial year, benefiting a total of 8,863 beneficiaries, including diverse family communities across Indonesia. These initiatives included health education programs, medical check-ups, free vaccination, tree planting activities, and donations for disaster relief effort

https://www.bmhs.co.id/corporate-social-responsibility/

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	3	2	2
Directors	0	2	1	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)

Director Attendance to Board Meetings	23	100 %
Comissioner Attendance to Board Meetings	12	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 Company has a policy of segregation of duties and responsibilities between the Board of Commissioners and the Board of Directors, as outlined in the Board of Directors Charter, established on December 6, 2023, in accordance with Financial Services Authority Regulation No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Limited Liability Companies, and the Board Manual for the Board of Commissioners, established on August 2, 2021, in accordance with Financial Services Authority Regulation No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Limited Liability Companies Related link https://www.bmhs.co.id/corporate-governance/work-guidelines/charter/ https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company has an annual performance appraisal policy for the Board of Directors and an annual performance evaluation for the Board of Commissioners. These policies are outlined in the Board of Directors Charter and the Board of Commissioners Work Guidelines Related link: https://www.bmhs.co.id/corporate-governance/work-guidelines/charter/	
G-05 Does the company has a policy regarding board training and development?	Yes
The Board of Commissioners training and knowledge development programs are regulated in the Corporate Governance Guidelines Furthermore, the Annual Report details the training programs undertaken by the Board of Directors and Commissioners Related Link: https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The criteria and requirements for selecting members of the Board of Directors and the Board of Commissioners are set out in the Board of Directors Charter and the Board of Commissioners Work Guidelines The Annual Report also includes the criteria for determining Independent Commissioners, which refer to POJK No. 33/POJK.04/2014 Related Link https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The company has an anti-corruption policy, which is stated in the Corporate Governance Guidelines, and its implementation of anti-corruption activities is outlined in the company's Annual Report, both through public awareness campaigns and through the implementation of a whistleblower reporting system Related Link https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Disclosed in the Sustainability Report page 43 Disclosed in the Annual Report page 156, 157 The Company prohibits the Board of Directors/Commissioners from taking personal advantage of the	

Company's information or activities or insider trading Related link https://www.bmhs.co.id/corporate-governance/code-of-conduct/ https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company has a conflict of interest prevention policy for both the Board of Directors and the Board of Commissioners, as well as for employees, as outlined in the Corporate Governance Guidelines. The Company also outlines this policy in its Annual Report Related Link: https://www.bmhs.co.id/investor-relations/annual-sustainability-report/	

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	65
	E-02	Greenhouse Gas Emission Intensity	65
	E-03	Electricity Consumption	62
	E-04	Water Consumption	68
	E-05	Waste Generated	67
	E-06	Company Commitment to Achieving Net Zero Emission Target	0
	E-07	Company Commitment to Reduce Emission	65
Social	S-01	Gender Equality	46
	S-02	Employees by Gender and Age Group	37
	S-03	Employee Turnover Rate	36
	S-04	Number of Temporary Officers	40
	S-05	Employee Training and Development	64
	S-06	Number of Work Accidents	77
	S-07	Human Rights Violation Incidents	79
	S-08	Sexual Harassment and/or Non-Discrimination Policy	79
	S-09	Policy on Human Rights	73
	S-10	Child Labor and/or Forced Labor Policy	79
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	79
	S-12	Corporate Social Responsibility	6

Governance	G-01	Management Diversity and Independence	50
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	112
	G-03	Chairman of the Board and CEO Separation Policy	109
	G-04	Board of Directors and Commissioners Assessment Policy	115
	G-05	Board of Directors and Commissioners Training Policy	109
	G-06	Special Criteria for Election of the Board	104
	G-07	Code of Ethics and/or Anti-Corruption	43
	G-08	Fair Treatment Policy for Shareholders	157
	G-09	Conflict of Interest Prevention Policy	157

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] No

Thus to be informed accordingly.

Respectfully,

PT Bundamedik Tbk

Josephine Tobing

Corporate Secretary

PT Bundamedik Tbk

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Sender Name	Josephine Tobing
Function	Corporate Secretary
Date and Time	30-04-2026 17:11
Attachment	1. Surat Pengantar AR-SR BMHS 2025.pdf
	2. Annual Report BMHS 2025 (2).pdf
	3. Sustainability Report BMHS 2025 (2).pdf

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