Go To English Page

Nomor Surat	003/CORSEC-BHIT/IV/2026
Nama Perusahaan	PT MNC Asia Holding Tbk
Kode Emiten	BHIT
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.mncgroup.com/investor/annualr 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))	62.813.597,26
		Total konsumsi energi (kWh or J)	62.813.597,26
E-04	**Konsumsi Air**	Total konsumsi air (m3)	256.241,08
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 belum memiliki komitmen formal terhadap pencapaian Net Zero Emission. Namun, berbagai upaya efisiensi energi dan pengurangan dampak lingkungan telah diterapkan, antara lain melalui penggunaan teknologi hemat energi (seperti lampu LED, sistem pendingin ruangan yang efisien, dan perangkat elektronik berdaya rendah) serta pengaturan operasional yang optimal. Sekitar 35% karyawan telah menggunakan moda transportasi umum, didukung pula oleh implementasi sistem manajemen limbah yang baik dan daur ulang, serta pemanfaatan telecommuting dan video conferencing untuk rapat kerja, yang secara keseluruhan berkontribusi terhadap penurunan konsumsi energi dan emisi karbon. Selain itu, Perseroan bersama entitas anak telah mengembangkan berbagai produk jasa keuangan dan media digital yang mendorong efisiensi proses bisnis, mengurangi penggunaan kertas dan bahan cetak, serta mengurangi kebutuhan perjalanan dinas. Inisiatif-inisiatif ini mendukung pengurangan dampak negatif terhadap lingkungan dan memberikan kontribusi positif terhadap aspek keberlanjutan. Sumber: https://www.mncgroup.com/investor/annualr	

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 belum memiliki komitmen formal terhadap pencapaian Net Zero Emission. Namun, berbagai upaya efisiensi energi dan pengurangan dampak lingkungan telah diterapkan, antara lain melalui penggunaan teknologi hemat energi (seperti lampu LED, sistem pendingin ruangan yang efisien, dan perangkat elektronik berdaya rendah) serta pengaturan operasional yang optimal. Sekitar 35% karyawan telah menggunakan moda transportasi umum, didukung pula oleh implementasi sistem manajemen limbah yang baik dan daur ulang, serta pemanfaatan telecommuting dan video conferencing untuk rapat kerja, yang secara keseluruhan berkontribusi terhadap penurunan konsumsi energi dan emisi karbon. Selain itu, Perseroan bersama entitas anak telah mengembangkan berbagai produk jasa keuangan dan media digital yang mendorong efisiensi proses bisnis, mengurangi penggunaan kertas dan bahan cetak, serta mengurangi kebutuhan perjalanan dinas. Inisiatif-inisiatif ini mendukung pengurangan dampak negatif terhadap lingkungan dan memberikan kontribusi positif terhadap aspek keberlanjutan.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	3.356	58 %	1.708	62 %
Mid-level	1.558	27 %	699	25 %
Senior-level	603	11 %	243	9 %
Executive-level	238	4 %	104	4 %
Total Pegawai	5.755	100 %	2.754	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	93	167	13	5	0	0	1	0	279
25-35	1.627	1.064	421	267	48	30	3	5	3.465
35-45	1.043	374	637	278	271	112	68	21	2.804
45-55	555	98	446	135	244	84	118	50	1.730
>55	38	5	41	14	40	17	48	28	231

S-03 Tingkat Pergantian Pegawai

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

Jumlah Pegawai resign/Pemutusan Hubungan Kerja	36 Pegawai	0,42 %
Jumlah Pegawai Baru/pengganti	33 Pegawai	0,39 %

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 (%)
4 jam/pegawai	21.588	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.mncgroup.com/investor/annualr	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Di atur dalam peraturan perusahaan. Sumber: https://www.mncgroup.com/investor/annualr	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Di atur dalam peraturan perusahaan. Sumber: https://www.mncgroup.com/investor/annualr	
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.mncgroup.com/investor/annualr

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.mncgroup.com/investor/annualr	

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	3	3	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.mncgroup.com/investor/annualr	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Kebijakan penilaian Direksi dan Dewan Komisaris terdapat dalam pedoman Tata Kelola Perusahaan pada bagian IV Aspek, Prinsip dan Rekomendasi Tata Kelola Perusahaan. Sumber: https://www.mncgroup.com/investor/annualr	
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.mncgroup.com/investor/annualr	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Persyaratan anggota Dewan Direksi tedapat 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.mncgroup.com/investor/annualr	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perseroan menyatakan kesungguhan dan komitmen penuh untuk mendukung pemberantasan tindak pidana korupsi di lingkungan usaha Perseroan. Pedoman penyelenggaraan pemberantasan tindak pidana korupsi di Perseroan mengacu pada Undang-Undang Nomor 31 tahun 1999 tentang Tindak Pidana Korupsi. Perseroan telah menginternalisasi aturan tersebut dalam Kode Etik Perseroan dan Sistem Pengendalian Internal Perseroan. Panduan ini disosialisasikan secara berkala melalui Internal Memorandum dari Manajemen serta berbagai kegiatan lain, seperti seminar / webinar, sosialisasi, rapat kerja, serta konseling/coaching. Program NEOP (New Employee Orientation Program) juga memainkan peran penting dalam membangun budaya anti-korupsi dan integritas. Materi NEOP menekankan pembentukan Karakter Utama dari Value MNC Group, yang salah satu unsurnya adalah integritas. Sumber: https://www.mncgroup.com/investor/annualr	
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.mncgroup.com/investor/annualr	
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.mncgroup.com/investor/annualr	

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	244
	E-04	Konsumsi Air	224
	E-05	Limbah yang Dihasilkan	245-246
	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	247-248
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	68
	S-03	Tingkat Pergantian Pegawai	249
	S-04	Jumlah Pegawai Sementara	68
	S-05	Pelatihan dan Pengembangan Pegawai	249-250
	S-06	Jumlah Kecelakaan Kerja	249
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	248-249
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	247-248
	S-09	Kebijakan Mengenai Hak Asasi Manusia	247
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	248
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	249
	S-12	Pencegahan Konflik Kepentingan	252

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	211-213
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	152-158
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	194
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	212
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	66-234
	G-06	Kriteria Khusus Pemilihan Dewan	161
	G-07	Kode Etik dan/atau Anti-Korupsi	207
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	136
	G-09	Pencegahan Konflik Kepentingan	205

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,

PT MNC Asia Holding Tbk

Direksi

PT MNC Asia Holding Tbk

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

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

Nama Pengirim	
Jabatan	Direksi
Tanggal dan Waktu	30-04-2026 17:19
Lampiran	1. Surat Pengantar AR SR BHIT 2025.pdf
	2. AR SR BHIT 2025.pdf

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

Letter / Announcement No.	003/CORSEC-BHIT/IV/2026
Issuer Name	PT MNC Asia Holding Tbk
Issuer Code	BHIT
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.mncgroup.com/investor/annualr 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)	62.813.597,26
		Total energy consumption (kWh or J)	62.813.597,26
E-04	**Water Consumption**	Total water consumed (m3)	256.241,08
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 currently does not have a formal commitment to achieving Net Zero Emission. However, various energy efficiency and environmental impact reduction initiatives have been implemented, including the use of energy-saving technologies (such as LED lighting, efficient air conditioning systems, and low-power electronic devices), as well as optimizing operational controls. Approximately 35% of employees use public transportation, supported by the implementation of a proper waste management and recycling system, as well as the use of telecommuting and video conferencing for work meetings, all of which contribute to reducing energy consumption and carbon emissions. In addition, the Company and its subsidiaries have developed a range of digital financial services and media products that promote business process efficiency, reduce the use of paper and printed materials, and lessen the need for business travel. These initiatives support the reduction of negative environmental impacts and contribute positively to sustainability efforts. Source: https://www.mncgroup.com/investor/annualr	

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 currently does not have a formal commitment to achieving Net Zero Emission. However, various energy efficiency and environmental impact reduction initiatives have been implemented, including the use of energy-saving technologies (such as LED lighting, efficient air conditioning systems, and low-power electronic devices), as well as optimizing operational controls. Approximately 35% of employees use public transportation, supported by the implementation of a proper waste management and recycling system, as well as the use of telecommuting and video conferencing for work meetings, all of which contribute to reducing energy consumption and carbon emissions. In addition, the Company and its subsidiaries have developed a range of digital financial services and media products that promote business process efficiency, reduce the use of paper and printed materials, and lessen the need for business travel. These initiatives support the reduction of negative environmental impacts and contribute positively to sustainability efforts.

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	3.356	58 %	1.708	62 %
Mid-level	1.558	27 %	699	25 %
Senior-level	603	11 %	243	9 %
Executive-level	238	4 %	104	4 %
Total Pegawai	5.755	100 %	2.754	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	93	167	13	5	0	0	1	0	279
25-35	1.627	1.064	421	267	48	30	3	5	3.465
35-45	1.043	374	637	135	271	112	68	21	2.804
45-55	555	98	446	135	244	84	118	50	1.730
>55	38	5	41	14	40	17	48	28	231

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	36 Employees	0,42 %

Number of newly appointed Employees	33 Employees	0,39 %

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 (%)
4 hours/employee	21.588	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 regarding the prohibition of sexual harassment and discrimination among employees or between employees and the company. Source: https://www.mncgroup.com/investor/annualr	
S-09 Does the company has a policy regarding human rights?	Yes
Di atur dalam peraturan perusahaan. Source: https://www.mncgroup.com/investor/annualr	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
Stipulated in the company regulations.Source: https://www.mncgroup.com/investor/annualr	
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.mncgroup.com/investor/annualr	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
The company carries out CSR activities, investments, or donations to registered non-profit communities or organizations in collaboration with MNC Peduli. Source: https://www.mncgroup.com/investor/annualr	

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	3	3	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 Rules of Procedure of the Board of Commissioners (Chapter II: Duties, Responsibilities, and Authorities of the Board of Commissioners) and the Guidelines and Rules of Procedure of the Board of Directors (Chapter II: Duties, Responsibilities, and Authorities of the Board of Directors. Source: https://www.mncgroup.com/investor/annualr	
G-04 Does the company has a policy regarding board appraisal?	Yes
The assessment policy for the Board of Directors and the Board of Commissioners is outlined in the Corporate Governance Guidelines under Section IV: Aspects, Principles, and Recommendations of Corporate Governance. Source: https://www.mncgroup.com/investor/annualr	
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.mncgroup.com/investor/annualr	
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 Guidelines and Rules of Procedure of the Board of Directors, Section IV, Point A. The requirements for members of the Board of	

Commissioners are set forth in the Guidelines and Rules of Procedure of the Board of Commissioners, Section IV, Point A. Source: https://www.mncgroup.com/investor/annualr	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company expresses its strong will and full commitment to support the eradication of corruption within the Company. The guidelines for the implementation of corruption eradication at IIF refer to Law No 31 of 1999 on Corruption Crimes. The Company has internalized these regulations in its Code of Ethics and Internal Control System. These guidelines are disseminated periodically through an Internal Memorandum from Management and various other activities, such as seminar/webinar, disseminations, work meetings, and counseling/ coaching. The New Employee Orientation Program (NEOP) also plays a crucial role in fostering a culture of anti-corruption and integrity. The NEOP materials emphasize the development of the Core Character based on MNC Group Values, one of which is integrity. Source: https://www.mncgroup.com/investor/annualr	
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.mncgroup.com/investor/annualr	
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.mncgroup.com/investor/annualr	

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	244
	E-04	Water Consumption	224
	E-05	Waste Generated	245-246
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	-
Social	S-01	Gender Equality	247-248
	S-02	Employees by Gender and Age Group	68
	S-03	Employee Turnover Rate	249
	S-04	Number of Temporary Officers	68
	S-05	Employee Training and Development	249-250
	S-06	Number of Work Accidents	249
	S-07	Human Rights Violation Incidents	248-249
	S-08	Sexual Harassment and/or Non-Discrimination Policy	247-248
	S-09	Policy on Human Rights	247
	S-10	Child Labor and/or Forced Labor Policy	248
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	249
	S-12	Corporate Social Responsibility	252

Governance	G-01	Management Diversity and Independence	211-213
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	152-158
	G-03	Chairman of the Board and CEO Separation Policy	194
	G-04	Board of Directors and Commissioners Assessment Policy	212
	G-05	Board of Directors and Commissioners Training Policy	66-234
	G-06	Special Criteria for Election of the Board	161
	G-07	Code of Ethics and/or Anti-Corruption	207
	G-08	Fair Treatment Policy for Shareholders	136
	G-09	Conflict of Interest Prevention Policy	205

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,

PT MNC Asia Holding Tbk

Direksi

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