Go To English Page

Nomor Surat	024/Corsec-STAR/IV/2026
Nama Perusahaan	PT Calculus Global Ventures Tbk
Kode Emiten	STAR
Lampiran	1
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2026 sampai dengan 31 Desember 2026 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 02 Juni 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.calculusglobalventures.com pada tanggal 02 Juni 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	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	24.672
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)	24.672
Total Emisi GRK (Scope 1, 2 and 3)	24.672
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)	29.563.250
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	0
E-04	**Konsumsi Air**	Total konsumsi air (m3)	0
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 belum memiliki komitmen formal maupun target Net Zero Emission yang dipublikasikan. Namun demikian, arah operasional telah mengarah pada upaya penurunan emisi secara bertahap melalui pengendalian konsumsi energi, optimalisasi pertemuan virtual, penggunaan sarana kerja yang lebih ramah lingkungan, serta pemanfaatan gedung berkonsep green office. Upaya ini menjadi dasar dalam mempersiapkan perumusan komitmen dan target yang lebih terukur ke depan	

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 belum memiliki komitmen tertulis, target, maupun tahun pencapaian terkait pengurangan Emisi Gas Rumah Kaca (GRK). Namun demikian, upaya efisiensi energi, perawatan peralatan, dan peningkatan kesadaran karyawan terus dilakukan, yang turut mendorong penurunan emisi GRK sebesar 0,80% pada tahun 2025 dibandingkan tahun sebelumnya.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	0	0 %	0	0 %
Mid-level	0	0 %	0	0 %
Senior-level	10	58,82 %	5	0 %
Executive-level	2	11,76 %	0	0 %
Total Pegawai	12	70,59 %	5	29,41 %

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	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	7	4	0	0	11
35-45	0	0	0	0	3	1	0	0	4
45-55	0	0	0	0	0	0	2	0	2
>55	0	0	0	0	0	0	0	0	0

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	2 Pegawai	1.176 %
Jumlah Pegawai Baru/pengganti	2 Pegawai	1.176 %

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 (%)
29 jam/pegawai	1	588 %

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
Perseroan senantiasa menerapkan kebijakan pencegahan pelecehan seksual dan prinsip non-diskriminasi di seluruh lingkungan operasional guna mewujudkan tempat kerja yang aman, inklusif, dan saling menghormati. Kebijakan ini didukung oleh penerapan kode etik serta mekanisme pelaporan yang menjaga kerahasiaan dan memastikan penanganan secara objektif sesuai ketentuan yang berlaku.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perseroan senantiasa menjunjung tinggi prinsip Hak Asasi Manusia melalui lingkungan kerja yang mengedepankan kesetaraan, keadilan, dan saling menghargai. Hal ini didukung oleh budaya kerja yang beretika dan berintegritas guna menciptakan ruang kerja yang aman, inklusif, serta menghormati martabat setiap individu.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perseroan memastikan seluruh kegiatan operasional terbebas dari praktik pekerja anak dan pekerja paksa. Proses rekrutmen dan hubungan kerja dilaksanakan sesuai ketentuan yang berlaku, termasuk pemenuhan batas usia minimum serta jaminan bahwa setiap karyawan bekerja secara sukarela tanpa unsur paksaan. Komitmen ini mendukung terciptanya lingkungan kerja yang bermartabat, beretika, dan menghormati hak-hak dasar pekerja.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Perseroan memiliki kebijakan kesehatan dan keselamatan kerja (K3) untuk memastikan lingkungan kerja yang aman, sehat, dan layak bagi seluruh karyawan. Penerapannya mencakup perlindungan kesehatan, keselamatan kerja, ergonomi lingkungan kerja, serta pemeliharaan dan pencegahan potensi bahaya guna mendukung operasional yang produktif.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Perseroan melaksanakan aktivitas tanggung jawab sosial melalui berbagai program yang berfokus pada peningkatan kesejahteraan masyarakat serta penguatan hubungan dengan lingkungan sekitar. Kegiatan yang dilakukan antara lain berupa dukungan terhadap kegiatan keagamaan serta pemberian donasi kepada komunitas dan/atau organisasi nirlaba. Inisiatif tersebut diarahkan untuk memberikan manfaat nyata dan berkelanjutan bagi masyarakat di sekitar wilayah operasional.	

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	2	0	1
Direksi	0	2	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?	Tidak
Perseroan tidak melakukan pemisahan peran Chairman of the Board dan Chief Executive Officer (CEO) karena struktur tata kelola yang diterapkan saat ini telah mengacu pada ketentuan yang berlaku serta dinilai memadai dalam memastikan fungsi pengawasan dan pengelolaan berjalan efektif sesuai peran masing-masing organ usaha.	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Perseroan memiliki kebijakan penilaian kinerja Dewan Komisaris dan Direksi yang dilakukan setiap tahun melalui metode self-assessment. Penilaian mencakup pelaksanaan tugas dan tanggung jawab, pencapaian Key Performance Indicators (KPI), serta integritas dan kepemimpinan. Hasil penilaian ditinjau dan dilaporkan kepada Pemegang Saham melalui RUPS.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Perseroan memiliki kebijakan pelatihan bagi Dewan Komisaris dan Direksi melalui program orientasi serta pengembangan kompetensi berkelanjutan. Pelaksanaannya dilakukan secara mandiri melalui partisipasi dalam pelatihan, pendidikan, dan forum profesional untuk memperkuat kapasitas kepemimpinan, pengawasan, dan pengelolaan.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Perseroan memiliki kriteria khusus dalam penentuan dan pemilihan ulang Dewan Komisaris dan Direksi, dengan mempertimbangkan integritas, kompetensi, pengalaman, dan kepemimpinan. Proses dilakukan secara transparan sesuai ketentuan yang berlaku dengan tetap mengacu pada kriteria yang ditetapkan dan hasil evaluasi kinerja.	

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perseroan memiliki kebijakan Kode Etik dan anti-korupsi sebagai pedoman perilaku bagi seluruh jajaran dalam menjalankan aktivitas usaha secara berintegritas dan profesional. Kebijakan ini disosialisasikan secara berkelanjutan sejak orientasi karyawan, didukung dengan pernyataan komitmen, serta diawasi melalui mekanisme pelaporan dan penegakan yang objektif. Selain itu, kebijakan anti-korupsi, anti-kolusi, dan anti-nepotisme turut diterapkan untuk melindungi operasional usaha dari segala bentuk praktik yang melanggar ketentuan hukum, dengan penerapan yang mencakup pencegahan, deteksi, investigasi, dan evaluasi. Implementasinya diperkuat melalui program pelatihan rutin guna memastikan kepatuhan dan penguatan tata kelola perusahaan.	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perseroan memiliki kebijakan yang menjamin perlakuan adil bagi seluruh Pemegang Saham, termasuk hak atas informasi, partisipasi dalam RUPS, dan penerimaan dividen. Kebijakan ini juga mencakup pencegahan insider trading sekaligus memastikan seluruh transaksi dilakukan tanpa benturan kepentingan, sesuai ketentuan yang berlaku	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perseroan memiliki kebijakan pencegahan benturan kepentingan yang mewajibkan Dewan Komisaris, Direksi, dan karyawan menjaga objektivitas serta mengungkapkan setiap potensi konflik. Setiap individu yang berpotensi konflik, baik yang bersifat keuangan, keluarga, maupun keterlibatan entitas lain tidak diperkenankan terlibat dalam pengambilan keputusan, didukung pemantauan untuk memastikan keputusan yang transparan dan mengutamakan kepentingan Perseroan.	

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	116
	E-02	Intensitas Emisi Gas Rumah Kaca	116
	E-03	Konsumsi Energi Listrik	116
	E-04	Konsumsi Air	117
	E-05	Limbah yang Dihasilkan	117
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	116
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	117
Sosial	S-01	Kesetaraan Gender	108
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	108
	S-03	Tingkat Pergantian Pegawai	109
	S-04	Jumlah Pegawai Sementara	111
	S-05	Pelatihan dan Pengembangan Pegawai	111
	S-06	Jumlah Kecelakaan Kerja	111
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	111
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	107
	S-09	Kebijakan Mengenai Hak Asasi Manusia	107
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	109
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	110
	S-12	Pencegahan Konflik Kepentingan	112

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	73-77
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	76-78
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	78
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	79
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	79
	G-06	Kriteria Khusus Pemilihan Dewan	79
	G-07	Kode Etik dan/atau Anti-Korupsi	95-96
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	97
	G-09	Pencegahan Konflik Kepentingan	97

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 Calculus Global Ventures Tbk

Asep Mulyana

Corporate Secretary

PT Calculus Global Ventures Tbk

Menara BCA Lt.45 Grand Indonesia Jl. MH. Thamrin No.1 Menteng Jakarta 10310

Telepon : 021-23585612 , Fax : 021-23584401 , www.buanaarthaanugerah.co.id

Nama Pengirim	Asep Mulyana
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 14:38
Lampiran	1. AR 2025 CALCULUS GLOBAL VENTURES tbk.pdf

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

Letter / Announcement No.	024/Corsec-STAR/IV/2026
Issuer Name	PT Calculus Global Ventures Tbk
Issuer Code	STAR
Attachment	1
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2026 to 31 Desember 2026 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 02 Juni 2026

The information referred above has been published on the Company's website www.calculusglobalventures.com at 02 Juni 2026

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

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	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	24.672
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)	24.672
Total GHG Emissions (Scope 1, 2 and 3)	24.672
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)	29.563.250
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	0
E-04	**Water Consumption**	Total water consumed (m3)	0
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 has not yet established or published a formal commitment or target for achieving Net Zero Emissions. However, its operational direction has gradually aligned with emission reduction efforts through energy consumption control, optimization of virtual meetings to reduce mobility, the use of more environmentally friendly work facilities, and the utilization of green office concepts. These initiatives serve as a foundation for developing more measurable commitments and targets going forward.	

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 has not yet established a formal commitment, target, or timeline for reducing Greenhouse Gas (GHG) emissions. Nevertheless, ongoing efforts in energy efficiency, equipment maintenance, and employee awareness have contributed to a 0.80% reduction in GHG emissions in 2025 compared to the previous year

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	0	0 %	0	0 %
Mid-level	0	0 %	0	0 %
Senior-level	10	58,82 %	5	0 %
Executive-level	2	11,76 %	0	0 %
Total Pegawai	12	70,59 %	5	29,41 %

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	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	7	4	0	0	11
35-45	0	0	0	0	3	1	0	0	4
45-55	0	0	0	0	0	0	2	0	2
>55	0	0	0	0	0	0	0	0	0

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	2 Employees	1.176 %
Number of newly appointed Employees	2 Employees	1.176 %

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 (%)
29 hours/employee	1	588 %

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
The Company consistently implements policies on the prevention of sexual harassment and the promotion of non-discrimination across all operational areas to foster a safe, inclusive, and respectful workplace. These policies are supported by a code of conduct and reporting mechanisms that ensure confidentiality and objective handling in accordance with applicable regulations.	
S-09 Does the company has a policy regarding human rights?	Yes
The Company consistently upholds Human Rights principles by fostering a work environment that emphasizes equality, fairness, and mutual respect. This is supported by an ethical and integrity-driven work culture to ensure a safe, inclusive workplace that respects the dignity of every individual.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company ensures that all operational activities are free from child labor and forced labor practices. Recruitment processes and employment relationships are conducted in accordance with applicable regulations, including compliance with minimum working age requirements and assurance that all employees work voluntarily without any form of coercion. This commitment supports the creation of a dignified, ethical workplace that respects the fundamental rights of workers.	
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 has established occupational health and safety (OHS) policies to ensure a safe, healthy, and proper working environment for all employees. Their implementation covers health protection, workplace safety, ergonomics, as well as maintenance and hazard prevention to support productive operations.	

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 social responsibility activities through various programs focused on improving community welfare and strengthening relationships with the surrounding environment. These activities	

include support for religious events as well as donations to communities and/or registered non-profit organizations. These initiatives are aimed at delivering tangible and sustainable benefits to communities in the Companys operational areas.

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	2	0	1
Directors	0	2	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?	No
The Company does not separate the roles of Chairman of the Board and Chief Executive Officer (CEO), as the current governance structure aligns with applicable regulations and is considered adequate to ensure effective oversight and management in accordance with the respective roles of each corporate organ.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company has a performance evaluation policy for the Board of Commissioners and the Board of Directors, conducted annually through a self-assessment method. The evaluation covers the execution of duties and responsibilities, achievement of Key Performance Indicators (KPI), as well as integrity and leadership. The results are reviewed and reported to Shareholders through the General Meeting of Shareholders (GMS).	
G-05 Does the company has a policy regarding board training and development?	Yes
The Company has a training policy for the Board of Commissioners and the Board of Directors through orientation programs and ongoing competency development. Its implementation is carried out independently through participation in training, education, and professional forums to strengthen leadership, oversight, and management capabilities	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company has specific criteria for the selection and reappointment of the Board of Commissioners and the Board of Directors, taking into account integrity, competence, experience, and leadership. The process is conducted transparently in accordance with applicable regulations, while adhering to the established criteria and performance evaluation results.	

G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company has established a Code of Conduct and anti-corruption policy as behavioral guidelines for all personnel in conducting business activities with integrity and professionalism. These policies are continuously socialized from the employee orientation stage, supported by formal commitment statements, and monitored through objective reporting and enforcement mechanisms. In addition, anti-corruption, anti-collusion, and anti-nepotism policies are implemented to safeguard business operations from practices that violate legal provisions, covering prevention, detection, investigation, and evaluation. Their implementation is reinforced through regular training programs to ensure compliance and strengthen corporate governance.	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company has policies that ensure fair treatment for all Shareholders, including the right to access information, participate in General Meetings of Shareholders (GMS), and receive dividends. These policies also cover the prevention of insider trading and ensure that all transactions are conducted without conflicts of interest, in accordance with applicable regulations.	
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 that requires the Board of Commissioners, Board of Directors, and employees to maintain objectivity and disclose any potential conflicts. Any individual with a potential conflict, whether financial, familial, or involving other entities, is not permitted to participate in decision-making processes, supported by monitoring to ensure decisions are transparent and prioritize the Companys interests.	

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	116
	E-02	Greenhouse Gas Emission Intensity	116
	E-03	Electricity Consumption	116
	E-04	Water Consumption	117
	E-05	Waste Generated	117
	E-06	Company Commitment to Achieving Net Zero Emission Target	116
	E-07	Company Commitment to Reduce Emission	117
Social	S-01	Gender Equality	108
	S-02	Employees by Gender and Age Group	108
	S-03	Employee Turnover Rate	109
	S-04	Number of Temporary Officers	111
	S-05	Employee Training and Development	111
	S-06	Number of Work Accidents	111
	S-07	Human Rights Violation Incidents	111
	S-08	Sexual Harassment and/or Non-Discrimination Policy	107
	S-09	Policy on Human Rights	107
	S-10	Child Labor and/or Forced Labor Policy	109
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	110
	S-12	Corporate Social Responsibility	112

Governance	G-01	Management Diversity and Independence	73-77
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	76-78
	G-03	Chairman of the Board and CEO Separation Policy	78
	G-04	Board of Directors and Commissioners Assessment Policy	79
	G-05	Board of Directors and Commissioners Training Policy	79
	G-06	Special Criteria for Election of the Board	79
	G-07	Code of Ethics and/or Anti-Corruption	95-96
	G-08	Fair Treatment Policy for Shareholders	97
	G-09	Conflict of Interest Prevention Policy	97

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 Calculus Global Ventures Tbk

Asep Mulyana

Corporate Secretary

PT Calculus Global Ventures Tbk

Menara BCA Lt.45 Grand Indonesia Jl. MH. Thamrin No.1 Menteng Jakarta 10310

Phone : 021-23585612 , Fax : 021-23584401 , www.buanaarthaanugerah.co.id

Sender Name	Asep Mulyana
Function	Corporate Secretary
Date and Time	30-04-2026 14:38
Attachment	1. AR 2025 CALCULUS GLOBAL VENTURES tbk.pdf

This is an official document of PT Calculus Global Ventures Tbk that does not require a signature as it was generated electronically by the electronic reporting system. PT Calculus Global Ventures Tbk is fully responsible for the information contained within this document.