

BEYOND COMPLIANCE:

Enabling ESG Through TIC Service Excellence

2024 Laporan Tahunan dan Keberlanjutan
Annual and Sustainability Report



Pendahuluan

Introduction

Sanggahan dan Batasan Tanggung Jawab

Disclaimer

Laporan Tahunan dan Keberlanjutan PT Superintending Company of Indonesia (PT SUCOFINDO) tahun 2024 merupakan gabungan dari Laporan Tahunan dan Laporan Keberlanjutan yang mengusung tema *Beyond Compliance: Enabling ESG Through TIC Service Excellence*. Tema tersebut dipilih berdasarkan analisis dan kajian yang mendalam berdasarkan fakta dan perkembangan bisnis Perusahaan sepanjang tahun 2024 serta masa depan keberlanjutan bisnis Perusahaan.

Laporan Tahunan dan Keberlanjutan ini disusun bertujuan untuk memberikan gambaran menyeluruh tentang kinerja Perusahaan sehingga PT SUCOFINDO dapat menunjukkan bagaimana kinerja finansial kami telah sejalan dengan komitmen terhadap keberlanjutan, serta dampak positif yang kami ciptakan bagi pelanggan, masyarakat, dan lingkungan. Kami berharap laporan ini dapat memberikan pemahaman yang lebih jelas dan transparan kepada para pemangku kepentingan mengenai upaya PT SUCOFINDO dalam menciptakan nilai yang berkelanjutan.

Dalam penyusunannya, laporan ini mengacu dan memenuhi Peraturan Menteri BUMN PER-02/MBU/03/2023 yang ditetapkan pada tanggal 3 Maret 2023. Peraturan ini mencakup pedoman tata kelola dan kegiatan korporasi signifikan bagi Badan Usaha Milik Negara. Laporan ini memuat pernyataan mengenai kondisi keuangan, hasil operasi, proyeksi, rencana, strategi, kebijakan, dan tujuan perusahaan. Selain itu, laporan ini juga mengevaluasi kinerja perusahaan dalam aspek lingkungan, sosial, dan tata kelola (ESG), yang berfungsi sebagai pernyataan pelaksanaan komitmen perusahaan terhadap perundang-undangan yang berlaku.

Pernyataan prospektif dalam Laporan Terintegrasi ini mengandung risiko dan ketidakpastian yang dapat menyebabkan hasil aktual berbeda secara material dari yang disampaikan. Pernyataan tersebut didasarkan pada asumsi mengenai kondisi saat ini dan masa depan, serta lingkungan bisnis tempat Perusahaan beroperasi. Hasil kinerja di masa depan tidak dapat dijamin, karena dapat dipengaruhi oleh faktor-faktor di luar kendali Perusahaan.

Laporan Tahunan dan Keberlanjutan ini memuat kata "PT SUCOFINDO" dan "Perusahaan" yang didefinisikan sebagai PT Superintending Company of Indonesia yang menjalankan kegiatan usaha di bidang jasa pemastian. Kata "Kami" juga digunakan atas dasar kemudahan untuk menyebut PT SUCOFINDO secara umum. Semua informasi keuangan disajikan dalam mata uang Rupiah. Laporan ini disajikan dalam dua bahasa, yaitu Bahasa Indonesia dan Bahasa Inggris yang mudah dibaca dan dicetak dengan kualitas yang baik. Laporan ini dapat dilihat dan diunduh di situs web resmi PT SUCOFINDO, yaitu www.sucofindo.co.id.

The 2024 Annual and Sustainability Report of PT Superintending Company of Indonesia (PT SUCOFINDO) combines the Annual Report and the Sustainability Report, carrying the theme *Beyond Compliance: Enabling ESG Through TIC Service Excellence*. This theme was chosen based on in-depth analysis and assessment of the Company's factual business developments throughout 2024, as well as its long-term sustainability outlook.

This Annual and Sustainability Report is prepared with the objective of providing a comprehensive overview of the Company's performance, demonstrating how our financial achievements align with our sustainability commitments and the positive impact we create for customers, society, and the environment. We hope this report offers stakeholders a clearer and more transparent understanding of PT SUCOFINDO's efforts in delivering sustainable value.

In its preparation, the report refers to and complies with the Regulation of the Minister of State-Owned Enterprises (SOE) No. PER-02/MBU/03/2023, issued on March 3, 2023. This regulation includes governance guidelines and significant corporate activity requirements for State-Owned Enterprises. The report includes statements on financial condition, operational results, projections, plans, strategies, policies, and corporate goals. Additionally, it evaluates the Company's performance in environmental, social, and governance (ESG) aspects, serving as a declaration of the Company's commitment to regulatory compliance.

The forward-looking statements in this Annual and Sustainability Report involve risks and uncertainties that may cause actual outcomes to differ materially from those projected. These statements are based on assumptions regarding current and future conditions and the business environment in which the Company operates. Future performance results cannot be guaranteed as they are subject to factors beyond the Company's control.

The terms "PT SUCOFINDO" and "the Company" refer to PT Superintending Company of Indonesia, which operates in the assurance service industry. The word "We" is also used for convenience in referring to PT SUCOFINDO in general. All financial information is presented in Indonesian Rupiah. This report is presented in two languages, Indonesian and English, and is designed to be easy to read and printed with high quality. It can be accessed and downloaded from the official PT SUCOFINDO website: www.sucofindo.co.id.



Penjelasan Tema

Theme Explanation



Beyond Compliance: Enabling ESG Through TIC Service Excellence

Pada tahun 2024, PT SUCOFINDO terus memperkuat posisinya sebagai perusahaan jasa *Testing, Inspection, and Certification* (TIC) yang berkomitmen pada penerapan prinsip *Environmental, Social, and Governance* (ESG). Komitmen ini tidak hanya tercermin dalam layanan kepada klien, tetapi juga dalam budaya kerja, sistem manajemen, dan strategi bisnis yang berkelanjutan.

Melalui portofolio layanan inspeksi, pengujian, sertifikasi, pelatihan, dan konsultasi, PT SUCOFINDO membantu berbagai sektor industri untuk memenuhi standar ESG, mematuhi regulasi lingkungan, serta menerapkan praktik bisnis yang ramah lingkungan dan inklusif. Kami mendukung transformasi operasional klien agar lebih efisien, rendah karbon, dan berorientasi sosial, sekaligus meningkatkan daya tarik perusahaan di mata investor dan konsumen yang peduli pada keberlanjutan.

Sebagai *strategic ESG enabler*, PT SUCOFINDO menyediakan solusi komprehensif dan terintegrasi yang mendukung transisi hijau Indonesia. Dengan pendekatan berbasis dampak, kami berupaya menciptakan nilai bersama (*shared value*) dan memperluas kontribusi positif bagi lingkungan, masyarakat, dan ekosistem usaha nasional.

In 2024, PT SUCOFINDO continued to strengthen its position as a Testing, Inspection, and Certification (TIC) service company committed to the implementation of Environmental, Social, and Governance (ESG) principles. This commitment is reflected not only in the services provided to clients, but also in the company's work culture, management systems, and sustainable business strategies.

Through a portfolio of inspection, testing, certification, training, and consultancy services, PT SUCOFINDO supports various industrial sectors in meeting ESG standards, complying with environmental regulations, and adopting environmentally friendly and inclusive business practices. We assist our clients in transforming their operations to become more efficient, low-carbon, and socially oriented, while also enhancing their appeal to sustainability-conscious investors and consumers.

As a *strategic ESG enabler*, PT SUCOFINDO provides comprehensive and integrated solutions that support Indonesia's green transition. Through an impact-based approach, we strive to create shared value and expand our positive contributions to the environment, society, and the national business ecosystem.



Kesinambungan Tema

Theme Continuity



Laporan Tahunan 2023 | Annual Report 2023:

Memaksimalkan Potensi Memperluas Layanan.

Maximizing Potential, Expanding Services.

Laporan Keberlanjutan | Sustainability Report:

Memberdayakan Kekuatan, Mendorong Keberlanjutan.

Empowering Strength, Promoting Sustainability.

Sejalan dengan komitmen peningkatan laba 2023, PT SUCOFINDO mengakselerasi pertumbuhan bisnis dengan mengoptimalkan potensi yang dimiliki, menyempurnakan layanan sesuai kebutuhan pelanggan dan tuntutan dunia usaha. Transformasi korporasi difokuskan pada peningkatan kualitas SDM dan Teknologi Informasi dan Komunikasi (TIK) untuk memperkuat integrasi bisnis dan daya saing. Hasilnya, perusahaan meraih peningkatan pendapatan dan laba bersih yang memuaskan serta posisi keuangan yang kuat untuk mendukung pengembangan ke depan.

Keberhasilan pemerintah menangani pandemi dan pertumbuhan ekonomi berkelanjutan memberikan dampak positif bagi PT SUCOFINDO, dengan peningkatan pendapatan di hampir seluruh sektor. Dengan *market share* 32,97% di industri TIC, perusahaan terus mengoptimalkan kekuatan internal untuk memperkuat keberlanjutan bisnis dan posisinya di masa depan.

In line with its 2023 profit enhancement commitment, PT SUCOFINDO accelerated business growth by optimizing its internal potential and refining its services to meet customer needs and business demands. Corporate transformation efforts focused on improving the quality of Human Capital and Information and Communication Technology (ICT) to strengthen business integration and competitiveness. As a result, the company achieved satisfying growth in revenue and net profit, along with a solid financial position to support future development.

The government's success in managing the pandemic and sustaining economic growth had a positive impact on PT SUCOFINDO, contributing to increased revenues across nearly all sectors. With a market share of 32.97% in the TIC (Testing, Inspection, and Certification) industry, the Company continues to leverage its internal strengths to reinforce business sustainability and strengthen its future market position.



Laporan Tahunan 2022 | Annual Report 2022:

Peningkatan Pertumbuhan Bisnis PT SUCOFINDO melalui Inovasi dan Kolaborasi.

Increasing PT SUCOFINDO's Business Growth through Innovation and Collaboration.

Laporan Keberlanjutan | Sustainability Report:

Inovasi dan Kolaborasi Untuk Keberlanjutan.

Innovation and Collaboration for Sustainability.

Pada tahun 2021, PT SUCOFINDO membangun keunggulan bisnis melalui digitalisasi, kolaborasi, dan inovasi. Di tahun 2022, PT SUCOFINDO memperkuat pertumbuhan bisnis dengan mendorong budaya inovasi di seluruh lini melalui festival inovasi, pengembangan bizkubator, dan komersialisasi inovasi.

PT SUCOFINDO terus mengembangkan layanan berbasis teknologi seperti *real time monitoring* BBM (CTMS), air limbah (SPARING), batu bara (Pit to Port), serta pemanfaatan WhatsApp Bisnis untuk layanan pelanggan, dengan tetap memperhatikan prinsip ESG. Inovasi ini berhasil meningkatkan pendapatan 110% di atas target, mendukung efisiensi biaya operasional, dan berkontribusi terhadap penerbitan 1.636 sertifikasi UMK sebagai bagian dari kolaborasi IDSurvey.

In 2021, PT SUCOFINDO built business excellence through digitalization, collaboration, and innovation. In 2022, the company strengthened its business growth by promoting a culture of innovation across all levels through innovation festivals, the development of a business incubator (bizkubator), and innovation commercialization.

PT SUCOFINDO continued to develop technology-based services such as real-time monitoring for fuel (CTMS), wastewater (SPARING), coal (Pit to Port), as well as the use of WhatsApp Business for customer services, while remaining aligned with ESG principles. These innovations successfully generated revenue 110% above the target, supported operational cost efficiency, and contributed to the issuance of 1,636 MSME certifications as part of the IDSurvey collaboration.



Laporan Tahunan 2021 | Annual Report 2021:

Memperkuat Pertumbuhan Keunggulan Bisnis melalui Kolaborasi, Inovasi dan Digitalisasi.

Strengthening Business Excellence Growth through Collaboration, Innovation, and Digitalization.

Laporan Keberlanjutan | Sustainability Report:

Semangat Meningkatkan Nilai Menuju Keberlanjutan.

Passion to Increase the Values Towards Sustainability.

Di tengah tantangan ekonomi dan bisnis, PT SUCOFINDO terus mendorong pertumbuhan usaha dengan mengoptimalkan sumber daya, memperkuat kolaborasi, dan mempercepat digitalisasi layanan TIC, Konsultasi, dan Pelatihan. Sejak 2019, PT SUCOFINDO telah menetapkan *roadmap* menuju digital TIC company, dan pada 2021 mulai menyediakan layanan digital untuk mendukung adaptasi *new normal*.

Pada tahun yang sama, PT SUCOFINDO bergabung dalam IDSurvey, Holding BUMN Jasa Survei yang berlandaskan nilai AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif), dengan mandat memimpin layanan TIC dan Konsultasi di sektor pertambangan. Di tengah persaingan global yang semakin ketat, PT SUCOFINDO berkomitmen mewujudkan kinerja terbaik guna mendukung IDSurvey menjadi Top 5 perusahaan survei di Asia Pasifik.

Amid economic and business challenges, PT SUCOFINDO has continued to drive business growth by optimizing resources, strengthening collaboration, and accelerating the digitalization of TIC, consulting, and training services. Since 2019, PT SUCOFINDO has established a roadmap toward becoming a digital TIC company, and in 2021 began offering digital services to support adaptation to the new normal.

In the same year, PT SUCOFINDO joined IDSurvey, the State-Owned Survey Services Holding founded on the core values of AKHLAK (Trustworthy, Competent, Harmonious, Loyal, Adaptive, Collaborative), with the mandate to lead TIC and consulting services in the mining sector. Amid increasingly fierce global competition, PT SUCOFINDO remains committed to delivering outstanding performance in support of IDSurvey's goal of becoming a Top 5 survey company in the Asia-Pacific region.

Melalui internalisasi nilai AKHLAK dan berbagai program sosialisasi, PT SUCOFINDO berhasil mencatatkan kinerja positif dan memperkuat budaya kerja yang berkelanjutan.

Through the internalization of AKHLAK values and various outreach programs, PT SUCOFINDO successfully delivered strong performance and reinforced a sustainable work culture.



Keunggulan Kompetitif PT SUCOFINDO

PT SUCOFINDO's Core Competitive Strengths

Posisi Kepemimpinan di Industri TIC Nasional

Skala Luas, Kepercayaan Tinggi, dan Kapabilitas ESG Terdepan

PT SUCOFINDO merupakan pionir dan pemimpin industri Testing, Inspection, and Certification (TIC) di Indonesia. Berdiri sejak lebih dari 68 tahun lalu, PT SUCOFINDO rekam jejak kuat sebagai BUMN yang menjadi mitra terpercaya pemerintah dalam menjamin mutu, kepatuhan, dan keberlanjutan lintas sektor industri nasional.

Sebagai anggota holding IDSurvey, bersama BKI dan Surveyor Indonesia, PT SUCOFINDO memperkuat pangsa pasar, kolaborasi operasional, dan sinergi ekosistem TIC nasional, serta memantapkan posisi sebagai Indonesia's TIC Champion di tingkat global.

Dengan 85 jenis layanan utama, PT SUCOFINDO menghadirkan portofolio menyeluruh yang mencakup:

- Inspeksi, pengujian, sertifikasi, pelatihan, dan konsultasi.
- Dukungan lintas sektor: pertanian, kehutanan, energi (migas dan EBT), pertambangan, konstruksi, industri manufaktur, transportasi, kelautan, perikanan, dan sistem informatika.
- Layanan nilai tambah seperti *warehousing*, *forwarding*, fumigasi, dan *industrial hygiene* yang memperkuat integritas rantai pasok.

Jaringan layanan kami tersebar luas, yang belum tertandingi oleh perusahaan TIC lain di Indonesia:

- 29 kantor cabang.
- 41 unit pelayanan operasional.
- 65 laboratorium terakreditasi nasional dan internasional, termasuk di kawasan strategis timur Indonesia seperti Makassar, Manado, Timika, dan Tarakan.

Sejalan dengan transformasi industri menuju ekonomi hijau, PT SUCOFINDO telah menjadi mitra ESG utama bagi sektor publik dan swasta. Layanan unggulan kami mencakup:

- Verifikasi emisi GRK, audit energi, sertifikasi industri hijau dan sistem manajemen lingkungan.
- Pendampingan compliance ESG & pelaporan keberlanjutan.
- Pelacakan rantai pasok hijau, *traceability* berbasis digital, serta audit berbasis SDGs dan prinsip circular economy.

Seluruh layanan didukung oleh SDM bersertifikasi tinggi, peralatan modern, serta digitalisasi proses bisnis, yang terus kami tingkatkan melalui investasi berkelanjutan.

Dengan cakupan nasional, kompetensi ESG terdepan, dan kapabilitas layanan TIC yang menyeluruh, PT SUCOFINDO bukan hanya penyedia jasa—kami adalah katalis perubahan, mendampingi industri Indonesia dalam menavigasi kompleksitas

Leadership Position in the National TIC Industry

Extensive Scale, Strong Trust, and Leading ESG Capabilities

PT SUCOFINDO is a pioneer and leader in the Testing, Inspection, and Certification (TIC) industry in Indonesia. Established more than 68 years ago, PT SUCOFINDO has built a strong track record as a State-Owned Enterprise (SOE) and a trusted partner of the government in ensuring quality, compliance, and sustainability across various national industrial sectors.

As a member of the IDSurvey holding, alongside BKI and Surveyor Indonesia, PT SUCOFINDO continues to strengthen its market share, operational collaboration, and synergy within the national TIC ecosystem, reinforcing its position as Indonesia's TIC Champion on the global stage.

With 85 core services, PT SUCOFINDO offers a comprehensive portfolio that includes:

- Inspection, testing, certification, training, and consultancy.
- Cross-sectoral support in agriculture, forestry, energy (oil & gas and renewables), mining, construction, manufacturing, transportation, maritime, fisheries, and information systems.
- Value-added services such as warehousing, forwarding, fumigation, and industrial hygiene, which enhance the integrity of the supply chain.

Our service network is extensive and remains unmatched by any other TIC company in Indonesia:

- 29 branch offices.
- 41 operational service units.
- 65 nationally and internationally accredited laboratories, including those located in strategic areas of Eastern Indonesia such as Makassar, Manado, Timika, and Tarakan.

In line with the industrial transformation toward a green economy, PT SUCOFINDO has become a key ESG partner for both the public and private sectors. Our flagship services include:

- Greenhouse gas (GHG) emissions verification, energy audits, green industry certification, and environmental management system certification.
- ESG compliance assistance and sustainability reporting support.
- Green supply chain tracking, digital-based traceability, and audits based on the SDGs and circular economy principles.

All services are supported by highly certified human resources, modern equipment, and digitalized business processes, which we continuously enhance through ongoing investment.

With nationwide coverage, leading ESG expertise, and comprehensive TIC service capabilities, PT SUCOFINDO is more than a service provider—we are a catalyst for change, supporting Indonesian industries in navigating global

global, menjaga daya saing, dan memastikan keberlanjutan jangka panjang.

Komitmen Menyediakan Produk Keberlanjutan untuk Lingkungan

Komitmen PT SUCOFINDO dalam Menyediakan Solusi Keberlanjutan yang Terpercaya dan Berdampak Sebagai Lembaga Verifikasi dan Validasi (LVV) resmi untuk skema Gas Rumah Kaca (GRK) dan Nilai Ekonomi Karbon (NEK), PT SUCOFINDO memainkan peran kunci dalam mendukung target pemerintah menuju *Net Zero Emission* (NZE). Melalui kapabilitas audit, sertifikasi, dan konsultasi hijau yang terintegrasi, PT SUCOFINDO memberikan solusi nyata bagi dunia usaha dalam menavigasi transisi menuju ekonomi rendah karbon.

Portofolio layanan ESG dan lingkungan kami mencakup:

- Sertifikasi dan audit lingkungan: ISO 14001, ISO 50001, Audit Energi, Audit Air, *Green Building* (EDGE/IFC & Greenship), *Environmental Baseline Assessment*, dan *Monitoring* Kualitas Limbah.
- Sertifikasi keberlanjutan sektoral: Green Gold Label (GGL), Sertifikasi Industri Hijau, *Green Port*, ISPO, SVLK, Produk Organik, serta verifikasi mekanisme transisi energi.
- Pendampingan PROPER dan Ekolabel: sebagai bagian dari penguatan reputasi lingkungan perusahaan klien.
- Jasa konsultasi strategis: ESG advisory, *Environmental and Social Impact Assessment* (ESIA), *European Union Deforestation Regulation* (EUDR), *Life Cycle Assessment* (LCA), serta AMDAL dan dokumen lingkungan lainnya.
- Konsultasi tematik lainnya: energi baru dan terbarukan, sistem informasi geografis, SPARING (pemantauan kualitas limbah digital), pengelolaan fasilitas persampahan kota, hingga *Good Manufacturing Practices* (GMP).

Kami juga menyediakan layanan inspeksi dan audit keberlanjutan, seperti:

- Assurer Laporan Keberlanjutan.
- Audit Lingkungan Hidup.
- Verifikasi produk kehutanan dan rantai pasok hijau.
- Perencanaan sistem 4R (*Reduce, Reuse, Recycle, Recovery*).
- Rekayasa sistem air bersih dan air limbah.

Sebagai bagian dari komitmen dalam mendorong ekonomi hijau dan keuangan berkelanjutan, PT SUCOFINDO telah resmi ditunjuk sebagai Approved Verifier di bawah *Climate Bonds Standard* (CBS). Penunjukan ini menjadikan kami mitra terpercaya dalam verifikasi obligasi hijau dan berkelanjutan, memastikan bahwa instrumen pembiayaan proyek nasional telah selaras dengan target iklim global. Kolaborasi kami dengan *Climate Bonds Initiative* memperkuat posisi PT SUCOFINDO sebagai penghubung antara sektor riil dan pasar keuangan hijau, melalui proses evaluasi ilmiah, objektif, dan kredibel.

complexities, maintaining competitiveness, and ensuring long-term sustainability.

Commitment to Providing Sustainable Products for the Environment

PT SUCOFINDO's Commitment to Delivering Trusted and Impactful Sustainability Solutions As an official Verification and Validation Body (VVB) for Greenhouse Gas (GHG) and Carbon Economic Value (CEV) schemes, PT SUCOFINDO plays a key role in supporting the government's target of achieving Net Zero Emissions (NZE). Through integrated capabilities in green auditing, certification, and consultancy, PT SUCOFINDO provides tangible solutions for businesses in navigating the transition toward a low-carbon economy.

Our ESG and environmental service portfolio includes:

- Environmental certification and audits: ISO 14001, ISO 50001, Energy Audit, Water Audit, Green Building (EDGE/IFC & Greenship), Environmental Baseline Assessment, and Waste Quality Monitoring.
- Sectoral sustainability certifications: Green Gold Label (GGL), Green Industry Certification, Green Port, ISPO, SVLK, Organic Products, and verification of energy transition mechanisms.
- PROPER and Ecolabel assistance: as part of strengthening the environmental reputation of client companies.
- Strategic consulting services: ESG advisory, Environmental and Social Impact Assessment (ESIA), European Union Deforestation Regulation (EUDR), Life Cycle Assessment (LCA), as well as AMDAL and other environmental documentation.
- Other thematic consultancy services: renewable energy, geographic information systems, SPARING (digital waste quality monitoring), municipal waste facility management, and Good Manufacturing Practices (GMP).

We also provide sustainability inspection and audit services, such as:

- Sustainability Report Assurance.
- Environmental Audits.
- Verification of forestry products and green supply chains.
- Planning of 4R systems (*Reduce, Reuse, Recycle, Recovery*).
- Engineering of clean water and wastewater systems.

As part of our commitment to promoting a green economy and sustainable finance, PT SUCOFINDO has been officially appointed as an Approved Verifier under the Climate Bonds Standard (CBS). This designation positions us as a trusted partner in the verification of green and sustainable bonds, ensuring that national project financing instruments are aligned with global climate targets. Our collaboration with the Climate Bonds Initiative further strengthens PT SUCOFINDO's role as a bridge between the real sector and the green finance market, through a scientific, objective, and credible evaluation process.



Dengan ekosistem layanan ESG yang komprehensif dan berbasis dampak, PT SUCOFINDO tidak hanya menyertifikasi kepatuhan—kami mempercepat transformasi industri menuju keberlanjutan yang sesungguhnya.

PT SUCOFINDO juga menyediakan Produk Inspeksi dan Audit yang mendukung keberlanjutan, yaitu: Assurer Laporan Keberlanjutan Perusahaan, Audit Lingkungan Hidup, Inspeksi dan Verifikasi Produk Kehutanan), Perencanaan dan Pengelolaan *Reduce-Reuse-Recycle-Recovery*, Perencanaan dan Rekayasa Instalasi Air Bersih dan Air Limbah.

PT SUCOFINDO resmi ditunjuk sebagai *Approved Verifiers* dibawah *Climate Bonds Standard*, yang memungkinkannya memverifikasi obligasi hijau dan berkelanjutan. Penunjukan ini mendukung pertumbuhan pendanaan hijau di Indonesia, yang kini menjadi penerbit obligasi negara terbesar ketiga di Asia Pasifik. Sebagai perusahaan inspeksi dan sertifikasi terkemuka, PT SUCOFINDO berperan penting dalam memastikan proyek dan instrumen utang sejalan dengan target iklim global. Kolaborasi dengan *Climate Bonds Initiative* memperkuat posisi PT SUCOFINDO dalam ekosistem keuangan berkelanjutan melalui evaluasi ilmiah dan independen.

Transformasi Digital dan Inovasi Teknologi untuk Industri 4.0 dan Keberlanjutan

PT SUCOFINDO secara aktif mendukung agenda nasional *Making Indonesia 4.0* melalui berbagai inisiatif digitalisasi yang tidak hanya meningkatkan efisiensi operasional, tetapi juga memperkuat transparansi, akuntabilitas, dan keberlanjutan industri.

Kami menyediakan layanan *INDI 4.0 Readiness Index Assessment* dan *Cyber Security* untuk menilai kesiapan industri menghadapi tantangan revolusi industri keempat, termasuk aspek digital maturity dan integrasi rantai pasok. Di sektor lingkungan, PT SUCOFINDO mengembangkan SPARING—sistem pemantauan kualitas air limbah berbasis *Internet of Things* (IoT) yang sesuai standar KLHK dan dilengkapi kemampuan *real-time monitoring* via web dan mobile. SPARING juga berfungsi sebagai *early warning system*, memungkinkan deteksi pelanggaran baku mutu secara dini dan mendukung tindakan korektif berbasis data.

With a comprehensive and impact-driven ESG service ecosystem, PT SUCOFINDO not only certifies compliance—we accelerate the industrial transformation toward true sustainability.

PT SUCOFINDO also offers inspection and audit products that support sustainability, including Corporate Sustainability Report Assurance, Environmental Audits, Forestry Product Inspection and Verification, *Reduce-Reuse-Recycle-Recovery* (4R) Planning and Management, and Planning and Engineering of Clean Water and Waste Water Installations.

PT SUCOFINDO has officially been appointed as an *Approved Verifier* under the *Climate Bonds Standard*, enabling the company to verify green and sustainable bonds. This appointment supports the growth of green financing in Indonesia, which has become the third-largest sovereign bond issuer in the Asia-Pacific region. As a leading inspection and certification company, PT SUCOFINDO plays a vital role in ensuring that projects and debt instruments align with global climate targets. The collaboration with the *Climate Bonds Initiative* strengthens PT SUCOFINDO's position in the sustainable finance ecosystem through rigorous and independent scientific evaluation.

Digital Transformation and Technological Innovation for Industry 4.0 and Sustainability

PT SUCOFINDO actively supports the national agenda of *Making Indonesia 4.0* through various digitalization initiatives that not only enhance operational efficiency but also strengthen transparency, accountability, and industry sustainability.

We offer services such as the *INDI 4.0 Readiness Index Assessment* and *Cyber Security* to evaluate the readiness of industries in facing the challenges of the Fourth Industrial Revolution, including digital maturity and supply chain integration. In the environmental sector, PT SUCOFINDO has developed SPARING—a wastewater quality monitoring system based on the *Internet of Things* (IoT), compliant with Ministry of Environment and Forestry (MoEF) standards and equipped with *real-time monitoring* capabilities via web and mobile platforms. SPARING also functions as an *early warning system*, enabling early detection of quality standard violations and supporting data-driven corrective actions.

Transformasi digital kami tidak terbatas pada sektor lingkungan. Sejumlah layanan telah terdigitalisasi secara menyeluruh, antara lain:

- **Sym-Lab:** platform digital laboratorium yang mempercepat proses pengujian, integrasi hasil, hingga pelaporan berbasis elektronik.
- **E-Sertifikat:** sertifikasi kami sebagian besar telah berbentuk digital yang diakui dan divalidasi oleh BSSN, mempercepat proses verifikasi dan menjaga keabsahan dokumen
- **Inspeksi Berbasis Teknologi:** penggunaan IoT, sensor, dan drone untuk kegiatan inspeksi industri, terutama di sektor energi, konstruksi, dan kehutanan, meningkatkan presisi, cakupan area, dan efisiensi waktu.
- **Digital ERP & Back Office System:** seluruh proses internal, mulai dari pengadaan, operasional, monitoring proyek, hingga pembayaran terintegrasi dalam sistem ERP berbasis cloud, mendukung tata kelola yang akuntabel dan *real-time tracking*.

Investasi berkelanjutan dalam teknologi menjadikan PT SUCOFINDO bukan hanya lebih gesit dan efisien, tetapi juga mitra strategis dalam digitalisasi industri Indonesia. Kami percaya bahwa inovasi digital bukan hanya soal kecepatan—tetapi juga tentang menciptakan layanan yang lebih aman, transparan, dan berdampak positif bagi lingkungan dan masyarakat.

Pengalaman, Reputasi, dan Kapabilitas yang Teruji

Sejak didirikan pada tahun 1956, PT SUCOFINDO telah menjadi pelopor industri Testing, Inspection, and Certification (TIC) di Indonesia. Dengan lebih dari 68 tahun pengalaman, PT SUCOFINDO telah tumbuh menjadi perusahaan nasional terbesar dan terpercaya di bidangnya—dikenal atas integritas, kapabilitas teknis, dan kontribusinya dalam menjamin kualitas, kepatuhan, dan keberlanjutan di berbagai sektor industri.

Kami didukung oleh:

1. **SDM profesional dan bersertifikasi** di berbagai bidang teknis dan lingkungan, yang terus dilatih untuk mengikuti perkembangan standar global.
2. **Jaringan 65 laboratorium terintegrasi** di seluruh Indonesia, dengan kapabilitas pengujian untuk:
 - Lingkungan hidup dan limbah;
 - Mineral dan batubara;
 - Minyak dan petrokimia;
 - Pangan, kosmetik, farmasi, dan alat kesehatan;
 - Tekstil, elektronik, serta produk industri lainnya
3. **Fasilitas laboratorium dan alat inspeksi yang modern dan terus diperbarui**, memungkinkan analisis akurat dan layanan TIC berbasis teknologi mutakhir.
4. **Perizinan dan akreditasi lengkap** dari lembaga nasional maupun internasional (KAN, ISO, IAF, dan lainnya), menjamin keabsahan hasil uji dan layanan kami di pasar global.

Our digital transformation extends beyond the environmental sector. Several services have been fully digitalized, including:

- **Sym-Lab:** a digital laboratory platform that accelerates testing processes, result integration, and electronic-based reporting.
- **E-Certificates:** where the majority of our certifications are now in digital format, officially recognized and validated by the National Cyber and Crypto Agency (BSSN), expediting verification processes while ensuring document authenticity.
- **Technology-Based Inspection:** involving the use of IoT, sensors, and drones in industrial inspections—particularly in the energy, construction, and forestry sectors—enhancing precision, area coverage, and time efficiency.
- **Digital ERP & Back Office System:** where all internal processes—from procurement, operations, project monitoring, to payment—are integrated into a cloud-based ERP system, supporting accountable governance and real-time tracking.

Sustained investment in technology has made PT SUCOFINDO not only more agile and efficient, but also a strategic partner in the digitalization of Indonesia's industries. We believe that digital innovation is not just about speed—it is also about creating services that are safer, more transparent, and have a positive impact on the environment and society.

Proven Experience, Reputation, and Capability

Since its establishment in 1956, PT SUCOFINDO has been a pioneer in Indonesia's Testing, Inspection, and Certification (TIC) industry. With over 68 years of experience, PT SUCOFINDO has grown into the nation's largest and most trusted company in its field—renowned for its integrity, technical capabilities, and contributions to ensuring quality, compliance, and sustainability across various industrial sectors.

We are supported by:

1. **Professional and certified** human resources across various technical and environmental disciplines, continuously trained to stay aligned with evolving global standards.
2. **A network of 65 integrated laboratories** across Indonesia, with testing capabilities for:
 - Environment and waste;
 - Minerals and coal;
 - Oil and petrochemicals;
 - Food, cosmetics, pharmaceuticals, and medical devices;
 - Textiles, electronics, and other industrial products.
3. **Modern and regularly upgraded laboratory facilities and inspection equipment**, enabling accurate analysis and TIC services based on advanced technology.
4. **Comprehensive licenses and accreditations** from both national and international bodies (such as KAN, ISO, IAF, and others), ensuring the validity of our test results and services in the global market.



Reputasi kami sebagai mitra terpercaya Pemerintah dan pelaku industri diperkuat melalui posisi strategis sebagai bagian dari Holding IDSurvey. Kolaborasi dalam holding memperluas daya jangkau pasar, efisiensi operasional, dan integrasi layanan TIC untuk mendukung transformasi industri dan keberlanjutan nasional.

Kredibilitas finansial dan tata kelola kami diakui melalui peringkat kredit AA+ dari PEFINDO—salah satu yang tertinggi di antara BUMN sektor jasa, mencerminkan fundamental yang sehat dan prospek jangka panjang yang solid.

Kredibilitas ini turut diperkuat oleh berbagai penghargaan nasional, antara lain:

- TOP GRC Awards 2024.
- TOP CSR Awards #5 Stars dan TOP Leader on CSR Commitment 2024.
- Penghargaan BCOMSS 2024 untuk Kategori Sustainability, Community Involvement & Development (CID) Lingkungan.

Dengan warisan panjang dan visi masa depan yang berorientasi pada inovasi, digitalisasi, dan keberlanjutan, PT SUCOFINDO terus bertransformasi menjadi mitra strategis bagi Indonesia yang lebih kompetitif, hijau, dan berdaya saing global.

Our reputation as a trusted partner of the Government and industry players is reinforced by our strategic position as part of the IDSurvey Holding. Collaboration within the holding enhances market reach, operational efficiency, and the integration of TIC services to support national industrial transformation and sustainability.

Our financial credibility and governance have been recognized with an AA+ credit rating from PEFINDO—one of the highest among state-owned enterprises in the service sector—reflecting strong fundamentals and solid long-term prospects.

This credibility is further strengthened by several national awards, including:

- TOP GRC Awards 2024.
- TOP CSR Awards #5 Stars and TOP Leader on CSR Commitment 2024.
- BCOMSS 2024 Award in the category of Sustainability, Community Involvement & Development (CID) – Environment.

With a long-standing legacy and a forward-looking vision focused on innovation, digitalization, and sustainability, PT SUCOFINDO continues to transform into a strategic partner for a more competitive, greener, and globally resilient Indonesia.





Capaian 2024 untuk Meneguhkan Langkah Menuju Masa Depan Berkelanjutan

2024 Outcomes to Solidify Steps Toward a Sustainable Future

Menghadapi dinamika global yang semakin kompleks—mulai dari tekanan geopolitik, transisi energi, hingga ekspektasi ESG yang terus berkembang—PT SUCOFINDO memandang masa depan bukan sebagai ancaman, tetapi sebagai peluang untuk mengukuhkan kepemimpinan dan menciptakan nilai strategis jangka panjang.

Memasuki periode strategis 2025–2029, PT SUCOFINDO menegaskan komitmennya untuk terus tumbuh sebagai perusahaan TIC nasional yang tangguh, modern, dan berdaya saing tinggi di era keberlanjutan. Dengan rekam jejak kuat, kapabilitas menyeluruh, serta kepercayaan tinggi dari pelanggan dan pemangku kepentingan, PT SUCOFINDO menatap masa depan dengan kesiapan penuh dan optimisme.

Transformasi ini tidak hanya mencerminkan kemampuan adaptif kami terhadap perubahan, tetapi juga keteguhan untuk tampil proaktif—menjadi katalis perubahan dalam pembangunan hijau Indonesia dan mitra terpercaya dalam agenda keberlanjutan nasional.

Untuk menjawab tantangan dan peluang tersebut, PT SUCOFINDO telah merumuskan Strategi Transformasi 2025–2029 yang berfokus pada empat pilar utama:

1. **Penguatan Kapabilitas Inti (*Core Capability*)**
Melalui investasi berkelanjutan pada pengembangan SDM unggul, sistem informasi dan teknologi digital mutakhir, serta modernisasi laboratorium agar siap menghadapi kebutuhan pengujian dan sertifikasi industri masa depan.
2. **Peningkatan Daya Saing Operasional dan Pasar (*Operational & Market Competitiveness*)**
Didorong oleh digitalisasi menyeluruh, integrasi sistem CRM berbasis data pelanggan, efisiensi proses, serta pengembangan layanan berbasis industri hijau dan rendah karbon yang relevan dengan tren global.
3. **Penguatan ESG dan Tata Kelola sebagai DNA Perusahaan**
PT SUCOFINDO menjadikan prinsip ESG sebagai fondasi tata kelola perusahaan, melalui penerapan ESGRC (*Environmental, Social, Governance, Risk, and Compliance*), sekaligus memperkuat posisi sebagai trusted ESG Enabler bagi industri dan regulator nasional.
4. **Ekspansi Bisnis dan Kemitraan Strategis**
Dilakukan melalui penetrasi pasar nasional dan regional, penguatan kolaborasi lintas sektor, serta sinergi bersama IDSurvey, kementerian/lembaga, dan para pemangku kepentingan untuk menciptakan ekosistem bisnis yang resilien dan berkelanjutan.

In the face of increasingly complex global dynamics — ranging from geopolitical pressures and the energy transition to evolving ESG expectations — PT SUCOFINDO views the future not as a threat, but as an opportunity to strengthen its leadership and create long-term strategic value.

Entering the strategic period of 2025–2029, PT SUCOFINDO reaffirms its commitment to continued growth as a resilient, modern, and highly competitive national TIC company in the era of sustainability. With a strong track record, comprehensive capabilities, and the trust of customers and stakeholders, PT SUCOFINDO looks to the future with full preparedness and optimism.

This transformation not only reflects our adaptability to change but also demonstrates our resilience in taking proactive action — positioning PT SUCOFINDO as a catalyst for change in Indonesia's green development and a trusted partner in the national sustainability agenda.

To answer the challenges and opportunity, PT SUCOFINDO formulating Strategic Transformation 2025–2029 which focus on four main pillars:

1. **Strengthening Core Capability**
Through sustainable investments in human capital development, information systems, cutting-edge digital technologies, and laboratory modernization, PT SUCOFINDO is preparing to meet the demands of future industry testing and certification.
2. **Increasing Operational & Market Competitiveness**
Driven by comprehensive digitalization, the integration of customer data-based CRM systems, process efficiency, and the development of green and low-carbon industry-based services aligned with global trends.
3. **Strengthening ESG and Good Corporate Governance as Company DNA**
PT SUCOFINDO puts ESG principles as Company Good Governance foundation, through the implementation of ESGRC (*Environmental, Social, Governance, Risk, and Compliance*), also strengthening its position as trusted ESG enabler for national industry and regulator.
4. **Business Expansion and Strategic Partnership**
This is carried out through national and regional market penetration, strengthened cross-sector collaboration, and synergy with IDSurvey, government ministries/agencies, and stakeholders to build a resilient and sustainable business ecosystem.

Dengan arah transformasi yang terstruktur, pondasi finansial yang solid, serta dukungan aset, SDM, dan teknologi yang mumpuni, PT SUCOFINDO siap memperluas dampak dan menjawab tantangan masa depan. Kami percaya bahwa keunggulan jangka panjang dibangun dari keberanian bertransformasi hari ini. Dan dalam semangat itu, kami siap menegaskan peran sebagai perusahaan TIC terpercaya dan ESG Enabler utama bagi Indonesia yang tangguh, hijau, dan inklusif.

Strategi Transformasi PT SUCOFINDO 2025–2029: Memperkuat Daya Saing sebagai Perusahaan TIC yang terpercaya dan ESG Enabler Nasional

Sebagai bagian dari upaya mencapai visi menjadi Top 20 TIC Global pada 2029, PT SUCOFINDO mengembangkan strategi transformasi jangka menengah melalui lima pilar utama:

1. **Penguatan Fundamental Bisnis**
PT SUCOFINDO menata ulang relasi strategis dalam grup IDSurvey untuk memperjelas peran anak perusahaan dan optimalisasi sinergi. Komitmen terhadap prinsip-prinsip GRC (*Governance, Risk, Compliance*) diintegrasikan dalam tata kelola dan pengambilan keputusan, sejalan dengan penguatan budaya kerja yang menghargai kinerja, keberagaman, dan inklusi sosial.
2. **Keunggulan Operasional**
Transformasi operasional difokuskan pada efisiensi dan keunggulan kompetitif:
 - Akselerasi suksesi posisi kunci berbasis merit.
 - Optimalisasi pemanfaatan aset bersama dan layanan terpadu.
 - Harmonisasi proses bisnis dan penguatan ESGRC sebagai standar operasional.
 - Implementasi ERP berbasis *single platform* yang terintegrasi dan penguatan siber & keamanan data.
3. **Peningkatan Kinerja Bisnis**
Strategi penguatan portofolio bisnis dilakukan dengan:
 - Fokus pada layanan *high-margin* dan sektor strategis (termasuk *sustainability*, transisi energi, *green infrastructure*).
 - Ekspansi melalui kemitraan strategis dan akuisisi.
 - Peningkatan *share of wallet* melalui CRM IDSurvey dan platform digital berbasis klien.
 - Optimalisasi penetapan harga berbasis *value creation* dan efisiensi biaya.
4. **Peningkatan Kinerja Keuangan**
 - Penguatan arus kas melalui *shared service* yang efisien.
 - Reformulasi kebijakan piutang dan pembayaran kewajiban untuk memperbaiki *cash conversion cycle*.
 - Integrasi antara fungsi Operasi dan Keuangan untuk meningkatkan monitoring dan kontrol risiko berbasis profil pelanggan.
 - Re-posisi Aset Kas Perusahaan sehingga memberikan kontribusi signifikan terhadap Laba Bersih Perusahaan

With a structured transformation roadmap, a solid financial foundation, and strong support from assets, human capital, and advanced technology, PT SUCOFINDO is well-positioned to expand its impact and address future challenges. We believe that long-term excellence is built on the courage to transform today. In that spirit, we are ready to affirm our role as a trusted TIC company and a leading ESG enabler for a resilient, green, and inclusive Indonesia.

PT SUCOFINDO Transformation Strategy 2025-2029: Strengthening Competitiveness as a trusted TIC Company and National ESG Enabler

As part of its efforts to achieve the vision of becoming a Top 20 Global TIC company by 2029, PT SUCOFINDO is developing a medium-term transformation strategy based on five key pillars:

1. **Strengthening Business Foundation**
PT SUCOFINDO rearrange its strategic relations in IDSurvey group to clarify the role of the subsidiaries and synergy optimization. Commitment towards GRC principles (*Governance, Risk, Compliance*) integrated in Good Governance and decision maker align with the strengthening working culture which appreciate performance, diversity and social inclusivity.
2. **Operational Advantage**
Operational transformation focused on efficiency and competitive advantage:
 - Akselerasi suksesi posisi kunci berbasis merit.
 - Optimalisasi pemanfaatan aset bersama dan layanan terpadu.
 - Harmonisasi proses bisnis dan penguatan ESGRC sebagai standar operasional.
 - Implementasi ERP berbasis *single platform* yang terintegrasi dan penguatan siber & keamanan data.
3. **Increasing Business Performance**
Strategy in strengthening business portfolio done through:
 - Focus on high margin service and strategic sector (including *sustainability*, energy transition, *green infrastructure*).
 - Expansion through strategic partnership and acquisition.
 - Increase share of wallet through CRM IDSurvey and client based digital platform.
 - Optimization of price stipulation based on value creation and cost efficiency.
4. **Increase of Financial Performance**
 - Strengthening cash flow through efficient shared service.
 - Reformulation of account receivable policy and responsibility payments to improve cash conversion cycle.
 - Integration between Operation and Financial function to increase monitoring and risk control based on customer profile.
 - Reposition of Cash Equivalent to give significant contribution on Company Net Profit.



5. Penguatan Komunikasi Korporat, Pengawasan Intern, dan TJSL

- Komunikasi korporat diarahkan pada narasi yang strategis dan berbasis data untuk memperkuat posisi IDSurvey sebagai Perusahaan TIC yang terpercaya dan ESG Enabler nasional.
- Satuan Pengawas Internal diberdayakan sebagai mitra strategis manajemen dalam mengawal ESGRC dan tata kelola adaptif.
- TJSL dijalankan secara tematik dan terintegrasi (CID dan non-CID) guna menciptakan dampak sosial yang nyata dan terukur.

5. Strengthen Corporate Communication, Internal Monitoring and Social & Environmental Sustainability

- Corporate communications are directed toward strategic, data-driven narratives to strengthen IDSurvey's position as a trusted TIC company and a national ESG enabler.
- The Internal Audit Unit is empowered as a strategic management partner in overseeing ESGRC and adaptive governance.
- Social and Environmental Responsibility (SER) programs are implemented thematically and in an integrated manner (both CID and non-CID) to generate tangible and measurable social impact.





Pencapaian Penting 2024

Key Achievements in 2024



Jumlah aset PT SUCOFINDO pada akhir tahun 2024 tercatat sebesar Rp5,24 triliun, naik 12,85% dibandingkan posisi dari tahun sebelumnya sebesar Rp4,64 triliun.

As of the end of 2024, PT SUCOFINDO's total assets amounted to IDR 5.24 trillion, representing an increase of 12.85% compared to the previous year's position of IDR 4.64 trillion.



Jumlah Ekuitas PT SUCOFINDO di tahun 2024 meningkat 11,75% menjadi Rp3,93 triliun dari tahun sebelumnya sebesar Rp3,52 triliun. In 2024, PT SUCOFINDO's total equity increased by 11.75% to IDR 3.93 trillion, up from IDR 3.52 trillion in the previous year.



Sepanjang tahun 2024, Perusahaan membukukan pendapatan sebesar Rp3,70 triliun, naik 21,69% dari tahun sebelumnya sebesar Rp3,04 triliun.

Throughout 2024, the Company recorded revenue of IDR 3.70 trillion, an increase of 21.69% compared to the previous year's IDR 3.04 trillion.



Tahun 2024, Perusahaan membukukan laba tahun berjalan sebesar Rp532,51 miliar, naik 32,67% dari tahun sebelumnya sebesar Rp401,38 miliar.

In 2024, the Company recorded a profit for the year of IDR 532.51 billion, an increase of 32.67% from the previous year's IDR 401.38 billion.



Nilai EBITDA Margin di tahun 2024 adalah sebesar 22,40%.
The EBITDA margin in 2024 was recorded at 22.40%.



Hasil *self assessment* penerapan GCG di PT SUCOFINDO tahun buku 2023 memperoleh total nilai/skor sebesar 95,88%. Hal ini menunjukkan bahwa penerapan GCG di PT SUCOFINDO pada tahun buku 2023 telah mencapai klasifikasi "Sangat Baik".

The result of the self-assessment on the implementation of Good Corporate Governance (GCG) at PT SUCOFINDO for the 2023 fiscal year achieved a total score of 95.88%. This indicates that the implementation of GCG at PT SUCOFINDO in the 2023 fiscal year has reached the "Excellent" classification.



Margin laba bersih PT SUCOFINDO tahun 2024 tercatat sebesar 14,39%, meningkat signifikan dari tahun sebelumnya sebesar 13,18%. PT SUCOFINDO's net profit margin in 2024 was recorded at 14.39%, showing a significant increase from 13.18% in the previous year.



Tingkat pengembalian aset PT SUCOFINDO tahun 2024 meningkat menjadi 10,20% dari tahun sebelumnya sebesar 8,60%. PT SUCOFINDO's return on assets (ROA) in 2024 increased to 10.20% from 8.60% in the previous year.



Strategi Usaha Tahun 2024

Business Strategy in 2024



Strategi Perbaikan Faktor Fundamental Bisnis

Strategy to Improve Fundamental Business Factors

PT SUCOFINDO memperkuat fondasi bisnis melalui penataan hubungan Induk-Anak Perusahaan, penguatan kepatuhan berbasis prinsip GRC, serta pembangunan budaya berkinerja tinggi yang menghargai keberagaman dan inklusi.

PT SUCOFINDO strengthens its business foundation through the restructuring of Parent-Subsidiary relationships, enhancement of compliance based on GRC (Governance, Risk, and Compliance) principles, and the development of a high-performance culture that values diversity and inclusion.



Strategi Peningkatan Faktor Keunggulan Operasi

Strategy to Enhance Operational Excellence Factors

PT SUCOFINDO melaksanakan penguatan faktor pendukung bisnis melalui beberapa inisiatif utama, yaitu: mempertahankan keunggulan sumber daya manusia melalui akselerasi suksesi posisi kunci; meningkatkan profitabilitas dengan optimalisasi aset bersama; memperkuat daya saing melalui penyelarasan proses bisnis dan integrasi prinsip ESGRC dalam manajemen risiko; serta mempercepat digitalisasi dengan penerapan ERP berbasis single platform dan penguatan keamanan jaringan serta data.

PT SUCOFINDO implements the strengthening of business support factors through several key initiatives, including: maintaining human resource excellence through the acceleration of succession for key positions; increasing profitability by optimizing shared assets; strengthening competitiveness through the alignment of business processes and integration of ESGRC (Environmental, Social, Governance, Risk, and Compliance) principles in risk management; and accelerating digitalization with the implementation of an ERP system based on a single platform, alongside strengthening network and data security.



Strategi Peningkatan Kinerja Bisnis

Strategy to Enhance Business Performance

PT SUCOFINDO memperkuat portofolio bisnis dengan memfokuskan pada layanan bermargin tinggi dan ekspansi ke sektor sekunder-tersier melalui mitra strategis atau akuisisi; meningkatkan share of wallet dengan CRM IDSurvey dan forum bisnis terpadu; serta menggenjot kemampuan operasi lewat optimalisasi harga, pemanfaatan aset bersama, dan sistem informasi andal.

PT SUCOFINDO focuses on strengthening its business portfolio by prioritizing high-margin services and expanding into secondary and tertiary sectors through strategic partnerships or acquisitions. The company also aims to increase its share of wallet by leveraging CRM IDSurvey and integrated business forums. Additionally, it seeks to boost operational profitability through strategies to optimize pricing, utilize shared assets, and implement reliable information systems.



Strategi Peningkatan Kinerja Keuangan

Strategy to Enhance Financial Performance

PT SUCOFINDO fokus pada peningkatan kemampuan usaha melalui implementasi shared service (Business Process Outsourcing), serta pengadaan dan pemanfaatan aset bersama. Untuk arus kas operasi, perusahaan mengoptimalkan keseimbangan arus kas masuk dan keluar dengan memperbaiki kebijakan pengelolaan piutang dan term of payment kewajiban perusahaan. Selain itu, kinerja pengelolaan piutang ditingkatkan melalui perbaikan koordinasi antar fungsi (Operasi-Keuangan) serta pengendalian dan mitigasi risiko berbasis profil pelanggan.

PT SUCOFINDO focuses on improving business profitability through the implementation of shared services (Business Process Outsourcing) and the procurement and utilization of shared assets. For operational cash flow, the company optimizes the balance of incoming and outgoing cash by improving its receivables management policy and payment terms for company obligations. In addition, receivables management performance is enhanced through improved coordination between functions (Operations-Finance) and the control and mitigation of risks based on customer profiles.



Strategi terkait Komunikasi Korporat, Pengawasan Intern & TJSL

Strategy for Corporate Communications, Internal Supervision & CSR

PT SUCOFINDO memperkuat fungsi kesekretariatan dan komunikasi korporat dengan memperjelas dan mengefektifkan hubungan Induk-Anak IDSurvey serta meningkatkan citra IDSurvey melalui publikasi konten berbasis data pasar, industri, dan kebijakan pemerintah di berbagai kanal. Pengawasan intern diperkuat dengan peran aktif Satuan Pengawas Intern dalam implementasi prinsip ESGRC, sementara program TJSL dijalankan secara holistik—menggabungkan kegiatan CID dan non-CID—dengan melibatkan seluruh unit kerja.

PT SUCOFINDO strengthens the secretarial and corporate communication functions by clarifying and enhancing the relationship between the Parent Company and Subsidiary IDSurvey, as well as improving IDSurvey's image through the publication of market, industry, and government policy-based content across various channels. Internal supervision is reinforced with the active role of the Internal Audit Unit in implementing ESGRC principles, while the CSR program is carried out holistically—integrating CID and non-CID activities—with the involvement of all work units.

Visi dan Misi PT SUCOFINDO

PT SUCOFINDO Vision and Mission

Visi | Vision



Menjadi Perusahaan kelas dunia yang kompetitif, andal dan terpercaya di bidang inspeksi, pengujian, sertifikasi, konsultasi, dan pelatihan.

To be a competitive, reliable, and trusted world-class company in inspection, testing, certification, consulting, and training.

Misi | Mission



Menciptakan nilai ekonomi kepada para pemangku kepentingan terutama pelanggan, pemegang saham dan pegawai melalui layanan jasa inspeksi, pengujian, sertifikasi, konsultasi serta jasa terkait lainnya untuk menjamin kepastian berusaha.

Creating economic value to all stakeholders, especially customers, shareholders, and employees, through inspection, testing, certification, consultancy, and other related services to ensure business certainty.



Jejak Langkah Perusahaan Company Milestones

1956-1964

- PT SUCOFINDO didirikan pada tanggal 22 Oktober 1956 sebagai perusahaan surveyor pertama di Indonesia. Pada awalnya, kepemilikan saham perusahaan dibagi rata, yaitu 50% milik Pemerintah Indonesia dan 50% oleh Societe Generale de Surveillance - S.A (SGS-S.A). Meskipun menjadi yang pertama dalam bidangnya, perusahaan mengalami tantangan berat, termasuk kerugian finansial karena permintaan jasa surveyor yang terbatas pada saat itu.
- Pada tahun 1961, struktur kepemilikan saham berubah, di mana Pemerintah Indonesia meningkatkan sahamnya menjadi 80%, sementara SGS-S.A menurunkan kepemilikannya menjadi 20%. Perubahan ini menandai langkah penting dalam penguatan posisi perusahaan di pasar domestik.
- PT SUCOFINDO was established on October 22, 1956, as the first surveying company in Indonesia. Initially, the company's shares were equally owned, with 50% held by the Government of Indonesia and 50% by Soci t  G n rale de Surveillance S.A. (SGS-S.A). Despite being a pioneer in its field, the company faced significant challenges, including financial losses due to limited demand for surveying services.
- In 1961, the shareholding structure changed, with the Government of Indonesia increasing its ownership to 80%, while SGS-S.A reduced its stake to 20%. This shift marked an important step in strengthening the company's position in the domestic market.

1965-1973

- Diversifikasi jasa mencakup pergudangan dan forwarder, jasa analisis laboratorium, jasa engineering industry dan marine, manajemen kolateral dan lain-lain.
- Pendapatan tumbuh 74%, keuntungan bersih tumbuh 41%.
- Service diversification included warehousing and forwarding, laboratory analysis services, engineering industry, and marine services, collateral management, and others.
- Revenue grew by 74%, and net profit increased by 41%.

1974-1985

- Pendapatan mencapai lebih dari Rp1 miliar;
- Keuntungan bersih dalam periode tumbuh sampai 998%;
- Perusahaan mengalami pertumbuhan keuntungan 17-46% dengan rata-rata sebesar 38%; dan
- Pemerintah memberi tugas kepada PT SUCOFINDO sebagai pelaksana Aplikasi Tata Niaga Ekspor (ATE).
- Revenue exceeded Rp1 billion; net profit in the period grew by up to 998%;
- The company experienced profit growth ranging from 17% to 46%, with an average of 38%; and
- The government assigned PT SUCOFINDO to implement the Export Trade Management Application (Aplikasi Tata Niaga Ekspor / ATE).

2024

Perusahaan meresmikan beberapa fasilitas penting, termasuk laboratorium di PT Borneo Indobara, laboratorium di Site Buli, serta cabang baru di Kendari, sebagai bagian dari upaya ekspansi dan peningkatan kualitas pelayanan. PT SUCOFINDO juga meresmikan gedung kantor dan laboratorium cabang Jambi.

PT SUCOFINDO ditunjuk sebagai Lembaga Sertifikasi Produk (LSPro) Gunting Bedah (SNI 8475:2020 Gunting Bedah Inserted dan Non Inserted) dan sebagai Lembaga Sertifikasi Produk Abon Daging (SNI 3707:2013 Standar Mutu Abon Sapi) oleh BSN.

Sebagai bukti komitmen terhadap standar kualitas, PT SUCOFINDO memperoleh akreditasi KAN untuk SNI ISO 17029:2019 Lembaga Validasi dan Verifikasi Tingkat Komponen Dalam Negeri dan Certificate of Approval for PPPRS dari PCX Solutions pada tanggal 29 Agustus 2024. Selain itu, kami juga ditunjuk menjadi lembaga sertifikasi Green Gold Label (GGL).

PT SUCOFINDO menerima penunjukan sebagai LSPro dalam rangka Penerapan SKEM LED RDC dan SKEM LED Televisi. Selain itu ditunjuk sebagai Badan Usaha Inventarisasi Gas Rumah Kaca untuk validasi dan verifikasi PT BAEPU, dan sebagai Badan Usaha Mitigasi Gas Rumah Kaca di Sektor Energi, Sub Sektor Ketenagalistrikan.

PT SUCOFINDO berhasil ditunjuk menjadi Third Party Entity Joint Crediting Mechanism (JCM) pada tanggal 18 Desember 2024.

The company inaugurated several key facilities, including laboratories at PT Borneo Indobara and the Buli site, as well as a new branch in Kendari, as part of its expansion efforts and commitment to improving service quality. PT SUCOFINDO also officially opened the office and laboratory of its Jambi branch.

PT SUCOFINDO was appointed by the National Standardization Agency (BSN) as a Product Certification Body (LSPro) for Surgical Scissors (SNI 8475:2020 for Inserted and Non-Inserted Surgical Scissors) and for Shredded Meat Products (SNI 3707:2013 for Shredded Beef Quality Standards).

Demonstrating its commitment to quality standards, PT SUCOFINDO received accreditation from the National Accreditation Committee (KAN) for SNI ISO 17029:2019 as a Validation and Verification Body for Domestic Component Level (TKDN) and was granted a Certificate of Approval for PPPRS by PCX Solutions on August 29, 2024. Additionally, the company was appointed as a certification body for the Green Gold Label (GGL).

PT SUCOFINDO was also appointed as an LSPro for the implementation of SKEM LED RDC and SKEM LED Television schemes. Moreover, it was designated as a Greenhouse Gas Inventory Entity for validation and verification of PTBAEPU and as a Mitigation Entity in the Energy Sector, specifically in the Power Generation Sub-Sector. On December 18, 2024, PT SUCOFINDO was officially appointed as a Third Party Entity under the Joint Crediting Mechanism (JCM).

2023

PT SUCOFINDO cabang Pontianak meresmikan gedung dan laboratorium baru untuk meningkatkan kualitas pelayanan. Pada 2023, perusahaan mencatatkan pendapatan Rp3 triliun. PT SUCOFINDO juga ditunjuk sebagai LPH utama untuk sertifikasi nasional dan internasional serta mendapatkan akreditasi KAN sebagai Lembaga Validasi dan Verifikasi (LVV) untuk Skema Gas Rumah Kaca dan Nilai Ekonomi Karbon. PT SUCOFINDO juga berhasil melakukan kerjasama untuk menjadi LVV di Program International Carbon Registry (ICR).

PT SUCOFINDO's Pontianak branch inaugurated a new office building and laboratory to enhance service quality. In 2023, the company recorded revenue of IDR 3 trillion. PT SUCOFINDO was also appointed as a primary Halal Inspection Agency (LPH) for both national and international certifications and received accreditation from the National Accreditation Committee (KAN) as a Validation and Verification Body (VVB) for Greenhouse Gas and Carbon Economic Value schemes. Additionally, PT SUCOFINDO successfully entered into a partnership to serve as a VVB under the International Carbon Registry (ICR) Program.

1986-2000

- 1984-2000 PT SUCOFINDO mengalami pertumbuhan keuntungan 17-46% dengan rata-rata sebesar 38%; dan
- 1997-2000 melakukan ekspansi aset secara agresif.
- From 1984 to 2000, PT SUCOFINDO recorded profit growth ranging from 17% to 46%, with an average of 38%; and
- From 1997 to 2000, the company undertook aggressive asset expansion.

2001-2013

Pada awal 2000-an, ekonomi dan ekspor Indonesia menurun drastis, yang berdampak pada PT SUCOFINDO. Pemerintah memutuskan untuk memperpendek penugasan ATE hingga Juli 2001, yang berujung pada kerugian sebesar Rp93 miliar. Untuk mengatasi hal ini, perusahaan melakukan restrukturisasi pegawai sebanyak 1.200 orang dan restrukturisasi organisasi menjadi 10 SBU. Pada 2002, kerugian berlanjut dengan angka mencapai Rp86 miliar.

Namun, 2003 menandai titik balik dengan keuntungan bersih Rp16 miliar. Keuntungan terus meningkat pada 2004, mencapai Rp35 miliar atau sekitar 6% dari pendapatan. Dari 2006 hingga 2012, keuntungan bersih PT SUCOFINDO berfluktuasi sekitar 4% dari pendapatan. Pada 2013, perusahaan mencatatkan keuntungan bersih Rp100,6 miliar, hampir dua kali lipat dari tahun sebelumnya, dengan peningkatan laba bersih di atas 6%.

In the early 2000s, Indonesia's economy and exports declined sharply, which significantly impacted PT SUCOFINDO. The government decided to shorten the ATE (Export Trade System) assignment period to July 2001, resulting in a loss of Rp93 billion. To address this, the company carried out a workforce restructuring involving 1,200 employees and reorganized into 10 Strategic Business Units (SBUs). In 2002, the losses continued, reaching Rp86 billion.

However, 2003 marked a turning point with a net profit of Rp16 billion. Profitability continued to improve in 2004, with net profit reaching IDR 35 billion, or around 6% of revenue. From 2006 to 2012, PT SUCOFINDO's net profit fluctuated at approximately 4% of revenue. In 2013, the company recorded a net profit of IDR 100.6 billion, nearly double the previous year, surpassing a 6% profit margin.

2022

Kepemilikan saham PT SUCOFINDO berubah menjadi seri A diwarnai 1 saham, dengan seri B dimiliki oleh PT BKI (Persero) dan Societe Generale de Surveillance - S.A (SGS-S.A). Perusahaan juga menjadi Lembaga Verifikasi dan Validasi Informasi Lingkungan terkait pengurangan emisi karbon (ISO 14065). Selain itu, PT SUCOFINDO menjalin kerja sama dengan perguruan tinggi negeri untuk menciptakan SDM unggul yang dapat berkontribusi pada kemajuan pendidikan Indonesia.

PT SUCOFINDO's shareholding structure changed to one Dwiwarna Series A share, with Series B shares held by PT BKI (Persero) and Societe Generale de Surveillance - S.A. (SGS-S.A). The company also became an accredited Verification and Validation Body for Environmental Information related to carbon emission reduction (ISO 14065). In addition, PT SUCOFINDO established partnerships with state universities to develop high-quality human resources that contribute to the advancement of education in Indonesia.

2021

PT SUCOFINDO menjadi bagian dari Holding BUMN Jasa Survei melalui IDSURVEY berdasarkan PP 66 Tahun 2021. Perusahaan juga membentuk Unit Kesehatan dan Keselamatan Kerja dan Lingkungan (K3L) untuk mengelola K3L di era new normal pasca pandemic COVID-19. Selain itu, terjadi perubahan nama dari PT SUCOFINDO (Persero) menjadi PT SUCOFINDO.

PT SUCOFINDO became part of the State-Owned Survey Services Holding through IDSURVEY, under Government Regulation No. 66 of 2021. The company also established an Occupational Health, Safety, and Environment (OHSE) Unit to manage OHSE in the new normal era following the COVID-19 pandemic. In addition, the company changed its name from PT SUCOFINDO (Persero) to PT SUCOFINDO.

2014-2020

PT SUCOFINDO mengembangkan bisnis baru di bidang survei seismik untuk mendukung pencarian cadangan migas dan pengembangan sumur. Perusahaan juga melakukan investasi peralatan teknologi terkini untuk mendukung layanan pemastan. Pendapatan usaha mencapai Rp2 triliun, dengan sinergi BUMN diperkuat melalui MoU dan acara bersama.

Pada Green Industry, PT SUCOFINDO memasuki bisnis Audit Energi dan membuka cabang di Korea Selatan. Perusahaan juga melakukan komersialisasi teknologi NDT Advance serta mengembangkan bisnis jasa konsultasi CSR ISO 26000.

Selain itu, perusahaan memperkenalkan digitalisasi bisnis, komersialisasi jasa konsultasi dan audit CSR, serta pengujian perangkat HKT (Handphone, Komputer, Tablet). PT SUCOFINDO juga ditetapkan sebagai Balai Uji Dalam Negeri untuk pengujian dan sertifikasi perangkat HKT dan produk halal.

PT SUCOFINDO expanded into a new business line in seismic survey services to support oil and gas reserve exploration and well development. The company also invested in the latest technology equipment to enhance its assurance services. Business revenue reached Rp2 trillion, while synergy with fellow state-owned enterprises (BUMN) was strengthened through Memoranda of Understanding (MoU) and joint events.

In the Green Industry sector, PT SUCOFINDO entered the Energy Audit business and opened a branch office in South Korea. The company also commercialized advanced NDT (Non-Destructive Testing) technology and expanded into CSR consultancy services aligned with ISO 26000.

In addition, the company introduced business digitalization initiatives, commercialized CSR consulting and auditing services, and launched testing services for HKT (Handphones, Computers, Tablets) devices. PT SUCOFINDO was also officially appointed as a Domestic Testing Center for HKT device testing and certification, as well as for halal product certification.



Penghargaan 2024

2024 Awards

No.	Award	Lembaga Institution	Tanggal Penerimaan Date of Received	Keterangan Descriptions	Skala Scale
1	Warta Ekonomi Living Legend Company	Warta Ekonomi	31 Januari 2024 January 31, 2024	Living Legend Company in Realizing Sustainable Business Practice Through Portfolio Management in Various Sector kategori Platinum. Living Legend Company in Realizing Sustainable Business Practices Through Portfolio Management in Various Sectors, Platinum Category.	Nasional National
2	Public Relation Indonesia Award 2024	Public Relations Indonesia	7 Maret 2024 March 7, 2024	Sektor anak usaha BUMN kategori kanal digital Sub Kategori Website. Subsidiary sector of State-Owned Enterprises (SOEs) in the digital channel category, Subcategory: Website.	Nasional National
3	BCCOMS 2024	Public Relations Indonesia	9 Maret 2024 March 9, 2024	Kategori Sustainability untuk Community Involvement and Development (CID) Lingkungan. Sustainability Category for Community Involvement and Development (CID) Environmental.	Nasional National
4	Dewi BUMN 2024	M Corp Metaverse	15 Mei 2024 May 15, 2024	Dewi BUMN 2024 - Evi Afiatin.	Nasional National
5	TOP CSR Award 2024	Majalah TOP Business	29 Mei 2024 May 29, 2024	TOP CSR Awards 2024 #Star 5.	Nasional National
6	TOP CSR Award 2024	TOP CSR	29 Mei 2024 May 29, 2024	TOP Leader on CSR Commitment - Jobi Triananda.	Nasional National
7	6 th Anniversary Brand Equity Awards 2024	The Iconomics	20 Juni 2024 June 20, 2024	Best Brand Popularity, Best Commercial Reputation, Best People Reputation in Survey Category.	Nasional National
8	Indonesia's Top Green Leaders Award 2024	Warta Ekonomi	30 Juli 2024 July 30, 2024	Indonesia Green Leader for Green Orientation in improving sustainable Environmental Performance to Reduce Carbon Footprints.	Nasional National



No.	Award	Lembaga Institution	Tanggal Penerimaan Date of Received	Keterangan Descriptions	Skala Scale
9	Sertifikat Penghargaan Adi Niti	Menteri Lingkungan Hidup dan Kehutanan	10 September 2024 September 10, 2024	LPJP Amdal Yang Konsisten Nama dan Jumlah Tenaga Tetap Bersertifikat KTPA Atau ATPA. Consistent LPJP Environmental Impact Assessment (AMDAL) with the Name and Number of Certified Permanent Staff holding KTPA or ATPA Certification.	Nasional National
10	TOP GRC Award 2024	TOP GRC	11 September 2024 September 11, 2024	Top GRC Awards 2024 #5 stars.	Nasional National
11	TOP GRC Award 2024	TOP GRC	11 September 2024 September 11, 2024	The Most Committed GRC Leader - Jobi Triananda.	Nasional National
12	TOP GRC Award 2024	TOP GRC	11 September 2024 September 11, 2024	Top GRC Golden Trophy 2024.	Nasional National
13	The Best State Owned Enterprise 2024	THE ASIAN POST	3 Oktober 2024 October 3, 2024	Anak Usaha BUMN untuk Perusahaan Jasa Survei sebagai The Best State Owned Enterprise 2024: Exellent Financial Performance 2023. A Subsidiary of a State-Owned Enterprise for Survey Services as The Best State- Owned Enterprise 2024: Excellent Financial Performance 2023.	Nasional National
14	Industrial Education Training Expo	Kementerian Perindustrian, BPSDMI, IDUTEX	7 Oktober 2024 October 7, 2024	"Industri yang berperan dalam implementasi teknologi industri 4.0 dalam bidang Pendidikan dan pelatihan vokasi industry". "Industries involved in the implementation of Industry 4.0 technology in the field of education and vocational training"	Nasional National
15	Indonesia - China Chemical Innovation & Tecnology Award 2024	Shanghai International Chemical Technology & Equipment Fair	19 November 2024 November 19, 2024	Industrial Service	Nasional National
16	TOP 100 CEO 2024	Infobank	29 November 2024 November 29, 2024	TOP 100 CEO & The 200 Future Leaders Forum 2024	Nasional National





Sertifikasi 2024

2024 Certification

1 ISO 9001

Quality Management System ISO 9001:2015

Berlaku | Valid from:
19 Maret 2024 - 12 April 2026
March 19, 2024 - April 12, 2026

2 ISO 14001

Environmental Management System ISO 14001:2015 berlaku untuk Unit Pelayanan Berau

Berlaku | Valid from:
18 Maret 2024 - 29 Maret 2027
March 18, 2024 - March 29, 2027

3 ISO 14001

Environmental Management System ISO 14001:2015 berlaku untuk SBU Laboratory

Berlaku | Valid from:
15 Oktober 2022 - 14 Oktober 2025
October 15, 2022 - October 14, 2025

4 ISO 14001

Environmental Management System ISO 14001:2015 Cabang Sangatta

Berlaku | Valid from:
23 Maret 2024 - 7 Mei 2027
March 23, 2024 - May 7, 2027

5 ISO 14001

Seismic Survey SNI ISO 14001:2015 berlaku untuk SBU Hulu Migas & Produk Migas

Berlaku | Valid from:
12 Juni 2023 - 11 Mei 2026
June 12, 2023 - May 11, 2026

6 ISO 20000-1

IT-Service Management Systems ISO/IEC 20000- 1:2018

Berlaku | Valid from:
5 Desember 2022 - 4 Desember 2025
December 5, 2022 - December 4, 2025

7 ISO 27001

Information Security Management Systems ISO/IEC 27001:2013

Berlaku | Valid from:
31 Oktober 2024 - 31 Oktober 2025
October 31, 2024 - October 31, 2025

8 ISO 37001

Anti-Bribery Management Systems SNI ISO 37001:2016

Berlaku | Valid from:
29 Mei 2023 - 10 Agustus 2026
May 29, 2023 - August 10, 2026

9 ISO 45001

Occupational Health & Safety Management System ISO 45001:2018 berlaku untuk SBU Laboratory

Berlaku | Valid from:
15 Oktober 2022 - 14 Oktober 2025
October 15, 2022 - October 14, 2025

10 ISO 45001

Occupational Health & Safety Management System ISO 45001:2018 berlaku untuk Unit Pelayanan Berau

Berlaku | Valid from:
18 Maret 2024 - 26 April 2027
March 18, 2024 - April 26, 2027

11 ISO 45001

Occupational Health & Safety Management System ISO 45001:2018 berlaku untuk Cabang Sangatta

Berlaku | Valid from:
23 Maret 2024 - 23 Mei 2025
March 23, 2024 - May 23, 2025

12 ISO 45001

Seismic Survey SNI ISO 45001:2018 berlaku untuk SBU Hulu Migas & Produk Migas

Berlaku | Valid from:
12 Juli 2023 - 11 Juli 2026
July 12, 2023 - July 11, 2026



13 SMK3

Occupational Health & Safety Management System for Advanced Level Category - Cabang Batulicin

Berlaku | Valid from:
6 Agustus 2024 - 6 Agustus 2027
August 6, 2024 - August 6, 2027

14 SMK3

Occupational Health & Safety Management System for Advanced Level Category - Cabang Bengkulu

Berlaku | Valid from:
6 Agustus 2024 - 6 Agustus 2027
August 6, 2024 - August 6, 2027

15 SMK3

Occupational Health & Safety Management System for Advanced Level Category - Cabang Dumai

Berlaku | Valid from:
6 Agustus 2024 - 6 Agustus 2027
August 6, 2024 - August 6, 2027

16 SMK3

Occupational Health & Safety Management System for Transition Level Category - Cabang Jambi

Berlaku | Valid from:
6 Agustus 2024 - 6 Agustus 2027
August 6, 2024 - August 6, 2027

17 SMK3

Occupational Health & Safety Management System for Advanced Level Category - Divisi Umum dan Manajemen Aset

Berlaku | Valid from:
6 Agustus 2024 - 6 Agustus 2027
August 6, 2024 - August 6, 2027

18 Offset

Offset Emisi GRK dari Rangkaian Kegiatan Environmental Social & Innovation Awards (ENSIA) 2024 berlaku untuk PLTGU

Blok 3 PJB Muara Karang

Berlaku | Valid from:
8 Mei 2024 - 20 Maret 2025
May 8, 2024 - March 20, 2025

19 Offset

Offset Emisi GRK dari Rangkaian Kegiatan Environmental Social & Innovation Awards (ENSIA) 2024 berlaku untuk PLTM Gunung Wugul

Berlaku | Valid from:
8 Mei 2024 - 20 Maret 2025
May 8, 2024 - March 20, 2025

20 Offset

Offset Emisi GRK dari Rangkaian Kegiatan Environmental Social & Innovation Awards (ENSIA) 2024 berlaku untuk PT Pertamina Geothermal Energy Tbk

Berlaku | Valid from:
8 Mei 2024 - 20 Maret 2025
May 8, 2024 - March 20, 2025





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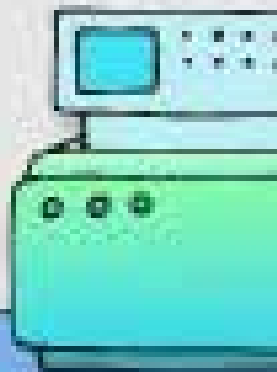
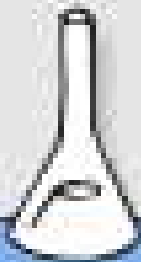
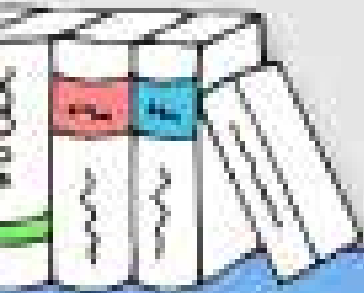
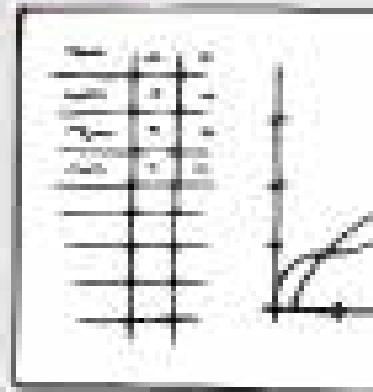
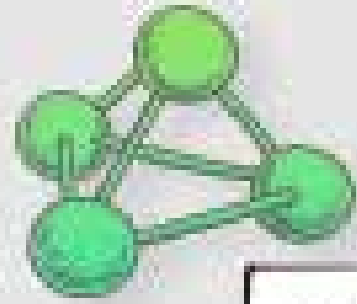
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541 Laporan Keuangan
Financial Report

01

Ikhtisar Kinerja

Performance
Highlights







Ikhtisar Keuangan

Financial Highlights

Laporan Laba (Rugi) dan Penghasilan Komprehensif Lain Konsolidasian.

Consolidated Statement of Profit (Loss) and Other Comprehensive Income.

dalam jutaan Rupiah | in million IDR

Uraian Description	2024	2023	2022	2021	2020
Pendapatan Revenue	3.702.638	3.042.644	2.900.183	2.669.914	2.680.753
Beban Pokok Pendapatan Cost of Revenue	(2.715.767)	(2.198.912)	(2.176.638)	(2.055.270)	(2.132.014)
Laba Bruto Gross Profit	986.877	843.731	723.545	614.645	548.739
Bagian Laba Ventura Bersama Share of Profit of Joint Ventures	151.120	135.031	130.673	121.168	100.740
Beban Pemasaran Selling Expenses	(24.769)	(18.075)	(15.115)	(14.949)	(17.511)
Beban Umum dan Administrasi General and Administrative Expenses	(426.564)	(417.022)	(396.561)	(358.559)	(366.455)
Beban Pengembangan Development Expenses	12.425	(8.584)	(8.314)	(8.918)	(7.090)
Lain-Lain Others	19.447	(4.549)	(19.653)	(78.338)	34.959
Beban Bunga Pinjaman Loan Interest Expenses	-	-	-	0	(86)
Laba Sebelum Pajak Penghasilan Profit Before Income Tax	693.678	530.532	453.881	275.049	293.296
Beban Pajak Penghasilan Income Tax Expense	(161.166)	(129.150)	(102.754)	(62.367)	(75.720)
Laba Tahun Berjalan Profit for the Year	532.512	401.382	351.126	212.682	217.575
Penghasilan Komprehensif Lain Other Comprehensive Income					
Pos-Pos yang Tidak Akan Direklasifikasi ke Laba Rugi Items that Will Not Be Reclassified to Profit and Loss					
Pengukuran Kembali Liabilitas Imbalan Pasca Kerja Remeasurement of Post-Employment Benefit Obligations	(37.966)	(15.633)	(89.763)	(85.745)	(138.727)
Pajak Penghasilan Terkait Related Income Taxes	8.353	3.439	19.748	18.864	17.019
Jumlah Laba Komprehensif Tahun Berjalan Total Comprehensive Income for the Year	502.899	389.188	281.112	145.802	95.953
Laba Tahun Berjalan Diatribusikan Kepada Profit for the Year Attributable to					
Pemilik Entitas Induk Owner of the Parent Entity	531.991	400.711	350.394	212.157	217.951

Kepentingan Non Pengendali Non-Controlling Interests	521	669	732	525	(375)
Jumlah Total	532.512	401.380	351.126	212.682	217.576
Laba Komprehensif Tahun Berjalan Diatribusikan Kepada Comprehensive Income for the Year Attributable to					
Pemilik Entitas Induk Owner of the Parent Entity	502.383	388.511	280.396	145.228	96.410
Kepentingan Non Pengendali Non-Controlling Interests	516	676	733	574	(457)
Jumlah Total	502.899	389.187	281.112	145.802	95.953



Posisi Keuangan Konsolidasian

Consolidated Financial Position

dalam jutaan Rupiah | in million IDR

Uraian Description	2024	2023	2022	2021	2020
Aset Assets					
Aset Lancar Current Assets					
Kas dan Setara Kas Cash and Cash Equivalents	1.830.843	1.733.954	1.585.308	1.301.242	963.297
Piutang Usaha (Neto) Trade Receivable (Net)	590.770	404.586	329.127	293.928	307.413
Pendapatan Akan Diterima Accrued Revenues	644.816	465.865	347.552	334.099	346.464
Piutang Lain-Lain Other Receivables	8.497	7.418	26.599	68.221	91.113
Uang Muka Kerja Advance Payments	15.535	8.481	6.755	10.399	9.503
Persediaan Inventories	27.305	24.943	32.932	31.482	39.280
Beban Dibayar di Muka Prepaid Expenses	95.087	55.518	46.845	39.258	40.837
Pajak Dibayar di Muka Prepaid Taxes	15.954	15.497	26.707	14.547	9.331
Jumlah Aset Lancar Total Current Assets	3.228.807	2.716.261	2.401.826	2.093.176	1.807.238
Aset Tidak Lancar Non-Current Assets					
Aset Pajak Tangguhan Deferred Tax Assets	138.343	145.761	159.732	170.654	143.254
Penyertaan Saham dan Ventura Bersama Investments in Shares and Joint Ventures	34.427	38.342	31.379	34.520	64.717
Properti Investasi Investment Property	48.900	51.212	51.881	54.775	53.351
Aset Hak Guna Right of Use Assets	2.708	6.211	-	-	-
Aset Tetap (Neto) Fixed Assets (Net)	1.768.447	1.661.986	1.619.346	1.561.356	1.587.622
Aset Lainnya Other Assets	17.101	22.342	18.045	39.298	89.606
Jumlah Aset Tidak Lancar Total Non-Current Assets	2.009.927	1.925.854	1.880.383	1.860.603	1.938.550
Jumlah Aset Total Assets	5.238.734	4.642.116	4.282.209	3.953.779	3.745.788

Posisi Keuangan Konsolidasian

Consolidated Financial Position

dalam jutaan Rupiah | in million IDR

Uraian Description	2024	2023	2022	2021	2020
Liabilitas Liabilities					
Liabilitas Jangka Pendek Current Liabilities					
Utang Usaha Trade Payable	270.342	235.116	134.990	136.573	76.219
Uang Muka Penjualan Sales Advances	82.777	62.074	54.358	44.841	40.651
Pendapatan Diterima di Muka Unearned Revenues	15.344	4.719	5.165	4.054	4.666
Beban Akrua Accrued Expenses	452.798	302.477	272.814	146.687	173.684
Utang Pajak Taxes Payable	72.051	64.117	48.383	37.235	36.339
Premi Asuransi THT/JHT THT/JHT Insurance Premiums		-	-	53.556	-
Utang Jangka Pendek Lainnya Other Current Liabilities	29.993	42.802	35.206	422.946	49.522
Jumlah Liabilitas Jangka Pendek Total Total Current Liabilities	923.307	711.306	550.917	136.573	383.079
Liabilitas Jangka Panjang Long-Term Liabilities					
Liabilitas Imbalan Pasca Kerja Post-Employment Benefits Obligations	376.286	404.327	511.003	571.478	511.612
Utang Jangka Panjang Lainnya Other Non-Current Liabilities	4.298	5.492	11.678	5.538	10.389
Jumlah Liabilitas Jangka Panjang Total Long-Term Liabilities	380.584	409.818	522.680	577.016	522.001
Jumlah Liabilitas Total Liabilities	1.303.891	1.121.124	1.073.597	999.962	905.081
Ekuitas Equity					
Modal Saham Capital Stock	300.000	300.000	300.000	300.000	300.000
Tambahan Modal Disetor Lainnya Other Additional Paid-In Capital	1.141	1.141	1.141	1.141	1.141



Posisi Keuangan Konsolidasian

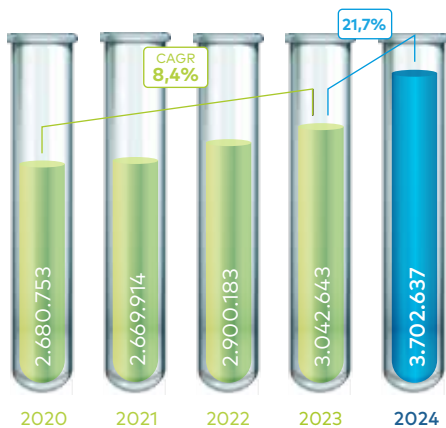
Consolidated Financial Position

dalam jutaan Rupiah | in million IDR

Uraian Description	2024	2023	2022	2021	2020
Saldo Laba (Rugi) Tahun Berjalan Retained Profit (Loss) for the Year					
Ditentukan Penggunaannya Appropriated	2.614.914	2.303.250	2.029.664	1.843.822	1.658.564
Belum Ditentukan Penggunaannya Unappropriated	531.991	400.711	350.394	212.157	217.951
Pendapatan Komprensif Lainnya Other Comprehensive Income	485.147	514.755	526.955	596.954	663.883
Hak Minoritas Minority Rights	1.651	1.135	458	(258)	(832)
Ekuitas yang Dapat Diatribusikan kepada Total Equity Attributable to					
Jumlah Ekuitas Total Equity	3.934.843	3.520.992	3.206.613	2.953.817	2.840.707
Jumlah Liabilitas dan Ekuitas Total Liabilities and Equity	5.238.734	4.642.116	4.282.209	3.953.779	3.745.788

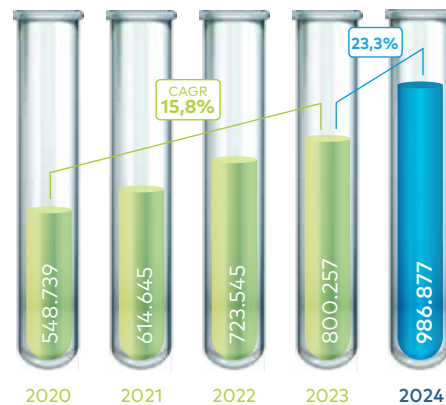
Pendapatan (Rp juta) | Revenue (IDR million)

Pendapatan Operasi 2024 mencapai Rp3,7 triliun dengan tingkat pertumbuhan sebesar 21,7% dan CAGR sebesar 8,4%. In 2024, the Company recorded an operating revenue of IDR 3.7 trillion — the highest in its history. This represents a 21.7% increase compared to the previous year and is five times the compound annual growth rate (CAGR) achieved over the past four years.



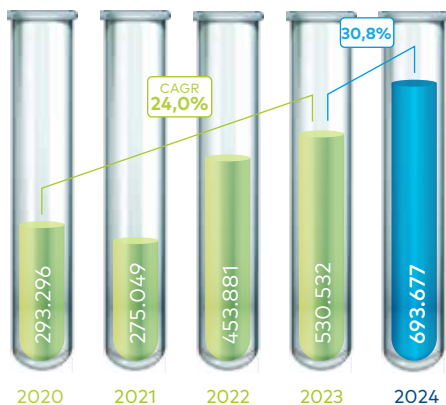
Laba Bruto (Rp juta) | Gross Profit (IDR million)

Laba bruto mencapai Rp986,8 miliar dengan tingkat pertumbuhan sebesar 23,3% dan CAGR sebesar 15,8%. Gross profit reached IDR 986.8 billion, reflecting a growth rate of 23.3% and a compound annual growth rate (CAGR) of 15.8%.



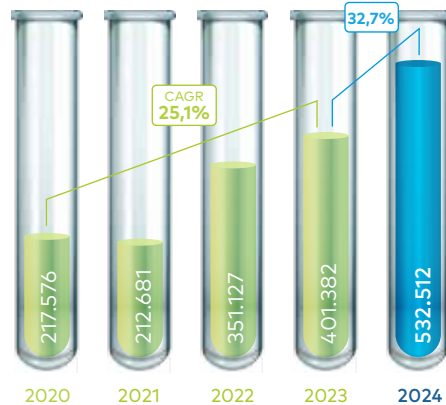
Laba Sebelum Pajak (Rp juta) | Profit Before Tax (IDR million)

Laba sebelum pajak tahun 2024 mencapai Rp693,7 miliar dengan tingkat pertumbuhan sebesar 30,8% dan CAGR sebesar 24,0%. Pre-tax profit in 2024 reached IDR 693.7 billion, representing a growth rate of 30.8% and a compound annual growth rate (CAGR) of 24.0%.



Laba Tahun Berjalan (Rp juta) | Profit for the Year (IDR million)

Laba tahun berjalan mencapai Rp532,5 miliar dengan tingkat pertumbuhan sebesar 32,7% dan CAGR sebesar 25,1%. Profit for the year reached IDR 532.5 billion, reflecting a growth rate of 32.7% and a compound annual growth rate (CAGR) of 25.1%.

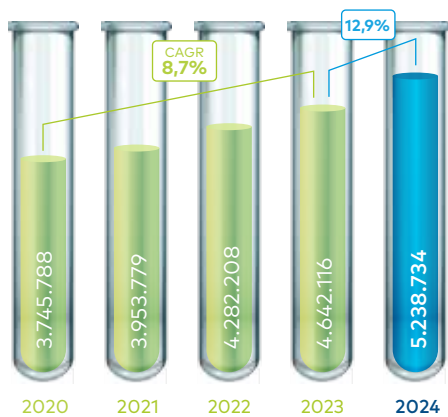




Jumlah Aset (Rp juta) | Total Assets (IDR million)

Total aset tercatat Rp5,2 triliun dengan tingkat pertumbuhan sebesar 12,9% dan CAGR sebesar 8,7%.

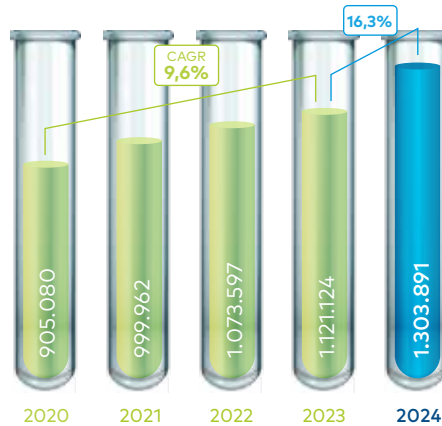
Total assets were recorded at IDR 5.2 trillion, with a growth rate of 12.9% and a compound annual growth rate (CAGR) of 8.7%.



Jumlah Liabilitas (Rp juta) | Total Liabilities (IDR million)

Total liabilitas mencapai Rp1,3 triliun dengan tingkat pertumbuhan sebesar 16,3% dan CAGR sebesar 9,6%.

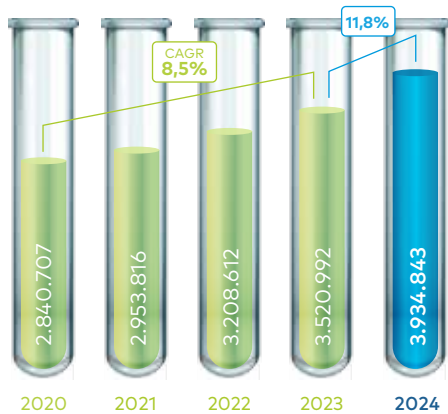
Total liabilities reached IDR 1.3 trillion, with a growth rate of 16.3% and a compound annual growth rate (CAGR) of 9.6%.



Jumlah Ekuitas (Rp juta) | Total Equity (IDR million)

Ekuitas tercatat Rp3,9 triliun dengan tingkat pertumbuhan sebesar 11,8% dan CAGR sebesar 8,5%.

Equity was recorded at IDR 3.9 trillion, with a growth rate of 11.8% and a compound annual growth rate (CAGR) of 8.5%.

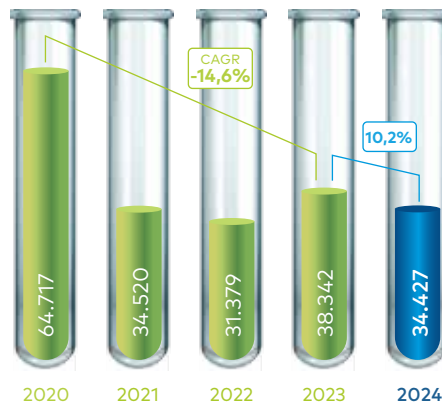


Penyertaan Saham dan Ventura Bersama (Rp juta)

Investments in Shares and Joint Ventures (IDR million)

Penyertaan saham dan ventura bersama yang dilakukan PT SUCOFINDO tahun 2024 lebih sedikit dibandingkan tahun-tahun sebelumnya dengan penurunan sebesar (10,2)% dan CAGR (14,6) %.

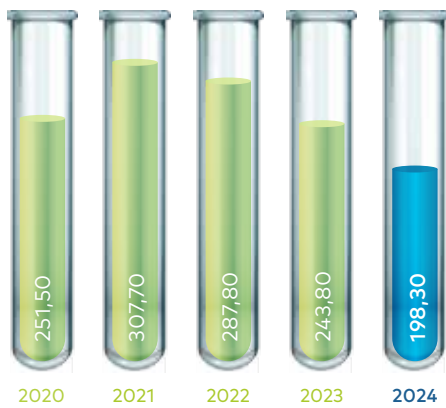
Equity investments and joint ventures made by PT SUCOFINDO in 2024 were fewer compared to previous years, showing a decrease of 10.2% and a compound annual growth rate (CAGR) of -14.6%.



Rasio Kas (%) | Cash Ratio (%)

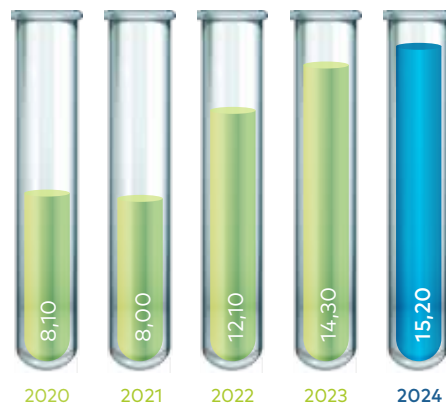
Rasio kas PT SUCOFINDO tahun 2024 menurun sebesar (45,50)% dari tahun sebelumnya.

PT SUCOFINDO's cash ratio in 2024 decreased by 45.50% compared to the previous year.

**Margin Laba Bersih (%) | Net Profit Margin (%)**

Margin laba bersih PT SUCOFINDO tahun 2024 meningkat sebesar 0,90% dari tahun 2023.

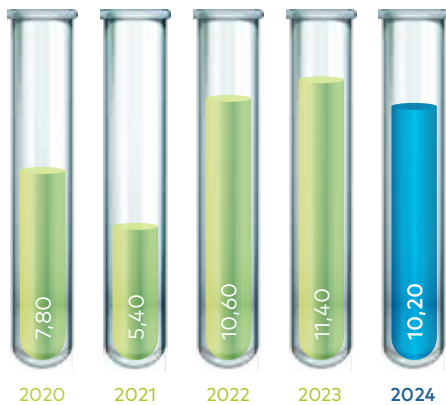
PT SUCOFINDO's net profit margin in 2024 increased by 0.90% compared to 2023.

**Tingkat Pengembalian Investasi (%)**

Rate of Return on Investment (%)

ROI PT SUCOFINDO tahun 2024 menurun (1,20)% dari tahun sebelumnya.

PT SUCOFINDO's ROI in 2024 decreased by 1.20% compared to the previous year.





Arus Kas Konsolidasian

Consolidated Cash Flow

dalam jutaan Rupiah | in million IDR

Uraian Description	2024	2023	2022	2021	2020
Arus Kas dari Aktivitas operasi Cash Flow from Operating Activities	284.684	282.465	320.631	289.443	237.298
Arus Kas dari Aktivitas Investasi Cash Flows from Investing Activities	(105.971)	(50.200)	(18.109)	87.479	(73.790)
Arus Kas dari Aktivitas Pendanaan Cash Flows from Financing Activities	(92.309)	(81.752)	(31.258)	(40.658)	(55.993)
Kenaikan Neto Kas dan Setara Kas Net Increase in Cash and Cash Equivalents	86.402	150.514	271.264	336.264	107.515
Dampak Perubahan Selisih Kurs Impact of Foreign Exchange Differences	10.486	(1.868)	12.802	1.682	1.396
Saldo Awal Kas dan Setara Kas Beginning Balance of Cash and Cash Equivalents	1.733.954	1.585.308	1.301.242	963.297	1.396
Saldo Akhir Kas dan Setara Kas Ending Balance of Cash and Cash Equivalents	1.830.843	1.733.954	1.585.308	1.301.242	963.297

Rasio Keuangan

Financial Ratio

dalam Persentase (%) | in Percentage (%)

Uraian Description	2024	2023	2022	2021	2020
Rasio Likuiditas Liquidity Ratio					
Rasio Kas Cash Ratio	198,30%	243,80%	287,80%	307,70%	251,50%
Rasio Cepat Quick Ratio	262,30%	378,40%	430,00%	487,50%	331,70%
Rasio Lancar Current Ratio	349,70%	381,90%	436,00%	494,90%	471,80%
Rasio Profitabilitas Profitability Ratio					
Marjin Operasi Operating Margin	26,70%	26,30%	24,90%	23,00%	251,50%
Marjin Laba Bersih Net Profit Margin	15,20%	14,30%	12,10%	8,00%	8,10%
Marjin EBITDA EBITDA Margin	22,40%	24,80%	19,70%	14,50%	15,30%

Rasio Keuangan

Financial Ratio

dalam Persentase (%) | in Percentage (%)

Uraian Description	2024	2023	2022	2021	2020
Tingkat Pengembalian Ekuitas Return on Equity (ROE)	14,30%	12,40%	10,90%	7,20%	7,70%
Tingkat Pengembalian Aset Return on Assets (ROA)	9,60%	9,40%	8,20%	7,00%	5,90%
Pengembalian terhadap Penjualan Return on Sales	18,20%	16,20%	12,10%	8,00%	8,20%
Tingkat Pengembalian Investasi Return on Investment (ROI)	10,20%	11,40%	10,60%	5,40%	7,80%
Rasio Solvabilitas Solvency Ratios					
Hutang terhadap Total Rasio Aktiva Debt to Total Assets Ratio	24,89%	24,20%	25,10%	25,30%	24,20%
Ekuitas Hutang terhadap Rasio Debt to Equity Ratio	33,14%	31,80%	33,50%	33,9%	31,90%
Rasio Aktivitas Activity Ratio					
Perputaran Persediaan (kali) Inventory Turnover (times)	104	179,8	66	58	57
Masa Penagihan (hari) Collection Period (days)	58	48,5	41	40	42
Perputaran Jumlah Aset (kali) Total Assets Turnover (times)	71	66	70	68	72
Jumlah Ekuitas ke Jum- lah Aset Total Equity to Total Assets	75,1	75,85%	74,90%	75,30%	75,80%

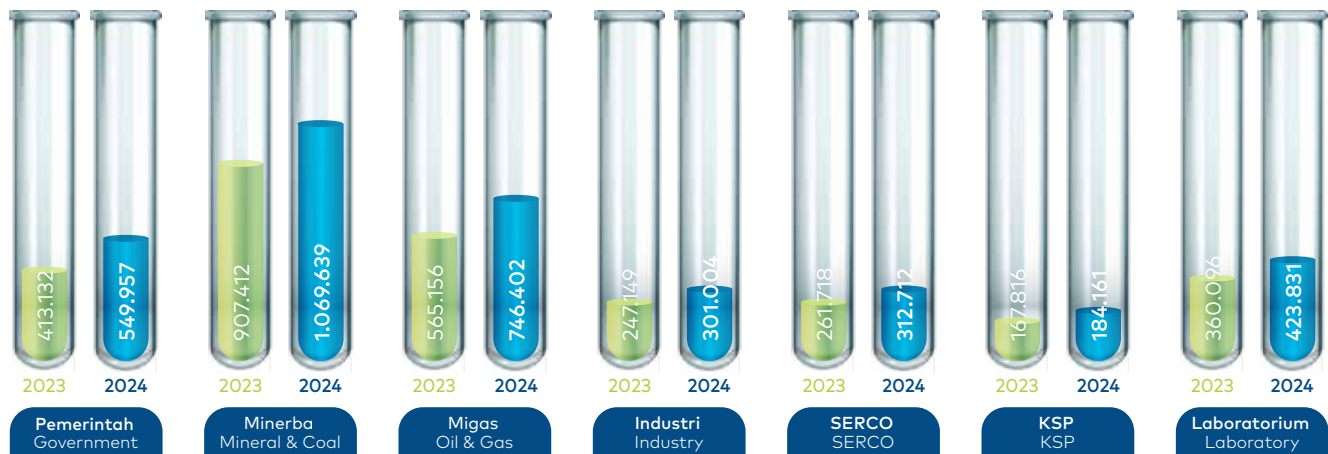


Ikhtisar Operasional

Operational Highlights

Pendapatan per Segmen Usaha (Rp juta)

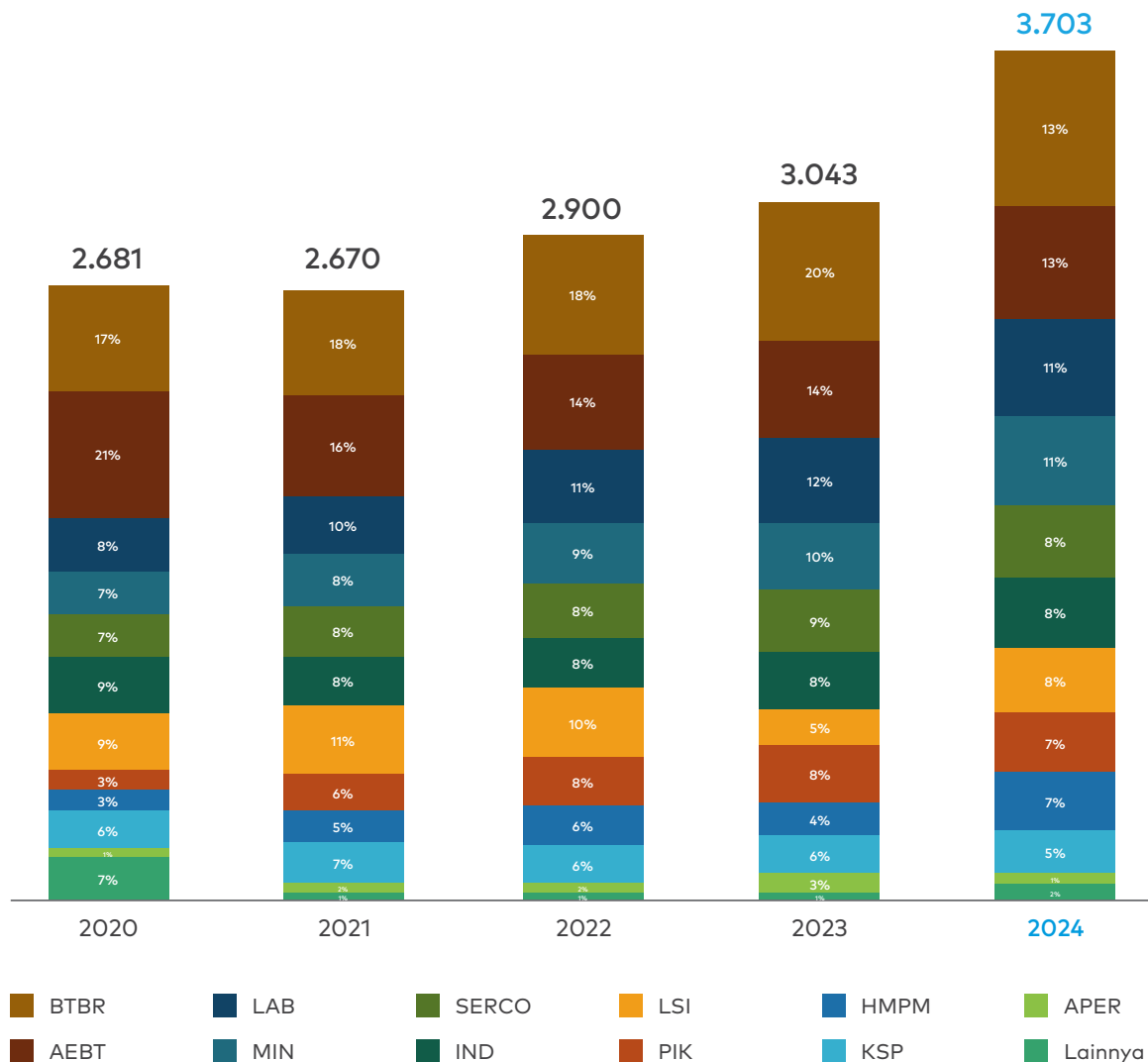
Revenue per Business Segment (IDR million)



Portofolio Portfolio	Jumlah Sub-Portofolio Total Sub-Portfolio	Jumlah Jasa Total Services
Batu bara Coal	3	7
Aset dan Energi Baru & Terbarukan Asset and New & Renewable Energy	2	9
Laboratorium Laboratory	7	22
Layanan Publik, Sumber Daya Alam & Investasi Public Services, Natural Resources & Investment	5	12
Mineral	5	12
Sertifikasi & Eco Framework Certification & Eco Framework	4	22
Industri Industry	4	13
Perdagangan, Industri & Kelautan Commerce, Industry & Marine	4	11
Hulu Migas & Produk Migas Upstream Oil and Gas & Oil	2	9
Komoditas & Solusi Perdagangan Commodity & Commerce Solution	4	25

Portofolio layanan yang komperhensif dengan 142 jasa/service berasal dari beragam sektor dan sub-sektor, yang terbagi dalam 10 portofolio bisnis. Diversifikasi terhadap jasa baru sebagai bagian strategi adaptasi tren global (jasa LVV dalam portofolio Serco). Sebaran finansial performance seluruh portofolio tidak bergantung hanya pada portofolio dominan .

Comperhensive service portfolio with 142 services from different sector and sub-sector, categorized in 10 business portfolio. Divesification on new products as part of strategy to adapt with global tren (LVV service in SERCO portfolio). The distribution of finansial performance across all portfolios is not dependent on the dominant portfolio.



Ikhtisar Saham

Sampai dengan akhir tahun 2024, PT SUCOFINDO tidak melakukan perdagangan saham, sehingga tidak ada informasi terkait dengan jumlah saham yang beredar, kapitalisasi pasar, harga saham tertinggi, harga saham terendah, dan harga saham penutupan serta volume saham yang diperdagangkan.

Ikhtisar Efek Lainnya

Sampai dengan akhir tahun 2024, PT SUCOFINDO tidak menerbitkan obligasi, sukuk, dan obligasi konversi sehingga tidak ada informasi terkait dengan jumlah obligasi/sukuk/obligasi konversi yang beredar, tingkat bunga/imbalan, tanggal jatuh tempo, dan peringkat obligasi/sukuk.

Aksi Korporasi

Hingga akhir tahun 2024, Perusahaan tidak melakukan aksi korporasi.

Share Highlights

As of the end of 2024, PT SUCOFINDO has not conducted any share trading activities. Therefore, there is no information available regarding the number of outstanding shares, market capitalization, highest share price, lowest share price, closing share price, or trading volume.

Other Securities Highlights

As of the end of 2024, PT SUCOFINDO had not issued any bonds, sukuk, or convertible bonds; therefore, there is no information available regarding the number of bonds/sukuk/convertible bonds outstanding, interest/profit rates, maturity dates, or bond/sukuk ratings.

Corporate Actions

As of the end of 2024, the Company did not undertake any corporate actions.



Kilas Peristiwa Penting 2024

Significant Events in 2024



PT SUCOFINDO Gelar Pelatihan *Safety Leadership for Executives 2024*

PT SUCOFINDO menyelenggarakan pelatihan *Safety Leadership for Executives 2024* sebagai bagian dari komitmen perusahaan dalam meningkatkan budaya keselamatan kerja.

PT SUCOFINDO organized the *Safety Leadership for Executives 2024* training as part of the company's commitment to enhancing the workplace safety culture.



Pembekalan "*Knowledge Marketing Skill*" Oleh Direksi PT SUCOFINDO

PT SUCOFINDO mengadakan sesi pembekalan *Knowledge Marketing Skill* yang dipimpin langsung oleh jajaran direksi.

PT SUCOFINDO organized a "*Knowledge Marketing Skill*" training session led directly by the company's board of directors



Pelantikan Dewan Pengurus Pusat Serikat Pekerja PT SUCOFINDO 2023 - 2024

PT SUCOFINDO menggelar acara pelantikan Dewan Pengurus Pusat Serikat Pekerja PT SUCOFINDO periode 2023-2024.

PT SUCOFINDO held the inauguration ceremony for the Central Board of the PT SUCOFINDO Workers' Union for the 2023-2024.

15 Januari 2024
January 15, 2024

2 Februari 2024
February 2, 2024

6 Februari 2024
February 6, 2024



PT SUCOFINDO Serahkan Sertifikat Halal kepada PT KAI Logistik

PT SUCOFINDO secara resmi menyerahkan Sertifikat Halal kepada PT KAI Logistik sebagai bukti bahwa perusahaan telah memenuhi standar halal dalam operasional logistiknya.

PT SUCOFINDO officially presented the Halal Certificate to PT KAI Logistik as evidence that the company has met halal standards in its logistics operations.



PT SUCOFINDO Serahkan Sertifikat Integrasi kepada PT Pertamina Hulu Rokan

PT SUCOFINDO secara resmi menyerahkan Sertifikat Integrasi kepada PT Pertamina Hulu Rokan sebagai bentuk pengakuan atas keberhasilan perusahaan dalam menerapkan sistem manajemen yang terstandardisasi.

PT SUCOFINDO officially presented the Integration Certificate to PT Pertamina Hulu Rokan to recognize the company's success in implementing standardized management systems.

17 Juli 2024
July 17, 2024

9 Juli 2024
July 9, 2024



Puncak Enviromental and Social Innovation Awards (ENSIA) 2024

Terselenggaranya cara puncak Environmental and Social Innovation Awards (ENSIA) 2024 diselenggarakan sebagai bentuk apresiasi terhadap inovasi di bidang lingkungan dan sosial yang dilakukan oleh berbagai perusahaan dan institusi.

The successful organization of the Environmental and Social Innovation Awards (ENSIA) 2024 was held as an appreciation for innovations in the environmental and social sectors carried out by various companies and institutions.



Penandatanganan Nota Kesepahaman Antara PT SUCOFINDO dengan PT Pertamina Hulu Energi

PT SUCOFINDO dan PT Pertamina Hulu Energi menandatangani Nota Kesepahaman (MoU) sebagai langkah strategis dalam memperkuat kerja sama di bidang inspeksi, pengujian, sertifikasi, dan konsultansi.

PT SUCOFINDO and PT Pertamina Hulu Energi signed a Memorandum of Understanding (MoU) as a strategic step to strengthen collaboration in inspection, testing, certification, and consultancy.

31 Juli 2024
July 31, 2024

5 Agustus 2024
August 5, 2024



Peresmian Laboratorium PT SUCOFINDO di PT Borneo Indobara

PT SUCOFINDO meresmikan laboratorium uji batubara di kawasan wilayah operasional PT Borneo Indobara (BIB). Pembangunan laboratorium uji batubara ini dilatarbelakangi komitmen PT SUCOFINDO untuk memberikan pelayanan prima kepada pelanggan, salah satunya melalui pendekatan lokasi laboratorium dengan pelanggan. PT SUCOFINDO inaugurated a coal testing laboratory at the operational area of PT Borneo Indobara (BIB). The development of this coal testing laboratory is driven by PT SUCOFINDO's commitment to providing excellent service to customers, one of which is through the strategic location of the laboratory close to the customers.



Kunjungan Kerja Wamen ke Laboratorium Central PT SUCOFINDO

Wakil Menteri melakukan kunjungan kerja ke Laboratorium Central PT SUCOFINDO sebagai bagian dari upaya peningkatan kualitas layanan inspeksi, pengujian, dan sertifikasi di Indonesia. The Deputy Minister made a working visit to the PT SUCOFINDO Central Laboratory as part of efforts to improve the quality of inspection, testing, and certification services in Indonesia.

8 Maret 2024
March 8, 2024

25 April 2024
April 25, 2024



PT SUCOFINDO Resmikan Laboratorium di Site Buli

PT SUCOFINDO meresmikan laboratorium baru di Site Buli sebagai bagian dari upaya meningkatkan layanan inspeksi, pengujian, dan sertifikasi di sektor pertambangan dan industri terkait. PT SUCOFINDO inaugurated a new laboratory at the Buli Site to enhance inspection, testing, and certification services in the mining sector and related industries.



Peresmian PT SUCOFINDO Cabang Kendari

PT SUCOFINDO resmi membuka cabang baru di Kendari, sebagai langkah strategis dalam memperluas jangkauan layanan inspeksi, pengujian, dan sertifikasi di Indonesia. PT SUCOFINDO officially inaugurated a new branch in Kendari as a strategic step to expand its inspection, testing, and certification service coverage in Indonesia.

3 Juni 2024
June 3, 2024

22 Mei 2024
May 22, 2024



PT SUCOFINDO Terima Sertifikat Akreditasi SNI ISO/IEC 17029:2019 Dari BSN untuk TKDN

PT SUCOFINDO resmi menerima Sertifikat Akreditasi SNI ISO/IEC 17029:2019 dari Badan Standardisasi Nasional (BSN) sebagai pengakuan atas kompetensinya dalam melakukan kegiatan validasi dan verifikasi TKDN. PT SUCOFINDO officially received the SNI ISO/IEC 17029:2019 Accreditation Certificate from the National Standardization Agency (BSN) as recognition of its competence in conducting Domestic Content Level (TKDN) validation and verification activities.



PT SUCOFINDO Terima Certificate of Approval for PPPRS - Approved VVBS dari PCX Solutions

PT SUCOFINDO menerima Certificate of Approval for PPPRS - Approved VVBS dari PCX Solutions sebagai pengakuan atas kompetensinya dalam melakukan verifikasi dan validasi berdasarkan standar internasional. PT SUCOFINDO received the Certificate of Approval for PPPRS - Approved VVBS from PCX Solutions as recognition of its competence in conducting verification and validation based on international standards.



Penandatanganan Kerjasama Antara PT SUCOFINDO dan RS Peln

PT SUCOFINDO dan RS Peln menandatangani perjanjian kerja sama dalam upaya memperkuat layanan di bidang kesehatan dan keselamatan kerja. PT SUCOFINDO and RS Peln signed a collaboration agreement to strengthen services in health and occupational safety.

12 Agustus 2024
August 12, 2024

29 Agustus 2024
August 29, 2024

30 Agustus 2024
August 30, 2024



PT SUCOFINDO Dorong Inovasi Lewat SCI Hackfest dan Festival Inovasi 2024

PT SUCOFINDO menggelar SCI Hackfest dan Festival Inovasi 2024 sebagai wadah bagi karyawan untuk mengembangkan dan mempresentasikan ide-ide inovatif yang dimiliki.

PT SUCOFINDO held the SCI Hackfest and Innovation Festival 2024 as a platform for employees to develop and present innovative ideas.



PT SUCOFINDO Terima Kunjungan dari Jajaran Cabinet Secretary for Ministry of Mining Blue Economy & Maritime Affairs of Kenya

PT SUCOFINDO menerima kunjungan dari jajaran Cabinet Secretary for Ministry of Mining, Blue Economy & Maritime Affairs of Kenya sebagai bagian dari upaya kerja sama internasional di bidang pertambangan, ekonomi maritim, dan lingkungan, pengujian, sertifikasi, dan konsultasi.

PT SUCOFINDO received a visit from the Cabinet Secretary for the Ministry of Mining, Blue Economy & Maritime Affairs of Kenya as part of efforts to enhance international cooperation in mining, maritime economy, and environmental matters.



PT SUCOFINDO Serahkan Sertifikat Manajemen Mutu Kepada POLRI

PT SUCOFINDO secara resmi menyerahkan Sertifikat Manajemen Mutu kepada POLRI sebagai bentuk pengakuan atas penerapan sistem manajemen mutu yang sesuai dengan standar internasional.

PT SUCOFINDO officially presented a Quality Management Certificate to the Indonesian National Police (POLRI) as a recognition of the implementation of a quality management system under international standards.

2-3 Oktober 2024
October 2-3, 2024

14 Oktober 2024
October 14, 2024

16 Oktober 2024
October 16, 2024



PT Daikin Industries Indonesia Terima Sertifikat Produk Pengguna Tanda SNI dari PT SUCOFINDO

PT Daikin Industries Indonesia secara resmi menerima Sertifikat Produk Pengguna Tanda Standar Nasional Indonesia (SNI) dari PT SUCOFINDO sebagai bukti kepatuhan terhadap standar mutu dan keamanan nasional. PT Daikin Industries Indonesia officially received the Indonesian National Standard (SNI) Product Certification Mark from PT SUCOFINDO as proof of compliance with national quality and safety standards.



Partisipasi PT SUCOFINDO pada Workshop Transitioning Towards a Sustainable Future of Indonesia

PT SUCOFINDO turut berpartisipasi dalam workshop "Transitioning Towards a Sustainable Future of Indonesia", yang membahas strategi dan inovasi dalam mendukung keberlanjutan di berbagai sektor industri.

PT SUCOFINDO participated in the workshop "Transitioning Towards a Sustainable Future of Indonesia", which discussed strategies and innovations to support sustainability across various industrial sectors.

26 November 2024
November 26, 2024

20 November 2024
November 20, 2024



PT SUCOFINDO Serahkan Sertifikat HACCP PELNI

PT SUCOFINDO secara resmi menyerahkan Sertifikat Hazard Analysis and Critical Control Points (HACCP) kepada PT PELNI, sebagai pengakuan atas penerapan standar keamanan pangan dalam operasionalnya.

PT SUCOFINDO officially presented the Hazard Analysis and Critical Control Points (HACCP) Certificate to PT PELNI, as recognition for the implementation of food safety standards in its operations.



Gubernur dan Walikota Jambi Resmikan Gedung Kantor dan Laboratorium PT SUCOFINDO Cabang Jambi

Gubernur dan Wali Kota Jambi meresmikan Gedung Kantor dan Laboratorium PT SUCOFINDO Cabang Jambi, menandai langkah strategis dalam memperluas layanan inspeksi, pengujian, dan sertifikasi di wilayah tersebut. The Governor and Mayor of Jambi inaugurated the office building and laboratory of PT SUCOFINDO Jambi Branch, marking a strategic step in expanding inspection, testing, and certification services in the region.

10 Desember 2024
December 10, 2024

30 Desember 2024
Desember 30, 2024



Penyediaan Jasa Manajemen Sistem Informasi, Supervisi dan Maintenance BSS (Battery Swap Station) Center Area JABOTABEK

PT SUCOFINDO Tandatangani Kontrak Kerjasama dengan PT SWAP ENERGI INDONESIA dalam hal Penyediaan Jasa Manajemen Sistem Informasi, Supervisi dan Maintenance BSS (Battery Swap Station) Center Area JABOTABEK.

PT SUCOFINDO signed a cooperation agreement with PT SWAP ENERGI INDONESIA for the provision of information system management services, supervision, and maintenance of Battery Swap Station (BSS) Centers in the JABOTABEK area.



Perayaan HUT PT SUCOFINDO ke-68

PT SUCOFINDO merayakan Hari Ulang Tahun (HUT) ke-68, menandai perjalanan panjang perusahaan dalam memberikan layanan terbaik di bidang inspeksi, pengujian, sertifikasi, dan konsultasi.

PT SUCOFINDO celebrated its 68th Anniversary, marking a long journey of delivering excellence in inspection, testing, certification, and consultancy services.

18 Oktober 2024

October 18, 2024

22 Oktober 2024

October 22, 2024



PT SUCOFINDO Berpartisipasi Pada COP 29 Baku - Azerbaijan 2024

PT SUCOFINDO turut berpartisipasi dalam Conference of the Parties (COP) 29 yang diselenggarakan di Baku, Azerbaijan, pada 2024.

PT SUCOFINDO participated in the 29th Conference of the Parties (COP 29) held in Baku, Azerbaijan, in 2024.



HSE Top Manajemen Visit ke Cabang Pontianak

Tim Health, Safety, and Environment (HSE) dan Total Management Visit (TMV) PT SUCOFINDO melakukan kunjungan ke Cabang Pontianak sebagai bagian dari evaluasi dan penguatan implementasi standar keselamatan, kesehatan kerja, dan lingkungan di unit operasional.

The Health, Safety, and Environment (HSE) Total Management Visit (TMV) Team of PT SUCOFINDO conducted a visit to the Pontianak Branch as part of the evaluation and reinforcement of the implementation of occupational health, safety, and environmental standards at operational units.

12 November 2024

November 12, 2024

1 November 2024

November 1, 2024

2025

02



Laporan Manajemen

Management
Report







Laporan Dewan Komisaris PT SUCOFINDO Tahun Buku 2024

**Mengawal
Transformasi dan
Menjamin Tata Kelola
untuk Pertumbuhan
Berkelanjutan.**

Driving
Transformation and
Ensuring Governance
for Sustainable
Growth.

Board of Commissioners Report PT SUCOFINDO Fiscal Year 2024

Kepada Para Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

Dewan Komisaris menyampaikan apresiasi setinggi-tingginya kepada Direksi dan seluruh jajaran PT SUCOFINDO atas pencapaian kinerja yang solid, transformasional, dan berkelanjutan selama tahun 2024. Kami juga menyampaikan terima kasih kepada para pemegang saham dan seluruh pemangku kepentingan atas kepercayaan, dukungan, dan kolaborasi yang menjadi fondasi kemajuan Perusahaan.

Pandangan terhadap Kondisi Ekonomi dan Industri

Tahun 2024 ditandai oleh dinamika ekonomi global yang masih penuh ketidakpastian akibat konflik geopolitik, fragmentasi rantai pasok, serta pengetatan moneter yang masih berlangsung di sejumlah negara maju. Berdasarkan **World Economic Outlook (WEO)** IMF edisi Januari 2025, pertumbuhan ekonomi global tercatat sebesar 3,2%, sedikit melambat dibandingkan tahun sebelumnya (3,3%), mencerminkan tekanan terhadap pemulihan global yang belum merata.

Di tengah tekanan tersebut, **ekonomi Indonesia menunjukkan resiliensi** yang patut diapresiasi. Menurut Badan Pusat Statistik (BPS), pertumbuhan Produk Domestik Bruto (PDB) Indonesia pada tahun 2024 mencapai 5,03%, hanya sedikit melambat dari 5,05% di tahun 2023. Stabilitas ini didorong oleh konsumsi rumah tangga yang tetap solid, belanja infrastruktur yang konsisten, serta ekspor non-migas yang menunjukkan kinerja positif. Inflasi tetap terkendali di bawah 3%, menjaga daya beli dan iklim investasi yang kondusif.

Dalam konteks industri, sektor **pertambangan batu bara** masih menunjukkan kontribusi yang signifikan terhadap perekonomian, meskipun dihadapkan pada berbagai tantangan. Sentimen global terhadap energi bersih dan komitmen dekarbonisasi telah menekan sentimen jangka panjang terhadap batu bara. Namun, dari sisi permintaan jangka pendek, Indonesia tetap menjadi pemasok utama untuk negara-negara seperti **Tiongkok, India, Thailand, dan Vietnam** yang masih mengandalkan batu bara sebagai sumber energi transisi.

Harga batu bara relatif stabil sepanjang 2024, didorong oleh permintaan regional yang tinggi dan kebijakan ekspor yang akomodatif. Hal ini berkontribusi positif terhadap **kinerja ekspor nasional dan pendapatan negara**, termasuk pada sektor jasa TIC (Testing, Inspection, Certification) yang melayani pengujian kualitas, volume, dan kepatuhan regulasi terhadap komoditas tersebut.

Kebijakan Pemerintah Indonesia dalam mendorong **bauran energi yang lebih berimbang** antara energi fosil dan energi baru terbarukan membuka ruang bagi diversifikasi pasar dan inovasi layanan TIC. Selain pertambangan, sektor industri lain seperti **manufaktur, kelistrikan, logistik, pertanian modern, dan hilirisasi sumber daya alam** menunjukkan pertumbuhan permintaan

To Our Shareholders and Stakeholders,

The Board of Commissioners extends its highest appreciation to the Board of Directors and all levels of PT SUCOFINDO for their solid, transformational, and sustainable performance throughout 2024. We also express our sincere gratitude to the shareholders and all stakeholders for the trust, support, and collaboration that have served as the foundation for the Company's progress.

Outlook on Economic and Industry Conditions

The year 2024 was marked by ongoing global economic uncertainty due to geopolitical conflicts, supply chain fragmentation, and continued monetary tightening in several advanced economies. According to the January 2025 edition of the IMF's World Economic Outlook (WEO), global economic growth stood at 3.2%, a slight decline from 3.3% in the previous year, reflecting persistent pressure on an uneven global recovery.

Amid these challenges, the Indonesian economy demonstrated notable resilience. According to Statistics Indonesia (BPS), Indonesia's Gross Domestic Product (GDP) grew by 5.03% in 2024, only marginally down from 5.05% in 2023. This stability was supported by robust household consumption, consistent infrastructure spending, and solid performance in non-oil and gas exports. Inflation remained under control at below 3%, helping to maintain purchasing power and a conducive investment climate.

In terms of industry, the coal mining sector continued to make a significant contribution to the national economy, despite facing various challenges. Global sentiments toward clean energy and decarbonization commitments have weighed on long-term prospects for coal. Nevertheless, in the short term, Indonesia remains a key supplier to countries such as China, India, Thailand, and Vietnam, which still rely on coal as a transitional energy source.

Coal prices remained relatively stable throughout 2024, driven by strong regional demand and accommodative export policies. This contributed positively to national export performance and state revenue, including to the Testing, Inspection, and Certification (TIC) service sector, which provides quality, volume, and regulatory compliance testing for such commodities.

The Indonesian Government's policy of promoting a more balanced energy mix between fossil fuels and renewable energy has created opportunities for market diversification and innovation in TIC services. Beyond mining, other industrial sectors such as manufacturing, electricity, logistics, modern agriculture, and downstream resource processing showed increasing demand



terhadap jasa TIC, sejalan dengan peningkatan standar mutu, keselamatan, dan keberlanjutan.

Dari perspektif pengawasan, **Dewan Komisaris mencermati bahwa kondisi ekonomi makro Indonesia yang relatif stabil menjadi landasan penting** bagi PT SUCOFINDO untuk menjalankan ekspansi layanan, memperluas pasar, dan mengambil peran lebih strategis dalam mendukung keberlanjutan industri nasional melalui layanan yang andal dan berintegritas.

Tata Kelola dan Fungsi Pengawasan

Sepanjang 2024, Dewan Komisaris telah menjalankan fungsi pengawasan terhadap pelaksanaan tugas Direksi sesuai prinsip Tata Kelola Perusahaan yang Baik (GCG) dan peraturan perundang-undangan. Pengawasan dilakukan melalui forum rapat, telaah strategi, evaluasi risiko, dan pemberian nasihat strategis terhadap pelaksanaan Rencana Jangka Panjang dan RKAP, serta arah transformasi jangka menengah 2025–2029.

Kami menilai bahwa pengelolaan Perusahaan telah dilaksanakan secara **prudent**, transparan, dan akuntabel. Manajemen risiko dan kepatuhan telah menjadi bagian dari budaya organisasi yang menyatu dengan pengambilan keputusan bisnis.

Pengawasan terhadap Perumusan dan Implementasi Strategi Perusahaan

Sepanjang tahun 2024, Dewan Komisaris secara aktif menjalankan fungsi pengawasan strategis terhadap proses perumusan dan pelaksanaan kebijakan perusahaan, khususnya dalam penyusunan dan implementasi **Rencana Kerja dan Anggaran Perusahaan (RKAP)**. Dalam tahapan awal perumusan, Dewan Komisaris memberikan arahan strategis dan masukan yang konstruktif kepada Direksi, guna memastikan bahwa aspirasi pemegang saham serta dinamika eksternal industri tercermin secara selaras dalam strategi dan rencana kerja tahunan.

Pembahasan RKAP dilakukan secara menyeluruh melalui rangkaian rapat evaluasi bersama Komite-Komite Dewan Komisaris, mencakup aspek pasar, risiko eksternal, tantangan operasional, peluang pertumbuhan, serta kesesuaian dengan visi transformasi jangka menengah perusahaan. Evaluasi ini turut memperhatikan arah strategi induk Holding IDSurvey dan kebijakan pemerintah yang relevan.

Setelah dokumen RKAP difinalisasi dan disampaikan kepada pemegang saham melalui **Rapat Umum Pemegang Saham (RUPS)**, Dewan Komisaris menjalankan fungsi pengawasan secara berkelanjutan atas implementasinya. Pengawasan difokuskan pada **konsistensi penerapan strategi usaha, efektivitas eksekusi program, serta ketercapaian target-target kinerja**, baik dari sisi keuangan, operasional, maupun aspek keberlanjutan.

for TIC services, in line with rising standards for quality, safety, and sustainability.

From a supervisory perspective, the Board of Commissioners observes that Indonesia's relatively stable macroeconomic conditions provided a strong foundation for PT SUCOFINDO to expand its services, widen its market reach, and take on a more strategic role in supporting the sustainability of national industries through reliable and integrity-driven services.

Governance and Oversight Function

Throughout 2024, the Board of Commissioners carried out its supervisory function over the execution of the Board of Directors' duties in accordance with the principles of Good Corporate Governance (GCG) and prevailing laws and regulations. Oversight was conducted through meetings, strategic reviews, risk evaluations, and the provision of strategic advice regarding the implementation of the Long-Term Plan and the Corporate Work Plan and Budget (RKAP), as well as the 2025–2029 medium-term transformation direction.

We are of the view that the Company has been managed prudently, transparently, and accountably. Risk management and compliance have become integral parts of the organizational culture, embedded within business decision-making processes.

Oversight of the Formulation and Implementation of Corporate Strategy

Throughout 2024, the Board of Commissioners actively performed its strategic oversight function over the formulation and execution of the Company's policies, particularly in the preparation and implementation of the Corporate Work Plan and Budget (RKAP). During the initial stages of formulation, the Board provided strategic direction and constructive input to the Board of Directors to ensure that shareholder aspirations and external industry dynamics were appropriately reflected in the Company's annual strategy and work plans.

The RKAP was thoroughly discussed through a series of evaluation meetings with the Board Committees, covering aspects such as market conditions, external risks, operational challenges, growth opportunities, and alignment with the Company's medium-term transformation vision. The evaluation also took into account the strategic direction of the IDSurvey Holding and relevant government policies.

Following the finalization of the RKAP document and its submission to shareholders via the General Meeting of Shareholders (GMS), the Board of Commissioners continued to oversee its implementation. The oversight focused on the consistency of strategy execution, the effectiveness of program implementation, and the achievement of performance targets—financial, operational, and sustainability-related.

Dewan Komisaris menilai bahwa strategi yang dijalankan sepanjang tahun 2024 telah berhasil diterjemahkan ke dalam program kerja yang berdampak positif, tercermin pada pertumbuhan pendapatan sebesar 21,7%, peningkatan laba bersih sebesar 32,7% dan pencapaian ROA 10,5%, yang menunjukkan efektivitas strategi dan respons adaptif manajemen terhadap dinamika eksternal.

Peran aktif Komite di bawah Dewan Komisaris juga turut memperkuat pengawasan strategis melalui pemantauan periodik atas pelaksanaan program prioritas dan transformasi. Dewan Komisaris mencermati bahwa implementasi strategi jangka pendek dan menengah telah diarahkan sesuai dengan RKAP dan strategi transformasi 2025–2029, khususnya dalam penguatan kapabilitas inti, ekspansi pasar, serta integrasi ESG dan kepatuhan dalam operasional bisnis.

Dengan landasan pengawasan yang kokoh dan kolaboratif, Dewan Komisaris meyakini bahwa Direksi telah menjalankan strategi perusahaan secara prudent dan akuntabel, serta mampu mendorong PT SUCOFINDO menuju posisi yang lebih kuat sebagai pemimpin pasar TIC nasional dan ESG Enabler utama di Indonesia.

Pengawasan atas Transformasi dan ESG

Dewan Komisaris mendukung arah **Strategi Transformasi PT SUCOFINDO 2025–2029**, yang difokuskan pada empat pilar utama:

- 1. Penguatan Kapabilitas Inti (Core Capability)**
Melalui investasi SDM, sistem informasi, dan laboratorium berteknologi tinggi.
- 2. Peningkatan Daya Saing Operasional dan Pasar**
Melalui digitalisasi, integrasi CRM, serta pengembangan layanan berbasis industri hijau.
- 3. ESG dan Kepatuhan sebagai Fondasi Tata Kelola**
Penerapan ESGRC dan positioning sebagai ESG Enabler nasional menjadi kekuatan diferensiatif PT SUCOFINDO.
- 4. Ekspansi dan Kemitraan Strategis**
Melalui penetrasi pasar nasional dan internasional serta sinergi Holding IDSurvey.

Sebagai bagian dari pengawasan strategis, Dewan mencatat bahwa PT SUCOFINDO telah menunjukkan kinerja yang kredibel melalui capaian:

- **Rating AA+ dari PEFINDO.**
- Penghargaan nasional seperti **TOP GRC Award 2024, Warta Ekonomi Living Legend Company, TOP CSR 2024, Adi Niti Award** dari Menteri LHK, hingga **The Best State-Owned Enterprise 2024.**

Hal ini memperkuat positioning perusahaan sebagai TIC yang unggul dalam tata kelola, inovasi, dan keberlanjutan.

The Board of Commissioners assesses that the strategies implemented throughout 2024 were successfully translated into impactful work programs, as evidenced by revenue growth of 21.7%, an increase in net profit of 32.7%, and a Return on Assets (ROA) of 10.5%, indicating the effectiveness of the strategy and management's adaptive response to external dynamics.

The active role of the Committees under the Board of Commissioners also strengthened strategic oversight through regular monitoring of priority programs and transformation initiatives. The Board notes that the implementation of short- and medium-term strategies has been guided by the RKAP and the 2025–2029 transformation strategy, particularly in strengthening core capabilities, expanding market reach, and integrating ESG and compliance into business operations.

With a foundation of strong and collaborative oversight, the Board of Commissioners is confident that the Board of Directors has implemented the Company's strategy prudently and accountably and has positioned PT SUCOFINDO for continued growth as the national TIC market leader and a key ESG Enabler in Indonesia.

Oversight of Transformation and ESG

The Board of Commissioners fully supports the direction of PT SUCOFINDO's 2025–2029 Transformation Strategy, which is centered on four main pillars:

- 1. Strengthening Core Capabilities**
Through investments in human capital, information systems, and advanced laboratory technologies.
- 2. Enhancing Operational and Market Competitiveness**
Through digitalization, CRM integration, and the development of green industry-based services.
- 3. ESG and Compliance as the Foundation of Governance**
The implementation of ESGRC (Environmental, Social, Governance, Risk, and Compliance) and positioning as a national ESG Enabler serve as PT SUCOFINDO's key differentiators.
- 4. Strategic Expansion and Partnerships**
Through market penetration at national and international levels, and synergy within the IDSurvey Holding ecosystem.

As part of its strategic oversight, the Board notes that PT SUCOFINDO has demonstrated credible performance, as reflected in the following achievements:

- AA+ rating from PEFINDO
- National recognitions such as the TOP GRC Award 2024, Warta Ekonomi Living Legend Company, TOP CSR 2024, Adi Niti Award from the Minister of Environment and Forestry, and The Best State-Owned Enterprise 2024

These accomplishments further strengthen the Company's positioning as a TIC enterprise that excels in governance, innovation, and sustainability.



Mekanisme dan Frekuensi Pengawasan

Dewan Komisaris menjalankan fungsi pengawasan secara sistematis dan berkelanjutan untuk memastikan bahwa pengelolaan perusahaan oleh Direksi dilakukan secara efektif, transparan, dan selaras dengan strategi, tujuan usaha, serta prinsip Tata Kelola Perusahaan yang Baik (GCG). Pengawasan ini tidak hanya bersifat administratif, tetapi juga strategis—meliputi evaluasi arah kebijakan, pencapaian kinerja, serta pengendalian risiko yang melekat dalam setiap proses bisnis.

Mekanisme pengawasan dilakukan melalui berbagai kanal, antara lain:

- **Rapat internal Dewan Komisaris**, yang menjadi forum pengambilan keputusan pengawasan dan penyusunan rekomendasi strategis.
- **Rapat gabungan dengan Direksi**, yang menjadi wadah pembahasan isu-isu strategis seperti kondisi operasional, efisiensi belanja modal, transformasi digital, serta perkembangan inisiatif ESG.
- **Kunjungan kerja ke kantor cabang**, untuk melihat langsung implementasi kebijakan dan mendengar aspirasi unit kerja di lini depan.

Selama tahun 2024, Dewan Komisaris telah mengadakan:

- **16 (enam belas) rapat internal**, dengan tingkat kehadiran 100% dari seluruh anggota;
- **12 (dua belas) rapat gabungan dengan Direksi**, sebagai sarana dialog terbuka dan evaluasi atas pelaksanaan strategi;
- **12 (dua belas) kunjungan kerja** ke kantor cabang di berbagai wilayah Indonesia untuk memperkuat fungsi pengawasan berbasis lapangan;
- **2 (dua) kali Rapat Umum Pemegang Saham (RUPS)** bersama seluruh pemegang saham dan pemangku kepentingan utama.

Rangkaian pengawasan tersebut mencerminkan komitmen Dewan Komisaris dalam menjalankan peran sebagai pengawas independen sekaligus mitra strategis bagi Direksi. Pendekatan kolaboratif yang dilakukan tidak hanya memperkuat akuntabilitas manajemen, tetapi juga meningkatkan ketajaman pengambilan keputusan yang mendukung pencapaian kinerja jangka panjang.

Dewan Komisaris senantiasa melaksanakan seluruh fungsinya dengan menjunjung tinggi prinsip kehati-hatian, profesionalisme, dan integritas, serta tunduk pada peraturan perundang-undangan yang berlaku. Dalam setiap langkah, pengawasan dilakukan dengan tetap menghormati batas kewenangan Direksi sebagai organ pengelola, guna menjaga keseimbangan dalam struktur tata kelola yang sehat dan berkelanjutan.

Oversight Mechanism and Frequency

The Board of Commissioners carries out its oversight function in a systematic and continuous manner to ensure that the Company is managed by the Board of Directors effectively, transparently, and in alignment with corporate strategies, business objectives, and the principles of Good Corporate Governance (GCG). This oversight is not merely administrative in nature, but also strategic—encompassing evaluations of policy direction, performance achievements, and risk controls embedded in each business process.

The oversight mechanisms are implemented through various channels, including:

- **Internal meetings of the Board of Commissioners**, which serve as forums for supervisory decision-making and formulation of strategic recommendations.
- **Joint meetings with the Board of Directors**, which function as platforms for discussing strategic issues such as operational conditions, capital expenditure efficiency, digital transformation, and ESG initiative progress.
- **Working visits to branch offices**, to observe firsthand the implementation of policies and hear the aspirations of frontline units.

Throughout 2024, the Board of Commissioners held:

- **16 (sixteen) internal meetings**, with 100% attendance from all members;
- **12 (twelve) joint meetings with the Board of Directors**, as open dialogue sessions and evaluations of strategy implementation;
- **12 (twelve) working visits** to branch offices across various regions in Indonesia to enhance field-based oversight;
- **2 (two) General Meetings of Shareholders (GMS)** involving all shareholders and key stakeholders.

These supervisory activities reflect the Board of Commissioners' commitment to fulfilling its role as both an independent overseer and strategic partner to the Board of Directors. This collaborative approach not only reinforces management accountability but also sharpens decision-making to support the achievement of long-term performance goals.

The Board of Commissioners consistently carries out all of its functions by upholding the principles of prudence, professionalism, and integrity, while adhering to all applicable laws and regulations. At every step, oversight is conducted with full respect for the authority of the Board of Directors as the executive body, in order to maintain a balanced and sustainable governance structure.

Penilaian atas Kinerja Direksi

Dewan Komisaris menyampaikan apresiasi yang tinggi kepada Direksi atas pencapaian luar biasa sepanjang tahun 2024. Di tengah ketidakpastian global, fluktuasi pasar energi, dan meningkatnya tuntutan terhadap praktik keberlanjutan, Direksi menunjukkan kepemimpinan yang adaptif, transformatif, dan berorientasi pada nilai jangka panjang.

Tahun 2024 tercatat sebagai **tahun dengan kinerja tertinggi dalam sejarah PT SUCOFINDO**, mencerminkan keberhasilan manajemen dalam menjalankan strategi bisnis yang tepat sasaran dan berbasis keberlanjutan. Dalam melakukan evaluasi, Dewan Komisaris mengacu pada hasil penilaian *Key Performance Indicators* (KPI) sebagaimana tertuang dalam Kontrak Manajemen antara para pemegang saham dan manajemen.

Penilaian KPI dilakukan oleh Kantor Akuntan Publik (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF) yang mana evaluasi dilakukan secara holistik, mencakup aspek keuangan, pelaksanaan strategi bisnis, tata kelola perusahaan, pengelolaan SDM, hingga keterlibatan dengan pemangku kepentingan. Capaian keberhasilan ditunjukkan melalui:

- **Pertumbuhan pendapatan sebesar 21,7% (YoY)**, seiring dengan peningkatan permintaan layanan TIC dari sektor energi, lingkungan, dan industri strategis nasional.
- **Laba bersih meningkat 32,7%**, dengan realisasi 11,9% di atas target RKAP, mencerminkan efisiensi dan profitabilitas yang semakin sehat.
- **Return on Assets (ROA) mencapai 10,5%**, salah satu yang tertinggi di antara BUMN sektor jasa, menandakan efektivitas pengelolaan aset dan operasional.

Tidak hanya pada aspek finansial, Direksi juga mencatat capaian strategis pada aspek keberlanjutan dan daya saing operasional, antara lain:

- **Rasio retensi pelanggan mencapai 91,3%**, mengindikasikan tingkat kepuasan dan kepercayaan pelanggan yang sangat tinggi terhadap kualitas layanan PT SUCOFINDO.
- **Ekspansi layanan ESG**, termasuk sertifikasi energi terbarukan, audit karbon, dan dukungan verifikasi pasar karbon nasional, memperkuat positioning sebagai ESG Enabler di Indonesia.
- **Transformasi digital progresif** melalui implementasi CRM, automasi laboratorium, dan integrasi sistem data untuk efisiensi layanan berbasis kebutuhan klien.
- **Penguatan budaya kerja berbasis integritas dan kompetensi**, didukung pengembangan SDM bersertifikasi dan pelatihan berkelanjutan.

Direksi juga berhasil menjaga reputasi dan kredibilitas perusahaan melalui capaian eksternal strategis, seperti:

- **Peningkatan rating PEFINDO menjadi AA+**, menunjukkan kesehatan keuangan dan prospek bisnis yang sangat kuat.

Assessment of the Board of Directors' Performance

The Board of Commissioners extends its highest appreciation to the Board of Directors for the outstanding achievements throughout 2024. Amid global uncertainty, energy market fluctuations, and rising demands for sustainable practices, the Board of Directors demonstrated adaptive, transformative leadership with a strong focus on long-term value creation.

The year 2024 marked the highest performance in the history of PT SUCOFINDO, reflecting the success of management in executing well-targeted, sustainability-based business strategies. In conducting the performance evaluation, the Board of Commissioners referred to the results of the Key Performance Indicators (KPI) assessment, as stipulated in the Management Contract between shareholders and management.

The KPI assessment was conducted by the Public Accounting Firm (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partners (PKF), and carried out holistically—encompassing financial aspects, strategy implementation, corporate governance, human capital management, and stakeholder engagement. The Company's achievements were demonstrated through:

- Revenue grew by 21.7% year-on-year (YoY), driven by increased demand for TIC services from the energy, environmental, and national strategic industries.
- Net profit rose by 32.7%, exceeding the RKAP target by 11.9%, reflecting improved efficiency and healthier profitability.
- Return on Assets (ROA) reached 10.5%, one of the highest among state-owned enterprises in the services sector, indicating effective asset and operational management.

Beyond financial performance, the Board of Directors also achieved strategic milestones in sustainability and operational competitiveness, including:

- **A customer retention rate of 91.3%**, indicating a very high level of customer satisfaction and trust in the quality of PT SUCOFINDO's services.
- **Expansion of ESG services**, including renewable energy certification, carbon audits, and verification support for the national carbon market, reinforcing its positioning as an ESG Enabler in Indonesia.
- **Progressive digital transformation** through the implementation of CRM, laboratory automation, and data system integration to enhance service efficiency tailored to client needs.
- **Strengthening a work culture grounded in integrity and competence**, supported by the development of certified human resources and continuous training programs.

The Board of Directors also successfully upheld the Company's reputation and credibility through key external achievements, including:

- **An upgrade in the PEFINDO rating to AA+**, reflecting strong financial health and a highly robust business outlook.



- **Perolehan berbagai penghargaan nasional**, termasuk TOP GRC Award 2024, Adi Niti Award dari Menteri LHK, dan The Best State-Owned Enterprise 2024, yang mempertegas komitmen terhadap tata kelola, inovasi, dan keberlanjutan.

Dewan Komisaris menilai bahwa Direksi telah menjalankan fungsi pengelolaan secara profesional, prudent, dan berwawasan jangka panjang. Strategi yang diimplementasikan tidak hanya menjawab tantangan saat ini, tetapi juga mempersiapkan Perusahaan untuk menjadi pemain utama dalam transformasi hijau dan industri TIC masa depan.

Dengan pondasi kinerja yang kokoh, fokus strategis yang jelas, dan budaya korporasi yang kuat, Dewan Komisaris optimis bahwa Direksi akan terus membawa PT SUCOFINDO melampaui batas-batas kinerja konvensional dan menjadikannya pemimpin TIC nasional yang tangguh dan relevan di era keberlanjutan.

Penerapan Tata Kelola Perusahaan dan Whistle Blowing System

Selain menjalankan fungsi pengelolaan operasional dan keuangan, PT SUCOFINDO secara konsisten berupaya meningkatkan kualitas tata kelola dengan menerapkan prinsip-prinsip Good Corporate Governance (GCG) secara optimal akan meningkatkan kredibilitas di mata para pemangku kepentingan.

Dewan Komisaris memberikan apresiasi atas komitmen Direksi dan jajarannya dalam memperkuat praktik Tata Kelola Perusahaan yang Baik (GCG) di PT SUCOFINDO. Implementasi GCG merupakan kunci dalam mendorong pengelolaan perusahaan yang profesional, efisien, dan efektif, khususnya di tengah risiko dan tantangan yang semakin kompleks. Sesuai dengan arahan Pemegang Saham, Dewan Komisaris melalui Komite Pemantau Risiko dan Tata Kelola Terintegrasi senantiasa mengawasi kepatuhan terhadap regulasi serta kesesuaian dengan praktik GCG yang terbaik.

Hingga akhir tahun 2024, penerapan GCG di PT SUCOFINDO dinilai berjalan dengan baik, didukung oleh kolaborasi yang harmonis antara organ GCG di bawah Dewan Komisaris dan Direksi. Setiap fungsi dan tanggung jawab organ pendukung dijalankan sesuai dengan kebijakan internal perusahaan. Sejalan dengan terbitnya Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 mengenai Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan, Dewan Komisaris optimis bahwa kebijakan ini akan memperkuat kualitas tata kelola perusahaan di masa mendatang.

Pandangan terhadap Penerapan Sistem Pelaporan Pelanggaran

Sebagai wujud komitmen terhadap Tata Kelola Perusahaan yang baik, PT SUCOFINDO telah mengembangkan Whistleblowing

- **The attainment of various national awards**, including the TOP GRC Award 2024, the Adi Niti Award from the Minister of Environment and Forestry, and The Best State-Owned Enterprise 2024, affirming the Company's commitment to governance, innovation, and sustainability.

The Board of Commissioners is of the view that the Board of Directors has carried out its management function in a professional, prudent, and forward-looking manner. The strategies implemented have not only addressed present challenges but also prepared the Company to become a key player in the green transformation and the future of the TIC industry.

With a solid performance foundation, a clear strategic focus, and a strong corporate culture, the Board of Commissioners is confident that the Board of Directors will continue to lead PT SUCOFINDO beyond the boundaries of conventional performance, positioning it as a resilient and relevant national TIC leader in the era of sustainability.

Implementation of Corporate Governance and Whistleblowing System

In addition to managing operational and financial functions, the Company consistently strives to enhance the quality of its governance by optimally implementing the principles of Good Corporate Governance (GCG), which in turn strengthens its credibility from the perspective of stakeholders

The Board of Commissioners appreciates the commitment of the Board of Directors and their teams in reinforcing Good Corporate Governance (GCG) practices within the Company. The implementation of GCG is key to driving professional, efficient, and effective corporate management, especially amid increasingly complex risks and challenges. In accordance with the Shareholders' directives, the Board of Commissioners, through the Risk Monitoring and Integrated Governance Committee, continuously oversees compliance with regulations and alignment with best practices of GCG.

As of the end of 2024, the application of GCG within the Company is considered to be running well, supported by harmonious collaboration between the GCG bodies under the Board of Commissioners and the Board of Directors. Each function and responsibility of the supporting governance organs is carried out in accordance with the Company's internal policies. In line with the issuance of the Ministry of State-Owned Enterprises Regulation Number PER-2/MBU/03/2023 concerning Guidelines on Governance and Significant Corporate Activities, the Board of Commissioners is optimistic that this policy will further strengthen the quality of corporate governance in the future.

View on the Implementation of the Whistleblowing System

As a manifestation of its commitment to Good Corporate Governance, the Company has developed a Whistleblowing

System (WBS) yang dikelola secara adil dan transparan. Sistem ini dirancang untuk menyalurkan keluhan dan laporan mengenai pelanggaran, memberikan kesempatan kepada pihak eksternal maupun internal untuk berperan aktif dalam mencegah terjadinya pelanggaran serta menghindari publikasi negatif yang dapat merugikan citra PT SUCOFINDO. Dengan demikian, WBS tidak hanya berfungsi sebagai sarana pelaporan, tetapi juga sebagai langkah proaktif untuk menjaga integritas dan reputasi perusahaan.

Dewan Komisaris juga berperan aktif dalam pelaksanaan dan pengawasan penerapan sistem pelaporan pelanggaran serta memastikan bahwa sistem WBS tidak hanya menjadi alat pelaporan, tetapi juga berfungsi sebagai mekanisme penting untuk membangun budaya kepercayaan dan integritas di seluruh lingkungan. Dewan Komisaris mengawasi penanganan setiap laporan secara profesional, independen, dan bebas dari konflik kepentingan. Dewan Komisaris juga berkomitmen untuk menjaga kerahasiaan identitas pelapor serta memberikan perlindungan kepada semua pihak yang terlibat dalam proses investigasi, termasuk saksi dan pendukung lainnya.

Salah satu langkah yang diambil Dewan Komisaris dalam penerapan WBS adalah penandatanganan Pakta Integritas, yang diperbarui setiap tahun. Pakta ini mencerminkan komitmen Dewan Komisaris dalam upaya pencegahan dan pemberantasan fraud, serta kesediaan untuk melaporkan tindakan *fraud* yang terjadi di lingkungan PT SUCOFINDO.

Dewan Komisaris menilai bahwa penerapan WBS di PT SUCOFINDO pada tahun 2024 telah berjalan dengan baik dan sesuai dengan prinsip tata kelola perusahaan yang baik. Seluruh Pemangku Kepentingan dapat menyampaikan laporan mengenai dugaan pelanggaran terhadap prinsip-prinsip tata kelola perusahaan, nilai-nilai etika, serta kebijakan atau prosedur yang ada. Laporan yang disampaikan harus didasarkan pada bukti, data, atau informasi yang dapat dipertanggungjawabkan dan akan ditindaklanjuti secara adil sesuai dengan Undang-Undang yang berlaku.

Penilaian Kinerja Komite di Bawah Dewan Komisaris

Dewan Komisaris membentuk tiga komite sebagai pendukung saat menjalankan tugas dan tanggung jawabnya, yaitu: Komite Audit, Komite Nominasi dan Remunerasi serta Komite Pemantau Risiko dan Tata Kelola Terintegrasi yang dipimpin langsung oleh Dewan Komisaris melalui pembagian tugas Dewan Komisaris.

Pada tahun 2024, Dewan Komisaris melakukan perubahan nomenklatur Komite Manajemen Risiko, Investasi dan Tata Kelola menjadi Komite Pemantau Risiko dan Tata Kelola Terintegrasi berdasarkan Keputusan Dewan Komisaris PT SUCOFINDO Nomor 07/DKM-III/2024.

System (WBS) that is managed fairly and transparently. This system is designed to facilitate the submission of complaints and reports related to violations, providing both internal and external parties with the opportunity to actively participate in preventing misconduct and avoiding negative publicity that could damage the Company's reputation. Thus, the WBS serves not only as a reporting tool, but also as a proactive measure to uphold the integrity and reputation of the Company.

The Board of Commissioners plays an active role in the implementation and monitoring of the whistleblowing system to ensure that the WBS functions not only as a reporting channel but also as an essential mechanism for fostering a culture of trust and integrity throughout the organization. The Board supervises the handling of each report professionally, independently, and free from conflicts of interest. Furthermore, the Board is committed to maintaining the confidentiality of whistleblower identities and to protecting all parties involved in the investigation process, including witnesses and other supporting individuals.

One of the initiatives taken by the Board of Commissioners to support the implementation of the WBS is the annual signing of the Integrity Pact. This pact reflects the Board's commitment to the prevention and eradication of fraud, as well as its willingness to report fraudulent acts occurring within the Company.

The Board of Commissioners concludes that the implementation of the WBS in 2024 was carried out effectively and in accordance with the principles of good corporate governance. All stakeholders are encouraged to report suspected violations of governance principles, ethical values, and established policies or procedures. Reports must be supported by evidence, data, or verifiable information and will be followed up fairly and in compliance with applicable laws and regulations.

Assessment of the Performance of Committees under the Board of Commissioners

The Board of Commissioners has established three committees to support the execution of its duties and responsibilities: the Audit Committee, the Nomination and Remuneration Committee, and the Risk Monitoring and Integrated Governance Committee. These committees are directly overseen by the Board of Commissioners through a delegation of responsibilities among its members.

In 2024, the Board of Commissioners changed the name of the Risk Management, Investment, and Governance Committee to the Risk Oversight and Integrated Governance Committee, pursuant to the Decree of the Board of Commissioners of PT SUCOFINDO Number 07/DKM-III/2024.



Pada tahun 2024, Dewan Komite tersebut telah menjalankan tugas dan tanggung jawab masing-masing dengan baik dan memainkan peranan penting dalam mendukung Dewan Komisaris menjalankan tugas pengawasannya. Penilaian ini didasarkan pada berbagai kriteria, yang mencakup frekuensi dan tingkat kehadiran dalam rapat, kompetensi dari para anggota, pencapaian kinerja dan kualitas dari rekomendasi dan/atau opini mengenai hal-hal yang memerlukan perhatian Dewan Komisaris sesuai dengan prinsip-prinsip GCG dan peraturan perundang-undangan yang berlaku.

Komite Audit memiliki fungsi utama untuk memantau serta mengevaluasi perencanaan dan pelaksanaan audit serta memantau tindak lanjut hasil audit guna mendapatkan kecukupan pengendalian internal, termasuk kecukupan proses pelaporan keuangan. Komite Nominasi dan Remunerasi, yang membantu Dewan Komisaris dalam melaksanakan tugas pengawasan terkait proses nominasi dan remunerasi bagi anggota Direksi, Dewan Komisaris, serta pejabat kunci perusahaan. Sedangkan Komite Pemantau Risiko dan Tata Kelola Terintegrasi membantu Dewan Komisaris untuk memastikan bahwa penerapan manajemen risiko dan tata kelola perusahaan berjalan secara efektif, terintegrasi, dan sesuai dengan prinsip GCG.

Sepanjang tahun 2024, komite Audit telah melaksanakan rapat koordinasi sebanyak 12 (dua belas) kali, rapat Komite Nominasi dan Remunerasi sebanyak 12 (dua belas) kali dan rapat Komite Pemantau Risiko dan tata kelola Terintegrasi sebanyak 12 (dua belas) kali dengan frekuensi tingkat kehadiran masing-masing anggota komite yang sangat baik.

Dewan Komisaris mengevaluasi efektivitas kontribusi setiap komite, termasuk kemampuan mereka dalam mengidentifikasi isu strategis dan memberikan rekomendasi yang relevan. Dalam pandangan Dewan Komisaris, komite tidak sekadar berfungsi sebagai unit pendukung, tetapi merupakan mitra strategis dalam mengawal efektivitas pengawasan perusahaan.

Perubahan Komposisi Dewan Komisaris

Tahun 2024, komposisi Dewan Komisaris PT SUCOFINDO mengalami perubahan dalam Rapat Umum Pemegang Saham Luar Biasa (RUPSLB), yang memberhentikan dengan hormat Veri Anggrijono sebagai Komisaris Utama, Himawan Hariyoga sebagai Komisaris dan Aditya Dhanwantara sebagai Komisaris serta mengangkat Moga Simatupang sebagai Komisaris Utama, Mahatma Gandhi sebagai Komisaris Independen dan Anas Puji Istanto sebagai Komisaris. Dewan Komisaris menyampaikan apresiasi dan terima kasih yang sebesar-besarnya kepada Veri Anggrijono, Himawan Hariyoga, dan Aditya Dhanwantara atas dedikasi dan kontribusi yang telah diberikan selama masa jabatannya. Semoga capaian dan prestasi yang telah diraih dapat menjadi inspirasi bagi seluruh insan PT SUCOFINDO. Rincian perubahan komposisi Dewan Komisaris PT SUCOFINDO pada tahun 2024 adalah sebagai berikut:

Throughout 2024, all three Committees carried out their respective duties and responsibilities effectively and played a vital role in supporting the Board of Commissioners in its oversight function. This assessment is based on various criteria, including meeting frequency and attendance, member competencies, performance achievements, and the quality of recommendations or opinions provided on matters requiring the Board's attention, in line with GCG principles and applicable regulations.

The Audit Committee's primary function is to monitor and evaluate the planning and execution of audits and to oversee the follow-up on audit findings to ensure the adequacy of internal control, including the reliability of the financial reporting process. The Nomination and Remuneration Committee assists the Board of Commissioners in overseeing the nomination and remuneration processes for members of the Board of Directors, the Board of Commissioners, and key company executives. Meanwhile, the Risk Oversight and Integrated Governance Committee supports the Board in ensuring that risk management and corporate governance are implemented effectively, in an integrated manner, and under GCG principles.

In 2024, the Audit Committee held 12 (twelve) coordination meetings, the Nomination and Remuneration Committee held 12 (twelve) meetings, and the Risk Oversight and Integrated Governance Committee also held 12 (twelve) meetings, with a high attendance rate from all committee members.

The Board of Commissioners evaluates the effectiveness of each committee's contribution, including its ability to identify strategic issues and provide relevant recommendations. In the view of the Board of Commissioners, the committees do not merely serve as supporting units but act as strategic partners in ensuring the effectiveness of the Company's oversight.

Changes in the Composition of the Board of Commissioners

In 2024, the composition of the Company's Board of Commissioners underwent changes during the Extraordinary General Meeting of Shareholders (EGMS), which honorably discharged Veri Anggrijono from his position as President Commissioner, Himawan Hariyoga as Commissioner, and Aditya Dhanwantara as Commissioner. At the same time, the EGMS appointed Moga Simatupang as President Commissioner, Mahatma Gandhi as Independent Commissioner, and Anas Puji Istanto as Commissioner. The Board of Commissioners expresses its deepest appreciation and gratitude to Veri Anggrijono, Himawan Hariyoga, and Aditya Dhanwantara for their dedication and contributions during their tenure. May the achievements and accomplishments they have attained serve as an inspiration to all members of PT SUCOFINDO. The details of the changes in the composition of the Company's Board of Commissioners in 2024 are as follows:

No.	Jabatan Position	1 Januari s.d 22 Maret 2024 January 1 to March 22, 2024	22 Maret s.d 31 Desember 2024 March 22 to December 31, 2024
1	Komisaris Utama President Commissioner	Veri Anggrijono	Moga Simatupang
2	Komisaris Independen Independent Commissioner	Zainal Abidin	Zainal Abidin
3	Komisaris Independen Independent Commissioner	-	Mahatma Gandhi
4	Komisaris Commissioner	Adi Budiarmo	Adi Budiarmo
5	Komisaris Commissioner	Himawan Hariyoga	Anas Puji Istanto
6	Komisaris Commissioner	Aditya Dhanwantara	-

Rekomendasi Strategis dan Pandangan ke Depan

Dewan Komisaris menyampaikan rekomendasi untuk penguatan daya saing jangka panjang:

- **Modernisasi infrastruktur TIC dan digitalisasi layanan** agar setara dengan TIC global.
- **Peningkatan sinergi IDSurvey** yang terarah untuk menciptakan portofolio dan pipeline layanan yang kuat.
- **Penguatan kompetensi ESG dan SDM** TIC masa depan.
- **Peningkatan peran PT SUCOFINDO sebagai katalis keberlanjutan**, baik di sektor industri, publik, maupun dalam kerangka pembangunan nasional.

Dewan Komisaris meyakini bahwa dengan kapabilitas yang terus ditingkatkan, tata kelola yang kokoh, dan kepemimpinan yang visioner, PT SUCOFINDO akan mampu mempertahankan posisi sebagai pemimpin pasar TIC dan mitra utama dalam agenda keberlanjutan Indonesia.

Strategic Recommendations and Forward Outlook

The Board of Commissioners presents the following recommendations to strengthen long-term competitiveness:

- **Modernization of TIC infrastructure and digitalization of services** to align with global TIC standards.
- **Targeted enhancement of IDSurvey synergy** to build a strong service portfolio and pipeline.
- **Strengthening ESG competencies and developing the future-ready** TIC workforce.
- **Increasing PT SUCOFINDO's role as a catalyst for sustainability**, both in the industrial and public sectors, as well as within the framework of national development.

The Board of Commissioners believes that with continuously enhanced capabilities, strong governance, and visionary leadership, PT SUCOFINDO will be able to maintain its position as a market leader in TIC and a key partner in advancing Indonesia's sustainability agenda.

Jakarta, 30 Mei 2025

Jakarta, May 30, 2025

Atas Nama Dewan Komisaris

On Behalf of the Board of Commissioners



Moga Simatupang

Komisaris Utama | President Commissioner



Laporan Direksi PT SUCOFINDO 2024:

Meneguhkan Kepemimpinan dan Keberlanjutan Affirming Leadership and Sustainability

Kepada Para Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

Dengan penuh rasa syukur ke hadirat Tuhan Yang Maha Esa, kami sampaikan bahwa PT SUCOFINDO berhasil menutup tahun 2024 dengan kinerja yang solid, resilien, dan transformatif. Di tengah tantangan global dan dinamika industri yang semakin kompetitif, PT SUCOFINDO mencatatkan pertumbuhan pendapatan sebesar 21,7% dibandingkan tahun sebelumnya, sementara laba bersih tumbuh sebesar 32,7% yang melampaui target RKAP hingga 11,9%, serta *Return on Assets* (ROA) sebesar 10,5%—salah satu yang tertinggi di antara BUMN sektor jasa.

Kinerja ini merupakan buah dari transformasi struktural dan pengambilan keputusan strategis yang berorientasi pada nilai jangka panjang, konsistensi dalam pelaksanaan strategi, peningkatan efisiensi, serta penerapan budaya kerja yang adaptif, kolaboratif, dan berlandaskan integritas tinggi. Hal ini sekaligus mencerminkan fondasi yang kuat dalam menjalankan mandat sebagai perusahaan *Testing, Inspection, and Certification* (TIC) nasional yang berdaya saing dan berperan strategis dalam mendukung agenda keberlanjutan Indonesia.

Menavigasi Dinamika Ekonomi Global dan Nasional

Tahun 2024 ditandai oleh ketidakpastian global yang meningkat, dipicu oleh eskalasi tensi geopolitik, fragmentasi rantai pasok, serta kebijakan proteksionis yang menghambat arus perdagangan. IMF memproyeksikan pertumbuhan ekonomi dunia stagnan di angka 3,2% untuk 2024 dan 2025, dengan risiko perlambatan lebih lanjut akibat tarif baru yang diberlakukan oleh Amerika Serikat dan potensi resesi di beberapa kawasan utama.

Di tengah tekanan global tersebut, ekonomi Indonesia menunjukkan ketahanan yang solid. Produk Domestik Bruto (PDB) tumbuh sebesar 5,03% sepanjang 2024, sedikit lebih rendah dari 5,05% pada 2023, namun tetap mencerminkan stabilitas makroekonomi yang kuat. Inflasi berhasil dikendalikan pada level 1,57% (yoy) per Desember 2024, berada di bawah target Bank Indonesia sebesar $2,5\% \pm 1\%$.

To Our Esteemed Shareholders and Stakeholders,

With gratitude to the Almighty God, we are pleased to report that PT SUCOFINDO closed the year 2024 with solid, resilient, and transformative performance. Amid global challenges and an increasingly competitive industry landscape, the Company recorded a revenue growth of 21.7% compared to the previous year, while net profit increased by 32.7%, surpassing the Corporate Work Plan and Budget (RKAP) target by 11.9%. Additionally, Return on Assets (ROA) reached 10.5%—one of the highest among state-owned enterprises (SOEs) in the services sector.

This performance is the result of structural transformation and strategic decision-making focused on long-term value, consistent strategy execution, enhanced efficiency, and the adoption of a work culture that is adaptive, collaborative, and grounded in strong integrity. It also reflects a solid foundation in fulfilling our mandate as a competitive national Testing, Inspection, and Certification (TIC) company with a strategic role in supporting Indonesia's sustainability agenda.

Navigating Global and National Economic Dynamics

The year 2024 was marked by heightened global uncertainty, driven by escalating geopolitical tensions, supply chain fragmentation, and protectionist policies that disrupted trade flows. The International Monetary Fund (IMF) projected global economic growth to stagnate at 3.2% for both 2024 and 2025, with further downside risks due to newly imposed tariffs by the United States and potential recessions in several major regions.

Amid these global pressures, Indonesia's economy demonstrated solid resilience. Gross Domestic Product (GDP) grew by 5.03% throughout 2024, slightly below the 5.05% recorded in 2023, yet still reflecting strong macroeconomic stability. Inflation was successfully contained at 1.57% year-on-year as of December 2024, below Bank Indonesia's target of $2.5\% \pm 1\%$.

Board of Directors Report PT SUCOFINDO 2024:

Stabilitas ini diperkuat oleh surplus perdagangan yang konsisten selama lima tahun berturut-turut, meskipun mengalami penurunan signifikan pada April 2025 menjadi US\$160 juta, terendah sejak April 2020, akibat lonjakan impor barang modal dan pelemahan harga batu bara.

Dalam konteks ini, PT SUCOFINDO memainkan peran strategis sebagai mitra utama dalam memastikan kepatuhan industri terhadap standar mutu, keselamatan, dan keberlanjutan. Sebagai perusahaan TIC nasional, PT SUCOFINDO mendukung sektor-sektor vital seperti energi, pertambangan, manufaktur, dan agribisnis dalam memenuhi regulasi domestik dan internasional, serta dalam mengadopsi praktik bisnis yang berkelanjutan.

Strategi dan Kebijakan Korporasi

Sebagai bagian dari IDSURVEY, PT SUCOFINDO memperkuat perannya sebagai enabler keberlanjutan nasional. Aspirasi untuk masuk dalam 20 besar TIC global pada 2029 dijalankan melalui lima pilar transformasi yang terintegrasi dengan ESG, digitalisasi, dan tata kelola yang kuat:

- Penataan organisasi berbasis merit dan penguatan kepemimpinan ESG;
- Integrasi ESGRC dalam pengambilan keputusan strategis;
- Optimalisasi *shared services* untuk efisiensi dan pengurangan emisi operasional;
- Pengembangan layanan untuk industri beremisi tinggi secara *impact-driven*;
- Pemanfaatan CRM berbasis IDSURVEY untuk ekspansi pasar berkelanjutan.

Semua langkah ini berlandaskan tata kelola adaptif, beretika, dan visioner. ESG tidak hanya menjadi pilar, tetapi cara kami menjalankan bisnis. Hal ini menegaskan komitmen PT SUCOFINDO dalam menghadapi tantangan, beradaptasi dengan peristiwa penting, dan dampak perubahan, serta secara proaktif mengelola risiko strategis, selagi tetap sejalan dengan tujuan keberlanjutan jangka panjangnya.

Enabling ESG Excellence: Kepemimpinan Direksi dalam Strategi dan Implementasi Bisnis

Direksi memegang peranan sentral dalam merumuskan dan mengawal pelaksanaan strategi PT SUCOFINDO guna memperkuat daya saing, mendorong pertumbuhan berkelanjutan, dan memperluas peran SUCOFINDO sebagai *enabler* ESG melalui layanan *Testing, Inspection, and Certification* (TIC) yang unggul.

Sepanjang tahun 2024, perumusan strategi dilakukan secara terstruktur dan adaptif, dengan merujuk pada visi dan misi perusahaan, kebijakan pemegang saham, serta dinamika lingkungan eksternal yang terus berubah—baik dari sisi regulasi, teknologi, maupun tuntutan keberlanjutan.

Dalam proses strategis ini, Direksi menjalankan tahapan-tahapan kunci, antara lain:

- Analisis menyeluruh terhadap faktor internal dan eksternal, termasuk perubahan regulasi ESG, kebutuhan sektor

This stability was underpinned by a consistent trade surplus over the past five consecutive years, although a significant decline occurred in April 2025, with the surplus falling to US\$160 million—the lowest since April 2020—due to a surge in capital goods imports and weakening coal prices.

In this context, PT SUCOFINDO plays a strategic role as a key partner in ensuring industry compliance with quality, safety, and sustainability standards. As a national TIC company, PT SUCOFINDO supports vital sectors such as energy, mining, manufacturing, and agribusiness in meeting both domestic and international regulations, while also facilitating the adoption of sustainable business practices.

Corporate Strategy and Policy

As part of IDSURVEY, PT SUCOFINDO continues to strengthen its role as an enabler of national sustainability. The aspiration to become one of the world's top 20 TIC (Testing, Inspection, and Certification) companies by 2029 is being pursued through five integrated transformation pillars, aligned with ESG principles, digitalization, and robust governance:

- Organizational restructuring based on meritocracy and strengthened ESG leadership;
- Integration of ESGRC (Environmental, Social, Governance, Risk, and Compliance) into strategic decision-making;
- Optimization of shared services to improve efficiency and reduce operational emissions;
- Development of impact-driven services for high-emission industries;
- Utilization of IDSURVEY's CRM platform to drive sustainable market expansion.

All initiatives are grounded in adaptive, ethical, and forward-looking governance. ESG is not merely a pillar—it is embedded in the way we conduct our business. and this underscores PT SUCOFINDO's commitment to navigating challenges, adapting to important events, and impact of changes as well as, proactively managing strategic risks, all while aligning with its long-term sustainability objectives.

Enabling ESG Excellence: Board of Directors' Leadership in Strategy and Implementation

The Board of Directors plays a pivotal role in formulating and overseeing the execution of corporate strategy to enhance competitiveness, drive sustainable growth, and expand SUCOFINDO's role as an ESG enabler through excellence in TIC services.

Throughout 2024, strategic formulation was carried out in a structured and adaptive manner, guided by the Company's vision and mission, shareholder policies, and the evolving external environment—including regulatory shifts, technological advancements, and growing sustainability demands.

Key strategic processes undertaken by the Board included:

- Comprehensive analysis of internal and external factors, including ESG regulatory developments, industry sector



industri, serta dinamika pasar jasa TIC;

- Kolaborasi aktif dengan Dewan Komisaris dalam bentuk diskusi strategis, *joint reviews*, dan penguatan pengawasan berbasis risiko;
- Pelibatan pemangku kepentingan internal dan eksternal, guna memastikan bahwa kebijakan yang dirumuskan inklusif, akuntabel, dan sesuai dengan praktik keberlanjutan global.

Perumusan dan pengambilan keputusan senantiasa mengacu pada Anggaran Dasar, Board Manual, dan ketentuan regulasi yang berlaku, dengan menjunjung tinggi prinsip-prinsip *Good Corporate Governance* (GCG)—yakni akuntabilitas, transparansi, independensi, dan kewajaran.

Setelah strategi ditetapkan, Direksi memastikan implementasinya berjalan secara konsisten dan terukur melalui berbagai langkah, seperti:

- Penetapan *Key Performance Indicators* (KPI) yang mengintegrasikan aspek keuangan, operasional, inovasi, serta ESG;
- *Monitoring* dan evaluasi berkala, disertai kemampuan melakukan penyesuaian strategis secara agile;
- Penguatan komunikasi strategis, budaya kolaboratif, dan kepemimpinan lintas unit;
- Penyediaan sumber daya, pelatihan, dan insentif untuk mendukung karyawan dalam mencapai target;
- Pengawasan langsung terhadap program strategis utama, termasuk digitalisasi layanan TIC, ekspansi pasar ESG, dan peningkatan kapabilitas teknis serta laboratorium.

Dengan pendekatan ini, Direksi tidak hanya memastikan organisasi berjalan efektif dan efisien, tetapi juga memimpin transformasi SUCOFINDO menuju perusahaan TIC yang berdaya saing tinggi, relevan dengan agenda pembangunan berkelanjutan, dan mampu menciptakan nilai yang melampaui kepatuhan (*beyond compliance*).

Ringkasan Kinerja 2024: Kuat, Terdiversifikasi, dan Berdaya Saing Tinggi

Tahun 2024 menjadi tonggak penting bagi PT SUCOFINDO dalam mengokohkan posisinya sebagai pemimpin pasar TIC (*Testing, Inspection, and Certification*) di Indonesia. Di tengah dinamika ekonomi global dan nasional, PT SUCOFINDO mencatat hasil keuangan (modal dan operasional) dan non-keuangan yang luar biasa dengan pertumbuhan pendapatan operasi sebesar 21,7% menjadi Rp3.703 miliar, serta laba bersih Rp532,5 miliar atau melampaui target sebesar 11,9%. Rasio profitabilitas seperti *Net Profit Margin* (14,4%) dan *ROA* (10,5%) menunjukkan efisiensi dan daya tahan yang kuat, sekaligus menjadi yang tertinggi di antara BUMN sektor jasa sejenis.

Capaian ini bukanlah kebetulan, tetapi hasil dari konsistensi transformasi menyeluruh, termasuk investasi strategis yang mencapai Rp250 miliar—naik signifikan dari tahun sebelumnya. Alokasi belanja modal difokuskan untuk peralatan operasional (81%) guna mendukung pengujian, digitalisasi, dan peningkatan kualitas layanan di seluruh Indonesia.

needs, and TIC market dynamics;

- Active collaboration with the Board of Commissioners through strategic discussions, *joint reviews*, and strengthened risk-based oversight;
- Engagement with internal and external stakeholders to ensure that formulated policies are inclusive, accountable, and aligned with global sustainability practices.

All decisions and formulations adhered strictly to the Company's Articles of Association, Board Manual, and prevailing regulations, upholding the principles of *Good Corporate Governance* (GCG)—namely accountability, transparency, independence, and fairness.

Upon the establishment of strategic priorities, the Board ensured consistent and measurable implementation through various actions:

- Setting *Key Performance Indicators* (KPIs) that integrate financial, operational, innovation, and ESG dimensions;
- Regular monitoring and evaluation, with the agility to make timely strategic adjustments;
- Strengthening strategic communication, fostering a collaborative culture, and cross-unit leadership;
- Provision of resources, training, and incentives to empower employees in achieving targets;
- Direct oversight of key strategic programs, including TIC service digitalization, ESG market expansion, and enhancement of technical and laboratory capabilities.

Through this approach, the Board not only ensures the organization operates effectively and efficiently but also leads SUCOFINDO's transformation into a highly competitive TIC company—aligned with the sustainable development agenda and capable of delivering value that goes beyond compliance.

2024 Performance Summary: Strong, Diversified, and Highly Competitive

The year 2024 marked a significant milestone for PT SUCOFINDO in solidifying its position as the market leader in Indonesia's Testing, Inspection, and Certification (TIC) industry. Amid global and national economic dynamics, PT SUCOFINDO recorded outstanding financial (capital and operating) and non-financial outcomes, with operating revenue growing by 21.7% to IDR 3,703 billion and net profit reaching IDR 532.5 billion—exceeding the target by 11.9%. Profitability ratios such as *Net Profit Margin* (14.4%) and *Return on Assets* (10.5%) reflect strong efficiency and resilience, ranking among the highest within the SOE services sector.

This achievement is not coincidental, but rather the result of consistent, comprehensive transformation—including strategic investments totaling IDR 250 billion, a significant increase from the previous year. Capital expenditure was primarily allocated to operational equipment (81%) to support testing services, digitalization, and service quality enhancements across Indonesia.

Portofolio Layanan dan Pasar: Terdiversifikasi, Adaptif, dan Dominan

Dengan lebih dari 142 jenis jasa dan 10 portofolio utama, PT SUCOFINDO mengusung model bisnis yang rendah konsentrasi risiko dan tinggi resiliensi. Tidak ada satu pun portofolio yang mendominasi lebih dari 20% dari total pendapatan, menjadikan salah satu faktor keuangan perusahaan menjadi stabil dan adaptif terhadap perubahan tren industri.

Hal ini menjadi fondasi dominasi pasar: PT SUCOFINDO menguasai 32% pangsa pasar TIC Indonesia pada 2024, naik dari 27% pada tahun sebelumnya. Sebagai anggota *holding* IDSurvey yang menguasai 54% pangsa pasar nasional, posisi ini semakin memperkuat jaringan kolaborasi dan daya tawar perusahaan.

Kinerja Pasar: Kepuasan Tinggi, Loyalitas Pelanggan Terjaga

Indeks Kepuasan Pelanggan (IKP) tahun 2024 mencapai 91,07%, naik 2,1% dari tahun sebelumnya dan tertinggi dalam 8 tahun terakhir. Tingkat retensi pelanggan meningkat menjadi 91,38%, mencerminkan tingkat kepercayaan dan loyalitas yang solid. Sebanyak 57% pelanggan tercatat sebagai pengguna eksklusif (*single loyalty*), memperlihatkan kekuatan relasi jangka panjang PT SUCOFINDO dengan mitra bisnisnya.

Penguatan Kapabilitas Inti: SDM, Teknologi, dan Akreditasi

Untuk mendukung operasional TIC yang kompleks dan berbasis standar tinggi, PT SUCOFINDO mengembangkan kompetensi SDM secara sistematis. Dari total 9.958 pegawai, 35% telah tersertifikasi (*brevet*) dan tersebar di 83 titik layanan di seluruh Indonesia. Investasi pada SDM dan digitalisasi juga dilakukan melalui integrasi sistem ERP berbasis *single platform* serta penguatan keamanan data.

Komitmen terhadap mutu dan kredibilitas dibuktikan melalui kepemilikan berbagai sertifikasi dan akreditasi nasional dan internasional—mulai dari ISO 17020, 17021, 17025, 17029, hingga *Climate Bonds Initiative* (CBI) di United Kingdom untuk *Climate Bond Verifier* dan *Green Gold Label* (GGL) *Foundation* di Belanda untuk sertifikasi biomassa berkelanjutan rantai pasok biomas.

Perusahaan juga telah ditunjuk resmi sebagai Lembaga Verifikasi Nilai Ekonomi Karbon (LV-NEK), aktif mendukung kebijakan *Net Zero Emission* (NZE) Indonesia dan Internasional sebagai *Third Party Entity* (TPE) dalam skema *Joint Crediting Mechanism* (JCM) antara Indonesia dan Jepang.

Tata Kelola dan Manajemen Risiko: Fondasi Kinerja dan ESG Excellence

PT SUCOFINDO berkomitmen menjalankan tata kelola perusahaan yang unggul (*Good Corporate Governance/GCG*) dan manajemen risiko yang terintegrasi sebagai fondasi utama dalam menciptakan nilai jangka panjang, memperkuat ketahanan perusahaan, dan mendukung perannya sebagai enabler ESG di Indonesia.

Service and Market Portfolio: Diversified, Adaptive, and Dominant

With over 142 types of services and 10 key portfolios, PT SUCOFINDO has established a business model characterized by low risk concentration and high resilience. No single portfolio contributes more than 20% to total revenue, making the company's financial factors stable and agile to changes in industry trends.

This diversification underpins PT SUCOFINDO's market dominance: the Company captured a 32% share of the Indonesian TIC market in 2024, up from 27% the previous year. As a member of the IDSurvey holding, which commands 54% of the national market, this position further strengthens PT SUCOFINDO's collaborative network and bargaining power.

Market Performance: High Satisfaction and Customer Loyalty

The 2024 Customer Satisfaction Index (IKP) reached 91.07%, an increase of 2.1% from the previous year and the highest level in the past eight years. Customer retention rose to 91.38%, indicating strong trust and loyalty. Additionally, 57% of customers were exclusive users (*single loyalty*), underscoring PT SUCOFINDO's long-term relationship strength with its business partners.

Strengthening Core Capabilities: Human Capital, Technology, and Accreditation

To support its complex, standards-based TIC operations, PT SUCOFINDO systematically develops its human capital. Of its total 9,958 employees, 35% are certified (*brevet holders*) and distributed across 83 service points throughout Indonesia. Investment in human resources and digitalization is also realized through the integration of a single-platform ERP system and enhanced data security.

The Company's commitment to quality and credibility is demonstrated by its extensive portfolio of national and international certifications and accreditations—including ISO 17020, 17021, 17025, and 17029. It is also accredited by the *Climate Bonds Initiative* (CBI) in the United Kingdom as a *Climate Bond Verifier*, and the *Green Gold Label* (GGL) *Foundation* in the Netherlands for sustainable biomass supply chain certification.

Furthermore, SUCOFINDO has been officially designated as a Carbon Economic Value Verification Agency (LV-NEK), actively supporting both Indonesia's and international Net Zero Emission (NZE) agendas. The Company also serves as a Third Party Entity (TPE) under the *Joint Crediting Mechanism* (JCM) between Indonesia and Japan.

Governance and Risk Management: The Foundation of Performance and ESG Excellence

PT SUCOFINDO is committed to implementing best-in-class corporate governance (*Good Corporate Governance/GCG*) and integrated risk management as a fundamental pillar for creating long-term value, strengthening organizational resilience, and supporting its role as an ESG enabler in Indonesia.



Seluruh proses pengambilan keputusan strategis dilandasi oleh prinsip transparansi, akuntabilitas, integritas, dan kehati-hatian, yang diimplementasikan secara menyeluruh dalam sistem kerja, kebijakan operasional, dan proses bisnis melalui kerangka *Three Lines of Defense* dan berbagai standar berbasis ISO.

Kepemimpinan Tata Kelola dan Risiko yang Progresif

Direksi dan Dewan Komisaris secara aktif memimpin transformasi tata kelola dan manajemen risiko melalui tiga prioritas utama:

- Meningkatkan maturitas GCG dan risk management melalui evaluasi berkala dan penyempurnaan kebijakan,
- Mendorong digitalisasi pengendalian internal, termasuk integrasi sistem pelaporan dan *dashboard* risiko berbasis data,
- Mengintegrasikan prinsip ESG, kepatuhan, dan anti-korupsi ke seluruh rantai nilai, sebagai bagian dari agenda keberlanjutan.

Sebagai bagian dari penguatan sistem, PT SUCOFINDO telah:

- Menerapkan sistem manajemen risiko berbasis ISO 31000:2018 yang terintegrasi dengan prinsip *Governance, Risk & Compliance* (GRC), untuk memastikan pendekatan pengelolaan risiko yang proaktif dan terukur;
- Mengadopsi sistem manajemen antisuap berbasis ISO 37001, untuk memperkuat budaya integritas dan kepatuhan di seluruh jenjang organisasi;
- Melaksanakan pelatihan berkelanjutan dan peningkatan kapabilitas seluruh insan perusahaan khususnya dalam hal pengelolaan risiko, kepatuhan, dan pengendalian internal;
- Membangun dan mengintegrasikan *Enterprise Risk Management System* (ERMS) ke dalam proses bisnis dan pengambilan keputusan strategis, serta menyempurnakan sistem *Whistle Blowing System* (WBS) sesuai dengan pedoman Komite Nasional Kebijakan *Governance* (KNKG) dan standar ISO 37002;
- Mengembangkan sistem audit internal berbasis digital yang terhubung langsung dengan ERMS, untuk meningkatkan efektivitas pengawasan, transparansi proses, dan akuntabilitas organisasi.

Model *Three Lines* bukan hanya menjadi kerangka formalitas, tetapi telah berfungsi sebagai struktur kerja nyata dalam:

- Mengidentifikasi dan merespons risiko strategis, operasional, finansial, ESG, dan reputasi secara proaktif,
- Memastikan peran yang jelas di setiap lini organisasi, serta
- Memperkuat fungsi pengawasan internal yang independen, berbasis risiko, dan berorientasi perbaikan berkelanjutan.

Validasi Eksternal dan Komitmen Keberlanjutan

Pada tahun 2024, PT SUCOFINDO mencatat kemajuan signifikan dalam penguatan tata kelola dan manajemen risiko sebagai bagian dari transformasi menyeluruh menuju perusahaan TIC yang tangguh dan berdaya saing tinggi.

All strategic decision-making processes are guided by the principles of transparency, accountability, integrity, and prudence, implemented across operational systems, policies, and business processes through a *Three Lines of Defense* framework and various ISO-based standards.

Progressive Governance and Risk Leadership

The Board of Directors and Board of Commissioners actively lead governance and risk transformation through three main priorities:

- Enhancing GCG and risk management maturity through regular evaluations and policy improvements;
- Driving internal control digitalization, including data-driven risk dashboards and reporting systems;
- Integrating ESG principles, compliance, and anti-corruption across the entire value chain as part of the Company's sustainability agenda.

As part of system strengthening, PT SUCOFINDO has:

- Implemented a risk management system based on ISO 31000:2018, integrated with Governance, Risk & Compliance (GRC) principles, to ensure a proactive and measurable risk management approach;
- Adopted the ISO 37001 Anti-Bribery Management System to reinforce a culture of integrity and compliance at all levels of the organization;
- Conducted continuous training and capacity building for all employees, particularly in risk management, compliance, and internal control;
- Developed and integrated an Enterprise Risk Management System (ERMS) into business processes and strategic decision-making, and enhanced its Whistleblowing System (WBS) in accordance with the National Committee on Governance Policy (KNKG) and ISO 37002 standards;
- Built a digital internal audit system directly linked to ERMS to increase oversight effectiveness, process transparency, and organizational accountability.

The *Three Lines of Defense* model is not merely a formal structure but a fully operational framework for:

- Proactively identifying and responding to strategic, operational, financial, ESG, and reputational risks;
- Clearly defining roles and responsibilities across all organizational levels; and
- Strengthening independent, risk-based internal audit functions focused on continuous improvement.

External Validation and Commitment to Sustainability

In 2024, PT SUCOFINDO made significant strides in strengthening governance and risk management as part of its transformation into a resilient and highly competitive TIC enterprise.

Pertama, dalam rangka meningkatkan objektivitas dan akuntabilitas penerapan manajemen risiko, PT SUCOFINDO menjalani asesmen *Risk Maturity Index* (RMI) oleh Badan Pengawasan Keuangan dan Pembangunan (BPKP) sebagai pihak independen. Hasil asesmen menunjukkan pencapaian skor 2,951 (fase praktik yang baik) berdasarkan SK-/DKU.MBU/12/2023 tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (Risk Maturity Index) di lingkungan BUMN. Asesmen ini menjadi bukti nyata kemajuan pencapaian komitmen perusahaan dalam menerapkan manajemen risiko secara terstruktur, akuntabel, dan berkelanjutan sebagai bagian dari agenda transformasi tata kelola korporasi.

Kedua, komitmen PT SUCOFINDO terhadap prinsip-prinsip *Governance, Risk, and Compliance* (GRC) mendapat pengakuan melalui ajang TOP GRC Awards 2024 yang diselenggarakan pada 11 September 2024. Dalam ajang bergengsi tersebut, PT SUCOFINDO berhasil mempertahankan penghargaan tertinggi, yaitu TOP GRC 5 Stars, selama tiga tahun berturut-turut. Atas konsistensi tersebut, PT SUCOFINDO menerima *Golden Trophy* sebagai bentuk apresiasi terhadap keberlanjutan kinerja GRC. Selain itu, Direktur Utama PT SUCOFINDO, Bapak Jobi Triananda, dinobatkan sebagai The Most Committed GRC Leader atas kepemimpinan strategisnya dalam memperkuat tata kelola berbasis risiko.

Seluruh pencapaian ini menjadi validasi eksternal yang kredibel atas transformasi yang sedang dijalankan. Namun lebih dari sekadar penghargaan, pengakuan ini memperkuat semangat PT SUCOFINDO untuk terus menanamkan budaya integritas, profesionalisme, dan keberlanjutan dalam setiap aspek operasional dan pengambilan keputusan.

Tata kelola dan manajemen risiko kini bukan sekadar kewajiban kepatuhan, tetapi telah menjadi landasan strategis bagi pertumbuhan bisnis TIC yang tangguh, adaptif, dan berdampak. Hal ini sejalan dengan semangat transformasi perusahaan dalam mengusung tema:

"Beyond Compliance: Enabling ESG through TIC Service Excellence".

Kinerja Keberlanjutan 2024: Memperkuat Peran PT SUCOFINDO sebagai ESG Enabler

1. Komitmen dan Kebijakan Keberlanjutan [D.1 & D.1.a]

Sebagai bagian dari BUMN sektor jasa TIC (*Testing, Inspection, and Certification*), PT SUCOFINDO berkomitmen untuk menjadi penggerak utama pembangunan berkelanjutan, sejalan dengan agenda nasional dan global. Keberlanjutan tidak dipandang semata sebagai kewajiban, tetapi sebagai peluang strategis menciptakan nilai jangka panjang dan memperkuat ketahanan bisnis.

Kebijakan keberlanjutan Perusahaan didasarkan pada integrasi prinsip *Environmental, Social, Governance & Risk Compliance* (ESG-RC) dalam seluruh proses bisnis dan layanan. Kerangka ini dirancang untuk:

First, to enhance the objectivity and accountability of its risk management implementation, PT SUCOFINDO underwent a Risk Maturity Index (RMI) assessment by the Financial and Development Supervisory Agency (BPKP) as an independent evaluator. The result showed a score of 2.951 (Good Practice Phase), based on SK-/DKU.MBU/12/2023 regarding the Technical Guidelines for Risk Maturity Index Assessment in SOEs. This assessment validates the Company's tangible progress in implementing structured, accountable, and sustainable risk management as a key component of corporate governance transformation.

Second, PT SUCOFINDO's commitment to Governance, Risk, and Compliance (GRC) principles received recognition at the TOP GRC Awards 2024 held on September 11, 2024. The Company successfully retained the TOP GRC 5 Stars Award for the third consecutive year and was honored with the Golden Trophy for its consistent GRC performance. Furthermore, President Director Mr. Jobi Triananda was named The Most Committed GRC Leader for his strategic leadership in strengthening risk-based governance.

These achievements serve as credible external validation of PT SUCOFINDO's ongoing transformation. More than just accolades, they reaffirm the Company's determination to embed a culture of integrity, professionalism, and sustainability into every operational and strategic decision-making process.

Today, governance and risk management are no longer merely compliance obligations—they are a strategic foundation for resilient, adaptive, and impactful TIC business growth. This aligns with the Company's transformation spirit under the theme:

"Beyond Compliance: Enabling ESG through TIC Service Excellence".

2024 Sustainability Performance: Strengthening PT SUCOFINDO's Role as an ESG Enabler

1. Commitment and Sustainability Policy [D.1 & D.1.a]

As part of the state-owned enterprises (SOEs) in the TIC (Testing, Inspection, and Certification) services sector, PT SUCOFINDO is committed to being a key driver of sustainable development, aligned with both national and global agendas. Sustainability is not viewed merely as a compliance requirement but as a strategic opportunity to create long-term value and strengthen business resilience.

The Company's sustainability policy is grounded in the integration of Environmental, Social, Governance & Risk Compliance (ESG-RC) principles across all business processes and service lines. This framework is designed to:



- Mendorong pertumbuhan ekonomi berkelanjutan,
- Menjamin inklusi sosial dan etika kerja,
- Menekan dampak lingkungan,
- Serta mendukung pencapaian *Sustainable Development Goals* (SDGs).

Prinsip ESG dioperasionalisasikan melalui sistem manajemen terintegrasi berbasis ISO dan ditanamkan dalam nilai budaya AKHLAK sebagai fondasi perilaku korporasi yang bertanggung jawab.

2. Implementasi Strategi dan Layanan Keberlanjutan [D.1.b]

PT SUCOFINDO telah mengambil peran aktif sebagai ESG Enabler dengan mendukung dunia usaha dalam transformasi menuju ekonomi rendah karbon, efisiensi sumber daya, dan praktik bisnis berkelanjutan.

Portofolio layanan ESG kami meliputi:

- Verifikasi emisi GRK dan ISO 14064
- Penyusunan dokumen AMDAL
- Pendampingan PROPER
- Audit energi dan sertifikasi industri hijau
- Tata kelola limbah cair/padat
- ESG Compliance Assistance di sektor strategis

Pada tahun 2024, lebih dari 2.000 klien menerima layanan yang mendukung keberlanjutan, dengan kontribusi pendapatan *ESG-related services* mencapai 18% dari total jasa—menunjukkan nilai komersial sekaligus dampak strategis keberlanjutan.

Kami juga melakukan reformasi organisasi dan memperkuat governance structure, termasuk pembentukan Direktorat Operasi dan penguatan fungsi audit internal, untuk memastikan kesiapan dalam mendukung pertumbuhan ESG secara terstruktur.

3. Penguatan Aspek Sosial dan Inklusi

PT SUCOFINDO berkomitmen membangun tempat kerja yang inklusif, aman, dan setara, serta mendorong kontribusi nyata terhadap masyarakat dan lingkungan sebagai bagian dari strategi keberlanjutan. Inisiatif utama yang dilaksanakan sepanjang tahun 2024 meliputi:

- Penerapan *Respectful Workplace Policy* (RWP) melalui Keputusan Direksi No. 2/KD/2023, mendukung lingkungan kerja bebas diskriminasi, kekerasan, dan pelecehan;
- Rekrutmen 40 pegawai penyandang disabilitas, setara dengan 71,4% dari target kuota inklusi (2%) sesuai amanat UU No. 8/2016;
- Pelatihan bagi 94% karyawan (sebanyak 2.834 orang) dengan rata-rata 46,3 jam pelatihan per orang;
- Penguatan peran perempuan, tercermin dari 28,3% talenta unggul adalah perempuan, dan 2,8% telah menduduki posisi struktural.

- Promote sustainable economic growth,
- Ensure social inclusion and uphold ethical labor practices,
- Minimize environmental impact, and
- Support the achievement of the Sustainable Development Goals (SDGs).

ESG principles are operationalized through an ISO-based integrated management system and embedded in the corporate culture of AKHLAK—a values framework underpinning PT SUCOFINDO's responsible corporate conduct.

2. Strategy Implementation and Sustainability Services [D.1.b]

PT SUCOFINDO has taken an active role as an ESG Enabler, supporting businesses in their transformation toward a low-carbon economy, resource efficiency, and sustainable practices.

Our ESG-related service portfolio includes:

- Greenhouse Gas (GHG) emissions verification and ISO 14064 certification,
- Environmental Impact Assessments (AMDAL),
- PROPER program facilitation,
- Energy audits and green industry certification,
- Waste (liquid and solid) management, and
- ESG compliance assistance across strategic sectors.

In 2024, more than 2,000 clients were served through sustainability-focused offerings, with ESG-related services contributing 18% of total service revenue—demonstrating both commercial value and strategic impact.

We also strengthened our governance structure by reorganizing our operations, including the establishment of a Directorate of Operations and enhancement of internal audit functions to ensure PT SUCOFINDO's organizational readiness to support structured ESG growth.

3. Advancing Social Impact and Inclusion

PT SUCOFINDO is committed to creating an inclusive, safe, and equitable workplace, while also delivering tangible social and environmental contributions as part of its sustainability strategy.

Key initiatives in 2024 included:

- Implementation of a Respectful Workplace Policy (RWP) through Director's Decree No. 2/KD/2023 to ensure a work environment free from discrimination, violence, and harassment;
- Recruitment of 40 employees with disabilities, equivalent to 71.4% of the inclusive employment quota as mandated by Law No. 8/2016;
- Training for 94% of employees (2,834 individuals), with an average of 46.3 training hours per employee;
- Strengthening women's leadership—28.3% of top talents are female, with 2.8% holding structural leadership roles.

Dalam bidang Tanggung Jawab Sosial dan Lingkungan (TJSL), PT SUCOFINDO merealisasikan anggaran sebesar Rp7,8 miliar yang difokuskan pada pendidikan, pemberdayaan UMKM, penghijauan, dan mitigasi perubahan iklim. Program ini tidak hanya dijalankan secara *compliance-oriented*, tetapi berorientasi pada dampak jangka panjang yang terukur dan sejalan dengan SDGs.

Berbagai capaian ini memperkuat posisi PT SUCOFINDO sebagai pelopor TJSL terintegrasi yang berdampak nyata bagi masyarakat dan lingkungan, sekaligus mencerminkan tata kelola sosial dan lingkungan yang kredibel, akuntabel, dan terukur. Pengakuan eksternal atas komitmen tersebut antara lain:

- Top CSR Awards 2024 – Bintang Lima (#5) selama tiga tahun berturut-turut;
- Top Leader on CSR Commitment untuk Direktur Utama Bapak Jobi Triananda Hasjim;
- BUMN CSR Award 2024 – Kategori Gold, diraih oleh Kantor Cabang Denpasar dengan skor 93,50;
- BCOMSS 2024 kategori Sustainability, Community Involvement & Development (CID) – Lingkungan dari Kementerian BUMN.

4. Dukungan terhadap Transisi Energi dan Ekonomi Karbon

Sebagai Lembaga Verifikasi dan Validasi (LVV) yang telah diakui secara nasional, PT SUCOFINDO memegang peran penting dalam mendukung penguatan ekosistem Nilai Ekonomi Karbon (NEK) Indonesia dan mempercepat transisi menuju Net Zero Emission 2060. Komitmen ini diwujudkan melalui berbagai langkah konkret selama tahun 2024, antara lain:

- Verifikasi emisi Gas Rumah Kaca (GRK) untuk berbagai entitas dan sektor industri;
- Implementasi Sistem Manajemen Lingkungan ISO 14001, termasuk efisiensi energi dan pengurangan limbah;
- Penghitungan emisi GRK internal perusahaan, dengan hasil:
 - Scope 1 & 2: 14.652,39 ton CO₂e
 - Scope 3 (perjalanan udara): 1.653,23 ton CO₂e
 - Intensitas emisi: 0,041 ton CO₂e per Rp1 juta pendapatan

Sebagai bentuk tanggung jawab lingkungan atas jejak karbon strategis, PT SUCOFINDO melakukan kompensasi melalui pembelian 6 Sertifikat Pengurangan Emisi GRK (SPE-GRK) senilai 2.004 ton CO₂e, melalui Sistem Registri Nasional (SRN) dan IDXCarbon. Langkah ini memperkuat posisi PT SUCOFINDO tidak hanya sebagai penyedia layanan verifikasi, tetapi juga sebagai pelaku aktif dalam pasar karbon Indonesia yang berkomitmen menyeluruh terhadap pembangunan ekonomi hijau.

In the area of Corporate Social and Environmental Responsibility (TJSL), PT SUCOFINDO allocated IDR 7.8 billion in funding, focusing on education, MSME empowerment, reforestation, and climate change mitigation. These programs are impact-oriented, aligning with the SDGs beyond compliance.

These achievements further reinforce PT SUCOFINDO's position as a pioneer in integrated Corporate Social and Environmental Responsibility (TJSL), delivering tangible impact for both communities and the environment. At the same time, they reflect the Company's credible, accountable, and measurable approach to social and environmental governance. External recognition of this commitment includes:

- Top CSR Awards 2024 – Five Stars, for the third consecutive year;
- Top Leader on CSR Commitment awarded to President Director Mr. Jobi Triananda Hasjim;
- BUMN CSR Award 2024 – Gold Category, awarded to the Denpasar Branch with a score of 93.50;
- BCOMSS 2024 – Sustainability, Community Involvement & Development (CID) award from the Ministry of SOEs.

4. Supporting Energy Transition and Carbon Economy

As a nationally recognized Verification and Validation Agency (LVV), PT SUCOFINDO plays a key role in strengthening Indonesia's Carbon Economic Value (NEK) ecosystem and accelerating the transition toward Net Zero Emission by 2060. Key actions in 2024 included:

- GHG emission verification for various entities and industries;
- Implementation of ISO 14001 Environmental Management Systems, promoting energy efficiency and waste reduction;
- Internal GHG emissions accounting with results as follows:
 - Scope 1 & 2: 14.652,39 tons CO₂e
 - Scope 3 (air travel): 1,653.23 tons CO₂e
 - Emission intensity: 0.041 tons CO₂e per IDR 1 million revenue.

As part of its environmental responsibility in addressing its strategic carbon footprint, PT SUCOFINDO undertook carbon offsetting by purchasing six Greenhouse Gas Emission Reduction Certificates (SPE-GRK) equivalent to 2,004 tons of CO₂e, via the National Registry System (SRN) and IDXCarbon. This step strengthens PT SUCOFINDO's position not only as a verification service provider but also as an active participant in Indonesia's carbon market, with a comprehensive commitment to supporting the green economy agenda.



Salah satu kontribusi konkret lainnya adalah dukungan terhadap pengembangan fasilitas pengolahan limbah menjadi biogas di Kabupaten Kebumen, yang merupakan bagian dari program TJSL PT SUCOFINDO yang berorientasi dampak. Program ini menghasilkan manfaat ganda: mengurangi emisi gas metana yang sangat merusak iklim, sekaligus menyediakan energi alternatif bagi masyarakat setempat.

Lebih lanjut, melalui inisiatif *Environmental & Social Innovation Awards* (ENSIA) 2024, hasil kolaborasi dengan Kementerian Lingkungan Hidup dan Kehutanan (KLHK), PT SUCOFINDO mendorong adopsi praktik bisnis berkelanjutan di berbagai sektor industri, sejalan dengan tujuan program PROPER LHK. Memasuki tahun ketiga pelaksanaan di 2024, ENSIA mencatat peningkatan partisipasi yang signifikan. Diselenggarakan di Bali, ajang ini melibatkan 171 perusahaan, menghadirkan 757 inovasi, serta mengangkat 61 *Local Hero* sebagai agen perubahan di komunitasnya.

Peningkatan ini mencerminkan antusiasme yang semakin tinggi dari pelaku usaha dan masyarakat dalam mendorong inovasi keberlanjutan yang berdampak nyata bagi lingkungan dan sosial. Ajang ENSIA tidak hanya memperkuat peran PT SUCOFINDO sebagai ESG *enabler* nasional, tetapi juga sebagai katalisator transisi energi melalui inovasi lingkungan yang berdampak nyata.

5. Strategi Menghadapi Tantangan Keberlanjutan ke Depan [D.1.c]

Dengan dukungan *Enterprise Risk Management System* (ERMS), PT SUCOFINDO secara sistematis memetakan dan merespons risiko keberlanjutan, termasuk:

- Perubahan regulasi,
- Eskalasi krisis iklim,
- Tuntutan akuntabilitas publik dan pelanggan.

Merespons dinamika tersebut, kami memperluas layanan ESG seperti:

- Sertifikasi energi terbarukan,
- Pelatihan sosial-lingkungan,
- ESG consulting bagi sektor strategis.

Ke depan, PT SUCOFINDO akan terus memperkuat kolaborasi lintas sektor, meningkatkan ketahanan bisnis melalui efisiensi, inovasi layanan, dan tata kelola adaptif, menjaga keseimbangan antara pertumbuhan bisnis dan kontribusi terhadap agenda nasional SDGs serta target netral karbon.

Tinjauan Prospek Usaha: Meneguhkan Kepemimpinan Menuju Masa Depan ESG dan TIC Excellence

Menghadapi dinamika global yang semakin kompleks—mulai dari tekanan geopolitik, transisi energi, disrupsi teknologi, hingga

Another concrete contribution includes PT SUCOFINDO's support for the development of a waste-to-biogas facility in Kebumen Regency, part of its impact-driven Corporate Social and Environmental Responsibility (TJSL) program. This initiative delivers dual benefits: reducing highly harmful methane emissions and providing alternative energy sources for the local community.

Furthermore, through the 2024 Environmental & Social Innovation Awards (ENSIA)—a collaborative initiative with the Ministry of Environment and Forestry (KLHK)—PT SUCOFINDO actively promotes the adoption of sustainable business practices across industries, in line with the PROPER LHK program objectives. Now in its third year, the 2024 ENSIA event, held in Bali, saw a significant increase in participation 171 companies involved, 757 innovations presented, and 61 Local Heroes recognized as agents of change in their communities.

This growth reflects the rising enthusiasm of businesses and the public to drive sustainable innovations with real environmental and social impact. The ENSIA initiative not only amplifies PT SUCOFINDO's role as a national ESG enabler, but also underscores its function as a catalyst for energy transition through impactful environmental innovation.

5. Strategic Response to Future Sustainability Challenges [D.1.c]

Leveraging its Enterprise Risk Management System (ERMS), PT SUCOFINDO systematically maps and addresses sustainability risks, including:

- Regulatory changes,
- Escalating climate crises,
- Public and customer accountability expectations.

In response to these dynamics, the Company has expanded its ESG services to include:

- Renewable energy certification,
- Environmental and social training programs,
- Strategic ESG consulting for key sectors.

Moving forward, PT SUCOFINDO will continue to strengthen cross-sector collaboration, build business resilience through efficiency, service innovation, and adaptive governance, balancing business growth with contributions to the national SDG agenda and carbon neutrality goals.

Business Outlook Review: Strengthening Leadership Towards a Future of ESG and TIC Excellence

Facing increasingly complex global dynamics—from geopolitical pressures, energy transition, technological disruption, to rising

meningkatnya ekspektasi terhadap standar keberlanjutan—PT SUCOFINDO tidak melihat masa depan sebagai ketidakpastian yang harus ditaklukkan, melainkan sebagai peluang strategis untuk memperkuat kepemimpinan nasional di sektor *Testing, Inspection, and Certification* (TIC), serta berperan sebagai *trusted ESG enabler* Indonesia.

Proyeksi pertumbuhan ekonomi nasional 2025 yang tetap positif, terutama dari sektor manufaktur dan perdagangan yang diperkirakan tumbuh masing-masing 4,8% dan 4,5%, menjadi fondasi yang mendorong optimisme. Peluang ekspansi jasa TIC dan ESG di berbagai sektor, mulai dari energi, logistik, pangan, industri hijau hingga digital trust, akan terus tumbuh seiring meningkatnya kebutuhan sertifikasi dan jaminan kepatuhan lintas industri.

Dalam konteks ini, PT SUCOFINDO melihat prospek usaha 2025–2029 sebagai momentum strategis untuk:

- Mengakselerasi pertumbuhan berbasis ESG,
- Memperluas pasar nasional dan regional,
- Memantapkan posisi dalam ekosistem IDSurvey sebagai TIC group yang unggul,
- Meningkatkan kapabilitas dan reputasi menuju Top 20 Global TIC Company pada 2029.

Investasi yang telah dilakukan sepanjang 2024, dengan pertumbuhan aset sebesar 38,8%, menunjukkan komitmen kuat PT SUCOFINDO dalam memperkuat kapasitas layanan, modernisasi infrastruktur, serta kesiapan menghadapi permintaan pasar yang semakin kompleks dan hijau.

Strategi Transformasi 2025–2029: Roadmap Menuju ESG-Driven TIC Leadership

Untuk menjawab tantangan dan memanfaatkan peluang yang ada, PT SUCOFINDO telah merumuskan strategi transformasi jangka menengah dengan empat pilar utama:

- 1. Penguatan Kapabilitas Inti (Core Capability)**
 - Pengembangan SDM unggul berbasis kompetensi masa depan.
 - Modernisasi laboratorium dan fasilitas pengujian.
 - Implementasi teknologi digital dan sistem manajemen mutu terkini.
- 2. Peningkatan Daya Saing Operasional & Pasar (Market & Operational Competitiveness)**
 - Digitalisasi menyeluruh dan sistem CRM berbasis data pelanggan.
 - *Reengineering* proses untuk efisiensi layanan.
 - Pengembangan jasa TIC untuk sektor industri hijau, transisi energi, dan *circular economy*.
- 3. ESG sebagai DNA Tata Kelola & Nilai Bisnis**
 - Integrasi ESG-RC dalam sistem manajemen risiko dan pengambilan keputusan.
 - Pelayanan ESG advisory & verifikasi untuk klien strategis.
 - Penguatan posisi sebagai ESG Assurer dan partner kementerian/regulator.

expectations for sustainability standards—PT SUCOFINDO views the future not as an uncertainty to be conquered, but as a strategic opportunity to reinforce national leadership in the Testing, Inspection, and Certification (TIC) sector, as well as to serve as Indonesia's trusted ESG enabler.

The projected positive national economic growth in 2025, particularly in the manufacturing and trade sectors expected to grow by 4.8% and 4.5% respectively, forms a strong foundation that fuels optimism. The opportunity to expand TIC and ESG services across various sectors—from energy, logistics, food, green industries to digital trust—will continue to grow alongside increasing demand for certification and compliance assurance across industries.

In this context, PT SUCOFINDO views the 2025–2029 business outlook as a strategic momentum to:

- Accelerate ESG-based growth,
- Expand national and regional markets,
- Consolidate its position within the IDSurvey ecosystem as a leading TIC group,
- Enhance capabilities and reputation towards becoming a Top 20 Global TIC Company by 2029.

Investments made throughout 2024, reflected by asset growth of 38.8%, demonstrate the Company's strong commitment to strengthening service capacity, modernizing infrastructure, and preparing to meet increasingly complex and green market demands.

2025–2029 Transformation Strategy: Roadmap Towards ESG-Driven TIC Leadership

To address challenges and seize emerging opportunities, PT SUCOFINDO has formulated a medium-term transformation strategy based on four main pillars:

- 1. Strengthening Core Capabilities**
 - Developing future-competency based superior human resources.
 - Modernizing laboratories and testing facilities.
 - Implementing the latest digital technologies and quality management systems.
- 2. Enhancing Market and Operational Competitiveness**
 - Comprehensive digitalization and customer data-driven CRM systems.
 - Process reengineering for service efficiency.
 - Developing TIC services for green industries, energy transition, and circular economy.
- 3. Embedding ESG as the DNA of Governance and Business Value**
 - Integrating ESG-RC into risk management systems and decision-making processes.
 - Providing ESG advisory and verification services for strategic clients.
 - Strengthening the position as ESG Assurer and partner of ministries/regulators.



4. Ekspansi Bisnis & Kemitraan Strategis

- Penetrasi pasar ASEAN dan kawasan industri prioritas.
- Sinergi dalam IDSurvey untuk layanan terpadu.
- Kemitraan dengan sektor publik dan swasta untuk membangun ekosistem ekonomi rendah karbon.

Kesiapan dan Keunggulan Menuju Masa Depan

Dengan landasan keuangan yang kokoh, SDM yang adaptif, aset strategis, serta reputasi yang terus tumbuh, PT SUCOFINDO berada dalam posisi yang sangat siap untuk menghadapi era keberlanjutan dan ekonomi berbasis kepatuhan serta nilai tambah.

Kami percaya bahwa keberanian dalam bertransformasi hari ini adalah kunci untuk memimpin masa depan. PT SUCOFINDO tidak hanya akan mengikuti arus perubahan, tetapi akan menjadi pembentuk arah, pemimpin nilai, dan katalis inovasi untuk mewujudkan Indonesia yang tangguh, hijau, dan inklusif.

Perubahan Direksi dan Apresiasi

Maret 2024, komposisi Direksi mengalami perubahan melalui SK No. SK-78/MBU/03/2024. Kami menghaturkan terima kasih kepada Bapak Budi Hartanto dan Bapak Johanes Nanang Marjianto atas kontribusinya. Kami juga menyambut Ibu Evi Afiatin, Bapak Budi Utomo, dan Bapak David Sidjabat ke jajaran Direksi. Bergabungnya mereka memperkuat sinergi kepemimpinan dan arah strategis perusahaan.

Berikut kronologi perubahan susunan dan komposisi, serta nomenklatur jabatan Direksi PT SUCOFINDO.

4. Business Expansion and Strategic Partnerships

- Penetrating ASEAN markets and priority industrial zones.
- Synergizing within IDSurvey for integrated services.
- Partnering with public and private sectors to build a low-carbon economic ecosystem.

Readiness and Excellence for the Future

With a solid financial foundation, adaptive human resources, strategic assets, and a continuously growing reputation, PT SUCOFINDO is well-positioned to face the era of sustainability and a compliance- and value-driven economy.

We believe that the courage to transform today is the key to leading the future. PT SUCOFINDO will not merely follow the current of change but will become a pathfinder, value leader, and catalyst for innovation to realize a resilient, green, and inclusive Indonesia.

Changes in the Board of Directors and Appreciation

In March 2024, the composition of the Board of Directors underwent changes as stipulated in Decree No. SK-78/MBU/03/2024. We express our sincere gratitude to Mr. Budi Hartanto and Mr. Johanes Nanang Marjianto for their valuable contributions. We also warmly welcome Ms. Evi Afiatin, Mr. Budi Utomo, and Mr. David Sidjabat to the Board of Directors. Their addition strengthens the leadership synergy and the company's strategic direction.

The following is the chronology of changes in the composition and composition, as well as the nomenclature of the Company's Board of Directors.

No.	Jabatan dan Nama Position and Name			
	1 Januari s.d 22 Maret 2024 January 1 – March 22, 2024		22 Maret s.d 31 Desember 2024 March 22 – December 31, 2024	
1	Direktur Utama President Director	Jobi Triananda	Direktur Utama President Director	Jobi Triananda
2	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	Budi Hartanto	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	Evi Afiatin
3	Direktur Komersial Director of Commercial	Darwin Abas	Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	Darwin Abas
4	Direktur Sumber Daya Manusia Director of Human Resources	Johanes Nanang Marjianto	Direktur Sumber Daya Manusia Director of Human Resources	David Sidjabat
5	-	-	Direktur Layanan Industri Director of Industrial Services	Budi Utomo

Penutup

Kami menyampaikan apresiasi dan penghargaan yang setinggi-tingginya kepada para pemegang saham, pelanggan, mitra strategis, Dewan Komisaris, dan seluruh insan PT SUCOFINDO atas dukungan, kolaborasi, dan kepercayaan yang tak ternilai.

Seluruh pencapaian di tahun 2024 adalah hasil kerja bersama yang dilandasi semangat transformasi, inovasi, dan integritas. Dalam menghadapi tantangan global dan dinamika industri yang terus berubah, PT SUCOFINDO tetap teguh menjalankan perannya sebagai mitra terpercaya dan ESG *Enabler* untuk kemajuan bangsa.

Dengan fondasi tata kelola yang kokoh, investasi pada kapabilitas strategis, dan komitmen pada penciptaan nilai jangka panjang, kami siap menyongsong 2025 dengan arah yang lebih terfokus dan tekad yang lebih besar untuk memberi kontribusi nyata dalam pembangunan Indonesia yang tangguh, hijau, dan inklusif.

Terima kasih atas kepercayaan dan dukungan Anda. Kami mengundang seluruh pemangku kepentingan untuk terus bersinergi dalam perjalanan transformasi ini. Bersama, kita wujudkan masa depan yang lebih hijau, tangguh, dan berdampak. Sebab bagi kami, keberhasilan tidak semata diukur dari angka dan pangsa pasar, tetapi dari seberapa besar kita dipercaya, dibutuhkan, dan mampu menghadirkan perubahan nyata bagi Indonesia yang berkelanjutan dan inklusif.

Closing Remarks

We extend our highest appreciation and gratitude to our shareholders, customers, strategic partners, Board of Commissioners, and all members of PT SUCOFINDO for their invaluable support, collaboration, and trust.

All achievements in 2024 are the result of collective efforts rooted in the spirit of transformation, innovation, and integrity. Amid global challenges and the ever-evolving industry dynamics, PT SUCOFINDO remains steadfast in its role as a trusted partner and ESG *Enabler* for the nation's progress.

With a solid governance foundation, investments in strategic capabilities, and a commitment to creating long-term value, we are ready to welcome 2025 with a more focused direction and greater determination to contribute meaningfully to building a resilient, green, and inclusive Indonesia.

Thank you for your trust and support. We invite all stakeholders to continue synergizing on this transformational journey. Together, let us realize a greener, stronger, and more impactful future. For us, success is not solely measured by numbers and market share, but by how much we are trusted, needed, and capable of delivering real change for a sustainable and inclusive Indonesia.

Jakarta, 30 Mei 2025

Jakarta, May 30, 2025

Atas Nama Direksi

On Behalf of the Board of Directors



Jobi Triandanda

Direktur Utama | President Director



Pernyataan Dewan Komisaris dan Direksi tentang Tanggung Jawab atas Laporan Tahunan dan Keberlanjutan

Kami, segenap Dewan Komisaris dan Direksi yang bertanda tangan di bawah ini, menyatakan bahwa semua informasi dalam Laporan Tahunan dan Keberlanjutan Tahun 2024 PT Superintending Company of Indonesia telah dimuat secara lengkap dan kami bertanggung jawab penuh atas kebenaran isi Laporan Tahunan dan Keberlanjutan ini. Demikian pernyataan ini dibuat dengan sebenarnya.

Jakarta, 30 Mei 2025

Jakarta, May 30, 2025

Moga Simatupang

Komisaris Utama

President Commissioner

Zainal Abidin

Komisaris Independen

Independent Commissioner

Mahatma Gandhi

Komisaris Independen

Independent Commissioner

Adi Budiarso

Komisaris

Commissioner

Anas Puji Istanto

Komisaris

Commissioner

Statement of the Board of Commissioners and Board of Directors regarding Responsibility for the Annual and Sustainability Report

We, the undersigned members of the Board of Commissioners and the Board of Directors, hereby declare that all information contained in the 2024 Annual and Sustainability Report of PT Superintending Company of Indonesia has been duly disclosed and take full responsibility for the accuracy of the information on the Company's Joint Report. This statement is made truthfully.

Jakarta, 30 Mei 2025
Jakarta, May 30, 2025



Jobi Triananda
Direktur Utama
President Director



Darwin Abas
Direktur Layanan Sumber Daya Alam
Director of Natural Resource Services



Evi Afiatin
Direktur Keuangan dan Manajemen Risiko
Director of Finance and Risk Management



David Sidjabat
Direktur Sumber Daya Manusia
Director of Human Resource



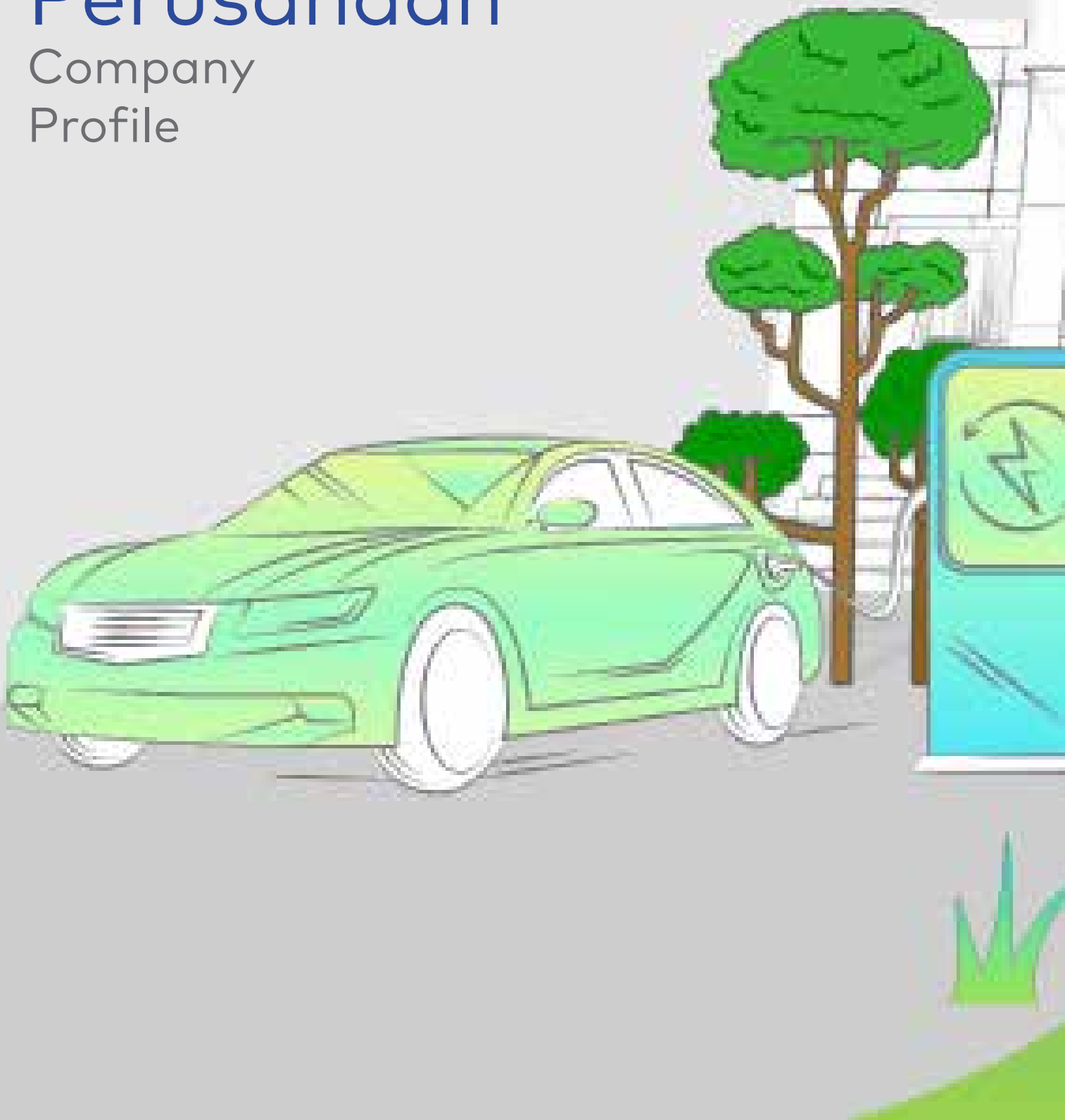
Budi Utomo
Direktur Layanan Industri
Director of Industrial Services

03

Profil

Perusahaan

Company
Profile







Data Perusahaan [GRI 2-1]

Company Data



Nama Perusahaan

Company Name

PT Superintending Company of Indonesia atau PT SUCOFINDO

Perubahan Nama Perusahaan

Change of Company Name

Perusahaan PT Superintending Company of Indonesia berubah nama menjadi PT Superintending Company of Indonesia sesuai Akta No.116 tanggal 31 Desember 2021.

The State-Owned Enterprise PT Superintending Company of Indonesia changed its name to PT Superintending Company of Indonesia in accordance with Deed No. 116 dated December 31, 2021.

Akta Pendirian Perusahaan

Deed of Establishment

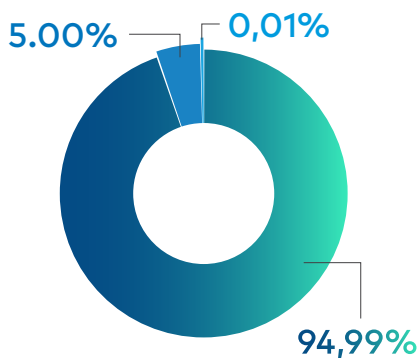
Akta No. 42 tanggal 22 Oktober 1956, Notaris J.A.L. Tobing Sutan Arifin (Tambahan Berita Negara RI No. 293 tanggal 18 April 1958). Notarial Deed No. 42 of 1958 (No. 293, Supplement to the State Gazette of the Republic of Indonesia dated April 18, 1958, No. 31).

Bentuk Hukum Pendirian Perusahaan

Legal Form of Incorporation

Akta Pernyataan Keputusan Para Pemegang Saham PT SUCOFINDO dari Notaris Indah Prastiti Extensia, S.H. di Jakarta tertanggal 8 Agustus 2022 Nomor 4 tentang Perubahan Anggaran Dasar PT Superintending Company of Indonesia yang telah disahkan Kementerian Hukum dan HAM No. AHU0062354.AH.01.02. Tahun 2022 tanggal 1 September 2022.

The Deed of Resolution of the Shareholders of PT SUCOFINDO issued by Notary Indah Prastiti Extensia, S.H. in Jakarta, dated August 8, 2022, No. 4, concerning the Amendment to the Articles of Association of PT Superintending Company of Indonesia, was approved by the Ministry of Law and Human Rights under No. AHU-0062354.AH.01.02.Year 2022 dated September 1, 2022.



Negara Republik Indonesia
The Government of the Republic of Indonesia

PT Biro Klasifikasi Indonesia (Persero)

Societe Generale de Surveillance-SA (SGS-S.A)



Pemegang Saham
Shareholders

Negara Republik Indonesia

The Government of the Republic of Indonesia

0,01%

1 saham Seri A Dwiwarna dengan nilai nominal seluruhnya Rp1.000.000

1 Series A Dwiwarna share with a total nominal value of IDR 1,000,000

PT Biro Klasifikasi Indonesia

94,99%

284.999 saham Seri B, dengan nilai nominal sebesar Rp284.999.000.000

284,999 Series B shares, with a nominal value of IDR 284,999,000,000

Societe Generale de Surveillance - S.A (SGS-S.A)

5,00%

15.000 saham dari seri B, dengan nilai nominal sebesar Rp15.000.000.000

15,000 Series B shares, with a nominal value of IDR 15,000,000,000



Bidang Usaha

Line of Business

1. **Pengujian:**
Kalibrasi, Pengambilan Contoh, Uji Tak Rusak, Analisis, Uji Profisiensi
2. **Inspeksi:**
Supervisi, Verifikasi, Penyaksian, Pemastian, Survei, Pemantauan
3. **Sertifikasi:**
Audit, Validasi dan Verifikasi
4. **Konsultansi:**
Pengkajian, Enterprise, Internet of Things (IoT)

1. **Testing:**
Calibration, Sampling, Non Destructive Test, Analysis, Proficiency Test
2. **Inspection:**
Supervision, Verification, Witnessing, Assurance, Survey, Monitoring
3. **Certification:**
Audit, Validation and Verification
4. **Consultancy:**
Assessment, Enterprise, Internet of Things (IoT)

Modal Dasar

Authorized Capital

Rp1.200.000.000.000

Modal Disetor

Paid-up Capital

Rp300.000.000.000

Penyertaan Modal Negara

State Capital Participation

Rp285.000.000.000



Alamat Kantor Pusat [OJK C.2]

Head Office Address

Graha SUCOFINDO

Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav. 34, Jakarta 12780



Sekretaris Perusahaan

Corporate Secretary

Arifin

(+62-21) 798 3666, Ext. 1052

Telepon

Telephone

(+62-21) 798 3666, Ext. 1116 dan 1124



E-mail

customer.service@sucofindo.co.id



Jumlah Karyawan

Total Employees

3.009 orang

3,009 people



Sejarah Singkat

Brief History

PT Superintending Company of Indonesia selanjutnya disebut "PT SUCOFINDO" atau "Perusahaan", didirikan berdasarkan Akta No. 42 Tanggal pada 22 Oktober 1956, oleh Notaris Johan Arifin Lumban Tobing Sutan Arifin. Sebelumnya, PT SUCOFINDO adalah Lembaga Penyelenggara Perusahaan Industri (LPPI) yang kemudian ditransformasi oleh Pemerintah Republik Indonesia mentransformasi menjadi perusahaan *joint venture* bekerja sama dengan Societe Generale de Surveillance - S.A (SGS-S.A), sebuah perusahaan inspeksi internasional yang berpusat di Jenewa, Swiss.

Pada awalnya, fokus utama PT SUCOFINDO adalah pada layanan pemeriksaan dan pengawasan di bidang perdagangan, khususnya komoditas pertanian, serta membantu pemerintah dalam menjamin kelancaran arus barang dan pengamanan devisa negara dalam perdagangan ekspor-impor. Namun, seiring dengan perkembangan kebutuhan dunia usaha, perusahaan melakukan inovasi dan menawarkan berbagai jasa terkait lainnya.

PT SUCOFINDO telah mengembangkan jasa di bidang usaha inspeksi dan audit, pengujian dan kalibrasi, sertifikasi dan konsultasi dalam bidang Pertanian, Kehutanan, Pertambangan Minyak Bumi, Gas Alam dan Panas Bumi, Pertambangan Mineral dan Batu Bara, Konstruksi, Industri Pengolahan, Kelautan, Perikanan, Pemerintahan, Perdagangan, Konstruksi, Pariwisata, Keuangan, Logistik, Manufaktur, Transportasi, Sistem Informatika, Ketenagalistrikan dan Energi Baru Terbarukan baik secara nasional maupun internasional.

PT SUCOFINDO telah resmi meraih akreditasi sebagai Lembaga Validasi dan Verifikasi (LVB) dan informasi Gas Rumah Kaca (GRK) yang diberikan oleh Komite Akreditasi Nasional (KAN) dengan Nomor LVB-005-IDN yang ditetapkan pada tanggal 6 Juli 2023. Pada tahun 2024, PT SUCOFINDO telah melayani kegiatan validasi dan verifikasi untuk perusahaan yang terlibat dalam perdagangan karbon di Sistem Registri Nasional (SRN). Selain itu, PT SUCOFINDO juga berperan aktif dalam membantu perusahaan-perusahaan yang ingin menyusun *roadmap* terkait dekarbonisasi.

Menjelang akhir tahun 2023, PT SUCOFINDO bersama Holding BUMN Jasa Survei IDSurvey dan bersama dengan Kementerian Koordinator Maritim dan investasi, menyelenggarakan *Green and Smart Port Award*. Acara ini ditujukan bagi pelabuhan-pelabuhan yang telah mengikuti asesmen *Green and Smart Port* dan dinilai telah memenuhi kriteria *green* dan *smart port* sekaligus untuk memberikan apresiasi kepada pelabuhan yang telah menerapkan prinsip ramah lingkungan dan digitalisasi. PT SUCOFINDO berperan dalam proses asesmen dan penilaian terhadap pelabuhan yang telah menerapkan skema pelabuhan berkelanjutan.

PT SUCOFINDO berperan aktif dalam membantu pelaku usaha memenuhi persyaratan lingkungan melalui sertifikasi PROPER, yang merupakan program yang dirancang untuk mendorong perusahaan dalam mengelola dampak lingkungan mereka secara lebih baik. Selain itu, perusahaan juga mengadakan penilaian

PT Superintending Company of Indonesia, hereinafter referred to as "PT SUCOFINDO" or "the Company," was established under Deed No. 42 dated October 22, 1956, by Notary Johan Arifin Lumban Tobing Sutan Arifin. Previously, PT SUCOFINDO was known as the Agency for Industrial Company Administration (Lembaga Penyelenggara Perusahaan Industri or LPPI), which was later transformed by the Government of the Republic of Indonesia into a joint venture company in collaboration with Société Générale de Surveillance S.A. (SGS S.A.), an international inspection company headquartered in Geneva, Switzerland.

Initially, PT SUCOFINDO's key activities focused primarily on inspection and supervision services in the field of trade, particularly agricultural commodities, and supported the government in ensuring the smooth flow of goods and safeguarding foreign exchange through export-import trade monitoring. However, in response to evolving business needs, the Company has continued to innovate and expand its range of related services.

PT SUCOFINDO has developed services in the fields of inspection and audit, testing and calibration, certification, and consultancy across various sectors including Agriculture, Forestry, Oil, Natural Gas and Geothermal Mining, Mineral and Coal Mining, Construction, Processing Industry, Marine and Fisheries, Government, Trade, Tourism, Finance, Logistics, Manufacturing, Transportation, Information Systems, Electricity, and New and Renewable Energy—both domestically and internationally.

PT SUCOFINDO has officially obtained accreditation as a Validation and Verification Body (VVB) for Greenhouse Gas (GHG) information, granted by the National Accreditation Committee (KAN) under Accreditation Number LVB-005-IDN, established on July 6, 2023. In 2024, PT SUCOFINDO has provided validation and verification services for companies participating in carbon trading within the National Registry System (SRN). In addition, PT SUCOFINDO actively supports companies in developing roadmaps for decarbonization initiatives.

Toward the end of 2023, PT SUCOFINDO, together with the State-Owned Enterprises Survey Services Holding, IDSurvey, and in collaboration with the Coordinating Ministry for Maritime Affairs and Investment, organized the Green and Smart Port Award. This event recognized ports that had undergone assessment under the Green and Smart Port framework and were deemed to have met its criteria, serving as an appreciation for ports implementing environmentally friendly practices and digital transformation. PT SUCOFINDO played a key role in the assessment and evaluation process for ports that adopted sustainable port schemes.

PT SUCOFINDO is also actively involved in assisting businesses in meeting environmental requirements through PROPER certification, a program designed to encourage companies to better manage their environmental impact. Furthermore, the Company organized the Environmental and Social Innovation

serta pemberian penghargaan ENSIA (Environmental and Social Innovation Awards) pada tahun 2024. Terselenggaranya acara puncak ENSIA 2024 menjadi bentuk apresiasi yang signifikan terhadap inovasi di bidang lingkungan dan sosial yang telah dilakukan oleh berbagai perusahaan maupun institusi sehingga diharapkan lebih banyak perusahaan akan termotivasi untuk berpartisipasi dalam praktik yang ramah lingkungan dan sosial sekaligus memberikan dampak positif yang lebih luas bagi masyarakat dan lingkungan.

PT SUCOFINDO memperkuat komitmennya terhadap keberlanjutan dan tanggung jawab sosial dengan meningkatkan jumlah layanan yang terkait dengan *Environmental, Social, and Governance* (ESG). Pengembangan layanan yang diberikan tidak hanya pemenuhan atas regulasi lingkungan tetapi juga mendorong perusahaan untuk mengadopsi praktik bisnis yang lebih bertanggung jawab. Dengan memperluas program sertifikasi yang mendukung praktik bisnis ramah lingkungan, PT SUCOFINDO berupaya menciptakan ekosistem yang lebih berkelanjutan, di mana perusahaan tidak hanya berfokus pada profit, tetapi juga untuk mencapai keberlanjutan dan kesejahteraan masyarakat, serta menjadikan PT SUCOFINDO sebagai mitra terpercaya dalam perjalanan menuju masa depan yang lebih hijau.

Awards (ENSIA) in 2024. The culmination of ENSIA 2024 served as a significant form of recognition for environmental and social innovations carried out by various companies and institutions, aiming to inspire greater participation in environmentally and socially responsible practices, thereby creating broader positive impacts on communities and the environment.

PT SUCOFINDO has strengthened its commitment to sustainability and social responsibility by increasing the number of Environmental, Social, and Governance (ESG) services. These service developments are not only aimed at meeting environmental regulations but also at encouraging companies to adopt more responsible business practices. By expanding certification programs that support environmentally friendly business practices, PT SUCOFINDO strives to build a more sustainable ecosystem, where companies focus not only on profits but also on achieving sustainability and community well-being, positioning PT SUCOFINDO as a trusted partner in the journey toward a greener future.



Budaya Perusahaan

Corporate Culture



PT SUCOFINDO sebagai bagian dari BUMN menetapkan AKHLAK sebagai budaya kerja Perusahaan berdasarkan Surat Edaran KBUMN No. SE-7/MBU/07/2020 tanggal 1 Juli 2020 tentang Nilai-Nilai Utama (*Core Values*) Sumber Daya Manusia Badan Usaha Milik Negara. Tahun 2024 PT SUCOFINDO mengusung tema “Budaya Global Berbasis AKHLAK”, yaitu budaya yang ingin dibangun oleh PT SUCOFINDO sesuai dengan nilai-nilai AKHLAK yang menyatukan berbagai perspektif individu dengan berbagai latar belakang, kemampuan, pengalaman, sehingga mampu menjadi bagian dari Perusahaan Global. Tema ini sejalan dengan arah PT SUCOFINDO menuju Top 20 Global TIC Company. Seluruh insan PT SUCOFINDO diharapkan mengimplementasikan *Core Values* AKHLAK yang diperkuat dengan aktualisasi perilaku budaya global melalui Program Budaya, seperti *Health & Well Being*, *Magic English*, *Digital Learning*, dan *Global Vibes*. Implementasi Program Budaya dilakukan secara rutin, sehingga tertanam menjadi perilaku karyawan dan pada akhirnya akan berkontribusi pada peningkatan kinerja perusahaan.

PT SUCOFINDO melakukan pengukuran untuk mengetahui dampak program budaya melalui Survei Keterikatan Pegawai (*Employee Engagement Survey*) serta pendalaman hasil survei dengan metode kualitatif melalui *Focus Group Discussion*. PT SUCOFINDO memperoleh *Employee Engagement Index* (EEI) 80,19% meningkat 0,80% dibandingkan tahun lalu, terutama pada atribut *Leadership*, *Immediate Manager*, dan *Collaboration & Teamwork*. Selain itu, dalam upaya mempertahankan budaya inovasi dan mengembangkan solusi inovatif berbasis teknologi, PT SUCOFINDO mengadakan kegiatan *SCience Hackathon & Festival Inovasi 2024* yang diikuti oleh Pegawai SUCOFINDO, mahasiswa, dan komunitas penggiat teknologi.

PT SUCOFINDO, as part of a State-Owned Enterprise (SOE), has adopted AKHLAK as the Company's corporate values, in accordance with the Circular Letter of the Ministry of State-Owned Enterprises (MoSOE) No. SE-7/MBU/07/2020 dated July 1, 2020, concerning the Core Values of Human Resources of State-Owned Enterprises. In 2024, PT SUCOFINDO carried the theme “Global Culture Based on AKHLAK”, representing the culture that PT SUCOFINDO aims to cultivate—one that aligns with AKHLAK values and unites diverse individual perspectives, backgrounds, abilities, and experiences, enabling them to become part of a global company. This theme aligns with PT SUCOFINDO's direction toward becoming one of the Top 20 Global TIC Companies. All members of PT SUCOFINDO are expected to implement the AKHLAK Core Values, reinforced through the actualization of global cultural behaviors via various Culture Programs such as *Health & Well-Being*, *Magic English*, *Digital Learning*, and *Global Vibes*. These programs are carried out routinely to embed them as employee behaviors, which in turn contribute to improved company performance.

PT SUCOFINDO measures the impact of its culture programs through the Employee Engagement Survey, and further explores the results using qualitative methods such as Focus Group Discussions (FGD). PT SUCOFINDO achieved an Employee Engagement Index (EEI) of 80.19%, marking a 0.80% increase compared to the previous year—particularly in the attributes of Leadership, Immediate Manager, and Collaboration & Teamwork. Furthermore, to sustain a culture of innovation and develop technology-based innovative solutions, PT SUCOFINDO organized the *SCience Hackathon & Innovation Festival 2024*, which was participated in by SUCOFINDO employees, university students, and technology enthusiast communities.

Makna Logo PT SUCOFINDO

Meaning of PT SUCOFINDO Logo



Identitas PT SUCOFINDO berupa logo TIGA BOLA DUNIA melambangkan kegiatan usaha PT SUCOFINDO yang memiliki ruang lingkup Internasional dan mempersatukan tiga kawasan usaha yaitu di darat, laut dan udara. PT SUCOFINDO menambah simbol "Tick" sebagai tanda validasi yang akan dilakukan oleh Holding BUMN Jasa Survei kepada seluruh pelanggan dan stakeholder, serta mengkomunikasikan jaminan kualitas yang akan diberikan, yaitu "Synergy of True Indonesian Quality with World Class Quality".

PT SUCOFINDO's identity is represented by the THREE GLOBE logo, symbolizing the Company's business activities with an international scope and unifying three operational domains: land, sea, and air. PT SUCOFINDO has also added the "Tick" symbol as a mark of validation to be carried out by the Survey Services SOE Holding for all customers and stakeholders. It also communicates the assurance of quality to be delivered: "Synergy of True Indonesian Quality with World-Class Quality."



Identitas perusahaan berupa logo TIGA BOLA DUNIA melambangkan kegiatan usaha Perusahaan yang memiliki ruang lingkup Internasional dan mempersatukan tiga kawasan usaha yaitu di darat, laut, dan udara.

The company's identity, represented by the THREE GLOBES logo, symbolizes the Company's business activities with an international scope and the unification of three business domains—land, sea, and air.



Simbol "Tick" menunjukkan tanda validasi yang akan dilakukan oleh Holding BUMN Jasa Survei kepada seluruh pelanggan dan stakeholder, serta mengkomunikasikan jaminan kualitas yang akan diberikan, yaitu "Synergy of True Indonesian Quality with World Class Quality".

The "Tick" symbol represents a mark of validation provided by the State-Owned Survey Services Holding Company to all customers and stakeholders. It also conveys the assurance of quality delivered, expressed through the commitment: "Synergy of True Indonesian Quality with World-Class Quality."



Warna biru gelap, mempunyai makna sifat stabil, langgeng, aman, dan terpercaya melambangkan suatu usaha yang dapat dipercaya dan diandalkan.

The dark blue color signifies stability, longevity, safety, and trust—attributes that reflect a business that is reliable and dependable.



Warna biru terang, memiliki kesan bersih dan luas, mencerminkan ketertiban, dan keluasan jangkauan usaha.

The light blue color conveys a sense of cleanliness and breadth, reflecting orderliness and the wide reach of the business.



Warna biru gradasi menggambarkan nuansa yang melambangkan diversifikasi atau keragaman jenis usaha, serta suatu gerak yang melambangkan suatu sifat yang berorientasi pada perkembangan dan kemajuan masyarakat.

The gradient blue color represents a tone that symbolizes diversification or a variety of business types, as well as a sense of movement that reflects a characteristic oriented toward societal growth and progress.

SUCOFINDO

Tulisan SUCOFINDO yang tertera menggunakan huruf microgramma (*aerostyle*) memiliki kesan tegas, kuat, luas, dan stabil, sehingga sifat ini menimbulkan suatu citra yang sesuai dengan sifat suatu usaha yang senantiasa bersungguh-sungguh dalam setiap komitmen yang berhubungan dengan semua pihak.

The SUCOFINDO typeface, written in Microgramma (*Aerostyle*) font, evokes a strong, bold, expansive, and stable impression. These characteristics help shape an image of a business that is committed and earnest in fulfilling its responsibilities and engagements with all stakeholders.



Bidang Usaha [OJK C.4] [GRI 2-6]

Line of Business

Berdasarkan pasal 3 Anggaran Dasar dan dalam Akta No. 04 tanggal 8 Agustus 2022 yang dibuat oleh Indah Prastiti Extensia, S.H., Notaris di Jakarta dan telah mendapat pengesahan berdasarkan Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU-0062354.AH.01.02 Tahun 2022 tanggal 01 September 2022, disebutkan bahwa Perusahaan didirikan dengan maksud dan tujuan melakukan usaha di bidang jasa survei dan inspeksi serta optimalisasi pemanfaatan sumber daya yang dimiliki Perusahaan untuk menghasilkan barang dan/jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan/mengejar keuntungan guna meningkatkan nilai Perusahaan dengan menerapkan prinsip-prinsip.

Bidang Usaha yang Dijalankan pada Tahun Buku

Bidang usaha sesuai dengan Anggaran Dasar, PT SUCOFINDO menjalankan usaha Inspeksi dan Audit, Pengujian dan Analisa, Sertifikasi, Konsultansi, dan Pelatihan. Rincian bidang usaha tersebut adalah sebagai berikut:

1. Bidang Inspeksi dan Audit

PT SUCOFINDO menyediakan jasa pemeriksaan kuantitas dan kualitas produk, komoditi pertanian, kehutanan dan perikanan, makanan, industri, pertambangan, minyak dan gas serta produk konsumen. Secara umum, berbagai layanan tersebut ditujukan untuk melindungi kepentingan pihak-pihak terkait dan/atau untuk memastikan kepatuhan terhadap standar teknis produk/komoditas perdagangan, serta layanan audit untuk memastikan kapasitas dan kemampuan calon pemasok.

2. Bidang Pengujian dan Analisa

PT SUCOFINDO memiliki fasilitas pengujian dan analisa lengkap untuk mendapatkan data-data yang akurat terhadap aspek kualitas dan keamanan produk. Laboratorium PT SUCOFINDO memiliki kapasitas untuk melakukan pengujian kimia, mikrobiologi, kalibrasi, listrik dan elektronika, lingkungan serta pengujian teknis lainnya.

3. Bidang Sertifikasi

PT SUCOFINDO menyediakan layanan sertifikasi yang mencakup sertifikasi sistem manajemen dan sertifikasi produk. Skema sertifikasi yang tersedia adalah ISO 9000, ISO 14000, OHSAS 18000, SA 8000, RSPO, HMCP, Pengelolaan Hutan Berkelanjutan, Chain of Custody dan Legal Source. Sertifikasi produk diantaranya meliputi sertifikasi produk listrik dan elektronika, pupuk dan produk kimia, makanan dan minuman, baja serta komoditas pertanian.

Based on Article 3 of the Articles of Association and Deed No. 04 dated August 8, 2022, drawn up by Indah Prastiti Extensia, S.H., Notary in Jakarta, and ratified through the Decree of the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-0062354.AH.01.02 Year 2022 dated September 1, 2022, it is stated that the Company was established with the purpose and objective of engaging in the business of survey and inspection services, as well as optimizing the utilization of the Company's resources to produce high-quality and highly competitive products and/or services to generate profits and enhance the Company's value by applying the principles of a Limited Liability Company.

Business Activities During the Financial Year

In accordance with its Articles of Association, PT SUCOFINDO conducts business activities in the fields of Inspection and Audit, Testing and Analysis, Certification, Consultancy, and Training. The details of these business areas are as follows:

1. Inspection and Audit Services

PT SUCOFINDO provides services for the inspection of quantity and quality of products, including agricultural, forestry, and fishery commodities, food, industrial goods, mining, oil and gas, as well as consumer products. In general, these services are intended to protect the interests of relevant parties and/or to ensure compliance with the technical standards of traded products/commodities. Additionally, audit services are offered to verify the capacity and capability of prospective suppliers.

2. Testing and Analysis Services

PT SUCOFINDO is equipped with comprehensive testing and analysis facilities to obtain accurate data related to product quality and safety aspects. The company's laboratories have the capacity to conduct chemical, microbiological, calibration, electrical and electronic, environmental, and other technical tests.

3. Certification Services

PT SUCOFINDO provides certification services that cover both management system certification and product certification. The available certification schemes include ISO 9000, ISO 14000, OHSAS 18000, SA 8000, RSPO, HMCP, Sustainable Forest Management, Chain of Custody, and Legal Source. Product certifications include certification for electrical and electronic products, fertilizers and chemical products, food and beverages, steel, and agricultural commodities.

4. Bidang Konsultasi

PT SUCOFINDO memiliki layanan konsultasi sistem manajemen, analisa dampak lingkungan, sistem informasi, kandungan produk lokal, pengembangan wilayah, infrastruktur dan penggunaan lahan. Interaksi PT SUCOFINDO yang luas dengan pelaku berbagai lini bisnis memungkinkan PT SUCOFINDO untuk berbagi pengalaman dan kepakaran.

5. Bidang Pelatihan Layanan pelatihan

PT SUCOFINDO memberikan kontribusi pengetahuan dan kemampuan dalam berbagai aspek bisnis seperti sistem manajemen, termasuk Kualitas, Kesehatan dan Keselamatan Kerja, HACCP (*Hazard Analysis and Critical Control Point*) serta Manajemen Keamanan. Selain itu PT SUCOFINDO menyediakan pelatihan Tanggap Darurat dan Pengoperasian Alat Berat. PT SUCOFINDO memiliki semua fasilitas pelatihan yang dibutuhkan untuk mendapatkan hasil maksimal.

Layanan yang Diberikan

Inspeksi dan Audit

PT SUCOFINDO menyediakan jasa pemeriksaan kuantitas dan kualitas produk/komoditi pertanian, kehutanan dan perikanan, makanan, industri, pertambangan, minyak dan gas serta produk konsumen. Secara umum, berbagai layanan tersebut ditujukan untuk melindungi kepentingan pihak-pihak terkait dan untuk memastikan kepatuhan terhadap standar teknis untuk produk/komoditas perdagangan, serta layanan audit untuk memastikan kapasitas dan kemampuan calon pemasok.

Pengujian dan Kalibrasi

PT SUCOFINDO memiliki fasilitas pengujian dan kalibrasi lengkap untuk mendapatkan data yang akurat terhadap aspek kualitas dan keamanan produk. Laboratorium PT SUCOFINDO memiliki kapasitas untuk melakukan pengujian kimia, fisik, mekanik, mikrobiologi, listrik, dan elektronika serta kegiatan kalibrasi alat produksi, alat uji dan alat ukur.

Sertifikasi

Jasa Sertifikasi Produk dan Sistem Mutu untuk layanan jasa Sertifikasi Sistem Pangan (ISO 22000, HACCP, GMP dan Organik), Sertifikasi Produk, Sertifikasi Standar Usaha (UHKPPIU, LSUP dan Pasar Rakyat), Sertifikasi Sistem Keamanan Informasi (ISO 270001 dan turunannya, SMK1), Sertifikasi Sistem Manajemen Mutu (ISO 9001, ISO 21001) serta Survei Riset (Kepuasan Pelanggan, Survei Pasar, Produk dan turunannya).

Jasa Sertifikasi Sistem Manajemen untuk layanan Kajian dan Audit Sistem Manajemen Pengamanan, Sertifikasi Sistem Manajemen (ISO 14001, ISO 50001, ISO 45001, ISO 28001, ISO 37000 dsb.), Audit Sistem Manajemen Kesehatan dan Kesehatan Kerja (SMK3) dan turunannya dan Sistem Manajemen Keamanan Pertambangan (SMKP), Sertifikasi Hijau (Bangunan

4. Consulting Services

PT SUCOFINDO offers consulting services in management systems, environmental impact analysis, information systems, local content analysis, regional development, infrastructure, and land use. PT SUCOFINDO's extensive interactions with stakeholders across various business sectors enable the company to share its experience and expertise effectively.

5. Training Services

PT SUCOFINDO contributes knowledge and expertise across various business aspects through its training services, covering areas such as management systems, including Quality, Occupational Health and Safety, HACCP (Hazard Analysis and Critical Control Point), and Security Management. In addition, PT SUCOFINDO offers training in Emergency Response and Heavy Equipment Operation. The company is equipped with all the necessary training facilities to ensure optimal learning outcomes.

Services Provided

Inspection and Audit

PT SUCOFINDO provides quantity and quality inspection services for products/commodities in agriculture, forestry, fisheries, food, industry, mining, oil and gas, as well as consumer products. In general, these services aim to protect the interests of relevant parties and ensure compliance with technical standards for traded products/commodities, as well as audit services to verify the capacity and capability of prospective suppliers.

Testing and Calibration

PT SUCOFINDO has comprehensive testing and calibration facilities to obtain accurate data on product quality and safety aspects. PT SUCOFINDO's laboratories have the capacity to conduct chemical, physical, mechanical, microbiological, electrical, and electronic testing, as well as calibration of production equipment, testing instruments, and measuring devices. Currently, testing in nanotechnology is being developed.

Certification

Product and Quality System Certification Services, including Food Safety System Certification (ISO 22000, HACCP, GMP, and Organic), Product Certification, Business Standard Certification (UHKPPIU, LSUP, and Traditional Market Standards), Information Security System Certification (ISO 27001 and its derivatives, SMK1), Quality Management System Certification (ISO 9001, ISO 21001), Research and Survey Services (Customer Satisfaction, Market Surveys, Product Surveys, and related areas).

Management System Certification Services, including Assessment and Audit of Security Management Systems, Management System Certification (ISO 14001, ISO 50001, ISO 45001, ISO 28001, ISO 37000, and others), Occupational Health and Safety Management System Audits (SMK3 and its derivatives), Mining Safety Management System (SMKP), Green Certification



dan Industri), Sertifikasi *Green Building*, Sertifikasi *Sustainability* (ISPO, SVLK dan turunannya).

Konsultansi

PT SUCOFINDO memiliki layanan konsultansi lingkungan, sistem informasi, kandungan produk lokal, pengembangan wilayah, infrastruktur dan penggunaan lahan. Interaksi PT SUCOFINDO yang luas dengan pelaku berbagai lini bisnis memungkinkan PT SUCOFINDO untuk berbagi pengalaman dengan dukungan para pakar yang dimiliki.

Target Pasar

PT SUCOFINDO bergerak di industri jasa pemastian yang membidik pasar dari segmen korporasi yang bergerak di berbagai bidang usaha. Target pasar perusahaan di tahun 2024 yang didefinisikan dalam RJPP dan disepakati oleh manajemen diprioritaskan untuk memperbesar *market share* pada kelompok industri sekunder dan tersier yang terdiri dari:

Kelompok Industri Sekunder:

1. Infrastruktur
2. Industri Manufaktur
3. *Retail & E-commerce*
4. Pertanian, Kehutanan dan Perikanan
5. Industri Makanan
6. Industri Konsumen

Kelompok Industri Tersier:

1. Otomotif
2. Industri Kimia dan Produk Turunannya
3. Kereta Api (*Rail*)
4. Logistik
5. Kesehatan (*Life Science*)
6. Penerbangan (*Aerospace*)

Dalam menyasar sektor industri tersebut, PT SUCOFINDO hadir sebagai *strategic partner* dengan beberapa layanan yang ditawarkan untuk mendukung keberlangsungan proses bisnis perusahaan. Tidak hanya terbatas pada kedua kelompok industri tersebut, PT SUCOFINDO juga tetap hadir untuk memberikan solusi pada setiap permasalahan bisnis di kelompok industri primer dan perseorangan.

(for Buildings and Industries), Green Building Certification, Sustainability Certification (ISPO, SVLK, and their derivatives).

Consulting

PT SUCOFINDO offers consulting services in management systems, environmental impact analysis, information systems, local content, regional development, infrastructure, and land use. PT SUCOFINDO's extensive interaction with stakeholders across various business sectors enables the company to share expertise supported by its team of specialists.

Market Target

PT SUCOFINDO operates in the assurance services industry, targeting markets within the corporate segment engaged in various business sectors. The Company's market targets for 2022, as defined in the Long-Term Business Plan (RJPP) and agreed upon by management, prioritize expanding market share in the secondary and tertiary industry groups, which consist of:

Secondary Industry Groups:

1. Infrastructure
2. Manufacturing Industry
3. Retail & E-commerce
4. Agriculture, Forestry, and Fisheries
5. Food Industry
6. Consumer Industry

Tertiary Industry Groups:

1. Automotive
2. Chemical Industry and Its Derivative Products
3. Rail
4. Logistics
5. Healthcare (Life Sciences)
6. Aviation (Aerospace)

In targeting these industry sectors, PT SUCOFINDO positions itself as a strategic partner by offering various services to support the continuity of companies' business processes. Not limited to these two industry groups, PT SUCOFINDO also remains committed to providing solutions for business challenges in the primary industry group and individual sectors.





Wilayah Operasional [OJK C.3]

Areas of Operation



Cabang Regional Barat West Region	Unit Pelayanan Service Unit	Site Barat West Site
1. Bandar Lampung	1. Karimun	1. Tarahan
2. Bandung	2. Tanjung Pinang	2. Pulau Baai
3. Batam	3. Suralaya	3. Muntok
4. Bekasi	4. Duri	4. Belitung
5. Bengkulu	5. Tangerang	5. Tembilahan
6. Cilacap	6. Lhokseumawe	
7. Cilegon	7. Kiliranjao	
8. Cirebon	8. Lahat	
9. Dumai	9. Pangkal Pinang	
10. Jakarta	10. Kudus	
11. Jambi	11. Surakarta	
12. Medan	12. Dumai	
13. Padang	13. Jakarta	
14. Palembang	14. Yogyakarta	
15. Pekanbaru		
16. Semarang		



29 Kantor Cabang
Branch Offices



40 Unit Pelayanan
Service Units



65 Laboratorium
Laboratories



18 Site
Sites

Cabang Regional Timur East Region

17. Balikpapan
18. Banjarmasin
19. Batulicin
20. Bontang
21. Denpasar
22. Makassar
23. Pontianak
24. Samarinda
25. Sangatta
26. Surabaya
27. Tarakan
28. Timika
29. Kendari

Unit Pelayanan Service Unit

15. Tanah Grogot
16. Ampah
17. Sampit
18. Kelanis
19. Sungai Putting
20. IBT / Pulau Laut
21. Sungai Danau
22. Benete
23. Morowali
24. Manado
25. Palu
26. Ambon
27. Kendawangan

28. Pangkalan Bun
29. Dondang
30. Muara Badak
31. Bengalon
32. Sangkulirang
33. Gresik
34. Berau
35. Sebakis
36. Sesayap
37. Jayapura
38. Sorong
39. Balikpapan
40. Maluku Utara

Site Timur East Site

6. Muara Tuhup
7. Tanjung Bara
8. Lubuk Tutung
9. Tanjung Redeb
10. Lati
11. Suaran
12. Weda
13. Gosowong
14. Martabe
15. Kolaka
16. Indonesia Bulk Terminal
17. Balikpapan Coal Terminal
18. AMNT



Kantor Cabang

Branch Offices

No.	Nama Name	Kelas Class	Alamat Address
1	Banjarmasin	Cabang Utama	Jl. Jend. A. Yani Km. 18, No. 238 Kota Banjarbaru Kalimantan Selatan 70722 Phone: (+62-511) 327108083 Fax: (+62-511) 3258111, 3272082 Email: banjarmasin@sucofindo.co.id
2	Jakarta	Cabang Utama	Jl. Cumi No. 33-35 Tanjung Priok - Jakarta Utara DKI Jakarta 14310 Phone: (+62-21) 4304444 Fax: (+62-21) 4300616 Email: jakarta@sucofindo.co.id
3	Surabaya	Cabang Utama	Jl. Kalibutih No. 215 Tembok Dukuh, Surabaya Jawa Timur 60173 Phone: (+62-31) 5469123 Fax: (+62-31) 5469145 Email: surabaya@sucofindo.co.id
4	Balikpapan	Cabang Madya	Jl. Jend. A. Yani No. 1 Gunung Sari Ulu, Balikpapan Kalimantan Timur 76122 Phone: (+62-542) 732186, 732188 Fax: (+62-542) 420537 Email: balikpapan@sucofindo.co.id
5	Batam	Cabang Madya	Jl. Raden Patah No. 61 Baloi, Batam Kepulauan Riau 29432 Phone: (+62-778) 456575 Email: batam@sucofindo.co.id
6	Makassar	Cabang Madya	Jl. Urip Sumoharjo No. 90 A Makassar Sulawesi Selatan 90232 Phone: (+62-411) 451890, 451891, 451893 Fax: (+62-411) 436651 (lab) Email: makassar@sucofindo.co.id
7	Medan	Cabang Madya	Jl. Jend. Gatot Subroto Km. 5,5 No. 105 Medan Sumatera Utara 20122 Phone: (+62-61) 8451880 Fax: (+62-61) 8452568 Email: medan@sucofindo.co.id
8	Palembang	Cabang Madya	Jl. Soekarno Hatta No. 1901 Kec. Alang-alang Lebar, Palembang Sumatera Selatan 30129 Phone: (0711) 312 990 Email: palembang@sucofindo.co.id
9	Samarinda	Cabang Madya	Jl. Teuku Umar No 65 Kelurahan Karang Asam Ilir, Samarinda Kalimantan Timur 75126 Phone: (+62-541) 6293771-4 Fax: (+62-541) 6293777 Email: samarinda@sucofindo.co.id
10	Sangatta	Cabang Madya	Jl. Parikesit Road 9 (depan kantor KNE) Sangatta Kalimantan Timur 75611 Phone: (+62-549) 525213 Fax: (+62-549) 525214 Email: sangatta@sucofindo.co.id

No.	Nama Name	Kelas Class	Alamat Address
11	Semarang	Cabang Madya	Jl. Pemuda No.171 Semarang Jawa Tengah 50132 Phone: (+62-24) 6590547, 3516616 Fax: (+62-24) 6590548, 6590550, 3583184 Email: semarang@sucofindo.co.id
12	Timika	Cabang Pratama	Jl. Kuala Kuningan, Kav. D-1 Mimika Papua Tengah 99968 Phone: (+62-901) 301222, 301952 Email: timika@sucofindo.co.id
13	Jambi	Cabang Pratama	Jl. Sari Bakti Kel. Simpang Rimbo, Kec. Alam Barajo Kota Jambi 36561 Phone: (+62-741) 595000, 5783009 Email: jambi@sucofindo.co.id
14	Padang	Cabang Pratama	Jl. Raya Bypass Km.19,5 Kec. Koto Tengah, Padang Sumatera Barat 25171 Phone: (+62-751) 443100, 442920 Fax: (+62-751) 444730 Email: padang@sucofindo.co.id
15	Pekanbaru	Cabang Pratama	Jl. Jend. A. Yani No. 79 Pekanbaru Riau 28115 Phone: (+62-761) 36042, 37759 Fax: (+62-761) 848709 Email: pekanbaru@sucofindo.co.id
16	Bandar Lampung	Cabang Pratama	Jl. Gatot Subroto No.161 Pecohraya, Bandar Lampung Lampung 35228 Phone: (+62-721) 474660 Fax: (+62-721) 474661, 474955 (lab) Email: bandarlampung@sucofindo.co.id
17	Bandung	Cabang Pratama	Jl. Soekarno Hatta No.217 Bandung Jawa Barat 40233 Phone: (+62-22) 6030262 Email: bandung@sucofindo.co.id
18	Batulicin	Cabang Pratama	Jl. Damarpraja Tanah Bambu, Batu Licin Kalimantan Selatan 72171 Phone: (+62-518) 6076201 ext 20-7705608 Email: batulicin@sucofindo.co.id
19	Bekasi	Cabang Pratama	Jl. Arteri Tol Cibitung No. 1 Cibitung, Bekasi Jawa Barat 17520 Phone: (+62-21) 88321176 Email: bekasi@sucofindo.co.id
20	Bengkulu	Cabang Pratama	Jl. R.E. Martadinata No 37, Kec.Kampung Melayu Bengkulu 38215 Phone: (+62-736)5611644 Email: bengkulu@sucofindo.co.id

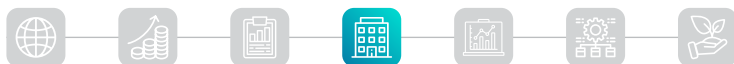


No.	Nama Name	Kelas Class	Alamat Address
21	Bontang	Cabang Pratama	Jl. Jend. Sudirman No.11 Rt. 24 Tj. Laut, Bontang Kalimantan Timur 75321 Phone: (+62-548) 26281, 26282 Email: bontang@sucofindo.co.id
22	Cilacap	Cabang Pratama	Jl. Soekarno Hatta No. 280 Kec Kesugihan, Cilacap Jawa Tengah 53274 Phone: (+62-282) 540005 Ext. 102 Email: cilacap@sucofindo.co.id
23	Cilegon	Cabang Madya	Jl. Jend. Achmad Yani No.106 Kota Cilegon Banten 42421 Phone: (+62-254) 386444 Email: cilegon@sucofindo.co.id
24	Cirebon	Cabang Pratama	Jl. Dr. Sudarsono No.46 Cirebon Jawa Barat 45134 Phone: (+62-231) 242284, 242285, 230808 Email: cirebon@sucofindo.co.id
25	Denpasar	Cabang Pratama	Jl. Tukad Badung Banjar Kelod Raya Renon, Kec. Denpasar Sel Kota Denpasar, Bali 80266 Phone: (+62-361) 241847 Email: denpasar@sucofindo.co.id
26	Dumai	Cabang Pratama	Jl. Dr. Wahidin No. 31 Dumai Riau 28814 Phone: (+62-765) 31157, 439733 Email: dumai@sucofindo.co.id
27	Pontianak	Cabang Pratama	Jl. Adi Sucipto Km. 12,9 Arang Limbung Kec. Sungai Raya, Kubu Raya Kalimantan Barat 78115 Phone: (+62-561) 733334, 748748 Email: pontianak@sucofindo.co.id
28	Tarakan	Cabang Pratama	Jl. Cahaya Baru No. 104 Kel. Karang Harapan, Tarakan Kalimantan Utara 7718 Phone: (+62-551) 202 6645 Email: tarakan@sucofindo.co.id labtarakan@sucofindo.co.id
29	Kendari	Cabang Pratama	Jl. Pattimura No.58 Watulondo, Kec. Puuwatu, Kendari Sulawesi Tenggara, 93117 Email: kendari@sucofindo.co.id

Unit Pelayanan

Service Unit

No	Nama Unit Kerja Work Unit Name	Alamat Address
1	Tanjung Pinang	Jl. Ahmad Manaf Kp, Tengah Krl. Lubuk Semut Tj. Balai Karimun-Riau 29661 Phone : (+62-777) 327375 (+62-777) 327273 Email : tanjungpinang@sucofindo.co.id
2	Tanjung Balai Karimun	Jl. Ahmad Manaf Kp, Tengah Krl. Lubuk Semut Tj. Balai Karimun-Riau 29661 Phone : (+62-777) 327375 (+62-777) 327273 Email : tanjungpinang@sucofindo.co.id
3	Pangkal Pinang	Jl. Linggar Jati No 22 Pangkal Pinang Kep. Bangka Belitung 33126 Phone : (+62-717) 431551 (+62-717) 424139 Email : pangkalpinang@sucofindo.co.id
4	Lahat	Jl. Seruni No. 35, Bandar Jaya Kecamatan Lahat Lahat-Sumatera Selatan Phone : (+62-731) 326981 (+62-731) 326981 Email : lahat@sucofindo.co.id
5	Lhokseumawe	Jl. Panglath No. 3, Lhokseumawe 24351 Phone : (+62-645) 48091 (+62-645) 42269 Email : lhokseumawe@sucofindo.co.id
6	Duri	Jl. Tibrana No. 5 B, Kel. Duri Barat, Kec. Mandau Kab. Duri-Riau Phone : (+62-765) 92323 Email : duri@sucofindo.co.id
7	Suralaya	Unit Pelayanan Suralaya Gedung Lab SUCOFINDO Jl. A Yani No 106 Cilegon - Banten 42421 Phone : 0812 111 3610 Email : suralaya@sucofindo.co.id
8	Tangerang	Ruko BBC Jatake, Blok A 11 Jl. Gatot Subroto Km 5,3 Kel Gandasari Kec. Jatiuwung, Kota Tangerang Phone : 081280382665 Email : tangerang@sucofindo.co.id
9	Surakarta	Jl. Adi Sucipto No. 133 Surakarta - Jawa Tengah 57145 Phone : (+62-271) 725279, 725280 (+62-271) 721006 Email : surakarta@sucofindo.co.id
10	Kudus	Jl. Kyai Telingsing No 24 Kudus - Jawa Tengah 59317 Phone : (+62-291) 438211, 430122, 438211 (+62-291) 430122 Email : kudus@sucofindo.co.id
11	Gresik	Jl. Dr. Wahid Sudiro Husudo No. 156 Gresik - Jawa Timur 61221 Phone : (+62-31) 3983195, 3979926, 3975603 (+62-31) 3984402 Email : gresik@sucofindo.co.id
12	Tanah Grogot	Desa Janju km 10, Tanah Merah Coal Terminal Komplek PT Kideco Jaya Agung Tanah Grogot Kabupaten Paser - Kalimantan timur 76211 Email : tanah.grogot@sucofindo.co.id
13	Dondang	Jl. Pelita, Dondang, Kec. Muara Jawa Kabupaten Kutai Kartanegara 75265 Phone : +62-8125804753 Email : dondang@sucofindo.co.id
14	Muara Badak	Jl. K.H. Dewantara No. 32, Kec. Muara Badak Kab. Kutai Kartanegara, Kalimantan Timur 75382 Phone : (+62-812) 5855263 Email : muarabadak@sucofindo.co.id



No	Nama Unit Kerja Work Unit Name	Alamat Address
15	Bengalon	PIK Lubuk Tutung Port Site Coal Laboratory,Kec. Bengalon Kab. Kutai Timur Kalimantan Timur Phone : (+62-549) 525058 Email : bengalon@sucofindo.co.id
16	Sangkulirang	Jl. Soekarno Hatta, Sempayau, Sangkulirang Kutai Timur -Kalimantan Timur Email : sangkulirang@sucofindo.co.id
17	Berau	Jl. Gunung Panjang, Tanjung Redeb Berau - Kalimantan Timur Phone : (+62-554) 23478, 23401 ext. 3990,3991 (+62-554) 23478, 23401 ext. 3991 Email : berau@sucofindo.co.id
18	Kelanis	Jl. Haul Road Adaro Km 0 Kec. Mangkatip Kab. Barito Selatan Provinsi Kalimantan Tengah Phone : (+62-526) 2091254 (+62-526) 2091404 Email : kelanis@sucofindo.co.id
19	Sampit	Jl. Gatot Subroto No. 21 Kel. Sawahan, Kab. Kotawaringin Timur Sampit - Kalimantan Tengah 74321 Phone : (+62-541) 32390 (+62-541) 31324 Email : sampit@sucofindo.co.id
20	Ampah	Jl. A. Yani Km 2, Kel. Tamiang Layang, Dusun Timur Barito Timur, Kalimantan Tengah Phone : (+62-0522) 31904 +62-0522) 31904 Email : ampah@sucofindo.co.id
21	Sungai Putting	Pelabuhan Khusus Batu Bara PT Kalimantan Prima Persada (KPP) Sungai Putting, Candi Iaras Utara Kabupaten Tapin-Kalimantan Selatan Phone : (+62-511) 7334992, +62811 5018 338 (+62-511) 7334992 Email : sungaiputting@sucofindo.co.id
22	Sungai Danau	Jl. Karya Bersama No. 197 Kecamatan Satui, Kabupaten Tanah Bumbu Kalimantan Selatan Phone : (+62-511) 61193 (+62-511) 61193 Email : sungaidanau@sucofindo.co.id
23	Pangkalan Bun	Jl. Pasanah, Kel. Madu Rejo Pangkalan Bun- Kalimantan Tengah 74112 Phone : (+62-532) 6707025 (+62-532) 2030364 Email : pangkalanbun@sucofindo.co.id
24	Kendawangan	Jl. Pangeran Cakra No. 52 Kendawangan Kalimantan Barat Phone : (+62-S34) 70120 Email : kendawangan@sucofindo.co.id kendawangan2@sucofindo.co.id
25	Benete	PT AMNT (Site Benete) Jl. Sriwijaya No. 258 Mataram Tim, Kec. Mataram Kota Mataram - NTB 83126 Email : benete@sucofindo.co.id
26	Palu	Jl. R.A. Kartini No 51 A Palu Sulawesi Tengah Phone : (+62-451) 411243 (+62-451) 422858 Email : palu@sucofindo.co.id
27	Manado	Jalan A.A Maramis, Kel.Kairagi II Kec. Mapanget, Kota Manado Telp 0431 - 7247405 Email : manado@sucofindo.co.id

No	Nama Unit Kerja Work Unit Name	Alamat Address
28	Ambon	Jl. Dr. JA Latumenten No 5, RT 001/RW 002 Kel. Waihaong, Kec. Nusaniwe, Kota Ambon, Maluku Phone : 081241009155 0911-3822506 Email : ambon@sucofindo.co.id
29	Morowali	Kawasan PT. Indonesia Morowali Industrial Park (IMIP) Jl. Trans Sulawesi, Desa Fatupia, Kec. Bahodopi, Morowali, Sulawesi Tengah Phone : 0401 3418753 0822 92619361 Email : up.morowali@sucofindo.co.id
30	Jayapura	Jl Raya Waena Sentani KM 18, Heram Kota Jayapura-Provinsi Papua Email : jayapura@sucofindo.co.id
31	IBT/Pulau Laut	Indonesia Bulk Terminal Pulau Laut, Mekar Putih, Kab. Kota Baru, Kalimantan Selatan Phone : (+62-518) 33810 (+62-518) 33811 Email : ibt@sucofindo.co.id
32	Sebakis	PT Duta Tambang Rekayasa (Site Sebakis) Jl. Pesantren RT 15 No. 69, Nunukan 77482 Kalimantan Timur Phone : 081254475950 Email : sebakis@sucofindo.co.id
33	Sorong	Jl. Puak Samping TK Pembina (Lorong SD Inpres jalan Masjid Raya) HBM. Remu Utara, Kota Sorong 98412 Email : sorong@sucofindo.co.id
34	Sesayap	PT Mandiri Intiperkasa Sei Krassi – Sesayap Sembakung - Nunukan Kalimantan Utara Phone : +62 813-4846-6976 Email : norman@sucofindo.co.id
35	Kiliranjao	Jl. Kiliranjao/ Taluk Kuantan, Sungai Tambang Kenagarian Kunungan Parit Rantang, Kec. Kamang Baru Kab. Sijunjung - Sumatera Barat
36	Dumai	Jl. Dr. Wahidin No. 31 Dumai Riau 28814 Phone: (+62-765) 31157, 439733 Email: dumai@sucofindo.co.id
37	Jakarta	Jl. Cumi No. 33-35 Tanjung Priok, Jakarta 14310 Phone: (+62-765) 31157, 439733 Email: pradani.janatul@sucofindo.co.id
38	Yogyakarta	
39	Balikpapan	Jl. Jend. A. Yani No. 1 Gunung Sari Ulu, Balikpapan Kalimantan Timur 76122 Phone: (+62-542) 732186, 732188 Fax: (+62-542) 420537 Email: balikpapan@sucofindo.co.id
40	Maluku Utara	Jl. Trans Halmahera Kel Guraping, Kec Oba Utara Kota Tidore Kepulauan, Kab Maluku Utara Email: noor.padya@sucofindo.co.id , hamid@sucofindo.co.id



Keanggotaan dalam Asosiasi [OJK C.5] [GRI 2-28]

Membership in Associations

Dalam upaya menunjukkan komitmen terhadap praktik terbaik dan tata kelola yang baik, Perusahaan berpartisipasi aktif dalam sejumlah asosiasi dan organisasi untuk memperluas jaringan bisnis serta menjalin komunikasi yang lebih luas dengan pelaku industri. Dengan cara ini, perusahaan tidak hanya berfokus pada keuntungan jangka pendek, tetapi juga berkontribusi pada pengembangan industri secara keseluruhan.

Hingga 2024, PT SUCOFINDO tergabung dalam asosiasi sebagai berikut:

In an effort to demonstrate its commitment to best practices and good governance, the Company actively participates in various associations and organizations to expand its business network and foster broader communication with industry players. Through this approach, the Company not only focuses on short-term profits but also contributes to the overall development of the industry.

As of 2024, PT SUCOFINDO is a member of the following associations:



TIC Council d/h IFIA
(International Federation of Inspection Agencies)
Status: Anggota | Member



Asosiasi Perusahaan Inspeksi Teknik Indonesia (APITINDO)
Status: Anggota | Member



Ikatan Nasional Konsultan Indonesia (INKINDO)
Status: Anggota | Member



Kamar Dagang Indonesia (KADIN)
Status: Anggota | Member



Federasi of Oil Seeds and Fats Association (FOSFA)
Status: Anggota | Member



Asosiasi Perusahaan Teknik Mekanikal dan Elektrik (APTEK)
Status: Anggota | Member



The Grain and Feed Trade Association (GAFTA)
Status: Anggota | Member



Asosiasi Lembaga Sertifikasi Indonesia (ALSI)
Status: Anggota | Member



Asosiasi Perusahaan Jasa pemborong Non Konstruksi (APJANSI)
Status: Anggota | Member



Asosiasi Perusahaan Pengendali Hama Indonesia (ASPPHAMI)
Status: Anggota | Member



Asosiasi Independen Surveyor Indonesia (AISI)
Status: Anggota | Member



Asosiasi Lembaga Pemeriksa Halal Indonesia (ALPHI)
Status: Anggota | Member



Roundtable Sustainable Palm Oil (RSPO)
Status: Anggota | Member



International Carbon Registry (ICR)
Status: Anggota | Member



MASTAN
Status: Anggota | Member



Asosiasi Jasa Pertambangan Indonesia (ASPINDO)
Status: Anggota | Member



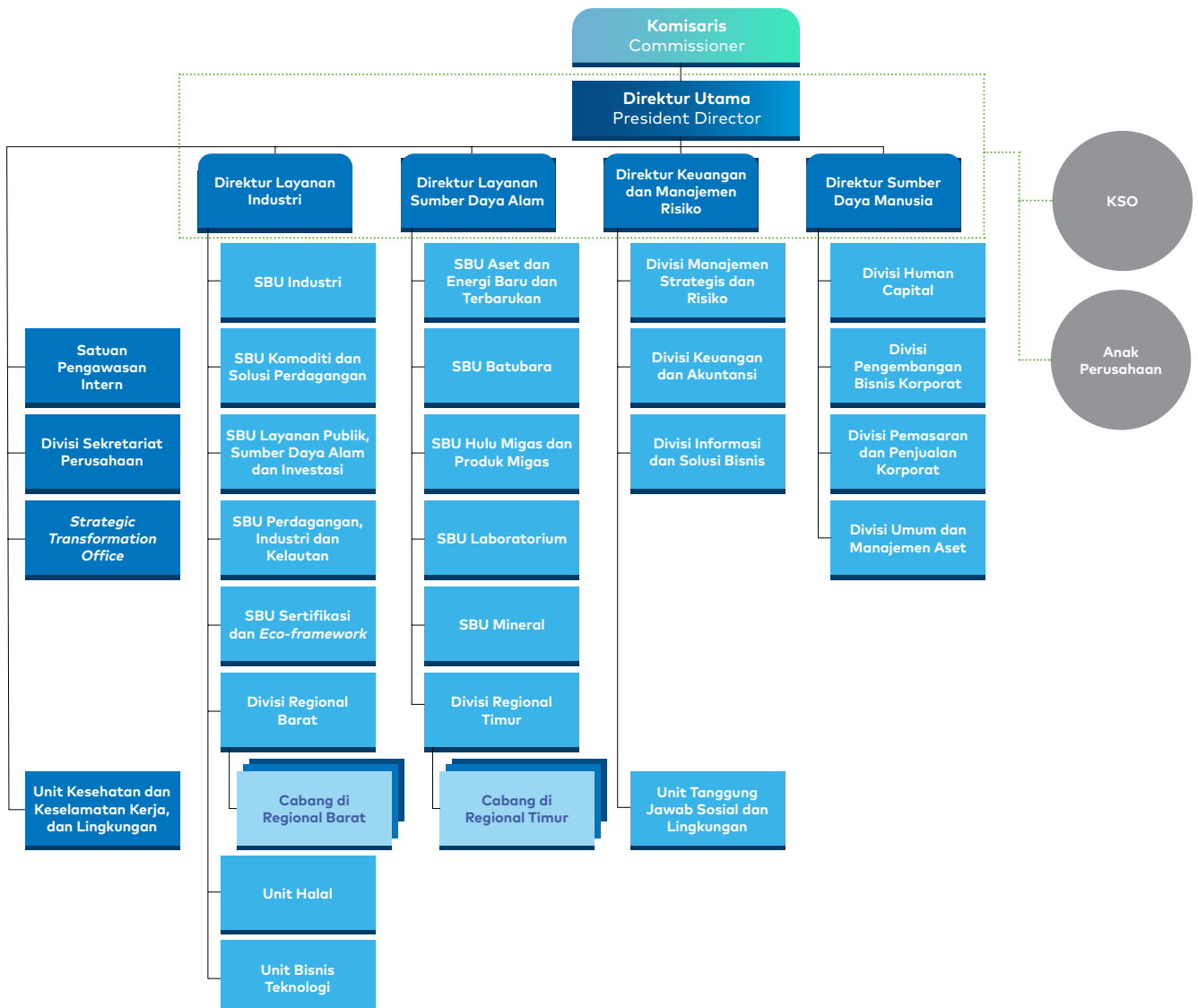
Asosiasi Perusahaan Survey Pemetaan dan Informasi Geospasial (APSPIG)
Status: Anggota | Member

Struktur Organisasi

Organizational Structure

Perusahaan merevisi struktur organisasi dan korporasi pada 27 Agustus 2024, yang disahkan melalui Keputusan Direksi No. KD 13/KD/2024 tentang Struktur Organisasi, Tugas Pokok dan Fungsi, serta garis tanggung jawab dan akuntabilitas unit kerja PT SUCOFINDO.

The Company revised its organizational and corporate structure on August 27, 2024, which was ratified in the Board of Directors' Decree No. KD 13/KD/2024 concerning the organizational structure, main duties, functions, and the lines of responsibility and accountability of PT SUCOFINDO's work units.









Profil Dewan Komisaris

Board of Commissioners Profile

Tahun 2024, komposisi Dewan Komisaris PT SUCOFINDO mengalami perubahan sebagaimana Akta Pernyataan Keputusan Para Pemegang Saham PT Superintending Company of Indonesia Nomor 5 Tanggal 3 April 2024 Notaris Indah Prastiti Exrensia, SH di Jakarta.

In 2024, the composition of the Board of Commissioners of PT SUCOFINDO underwent changes as stated in the Shareholders' Resolution Deed of PT Superintending Company of Indonesia No. 5 dated April 3, 2024, notarized by Indah Prastiti Exrensia, S.H., in Jakarta.



Moga Simatupang

Komisaris Utama President Commissioner

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
56 tahun
56 years old

Dasar Hukum Pengangkatan Legal Basis of Appointment

SK-77/MBU/03/2024, tanggal 22 Maret 2024.
SK Pemegang Saham No. 5, tanggal 3 April 2024.
SK-77/MBU/03/2024, dated March 22, 2024.
Shareholders Decree No. 5, dated April 3, 2024.

Periode Menjabat Term of Office

2024 - 2029

Riwayat Pendidikan Educational History

S1 Manajemen Perekonomian Negara, STIA-LAN (1999).
Bachelor's Degree in State Economic Management, STIA-LAN (1999).

Riwayat Pekerjaan Employment History

- Staf Ahli Bidang Pengamanan Pasar, Kementerian Perdagangan (2022).
- Direktur Tertib Niaga, Direktorat Tertib Niaga Direktorat Jenderal Perlindungan Konsumen dan Tertib Niaga (2022).
- Direktur Impor, Direktorat Impor Direktorat Jenderal Perdagangan Luar Negeri (2022).
- Sekretariat Direktorat Jenderal Perundingan Perdagangan Internasional Direktorat Jenderal Perundingan Perdagangan Internasional (2018).
- Expert Staff for Market Safeguarding, Ministry of Trade (2022).
- Director of Trade Compliance, Directorate of Trade Compliance, Directorate General of Consumer Protection and Trade Compliance (2022).
- Director of Imports, Directorate of Imports, Directorate General of Foreign Trade (2021–2022).
- Secretariat of the Directorate General of International Trade Negotiations, Directorate General of International Trade Negotiations (2018).

Jabatan Lainnya Other Positions

Direktur Jenderal Perlindungan Konsumen dan Tertib Niaga, Direktorat Jenderal Perlindungan Konsumen dan Tertib Niaga Direktorat Jenderal Perlindungan Konsumen dan Tertib Niaga (2023).
Director General of Consumer Protection and Trade Compliance, Directorate General of Consumer Protection and Trade Compliance (2023).

Hubungan Afiliasi Affiliated Relationship

Memiliki Hubungan Afiliasi dengan Pemegang Saham Seri A.
Has an Affiliated Relationship with Series A Shareholders.



Adi Budiarto

Komisaris Commissioner

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
54 tahun
54 years old

Dasar Hukum Pengangkatan Legal Basis of Appointment

SK-402/MBU/12/2021 tanggal 16 Desember 2021.
SK-402/MBU/12/2021, dated December 16, 2021.

Periode Menjabat Term of Office

2021-2026

Riwayat Pendidikan Educational History

- Harvard School of Public Policy, Executive Education on Climate Change and Energy Policy (2019).
- The Professional Doctorate in Business Administration, University of Canberra (2014).
- Master of Accounting from Marshall Business School, the University of Southern California, USA (2001).
- Executive Education in Climate Change and Energy Policy, Harvard School of Public Policy (2019).
- Ph.D. in Business Administration, University of Canberra (2014).
- Master's Degree in Accounting, University of Southern California (2001).

Riwayat Pekerjaan Employment History

- Kepala Badan Pengatur Profesi Keuangan, Kementerian Keuangan (2019-2020).
- Sekretaris Kerja Panitia Nasional 2018 Annual Meetings IMF-World Bank Group (2018).
- Kepala Central Transformation Office (CTO) di Sekretariat Jenderal, Kementerian Keuangan (2014-2018).
- Pelaksana di Badan Pendidikan dan Pelatihan Keuangan, Kementerian Keuangan (1990).
- Head of Financial Sector Policy Center, Fiscal Policy Agency, Ministry of Finance (2020).
- Secretary of the National Committee for the 2018 Annual Meetings of the IMF-World Bank Group (2018).
- Head of the Central Transformation Office (CTO) at the Secretariat General, Ministry of Finance (2014-2018).
- Staff at the Financial Education and Training Agency, Ministry of Finance (1990).

Jabatan Lainnya Other Positions

- Kepala Pusat Kebijakan Sektor Keuangan di Badan Kebijakan Fiskal Kementerian Keuangan (2020-saat ini).
- Dewan Pengawas, Pusat Mata Nasional, Rumah Sakit Mata Cicendo, Bandung (2020-saat ini).
- Head of the Financial Sector Policy Center at the Fiscal Policy Agency, Ministry of Finance (2020-present).
- Board of Supervisors, National Eye Center, Cicendo Eye Hospital, Bandung (2020-present).

Hubungan Afiliasi Affiliated Relationship

Memiliki Hubungan Afiliasi dengan Pemegang Saham Seri A.
Has an Affiliated Relationship with Series A Shareholders.



Anas Puji Istanto

Komisaris Commissioner

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
39 tahun
39 years old

Dasar Hukum Pengangkatan Legal Basis of Appointment

SK-77/MBU/03/2024, tanggal 22 Maret 2024.
SK Pemegang Saham No. 5, tanggal 3 April 2024.
SK-77/MBU/03/2024, dated March 22, 2024.
Shareholders Decree No. 5, dated April 3, 2024.

Periode Menjabat Term of Office

2024 - 2029

Riwayat Pendidikan Educational History

- S3 Doktoral, Universitas Gadjah Mada (2024).
- S2 Magister Hukum Bisnis, Universitas Gadjah Mada (2014).
- S1 Hukum, Universitas Gadjah Mada (2008).
- Doctoral Degree, Universitas Gadjah Mada (2024).
- Master's Degree in Business Law, Universitas Gadjah Mada (2014).
- Bachelor's Degree in Law, Universitas Gadjah Mada (2008).

Riwayat Pekerjaan Employment History

- Sekretaris Komite Nominasi dan Remunerasi PT BNI (Persero) Tbk (2010 – 2024).
- Sekretaris Dewan Komisaris PT BNI (Persero) Tbk, (2019 – 2024).
- Koordinator Hukum Korporasi I BUMN (2020 – 2024).
- Pengendali Fungsi Hukum BUMN (2020 - 2020).
- Sekretaris Dewan Komisaris PT Jasa Marga (Persero) Tbk, (2017 – 2019).
- Staf Dewan Komisaris PT Bank Mandiri (Persero) Tbk, (2014 – 2017).
- Staf Dewan Komisaris PT Perkebunan Nusantara XII (Persero) (2012-2014).
- Secretary of the Nomination and Remuneration Committee, PT BNI (Persero) Tbk (2010–2024).
- Secretary to the Board of Commissioners, PT BNI (Persero) Tbk (2019–2024).
- Corporate Legal Coordinator I, BUMN (2020–2024).
- Legal Function Controller, BUMN (2020).
- Secretary to the Board of Commissioners, PT Jasa Marga (Persero) Tbk (2017–2019).
- Staff to the Board of Commissioners, PT Bank Mandiri (Persero) Tbk (2014–2017).
- Staff to the Board of Commissioners, PT Perkebunan Nusantara XII (Persero) (2012-2014).

Jabatan Lainnya Other Positions

- Plt. Asisten Deputi Bidang Peraturan Perundang-undangan, Kementerian BUMN (sejak 2024).
- Wakil Ketua Umum V KAHGAMA Masa Bakti (2023-2028).
- Sekretaris Umum Pengawas Forum Hukum BUMN (sejak 2017).
- Interim Assistant Deputy for Legislation, Ministry of State-Owned Enterprises (since 2024).
- Vice Chairman V of KAHGAMA for the 2023–2028 Term.
- Secretary of the Supervisory Board, SOE Legal Forum (since 2017).

Hubungan Afiliasi Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris,
Direksi dan Pemegang Saham Pengendali.
Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.



Zainal Abidin

Komisaris Independen Independent Commissioner

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
45 tahun
45 years old

Dasar Hukum Pengangkatan
Legal Basis of Appointment

SK-124/MBU/05/2022 tanggal 23 Mei 2022.
SK-124/MBU/05/2022, dated May 23, 2022.

Periode Menjabat
Term of Office

2022 - 2027

Riwayat Pendidikan
Educational History

- S2 di Universitas Mercu Buana jurusan Manajemen.
- S1 di Universitas Indonesia jurusan Sastra.
- Master's Degree in Management, Mercu Buana University.
- Bachelor's Degree in Literature, University of Indonesia.

Riwayat Pekerjaan
Employment History

- Komisaris Independen di PT Phapros Tbk (2018 – 2022).
- PGA di Pertamina EP. Cepu (2017 – 2018).
- Independent Commissioner at PT Phapros Tbk (2018 – 2022).
- PGA at Pertamina EP Cepu (2017 – 2018).

Jabatan Lainnya
Other Positions

Sekretaris Lembaga Perekonomian PBNU.
Secretary of the Economic Institution of PBNU.

Hubungan Afiliasi
Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.
Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.



Mahatma Gandhi

Komisaris Independen Independent Commissioner

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
58 tahun
58 years old

Dasar Hukum Pengangkatan Legal Basis of Appointment

SK-77/MBU/03/2024, tanggal 22 Maret 2024.
SK Pemegang Saham No. 5, tanggal 3 April 2024.
SK-77/MBU/03/2024, dated March 22, 2024.
Shareholders Decree No. 5, dated April 3, 2024.

Periode Menjabat Term of Office

2024 - 2029

Riwayat Pendidikan Educational History

S1 Teknik Kimia Universitas Muhammadiyah, Jakarta (1993).
Bachelor's Degree in Chemical Engineering, Muhammadiyah University of Jakarta (1994).

Riwayat Pekerjaan Employment History

- Pendiri PT Digdaya Multiprakasa.
- Pendiri bersama Toha Gandhi & Partner Law Office.
- Pendiri PT Satriavindo Asia Wisata.
- Pendiri Selera Nusantara.
- Founder of PT Digdaya Multiprakasa.
- One of the Founder of Toha Gandhi & Partner Law Office.
- Founder of PT Satriavindo Asia Wisata.
- Founder of Selera Nusantara.

Jabatan Lainnya Other Positions

Tidak ada
None

Hubungan Afiliasi Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris,
Direksi dan Pemegang Saham Pengendali.
Has an Affiliated Relationship with Series A Shareholders.



Veri Anggrijono*

Komisaris Utama President Commissioner

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Tangerang

Usia | Age:
59 tahun
59 years old

***) Sudah tidak menjabat sejak tanggal 22 Maret 2024**
No longer serving since March 22, 2024

Dasar Hukum Pengangkatan Legal Basis of Appointment

SK-217/MBU/10/2019 Tanggal 15 Oktober 2019.
SK-217/MBU/10/2019, dated October 15, 2019

Periode Menjabat Term of Office

2019 - 2024

Riwayat Pendidikan Educational History

- S2 Administrasi Universitas Indonesia (2000).
- S1 Manajemen Universitas Kristen Indonesia (1989).
- Master's Degree in Administration, University of Indonesia (2000).
- Bachelor's Degree in Management, Indonesian Christian University (1989).

Riwayat Pekerjaan Employment History

- Direktur Tertib Niaga, Direktorat Tertib Niaga Direktorat Jenderal Perlindungan Konsumen dan Tertib Niaga (2018).
- Direktur Impor, Direktorat impor Dirjen Perdagangan Luar Negeri (2016).
- Kepala Bagian Penindakan Pelanggaran Transaksi, Biro Peraturan Perundang-undangan dan Penindakan Badan Pengawas Perdagangan Berjangka Komoditi (2016).
- Director of Trade Compliance, Directorate of Trade Compliance, Directorate General of Consumer Protection and Trade Compliance (2018).
- Director of Import, Directorate of Import, Directorate General of Foreign Trade (2016).
- Head of Violation Enforcement Section, Bureau of Legislation and Enforcement, Commodity Futures Trading Regulatory Agency (2016).

Jabatan Lainnya Other Positions

Direktur Jenderal Perlindungan Konsumen dan Tertib Niaga, Direktorat Jenderal Perlindungan Konsumen dan Tertib Niaga (2018).
Director General of Consumer Protection and Trade Compliance, Ministry of Trade (2018).

Hubungan Afiliasi Affiliated Relationship

Memiliki Hubungan Afiliasi dengan Pemegang Saham Seri A
Has an Affiliated Relationship with Series A Shareholders



Himawan Hariyoga*

Komisaris Commissioner

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
60 tahun
60 years old

***) Sudah tidak menjabat sejak tanggal 22 Maret 2024**
No longer serving since March 22, 2024

Dasar Hukum Pengangkatan Legal Basis of Appointment

SK-360/MBU/11/2020 tanggal 11 November 2020.
SK-360/MBU/11/2020, dated November 11, 2020.

Periode Menjabat Term of Office

2020 - 2024

Riwayat Pendidikan Educational History

- S3 (Ph.D) Ekonomi Pertanian dan Sumber Daya di The University of California Davis, USA (2004).
- S2 di University of California Davis, USA (1992).
- S1 Ekonomi Pertanian & Sumber Daya di Institut Pertanian Bogor, IPB (1986).
- Ph.D. in Agricultural and Resource Economics from The University of California Davis, USA (2004).
- Master's Degree from University of California Davis, USA (1992).
- Bachelor's Degree in Agricultural and Resource Economics from Bogor Agricultural University (Institut Pertanian Bogor, IPB) (1986).

Riwayat Pekerjaan Employment History

- Sekretaris Kementerian Perencanaan Pembangunan Nasional/Sekretaris Utama BAPPENAS (2019-sekarang).
- Advisor pada PINA (Pembiayaan Investasi Non Anggaran-Pemerintah) Center for Private Investment, BAPPENAS (2019-sekarang).
- Staf Ahli Menteri PPN Bidang Sosial dan Penanggulangan Kemiskinan (Mei 2019-Agustus 2019).
- Perencana Utama pada unit Deputi Bidang Pengembangan Regional, BAPPENAS (April 2019-Mei 2019).
- Deputi Bidang Promosi Penanaman Modal, BKPM (2011-2018).
- Secretary of the Ministry of National Development Planning / Main Secretary of BAPPENAS (2019-present).
- Advisor at PINA (Non-Budget Government Investment Financing) Center for Private Investment, BAPPENAS (2019-present).
- Expert Staff to the Minister of National Development Planning in the Social and Poverty Alleviation Sector (May 2019–August 2019).
- Chief Planner in the Regional Development Deputy Unit, BAPPENAS (April 2019–May 2019).
- Deputy for Investment Promotion, BKPM (2011–2018).

Jabatan Lainnya Other Positions

- Sekretaris Kementerian Perencanaan Pembangunan Nasional/Sekretaris Utama BAPPENAS.
- Advisor pada PINA (Pembiayaan Investasi Non Anggaran-Pemerintah) Center for Private Investment, BAPPENAS.
- Secretary of the Ministry of National Development Planning / Main Secretary of BAPPENAS.
- Advisor at PINA (Non-Budget Government Investment Financing) Center for Private Investment, BAPPENAS.

Hubungan Afiliasi Affiliated Relationship

Memiliki Hubungan Afiliasi dengan Pemegang Saham Seri A.
Has an Affiliated Relationship with Series A Shareholders.

Profil Dewan Direksi

Board of Directors Profile

Tahun 2024, komposisi Direksi PT SUCOFINDO mengalami perubahan komposisi dan nomenklatur sebagaimana disebutkan dalam Keputusan Pemegang Saham PT SUCOFINDO nomor: SK-78/MBU/03/2024 tentang Pemberhentian, Perubahan Nomenklatur Jabatan, Pengalihan Tugas, dan Pengangkatan Anggota-Anggota Direksi PT SUCOFINDO tanggal 21 Maret 2024.

- Memberhentikan Sdr. Johanes Nanang Marjianto sebagai Direktur Sumber Daya Manusia dan Sdr. Budi Hartanto sebagai Direktur Keuangan dan Manajemen Risiko.
- Mengalihkan penugasan Sdr. Darwin Abbas sebagai Direktur Komersial menjadi Direktur Layanan Sumber Daya Alam.

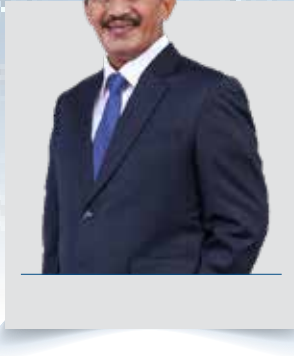
Sehingga per 31 Desember 2024 susunan dan komposisi Dewan Direksi adalah sebagai berikut:

In 2024, the composition and nomenclature of the Board of Directors of PT SUCOFINDO changed as stated in the Shareholders' Resolution of PT SUCOFINDO No. SK-78/MBU/03/2024 concerning the Dismissal, Change of Position Nomenclature, Reassignment of Duties, and Appointment of Members of the Board of Directors of PT SUCOFINDO dated March 21, 2024.

- Dismissed Mr. Johanes Nanang Marjianto as Human Resources Director and Mr. Budi Hartanto as Finance and Risk Management Director.
- Reassigned Mr. Darwin Abbas from Director of Commercial Affairs to Director of Natural Resources Services.

As of December 31, 2024, the structure and composition of the Board of Directors are as follows:

No.	Nama Name	Jabatan Position
1	Jobi Triananda	Direktur Utama President Director
2	Darwin Abbas	Direktur Sumber Daya Alam Natural Resources Director
3	Evi Afiatin	Direktur Keuangan dan Manajemen Risiko Finance and Risk Management Director
4	David Sidjabat	Direktur Sumber Daya Manusia Human Resources Director
5	Budi Utomo	Direktur Layanan Industri Industrial Services Director



Jobi Triananda

Direktur Utama President Director

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
61 tahun
61 years old

Dasar Hukum Pengangkatan Legal Basis of Appointment

No. SK-49/MBU/03/2023, DU. 007/KP.503/IDS-23
017/CORP/III/2023 tanggal 13 Maret 2022.
No. SK-49/MBU/03/2023, DU. 007/KP.503/IDS-23,
017/CORP/III/2023, dated March 13, 2022

Periode Menjabat Term of Office

2023 – 2028

Riwayat Pendidikan Educational History

- S2 Mechanics of Material di University of Strathclyde, Skotlandia (1995).
- S1 Universitas Trisakti (1988).
- Master's Degree in Mechanics of Materials, University of Strathclyde, Scotland (1995).
- Bachelor's Degree from Trisakti University (1988).

Riwayat Pekerjaan Employment History

- Direktur Utama, PT Semen Baturaja (Persero) Tbk (2018 – 2022).
- Direktur Utama, PT Perusahaan Gas Negara (Persero) Tbk (2017 – 2018).
- Direktur Utama, PT Rekayasa Industri (2016-2017).
- Direktur Pengusahaan, PT Perusahaan Gas Negara (Persero) Tbk (2012 – 2016).
- President Director, PT Semen Baturaja (Persero) Tbk (2018–2022)
- President Director, PT Perusahaan Gas Negara (Persero) Tbk (2017–2018)
- President Director, PT Rekayasa Industri (2016–2017)
- Director of Business Development, PT Perusahaan Gas Negara (Persero) Tbk (2012–2016)

Jabatan Lainnya Other Positions

Tidak Ada
None

Hubungan Afiliasi Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.
Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.



Darwin Abas

Direktur Sumber Daya Alam Natural Resources Director

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
57 tahun
57 years old

Dasar Hukum Pengangkatan
Legal Basis of Appointment

SK-225/MBU/07/2021 dan 3 034/CORP/VI/2021.
SK-225/MBU/07/2021 and 3 034/CORP/VI/2021.

Periode Menjabat
Term of Office

2021-2026

Riwayat Pendidikan
Educational History

S1 Teknik Mesin, Institut Sains dan Teknologi Nasional (ISTN) (1992).
Bachelor's Degree in Mechanical Engineering, National Institute of Science and Technology (ISTN) (1992).

Riwayat Pekerjaan
Employment History

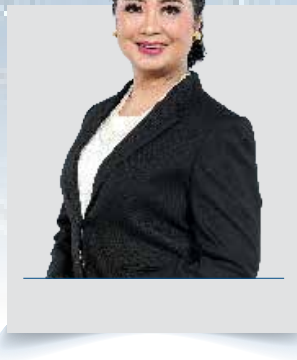
- Kepala Sektor Migas dan Sistem Pembangkit PT Surveyor Indonesia (2020).
- Kepala Cabang Pekanbaru PT Surveyor Indonesia (2018).
- Koordinator Ahli Utama bidang Pemasaran Jasa Komersial PT Surveyor Indonesia (2015).
- Head of Oil and Gas Sector and Power Generation Systems, PT Surveyor Indonesia (2020).
- Branch Head of Pekanbaru, PT Surveyor Indonesia (2018).
- Lead Expert Coordinator in Commercial Services Marketing, PT Surveyor Indonesia (2015).

Jabatan Lainnya
Other Positions

Ketua APITINDO (Asosiasi Perusahaan Inspeksi Teknik Indonesia)
(2021 - sekarang).
Chairperson of APITINDO (Association of Indonesian Technical Inspection Companies)
(2021 - present)

Hubungan Afiliasi
Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris,
Direksi dan Pemegang Saham Pengendali.
Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.



Evi Afiatin

Direktur Keuangan dan Manajemen Risiko Finance and Risk Management Director

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
56 tahun
56 years old

Dasar Hukum Pengangkatan
Legal Basis of Appointment

Keputusan Pemegang Saham PT SUCOFINDO nomor: SK-78/MBU/03/2024.
Resolution of the Shareholders of PT SUCOFINDO No.: SK-78/MBU/03/2024.

Periode Menjabat
Term of Office

2024-2029

Riwayat Pendidikan
Educational History

- S2 Master of Applied Finance, University of Melbourne (1999).
- S2 Master of Science, University of Wales (1994).
- S1 Teknik Kimia Institut Teknologi Bandung (1993).
- Bachelor's Degree in Chemical Engineering, Bandung Institute of Technology (1993).
- Master of Science, University of Wales (1994).
- Master of Applied Finance, University of Melbourne (1999).

Riwayat Pekerjaan
Employment History

- Direktur Keuangan PT Kawasan Industri Terpadu Batang (Grand Batang City) (2022-2024).
- Direktur Keuangan BPJS Ketenagakerjaan (2016 – 2021).
- Direktur Layanan (Operasional) BPJS Ketenagakerjaan (2016-217).
- Direktur Manajemen Risiko dan Kepatuhan PT Bank Muamalat Indonesia (2014-2016).
- Finance Director, PT Kawasan Industri Terpadu Batang (Grand Batang City) (2022-2024).
- Finance Director, BPJS Ketenagakerjaan (2016-2021).
- Services (Operations) Director, BPJS Ketenagakerjaan (2016-2017).
- Director of Risk Management and Compliance, PT Bank Muamalat Indonesia (2014-2016).

Jabatan Lainnya
Other Positions

- Anggota Komite Penasihat CPA Australia (Sejak 2022).
- Anggota Dewan Pakar Masyarakat Ekonomi Syariah (Sejak 2021).
- Ketua Dewan Pengawas CFO Club Indonesia (Sejak 2021).
- Member of the Advisory Committee, CPA Australia (Since 2022).
- Member of the Expert Council of the Sharia Economic Community (Since 2021).
- Chairman of the Supervisory Board of CFO Club Indonesia (Since 2021).

Hubungan Afiliasi
Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris,
Direksi dan Pemegang Saham Pengendali.
Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.



David Sidjabat

Direktur Sumber Daya Manusia Human Resources Director

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
51 tahun
51 years old

Dasar Hukum Pengangkatan Legal Basis of Appointment

Keputusan Pemegang Saham PT SUCOFINDO nomor: SK-78/MBU/03/2024.
Shareholders' Resolution of PT SUCOFINDO Number: SK-78/MBU/03/2024.

Periode Menjabat Term of Office

2024-2029

Riwayat Pendidikan Educational History

- S2 MBA Finance dan Marketing (2002).
- S1 Akunting Universitas Indonesia (1997).
- Bachelor's Degree in Accounting, University of Indonesia (1997).
- Master of Business Administration in Finance and Marketing (2002).

Riwayat Pekerjaan Employment History

- Presiden Direktur PT Phapros Tbk (2023-2024).
- Direktur Keuangan dan Manajemen Risiko PT Phapros Tbk (2021-2023).
- Chief Finansial Officer PT Avabanindo Perkasa (Otego Media), (2020-2021).
- Chief Executive Officer PT Danapati Abinaya Investama (JakTV) (2017-2020).
- President Director of PT Phapros Tbk (2023-2024).
- Finance and Risk Management Director of PT Phapros Tbk (2021-2023).
- Chief Financial Officer of PT Avabanindo Perkasa (Otego Media) (2020-2021).
- Chief Executive Officer of PT Danapati Abinaya Investama (JakTV) (2017-2020).

Jabatan Lainnya Other Positions

Tidak Ada
None

Hubungan Afiliasi Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.
Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.



Budi Utomo

Direktur Layanan Industri Industrial Services Director

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
46 tahun
46 years old

Dasar Hukum Pengangkatan Legal Basis of Appointment

Keputusan Pemegang Saham PT SUCOFINDO nomor: SK-78/MBU/03/2024.
PT SUCOFINDO Shareholders' Resolution No.: SK-78/MBU/03/2024.

Periode Menjabat Term of Office

2024-2029

Riwayat Pendidikan Educational History

- S1 Agroindustrial Technology Institut Pertanian Bogor (1996-2000.).
- BSc di bidang Teknologi Agroindustri Institut Pertanian Bogor (2000).
- MSc di bidang Teknologi dan Manajemen Lingkungan, The JGSEE – King Universitas Teknologi Mongkut - Thornburi (KMUTT) (2014).
- Bachelor's Degree in Agroindustrial Technology, Bogor Agricultural University (1996–2000).
- BSc in Agroindustrial Technology, Bogor Agricultural University (2000).
- MSc in Environmental Technology and Management, JGSEE – King Mongkut's University of Technology Thonburi (KMUTT) (2014).

Riwayat Pekerjaan Employment History

Head of Strategic Business Unit (SBU) – Certification and Ecoframework (SERCO) (2021-2024).

Jabatan Lainnya Other Positions

Tidak Ada
None

Hubungan Afiliasi Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.
Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.



Johanes Nanang Marjianto*

Direktur Sumber Daya Manusia Human Resources Director

Kewarganegaraan | Nationality:
Indonesia
Indonesian

Domisili | Domicile:
Jakarta

Usia | Age:
51 tahun
51 years old

***) Sudah tidak menjabat sejak tanggal 22 Maret 2024**
No longer serving since March 22, 2024

Dasar Hukum Pengangkatan Legal Basis of Appointment

SK-225/MBU/07/2021 dan 3 034/CORP/VI/2021.
SK-225/MBU/07/2021 and 3 034/CORP/VI/2021.

Periode Menjabat Term of Office

2021-2026

Riwayat Pendidikan Educational History

- S3 Ilmu Hukum, Universitas Sebelas Maret (2019-2023).
- S2 Magister Hukum, Universitas Gajah Mada (2011).
- S2 Magister Manajemen Pendidikan, Universitas Negeri Yogyakarta (2002).
- S1 Sastra Inggris, Universitas Sanata Dharma (1999).
- Doctorate (Ph.D.) in Law, Universitas Sebelas Maret (2019-2023).
- Master of Law, Universitas Gajah Mada (2011).
- Master of Educational Management, Universitas Negeri Yogyakarta (2002).
- Bachelor of English Literature, Universitas Sanata Dharma (1999).

Riwayat Pekerjaan Employment History

- Direktur SDM, GA, dan Manajemen Aset, PT Rajawali Nusindo (2018-2021).
- Komisaris Utama, PT PG RAJAWALI 1 (2019 – 2021).
- Komisaris Utama, PT PHAPROS Tbk (2018 – 2019).
- Komisaris, PT RAJAWALI NUSINDO (2015 – 2016).
- Direktur Keuangan dan SDM, PT Rajawali Nusindo (2007-2015).
- Direktur Keuangan dan SDM, PDAM Klaten (2007- 2015).
- Director of Human Resources, General Affairs, and Asset Management, PT Rajawali Nusindo (2018-2021).
- President Commissioner, PT PG Rajawali 1 (2019-2021).
- President Commissioner, PT Phapros Tbk (2018-2019).
- Commissioner, PT Rajawali Nusindo (2015-2016).
- Director of Finance and Human Resources, PT Rajawali Nusindo (2007-2015).
- Director of Finance and Human Resources, PDAM Klaten (2007-2015).

Jabatan Lainnya Other Positions

Tidak Ada
None

Hubungan Afiliasi Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.
Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.



Budi Hartanto

Direktur Keuangan dan Manajemen Risiko Finance and Risk Management Director

Kewarganegaraan | Nationality:

Indonesia

Indonesian

Domisili | Domicile:

Jakarta

Usia | Age:

57 tahun

57 years old

***) Sudah tidak menjabat sejak tanggal 21 Maret 2024**

No longer serving since March 22, 2024

Dasar Hukum Pengangkatan

Legal Basis of Appointment

SK-124/MBU/05/2022 tanggal 23 Mei 2022.

SK-124/MBU/05/2022, dated May 23, 2022.

Periode Menjabat

Term of Office

2019 - 2024

Riwayat Pendidikan

Educational History

- S2 Manajemen Bisnis Institut Pertanian Bogor (2014).
- S1 Statistik Universitas Padjadjaran Bandung (1992).
- Master's Degree in Business Management, Bogor Agricultural University (2014).
- Bachelor's Degree in Statistics, Padjadjaran University, Bandung (1992).

Riwayat Pekerjaan

Employment History

- Kepala Divisi Keuangan dan Akuntansi SUCOFINDO (2015).
- Kepala Divisi Umum SUCOFINDO (2012).
- Head of Finance and Accounting Division at SUCOFINDO (2015).
- Head of General Division at SUCOFINDO (2012).

Jabatan Lainnya

Other Positions

Tidak Ada

None

Hubungan Afiliasi

Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris,
Direksi dan Pemegang Saham Pengendali.

Has no affiliation with members of the Board of Commissioners, Directors, and Controlling Shareholders.

Pejabat Eksekutif 2024

2024 Executive Officer



Susetiorini Adiningsih

Kepala Divisi Umum dan Manajemen Aset
Head of General Affairs and Asset Management Division



Dewi Fibriana K. Wardhani

Pj. Kepala Divisi Human Capital
Interim Head of Human Capital Division



Zulkifar Aspa

Pj. Kepala Divisi Pemasaran & Penjualan Korporat
Interim Head of Corporate Marketing and Sales Division



Yudi Permana

Kepala Divisi Informasi dan Solusi Bisnis
Head of Information and Business Solutions Division



Zakir Mursalin

Pj. Kepala SBU Hulu Migas dan Produk Migas
Interim Head of SBU Upstream Oil and Gas Products



Ambar Prawidiyanto

Kepala Divisi Regional Barat
Head of Western Regional Division



Nur Efendi

Kepala Divisi Regional Timur
Head of East Regional Division



Tri Haryadi

Pj. Kepala SBU Komoditi dan Solusi Perdagangan
Interim Head of Commodity and Trading
Solutions SBU



Wahyudi Arief

Kepala SBU Aset dan Energi Baru dan Terbarukan
Head of New and Renewable Energy and
Assets SBU



Teguh Ura Kusumahadi

Pj. Kepala SBU Batubara
Interim Head of Coal SBU



Revi Agustian

Kepala SBU Industri
Head of Industry SBU



Dian Indrawaty

Pj. Kepala SBU Sertifikasi & Eco Framework
Interim Head of Certification &
Eco Framework SBU



Nanang Prasetyo

**Pj. Kepala SBU Layanan Publik, Sumber
Daya Alam & Investasi**
Interim Head of Public Services, Natural
Resources & Investment SBU



Arifin

Kepala Divisi Sekretariat Perusahaan
Head of Corporate Secretariat Division



Urip Utama Putra

**Kepala Divisi Pengembangan Bisnis
Korporat**
Head of Corporate Business Development
Division



Rohindra Meison

Pimpinan Unit KSO SCISI
Leader of SCISI KSO Unit



Agus Permadi

**Kepala SBU Perdagangan, Industri &
Kelautan**
Head of Trade, Industry & Marine SBU



Dedi Setiawan

Kepala Divisi Keuangan & Akuntansi
Head of Finance & Accounting Division



Nurbeta Kurniawan

Kepala Divisi Manajemen Strategis & Risiko
Head of Strategic & Risk Management Division



Jarot Sembodo

Kepala Satuan Pengawasan Intern
Head of Intern Monitoring Unit



Dani Pramantyo

Kepala SBU Laboratorium
Head of Laboratory SBU

GROWTH IS NEVER
BY MERE CHANCE;





Demografi Pegawai [OJK C.3] [GRI2-7]

Employee Demographics

Komposisi Pegawai Berdasarkan Jenis Kelamin

Employee Composition by Gender

Jenis Kelamin Gender	2024		2023		Pertumbuhan/Penurunan Increase/Decrease	
	Jumlah Sub Total	%	Jumlah Sub Total	%	Jumlah Sub Total	%
Laki-laki Male	2.155	71,62	2.195	73,61	(41)	(1,87)
Perempuan Female	854	28,38	787	26,39	68	8,64
Jumlah Total	3.009	100,00	2.982	100,00	27	0,91

Komposisi Pegawai Berdasarkan Status Kepegawaian

Employee Composition by Employment Status

Status Kepegawaian Employment Status	2024				2023				Pertumbuhan/Penurunan Increase/Decrease	
	L	P	Jumlah Sub Total	%	L	P	Jumlah Sub Total	%	Jumlah Sub Total	%
Pegawai Tetap Permanent Employees	1.461	493	1.954	1	1.424	418	1.842	1	112	6,08
Pegawai Tidak Tetap Non-Permanent Employees	693	362	1.055	-	771	369	1.140	-	(85)	(7,46)
Jumlah Total	2.154	855	3.009	1	2.195	787	2.982	1	27	0,91

Komposisi Pegawai Berdasarkan Level Jabatan

Employee Composition by Position Level

Level Jabatan Position Level	2024				2023				Pertumbuhan/Penurunan Increase/Decrease	
	L	P	Jumlah	%	L	P	Jumlah	%	Jumlah	%
Direksi Director	4	1	5	0,17	4	-	4	0,13	4	0,13
Vice President	21	4	25	0,83	25	1	26	0,87	2	9,09
Manajer Manager	282	81	363	12,04	264	69	333	11,15	36	11,01
Staff	1.851	770	2.621	86,96	1.906	717	2.623	87,84	(3)	(0,11)
Jumlah Total	2.159	855	3.014	100,00	2.199	787	2.986	100,00	27	0,91

Komposisi Pegawai Berdasarkan Rentang Usia

Employee Composition by Age Range

Rentang Usia Age Range	2024				2023				Pertumbuhan/Penurunan Increase/Decrease	
	L	P	Jumlah Sub Total	%	L	P	Jumlah Sub Total	%	Jumlah	%
< 30 tahun < 30 years old	433	371	804	26,72	477	359	836	28,03	6	0,75
31 - 40 tahun 31 - 40 years old	870	334	1.204	40,01	814	283	1.097	36,79	85	7,60
41 - 50 tahun 41 - 50 years old	472	87	559	18,54	466	74	545	18,11	14	2,57
> 50 tahun > 50 years old	379	63	442	14,69	438	71	520	17,07	(78)	(15,00)
Jumlah Total	2154	855	3009	100,00	2195	787	2.982	100,00	27	0,91

Komposisi Pegawai Berdasarkan Tingkat Pendidikan

Employee Composition by Education Level

Tingkat Pendidikan Education Level	2024				2023				Pertumbuhan/Penurunan Increase/Decrease	
	L	P	Jumlah Sub Total	%	L	P	Jumlah Sub Total	%	Jumlah Sub Total	%
SMU dan Sederajat High School and Equivalent	332	27	359	11,93	386	34	420	14,08	(61)	(14,52)
Diploma dan Setara Diploma and Equivalent	295	134	429	14,26	323	138	461	15,46	(32)	(6,94)
Sarjana Undergraduate Degree	1400	641	2041	68,00	1361	568	1929	64,69	112	5,81
Pascasarjana Postgraduate Degree	127	53	180	6,00	125	47	172	5,77	8	4,65
Jumlah Total	2154	855	3009	100,00	2195	787	2.982	100,00	27	0,91



Struktur dan Komposisi Pemegang Saham [OJK C.3]

Shareholders Structure and Composition



Komposisi Pemegang Saham

Shareholder Composition

No	Pemegang Saham Shareholder	1 Januari 2024 January 1, 2024		31 Desember 2024 December 31, 2024	
		Jumlah Saham (Lembar) Number of Shares (Units)	Persentase Kepemilikan Saham Percentage of Share (%)	Jumlah Saham (Lembar) Number of Shares (Units)	Persentase Kepemilikan Saham Percentage of Share (%)
1	Negara Republik Indonesia Republic of Indonesia	1 lembar Seri A 1 share of Series A	0,01	1 lembar Seri A 1 share of Series A	0,01
2	Societe Generale de Surveillance - S.A (SGS-S.A)	15.000 Seri B 15,000 shares of Series B	5,00	15.000 Seri B 15,000 shares of Series B	5,00
3	PT Biro Klasifikasi Indonesia (Persero)	284.999 Seri B 284,999 shares of Series B	94,99	284.999 Seri B 284,999 shares of Series B	94,99
Jumlah Total		300.000	100,00	300.000	100,00

Kepemilikan Saham Lebih Dari 5%

Shareholding Exceeding 5%

No	Pemegang Saham Shareholder	Jumlah Saham (Lembar) Number of Shares (Units)	Persentase Kepemilikan Saham Percentage of Shareholding (%)
1	PT Biro Klasifikasi Indonesia (Persero)	284.999	94,99
2	Societe Generale de Surveillance - S.A (SGS-S.A)	15.000	5,00

Kepemilikan Saham Berdasar Klasifikasi

Share Ownership By Classification

No	Pemegang Saham Stakeholders	1 Januari 2024 January 1, 2024		31 Desember 2024 December 31 2024	
		Jumlah Saham (Lembar)	Persentase Kepemilikan Saham (%)	Jumlah Saham (Lembar)	Persentase Kepemilikan Saham (%)
Pemodal Nasional Local Investor					
1	Negara Republik Indonesia	1 lembar Seri A	0,01%	1 lembar Seri A	0,01%
2	Institusi Lokal				
3	PT Biro Klasifikasi Indonesia (Persero)	284.999 Seri B	94,99%	284.999 Seri B	94,99%
4	Individu Lokal	-	-	-	-
Sub Total		-	95,00%	-	95,00%
Pemodal Asing Foreign Investor					
1	Institusi Asing	-	-	-	-
2	Societe Generale de Surveillance - S.A (SGS-S.A)	15.000 Seri B	5%	15.000 Seri B	5%
3	Individu Asing	-	-	-	-
Sub Total			5%		5%
Jumlah Total			100%		100%

Kepemilikan Saham oleh Direksi dan Dewan Komisaris

Seluruh anggota Direksi dan Dewan Komisaris PT SUCOFINDO tidak memiliki saham di PT SUCOFINDO baik secara langsung maupun tidak langsung.

Pemegang Saham Utama dan Pemegang Saham Pengendali

PT Biro Klasifikasi Indonesia (Persero) yang memiliki 284.999 lembar saham Seri B merupakan pemegang saham utama Perusahaan, sedangkan Negara Republik Indonesia yang memiliki 1 lembar saham Seri A merupakan pemegang saham pengendali. Dalam hal ini, pemerintah diwakili oleh Kementerian BUMN.

Shareholding by the Board of Directors and Board of Commissioners

All members of the Board of Directors and Board of Commissioners of PT SUCOFINDO do not own shares in PT SUCOFINDO both directly and indirectly.

Major Shareholders and Controlling Shareholders

PT Biro Klasifikasi Indonesia (Persero), which holds 284,999 Series B shares, is the Company's major shareholder, while the Republic of Indonesia, holding 1 Series A share, is the controlling shareholder. In this regard, the government is represented by the Ministry of State-Owned Enterprises (Ministry of SOEs).



Profil Pemegang Saham Pengendali

Controlling Shareholder Profile

Kementerian Badan Usaha Milik Negara
Ministry of State-Owned Enterprises



**KEMENTERIAN
BADAN USAHA
MILIK NEGARA
REPUBLIK
INDONESIA**

Kementerian Badan Usaha Milik Negara
Ministry of State-Owned Enterprises

Alamat:

Jl. Medan Merdeka Selatan, No. 13
Jakarta 10110, Indonesia
Telp. 021-29935678
Fax. 021-29935740

Kepengurusan

Management

Menteri: Erick Thohir
Wakil Menteri: Kartika Wirjoatmodjo dan Pahala Nugraha Mansury
Sekretaris: Susyanto
Minister: Erick Thohir
Deputy Ministers: Kartika Wirjoatmodjo dan Pahala Nugraha Mansury
Secretary: Susyanto

Riwayat Singkat

Brief History

Kementerian BUMN merupakan transformasi dari unit kerja eselon II Departemen Keuangan (1973-1993) yang kemudian menjadi unit kerja eselon I (1993-1998 dan 2000-2001). Tahun 1998-2000 dan tahun 2001 sampai sekarang, unit kerja tersebut menjadi Kementerian BUMN. Mengingat peran, fungsi dan kontribusi BUMN terhadap keuangan negara sangat signifikan, pada tahun 1998 pemerintah Indonesia mengubah bentuk organisasi pembina dan pengelola BUMN menjadi setingkat kementerian. Awal dari perubahan bentuk organisasi menjadi kementerian terjadi pada masa pemerintahan Kabinet Pembangunan VI, dengan nama Kantor Menteri Negara Penanaman Modal dan Pembinaan BUMN/Kepala Badan Pembinaan BUMN.

The Ministry of SOEs is a transformation from an echelon II work unit of the Ministry of Finance (1973-1993), which later became an echelon I work unit (1993-1998 and 2000-2001). In 1998-2000 and 2001 until now, this work unit became the Ministry of SOEs. Considering the very significant role, function and contribution of SOEs to state finances, in 1998 the Indonesian government changed the SOEs supervisory and management organization to a ministerial level. The beginning of the change in organization to become a ministry occurred during the time of the Development VI Cabinet, under the name of the Office of the State Minister for Investment and Development of BUMN/Head of the BUMN Development Agency.

Tugas dan Fungsi

Kementerian BUMN mempunyai tugas menyelenggarakan urusan pemerintahan di bidang Badan Usaha Milik Negara, yang selanjutnya dalam Peraturan Menteri ini disebut BUMN, untuk membantu Presiden dalam menyelenggarakan pemerintahan negara. Pembinaan badan usaha milik negara tersebut termasuk pembinaan entitas yang dikendalikan oleh BUMN baik secara langsung maupun tidak langsung sesuai ketentuan dalam melaksanakan tugas sebagaimana dimaksud dalam Pasal 2, Kementerian BUMN menyelenggarakan fungsi:

1. Perumusan dan penetapan kebijakan di bidang penyusunan inisiatif bisnis strategis, penguatan daya saing dan sinergi, penguatan kinerja, penciptaan pertumbuhan berkelanjutan, restrukturisasi, pengembangan usaha, serta peningkatan kapasitas infrastruktur bisnis BUMN;
2. Koordinasi dan sinkronisasi pelaksanaan kebijakan di bidang penyusunan inisiatif bisnis strategis, penguatan daya saing dan sinergi, penguatan kinerja, penciptaan pertumbuhan berkelanjutan, restrukturisasi, pengembangan usaha, serta peningkatan kapasitas infrastruktur bisnis BUMN;
3. Koordinasi pelaksanaan tugas, pembinaan dan pemberian dukungan administrasi di lingkungan kementerian BUMN;
4. Pengelolaan barang milik negara yang menjadi tanggung jawab kementerian;
5. Pengawasan atas pelaksanaan tugas di lingkungan Kementerian BUMN.

The Ministry of State-Owned Enterprises (SOEs) is tasked with administering government affairs in the field of State-Owned Enterprises, hereinafter referred to as SOEs, to assist the President in carrying out the administration of the state. This includes overseeing SOEs as well as entities directly or indirectly controlled by SOEs, under applicable regulations. In performing the duties as stipulated in Article 2, the Ministry of SOEs carries out the following functions:

1. Formulation and establishment of policies related to the development of strategic business initiatives, strengthening competitiveness and synergy, improving performance, fostering sustainable growth, restructuring, business development, and enhancing SOEs' business infrastructure capacity;
2. Coordination and synchronization of the implementation of policies in the areas of strategic business initiatives, competitiveness and synergy, performance improvement, sustainable growth, restructuring, business development, and business infrastructure capacity enhancement of SOEs;
3. Coordination of duties, guidance, and provision of administrative support within the Ministry of SOEs;
4. Management of state assets under the responsibility of the Ministry;
5. Supervision of the implementation of tasks within the Ministry of SOEs.

Kronologis Pencatatan Saham

Hingga 31 Desember 2024, PT SUCOFINDO belum mencatatkan saham Perusahaan di Bursa Saham manapun. Oleh karena itu tidak ada informasi terkait kronologi pencatatan, jenis tindakan korporasi, perubahan jumlah saham, perubahan harga saham, maupun nama bursa.

Share Listing Chronology

As of December 31, 2024, PT SUCOFINDO has not listed its shares on any stock exchange. Therefore, no information is available regarding the listing chronology, types of corporate actions, changes in the number of shares, changes in share prices, or the name of any stock exchange.

Kronologis Pencatatan Efek Lainnya

Hingga 31 Desember 2024, PT SUCOFINDO belum menerbitkan surat berharga yang diperdagangkan di Bursa Saham manapun. Oleh karena itu tidak ada informasi terkait kronologi pencatatan, jenis tindakan korporasi, maupun nama bursa.

Other Securities Listing Chronology

As of December 31, 2024, PT SUCOFINDO has not issued any securities traded on any Stock Exchange. Therefore, no information is available regarding the chronology of listing, types of corporate actions, or the name of the exchange.



Entitas Anak dan Entitas Asosiasi

Subsidiaries and Associated Entities

Daftar Entitas Anak Kepemilikan Langsung

List of Directly Owned Subsidiaries

No	Nama Perusahaan Company Name	Alamat Address	Bidang Usaha Line of Business	Pemegang Saham Shareholder	Tahun Pendirian Year of Establishment	Jumlah Aset (Rp juta) Total Assets (IDR million)	
						2024	2023
1	PT Sucofindo Advisory Utama	Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav. 34, Jakarta 12780	1. Asset Management 2. Business Advisory 3. Survey & Research 4. ICT Consultant 5. Technical Consultant 6. Training	PT SUCOFINDO (91,4%)	7 Oktober 2001 October 7, 2024	46.172	49.198
2	PT Sucofindo Episi	Graha Sucofindo Lt. 9, Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav 34, Jakarta 12780	1. Bidang Teknik (Engineering) 2. Bidang Pengadaan (Procurement) Pengadaan Barang dan Jasa 3. Bidang Sipil (Construction)	PT SUCOFINDO (95,0%)	12 Maret 2002 March 12, 2024	83.121	72.440



PT SUCOFINDO ADVISORY UTAMA

Alamat Address

Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav 34, Jakarta 12780
T: (+62-21) 7986766 Ext. 2321 s/d 2324
F: (+62-21) 7986766
Email: marketing@sucofindo-utama.co.id

Landasan Hukum Legas Foundation

Akta Notaris No. 19 tanggal 31 Januari 2000 dibuat di hadapan Sovyedi Andasasmita, S.H. Akta tersebut telah mendapat pengesahan dari Menteri Hukum dan Perundang-undangan Republik Indonesia dengan Surat Keputusan No. C-14684HT.01.01.Th 2000 tanggal 20 Juli 2000.
Notary Deed No. 19 dated January 31, 2000, made before Sovyedi Andasasmita, S.H., and approved by the Republic of Indonesia Minister of Law and Legislation Decree No. C-14684HT.01.01.Th 2000 dated July 20, 2000.

PT Sucofindo Advisory Utama bergerak dalam bidang Konsultansi Bisnis, Pengelolaan Aset, Sistem Informasi dan Riset & Survey dengan berbekal kekuatan kredibilitas dan profesionalisme. PT Sucofindo Advisory Utama menempatkan posisi sebagai pihak yang independen dalam memberikan opini didasarkan atas prinsip objektivitas dan standard profesi serta selalu berusaha memberikan solusi yang terbaik kepada pelanggannya.

PT Sucofindo Advisory Utama operates in the fields of Business Consulting, Asset Management, Information Systems, and Research & Survey, supported by strong credibility and professionalism. PT Sucofindo Advisory Utama positions itself as an independent party in providing opinions, grounded in the principles of objectivity and professional standards, and consistently strives to deliver the best solutions to its clients.



PT SUCOFINDO EPISI

Alamat

Graha Sucofindo, Lt. 9, Jl. KH. Guru Amin d/h Raya Pasar Minggu, Kav 34, Jakarta 12780
T: (+62-21) 7995248
F: (+62-21) 7994679
Email: marketing@sucofindoepisi.co.id

Landasan Hukum

Akta Nomor 4 tanggal 12 Maret 2002 yang dibuat di hadapan Notaris Sovyedi Andasasmita, S.H. Akta perubahan terakhir adalah Akta No.14 tanggal 18 Juni 2002 dengan notaris yang sama, dan perubahan akta tersebut telah mendapat pengesahan dari Kementerian Kehakiman dan Hak Asasi Manusia Republik Indonesia dengan keputusan Menteri Kehakiman dan Hak Asasi Manusia No. C-13175.HT.01.01 TH.2002 tanggal 17 Juli 2002.

Deed Number 4 dated March 12, 2002 made before Notary Sovyedi Andasasmita, S.H. The latest deed of amendment is Deed No. 14 dated 18 June 2002 with the same notary, and this deed amendment has been approved by the Ministry of Justice and Human Rights of the Republic of Indonesia with the Decree of the Minister of Justice and Human Rights No. C-13175.HT.01.01 TH.2002 dated July 17, 2002.

SUCOFINDO EPISI adalah perusahaan swasta yang memberikan jasa di bidang teknik, rekayasa dan konstruksi, pengadaan umum, penyedia tenaga kerja dan solusi rekayasa berkelanjutan untuk pelanggan publik dan swasta terutama di Indonesia.

SUCOFINDO EPISI is a private company providing services in the fields of engineering, design and construction, general procurement, workforce supply, and sustainable engineering solutions for public and private customers, primarily in Indonesia.

Entitas Afiliasi

Affiliated Entities

Nama Perusahaan Company Name	Alamat Address	Bidang Usaha Line of Business	Kepemilikan Ownership	Tahun Pendirian Year of Establishment	Tahun Beroperasi Year of Operation
 PT Surveyor Indonesia	Graha Surveyor Indonesia Jl. Gatot Subroto Kav. 56 Jakarta 12950 Indonesia	Bidang survey, verifikasi, inspeksi, sertifikasi, dan konsultasi. Fields of survey, verification, inspection, certification, and consultation.	PT SUCOFINDO (4,48%)	1991	1991
 PT SUCOFINDO Prima Internasional Konsultan (Disingkat PT SPRINT Consultant)	Graha SUCOFINDO, Gedung A, Lt. 1, Jl. Raya Pasar Minggu Kavling 34, RT.3/RW.4, Pancoran, Kota Jakarta Selatan, Daerah Khusus Ibukota Jakarta 12780	Bidang jasa Konsultansi Sistem Manajemen, Manajemen Lingkungan, Pendidikan dan Pelatihan. Fields of survey, verification, inspection, certification, and consultation. Services of Management System Consulting, Environmental Management, Education and Training.	PT SUCOFINDO (19,00%)	1997	1998

Kerja Sama Operasi

PT SUCOFINDO memiliki penyertaan saham pada Kerja Sama Operasi PT SUCOFINDO - PT Surveyor Indonesia (KSO VPTI) sebesar 50% sesuai Akta No. 21 tanggal 21 Juli 2009 untuk Kegiatan Verifikasi atau Penelusuran Teknis Impor (VPTI). Kegiatan tersebut terdiri dari 43 (empat puluh tiga) komoditas antara lain, Besi dan Baja, Tekstil dan Produk Tekstil, Beras, Gula, Garam, Makanan dan Minuman, Ban, Elektronik, dan lain-lain.

Joint Operations

PT SUCOFINDO has a 50% shareholding in the Joint Operations between PT SUCOFINDO - PT Surveyor Indonesia (KSO SCI SI VPTI), under Deed No. 21 dated July 21, 2009, to conduct Import Verification or Technical Tracing Services (VPTI). The activity consist of 43 (fourty three) commodities, including Iron and Steel, Textiles and Textile Products, Rice, Sugar, Salt, Food and Beverages, Tire, Electronics, and others.

Joint Venture

Hingga akhir tahun 2024, PT SUCOFINDO tidak memiliki entitas *joint venture*.

Joint Venture

Until the end of 2024, PT SUCOFINDO does not have a joint venture entity.

Special Purpose Vehicle

Hingga akhir tahun 2024, PT SUCOFINDO tidak memiliki *special purpose vehicle*.

Special Purpose Vehicle

Until the end of 2024, PT SUCOFINDO does not have a special purpose vehicle.



Struktur Grup Perusahaan

Corporate Group Structure



SUCOFINDO

PT SUCOFINDO

91,4%



SUCOFINDO ADVISORY

PT SUCOFINDO
ADVISORY UTAMA

<https://www.sau.id>

95,0%



SUCOFINDO

PT SUCOFINDO EPISI

<https://sucofindoepti.co.id>

Nama dan Alamat Lembaga Penunjang Perusahaan

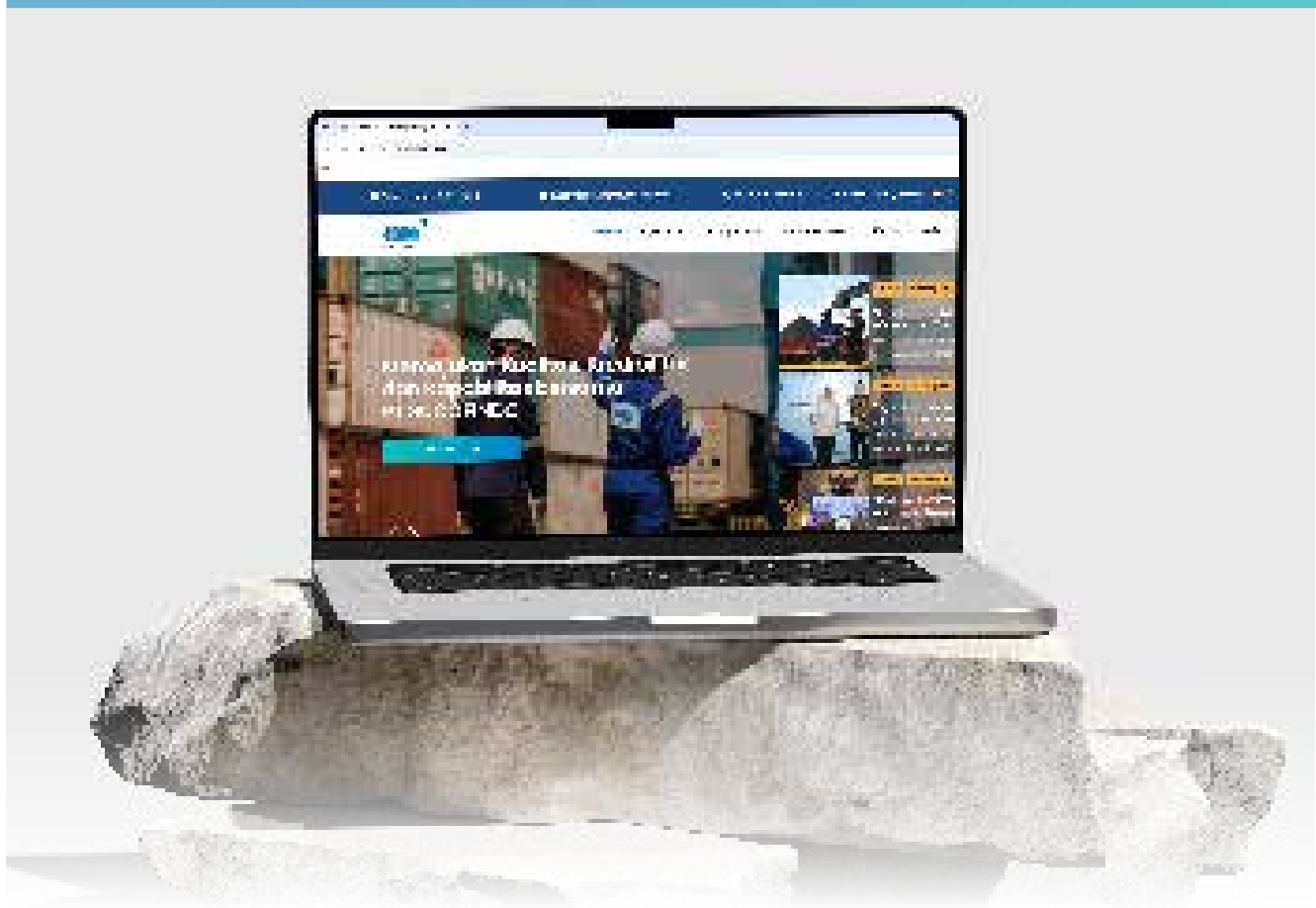
Name and Address of the Corporate's Supporting Institution

Lembaga/ Profesi Institution/Profession	Nama dan Alamat Name and Address	Jasa yang Diberikan Service Provided	Periode Penugasan Assignment Period	Biaya (Rp) Fees (IDR)
Notaris Notary	Indah Prastiti Extensia, SH Jl. Hang Lekir IV, No. 4, Kebayoran Baru, Jakarta Selatan Telp : +62 21 29054174 Faks : +62 21 29054175 Email : indahpra@gmail.com	Pembuatan Akta, legalisir dokumen Preparing deeds, legalizing documents	2024 Periode ke 16 2024 16 th Period	Sesuai jasa yang diberikan According to the services provided
Kantor Akuntan Publik Public Accounting Firm	Paul hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF) Jl. M.H. Thamrin, Gondangdia, Menteng, Jakarta, 10350 Tel : (62-21) 29932121 (hunting) Fax : (62-21) 29932113 E-mail : jkt-office@pkfhadiwinata.com	Audit Laporan Keuangan tahun buku 2024 Audit of Financial Statement for the 2024 financial year	2024 Periode ke 4 2024 4 th Period	Rp860.000.000 (sebelum PPN) IDR860,000,000 (before VAT)
Akuntan Publik Public Accountant	Nancy Rameli, CPA	Penanggungjawab Audit Laporan Keuangan Responsible for Auditing Financial Statement	2024 Periode ke 4 2024 4 th Period	



Website Perusahaan

Corporate Website



Perusahaan telah memiliki situs web sebagai bentuk keterbukaan terhadap pemangku kepentingan yang beralamat di [http:// www.sucofindo.co.id](http://www.sucofindo.co.id). Situs web PT SUCOFINDO memiliki peranan penting dalam penyebaran informasi mengenai perusahaan secara cepat dan luas, juga dapat membantu pemasaran produk dan layanan Perusahaan.

Situs web PT SUCOFINDO senantiasa diperbarui secara berkala, disajikan secara informatif dan komunikatif dalam dua bahasa yaitu Bahasa Indonesia dan Bahasa Inggris, bagi para pemangku kepentingan maupun masyarakat umum sebagai bentuk penerapan prinsip keterbukaan dalam GCG Perusahaan.

The company has established a website as a form of transparency toward stakeholders, accessible at: <http://www.sucofindo.co.id>. The PT SUCOFINDO website plays an important role in the rapid and broad dissemination of information about the company, as well as supporting the marketing of the company's products and services.

The PT SUCOFINDO website is regularly updated and presented in an informative and communicative manner in two languages, Indonesian and English, for stakeholders and the general public, as part of the company's implementation of the transparency principle in Good Corporate Governance (GCG).

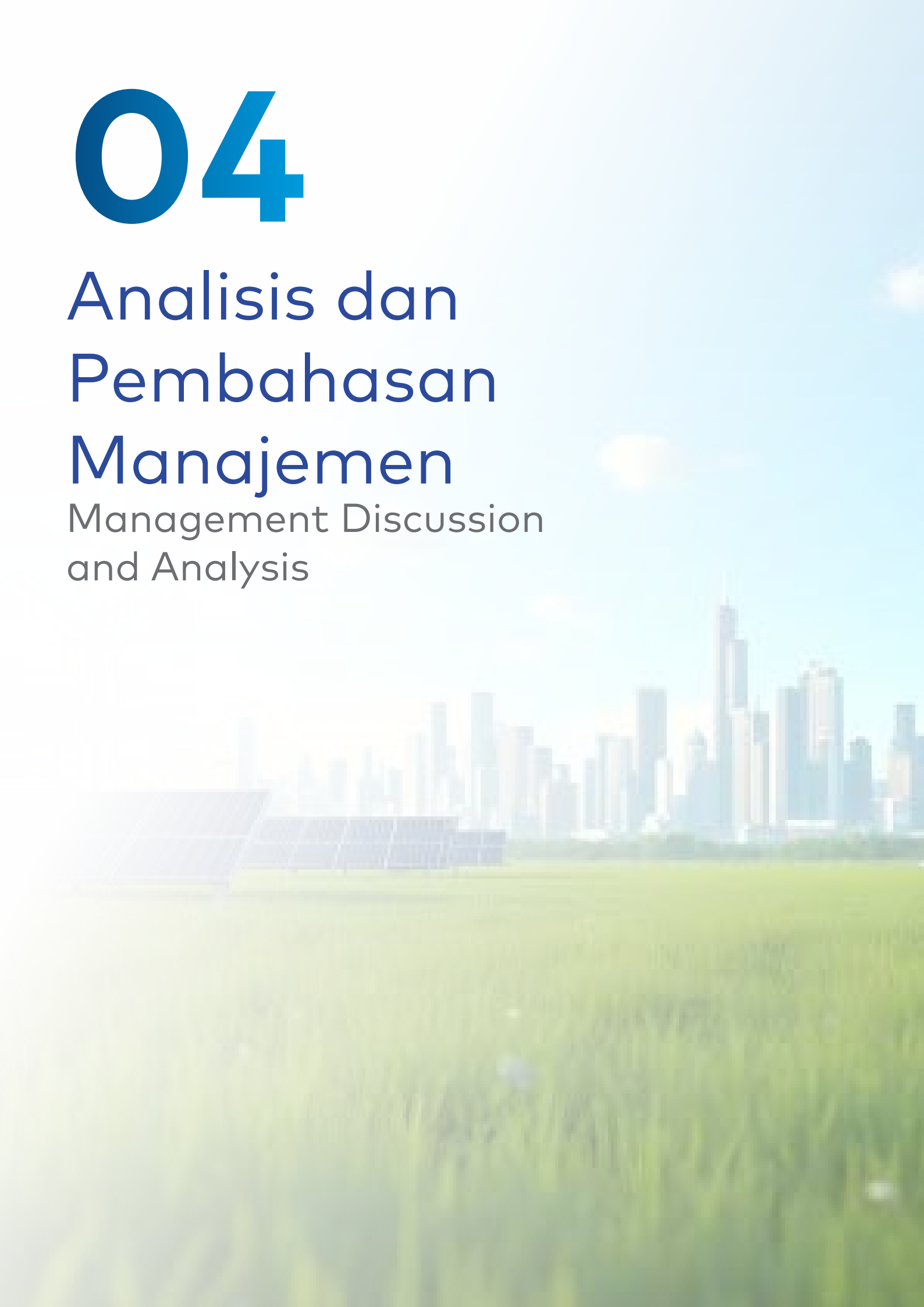
No.	Cakupan Informasi Scope of Information	Ketersediaan di Situs Web PT SUCOFINDO Availability on PT SUCOFINDO's Website
1	Sejarah Perusahaan Company History	✓
2	Kegiatan Tanggung Jawab Sosial dan Bina Lingkungan Social Responsibility and Community Development Activities	✓
3	Visi, Misi, dan Nilai-nilai Perusahaan Company Vision, Mission, and Values	✓
4	Struktur Organisasi Organizational Structure	✓

No.	Cakupan Informasi Scope of Information	Ketersediaan di Situs Web PT SUCOFINDO Availability on PT SUCOFINDO's Website
5	Profil Dewan Komisaris dan Direksi Board of Commissioners and Board of Directors Profile	√
6	Kinerja Perusahaan Company Performance	√
7	Program Kemitraan Partnership Program	√
8	Prinsip GCG dan Tata Kelola Perusahaan Principles of GCG and Corporate Governance	√
9	RUPS GMS	√
10	Pedoman Etika Usaha dan Tata Perilaku Business Ethics and Code of Conduct Guidelines	√
11	Board Manual	√
12	Kebijakan Sistem Manajemen Anti Penyuapan Anti-Bribery Management System Policy	√
13	Penghargaan dan Sertifikasi Awards and Certifications	√
14	SPI Charter	√
15	Tugas dan Fungsi SUCOFINDO SUCOFINDO Duties and Functions	√
16	Informasi Pemegang Saham Shareholder Information	√
17	Informasi Layanan Jasa Service Information	√
18	Informasi Sektor Bisnis Business Sector Information	√
19	E-Procurement	√
20	Survey Feedback	√
21	Artikel Berita, Dokumentasi Video, Foto dan Keterangan Pers News Articles, Video Documentation, Photos, and Press Releases	√
22	Peluang Karir Career Opportunities	√
23	Kontak Customer Service Customer Service Contact	√
24	PPID - Pejabat Pengelola Informasi dan Dokumentasi PPID - Information Documentation and Management Officer	√
25	WBS - Whistle Blowing System	√
26	Keberlanjutan Sustainability	√

04

Analisis dan Pembahasan Manajemen

Management Discussion
and Analysis







Tinjauan Ekonomi dan Bisnis

Economic and Business Review

Analisa Ekonomi Global

Perekonomian global pada tahun 2024 masih dibayangi ketidakpastian, dipicu oleh dinamika ekonomi di negara-negara maju. Di Amerika Serikat, inflasi tetap tinggi, dengan suku bunga yang masih tinggi dan tekanan fiskal yang membayangi pelemahan ekonomi. Tiongkok juga menghadapi pelemahan ekonomi pasca pandemi, sementara Eropa menghadapi defisit fiskal dan *core inflation* yang masih tinggi. Di akhir 2024, inflasi AS tercatat 5,8%, turun dari 6,9% tahun lalu, tetapi suku bunga acuan AS (*Fed Fund Rate*) meningkat menjadi 5,25%. Di Inggris, inflasi turun menjadi 6,8% dari 9,2%, namun suku bunga Bank of England naik menjadi 5,75%.

Selain masalah ekonomi, kondisi geopolitik, seperti perang di Ukraina dan Timur Tengah, menambah risiko terhadap prospek pertumbuhan ekonomi global. Fragmentasi Geoekonomi dan perubahan iklim juga mempengaruhi volatilitas harga komoditas. Secara keseluruhan, beberapa komoditas yang penting bagi ekonomi Indonesia menunjukkan koreksi yang cukup signifikan, seperti batu bara yang turun 63%, minyak turun 15%, gas alam turun 22%, CPO turun 20%, kedelai turun hampir 8%, dan gandum turun 5%.

Proyeksi pertumbuhan ekonomi global pada 2024 direvisi oleh IMF menjadi 3,1%, turun dari 3,4% pada 2023. Bank Dunia memprediksi pertumbuhan global hanya 2,9%, dengan inflasi diperkirakan mencapai 5,8%. IMF memperkirakan harga minyak turun 2,3% dan harga komoditas non-bahan bakar turun 0,9% pada 2024, mendukung prospek ekonomi yang "resilient but slow".

Secara umum, pertumbuhan ekonomi global dan perubahan kebijakan politik baik domestik maupun global dapat berpengaruh negatif karena berpotensi menurunkan aktivitas industri yang merupakan pelanggan perusahaan TIC. Pada bisnis TIC, Industri TIC sangat erat kaitannya dengan pemberlakuan peraturan atau regulasi. Ketidakpastian ekonomi ataupun kebijakan politik seringkali memberikan peluang positif bagi perusahaan TIC. Hal ini disebabkan semakin tingginya kebutuhan jasa pemastian pihak ketiga dikarenakan semakin tingginya tingkat ketidakpastian bagi investor/stakeholders dalam mengambil keputusan. Faktor-faktor ini secara langsung mempengaruhi hasil keuangan dan non-keuangan perusahaan TIC, memengaruhi kinerja, pandangan strategis, dan dampaknya terhadap produk-produk mereka, serta mengarahkan keputusan strategis mereka.

Analisis Ekonomi Nasional

Seiring perlambatan ekonomi global, pertumbuhan ekonomi Indonesia turut melambat di 2024. BPS mencatat pertumbuhan ekonomi sebesar 5,03%, sedikit lebih rendah dari 5,05% pada 2023. Meski melambat, kinerja Indonesia tetap solid dibanding negara-negara G-20.

Penurunan ekspor menjadi faktor utama perlambatan, tercatat sebesar USD 264,7 miliar, turun dari USD 258,3 miliar pada 2023.

Global Economic Analysis

The global economy in 2024 remained overshadowed by uncertainty, driven by economic dynamics in developed countries. In the United States, inflation remained high, with persistently elevated interest rates and fiscal pressures weighing on economic weakening. China also faced post-pandemic economic deceleration, while Europe grappled with fiscal deficits and persistently high core inflation. At the end of 2024, U.S. inflation stood at 5.8%, down from 6.9% the previous year, although the Federal Funds Rate rose to 5.25%. In the United Kingdom, inflation declined to 6.8% from 9.2%, but the Bank of England's interest rate increased to 5.75%.

Beyond economic challenges, geopolitical conditions—such as the wars in Ukraine and the Middle East—further heightened risks to the global economic outlook. Geoeconomic fragmentation and climate change also contributed to commodity price volatility. Overall, several key commodities for Indonesia's economy experienced significant corrections: coal prices dropped by 63%, oil by 15%, natural gas by 22%, crude palm oil (CPO) by 20%, soybeans by nearly 8%, and wheat by 5%.

The International Monetary Fund (IMF) revised its global economic growth projection for 2024 to 3.1%, down from 3.4% in 2023. The World Bank projected global growth at only 2.9%, with inflation estimated at 5.8%. The IMF forecasted oil prices to decline by 2.3%, and non-fuel commodity prices to fall by 0.9% in 2024, supporting an outlook of a "resilient but slow" economy.

In general, global economic growth and changes in domestic and international political policies can have negative effects due to their potential to reduce industrial activity, which comprises the customer base of TIC (Testing, Inspection, and Certification) companies. In the TIC business, industry performance is closely linked to the enforcement of laws or regulations. Economic and political uncertainties often present positive opportunities for TIC companies, as the demand for third-party assurance services increases in response to the growing uncertainty investors and stakeholders face in decision-making. These factors directly influence both the financial and non-financial results of TIC companies, affecting their performance, strategic outlook, and impact on its products, guiding their strategic decisions.

National Economic Analysis

In line with the global economic slowdown, Indonesia's economic growth also decelerated in 2024. Statistics Indonesia (BPS) recorded economic growth at 5.03%, slightly lower than 5.05% in 2023. Despite the slowdown, Indonesia's performance remained solid compared to other G-20 countries.

The primary driver of the slowdown was a decline in exports, which were recorded at USD 264.7 billion, down from USD

Ini dipengaruhi oleh normalisasi harga komoditas, dengan harga batu bara dan CPO masing-masing turun 10% dan 5% secara tahunan. Meski begitu, neraca perdagangan tetap mencatat surplus sebesar USD 31,04 miliar, meskipun terendah dalam empat tahun terakhir.

Konsumsi rumah tangga tumbuh sebesar 4,98%, ditopang oleh daya beli yang terjaga dan inflasi yang terkendali. Inflasi pada Desember 2024 tercatat 5,8%, turun dari 6,9% di 2023 dan masih dalam target pemerintah ($3\% \pm 1\%$). Penurunan ini disebabkan oleh stabilnya harga BBM subsidi. Untuk menjaga stabilitas keuangan, suku bunga acuan BI dinaikkan sebesar 50 bps menjadi 6,75%. Dari sisi produksi, seluruh sektor utama mencatat pertumbuhan positif. Sektor manufaktur tumbuh 4,61%, didukung oleh PMI Manufaktur yang tetap ekspansif di 51,5%. Konsumsi listrik bisnis dan industri masing-masing tumbuh 4,5% dan 3,2%. Sektor perdagangan tumbuh 4,5%, pertambangan 3,3%, dan pertanian 2,5%.

Secara keseluruhan, beberapa komoditas yang penting bagi ekonomi Indonesia menunjukkan koreksi yang cukup signifikan. Namun, perekonomian tetap menunjukkan daya tahan yang kuat berkat kebijakan fiskal dan moneter yang responsif serta konsumsi domestik yang solid.

258.3 billion in 2023. This was influenced by the normalization of commodity prices, with coal and crude palm oil (CPO) prices falling by 10% and 5% year-on-year, respectively. Nevertheless, the trade balance still recorded a surplus of USD 31.04 billion, although it was the lowest in the past four years.

Household consumption grew by 4.98%, supported by maintained purchasing power and controlled inflation. Inflation as of December 2024 stood at 5.8%, down from 6.9% in 2023 and remained within the government's target range ($3\% \pm 1\%$). This decline was mainly due to the stability of subsidized fuel prices. To maintain financial stability, Bank Indonesia raised its benchmark interest rate by 50 basis points to 6.75%. On the production side, all major sectors recorded positive growth. The manufacturing sector grew by 4.61%, supported by an expansionary Manufacturing Purchasing Managers' Index (PMI) at 51.5. Electricity consumption in the business and industrial sectors increased by 4.5% and 3.2%, respectively. The trade sector grew by 4.5%, mining by 3.3%, and agriculture by 2.5%.

While several key commodities important to Indonesia's economy experienced notable corrections, the economy continued to demonstrate strong resilience due to responsive fiscal and monetary policies and robust domestic consumption.





Tinjauan Operasional

Operational Review

Strategi Pengembangan Usaha

Tema Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 PT SUCOFINDO adalah **"Pertumbuhan Berkelanjutan Melalui Akselerasi Transformasi Bisnis"**. Tema ini mengindikasikan tekad PT SUCOFINDO untuk terus mempertahankan pertumbuhan bisnisnya menuju visi menjadi grup perusahaan TIC kelas dunia yang memberikan kontribusi yang meningkat dari waktu ke waktu terhadap pembangunan ekonomi nasional. Tema ini juga mengamanatkan percepatan perubahan menuju perbaikan dalam berbagai aspek pengelolaan PT SUCOFINDO dalam rangka mengakomodasi peningkatan target usaha yang signifikan.

Pada tahun 2024 PT SUCOFINDO akan mengimplementasikan struktur organisasi strategic Holding dimana bisnis komersial BKI telah di spin-off dan dijalankan oleh perusahaan baru. Hal ini akan memungkinkan pengelolaan Holding dijalankan dengan lebih baik, terfokus pada pengembangan strategi untuk dijalankan seluruh Entitas IDSurvey yang meliputi Rencana Perusahaan bidang sumberdaya & teknologi, keuangan, akuntansi & perpajakan, manajemen risiko, pengembangan bisnis & portofolio, proses bisnis & kesisteman, serta penjualan & pemasaran. Struktur organisasi juga diperkuat dengan adanya legal counsel sebagai unit yang menangani isu-isu bidang hukum, memimpin, mengkoordinasi dan memantau tim hukum dalam memberikan pertimbangan hukum kepada IDSurvey dan entitas anak, mengembangkan sistem manajemen kepatuhan dan memastikan kepatuhan IDSurvey terhadap seluruh regulasi dalam rangka melindungi IDSurvey (BKI Persero dan entitas anak) dari risiko hukum.

Pada tahun 2024 IDSurvey juga akan memantapkan implementasi konsep ESGRC dalam seluruh aspek pengelolaan perusahaan. Penerapan konsep ini ESG yang memadukan aspek-aspek Environmental, Social, Governance, Risk & Compliance dalam rangka turut menciptakan stabilitas ekonomi dan investasi yang berkelanjutan.

Terkait aspek lingkungan hidup, IDSurvey akan lebih memberi perhatian dan turut mendukung upaya-upaya bersama dalam menghadapi isu seperti perubahan iklim, polusi udara, air, limbah dan keanekaragaman hayati. Mengenai aspek sosial, IDSurvey akan lebih memperhatikan dampak aktivitas perusahaan terhadap kesejahteraan masyarakat baik secara langsung maupun tidak langsung. Terkait aspek Tata Kelola (*Governance*), IDSurvey akan memperbaiki struktur, kualitas dan ketepatan waktu pengambilan keputusan, serta distribusi tanggung jawab perusahaan kepada seluruh pemangku kepentingan. IDSurvey juga akan melanjutkan upaya peningkatan maturitas manajemen risiko serta tingkat kepatuhan terhadap seluruh regulasi dan ketentuan yang relevan.

Pada tahun 2024 IDSurvey akan mengimplementasikan konsep shared services melalui pendekatan Business Process Outsourcing (BPO) yang akan meningkatkan efisiensi usaha IDSurvey. IDSurvey juga akan melanjutkan upaya penyertaan modal (akuisisi) untuk mendukung akselerasi pertumbuhan bisnis

Business Development Strategy

The theme of PT SUCOFINDO's 2024 Corporate Work Plan and Budget (RKAP) is "Sustainable Growth Through Accelerated Business Transformation." This theme reflects PT SUCOFINDO's determination to maintain continuous business growth toward its vision of becoming a world-class TIC group that increasingly contributes to national economic development. It also mandates an accelerated transformation across various aspects of PT SUCOFINDO's management to accommodate the company's significantly higher business targets.

In 2024, PT SUCOFINDO will implement the strategic Holding organizational structure, in which the commercial business of BKI has been spun off and is now operated by a new entity. This change will allow the Holding to be managed more effectively, with a focus on strategic development to be implemented across all IDSurvey entities. These corporate plan include areas such as human resources & technology, finance, accounting & taxation, risk management, business & portfolio development, business processes & systems, as well as sales & marketing. The organizational structure is further strengthened by the establishment of a legal counsel unit responsible for addressing legal matters—leading, coordinating, and monitoring legal teams in providing legal considerations to IDSurvey and its subsidiaries, developing compliance management systems, and ensuring IDSurvey's adherence to all regulations to safeguard IDSurvey (BKI Persero and its subsidiaries) from legal risks.

In 2024, IDSurvey will also solidify the implementation of the ESGRC concept across all aspects of corporate management. This concept integrates Environmental, Social, Governance, Risk, and Compliance components to help foster economic and investment stability that is sustainable over the long term.

Regarding environmental aspects, IDSurvey will place greater emphasis on and support joint efforts to address issues such as climate change, air and water pollution, waste management, and biodiversity. On the social front, IDSurvey will focus more on the direct and indirect impacts of its activities on community welfare. In terms of governance, IDSurvey will enhance its decision-making structure, quality, and timeliness, as well as the distribution of corporate responsibilities to all stakeholders. IDSurvey will also continue efforts to improve risk management maturity and increase compliance with all relevant regulations and provisions.

In 2024, IDSurvey will implement a shared services concept using a Business Process Outsourcing (BPO) approach to enhance operational efficiency. It will also continue with capital participation efforts (acquisitions) to support accelerated business growth, particularly in new sectors, under the Capital

perusahaan terutama pada bidang/sektor bisnis baru mengikuti Kebijakan Penyertaan Modal yang telah disusun pada tahun 2023. Disamping itu IDSURVEY akan menguatkan fokus untuk mendapatkan penugasan-penugasan strategis dari Pemerintah serta mempertahankan penugasan-penugasan yang sedang dijalankan saat ini melalui peningkatan kualitas layanan dan peningkatan efektifitas hubungan kelembagaan.

Dalam rangka mencapai tujuan Perusahaan tahun 2024, PT SUCOFINDO telah melaksanakan berbagai langkah strategis untuk mencapai target dan sasaran Perusahaan. Strategi tersebut diimplementasikan melalui serangkaian program kerja yang terarah dan terukur, mencakup strategi faktor fundamental bisnis, strategi faktor keunggulan operasi, strategi peningkatan kinerja bisnis, strategi peningkatan kinerja keuangan, strategi Komunikasi Korporat, Pengawasan Intern & TJSL. Seluruh inisiatif ini dilaksanakan secara konsisten dan berkesinambungan untuk memastikan tercapainya target yang telah ditetapkan. Adapun pencapaian implementasi terhadap program kerja PT SUCOFINDO Tahun 2024 antara lain:

1. Perbaikan faktor fundamental bisnis:

- a. Organisasi: PT SUCOFINDO telah mengeluarkan Keputusan Direksi terkait perubahan Struktur Organisasi, Tugas Pokok dan Fungsi Unit Kerja bersamaan dengan penambahan **Direktur Operasional** PT SUCOFINDO yang diharapkan dapat mendorong pertumbuhan bisnis yang berkelanjutan. Penambahan posisi ini diharapkan dapat lebih mendekatkan perusahaan dengan klien-klien industri, serta memperkuat peran PT SUCOFINDO dalam memberikan layanan yang lebih efektif dan responsif terhadap kebutuhan pasar. Dengan langkah ini, perusahaan optimis dapat memperluas cakupan bisnis, meningkatkan efisiensi operasional, dan memperkuat kehadiran di sektor-sektor strategis yang memiliki potensi pertumbuhan jangka panjang.
- b. Hukum dan Kepatuhan: PT SUCOFINDO telah mengimplementasikan sistem informasi manajemen risiko melalui aplikasi **Enterprise Risk Management System** (ERMS), yang dilengkapi dengan pengelolaan catatan kejadian kerugian (*loss event database*) di dalam aplikasi tersebut. Sebagai bagian dari upaya untuk mengelola risiko secara efektif, perusahaan juga mengacu pada standar internasional ISO 31000:2018 yang mengatur prinsip dan pedoman manajemen risiko. Pada tahun 2024, PT SUCOFINDO menetapkan kebijakan terintegrasi yang menggabungkan sistem manajemen atas seluruh standar yang diterapkan, *Governance, Risk, and Compliance* (GRC), serta *Environmental, Social, and Governance* (ESG), dalam bentuk Kebijakan Sistem Manajemen Terintegrasi, *Environment, Social, Governance, Risk and Compliance* (ESGRC). Strategi manajemen risiko perusahaan merupakan penjabaran dari aktivitas yang telah ditetapkan dalam kebijakan manajemen risiko, yang mengacu pada prinsip-prinsip ISO 31000, dan

Investment Policy developed in 2023. In addition, IDSURVEY will strengthen its focus on securing strategic assignments from the Government and maintaining existing assignments through improved service quality and more effective institutional relations.

To achieve the Company's 2024 objectives, PT SUCOFINDO has implemented a range of strategic measures aimed at reaching its targets and goals. These strategies were executed through a series of well-directed and measurable work programs, encompassing strategies related to business fundamentals, operational excellence, business performance improvement, financial performance enhancement, corporate communications, internal audit, and Social and Environmental Responsibility (TJSL). All initiatives have been carried out consistently and continuously to ensure the achievement of established targets. The implementation achievements of PT SUCOFINDO's 2024 work programs include:

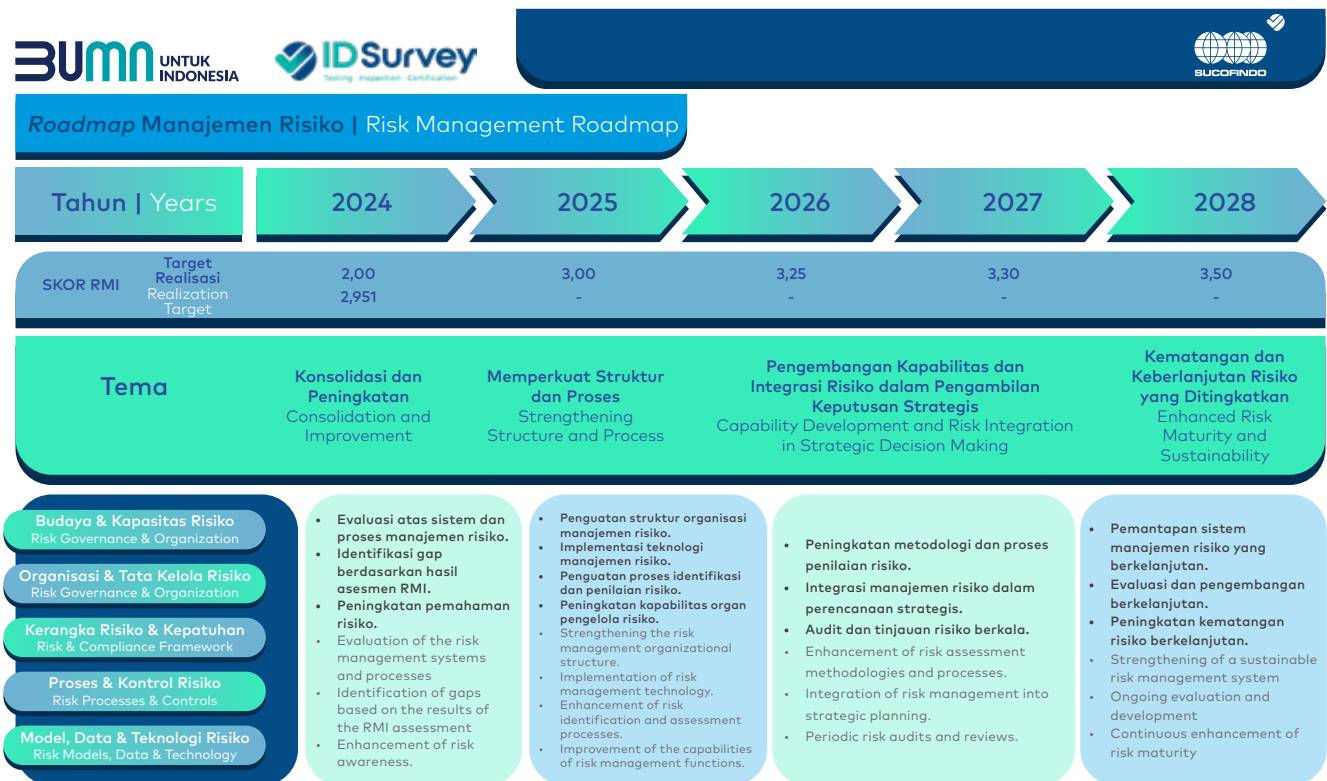
1. Improvement of Business Fundamentals:

- a. Organization: PT SUCOFINDO issued a Board of Directors Decree concerning the revision of the Organizational Structure, Main Duties, and Functions of Work Units, alongside the addition of a new Director of Operations. This organizational enhancement is expected to foster sustainable business growth. The addition of this role aims to strengthen the Company's engagement with industrial clients and enhance its ability to deliver more effective and responsive services in line with market demands. Through this strategic move, the Company is optimistic about expanding its business coverage, improving operational efficiency, and reinforcing its presence in strategic sectors with long-term growth potential.
- b. Legal and Compliance: PT SUCOFINDO has implemented an enterprise risk management information system through the Enterprise Risk Management System (ERMS) application, which includes a loss event database for managing incident records. As part of its efforts to manage risk effectively, the Company refers to the international standard ISO 31000:2018, which provides principles and guidelines for risk management. In 2024, PT SUCOFINDO also introduced an integrated policy that consolidates management systems for all implemented standards, encompassing Governance, Risk, and Compliance (GRC) as well as Environmental, Social, and Governance (ESG) under the Integrated Management System Policy: Environment, Social, Governance, Risk, and Compliance (ES-GRC). The Company's risk management strategy is an elaboration of the activities set forth in its risk management policy, aligned with ISO 31000 principles, and provides direction, goals, and plans to achieve the Company's future risk management objectives. This is articulated



memberikan gambaran mengenai sasaran, arah, serta rencana untuk mencapai tujuan manajemen risiko perusahaan di masa depan. Hal ini dirumuskan melalui Roadmap Manajemen Risiko Perusahaan, Kebijakan Strategi Manajemen Risiko Perusahaan, serta Kerangka Kerja Manajemen Risiko yang selaras dengan standar internasional.

through the Corporate Risk Management Roadmap, the Corporate Risk Management Strategy Policy, and the Risk Management Framework, all of which are harmonized with international standards.



Hasil pengukuran *Risk Maturity Index* (RMI) tahun 2024 untuk kinerja tahun 2023 menunjukkan tingkat kematangan Fase Praktik yang Baik, dengan nilai capaian 2,95 berdasarkan *assessment* oleh pihak Eksternal (Badan Pengawas Keuangan dan Pembangunan/BPKP) dengan menggunakan parameter Kementerian BUMN yaitu SK-8/DKU.MBU/12/2023 tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (*Risk Maturity Index*) di Lingkungan BUMN. Namun untuk penilaian RMI Tahun 2025 atas kinerja Tahun 2024 masih dalam proses penilaian.

- c. Budaya: PT SUCOFINDO mengembangkan budaya inovasi Science Hackathon Festival (SClence HackFest) dan Festival Inovasi Bisnis tahun 2024 pada 2- 3 Oktober 2024 di Jakarta, berkolaborasi dengan para mahasiswa untuk membuat inovasi teknologi dan mencoba menghubungkan mahasiswa ke dunia bisnis. Untuk mendukung peningkatan kinerja dan kesejahteraan pegawai, PT SUCOFINDO telah merencanakan beberapa inisiatif strategis yang berfokus pada pengelolaan sumber daya manusia secara holistik. Pertama, sistem manajemen pengembangan karier yang terbuka bagi

The 2024 Risk Maturity Index (RMI) measurement for 2023 performance indicates a maturity level at the "Good Practice" phase, with a score of 2.95. This assessment was conducted by an external party (Financial and Development Supervisory Agency/BPKP), using the Ministry of State-Owned Enterprises' standard, SK-8/DKU.MBU/12/2023, concerning Technical Guidelines for Risk Maturity Index Assessment within SOEs. However, the 2025 RMI assessment for 2024 performance is still in progress.

- c. Culture: PT SUCOFINDO promoted a culture of innovation through the Science Hackathon Festival (SClence HackFest) and the 2024 Business Innovation Festival, held on October 2–3, 2024, in Jakarta. These events were organized in collaboration with university students to foster technological innovation and bridge the gap between academia and the business world. To enhance employee performance and well-being, PT SUCOFINDO has planned several strategic initiatives focusing on a holistic approach to human resource management. First, an open career development

generasi millennial serta memastikan keberagaman gender dalam pengelolaan talenta dan pengembangan karier dimana Tahun 2024 realisasi Nominated Talent Millennial sebesar 41,67% dengan 25,24% nominasi *talent* perempuan, perusahaan mendukung kesetaraan gender dan memberikan kesempatan yang adil bagi perempuan untuk berkembang dalam organisasi, terutama dalam peran-peran kepemimpinan dan pengambilan keputusan. Ini juga menunjukkan komitmen perusahaan terhadap penciptaan lingkungan kerja yang inklusif dan mendukung pemberdayaan perempuan di tempat kerja. PT SUCOFINDO menunjukkan komitmennya dalam penerapan keterikatan pegawai dengan mengedepankan pendekatan yang inklusif dan berbasis pada nilai-nilai perusahaan dengan nilai sebesar 80,19%. Perusahaan juga aktif melaksanakan program budaya yang bertujuan untuk memperkuat ikatan antara pegawai dan organisasi, menciptakan lingkungan kerja yang positif, serta mendorong kolaborasi yang produktif di seluruh unit kerja. Skor implementasi program budaya PT SUCOFINDO Tahun 2024 sebesar 86,12%. Program inisiatif ini saling mendukung untuk menciptakan budaya organisasi yang lebih produktif, efisien, dan berdedikasi, sekaligus meningkatkan kualitas sumber daya manusia perusahaan secara keseluruhan.

system has been introduced, particularly accessible to the millennial generation. The company also ensures gender diversity in talent management and career advancement. In 2024, the proportion of Nominated Millennial Talent reached 41.67%, with 25.24% female talent nominations, reflecting the company's support for gender equality and its commitment to providing equal opportunities for women to grow within the organization, especially in leadership and decision-making roles. This further underscores the company's dedication to fostering an inclusive workplace that empowers women. PT SUCOFINDO also demonstrated its commitment to employee engagement through an inclusive, values-based approach, achieving an employee engagement score of 80.19%. The company actively implements cultural programs aimed at strengthening the bond between employees and the organization, creating a positive work environment, and promoting productive collaboration across all units. The 2024 culture program implementation score reached 86.12%. These cultural initiatives are mutually reinforcing, aiming to build a more productive, efficient, and dedicated organizational culture while also enhancing the overall quality of the company's human resources.

2. Peningkatan faktor keunggulan operasi:

- Sumber Daya Manusia: Mempertahankan keunggulan SDM melalui akselerasi suksesi posisi kunci;
- Sumber Daya Non SDM: Meningkatkan kemampulabaan usaha melalui pengadaan dan optimalisasi pemanfaatan aset bersama;
- Kesisteman: Meningkatkan daya saing melalui penyelarasan dan peningkatan efektifitas proses bisnis serta meningkatkan maturitas manajemen risiko melalui integrasi konsep ESGRC dan pemenuhan kualifikasi pengelola risiko; dan
- Teknologi: Meningkatkan maturitas pemanfaatan teknologi informasi melalui akselerasi digitalisasi proses bisnis, penyelarasan ERP, serta peningkatan keamanan jaringan dan data. Pengukuran skor Tingkat kematangan keamanan Siber yang dilakukan oleh Badan Siber dan Sandi negara (BSSN) bertujuan untuk mengetahui tingkat kematangan penerapan keamanan siber di PT SUCOFINDO.

3. Strategi peningkatan kinerja bisnis:

- Pengembangan Bisnis: Melakukan fokus pengembangan bisnis portofolio dengan kinerja pendapatan dan kemampulabaan terbaik serta mengembangkan jasa pada sektor industri sekunder dan tersier melalui kemitraan strategis dan/atau akuisisi;
- Pemasaran & Penjualan: Meningkatkan *share of wallet* pelanggan utama melalui implementasi sistem CRM IDSurvey serta meningkatkan kepemimpinan pasar

2. Enhancement of Operational Excellence Factors:

- Human Resources: Maintaining HR excellence through the accelerated succession of key positions;
- Non-HR Resources: Improving business profitability through procurement and optimization of shared asset utilization;
- Systems: Enhancing competitiveness through alignment and increased effectiveness of business processes, as well as strengthening risk management maturity by integrating the ESGRC concept and fulfilling risk manager qualification standards; and
- Technology: Increase the maturity of information technology utilization, through the acceleration of business process digitalization, ERP alignment, and increase network and data cybersecurity. This cybersecurity maturity score, assessed by the National Cyber and Crypto Agency (BSSN), is intended to evaluate the maturity level of cybersecurity implementation at PT SUCOFINDO.

3. Business Performance Improvement Strategy:

- Business Development: Focusing on the development of business portfolios with the best revenue performance and profitability, while expanding services in the secondary and tertiary industry sectors through strategic partnerships and/or acquisitions;
- Marketing & Sales: Increasing the share of wallet from key customers through the implementation of the IDSurvey CRM system, and strengthening market leadership through effective coordination of the



melalui koordinasi efektif Forum Bisnis Regional, Forum Bisnis Portofolio dan Forum Bisnis Holding; dan

- c. Laba Operasi: Meningkatkan kemampulabaan operasi melalui optimalisasi harga jasa dan pemanfaatan sumberdaya operasi bersama dengan dukungan kebijakan dan pedoman yang jelas serta sistem informasi yang handal.
4. Strategi peningkatan kinerja keuangan:
 - a. Kemampulabaan: Meningkatkan kemampulabaan usaha melalui implementasi *shared service* (*Business Process Outsourcing*), pengadaan dan pemanfaatan aset bersama;
 - b. Arus Kas Operasi: Mewujudkan perimbangan optimal arus kas masuk-arus kas keluar melalui perbaikan kebijakan pengelolaan piutang dan kebijakan term of payment kewajiban perusahaan; dan
 - c. Piutang: Meningkatkan kinerja pengelolaan piutang melalui perbaikan koordinasi antar fungsi (Operasi-Keuangan), pengendalian dan mitigasi risiko berbasis profil pelanggan.
 5. Strategi terkait Komunikasi Korporat, Pengawasan Intern & TJSL:
 - a. Kesekretariatan & Komunikasi Korporat: Meningkatkan efektifitas hubungan Induk-Anak Perusahaan IDSurvey;
 - b. Pengawasan Intern: Memperkuat peran Satuan Pengawas Intern dalam implementasi ESGRC;
 - c. TJSL: Menerapkan pendekatan holistik (kegiatan CID dan Non CID) melibatkan peran seluruh Unit Kerja dalam pelaksanaan program Non CID.

Aspek Pemasaran

Menghadapi perlambatan ekonomi global dan meningkatnya kebutuhan industri terhadap layanan berkelanjutan, PT SUCOFINDO menjalankan strategi pemasaran adaptif yang mencakup *offensive selling* untuk jasa eksisting dan inisiasi penjualan jasa baru berbasis *green industry*. Perusahaan juga mengoptimalkan penggunaan *omni channel* untuk meningkatkan akses dan kenyamanan pelanggan, serta memperkuat branding melalui aktivitas pemasaran terpadu (Markom). Seluruh upaya ini ditujukan untuk meningkatkan kepuasan pelanggan dan memperkuat posisi SUCOFINDO sebagai mitra strategis bisnis. Perusahaan berkomitmen memberikan layanan terbaik melalui strategi sebagai berikut.

1. *Offensive selling* untuk jasa eksisting dan inisiasi penjualan jasa baru berbasis *green industry*:
 - Meningkatkan nilai penjualan.
2. Implementasi CRM:
 - Mempermudah dalam pengelolaan pelanggan dan menganalisis daya beli pelanggan.
3. Optimalisasi penggunaan *omni channel* pelanggan:
 - Memudahkan tim penjualan melayani banyak pelanggan dalam waktu yang bersamaan.

Regional Business Forum, Portfolio Business Forum, and Holding Business Forum; and

- c. Operating Profit: Enhancing operational profitability through optimized service pricing and the utilization of shared operational resources, supported by clear policies, guidelines, and a reliable information system.
4. Financial Performance Improvement Strategy:
 - a. Profitability: Enhancing business profitability through the implementation of shared services (*Business Process Outsourcing*), and the procurement and utilization of shared assets;
 - b. Operating Cash Flow: Achieving optimal balance between cash inflows and outflows by improving receivables management policies and payment term policies for company obligations; and
 - c. Receivables: Improving receivables management performance through better coordination between operational and financial functions, as well as risk control and mitigation based on customer profiles.
 5. Strategy Related to Corporate Communication, Internal Audit & Social and Environmental Responsibility (TJSL):
 - a. Secretariat & Corporate Communication: Enhancing the effectiveness of relationships between the Holding and Subsidiaries within IDSurvey;
 - b. Internal Audit: Strengthening the role of the Internal Audit Unit in the implementation of ESGRC; and
 - c. Social and Environmental Responsibility (TJSL): Implementing a holistic approach (both CID and Non-CID activities) by involving all Work Units in the Non-CID programs.

Marketing Aspect

In response to the global economic slowdown and the growing demand from industries for sustainable services, PT SUCOFINDO has implemented an adaptive marketing strategy that includes *offensive selling* for existing services and the initiation of new service offerings based on green industry principles. The Company also optimizes the use of omnichannel platforms to enhance customer access and convenience, while strengthening its brand through integrated marketing communication (Marcom) activities. All these efforts are aimed at improving customer satisfaction and reinforcing SUCOFINDO's position as a strategic business partner. The Company is committed to delivering excellent service through the following strategies:

1. *Offensive selling* for existing services and initiation of new green industry-based services:
 - Increase in sales value.
2. CRM implementation:
 - Facilitates customer management and analysis of customer purchasing power.
3. Optimization of omnichannel customer engagement:
 - Enables the sales team to serve multiple customers simultaneously.

4. Revitalisasi Tender Resource Management: • Meningkatkan persentase kemenangan Tender. 5. Penyediaan informasi perkembangan pasar dan kompetitor sektoral: • Memberikan <i>insight</i> tambahan kepada Direksi sebagai pendukung dalam pengambilan keputusan. 6. Pengembangan/perluasan bisnis di KI/KEK/KAPET: • Mendorong pengembangan/perluasan bisnis di KI/KEK/KAPET pada kegiatan TIC. 7. Penjualan silang (<i>Cross-selling</i>) • Peningkatan <i>Share of Wallet</i> pelanggan. 8. Implementasi Program <i>Customer Loyalty</i> dan Penghargaan Pelanggan: • Peningkatan loyalitas pelanggan dan Peningkatan <i>Customer Engagement</i>. 9. Penguatan Branding melalui kegiatan marketing (Markom): • Menarik pelanggan dan calon pelanggan. 10. Menguasai Pasar Kaptif dan Mendapatkan Preferensi Nasional dari Pemerintah: • Menguasai Pasar Kaptif dan Mendapatkan Preferensi Nasional dari Pemerintah pada Kegiatan: Verifikasi Penelusuran Teknis Impor (VPTI) Bersama dengan PT Surveyor Indonesia (SI).	4. Revitalization of Tender Resource Management: • Improves tender win rate. 5. Provision of market and sectoral competitor information: • Provides additional insights to the Board of Directors to support decision-making. 6. Business development/expansion in Industrial Zones (KI), Special Economic Zones (KEK), and Specific Economic Areas (KAPET): • Encourages business development/expansion in KI/KEK/KAPET within Testing, Inspection, and Certification (TIC) activities. 7. Cross-selling: • Increases customers' share of wallet 8. Implementation of Customer Loyalty and Appreciation Programs: • Enhances customer loyalty and engagement. 9. Brand strengthening through marketing (Marcom) activities: • Attracts existing and potential customers. 10. Captive Market Domination and Securing National Preference from the Government: • Dominate captive markets and obtain national preference from the government in activities such as Technical Import Tracing Verification (VPTI) in collaboration with Surveyor Indonesia (SI).

Indeks Kepuasan Pelanggan 2020-2024

Pada tahun 2024 PT SUCOFINDO mencatat pertumbuhan kinerja yang solid melalui penerapan strategi penjualan dan pemasaran yang adaptif dan responsif terhadap kebutuhan industri. Hasilnya, Indeks Kepuasan Pelanggan (IKP) mengalami peningkatan dibandingkan tahun 2023. Indeks Kepuasan Pelanggan selama 5 (lima) tahun terakhir disajikan pada Grafik berikut:



Customer Satisfaction Index in 2020-2024

In 2024, PT SUCOFINDO recorded solid performance growth through the implementation of adaptive and responsive sales and marketing strategies aligned with industry needs. As a result, the Customer Satisfaction Index (CSI) showed an improvement compared to 2023. The Customer Satisfaction Index over the past 5 (five) years is presented in the following graph.

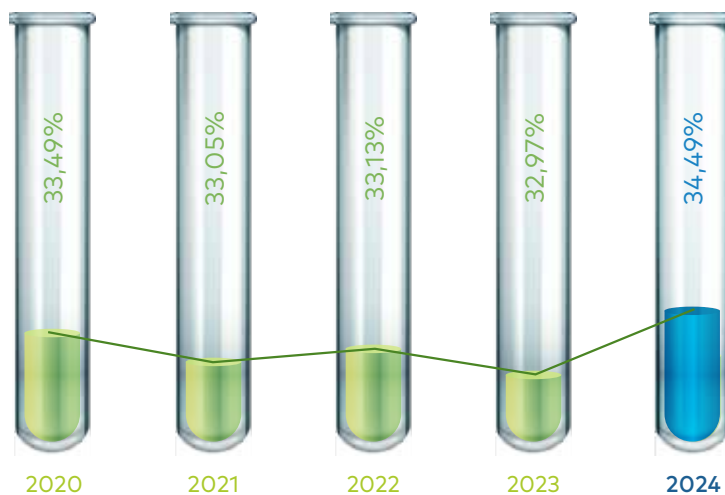


Pangsa Pasar

Badan Pusat Statistik (BPS) mencatat bahwa perekonomian Indonesia tumbuh sebesar 5,03% (yoy) sepanjang tahun 2024, sedikit melambat dari 5,05% pada 2023. Pertumbuhan ini mencerminkan ketahanan ekonomi nasional di tengah perlambatan global, ditopang oleh sektor Jasa Lainnya yang mencatat pertumbuhan tertinggi sebesar 9,80%. Dari sisi pengeluaran, ekspor barang dan jasa tumbuh 7,63%, sementara konsumsi lembaga non profit naik signifikan sebesar 12,48%. Data ini menunjukkan kontribusi positif berbagai sektor terhadap stabilitas dan keberlanjutan pertumbuhan ekonomi Indonesia.

Ketahanan ekonomi nasional yang terjaga pada tahun 2024 turut berkontribusi terhadap peningkatan pendapatan SUCOFINDO secara korporat, yang tercatat mencapai Rp3,7 triliun. Dengan ukuran pasar Testing, Inspection, and Certification (TIC) nasional pada tahun 2024 hasil analisa KPMG diperkirakan sebesar Rp7,8 triliun, kontribusi pendapatan dari layanan jasa TIC mencapai Rp2,68 triliun. Berdasarkan capaian tersebut, market share SUCOFINDO tahun 2024 tercatat sebesar 34,49%, menunjukkan kenaikan sebesar 1,52% dibandingkan tahun 2023. Tren pangsa pasar PT SUCOFINDO selama lima tahun terakhir ditampilkan pada grafik berikut.

Pangsa Pasar PT SUCOFINDO 2020-2024



Namun berdasarkan hasil analisis BCG, nilai *market size* TIC di Indonesia pada tahun 2024 yaitu sebesar Rp 22,8 triliun, tiga kali lipat lebih besar dibandingkan dengan nilai *market size* KPMG tahun 2024 yang sebesar Rp7,8 triliun. Analisa *market size* BCG menggunakan pendekatan dari pendapatan masing-masing Top 20 perusahaan TIC di Indonesia. PT SUCOFINDO mampu menguasai pasar sebesar 16,03% di tahun 2024.

Market Share

The Statistics Indonesia (BPS) recorded that Indonesia's economy grew by 5.03% (yoy) in 2024, slightly slowing from 5.05% in 2023. This growth reflects the resilience of the national economy amid the global slowdown, supported by the "Other Services" sector, which posted the highest growth at 9.80%. On the expenditure side, exports of goods and services grew by 7.63%, while non-profit institution consumption rose significantly by 12.48%. These figures highlight the positive contributions of various sectors to the stability and sustainability of Indonesia's economic growth.

The resilience of the national economy in 2024 also contributed to SUCOFINDO's increased corporate revenue, which reached IDR 3.7 trillion. With the national TIC market size in 2024 estimated by KPMG at IDR 7.8 trillion, revenue from SUCOFINDO's TIC service lines reached IDR 2.68 trillion. Based on this achievement, SUCOFINDO's market share in 2024 stood at 34.49%, an increase of 1.52% compared to 2023. The trend of PT SUCOFINDO's market share over the past five years is illustrated in the following chart.

PT SUCOFINDO Market Share in 2020-2024

However, based on BCG's analysis, the TIC market size in Indonesia in 2024 was valued at IDR 22.8 trillion—three times larger than KPMG's 2024 market size estimate of IDR 7.8 trillion. BCG's market size analysis was based on the revenue data of the top 20 TIC companies in Indonesia. PT SUCOFINDO managed to capture a market share of 16.03% in 2024.





Tinjauan per Segmen Usaha

Business Segment Overview

Perusahaan mengelompokkan segmen usaha berdasarkan jenis usaha/produk yang dihasilkan. Laporan Keuangan Perusahaan membagi segmen usaha menjadi 9 (sembilan) sektor usaha ditambah dengan anak perusahaan, yaitu:

1. Pemerintahan;
2. Industri;
3. Minyak dan Gas;
4. Mineral dan Batubara;
5. Komoditi & Solusi Perdagangan;
6. Laboratorium;
7. Sertifikasi & Eco Framework;
8. Anak Perusahaan;
9. Lainnya.

Pembahasan tinjauan per segmen usaha pada laporan ini dibagi berdasarkan jenis sektor usaha yang digarap oleh Strategic Business Unit (SBU). Di bawah ini merupakan proyek/kegiatan utama yang dilaksanakan oleh Perusahaan

Sektor Pemerintahan

Sektor Pemerintahan diwakili oleh SBU Layanan Publik, Sumber Daya Alam & Investasi (LSI) dan SBU Perdagangan, Industri dan Kelautan (PIK).

1. Produk jasa portofolio LSI mencakup:
 - a. Fasilitas Layanan Publik (FLP)

Secara umum, sub portofolio Fasilitas Layanan Publik mengerjakan pekerjaan yang terkait kegiatan publik diantaranya kegiatan survei social, program pemerintah terkait Penyediaan Air Minum dan Sanitasi Berbasis Masyarakat (PAMSIMAS), Program Kota Tanpa Kumuh (KOTAKU), Baseline Survey Air Minum, Monitoring Right of Way (ROW) pipa, dll. Pekerjaan yang terkait Sub Portofolio FLP yang dikerjakan selama 2024 antara lain:

- i. Survei Gizi (*Stunting*)
- ii. Survei Stok Beras dan Jagung

- b. Sumber Daya Alam (SDA) dan Geomatika

Sub Portofolio Sumber Daya Alam melayani jasa survei, konsultasi, verifikasi, dan mapping yang berhubungan dengan Sumber Daya Alam yang membutuhkan keahlian tertentu di berbagai bidang keilmuan yang mengutamakan adanya olah pikir yang terkait dengan perencanaan, pemanfaatan, pengelolaan, pengawasan sumber daya alam, termasuk di dalam survei dan pemetaan. Serta mendukung penyediaan infrastruktur pelaksanaan Tes Calon ASN berbasis Online.

Kegiatan yang dilaksanakan di tahun 2024:

- i. Penyediaan Paket Pendukung Penyelenggaraan Seleksi CASN dan PPPK

Adapun untuk jasa Geomatika mencakup layanan:

- i. Survei Terrestrial (Survei GPS/*Global Positioning System*, Survei Topografi, Survei Kadastral).
- ii. Aerial Survey (*Unmanned Aerial Vehicle/UAV, Light Detection and Ranging/LiDAR, Satellite Imagery*).

The company classifies its business segments based on the type of business/products produced. The Company's financial statements divide the business segments into 9 (nine) business sectors, along with subsidiaries, as follows:

1. Government;
2. Industry;
3. Oil and Gas;
4. Minerals and Coal;
5. Commodities & Trade Solutions;
6. Laboratories;
7. Certification & Eco Framework;
8. Subsidiaries;
9. Others.

The business segment overview in this report is discussed based on the type of sector handled by the Strategic Business Unit (SBU). Below are the major projects/activities carried out by the Company.

Government Sector

The Government sector is represented by the Public Services, Natural Resources & Investments (LSI) SBU and the Trade, Industry, and Maritime (PIK) SBU.

1. LSI Portfolio Service Products include:
 - a. Public Service Facilitation (FLP)

In general, the Public Service Facilitation sub-portfolio handles work related to public sector activities, including social surveys and government programs such as the Community-Based Drinking Water and Sanitation Program (PAMSIMAS), the City Without Slums Program (KOTAKU), the Baseline Drinking Water Survey, and Pipeline Right of Way (ROW) Monitoring, among others. Projects under the FLP Sub-Portfolio implemented in 2024 included:

- i. Nutrition (*Stunting*) Survey
- ii. Rice and Corn Stock Survey

- b. Natural Resources (SDA) and Geomatics

The Natural Resources sub-portfolio provides survey, consultancy, verification, and mapping services related to natural resources, requiring specialized expertise across various scientific fields. These services emphasize planning, utilization, management, and monitoring of natural resources, including surveys and mapping. The sub-portfolio also supports the implementation of infrastructure for online-based Civil Servant Candidate (CASN) tests.

Key activities carried out in 2024:

- i. Provision of Support Packages for CASN and PPPK Selection Implementation

Geomatics services include:

- i. Terrestrial Surveys (GPS/*Global Positioning System* Survey, Topographic Survey, Cadastral Survey).
- ii. Aerial Surveys (*Unmanned Aerial Vehicle/UAV, Light Detection and Ranging/LiDAR, Satellite Imagery*).

- iii. Sistem Informasi Geografis (GIS Application, 3D Modelling, Data Management System).
- iv. Marine Survey (Survei Batimetri, Survei Pasang Surut, Morphometry Sea Base).

Beberapa kegiatan yang dilaksanakan di tahun 2024 adalah:

- i. Jasa Konsultansi Survei dan *Soil Investigation* Lahan Tapak Tower
- ii. Jasa Konsultansi Pengukuran, Inventarisasi dan Identifikasi Tanah, Bangunan dan/atau Tanaman yang berada di Ruang Bebas (ROW)
- iii. Jasa Konsultansi dan Identifikasi Tapak Tower ROW
- iv. Survei *Aerial* Topografi
- c. Fasilitas Investasi dan Teknologi Informasi (FITI)
Sub Portofolio ini melayani berbagai jasa terkait dengan Investasi berupa jasa konsultan, verifikasi, validasi data, helpdesk, digitalisasi dokumen perpajakan, kajian kelayakan, *feasibility study* dan survei. Beberapa kegiatan terkait Sub Portofolio Investasi yang dilaksanakan di tahun 2024 adalah:
 - i. Jasa Konsultansi Eksekusi Realisasi Investasi Proyek Strategis Terkendala di Wilayah Barat dan Timur.
 - ii. Kajian Studi Kelayakan/*Feasibility Study* Pengembangan Sentrak Kawasan Pangan.
 - iii. Investasi *Project Ready to Offer* (IPRO) *Oleofood* dan *Oleochemical*.

Sementara di bidang Teknologi Informasi mencakup diantaranya Konsultansi Pengembangan dan Pembangunan Telematika Terpadu di Sektor Pemerintah, BUMN dan Institusi Internasional terkait Investasi (Solusi Enterprise), yaitu jasa konsultansi pemanfaatan teknologi informasi (telematika terpadu) pada sistem manajemen data atau informasi dalam rangka penyelenggaraan layanan investasi dan teknologi informasi, baik pada pemerintahan maupun non pemerintahan sebagai upaya pemenuhan kebutuhan dan pengukuran keberhasilan program atau layanan secara efektif-efisien, serta sesuai standar atau ketentuan yang berlaku.

Selain itu LSI mendukung Proyek percepatan pembuatan peta dasar Badan Informasi Geospasial (BIG) yang merupakan program bersama BUMN Jasa Survei (IDSurvey).

2. Layanan jasa portofolio PIK terbagi menjadi 4 (empat) sub portofolio, yaitu:
 - a. Sub Portofolio Fasilitas Perdagangan
Jasa verifikasi, inspeksi, supervisi dan konsultasi dalam kerangka kebijakan dan program pemerintah di bidang perdagangan:
 - i. Ketersediaan Kebutuhan dan Distribusi Produk/Komoditas;
 - ii. Logistik Perdagangan;

- iii. Geographic Information Systems (GIS Applications, 3D Modelling, Data Management Systems).
- iv. Marine Surveys (Bathymetric Surveys, Tidal Surveys, Sea Base Morphometry).

Projects conducted in 2024 included:

- i. Consultancy Services for Survey and Soil Investigation of Tower Site Land
- ii. Consultancy Services for Measurement, Inventory, and Identification of Land, Buildings, and/or Crops in ROW Areas
- iii. Consultancy Services and Identification of ROW Tower Sites
- iv. Aerial Topographic Survey
- c. Investment Facilitation and Information Technology (FITI)
This sub-portfolio provides various services related to investment, such as consultancy, data verification and validation, helpdesk operations, tax document digitization, feasibility studies, and surveys. Key projects under the Investment sub-portfolio in 2024 included:
 - i. Consultancy Services for the Execution of Realization of Strategic Investment Projects in the Western and Eastern Regions.
 - ii. Feasibility Study for the Development of Central Food Estate Areas.
 - iii. Investment Project Ready to Offer (IPRO) for Oleofood and Oleochemical Sectors.

In the Information Technology sector, services include consultancy for the development and implementation of integrated telematics solutions in the Government, State-Owned Enterprises (SOEs), and international institutions, particularly in the investment sector (Enterprise Solutions). These services involve consultancy on the use of integrated information technology (telematics) in data or information management systems to support the delivery of investment and IT services. The goal is to meet program or service needs and assess success effectively and efficiently, in compliance with applicable standards and regulations.

In addition, LSI supports the acceleration project for the development of base maps by the Geospatial Information Agency (BIG), a joint program of the State-Owned Survey Services Enterprises (IDSurvey).

2. The PIK Portfolio Service Offerings are divided into 4 (four) sub-portfolios:
 - a. Trade Facilitation Sub-Portfolio
Verification, inspection, supervision, and consultancy services within the framework of government policies and programs in the trade sector, including:
 - i. Availability and distribution of products/commodities;
 - ii. Trade logistics;



- iii. Metrologi Perdagangan;
 - iv. Perizinan Perdagangan;
 - v. Kerja sama dan Perlindungan Perdagangan;
 - vi. Perlindungan Konsumen;
 - vii. Pemberdayaan dan Perlindungan Pelaku Pasar;
 - viii. Pengawasan Barang Beredar dan Jasa;
 - ix. Standar Produk;
 - x. Perumusan Kebijakan Perdagangan;
 - xi. Data dan Informasi Perdagangan;
 - xii. Sektor Ekonomi Kreatif; dan
 - xiii. Hak Kepemilikan Intelektual dan Persaingan Usaha.
- b. Sub Portofolio Fasilitas Industri
Jasa verifikasi, inspeksi, supervisi dan konsultasi dalam kerangka kebijakan dan program pemerintah di bidang perindustrian
- i. Kapasitas dan Kapabilitas Industri;
 - ii. Perencanaan, Pengembangan dan Restrukturisasi Industri;
 - iii. Pembinaan, Fasilitas dan Insentif Industri;
 - iv. Perizinan dan Rekomendasi Industri;
 - v. Perumusan Kebijakan Perindustrian;
 - vi. Layanan Terkait Sarana dan Prasarana Industri;
 - vii. Perwilayahan/Kawasan Industri;
 - viii. Standar Produk Industri;
 - ix. Bahan Baku/Komponen;
 - x. SDM Industri;
 - xi. Distribusi Produk Industri; dan
 - xii. Data dan Informasi.
- c. Sub Portofolio Fasilitas Kelautan
Jasa verifikasi, inspeksi, supervisi dan konsultasi dalam kerangka kebijakan dan program pemerintah di bidang kelautan dan perikanan:
- i. Budidaya Hasil Laut dan Perikanan;
 - ii. Perizinan Budidaya, Eksploitasi dan Produksi Hasil Laut dan Perikanan;
 - iii. Perumusan Kebijakan Kemaritiman;
 - iv. Pengamanan Potensi Kemaritiman Indonesia;
 - v. Teknologi Kemaritiman dan Industri Hasil Laut dan Perikanan;
 - vi. Pemasaran dan Distribusi Hasil Laut dan Perikanan;
 - vii. Perwilayahan Kemaritiman;
 - viii. Standar Produk Hasil Laut dan Perikanan;
 - ix. Pemberdayaan Masyarakat Pesisir; dan
 - x. Data dan Informasi Kemaritiman.
- d. Sub Portofolio TKDN
Jasa verifikasi, konsultasi, *monitoring* dan pelatihan dalam kerangka kebijakan dan program pemerintah di bidang Tingkat Komponen Dalam Negeri:
- i. Layanan Verifikasi TKDN Berbayar Negara;
 - ii. Layanan Verifikasi TKDN Berbayar Pelaku Usaha;
 - iii. Layanan yang terkait dengan Data dan Informasi; dan
 - iv. Trade metrology;
 - v. Trade licensing;
 - vi. Trade cooperation and protection;
 - vii. Consumer protection;
 - viii. Market participants empowerment and protection;
 - ix. Supervision of circulated goods and services;
 - x. Product standards;
 - xi. Trade policy formulation;
 - xii. Trade data and information;
 - xiii. Creative economy sector; and
 - xiv. Intellectual property rights and fair business competition.
- b. Industry Facilitation Sub-Portfolio
Verification, inspection, supervision, and consultancy services within the framework of government policies and programs in the industrial sector, including:
- i. Industrial capacity and capability;
 - ii. Industrial planning, development, and restructuring;
 - iii. Industrial development, facilitation, and incentives;
 - iv. Industrial licensing and recommendations;
 - v. Industrial policy formulation;
 - vi. Services related to industrial infrastructure and facilities;
 - vii. Industrial zoning/industrial estates;
 - viii. Industrial product standards;
 - ix. Raw materials/components;
 - x. Industrial human resources;
 - xi. Industrial product distribution; and
 - xii. Industrial data and information.
- c. Marine Facilitation Sub-Portfolio
Verification, inspection, supervision, and consultancy services within the framework of government policies and programs in the marine and fisheries sectors, including:
- i. Marine and fishery cultivation;
 - ii. Licensing for marine and fishery cultivation, exploitation, and production;
 - iii. Maritime policy formulation;
 - iv. Protection of Indonesia's maritime potential;
 - v. Maritime technology and marine/fishery product industries;
 - vi. Marketing and distribution of marine and fishery products;
 - vii. Maritime zoning;
 - viii. Marine and fishery product standards;
 - ix. Coastal community empowerment; and
 - x. Maritime data and information.
- d. Local Content (TKDN) Sub-Portfolio
Verification, consultancy, monitoring, and training services in the context of government policies and programs related to Domestic Component Level (TKDN), including:
- i. Government-funded TKDN verification services;
 - ii. Business-funded TKDN verification services;
 - iii. Services related to data and information; and

- iv. Layanan yang terkait dengan Pengembangan Kebijakan TKDN.

- iv. Services related to TKDN policy development.

Strategi Sektor Pemerintahan

Strategi Segmen Layanan Publik, Sumber Daya Alam & Investasi

Pada tahun 2024, Portofolio LSI di sektor Pemerintahan menghadapi berbagai tantangan bisnis, antara lain:

1. Pendapatan mayoritas di kontribusi dari Anggaran Pendapatan dan Belanja (APBN) (hampir 90% dari APBN).
2. Kapabilitas Sumber Daya Manusia yang belum mencukupi untuk menunjang Proyek Strategi Nasional/Proyek yang didanai oleh APBN.
3. Relokasi, Pemangkasan anggaran APBN dan Swakelola APBN oleh Kementerian.

Namun demikian beberapa tantangan tersebut dapat diatasi dengan pertumbuhan pendapatan yang didorong oleh pekerjaan di sektor swasta atau pembiayaan non APBN melalui jasa pemetaan dan kajian/*feasibility study*, yaitu :

1. Jasa Konsultansi Survei dan Soil Investigation Lahan Tapak Tower.
2. Jasa Konsultansi Pengukuran, Inventarisasi dan Identifikasi Tanah, Bangunan dan/atau Tanaman yang berada di Ruang Bebas (ROW).
3. Jasa Konsultansi dan Identifikasi Tapak Tower ROW.
4. Survei Aerial Topografi.
5. Kajian Studi Kelayakan/*Feasibility Study* Pengembangan Sentra Kawasan Pangan, Pertanian dan Peternakan.

Untuk Tahun 2024, segmen LSI menerapkan strategi sebagai berikut:

1. Penetrasi Pasar di sektor Pemerintahan.
2. Meningkatkan Customer Relation Management (CRM) pada Pelanggan Eksisting.
3. Meningkatkan kemampuan pemasaran dan penjualan untuk meningkatkan pendapatan dari sumber non-APBN.
4. Bundling Jasa dengan Unit Bisnis lainnya;
5. Restrukturisasi Organisasi Penambahan Fungsi R&D (*Research and Development*) khusus sektor pemerintahan.
6. Mengembangkan jasa konsultansi di luar APBN, seperti sektor swasta, dana hibah dan BUMN.
7. Memantau dan Menindaklanjuti Proyek Strategi Nasional, dalam hal:
 - a. Ketahanan Pangan
 - b. Program Hilirisasi Industri
 - c. Program Stunting
 - d. Desentralisasi Operasional
 - e. Reformasi Model Bisnis

Government Sector Strategy

Strategy for the Public Services, Natural Resources & Investment Segment

In 2024, the LSI Portfolio in the Government sector faced several business challenges, including:

1. The majority of revenue was contributed by the State Budget (APBN), accounting for nearly 90% of total income.
2. Human resource capabilities were not yet adequate to support National Strategic Projects or projects funded by the State Budget (APBN).
3. Budget reallocation, APBN funding cuts, and self-management of APBN allocations by ministries

Nevertheless, some of these challenges were mitigated by revenue growth driven by projects in the private sector or those financed through non-APBN (State Budget) sources, particularly through mapping and feasibility study services, including:

1. Consultancy services for land survey and soil investigation for tower site locations.
2. Consultancy services for the measurement, inventory, and identification of land, buildings, and/or vegetation within the Right of Way (ROW).
3. Consultancy and identification services for tower site locations within the ROW.
4. Aerial topographic survey.
5. Feasibility study for the development of integrated food, agriculture, and livestock production centers.

For 2024, the LSI segment implemented the following strategies:

1. Market penetration in the Government sector.
2. Enhancing Customer Relationship Management (CRM) for existing clients.
3. Strengthening marketing and sales capabilities to increase revenue from non-APBN sources.
4. Service bundling with other Business Units;
5. Organizational restructuring through the addition of a dedicated Research and Development (R&D) function for the government sector.
6. Developing consultancy services beyond the APBN, such as in the private sector, grant funding, and State-Owned Enterprises (SOEs).
7. Monitoring and following up on National Strategic Projects, specifically in:
 - a. Food Security
 - b. Industrial Downstreaming Programs
 - c. Stunting Reduction Programs
 - d. Operational Decentralization
 - e. Business Model Reform



Strategi Kelautan

Di tahun 2024, SBU Perdagangan, Industri, dan Kelautan (PIK) menghadapi sejumlah tantangan yang kompleks, seiring dengan dinamika ekonomi nasional dan global serta perubahan arah kebijakan pemerintah. Di sisi lain, persaingan jasa TIC (*Testing, Inspection, and Certification*) semakin ketat, baik dari pelaku swasta nasional maupun global. Hal ini menuntut SBU PIK untuk meningkatkan daya saing melalui inovasi layanan, digitalisasi proses, serta efisiensi biaya tanpa mengurangi kualitas.

Studi kasus dari berbagai sektor menyoroti pentingnya beradaptasi dengan tekanan-tekanan ini dan meningkatkan kualitas pelayanan. Tantangan lainnya datang dari sektor perkebunan sawit, terutama dalam perannya sebagai mitra BDPKPS. Kompleksitas data, validasi dokumen, serta ketimpangan pemahaman teknis di lapangan dalam program peremajaan sawit rakyat menuntut SBU PIK untuk mengembangkan sistem verifikasi yang lebih solid, transparan, dan mudah diakses oleh petani.

Selain itu, konsolidasi peran antar BUMN dalam ekosistem Holding IDSurvey juga memunculkan tantangan koordinasi dan integrasi portofolio layanan, terutama dalam menghadirkan solusi terintegrasi yang sesuai dengan kebutuhan lintas sektor pemerintah dan industri.

Tidak kalah penting, SBU PIK juga perlu menghadapi tantangan digitalisasi internal dan eksternal, termasuk transformasi layanan menuju platform digital, pengembangan dashboard layanan real-time untuk klien pemerintah, serta peningkatan kapasitas SDM dalam penguasaan teknologi baru.

Dalam menghadapi berbagai tantangan ini, SBU PIK dituntut untuk terus memperkuat kapabilitas organisasi, membangun kolaborasi strategis, dan menjaga kepercayaan sebagai mitra utama pemerintah dan industri nasional.

Untuk pencapaian sasaran kinerja Segmen Perdagangan, Industri dan Kelautan Tahun 2024, maka SBU Perdagangan, Industri dan Kelautan menerapkan beberapa strategi sebagai berikut:

1. Menjalin kolaborasi dengan para pemangku kepentingan di sektor perkebunan kelapa sawit guna mempercepat pencapaian target peremajaan kelapa sawit nasional.
2. Melakukan desentralisasi dan kolaborasi antara SBU dan Cabang untuk meningkatkan penjualan dan perluasan akses layanan jasa oleh pelanggan terutama jasa TKDN.
3. *Operational Efficiency* melalui pengendalian biaya dan desentralisasi kegiatan operasional ke Cabang.
4. Mencapai target kepuasan pelanggan melalui *Operational Excellence*, perbaikan berkelanjutan dan inovasi proses bisnis.
5. Memperkuat fungsi *government relation* SBU PIK sebagai pengelola segmen Perdagangan, Industri dan Kelautan menjadi strategic partner bagi Pemerintah dan pemangku

Strategy for Marine Segment

In 2024, the Trade, Industry, and Marine Strategic Business Unit (SBU PIK) faced a number of complex challenges driven by national and global economic dynamics as well as shifts in government policy direction. On the other hand, competition in the Testing, Inspection, and Certification (TIC) services sector intensified, with increasing pressure from both national and global private sector players. This situation required SBU PIK to enhance its competitiveness through service innovation, process digitalization, and cost efficiency, without compromising quality.

Case studies from various sectors highlighted the importance of adapting to these pressures and improving service delivery. Additional challenges emerged from the palm oil plantation sector, particularly in its role as a partner of the Palm Oil Plantation Fund Management Agency (BDPKPS). The complexity of data, document validation, and unequal levels of technical understanding in the field, especially in the smallholder palm oil replanting program, demanded that SBU PIK develop a more robust, transparent, and farmer-accessible verification system.

Moreover, the consolidation of roles among SOEs within the IDSurvey Holding ecosystem brought forth challenges in coordination and service portfolio integration, especially in delivering integrated solutions aligned with the needs of cross-sectoral government and industry stakeholders.

Equally important, SBU PIK must address the internal and external challenges of digitalization, including the transformation of services into digital platforms, the development of real-time service dashboards for government clients, and the enhancement of human capital capabilities in mastering new technologies.

In facing these diverse challenges, SBU PIK is required to continuously strengthen its organizational capabilities, build strategic collaborations, and maintain its reputation as a trusted partner for both the government and national industries.

To achieve the 2024 performance targets for the Trade, Industry, and Marine Segment, the Strategic Business Unit (SBU) for Trade, Industry, and Marine implemented the following strategies:

1. Establishing collaboration with stakeholders in the palm oil plantation sector to accelerate the achievement of national palm oil replanting targets.
2. Implementing decentralization and collaboration between the SBU and Branch Offices to boost sales and expand service access for customers, particularly for Domestic Component Level (TKDN) services.
3. Enhancing operational efficiency through cost control and decentralization of operational activities to Branch Offices.
4. Achieving customer satisfaction targets through Operational Excellence, continuous improvement, and business process innovation.
5. Strengthening the government relations function of SBU PIK as the segment manager for Trade, Industry, and Marine to become a strategic partner for the Government and other

kepentingan terkait lainnya melalui customer engagement dan intimacy dengan didukung kolaborasi internal perusahaan maupun Holding Jasa Survey.

6. Meningkatkan kerjasama penjualan jasa dari kegiatan Crossselling/upselling antar portofolio.
7. Inovasi model operasi untuk percepatan proses, kemudahan dan akuntabilitas melalui adopsi teknologi digital.
8. Penguatan kompetensi pegawai dan kaderisasi.

Pada Tahun 2024, segmen Perdagangan, Industri dan Kelautan berhasil mendapatkan beberapa kegiatan yang menunjang pelaksanaan kegiatan Pemerintah dalam menumbuhkan kembali daya saing industri dan pelaku usaha seperti dalam kegiatan di lembaga dan Kementerian dalam lingkup segmen Perdagangan, Industri dan Kelautan.

Strategi untuk melakukan desentralisasi dan kolaborasi kegiatan jasa dan penjualan dengan Cabang-cabang merupakan prioritas untuk semakin memudahkan akses jasa oleh pelanggan, khususnya untuk kegiatan Verifikasi Program Peremajaan Sawit Rakyat (PSR), Tingkat Komponen Dalam Negeri (TKDN), dan jasa-jasa retail lainnya yang dilakukan berbasis regulasi Pemerintah. Strategi ini juga didukung dengan pengembangan beberapa sistem pendukung operasional berbasis digital untuk memudahkan proses pengendalian operasi, konsolidasi data, serta meningkatkan kecepatan dan akurasi layanan.

related stakeholders through customer engagement and intimacy, supported by internal collaboration within the company and across the Survey Services Holding.

6. Increasing service sales cooperation through cross-selling and up-selling activities across portfolios.
7. Innovating the operating model to accelerate processes, enhance convenience, and ensure accountability through the adoption of digital technology.
8. Strengthening employee competencies and implementing talent development and succession planning.

In 2024, the Trade, Industry, and Marine segment successfully secured several projects that supported the Government's initiatives to revitalize the competitiveness of industries and market actors, particularly through activities involving institutions and ministries within the scope of the Trade, Industry, and Marine segment.

The strategy of decentralizing and collaborating on service activities and sales with Branch Offices became a priority to further improve customer access to services, especially for the implementation of the People's Palm Oil Replanting Program (PSR), Domestic Component Level (TKDN), and other retail services regulated by the Government. This strategy was also supported by the development of several digital-based operational support systems to facilitate operational control, data consolidation, and to enhance service speed and accuracy.

Kinerja dan Profitabilitas Sektor Pemerintahan

Performance and Profitability of the Government Sector

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan / Penurunan Increase/Decrease	
			Nominal	%
Pendapatan Revenue	576.637	419.855	156.782	37,34
Biaya Expense	(452.533)	(311.751)	(140.781)	45,16
Laba Profit	124.104	108.103	16.000	14,80

Tahun 2024, Sektor Pemerintahan membukukan kenaikan pendapatan sebesar 37,34% menjadi Rp576 miliar dari Rp419 miliar di tahun 2023. Namun demikian, beban sektor pemerintahan juga mengalami kenaikan sebesar 45,16% menjadi Rp452 miliar dari Rp311 miliar di tahun 2023. Dengan kinerja tersebut, tahun 2024 sektor pemerintahan membukukan laba sebesar Rp124 miliar, naik 14,80% dari tahun sebelumnya Rp108 miliar.

Prospek Sektor Pemerintahan

Prospek pekerjaan di SBU LSI:

1. Meningkatkan peluang dan mempersiapkan untuk Pekerjaan test Calon Pegawai Negeri Sipil (CPNS) dan Pegawai Pemerintah dengan Perjanjian Kerja (P3K).

In 2024, the Government Sector recorded a revenue increase of 30.99%, reaching IDR 549 billion, up from IDR 413 billion in 2023. However, the sector's expenses also rose significantly by 223.23% to IDR 392 billion, compared to IDR 271 billion in 2023. As a result, the Government Sector posted a profit of IDR 158 billion in 2024, representing a 55.22% increase from the previous year's profit of IDR 141 billion.

Government Sector Prospect

Job Prospects in the LSI Strategic Business Unit (SBU):

1. Enhancing opportunities and preparing for testing services for Civil Servant Candidates (CPNS) and Government Employees with Work Agreements (P3K).



2. Meningkatkan peluang dan mempersiapkan untuk pekerjaan jasa konsultasi terkait investasi di Kementerian Investasi dan/atau di Dinas Penanaman Modal Satu Pintu.
3. Melakukan inisiasi ke Badan Pangan Nasional untuk mendapatkan peluang dalam pekerjaan survei yang berkaitan dengan pangan.
4. Melakukan inisiasi ke Badan Kebijakan Pembangunan Kesehatan atas lanjutan pekerjaan *Stunting* Gizi Nasional tahun 2024.
5. Meningkatkan peluang dan mempersiapkan pekerjaan yang berkaitan dengan Pengukuran, Inventarisasi dan Identifikasi Tanah, Bangunan dan/atau Tanaman yang berada di Ruang Bebas (ROW) di sektor swasta atau non APBN.

Prospek pekerjaan di SBU PIK:

1. Sub Portofolio Perdagangan:

- a. Meningkatkan peluang keterlibatan dalam proyek lanjutan terkait pengembangan sistem ketelusuran, sebagai tindak lanjut dari kegiatan kajian rencana aksi penyusunan *roadmap traceability* di Badan Karantina Indonesia.
- b. Memperluas ruang lingkup inspeksi dan laboratorium untuk komoditas kratom guna mendukung penunjukan sebagai Lembaga Inspeksi oleh Kementerian Perdagangan dalam rangka fasilitasi ekspor kratom.
- c. Memperbesar pangsa pasar kegiatan di verifikasi di BAPANAS, dimana sebelumnya kegiatan tersebut berada di Ditjen PDN Kementerian Perdagangan.
- d. Memperluas pelayanan jasa verifikasi di BPDPKS, dimana selain kegiatan verifikasi pencairan dana (VPD), Sarana dan Prasarana (SAPRAS) dan Kemitraan yaitu berupa layanan peta tematik sektor perkelapasawitan, Big Data Sawit/Dashboard Sawit Nasional dan mengaktifkan kembali verifikasi ekspor CPO.
- e. Mengusulkan revisi PERMENDAG terkait kegiatan Verifikasi Ekspor Produk Kehutanan (VEPIK), yaitu dengan menambahkan luas penampang dan HS.
- f. Meningkatkan pendapatan melalui program anggaran APBN di Kementerian Perdagangan, khususnya di Direktorat PDN dan DAGLU.
- g. Memperluas stakeholder dalam rangka pengelolaan perkelapasawitan diluar BPDPKS seperti: Ditjen BUN KEMANTAN, MENKO PEREKONOMIAN, PALMCO dan Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI).

2. Sub Portofolio TKDN:

- a. Meningkatkan pendapatan TKDN diluar sektor jasa MIGAS, Ketenagalistrikan yaitu dengan

2. Expanding opportunities and preparing for consultancy services related to investment at the Ministry of Investment and/or at regional One-Stop Investment Services Offices.
3. Initiating engagement with the National Food Agency to explore opportunities in survey work related to food issues.
4. Initiating engagement with the Health Development Policy Agency for the continuation of the 2024 National Nutritional Stunting project.
5. Enhancing opportunities and preparing for work related to the measurement, inventory, and identification of land, buildings, and/or plants located in Right of Way (ROW) areas in the private or non-state budget (non-APBN) sectors.

Job Prospects in the Trade, Industry, and Maritime SBU (PIK):

1. Trade Sub-Portfolio:

- a. Enhancing opportunities for involvement in follow-up projects related to the development of traceability systems, as a continuation of the action plan study for the traceability roadmap under the Indonesian Quarantine Agency.
- b. Expanding the scope of inspection and laboratory services for kratom commodities to support SUCOFINDO's designation as an Inspection Agency by the Ministry of Trade for kratom export facilitation.
- c. Increasing market share in verification activities at the National Food Agency (BAPANAS), which were previously conducted under the Directorate General of Domestic Trade (PDN) at the Ministry of Trade.
- d. Broadening verification service offerings for the Palm Oil Plantation Fund Management Agency (BPDPKS), beyond existing services such as fund disbursement verification (VPD), infrastructure (SAPRAS), and partnership programs. This includes services such as thematic mapping of the palm oil sector, Palm Oil Big Data/National Palm Oil Dashboard, and reactivation of Crude Palm Oil (CPO) export verification.
- e. Proposing revisions to the Minister of Trade Regulation (PERMENDAG) related to Forest Product Export Verification (VEPIK), specifically by adding cross-sectional dimensions and Harmonized System (HS) codes.
- f. Increasing revenue through APBN-funded programs at the Ministry of Trade, particularly within the Directorate General of Domestic Trade (PDN) and Directorate General of Foreign Trade (DAGLU).
- g. Expanding stakeholder engagement for palm oil management beyond BPDPKS, targeting institutions such as the Directorate General of Estate Crops (Ditjen BUN) at the Ministry of Agriculture, the Coordinating Ministry for Economic Affairs (MENKO PEREKONOMIAN), PALMCO, and the Indonesian Palm Oil Association (GAPKI).

2. TKDN Sub-Portfolio:

- a. Increasing TKDN (Domestic Component Level) revenue beyond the oil and gas and electricity sectors

mengembangkan terhadap pelanggan-pelanggan di sektor jasa MINERBA, EBTKE, Kesehatan, Infrastruktur, KEMENHAN dan Perhubungan.

- b. Meningkatkan pendapatan TKDN di Pemerintah Daerah, BUMN dan BUMD.
- c. Penggunaan teknologi menunjang kegiatan jasa verifikasi TKDN.
- d. Mengembangkan jasa masterlist/rencana impor barang (RIB) diluar sektor ketenagalistrikan seperti sektor MINERBA dan MIGAS.

3. Sub Portofolio Industri:

- a. Meningkatkan pendapatan dengan mendorong kegiatan-kegiatan berbasis APBN di KEMENPERIN seperti kajian, verifikasi kemampuan industri, Neraca Komoditas, pendampingan industri 4.0 di BUMN dan Industri.
- b. Melakukan pengembangan/inisiasi untuk jasa baru berupa pungutan dana lingkungan atas produk elektronika sebagai implementasi skema *Extended Producer Responsibility* (EPR).
- c. Mengembangkan jasa verifikasi berbasis regulasi yang berbayar pelaku usaha Verifikasi Importir Umum (VIU) seperti: TPT, Alas Kaki dan Kulit, ethanol, komoditas industri kimia hulu tertentu dan lain-lain.
- d. Mengembangkan jasa verifikasi berbasis regulasi berbayar pelaku usaha untuk verifikasi kemampuan industri (VKI) seperti: TPT, alas kaki dan kulit, bahan berbahaya (B2), plastik dan lain-lain.

4. Sub Portofolio Kelautan:

- a. Meningkatkan pendapatan dengan mendorong kegiatan-kegiatan berbasis APBN di KKP seperti kajian, verifikasi dan pendataan pembudidaya dan nelayan, Neraca Komoditas, Pengembangan peta tematik sumber daya di sektor kelautan.
- b. Mendukung Pemerintah mulai dari hulu hingga hilir dalam melakukan pengembangan di sektor perikanan dan kelautan, khususnya pada lima komoditas strategis, melalui program revitalisasi kawasan perikanan, penyusunan kajian pemodelan, dan pengembangan kampung perikanan, sehingga dapat meningkatkan produksi serta mutu produk perikanan dan kelautan untuk memenuhi kebutuhan pasar dalam negeri maupun pasar ekspor.
- c. Mendesain dan mengimplementasikan sistem informasi terintegrasi guna mempercepat digitalisasi sektor Perikanan dan Kelautan, membangun platform sistem informasi yang terintegrasi untuk mempermudah pengelolaan data dan monitoring aktivitas perikanan dan kelautan, mengoptimalkan pengelolaan sumber daya perikanan dan kelautan melalui pengembangan sistem informasi yang terintegrasi.

by expanding services to clients in the mineral and coal (MINERBA), new and renewable energy (EBTKE), health, infrastructure, defense (KEMENHAN), and transportation sectors.

- b. Growing TKDN revenue from regional governments, state-owned enterprises (BUMN), and regional-owned enterprises (BUMD).
- c. Utilizing technology to support TKDN verification service activities.
- d. Developing masterlist/import plan (RIB) services beyond the electricity sector, including for the MINERBA and oil and gas (MIGAS) sectors.

3. Industry Sub-Portfolio:

- a. Increasing revenue by promoting APBN-funded activities at the Ministry of Industry (KEMENPERIN), such as studies, industrial capability verifications, commodity balance assessments, and Industry 4.0 assistance for state-owned enterprises (BUMN) and industrial entities.
- b. Developing and initiating new services such as environmental levy schemes for electronic products, as part of the implementation of the Extended Producer Responsibility (EPR) framework.
- c. Expanding regulation-based verification services funded by business operators for General Importer Verification (VIU), including for textiles (TPT), footwear and leather, ethanol, specific upstream chemical industry commodities, and others.
- d. Expanding regulation-based verification services funded by business operators for Industrial Capability Verification (VKI), including for textiles (TPT), footwear and leather, hazardous materials (B2), plastics, and others.

4. Maritime Sub-Portfolio:

- a. Increasing revenue by promoting APBN-funded activities at the Ministry of Marine Affairs and Fisheries (KKP), such as studies, verification and data collection of fish farmers and fishermen, commodity balance assessments, and the development of thematic resource maps in the maritime sector.
- b. Supporting the Government across the value chain—from upstream to downstream—in developing the fisheries and marine sector, particularly for five strategic commodities, through programs such as revitalization of fishery zones, preparation of modeling studies, and development of fishery villages, aimed at improving production and quality of fishery and marine products to meet both domestic and export market demands.
- c. Designing and implementing integrated information systems to accelerate digitalization in the Fisheries and Marine sector, including building integrated system platforms to simplify data management and monitoring of fisheries and marine activities, and optimizing resource management through the development of integrated information systems.



- d. Melakukan pengembangan/inisiasi untuk jasa baru berupa verifikasi Pendataan Ikan Terukur (PIT) untuk di pelabuhan-pelabuhan perikanan seperti: pelabuhan samudra, pelabuhan nusantara, pelabuhan perikanan dan lain-lain.
- e. Meningkatkan pendapatan dengan mendorong kegiatan-kegiatan berbasis bantuan luar negeri (*loan*) seperti: pengembangan *upstream* dan *downstream* rumput laut, *integrated fishing port & international fish market* dan lain-lain.

Untuk mendukung proses bisnis portofolio SBU PIK saat ini sedang dikembangkan PMU untuk sektor BIOFUEL terkait pemanfaatan CPO/Fame sebagai pengganti/campuran energi bio solar. Dalam mewujudkan layanan dan proses bisnis di SBU PIK perlu didorong SDM yang mempunyai latar belakang dan kompetensi yang relevan selain untuk mengisi posisi-posisi yang saat ini sudah banyak yang kosong karena pensiun dan promosi oleh Divisi Human Capital.

Sektor Industri

Penjelasan Sektor Industri

Keberadaan Jasa Sektor Industri adalah untuk turut berperan aktif dalam program-program Pemerintah mendorong perekonomian nasional. Program pembangunan dan pengembangan di sektor infrastruktur, ketenagalistrikan, perdagangan, perindustrian, pertambangan dan sektor lainnya sebagai fundamental untuk meningkatkan pertumbuhan ekonomi, menjadi titik sentral perhatian layanan jasa-jasa Segmen Industri. Dengan layanan jasa-jasa inspeksi pengujian, sertifikasi, dan konsultasi di berbagai sektor industri, memberikan kontribusi bagi pengembangan berbagai sektor industri nasional dalam pemastian standar produk dan sistem manajemen, kelancaran arus barang dan kepatuhan terhadap ketentuan Pemerintah, serta peningkatan kapasitas dan kapabilitas industri. Pemastian penerapan keselamatan dan kesehatan kerja dalam proses produksi kegiatan industri, juga menjadi perhatian layanan jasa-jasa Segmen Industri. Sejalan dengan konsep inisiatif strategi dan industry 4.0, menjadi keniscayaan untuk mengembangkan strategi bisnis dengan pemanfaatan teknologi digital guna keperluan pembaharuan model bisnis dan peningkatan efisiensi. Untuk itu, bisnis diarahkan kepada pertumbuhan pendapatan utama berasal dari bisnis organik, peningkatan kapabilitas, kapasitas dan optimalisasi sumber daya perusahaan. Meningkatkan pertumbuhan inovasi bisnis untuk mendukung pertumbuhan perusahaan secara berkelanjutan, digitalisasi bisnis untuk mendukung keunggulan layanan, dan peningkatan penyerapan investasi untuk mendukung pertumbuhan bisnis serta perbaikan operasi dan layanan kepada pelanggan.

- d. Developing and initiating new services such as verification of Measured Fish Data Collection (Pendataan Ikan Terukur / PIT) at fisheries ports, including oceanic ports, archipelagic ports, fisheries ports, and others.
- e. e. Increasing revenue by promoting activities funded through foreign aid (loans), such as upstream and downstream seaweed development, integrated fishing ports, international fish markets, and other related initiatives.

To support the business processes of the PIK SBU portfolio, a Project Management Unit (PMU) is currently being developed for the BIOFUEL sector, specifically related to the utilization of CPO/FAME as a substitute or blend for biodiesel fuel. In realizing the services and business processes within the PIK SBU, it is essential to strengthen human resources with relevant backgrounds and competencies. This is also necessary to fill numerous vacant positions resulting from retirements and promotions, as managed by the Human Capital Division.

Industrial Sector

Explanation of the Industrial Sector

The presence of services in the Industrial Sector is aimed at actively supporting government programs that drive the national economy. Development and expansion initiatives in infrastructure, electricity, trade, industry, mining, and other sectors, serving as the foundation for economic growth, are central to the focus of services within the Industrial Segment. Through inspection, testing, certification, and consultancy services across various industrial sectors, this segment contributes to the advancement of national industries by ensuring product and management system standards, facilitating smooth goods flow, compliance with government regulations, and enhancing industrial capacity and capability. Ensuring the implementation of occupational health and safety practices within industrial production processes is also a key focus of the services provided in this segment. In line with strategic initiatives and the Industry 4.0 concept, it is imperative to develop business strategies that leverage digital technologies for business model renewal and efficiency enhancement. To this end, business development is directed toward generating primary revenue growth through organic business, strengthening capabilities, increasing capacity, and optimizing corporate resources. Business innovation is promoted to support sustainable company growth, business digitalization is advanced to enhance service excellence, and increased investment absorption is pursued to drive business expansion and improve operations and services for customers.

Produk dan Layanan Sektor Industri

Jasa-jasa Portofolio Industri terdiri dari:

1. Sub Portofolio Kelistrikan dan Perusahaan Jasa Keselamatan dan Kesehatan Kerja (PJK3) Kementerian Tenaga Kerja (KEMENAKER) Terdiri dari:
 - a. Jasa Verifikasi, Inspeksi dan Pengujian (non-NDT) dan Instalasi Industri Non Migas (Alat Angkat/Angkut, Bejana Tekan, Boiler, Katup Pengaman, Pompa dan Kompresor, Tangki Timbun, Penyalur Petir, Kelistrikan, Generator);
 - b. Sertifikasi Laik Operasi (SLO) Pembangkit Listrik, Transmisi dan Distribusi; dan
 - c. Verifikasi, Inspeksi, Pengujian Instalasi Peralatan Pemadam Kebakaran dan Penanggulangan Tanggap Darurat Kebakaran.
2. Sub Portofolio Kemaritiman terdiri dari: Jasa-Jasa Marine (Kemaritiman) dan ISPS Code.
3. Sub Portofolio Transportasi Terdiri dari: Verifikasi, Pengujian Otomotif dan Sertifikasi Bengkel Otomotif.
4. Sub Portofolio Infrastruktur dan Barang Modal Tidak Baru (BMTB) Terdiri dari:
 - a. Jasa-Jasa Manajemen Proyek;
 - b. Jasa Kaji Ulang Rancangan (*Design Review*) Verifikasi, Inspeksi, Pengujian, Pengawasan Konstruksi dan Audit Kelayakan Infrastruktur;
 - c. Jasa Kaji Ulang Rancangan, Verifikasi, Inspeksi, Pengujian Fasilitas Industri Non-Migas; dan
 - d. Jasa Verifikasi Impor Barang Tidak Baru (BMTB).

Strategi Sektor Industri

Industri bertumbuh mengandalkan pendapatan dari beberapa jasa eksisting, baik di level pusat maupun di cabang. Strategi mencapai pendapatan pada Portofolio dengan mempertahankan pasar di cabang dengan kontribusi besar dan meningkatkan komunikasi dengan cabang yang belum mencapai pada tahun sebelumnya. Beberapa cabang yang menjadi prioritas di tahun 2024 adalah Cabang Jakarta, Surabaya, dan Dumai.

Selain bertahan pada jasa eksisting pada tahun 2024 Portofolio Industri mulai masuk pada pengkayaan jasa. Dimana bagian pengembangan jasa pada SBU Industri mendorong jasa baru terkait dengan manajemen aset. Selain itu beberapa strategi pada yang diterapkan sebagai upaya peningkatan pendapatan adalah:

1. Inisiasi proyek jangka panjang pekerjaan Infrastruktur.
2. Optimalisasi *Retail*, melalui sosialisasi dan diseminasi jasa PT SUCOFINDO kepada *stakeholder* bersama cabang di beberapa kota tertentu.

Industrial Sector Products and Services

The services within the Industrial Portfolio consist of:

1. Sub-Portfolio of Electrical Power and Occupational Safety and Health Service Providers (PJK3) under the Ministry of Manpower (KEMENAKER), which includes:
 - a. Verification, inspection, and testing services (non-NDT) for non-oil and gas industrial installations such as lifting/hoisting equipment, pressure vessels, boilers, safety valves, pumps and compressors, storage tanks, lightning protection systems, electrical systems, and generators;
 - b. Certification of Operational Worthiness (SLO) for power generation, transmission, and distribution facilities; and
 - c. Verification, inspection, and testing services for fire protection systems and emergency fire response management equipment.
2. Sub-Portfolio of Maritime, which includes: marine-related services and ISPS (International Ship and Port Facility Security) Code services.
3. Sub-Portfolio of Transportation, which includes: automotive verification and testing, and certification of automotive workshops.
4. Sub-Portfolio of Infrastructure and Used Capital Goods (BMTB), which includes:
 - a. Project management services;
 - b. Design review, verification, inspection, testing, construction supervision, and infrastructure feasibility audit services;
 - c. Design review, verification, inspection, and testing services for non-oil and gas industrial facilities; and
 - d. Verification services for the import of used capital goods.

Industrial Sector Strategy

The industry sector continues to grow by relying on revenue from several existing services, both at the head office and branch levels. The strategy to achieve portfolio revenue involves maintaining market share in branches with significant contributions and enhancing communication with branches that did not meet targets in the previous year. Several branches prioritized in 2024 include the Pekanbaru, Dumai, and Jakarta branches.

In addition to maintaining existing services, the Industrial Portfolio will begin expanding its service offerings in 2024. The service development division within the Industrial SBU is promoting new services related to transportation, particularly in the area of electric vehicles (EVs). Furthermore, several strategies are being implemented as part of efforts to increase revenue, including:

1. Initiation of long-term infrastructure projects.
2. Optimization of Retail through socialization and dissemination of PT SUCOFINDO's services to stakeholders in collaboration with branches in selected cities.



- Optimasi Penjualan dan Pengembangan Jasa Technical Asset Management (*Inspection and Testing for Preventive Maintenance, Asset Optimization*), Pengembangan jasa akan bekerjasama dengan Divisi PBK, Mitra strategis maupun entitas anak perusahaan.
- Optimalisasi Fungsi Penjualan, dimana fungsi penjualan cabang dan penjualan SBU bersinergi dalam mendapatkan order, baik pekerjaan *retail* maupun *project based*. Kolaborasi ini juga akan didukung oleh kerjasama dengan Divisi PPK.
- Melakukan kemitraan strategis dengan perusahaan-perusahaan untuk mengkolaborasikan masing-masing keunggulan yang dimiliki demi menciptakan sinergi untuk memperbesar potensi pasar dan akuisisi pelanggan.
- Optimalisasi Kapasitas SDM SBU Industri memastikan ketersediaan personil kompeten pada setiap bidang portfolio dan supporting melalui pelatihan dan kalibrasi brevet. Penggunaan SDM bersama dengan cabang dalam melakukan eksekusi kegiatan pekerjaan.

- Optimization of Sales and Development of Technical Asset Management services (*Inspection and Testing for Preventive Maintenance, Asset Optimization*). Service development will cooperate with the PBK Division, strategic partners, and subsidiary entities.
- Optimization of the Sales Function, where branch sales and SBU sales synergize to secure orders, both retail and project-based work. This collaboration will also be supported by cooperation with the PPK Division.
- Establish strategic partnerships with companies to combine each party's strengths in order to create synergy that expands market potential and customer acquisition.
- Optimize the Human Resources capacity of the Industrial SBU by ensuring the availability of competent personnel in each portfolio field and support functions through training and brevet calibration. Joint use of HR with branches for activity execution.

Kinerja dan Profitabilitas Sektor Industri

Industrial Sector Performance and Profitability

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan /Penurunan Increase/Decrease	
			Nominal	%
Pendapatan Revenue	301.003	247.149	53.854	21,79
Beban Expense	(252.496)	(192.901)	(59.595)	30,89
Laba Profit	48.507	54.247	(5.740)	-10,58

Sektor Industri mencatat pertumbuhan kinerja yang cukup baik di tahun 2024. Pendapatan segmen Industri tumbuh 21,79% dari Rp247 miliar di tahun 2023 menjadi Rp301 miliar di tahun 2024. Namun demikian, beban sektor Industri naik 30,89% menjadi Rp252 miliar dari Rp192 miliar di tahun 2023, sehingga laba segmen Industri hanya turun 10,58% menjadi Rp48 miliar dari Rp54 miliar di tahun 2023.

The Industrial Sector recorded solid performance growth in 2024. Revenue from the Industrial segment grew by 21.79%, from IDR 247 billion in 2023 to IDR 301 billion in 2024. However, expenses in the Industrial sector increased by 215.91%, reaching IDR 227 billion from IDR 171 billion in 2023. As a result, the segment's profit declined by 44.71%, amounting to IDR 73 billion compared to IDR 75 billion in 2023.

Prospek sektor industri

- Sub Portofolio Kelistrikan Inisiasi Pengembangan Bisnis dan Pengkayaan Jasa yang ditetapkan portofolio SBU tahun 2024 Industri pada:
 - Manajemen Asset
 - Pengkayaan *Technical Asset Management (Inspection and Testing for Preventive Maintenance, Asset Optimization)*.
 - Melakukan pendekatan dan kerjasama dengan BJB dan PT. KS.
 - Perlu adanya dukungan dari PT SUCOFINDO Group kepada SBU Industri.

Industrial Sector Prospect

- Electrical Sub-Portfolio

The business development and service enrichment initiatives designated under the 2024 Industrial SBU portfolio focus on:

 - Asset Management
 - Enriching the SIMA (Asset Management Information System) with risk and sustainability features.
 - Initiating engagement and partnerships with BJB and PT Krakatau Steel (PT KS).
 - Support from the SUCOFINDO Group is required for the Industrial SBU.

- b. Sistem Manajemen Keselamatan Ketenagalistrikan (SMK2)
 - i. Mengembangkan jasa konsultasi dan asesmen di bidang pengguna ketenagalistrikan pada Instalasi jaringan distribusi Listrik, Gardu Listrik, Instalasi Tenaga Listrik Bidang Pembangkit Listrik.

- b. Electrical Safety Management System (SMK2)
 - i. Developing consultancy and assessment services in the field of electrical power users, covering the installation of electricity distribution networks, substations, and power generation installations.

Sektor Minyak, Gas dan Energi

Sektor Migas dan Energi di PT SUCOFINDO ditopang oleh SBU Aset dan Energi Baru dan Terbarukan (AEBT) dan SBU Hulu Migas dan Produk Migas (HMPM). SBU AEBT merupakan *strategic business unit* yang menyediakan pelayanan jasa khususnya kepada pelanggan di industri minyak dan gas serta energi baru dan terbarukan. Kegiatan jasa SBU AEBT meliputi jasa-jasa terkait pemenuhan kualitas serta kepatuhan industri terhadap regulasi, standar nasional dan standar internasional serta kebutuhan pelanggan. SBU HMPM berfokus pada segmen hulu migas dan produk migas.

SBU Aset dan Energi Baru dan Terbarukan

SBU AEBT menjalankan bisnis jasa Inspeksi, audit dan konsultasi terkait pemenuhan kualitas serta kepatuhan industri terhadap regulasi, standar-standar nasional dan internasional serta kebutuhan pelanggan di bidang Energi Baru & Terbarukan serta infrastruktur, asset dan proses produksi minyak & gas. Khusus pada layanan jasa Energi Baru & Terbarukan, SBU AEBT memberikan kontribusi dalam pemastian kehandalan fasilitas, instalasi dan peralatan pada pembangkit sektor energi baru dan terbarukan serta mendukung keberlangsungan operasi pelanggan melalui konsultasi, studi dan sampling yang memberikan dampak ESG, sehingga memperkuat posisi Sucofindo sebagai ESG enabler melalui solusi yang ditawarkan.

Portofolio yang dimiliki oleh SBU AEBT:

1. Energi Baru dan Terbarukan

Jasa dalam sub portofolio ini meliputi :

- a. Sampling dan Analisis di bidang Energi Baru dan Terbarukan (Gas Metana, Shale Gas, Panas Bumi, dan lainnya).
Jasa ini bertujuan memberikan jaminan mutu terhadap potensi sumber daya energi baru dan terbarukan untuk mendukung kelayakan proyek energi baru dan terbarukan, baik secara kualitas maupun kuantitas. Jasa ini meliputi pengambilan sampel, pengujian, analisis, interpretasi, jasa monitoring, dan penilaian kecenderungan terhadap sumber daya energi yang bersumber dari energi gas metana batubara, shale gas, energi panas bumi, dan lainnya.
- b. Konsultasi di bidang Energi Baru dan Terbarukan.
Jasa konsultasi ini menyediakan solusi teknis dan manajemen untuk peningkatan keandalan operasional, keselamatan dan keamanan instalasi energi baru dan

Oil, Gas, and Energy Sector

The Oil, Gas, and Energy Sector at PT SUCOFINDO is supported by two Strategic Business Units (SBUs): the Asset and New and Renewable Energy SBU (AEBT) and the Upstream Oil & Gas and Petroleum Products SBU (HMPM). The AEBT SBU is a strategic business unit that provides specialized services, particularly to clients in the oil and gas industry as well as in the new and renewable energy sector. AEBT's service activities include ensuring quality compliance and industry adherence to regulations, national and international standards, and specific customer requirements. The HMPM SBU focuses on the upstream oil and gas segment and petroleum products.

Asset and New and Renewable Energy Strategic Business Unit (AEBT)

The AEBT SBU operates in the business of inspection, audit, and consultancy services related to ensuring quality compliance and industry adherence to regulations, national and international standards, as well as customer requirements in the fields of New & Renewable Energy and the infrastructure, assets, and production processes of oil & gas. Specifically in New and Renewable Energy services, the AEBT Strategic Business Unit contributes to ensuring the reliability of facilities, installations, and equipment in the renewable energy sector. It also supports the continuity of clients' operations through consulting, studies, and sampling activities that generate ESG impact. This strengthens SUCOFINDO's position as an ESG enabler through the solutions it provides.

Portfolio Owned by the AEBT SBU:

1. New and Renewable Energy

The services in this sub-portfolio include:

- a. Sampling and Analysis in the New and Renewable Energy Sector (Methane Gas, Shale Gas, Geothermal, and others).
These services aim to provide quality assurance for the potential of new and renewable energy resources to support the feasibility of new and renewable energy projects, both in terms of quality and quantity. Services include sampling, testing, analysis, interpretation, monitoring services, and trend assessments for energy resources sourced from coal mine methane, shale gas, geothermal energy, and others.
- b. Consultancy in the New and Renewable Energy Sector.
This consultancy service provides technical and management solutions to improve the operational reliability, safety, and security of new and renewable



terbarukan. Konsultansi ini berfokus pada manajemen risiko, optimalisasi sistem, pengelolaan dan pemeliharaan sistem, dan efisiensi proses operasional secara terintegrasi. Jasa konsultansi di bidang ini meliputi konsultansi perencanaan, konsultansi pengembangan sistem, konsultansi teknis, konsultansi manajemen pemboran/*workover* dan konsultansi penilaian risiko dan analisis keekonomian.

- c. Verifikasi dan Inspeksi Peralatan dan Instalasi di bidang Energi Baru dan Terbarukan.
- Jasa verifikasi dan inspeksi peralatan dan instalasi merupakan kegiatan inspeksi untuk keselamatan peralatan dan/atau instalasi pada kegiatan usaha energi baru dan terbarukan dalam rangka pemenuhan terhadap spesifikasi, standar, dan peraturan sebagai bagian sertifikasi peralatan dan persetujuan laik fungsi instalasi, terutama panas bumi. Jasa ini menjamin keselamatan infrastruktur, pelaksanaan keselamatan dan kesehatan kerja, penerapan pengelolaan lingkungan dan pemenuhan persyaratan sesuai kaidah teknis di bidang energi baru dan terbarukan untuk mendukung percepatan transisi energi nasional.

Pelanggan yang telah mendapatkan jasa dari SUCOFINDO antara lain Pertamina Geothermal Energy, Medco Cahaya Geothermal, Star Energy Geothermal, Indominco Mandiri, Trubaindo Coal Mining, NUGAS Gas Ltd, Qinfan Mining Industry, Sebuco Sejaya Coal, JHCI Construction Indonesia, Geo Dipa Energi, Sorik Marapi Geothermal Power, Sokoria Geothermal Indonesia, Medco Solar Bali Timur, Supreme Energy, Sarulla Operation Ltd.

2. Infrastruktur, Aset & Proses Produksi Migas

Jasa dalam sub-portofolio meliputi:

- a. Inspeksi Peralatan dan Instalasi Industri Minyak dan Gas Bumi (Non-*statutory*/Non-regulasi).
- Jasa Inspeksi Peralatan Non-regulasi dan peralatan pendukung lainnya merupakan layanan jasa pemastian dalam rangka pemenuhan spesifikasi pemilik, standar nasional dan standar internasional di sektor Minyak dan Gas Bumi. Kegiatan pelayanan jasa ini meliputi review, verifikasi, dan inspeksi terhadap peralatan utama dan pendukung fasilitas instalasi terhadap aspek keandalan, integritas fasilitas, dan kelayakan operasi.
- b. Konsultansi terhadap Keandalan dan Keamanan Peralatan dan Instalasi Industri Minyak dan Gas Bumi.
- Jasa konsultansi terhadap keandalan, keselamatan dan keamanan di industri Minyak dan Gas Bumi bertujuan mengoptimalkan ketersediaan fasilitas secara terintegrasi melalui perencanaan pemeliharaan, dan pelaksanaan dengan manajemen yang efektif. Layanan konsultansi ini dapat membantu mengidentifikasi kesalahan, kegagalan, dan titik-titik kritis yang berpotensi menimbulkan risiko bahaya yang mengancam keselamatan dan lingkungan dan

energy installations. The consultancy focuses on risk management, system optimization, system management and maintenance, and operational process efficiency in an integrated manner. The consultancy services in this field include planning consultancy, system development consultancy, technical consultancy, drilling/*workover* management consultancy, and risk assessment and economic feasibility analysis consultancy.

- c. Verification and Inspection of Equipment and Installations in the New and Renewable Energy Sector.
- Verification and inspection services for equipment and installations involve inspections for equipment and/or installation safety in new and renewable energy operations to ensure compliance with specifications, standards, and regulations as part of equipment certification and installation functionality approval, especially in geothermal energy. These services ensure the safety of infrastructure, occupational health and safety, environmental management practices, and compliance with technical standards in the new and renewable energy sector to support the acceleration of national energy transition.

Clients that have received services from SUCOFINDO include, among others: Pertamina Geothermal Energy, Medco Cahaya Geothermal, Star Energy Geothermal, Indominco Mandiri, Trubaindo Coal Mining, NUGAS Gas Ltd, Qinfan Mining Industry, Sebuco Sejaya Coal, JHCI Construction Indonesia, Geo Dipa Energi, Sorik Marapi Geothermal Power, Sokoria Geothermal Indonesia, Medco Solar Bali Timur, Supreme Energy, and Sarulla Operations Ltd.

2. Oil and Gas Infrastructure, Assets, & Production Processes

Services in this sub-portfolio include:

- a. Inspection of Oil and Gas Industry Equipment and Installations (Non-Statutory/Non-Regulatory).
- Non-Regulatory Equipment Inspection services and other supporting equipment services are assurance services aimed at meeting the owner's specifications, national standards, and international standards in the Oil and Gas sector. These services include review, verification, and inspection of main and supporting equipment for installation facilities, focusing on reliability, facility integrity, and operational suitability.
- b. Consultancy on Reliability and Safety of Oil and Gas Industry Equipment and Installations.
- Consultancy services on reliability, safety, and security in the Oil and Gas industry aim to optimize facility availability through integrated maintenance planning and execution with effective management. These services help identify errors, failures, and critical points that may pose safety and environmental risks, as well as uncontrolled conditions during operations. The consultancy provides recommendations for sustainable repair and maintenance systems through analysis

kondisi tidak terkontrol lainnya pada proses operasi, serta memberikan rekomendasi sistem perbaikan dan pemeliharaan yang berkelanjutan, melalui kegiatan analisis dan kajian pada tahapan desain, tahapan fabrikasi, tahapan instalasi, tahapan operasional hingga dan digunakan pada siklus proses operasional. Jasa konsultansi di bidang ini meliputi konsultansi perencanaan, konsultansi pengembangan sistem, konsultansi teknis, konsultansi manajemen pemboran/*workover*, konsultansi analisis risiko, jasa risk dan *valuation survey*, dan konsultansi pengawasan untuk proyek Carbon Capture, Utilization and Storage (CCUS).

- c. QA/QC untuk Fasilitas Industri, Minyak dan Gas, Pertambangan dan Pembangkit Listrik.
Jasa ini merupakan mekanisme layanan secara komprehensif untuk memastikan suatu fasilitas industri minyak dan gas dapat memenuhi peraturan, standar nasional dan standar internasional serta kebutuhan pelanggan. Pelaksanaan dilakukan melalui penerapan Pemastian Mutu (*Quality Assurance*), Pengendalian Mutu (*Quality Control*) serta memastikan pemenuhan dan penerapan terhadap kaidah-kaidah QA/QC yang konsisten sebagai upaya peningkatannya secara berkelanjutan yang meliputi pembangunan fasilitas baru, pelaksanaan operasional, pemeliharaan fasilitas eksisting, dan pengembangan fasilitas dengan menjalankan dan mengaplikasikan Quality Management System.
- d. Verifikasi dan Inspeksi Peralatan dan Instalasi Industri Minyak dan Gas Bumi.
Jasa verifikasi dan inspeksi peralatan dan instalasi merupakan kegiatan inspeksi untuk keselamatan peralatan dan/atau instalasi pada kegiatan usaha minyak dan gas bumi dalam rangka pemenuhan terhadap spesifikasi, standar, dan peraturan sebagai bagian sertifikasi peralatan dan persetujuan laik operasi. Jasa ini menjamin keselamatan infrastruktur dan pelaksanaan keselamatan dan kesehatan kerja, penerapan pengelolaan lingkungan dan pemenuhan persyaratan kaidah teknis di bidang minyak dan gas bumi untuk mendukung ketahanan energi nasional. Jasa ini meliputi alat pengaman (katup pengaman), pesawat angkat, bejana tekan, tangki penimbun, peralatan putar (pompa dan kompresor), peralatan listrik (generator, transformator, dan panel distribusi), bangunan struktur di perairan (anjung lepas pantai), pipa penyalur, instalasi umum, dan instalasi pengeboran, kerja ulang sumur, dan penyemenan.
- e. Fasilitas Pendukung di bidang Migas.
Jasa ini bertujuan untuk memastikan fasilitas pendukung di bidang minyak dan gas bumi memenuhi aspek keandalan, keselamatan dan keamanan. Jasa ini melingkupi jasa dukungan pengeboran, asesmen rig, dan jasa inspeksi OCTG (*Oil Country Tubular Goods*).
- f. Non-Destructive Test (NDT)/Uji Tak Merusak
Jasa ini bertujuan untuk mendeteksi cacat, ketidaksempurnaan, atau anomali pada material dan/atau struktur tanpa merusak obyek yang diuji untuk

and review at the design, fabrication, installation, and operational phases, throughout the operational process cycle. Consultancy services in this field include planning consultancy, system development consultancy, technical consultancy, drilling/*workover* management consultancy, risk analysis consultancy, risk and valuation survey services, and supervision consultancy for Carbon Capture, Utilization, and Storage (CCUS) projects.

- c. QA/QC for Industrial Facilities, Oil and Gas, Mining, and Power Generation.
This service is a comprehensive mechanism to ensure that oil and gas industrial facilities meet regulations, national standards, international standards, and customer requirements. The implementation is carried out through Quality Assurance (QA), Quality Control (QC), and ensuring consistent adherence to QA/QC principles for continuous improvement, including the construction of new facilities, operational execution, maintenance of existing facilities, and development of facilities by applying the Quality Management System.
- d. Verification and Inspection of Oil and Gas Industry Equipment and Installations.
Verification and inspection services for equipment and installations involve safety inspections for equipment and/or installations in oil and gas operations, ensuring compliance with specifications, standards, and regulations as part of equipment certification and operational approval. These services ensure infrastructure safety, occupational health and safety, environmental management practices, and compliance with technical standards in the oil and gas sector to support national energy resilience. Services include safety equipment (safety valves), lifting equipment, pressure vessels, storage tanks, rotating equipment (pumps and compressors), electrical equipment (generators, transformers, and distribution panels), offshore structural buildings, pipelines, general installations, drilling installations, well workover, and cementing.
- e. Supporting Facilities in the Oil and Gas Sector.
This service ensures that supporting facilities in the oil and gas sector meet reliability, safety, and security aspects. This includes drilling support services, rig assessments, and OCTG (*Oil Country Tubular Goods*) inspection services.
- f. Non-Destructive Testing (NDT)
This service aims to detect defects, imperfections, or anomalies in materials and/or structures without damaging the tested object to evaluate the



mengevaluasi karakteristik bahan, komponen, atau struktur. Lingkup jasa Non-Destructive Test terdiri dari NDT Konvensional dan NDT Tingkat Lanjut (Advanced) yang menggunakan teknologi termutakhir.

Pelanggan yang telah mendapatkan jasa dari SUCOFINDO antara lain BP Berau Ltd, Medco E&P, Pertamina dan Sub Holding Usaha Pertamina.

SBU Hulu Migas dan Produk Migas

SBU HMPM menjalankan bisnis jasa inspeksi, audit dan konsultasi pada proses hulu migas dan produk migas serta petrokimia, termasuk didalamnya kegiatan survei non-seismik, seismik, geologi dan geofisika serta pemboran dan operasi sumur pemboran.

Portofolio yang dimiliki SBU HMPM:

1. Inspeksi dan Survei Industri Minyak, Gas Alam, Produk Kilang, dan Turunannya.

Minyak, gas alam, produk kilang, dan turunannya adalah produk vital yang menggerakkan bagian besar ekonomi Indonesia. Memastikan kesesuaian kualitas dan kuantitas produk yang diserahkan terimakan wajib dilakukan dalam transaksi produk ini. Layanan inspeksi inspeksi kilang minyak PT SUCOFINDO tidak hanya akan membantu Anda memastikan kualitas produk sesuai dengan standar dan regulasi terkini, namun inspeksi kilang minyak juga mencatat informasi yang aktual tentang proses serah terima produk yang sedang berlangsung, seperti, jadwal, detail waktu, analisis kualitas, ketidaksesuaian dan hal-hal penting lainnya.

Ruang Lingkup Inspeksi dan Survei Industri Minyak, Gas Alam, Produk Kilang, dan Turunannya yaitu:

- Pemeriksaan pada setiap kegiatan dalam rantai proses yang meliputi aspek kuantitas dan kualitas.
- Survei awal di terminal atau di titik lokasi serah terima
- Melakukan pengukuran di tangki darat dan di tangki kapal
- Melakukan pengambilan contoh untuk pemeriksaan laboratorium.
- Investigasi yang terkait dengan transportasi dan penanganan kerugian (analisis perjalanan)
- Melakukan pekerjaan *fuel consumption*.

2. Kalibrasi Peralatan Custody Transfer dan Kalibrasi Tangki

Dalam serah terima minyak, gas, produk kilang dan turunannya melalui kapal, truk tangki, dan pipa, risiko yang mungkin terjadi adalah kehilangan kuantitas dan terjadinya perubahan kualitas maupun kontaminasi yang berpengaruh terhadap kualitas produk dan kerugian finansial. Untuk menghindari kerugian tersebut, PT SUCOFINDO menyediakan layanan untuk membantu memastikan

characteristics of materials, components, or structures. The scope of Non-Destructive Testing services includes Conventional NDT and Advanced NDT, utilizing the latest technology.

Clients that have received services from SUCOFINDO include BP Berau Ltd, Medco E&P, Pertamina, and Pertamina's Business Sub-Holdings.

Upstream Oil & Gas and Petroleum Products SBU (HMPM)

The HMPM SBU provides inspection, audit, and consultancy services for upstream oil and gas processes, petroleum products, and petrochemicals, including non-seismic and seismic surveys, geology and geophysics, as well as drilling and well operations.

Portfolio Managed by the HMPM SBU:

1. Inspection and Survey of the Oil, Natural Gas, Refinery Products, and Derivatives Industry.

Oil, natural gas, refinery products, and their derivatives are vital commodities that drive a significant part of Indonesia's economy. Ensuring the quality and quantity compliance of the products being transferred is essential in every transaction involving these products. PT SUCOFINDO's refinery inspection services not only help verify that the product quality complies with current standards and regulations but also provide real-time documentation of the ongoing transfer process, including schedules, timing details, quality analysis, discrepancies, and other critical information.

The scope of Inspection and Survey services in the Oil, Natural Gas, Refinery Products, and Derivatives Industry includes:

- Inspection of every activity within the process chain, covering quantity and quality aspects.
- Preliminary surveys at terminals or product handover locations.
- Measurement activities in land-based tanks and ship tanks.
- Sampling for laboratory testing.
- Investigation related to transportation and loss handling (voyage analysis).
- Execution of fuel consumption assessments.

2. Calibration of Custody Transfer Equipment and Tank Calibration

In the transfer of oil, gas, refinery products, and their derivatives via ships, tank trucks, and pipelines, there is a potential risk of quantity loss, quality degradation, or contamination, which can impact product quality and cause financial losses.

To mitigate these risks, PT SUCOFINDO provides services to help ensure the accuracy of volumetric measuring equipment

akurasi peralatan ukur volumetrik sesuai dengan peraturan dan standar yang berlaku di industri migas. Layanan ini juga membantu terpenuhinya persyaratan dalam rangka pemenuhan regulasi berupa sertifikat kalibrasi dan surat ijin penggunaan peralatan.

Ruang Lingkup Kalibrasi Peralatan Custody Transfer dan Kalibrasi Tangki

Dalam rangka mitigasi risiko, PT SUCOFINDO juga memiliki ruang lingkup untuk melakukan kegiatan kalibrasi peralatan ukur serah terima produk migas dan turunannya. Kalibrasi dapat berupa kalibrasi atas peralatan alat ukur dinamis (*prover* dan *flow meter*) dan kalibrasi alat ukur statis (tangki timbun dan tangki kapal). Pelaksanaan kalibrasi dapat berdiri sendiri memenuhi persyaratan manajemen mutu internal pelanggan ataupun untuk memenuhi persyaratan regulasi (Ditjen Migas dan Direktorat Metrologi).

in accordance with applicable industry regulations and standards. These services also support compliance with regulatory requirements, including the issuance of calibration certificates and permits for equipment usage.

Scope of Custody Transfer Equipment and Tank Calibration

As part of risk mitigation efforts, PT SUCOFINDO offers calibration services for measuring equipment used in the transfer of oil and gas products and their derivatives. Calibration services include dynamic measuring instruments (such as provers and flow meters) as well as static measuring instruments (such as storage tanks and ship tanks). Calibration activities may be conducted either to meet clients' internal quality management system requirements or to fulfill regulatory obligations (as stipulated by the Directorate General of Oil and Gas and the Directorate of Metrology).

3. Quantity Assurance

Quantity Assurance adalah pendekatan terencana dan sistematis yang bertujuan untuk membangun akuntabilitas informasi kuantitas suatu konten ekonomi. Kuantitas tersebut juga melingkupi kebutuhan transparansi data dengan penerapan mekanisme kendali internal beserta verifikasi dan validasi kewajaran datanya.

3. Quantity Assurance

Quantity Assurance is a planned and systematic approach to establish the accountability of quantity-related information concerning an economic asset. This quantity also includes the need for data transparency through the implementation of internal control mechanisms, along with verification and validation to ensure data accuracy and fairness.

Ruang Lingkup Quantity Assurance

Agar dapat menilai kewajaran pernyataan operasi produksi, asersi kuantitas formal yang akan disampaikan kepada pemerintah, mitra, investor, dan pemangku kepentingan lainnya. Dalam membantu perusahaan membangun akuntabilitas informasi, layanan *Quantity Assurance* PT SUCOFINDO memiliki ruang lingkup yang meliputi:

Scope of Quantity Assurance

To assess the reasonableness of production operation statements and formal quantity assertions submitted to the government, partners, investors, and other stakeholders, PT SUCOFINDO's *Quantity Assurance* services help companies build accountability for their quantity-related information. The scope of these services includes:

Sumur (Well)

- Memproduksi sumur.
- Monitoring kinerja sumur.

Well

- Well production
- Monitoring well performance

Fasilitas Proses Produksi

- Pemisahan minyak, gas, dan air.
- Mengetes sumur minyak atau gas.
- Mengumpulkan dan mengukur produksi minyak, gas, dan air.
- Mengirim minyak ke terminal.
- Injeksi air dan gas.

Production Process Facilities

- Separation of oil, gas, and water
- Testing of oil or gas wells
- Collection and measurement of oil, gas, and water production
- Oil delivery to terminal
- Water and gas injection

Terminal

- Pengukuran dan perhitungan penerimaan minyak dari stasiun pengumpul.
- Manajemen stok di terminal.
- Pelaksanaan lifting.
- Pengukuran dan perhitungan minyak di tangki sebelum dan sesudah lifting menggunakan alat ukur yang disertifikasi.
- Penentuan kualitas minyak.
- Pembuatan dan Penandatanganan dokumen lifting.
- Melakukan verifikasi terhadap perbedaan volume dan kualitas.

Terminal

- Measurement and calculation of oil received from gathering stations
- Stock management at the terminal
- Execution of lifting operations
- Measurement and calculation of oil in tanks before and after lifting using certified measuring instruments
- Determination of oil quality
- Preparation and signing of lifting documents
- Verification of volume and quality discrepancies



4. Survei Seismik

Kegiatan eksplorasi seismik merupakan kegiatan pencarian sumber daya alam dan mineral di bawah permukaan bumi dengan bantuan gelombang seismik. Pesaing untuk layanan jasa ini tidak terlalu banyak, tetapi pengalaman pesaing sudah cukup banyak. Alat dan SDM juga menjadi tantangan bisnis pada layanan jasa ini. PT SUCOFINDO menyediakan layanan survei seismik dengan data navigasi dengan keakuratan sesuai spesifikasi yang telah ditentukan. Data ini dapat menampilkan interpretasi di bawah permukaan melalui *cutting* yang terangkat ke permukaan dengan pengisian bahan peledak (*source*) yang sesuai dengan hasil test parameter akan mendapatkan data sesuai target. Layanan ini juga meminimalisasi distraksi dan memudahkan untuk interpretasi data seismik yang lebih akurat.

Ruang Lingkup Survei Seismik

Layanan survei ini memiliki ruang lingkup yang meliputi:

- Survei topografi
- Pengeboran
- *Pre-Loading*
- Perekaman data seismik
- Prosesing data seismik lapangan
- Pengolahan data seismik (*Processing Center*)

Strategi Sektor Migas dan Energi

Strategi Segmen Aset dan Energi Baru dan Terbarukan

Secara umum tantangan yang dihadapi portofolio AEBT pada tahun 2024 antara lain :

1. Disrupsi teknologi peralatan operasi.
2. Ketatnya persaingan pasar TIC di Indonesia.
3. Dinamisnya perubahan geopolitik.

Selain itu, PT SUCOFINDO juga ikut mendukung program pemerintah dalam menghadapi tantangan terhadap *climate change* (perubahan iklim) yang disikapi dengan program transisi energi dan percepatan pengembangan energi terbarukan. Berdasarkan tantangan dan perubahan regulasi yang ada, maka di tahun 2024 SBU AEBT menetapkan strategi sebagai berikut:

1. Mencapai target kinerja pendapatan dan laba portofolio AEBT.
2. Membangun kolaborasi dengan pemerintah, anggota holding BUMN, dan perusahaan swasta (nasional dan internasional), diantaranya:
 - a. Penguatan kerja sama antar anggota Holding Jasa Survey (HJS) yaitu Biro Klasifikasi Indonesia dan Surveyor Indonesia.
 - b. Kemitraan/kerja sama dengan BUMN lain yang berbisnis di sektor migas, EBT dan serta pendukungnya.
 - c. Meningkatkan kerjasama kemitraan dengan perusahaan engineering internasional serta pemilik teknologi terbaru dalam industri TIC untuk memperkuat layanan jasa serta penetrasi pasar internasional.

4. Seismic Survey

Seismic exploration is an activity aimed at discovering natural and mineral resources beneath the Earth's surface using seismic waves. While there are relatively few competitors in this service area, those that exist generally have significant experience. Equipment and human resources remain key challenges in this line of business. PT SUCOFINDO provides seismic survey services equipped with navigational data that meets the required accuracy specifications. This data allows for subsurface interpretation through extracted cuttings brought to the surface using explosive charges (*sources*). When properly configured based on parameter testing results, these methods yield data aligned with the exploration target. This service also minimizes distractions and facilitates more accurate interpretation of seismic data.

Scope of Seismic Survey

This survey service includes the following scope of work:

- Topographic survey
- Drilling
- Pre-loading
- Seismic data recording
- Field seismic data processing
- Seismic data processing (*Processing Center*)

Oil, Gas, and Energy Sector Strategy

Asset and New & Renewable Energy Segment Strategy

In general, the challenges faced by the AEBT portfolio in 2024 include:

1. Technological disruption in operational equipment.
2. Intense competition in the TIC (Testing, Inspection, and Certification) market in Indonesia.
3. Dynamic geopolitical shifts.

In addition, PT SUCOFINDO supports government programs in addressing the challenges of climate change through energy transition initiatives and the acceleration of renewable energy development. Based on these challenges and regulatory changes, the AEBT SBU established the following strategies for 2024:

1. Achieve revenue and profit targets for the AEBT portfolio.
2. Build collaborations with the government, members of the state-owned enterprise (BUMN) holding group, and private (national and international) companies, including:
 - a. Strengthening cooperation among members of the Survey Services Holding (HJS): Biro Klasifikasi Indonesia and Surveyor Indonesia.
 - b. Partnerships/cooperation with other state-owned enterprises engaged in the oil and gas sector, renewable energy, and supporting industries.
 - c. Enhancing strategic partnerships with international engineering companies and technology owners in the TIC industry to strengthen service offerings and penetrate international markets.

3. Inovasi Model Bisnis dengan meningkatkan efektivitas promosi jasa, retensi pelanggan, efisiensi biaya operasi, serta pengayaan layanan jasa baru.
4. Transformasi dan pemanfaatan teknologi digital untuk optimasi proses bisnis sesuai dengan kebutuhan pelanggan dan regulasi pemerintah.
5. Peningkatan investasi berbasis teknologi termutakhir pada bidang TIC.
6. Pengembangan Talenta melalui pelatihan dan sertifikasi kompetensi personil pada level nasional dan internasional.
7. Implementasi Budaya Perusahaan :
 - a. AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif).
 - b. K3 (Keselamatan dan Kesehatan Kerja).
 - c. CoC (Code of Conduct).
 - d. WBS (Whistle Blower System)

Strategi Segmen Hulu Migas & Produk Migas

Untuk Membangun Strategi yang kuat pada Sektor Hulu Migas dan Produk Migas di Tahun 2024 memerlukan pemahaman mendalam tentang dinamika industri, tren pasar, dan tantangan yang dihadapi baik dari sisi aspek internal maupun eksternal, berikut merupakan strategi yang telah ditetapkan Portofolio Hulu Migas dan Produk Migas di Tahun 2024.

1. Manajemen Biaya dan Operasional
 - a. Optimasi Biaya Operasional dengan mengimplementasikan program efisiensi biaya dengan fokus pada pengurangan biaya operasional melalui otomatisasi dan digitalisasi proses.
 - b. Pengendalian Resiko Bisnis dengan mengembangkan dan menerapkan kebijakan pengelolaan resiko yang kuat untuk meminimalkan dampak fluktuasi harga minyak dan gas serta mengelola risiko operasional dan lingkungan.
2. Optimalisasi Penggunaan Sumber Daya
 - a. Pengembangan Sumber Daya Manusia dengan fokus terhadap menyediakan pelatihan dan pengembangan untuk memastikan karyawan memiliki keterampilan dan pengetahuan terkini dan praktik praktik berkelanjutan dan keselamatan kerja.
 - b. Perencanaan, Pengadaan, Optimalisasi Aset berupa peralatan kerja ataupun peralatan inventaris untuk mendukung kegiatan operasional maupun pengembangan jasa dapat dilakukan secara terukur dan termonitoring dengan baik melalui sistem informasi monitoring peralatan.
 - c. Menggunakan sumber daya personil SBU HMPM dan yang ada di cabang cabang binaan portofolio serta peningkatan kapasitas sumber daya yang mempunyai sertifikat kompetensi/brevet terkait.
3. Intensifikasi Bisnis
 - a. Membangun hubungan dengan pelanggan baru dan manajemen *walkthrough* ke cabang -cabang terkait dengan penetrasi pelanggan dan product knowledge.

Upstream Oil & Gas and Oil & Gas Products Segment Strategy

To establish a strong strategy in the Upstream Oil & Gas and Oil & Gas Products sector in 2024, a deep understanding of industry dynamics, market trends, and the challenges faced, both internal and external is required. The following outlines the strategies set by the Upstream Oil & Gas and Oil & Gas Products portfolio for 2024:

1. Cost and Operational Management
 - a. Operational Cost Optimization by implementing cost-efficiency programs focused on reducing operational expenses through automation and process digitalization.
 - b. Business Risk Control by developing and implementing robust risk management policies to minimize the impact of oil and gas price fluctuations and to manage operational and environmental risks.
2. Resource Utilization Optimization
 - a. Human Resource Development focused on providing training and development to ensure employees possess up-to-date skills, knowledge, and understanding of sustainable practices and workplace safety.
 - b. Planning, Procurement, and Asset Optimization of work equipment or inventory to support operational activities and service development through a measurable and well-monitored equipment monitoring information system.
 - c. Utilization of SBU HMPM Personnel and resources from branch offices under the portfolio, including capacity development for personnel with relevant competency certificates or brevet certifications.
3. Business Intensification
 - a. Building Relationships with New Customers and conducting management walkthroughs to branches for customer penetration and product knowledge dissemination.



- b. Memperluas *Networking* ke calon pelanggan baru baik yang ada di pusat maupun yang didorong desentralisasi ke cabang cabang.
- c. Meningkatkan Share of Wallet pelanggan eksisting dengan Penetrasi ragam jasa portofolio HMPM.
- 4. Aliansi Strategis
 - a. Bermitra strategis dengan BUMN/BUMD/SWASTA.
 - b. Bermitra strategis dengan Kompetitor didasarkan simbiosis mutualisme.
- 5. Pengembangan Jasa
 - a. Pengembangan Pasar Jasa Tera dan Kalibrasi dengan strategi desentralisasi ke cabang cabang.
 - b. Membangun Kerja sama dan kolaborasi dengan mitra kerja untuk meraih peluang kegiatan Engineering dan Project Management Support Services serta pekerjaan di sektor Hulu Migas dan sekaligus proses membangun kompetensi.
- 6. Menetapkan Karakter dan Budaya Perusahaan yang sesuai dengan Akhlak BUMN
 - a. Pemastian Pemahaman *Code Of Conduct* Perusahaan sesuai dengan GCG atau *Good Corporate Governance* BUMN.
 - b. Penerapan Aspek K3 dengan Komitmen Manajemen dalam Program Supervisi Personil.
 - c. Kesadaran otomatis insan PT SUCOFINDO akan pentingnya penerapan WBS dan Mitigasi Risiko Bisnis.

Mengembangkan strategi yang komprehensif untuk segmen hulu migas dan produk migas memerlukan fokus pada teknologi, efisiensi operasional, diversifikasi produk, dan keberlanjutan. Dengan mengimplementasikan strategi-strategi ini, perusahaan dapat meningkatkan daya saingnya, memitigasi risiko, dan memastikan pertumbuhan jangka panjang yang berkelanjutan dalam industri migas yang dinamis.

- b. Expanding *Networking* with potential new clients, both centralized and through decentralization efforts to branch offices.
- c. Increasing Share of Wallet from Existing Clients by promoting a wider range of HMPM portfolio services.
- 4. Strategic Alliances
 - a. Strategic Partnerships with SOEs, Regional-Owned Enterprises (BUMD), and Private Companies.
 - b. Strategic Collaboration with Competitors based on mutual symbiosis.
- 5. Service Development
 - a. Expansion of Verification and Calibration Services Market through decentralization strategies to branch offices.
 - b. Building Partnerships and Collaboration with business partners to seize opportunities in Engineering and Project Management Support Services as well as upstream oil and gas sector projects, while simultaneously building competencies.
- 6. Establishing Company Character and Culture in Line with the SOE Core Values (AKHLAK)
 - a. Ensuring Understanding of the Company's Code of Conduct in accordance with State-Owned Enterprise (SOE) Good Corporate Governance (GCG) principles.
 - b. Implementation of Occupational Health and Safety (OHS) Aspects with strong management commitment through personnel supervision programs.
 - c. Instilling Automatic Awareness among PT SUCOFINDO employees of the importance of implementing the Whistleblower System (WBS) and Business Risk Mitigation.

Developing a comprehensive strategy for the upstream oil and gas and oil and gas products segment requires a focus on technology, operational efficiency, product diversification, and sustainability. By implementing these strategies, the company can enhance its competitiveness, mitigate risks, and ensure long-term sustainable growth in a dynamic oil and gas industry.

Kinerja dan Profitabilitas Sektor Migas

Performance and Profitability of the Oil and Gas Sector

dalam juta Rupiah | in million Rupiah

Uraian	2024	2023	Pertumbuhan / (Penurunan)	
			Nominal	%
Pendapatan Revenue	748.254	571.601	176.653	30,91
Beban Expense	(661.925)	(498.237)	(163.688)	32,85
Laba Profit	86.328	73.362	12.965	17,67

Seiring dengan tantangan yang dihadapi sepanjang tahun 2024, Sektor Migas masih dapat membukukan kinerja positif atau mengalami kenaikan dibandingkan tahun sebelumnya. Pendapatan Sektor Migas naik 30,58% dari Rp572 miliar di tahun 2023 menjadi Rp746 miliar di tahun 2024. Namun demikian, beban Sektor Migas naik 218,70% menjadi Rp602 miliar dari Rp507 miliar di tahun 2023, sehingga laba Sektor Migas naik 124,74% menjadi Rp143 miliar dari Rp64 miliar di tahun 2023.

In line with the challenges faced throughout 2024, the Oil and Gas Sector was still able to record a positive performance, showing an increase compared to the previous year. Revenue from the Oil and Gas Sector rose by 30.58%, from IDR 565 billion in 2023 to IDR 746 billion in 2024. However, expenses in the Oil and Gas Sector increased by 218.70%, reaching IDR 602 billion from IDR 449 billion in 2023. As a result, profit from the Oil and Gas Sector rose by 124.74%, reaching IDR 143 billion from IDR 115 billion in 2023.

Prospek Sektor Migas dan Energi

Proporsi segmen penjualan jasa PT SUCOFINDO di sektor minyak, gas bumi dan energi baru terbarukan sampai akhir tahun 2024 berasal dari pelanggan industri minyak, gas bumi dan energi panas bumi. Tantangan terkait industri Migas dan EBT di tahun 2025 diantaranya kondisi geopolitik dunia dan tuntutan dunia internasional untuk melakukan transisi energi akibat *climate change* (perubahan iklim).

Potensi pasar dan prospek di sektor Migas masih sangat baik. Target PNBP Indonesia dari sektor migas tahun 2025 sebesar Rp 112,2 triliun, berdasarkan asumsi makro lifting minyak bumi sebesar 605 MBOPD, lifting gas bumi sebesar 1.005 MBOEPD, ICP USD 82,00 per barel dan nilai tukar rupiah Rp 16.000 per USD. Kementerian ESDM dan seluruh KKKS mendorong realisasi lifting migas dengan melakukan percepatan pengembangan lapangan baru, melakukan percepatan produksi di lapangan-lapangan baru dan lama, mengoptimalkan perolehan minyak dari cadangan minyak yang ada pada lapangan-lapangan yang telah beroperasi melalui peningkatan manajemen cadangan minyak, meningkatkan keandalan fasilitas produksi dan sarana penunjang untuk meningkatkan efisiensi dan menurunkan frekuensi *unplanned shutdown* sehingga dapat menurunkan kehilangan peluang produksi minyak dan mengupayakan peningkatan cadangan melalui kegiatan eksplorasi dan penerapan *Enhanced Oil Recovery* (EOR).

Sedangkan potensi pasar dan prospek di sektor EBT juga masih baik. Indonesia menargetkan bauran energi baru dan terbarukan sebesar 25 persen pada tahun 2025 untuk mencapai *net zero emission* (NZE) pada 2060. Berdasarkan Rencana Umum Penyediaan Tenaga Listrik (RUPTL), investasi di sektor EBT akan meningkat dari 50,4 persen menjadi 56 persen hingga

Oil and Energy Sector Prospect

The sales segment proportion of PT SUCOFINDO in the oil, natural gas, and renewable energy sector by the end of 2024 comes from customers in the oil, gas, and geothermal energy industries. The challenges related to the Oil and Gas (Migas) and Renewable Energy (EBT) industries in 2025 include global geopolitical conditions and international demands for energy transition due to climate change.

The market potential and prospects in the Oil and Gas sector remain very promising. Indonesia's 2025 target for state revenue (PNBP) from the oil and gas sector is IDR 112.2 trillion, based on macro assumptions of oil lifting at 605 MBOPD, gas lifting at 1,005 MBOEPD, an ICP of USD 82.00 per barrel, and an exchange rate of IDR 16,000 per USD. The Ministry of Energy and Mineral Resources (ESDM) and all Oil and Gas Contractors (KKKS) are pushing for the realization of oil and gas lifting by accelerating the development of new fields, accelerating production in both new and old fields, optimizing oil recovery from existing reserves in operational fields through enhanced reservoir management, improving production facility reliability, and supporting infrastructure to improve efficiency, reduce unplanned shutdown frequency, and minimize production loss opportunities. There will also be efforts to increase reserves through exploration activities and the application of Enhanced Oil Recovery (EOR).

The market potential and prospects in the Renewable Energy (EBT) sector are also strong. Indonesia targets a 25% share of new and renewable energy in its energy mix by 2025, aiming for net zero emissions (NZE) by 2060. Based on the General Plan for National Electricity Supply (RUPTL), investment in the EBT sector will increase from 50.4% to 56% by 2040. According to the



2040. Dalam Rancangan Peraturan Pemerintah Kebijakan Energi Nasional (KEN), target bauran EBT 23 persen dapat dicapai pada 2030. Target pada tahun 2025 diasumsikan ada penambahan instalasi sekitar 1,2 GW, terdiri dari pembangkit listrik tenaga air (PLTA), pembangkit listrik tenaga mikro hidro (PLTMH), pembangkit listrik tenaga surya (PLTS), pembangkit listrik tenaga panas bumi (PLTP), dan pembangkit listrik tenaga biomassa.

Selain itu, anggaran infrastruktur tahun 2025 difokuskan untuk membangun infrastruktur pendukung transformasi ekonomi diantaranya infrastruktur energi dan ketenagalistrikan (penyediaan energi dan ketenagalistrikan yang berkelanjutan serta mendorong penggunaan energi baru terbarukan (EBT)). Dengan peluang yang ada, PT SUCOFINDO akan terus menjadi mitra dalam mendukung target-target pemerintah dan bertransformasi sesuai kebutuhan pelanggan serta meningkatkan jasa pelayanan.

Sektor Minerba

Sektor Minerba terdiri dari SBU Mineral dan SBU Batubara. SBU Mineral melayani kebutuhan industri yang terkait dengan komoditas mineral berupa jasa inspeksi, supervisi, pengujian dan konsultasi Mulai dari Industri Pertambangan Komoditas Mineral hingga ke Industri Pengolahan Mineral menjadi Produk Setengah Jadi maupun Produk Jadi. Sedangkan SBU Batubara melayani industri yang terkait dengan komoditas batu bara. Perusahaan menawarkan berbagai jenis layanan berupa jasa inspeksi, supervisi, pengujian dan konsultasi kepada industri terkait dengan batu bara.

Produk dan Layanan Segmen Mineral

Cakupan layanan jasa Portofolio Mineral dikelompokkan menjadi 4 (empat) sub portofolio yaitu:

1. Inspeksi, Supervisi, dan Pengujian Produk Tambang
 - a. Verifikasi dan penelusuran teknis produk pertambangan;
 - b. Verifikasi ekspor/domestik produk pertambangan;
 - c. Pengambilan Contoh;
 - d. Preparasi Contoh;
 - e. Analisis kandungan mineral; dan
 - f. *On-site quality control laboratory*, dan lain-lain.
2. Inspeksi, Supervisi, dan Pengujian Proses Mineral dan Metalurgi
 - a. Verifikasi teknis industri logam;
 - b. *Metallurgical test work*;
 - c. Identifikasi Mineral;
 - d. *Process development*;
 - e. *On-site Services*; dan
 - f. Analisa laboratorium: *Fire Assay, XRD, ICP-MS, Ore Characterization, optical mineral observation (mineral spatial & moda analysis), metalurgi, hardness test & grinding test, Rare Earth Elements* dan lain lain.
3. Konsultasi Tambang Mineral dan Infrastruktur
 - a. Pengukuran cadangan tambang;

Draft Government Regulation on National Energy Policy (KEN), the 23% EBT mix target can be achieved by 2030. The target for 2025 assumes an addition of around 1.2 GW of installations, including hydroelectric power plants (PLTA), micro-hydro power plants (PLTMH), solar power plants (PLTS), geothermal power plants (PLTP), and biomass power plants.

Additionally, the 2025 infrastructure budget will focus on building supporting infrastructure for economic transformation, including energy and electricity infrastructure (providing sustainable energy and electricity and promoting the use of new and renewable energy). With these opportunities, PT SUCOFINDO will continue to be a partner in supporting the government's targets, transforming in line with customer needs, and enhancing service offerings.

Mineral and Coal Sector

The Mineral and Coal (Minerba) Sector consists of the Mineral Business Unit (SBU Mineral) and the Coal Business Unit (SBU Batubara). SBU Mineral serves the needs of industries related to mineral commodities by providing inspection, supervision, testing, and consulting services, ranging from the mining industry of mineral commodities to the processing of minerals into semi-finished or finished products. Meanwhile, SBU Batubara serves industries related to coal commodities. The company offers various types of services, including inspection, supervision, testing, and consulting, to industries involved with coal.

Products and Services of the Mineral Segment

The services within the Mineral Portfolio are categorized into 4 (four) sub-portfolios:

1. Inspection, Supervision, and Testing of Mining Products
 - a. Verification and technical traceability of mining products;
 - b. Export/domestic verification of mining products;
 - c. Sampling;
 - d. Sample preparation;
 - e. Mineral content analysis; and
 - f. *On-site quality control laboratories*, and others.
2. Inspection, Supervision, and Testing of Mineral and Metallurgical Processes
 - a. Technical verification for the metal industry;
 - b. *Metallurgical test work*;
 - c. Mineral identification;
 - d. *Process development*;
 - e. *On-site services*; and
 - f. Laboratory analysis including *Fire Assay, XRD, ICP-MS, Ore Characterization, optical mineral observation (spatial & modal mineral analysis), metallurgy, hardness and grinding tests, Rare Earth Elements*, and others.
3. Mineral Mining and Infrastructure Consulting
 - a. Mining reserve estimation;

b. Studi kelayakan pertambangan/<i>Feasibility Study</i>; c. Due Diligence; d. Pengukuran tata batas Izin Usaha Pertambangan; e. AMDAL (Analisis Mengenai Dampak Lingkungan); f. Survei Geologi (Survei pendahuluan/<i>reconnaissance</i>/ survei tinjau; survei prospeksi; eksplorasi pendahuluan, eksplorasi rinci); g. Survei topografi; h. Survei Batimetri; i. Survey Hidrologi dan Hidrogeologi; j. Rehabilitasi Daerah Aliran Sungai; k. Drilling industry/Pertambangan; l. Verifikasi kelayakan operasi peralatan/instalasi pertambangan; m. Grade Control; n. Perencanaan bidang pengolahan dan pemurnian tambang; o. Reklamasi dan pasca tambang; dan p. Kajian potensi Air Asam Tambang/<i>Acid Mine Drainage</i>. 4. Inspeksi, Supervisi, dan Pengujian Produk Batuan, Beton dan Tanah a. Pengujian tanah (sifat fisika, mekanika), batuan, agregat, dan material ground support termasuk daya dukung tanah, daya dukung batuan dan mix design; b. Pengujian beton termasuk daya dukung beton; c. Soil investigation (daya dukung tanah), Hidrologi/ Hydrogeologi; d. <i>Pile Density Aggregate</i> (PDA) test dan <i>Pile Investigation Testing</i> (PIT) test dan lain-lain.	b. Mining feasibility studies; c. Due diligence; d. Boundary measurement for Mining Business Permits e. Environmental Impact Analysis (AMDAL); f. Geological surveys (preliminary/<i>reconnaissance</i>, prospecting, general exploration, detailed exploration); g. Topographic surveys; h. Bathymetric surveys; i. Hydrology and hydrogeology surveys; j. Watershed rehabilitation; k. Drilling for industrial/mining purposes; l. Verification of operational feasibility of mining equipment/installations; m. Grade control; n. Planning for mining processing and refining operations; o. Mine reclamation and post-mining activities; and p. Acid Mine Drainage (AMD) potential studies. 4. Inspection, Supervision, and Testing of Rock, Concrete, and Soil Products a. Soil testing (physical and mechanical properties), rock, aggregates, and ground support materials, including bearing capacity of soil and rock, and mix design b. Concrete testing, including compressive strength tests c. Soil investigations (soil bearing capacity), hydrology/ hydrogeology d. Pile Driving Analyzer (PDA) test and Pile Integrity Testing (PIT), among others.

Produk dan Layanan Segmen Batu Bara

Portofolio Batubara memiliki Sub Portofolio yang sudah eksis selama ini dan menjadi sumber utama bisnis Portofolio Batu Bara yaitu:

1. Sub Portofolio *Downstream*, meliputi inspeksi, supervisi dan pengujian produk batu bara;
2. Sub Portofolio *Midstream*, meliputi inspeksi, supervisi dan pengujian produk batu bara;
3. Sub Portofolio Konsultansi dan Infrastruktur, meliputi Konsultansi jasa pertambangan dan Infrastruktur dan Pelatihan jasa pertambangan.

Strategi Sektor Minerba Tahun 2024

Penguatan Kapasitas dan Keahlian

1. Meningkatkan investasi dalam teknologi dan peralatan laboratorium uji mineral dan batubara untuk memastikan akurasi dan efisiensi layanan.
2. Memperkuat pelatihan dan pengembangan sumber daya manusia untuk meningkatkan kompetensi staf di bidang inspeksi dan pengujian mineral dan batubara.
3. Memperoleh akreditasi ISO/IEC 17025 dan ISO/IEC 17020 untuk titik layanan inspeksi dan pengujian mineral dan batubara.

Products and Services of the Coal Segment

The Coal Portfolio consists of several established sub-portfolios that have long served as the primary sources of business within the Coal Portfolio:

1. Downstream Sub-Portfolio, which includes inspection, supervision, and testing of coal products.
2. Midstream Sub-Portfolio, which includes inspection, supervision, and testing of coal products.
3. Consulting and Infrastructure Sub-Portfolio, which covers mining consultancy services, infrastructure-related consulting, and mining service training.

Mineral and Coal Sector Strategy in 2024

Capacity and Expertise Strengthening

1. Increasing investment in technology and laboratory equipment for mineral and coal testing to ensure service accuracy and efficiency.
2. Enhancing training and human resource development to improve staff competencies in mineral and coal inspection and testing.
3. Obtaining ISO/IEC 17025 and ISO/IEC 17020 accreditations for mineral and coal inspection and testing service points.



Perluasan Layanan

1. Mengembangkan layanan inspeksi dan pengujian untuk mineral dan batubara baru yang memiliki prospek pasar yang tinggi.
2. Menambah titik-titik pelayanan baru dan laboratorium yang lengkap dan terstandar di daerah-daerah dengan potensi pasar yang tinggi.

Peningkatan Jaringan dan Kemitraan

1. Membangun kerjasama dengan perusahaan tambang, industri mineral, dan lembaga pemerintah.
2. Berpartisipasi aktif dalam asosiasi dan forum industri pertambangan mineral.
3. Meningkatkan kegiatan promosi dan pemasaran untuk meningkatkan *brand awareness* PT SUCOFINDO di sektor pertambangan mineral dan batubara.

Pemanfaatan Teknologi

1. Mengembangkan platform digital untuk memudahkan akses pelanggan terhadap layanan PT SUCOFINDO.
2. Memanfaatkan teknologi Internet of Things (IoT) untuk memantau dan melacak kondisi mineral dan batubara selama proses pengiriman.
3. Menerapkan teknologi kecerdasan buatan (AI) untuk meningkatkan akurasi dan efisiensi analisis data inspeksi dan pengujian.

Service Expansion

1. Developing inspection and testing services for new mineral and coal types with high market potential.
2. Establishing new service points and fully equipped, standardized laboratories in regions with high market potential.

Network and Partnership Enhancement

1. Establishing partnerships with mining companies, mineral industries, and government institutions.
2. Actively participating in mining and mineral industry associations and forums.
3. Increasing promotional and marketing activities to enhance PT SUCOFINDO's brand awareness in the mineral and coal mining sector.

Technology Utilization

1. Developing a digital platform to facilitate customer access to PT SUCOFINDO's services.
2. Utilizing Internet of Things (IoT) technology to monitor and track the condition of minerals and coal during the delivery process.
3. Implementing artificial intelligence (AI) technology to enhance the accuracy and efficiency of inspection and testing data analysis.

Kinerja dan Profitabilitas Sektor Minerba

Mineral and Coal Sector Performance and Profitability

dalam juta Rupiah | in million Rupiah

Uraian	2024	2023	Pertumbuhan / (Penurunan)	
			Nominal	%
Pendapatan Revenue	1.069.638	907.412	162.226	17,88
Beban Expense	(684.101)	(542.201)	(105.900)	19,53
Laba Profit	421.537	365.212	56.326	15,42

Sektor Minerba membukukan pertumbuhan pendapatan sebesar 17,88% di tahun 2024 menjadi Rp1,06 triliun dari Rp907 miliar di tahun 2023. Sedangkan beban sektor Minerba juga naik 19,53% menjadi Rp684 miliar dari Rp542 miliar di tahun 2023. Namun demikian, laba sektor Minerba juga tumbuh cukup baik menjadi Rp421 miliar atau naik 15,42% dari tahun sebelumnya Rp365 miliar.

Prospek Sektor Minerba

Sektor pertambangan dan industri mineral di Indonesia memiliki peran penting dalam mendorong pertumbuhan ekonomi nasional. Permintaan global untuk mineral diproyeksikan terus meningkat, didorong oleh transisi energi dan kebutuhan industri teknologi tinggi.

The Mineral and Coal Sector recorded a revenue growth of 17.88% in 2024, reaching IDR 1.06 trillion, up from IDR 907 billion in 2023. Meanwhile, the sector's expenses also increased by 205.54%, rising to IDR 585 billion from IDR 486 billion in 2023. However, the profit of the Mineral and Coal Sector also showed a strong growth, reaching IDR 484 billion, a 37.25% increase from IDR 420 billion in the previous year.

Mineral and Coal Sector Prospect

The mining and mineral industries in Indonesia play a crucial role in driving the national economic growth. Global demand for minerals is projected to continue increasing, driven by the energy transition and the needs of high-tech industries.

Pemerintah Indonesia telah menunjukkan komitmennya untuk mengembangkan sektor ini khususnya di program hilirisasi komoditas pertambangan secara berkelanjutan dan bertanggung jawab. Hal ini tercermin dalam berbagai kebijakan dan regulasi yang dikeluarkan, seperti UU No. 3 Tahun 2020 tentang Mineral dan Batubara dan Peraturan Pemerintah No. 21 Tahun 2021 tentang Penyelenggaraan Usaha Jasa Pertambangan Mineral.

Peningkatan permintaan jasa inspeksi dan pengujian mineral: Pertumbuhan industri pertambangan dan pengolahan mineral akan meningkatkan permintaan jasa inspeksi dan pengujian mineral untuk memastikan kualitas dan kepatuhan terhadap standar.

Penerapan regulasi: Penerapan regulasi seperti Permendag No. 23 Tahun 2023 dan Permenperin No.26 Tahun 2020 membuka peluang bagi PT SUCOFINDO untuk menyediakan jasa verifikasi dan audit kepatuhan terhadap regulasi tersebut. Sektor pertambangan dan mineral berkontribusi besar terhadap perekonomian Indonesia, menyumbang sekitar 7% PDB dan 25% ekspor non-migas.

Pemerintah Indonesia telah menerapkan berbagai kebijakan untuk meningkatkan nilai tambah dari industri pertambangan dan mineral. Hal ini termasuk mendorong hilirisasi, yaitu pengolahan mineral mentah menjadi produk bernilai tambah yang lebih tinggi. Investasi di sektor ini juga terus mengalir, dengan beberapa proyek besar sedang dalam tahap pembangunan.

Diperkirakan permintaan mineral akan terus meningkat di tahun-tahun mendatang, menawarkan peluang bisnis yang menjanjikan bagi investor dan perusahaan di sektor pertambangan dan pengolahan mineral Indonesia. Beberapa komoditas dengan prospek cerah termasuk nikel, tembaga, dan kobalt, yang dibutuhkan untuk baterai kendaraan listrik. Pemerintah Indonesia berkomitmen untuk menciptakan iklim investasi yang kondusif dan mendukung pengembangan industri ini secara berkelanjutan.

Sektor Komoditi & Solusi Perdagangan

Penjelasan Sektor Komoditi & Solusi Perdagangan

Portofolio Komoditi dan Solusi Perdagangan (KSP) melayani para pihak yang terlibat dalam transaksi perdagangan komoditas yang menyediakan jasa-jasa Inspeksi, Konsultasi, Pelatihan, Sertifikasi dan Pengujian yang bertujuan untuk memastikan kualitas dan kuantitas produk di beberapa sub portofolio, antara lain:

1. Komoditi Pertanian (AGRI)

Subportofolio AGRI fokus pada layanan yang berkaitan dengan sektor pertanian dan pangan. Ini mencakup berbagai layanan inspeksi, verifikasi, pengujian, dan sertifikasi untuk produk-produk pertanian, termasuk komoditas seperti kelapa sawit, karet, kopi, dan bahan pangan lainnya.

Produk dan layanan jasa AGRI:

- a. Inspeksi dan Audit Komoditas Pangan dan Pertanian

The Indonesian government has shown its commitment to developing this sector, particularly through the sustainable and responsible downstream program for mining commodities. This is reflected in various policies and regulations issued, such as Law No. 3 of 2020 on Mineral and Coal and Government Regulation No. 21 of 2021 on the Implementation of Mineral Mining Services.

Increased demand for mineral inspection and testing services: The growth of the mining and mineral processing industries will drive the demand for mineral inspection and testing services to ensure quality and compliance with standards.

Regulation implementation: The implementation of regulations such as Minister of Trade Regulation No. 23 of 2023 and Minister of Industry Regulation No. 26 of 2020 opens opportunities for PT SUCOFINDO to provide verification and audit services for compliance with these regulations.

The mining and mineral sectors contribute significantly to Indonesia's economy, accounting for around 7% of GDP and 25% of non-oil and gas exports.

The Indonesian government has implemented various policies to increase the added value of the mining and mineral industries. This includes encouraging downstream processing, which involves transforming raw minerals into higher-value products. Investments in this sector continue to flow, with several large projects currently under development.

It is expected that demand for minerals will continue to rise in the coming years, offering promising business opportunities for investors and companies in Indonesia's mining and mineral processing sector. Some commodities with bright prospects include nickel, copper, and cobalt, which are needed for electric vehicle batteries. The Indonesian government is committed to creating a conducive investment climate and supporting the sustainable development of this industry.

Commodity & Trade Solutions Sector

Explanation of the Commodity & Trade Solutions Sector

The Commodity and Trade Solutions (CTS) portfolio serves parties involved in commodity trade transactions by providing services such as Inspection, Consulting, Training, Certification, and Testing. These services are aimed at ensuring the quality and quantity of products across several sub-portfolios, including:

1. Agricultural Commodities (AGRI)

The AGRI sub-portfolio focuses on services related to the agriculture and food sector. It includes a variety of inspection, verification, testing, and certification services for agricultural products, including commodities such as palm oil, rubber, coffee, and other food products.

AGRI Products and Services:

- a. Inspection and Audit of Food and Agricultural Commodities



- b. Audit Kelayakan Penanganan Hewan Ternak dan Kemamputelusuran
- c. Inspeksi dan Verifikasi Produk Kehutanan
- d. Jasa GMP (*Good Manufacturing Practices*)
- e. Agri Penyusunan Studi Kelayakan Proyek Pertanian dan Penilaian Kinerja Usaha
- f. Penilaian Kinerja Usaha Pertanian
- g. Audit Kapabilitas dan Kapasitas Pabrik (AGRI)
- h. Verifikasi Kesesuaian Terhadap Persyaratan Tertentu Bidang Agribisnis
- i. Layanan Pemastian Pendukung Komoditas Agribisnis dan Komoditas Perdagangan

2. Produk Industri dan Konsumen (INCO)

INCO mencakup layanan yang berhubungan dengan industri dan produk konsumen. Ini mencakup inspeksi, verifikasi kualitas, dan sertifikasi untuk berbagai produk industri dan barang konsumen. Subportofolio ini melayani sektor-sektor seperti manufaktur, konstruksi, barang konsumen, elektronik, tekstil, dan produk konsumsi lainnya. INCO berfokus pada memastikan produk yang diproduksi dan dijual memenuhi standar kualitas yang ditetapkan oleh industri dan regulasi internasional.

Produk dan layanan jasa INCO:

- a. Inspeksi Produk Konsumen
- b. Inspeksi Produk Industri
- c. Inspeksi Pra-Pengapalan (CISS/VPTI/PCA/VOC/IIVS)
- d. Audit Kapabilitas dan Kapasitas Pabrik
- e. Layanan Pendukung Rantai Pasok
- f. Sustainability (Keberlanjutan) Berbasis *Corporate Social Responsibility* (CSR)

3. Financial Service (FINS/JMA)

Subportofolio FINS melibatkan layanan yang berkaitan dengan sektor keuangan. Ini mencakup layanan audit, verifikasi, dan konsultasi yang ditujukan untuk lembaga keuangan, termasuk perbankan, asuransi, dan sektor investasi

Produk dan layanan jasa FINS/JMA:

- a. Inspeksi Tempat Penyimpanan Barang
- b. Manajemen Agunan/Persediaan
- c. Pemantauan Agunan/Persediaan
- d. Verifikasi/Estimasi Persediaan
- e. Peningkatan Lembaga Keuangan Mikro
- f. Analisis Kapasitas dan Kapabilitas Nasabah
- g. Marine Cargo Survey

4. Fumigasi & Hygiene Industri (FHI).

FHI mencakup layanan yang terkait dengan fumigasi dan inspeksi kebersihan untuk berbagai sektor, termasuk industri pangan, pertanian, dan logistik. Layanan fumigasi memastikan bahwa produk pertanian dan barang-barang lainnya bebas dari hama dan patogen yang dapat merusak kualitas atau membahayakan kesehatan manusia. Sementara itu, layanan inspeksi kebersihan memastikan standar sanitasi yang tinggi di fasilitas industri, gudang, dan fasilitas penyimpanan produk.

- b. Livestock Handling Feasibility Audit and Traceability
- c. Forestry Product Inspection and Verification
- d. GMP (*Good Manufacturing Practices*) Services
- e. Agricultural Project Feasibility Study Preparation and Business Performance Assessment
- f. Agricultural Business Performance Assessment
- g. Factory Capability and Capacity Audit (AGRI)
- h. Verification of Compliance with Specific Agribusiness Requirements
- i. Support Services for Agribusiness Commodities and Trade Commodities

2. Industrial and Consumer Products (INCO)

INCO encompasses services related to industrial and consumer products. These include inspection, quality verification, and certification for various industrial goods and consumer products. This sub-portfolio serves sectors such as manufacturing, construction, consumer goods, electronics, textiles, and other consumables. INCO focuses on ensuring that products manufactured and sold meet quality standards set by industry practices and international regulations.

INCO Products and Services:

- a. Consumer Product Inspection
- b. Industrial Product Inspection
- c. Pre-Shipment Inspection (CISS/VPTI/PCA/VOC/IIVS)
- d. Factory Capability and Capacity Audit
- e. Supply Chain Support Services
- f. Sustainability Services Based on *Corporate Social Responsibility* (CSR)

3. Financial Services (FINS/JMA)

The FINS sub-portfolio involves services related to the financial sector. These include audit, verification, and consultancy services aimed at financial institutions, including banks, insurance companies, and the investment sector.

FINS/JMA Products and Services:

- a. Storage Facility Inspection
- b. Collateral/Inventory Management
- c. Collateral/Inventory Monitoring
- d. Inventory Verification/Estimation
- e. Development of Microfinance Institutions
- f. Customer Capacity and Capability Analysis
- g. Marine Cargo Survey

4. Fumigation & Industrial Hygiene (FHI)

FHI covers services related to fumigation and hygiene inspection across various sectors, including the food, agriculture, and logistics industries. Fumigation services ensure that agricultural products and other goods are free from pests and pathogens that could compromise quality or pose health risks. Meanwhile, hygiene inspection services ensure high sanitation standards in industrial facilities, warehouses, and storage areas.

Produk dan layanan jasa FHI

- a. Fumigasi
- b. General Pest Control
- c. Hygiene Industri

FHI Products and Services:

- a. Fumigation
- b. General Pest Control
- c. Industrial Hygiene

Para pihak pengguna jasa akan mendapatkan manfaat di antaranya perlindungan terhadap kepentingan penjual atau pembeli atas ketidaksesuaian kualitas dan kuantitas barang atau klaim yang mungkin timbul di kemudian hari termasuk penyedia dokumen dokumen pelengkap (*supporting documents*) untuk keperluan Internal Audit, Pihak Bank, Asuransi, Maskapai Penerbangan dan Manifest Pengangkutan Barang.

Service users will benefit in several ways, including protection of the interests of sellers or buyers against discrepancies in the quality and quantity of goods or potential future claims. This also includes the provision of supporting documents for the purposes of internal audits, banks, insurance companies, airlines, and goods transportation manifests.

Strategi Sektor Komoditi & Solusi Perdagangan Tahun 2024

Dalam rangka mencapai target yang ditetapkan tahun 2024 portofolio KSP menerapkan strategi sebagai berikut:

1. Peningkatan pendapatan pada jasa eksisting Portofolio KSP

Untuk meningkatkan pendapatan pada jasa eksisting di Portofolio KSP, beberapa langkah strategis dilakukan. Pertama, mengikuti tender di sektor operasional dan kegiatan baru seperti fumigasi dan *pest control*. Selain itu, intensifikasi cross-selling antara subportofolio, seperti menawarkan jasa Solusi Perdagangan pada subportofolio AGRI dan INKO.

Supervisi ke cabang dan evaluasi kegiatan dilakukan untuk mengoptimalkan pendapatan, sementara sosialisasi jasa SBU KSP meningkatkan awareness dan penjualan. Kajian potensi KSP di pelanggan SBU lain dan *courtesy visit* ke pelanggan ex-Sucofindo serta pelanggan baru juga dilakukan untuk memperluas pasar.

2. Peningkatan Market Share Jasa Eksisting

Untuk meningkatkan market share jasa eksisting di portofolio KSP, beberapa langkah strategis dilakukan. Pertama, mengirimkan penawaran kepada prospek pelanggan yang terlibat dalam perdagangan dan pendanaan komoditas Indonesia dari luar negeri. Penjualan *bundling* jasa, termasuk layanan lab dan sertifikasi, juga dilakukan untuk menambah nilai bagi pelanggan.

Selain itu, dilakukan *courtesy visit* kepada pelanggan perbankan di Singapura dan Malaysia, serta pengiriman penawaran PLB untuk komoditi yang wajib masuk ke Pusat Logistik Berikat. Kerjasama dengan NCCR (LPMK) juga dimaksimalkan untuk menawarkan *Assurance Sustainability Report* kepada perusahaan yang mendapatkan penghargaan di bidang keberlanjutan.

Perusahaan juga berkolaborasi dengan Surveyor asing untuk proyek luar negeri dan menyediakan jasa monitoring muatan CPO untuk memastikan kualitas produk. Keanggotaan asosiasi profesional seperti KADIN, API, dan APINDO serta

Commodity & Trade Solutions Sector Strategy in 2024

To achieve the targets set for 2024, the Commodity and Trade Solutions (KSP) portfolio implements the following strategies:

1. Revenue Enhancement from Existing Services in the KSP Portfolio

To boost revenue from existing services in the Commodity and Trade Solutions (KSP) Portfolio, several strategic steps are being implemented. First, by participating in tenders within operational sectors and new activities such as fumigation and pest control. In addition, cross-selling is being intensified among sub-portfolios—for example, offering Trade Solutions services to the AGRI and INCO sub-portfolios.

Branch supervision and activity evaluations are conducted to optimize revenue, while the promotion of KSP SBU services helps raise awareness and drive sales. Market potential assessments within other SBUs' customer bases and courtesy visits to former SUCOFINDO clients and new prospective customers are also carried out to expand market reach.

2. Increasing Market Share of Existing Services

To increase the market share of existing services within the KSP portfolio, several strategic initiatives are undertaken. First, proposals are submitted to prospective clients involved in Indonesian commodity trade and financing from overseas. Bundled service offerings, including laboratory and certification services, are also promoted to add value for customers.

Additionally, courtesy visits are conducted to banking clients in Singapore and Malaysia, along with the submission of bonded logistics center (PLB) service proposals for commodities required to enter these centers. Collaboration with NCCR (LPMK) is leveraged to offer Assurance Sustainability Reports to companies that have received recognition in the sustainability fields.

The company also partners with foreign surveyors for international projects and provides CPO cargo monitoring services to ensure product quality. Membership in professional associations such as KADIN, API, and APINDO,



canvassing ke pelanggan potensial untuk memperluas jaringan dan meningkatkan *market share*.

- 3. Pengembangan Jasa Baru dan Pengayaan Jasa Eksisting**
Dalam rangka meningkatkan daya saing dan relevansi layanan yang diberikan, berbagai inisiatif strategis telah dilaksanakan oleh perusahaan, baik melalui pengembangan jasa baru maupun pengayaan terhadap jasa yang telah ada.

Pengembangan Jasa Baru

Pengembangan jasa baru difokuskan pada isu-isu strategis yang sedang menjadi perhatian industri, khususnya terkait aspek keberlanjutan (*sustainability*) dan kepatuhan terhadap regulasi lingkungan global. Beberapa inisiatif yang telah dikembangkan antara lain:

- Pembangunan Dashboard Sucofindo Sustainability Center.**
Dashboard ini bertujuan untuk memasarkan layanan terkait keberlanjutan (*sustainability*) serta jasa-jasa lainnya. Pengembangan ini dilaksanakan melalui kolaborasi dengan pemerintah daerah (PEMKOT dan PEMKAB) dalam rangka mendukung program CSR di masing-masing wilayah.
- Pengembangan Layanan Assurance Sustainability Report (SR).**
Layanan ini memberikan pemastian atas aspek Lingkungan (*Environmental*), Sosial (*Social*), dan Tata Kelola (*Governance/ESG*) serta kegiatan CSR, sesuai dengan standar internasional AA1000AS.
- Jasa Konsultasi dan Verifikasi Komoditas Bebas Deforestasi.**
Layanan ini dirancang untuk membantu pelaku industri memenuhi regulasi *European Union Deforestation Regulation* (EUDR) dalam rangka ekspor produk ke Uni Eropa.
- Verifikasi Kepatuhan Proses Produksi PET Daur Ulang.**
Jasa ini dikembangkan guna memastikan kesesuaian proses produksi PET daur ulang yang digunakan sebagai kemasan pangan dengan ketentuan Regulasi Uni Eropa EU 2022/1616.

Pengayaan Jasa Eksisting

Selain pengembangan jasa baru, perusahaan juga melakukan peningkatan nilai tambah terhadap layanan yang telah ada melalui berbagai strategi pengayaan, antara lain:

- Peningkatan Pemasaran Jasa Verifikasi Material Balance.**
Strategi pemasaran dilakukan secara langsung melalui pendekatan kepada Bea Cukai, asosiasi industri, serta perusahaan-perusahaan di kawasan berikat melalui jaringan kantor cabang.
- Penguatan Layanan Verifikasi Penelusuran Teknis Ekspor Komoditas Prekursor Non-Farmasi.**
Pengayaan dilakukan untuk memastikan kesesuaian

as well as canvassing to potential customers, is also pursued to broaden the network and enhance market share.

- 3. Development of New Services and Enrichment of Existing Services**

In order to improve the competitiveness and relevance of the services provided, the company implemented a number of strategic initiatives, including the development of new services and the enrichment of existing ones.

Development of New Services

The development of new services is focused on addressing strategic issues currently gaining attention in the industry, particularly concerning sustainability and compliance with global environmental regulations. Several initiatives have been developed, including:

- Establishment of the Sucofindo Sustainability Center Dashboard.**
This dashboard aims to market sustainability-related services and other offerings. The development is carried out through collaboration with local governments (municipal and regency administrations) to support Corporate Social Responsibility (CSR) programs in each region.
- Development of Sustainability Report (SR) Assurance Services.**
This service provides assurance on Environmental, Social, and Governance (ESG) aspects and CSR activities, in accordance with the international AA1000 Assurance Standard (AA1000AS).
- Consultancy and Verification Services for Deforestation-Free Commodities.**
This service is designed to assist industry players in meeting the European Union Deforestation Regulation (EUDR) requirements for exporting products to the European Union.
- Verification of Compliance in Recycled PET Production Processes.**
This service is developed to ensure the conformity of recycled PET production processes used in food packaging with the European Union Regulation EU 2022/1616.

Enhancement of Existing Services

In addition to the development of new services, the company has also enhanced the value-added aspects of existing services through various enrichment strategies, including:

- Enhanced Marketing of Material Balance Verification Services.**
Marketing strategies are implemented directly through engagement with Customs authorities, industry associations, and companies in bonded zones via branch office networks.
- Strengthening of Non-Pharmaceutical Precursor Export Technical Traceability Verification Services.**
Enhancements are made to ensure compliance with

dengan regulasi terbaru yang ditetapkan melalui Peraturan Menteri Perdagangan terkait pengawasan ekspor prekursor non-farmasi.

Melalui berbagai upaya strategis dalam pengembangan jasa baru dan penguatan layanan eksisting, perusahaan berkomitmen untuk terus beradaptasi terhadap dinamika kebutuhan industri dan regulasi global. Inisiatif ini diharapkan dapat memperkuat posisi perusahaan sebagai mitra terpercaya dalam memberikan layanan yang berorientasi pada keberlanjutan, kepatuhan, dan nilai tambah yang maksimal bagi para pemangku kepentingan.

Terakhir, dilakukan juga kerja sama dengan perusahaan *e-commerce* untuk memastikan data dan mutu barang melalui platform seperti *e-Catalog* Lembaga Kebijakan Pengadaan Barang/Jasa Pemerintah (LKPP), yang semakin memperluas cakupan layanan KSP di pasar digital. Selain itu, PT SUCOFINDO (PERSERO) juga memanfaatkan jasa konsultan atau kontraktor di bidang pengelolaan sumber daya manusia dengan biaya sekitar Rp500 juta, yang mencakup layanan pelatihan, pengembangan kompetensi, asesmen karyawan, dan perencanaan tenaga kerja strategis. Penggunaan pihak ketiga ini memberikan dampak positif dalam meningkatkan kualitas pelaksanaan program HR, namun tetap berada dalam pengawasan ketat untuk memastikan efektivitas dan efisiensi anggaran yang dialokasikan.

the latest regulations set forth by the Ministry of Trade concerning the supervision of non-pharmaceutical precursor exports.

Through these strategic efforts in developing new services and strengthening existing services, the company is committed to continuously adapting to the dynamics of industry needs and global regulations. These initiatives are expected to reinforce the company's position as a trusted partner in providing services oriented towards sustainability, compliance, and maximum added value for stakeholders.

Finally, cooperation with *e-commerce* companies was also carried out to ensure data and product quality through platforms such as the *e-Catalog* of the Government Goods/Services Procurement Policy Agency (LKPP), which further expanded the scope of KSP services in the digital market. In addition, PT SUCOFINDO (PERSERO) also utilizes the services of consultants or contractors in the field of human resource management at a cost of around IDR 500 million, which includes training services, competency development, employee assessment, and strategic workforce planning. The use of third parties has had a positive impact on improving the quality of HR program implementation, but remains under strict supervision to ensure the effectiveness and efficiency of the allocated budget.

Kinerja dan Profitabilitas Sektor Komoditi & Solusi Perdagangan

Performance and Profitability of the Commodities & Trade Solutions Sector

dalam juta Rupiah | in million Rupiah

Uraian	2024	2023	Pertumbuhan / (Penurunan)	
			Nominal	%
Pendapatan Revenue	184.160	167.816	16.344	9,74
Beban Expense	(121.259)	(122.445)	1.185	-0,97
Laba Profit	62.901	45.371	17.530	38,64%

Sektor KSP menunjukkan pertumbuhan kinerja yang cukup baik di tahun 2024. Pendapatan Sektor KSP naik 9,74% menjadi Rp184 miliar dari Rp167 miliar di tahun 2023. Beban segmen KSP tahun 2024 tercatat sebesar Rp121 miliar, menurun dari tahun 2023 sebesar Rp122 miliar, sehingga laba segmen KSP naik 38,64% menjadi Rp62 miliar dari Rp43 miliar di tahun 2023.

Portofolio Komoditi dan Solusi Perdagangan sebagai Enabler ESG:

Mendorong Bisnis yang Bertanggung Jawab, Transparan, dan Berkelanjutan

Menjadi Mitra Strategis dalam Transformasi ESG Sektor Perdagangan Komoditas.

Sebagai bagian dari komitmen PT SUCOFINDO terhadap prinsip keberlanjutan, **SBU Komoditi dan Solusi Perdagangan (KSP)**

The KSP sector showed a good performance growth in 2024. Revenue for the KSP sector increased by 9.74%, reaching IDR 184 billion, up from IDR 167 billion in 2023. The KSP segment's expenses for 2024 amounted to IDR 109 billion, a decrease from IDR 111 billion in 2023, resulting in a 73.83% increase in the segment's profit to IDR 74 billion, up from IDR 56 billion in 2023.

Commodity Portfolio and Trade Solutions as ESG Enablers:

Enablers Responsible, Transparent, and Sustainable Business

Becoming a Strategic Partner in the ESG Transformation of the Commodity Trading Sector

As part of PT SUCOFINDO's commitment to sustainability principles, the Commodity and Trade Solutions Strategic Business



memainkan peran strategis dalam memastikan **kepatuhan terhadap ESG Compass**, sekaligus bertindak sebagai **enabler transformasi** ESG di sektor perdagangan komoditas nasional.

KSP tidak hanya menyediakan layanan teknis seperti inspeksi, audit, sertifikasi, pengujian, dan konsultasi, tetapi juga menghadirkan nilai tambah dalam bentuk **penerapan nilai-nilai keberlanjutan yang terintegrasi** pada seluruh proses layanan. Layanan ini memungkinkan mitra usaha dan pemangku kepentingan menerapkan prinsip-prinsip **Environmental, Social, and Governance (ESG)** secara nyata dalam operasional mereka.

Dimensi Sosial – Product & Consumer Responsibility

KSP mendukung aspek Social Responsibility dengan memastikan produk yang diproduksi dan diperdagangkan pelanggan aman, berkualitas, dan sesuai standar.

Melalui layanan inspeksi dan sertifikasi di subportofolio AGRI, INCO, dan FHI, KSP mendorong mitra usaha untuk memenuhi harapan konsumen terhadap keamanan pangan/pakan, dan kelayakan produk. Ini mencakup Inspeksi dan audit komoditas pangan dan pertanian, Pengendalian hama dan sanitasi fasilitas industri (hygiene industri), Audit kesejahteraan hewan dan kemamputelusuran rantai pasok serta program **Sustainability berbasis Corporate Social Responsibility (CSR)** yang dirancang untuk membantu klien mengidentifikasi dan melaksanakan inisiatif keberlanjutan yang berdampak sosial dan lingkungan positif.

Upaya ini memperkuat posisi pelanggan dalam menghadapi tuntutan pasar global yang semakin menekankan pada aspek kualitas dan keberlanjutan produk.

Dimensi Tata Kelola – Risk Management

KSP memperkuat praktik Governance dan manajemen risiko melalui layanan verifikasi, validasi, dan audit yang komprehensif di sektor perdagangan, manufaktur, dan jasa keuangan.

Melalui sub portofolio FINS/JMA, pelanggan mendapatkan dukungan manajemen risiko atas agunan, inventaris, hingga estimasi persediaan yang akurat dan terpercaya. Di sektor AGRI dan INCO, KSP melakukan audit kapasitas dan kelayakan pabrik, serta validasi rantai pasok dan kualitas produk industri.

Layanan ini memastikan bahwa pengambilan keputusan bisnis, khususnya dalam sektor pembiayaan dan distribusi barang, dilakukan secara prudent dan akuntabel.

Dimensi Etika Bisnis – Business Ethic

KSP menjunjung tinggi prinsip etika bisnis dalam seluruh proses layanan. Independensi, objektivitas, dan transparansi menjadi landasan utama dalam setiap kegiatan audit, sertifikasi, maupun verifikasi.

Dengan menyediakan dokumen pendukung resmi dan valid

Unit (SBU KSP) plays a strategic role in ensuring compliance with the ESG Compass, while also acting as an enabler of ESG transformation in the national commodity trading sector.

KSP not only provides technical services such as inspection, audit, certification, testing, and consulting but also adds value through the integration of sustainability values across all service processes. These services enable business partners and stakeholders to implement Environmental, Social, and Governance (ESG) principles effectively in their operations.

Social Dimension – Product & Consumer Responsibility

KSP supports Social Responsibility aspects by ensuring that products produced and traded by clients are safe, of high quality, and meet standards.

Through inspection and certification services in the AGRI, INCO, and FHI sub-portfolios, KSP encourages business partners to meet consumer expectations regarding food/feed safety and product feasibility. This includes inspections and audits of food and agricultural commodities, pest control and sanitation of industrial facilities (industrial hygiene), animal welfare audits, supply chain traceability, and Corporate Social Responsibility (CSR)-based Sustainability programs designed to help clients identify and implement initiatives with positive social and environmental impacts.

These efforts strengthen clients' positions in facing global market demands that increasingly emphasize product quality and sustainability.

Governance Dimension – Risk Management

KSP reinforces Governance practices and risk management through comprehensive verification, validation, and audit services in the trade, manufacturing, and financial services sectors.

Through the FINS/JMA sub-portfolio, clients receive risk management support for collateral, inventory, and accurate and reliable inventory estimates. In the AGRI and INCO sectors, KSP conducts factory capacity and feasibility audits, as well as supply chain validation and industrial product quality assessments.

These services ensure that business decision-making, particularly in financing and goods distribution sectors, is conducted prudently and accountably.

Business Ethics Dimension – Business Ethics

KSP upholds business ethics principles throughout all service processes. Independence, objectivity, and transparency are fundamental in every audit, certification, and verification activity.

By providing official and valid supporting documents such as

seperti laporan inspeksi, hasil uji laboratorium, serta sertifikat kesesuaian, KSP berperan sebagai penjamin kepercayaan antara pelaku usaha, pembeli, lembaga keuangan, asuransi, dan regulator.

Hal ini memperkuat sistem perdagangan yang adil dan mengurangi potensi konflik, *fraud*, maupun kerugian akibat ketidaksesuaian data atau spesifikasi.

Pendorong Keberlanjutan Bisnis Komoditas

Melalui seluruh layanan dan kapabilitasnya, SBU Komoditi dan Solusi Perdagangan (KSP) mengambil peran penting dalam mendorong transformasi ESG di sektor perdagangan komoditas.

KSP tidak hanya hadir sebagai penyedia layanan teknis, tetapi juga sebagai mitra strategis dalam membangun ekosistem perdagangan yang berorientasi pada keberlanjutan, akuntabilitas, dan nilai tambah jangka panjang bagi seluruh pemangku kepentingan.

Dengan pendekatan yang holistik ini, **SBU Komoditi dan Solusi Perdagangan (KSP) tidak hanya patuh terhadap ESG Compass, tetapi juga menjadi katalisator dalam mendorong transformasi bisnis yang lebih bertanggung jawab, transparan, dan berkelanjutan.** Ini sejalan dengan misi SUCOFINDO untuk menjadi mitra terpercaya dalam menciptakan ekosistem perdagangan yang beretika, inklusif, dan berdaya saing tinggi di tingkat nasional maupun global.

Prospek Sektor Komoditi & Solusi Perdagangan

Nilai ekspor Indonesia pada tahun 2024 mencapai 264,70 juta dolar AS, mengalami peningkatan sebesar 2,29 % jika dibandingkan tahun 2023 sehingga secara volume turut mengalami peningkatan sebesar 5,37%. Sebanyak 93,7% dari nilai ekspor merupakan ekspor komoditas non migas. Ekspor komoditas non migas dan batubara merupakan pasar dari Portofolio Komoditi & Solusi Perdagangan.

Seiring meningkatnya kesadaran terhadap perubahan iklim, permintaan akan jasa yang mendukung perdagangan karbon dan memenuhi persyaratan emisi menjadi fokus utama dalam perdagangan global, terutama ekspor. Ini menciptakan peluang signifikan bagi SBU KSP untuk menyediakan layanan yang mendukung pemenuhan persyaratan ekspor yang berbasis pada sustainability. Selain itu, peningkatan regulasi di negara tujuan ekspor yang dapat menghambat kelancaran perdagangan memberi peluang bagi SBU KSP untuk membantu eksportir memastikan kepatuhan terhadap regulasi tersebut.

Sektor Sertifikasi & Eco Framework (Serco)

Penjelasan Sektor Sertifikasi & Eco Framework

Sektor Sertifikasi dan *Eco Framework* (SERCO) menangani layanan jasa sertifikasi, validasi dan verifikasi serta peningkatan kinerja pengelolaan lingkungan. Segmen SERCO fokus dalam 2

inspection reports, laboratory test results, and certificates of conformity, KSP serves as a trust guarantor among business actors, buyers, financial institutions, insurers, and regulators.

This strengthens fair trade systems and reduces potential conflicts, fraud, or losses due to data or specification discrepancies.

Drivers of Sustainable Commodity Business

Through all its services and capabilities, the Commodity and Trade Solutions SBU (KSP) plays a crucial role in driving ESG transformation in the commodity trading sector.

KSP is not only a provider of technical services but also a strategic partner in building a trade ecosystem focused on sustainability, accountability, and long-term added value for all stakeholders.

With this holistic approach, the Commodity and Trade Solutions SBU (KSP) not only complies with the ESG Compass but also acts as a catalyst in driving business transformation towards greater responsibility, transparency, and sustainability. This aligns with SUCOFINDO's mission to be a trusted partner in creating an ethical, inclusive, and highly competitive trade ecosystem both nationally and globally.

Commodity & Trade Solutions Sector Prospect

Indonesia's export value in 2024 reached USD 264.70 million, showing an increase of 2.29% compared to 2023, with a corresponding volume increase of 5.37%. As much as 93.7% of the export value consists of non-oil and gas commodities. Exports of non-oil and gas commodities and coal are markets for the Commodity & Trade Solutions Portfolio.

With growing awareness of climate change, the demand for services supporting carbon trading and meeting emission requirements has become a key focus in global trade, especially in exports. This creates significant opportunities for the KSP Business Unit to provide services that support the fulfillment of export requirements based on sustainability. Additionally, increasing regulations in export destination countries that may hinder smooth trade present opportunities for the KSP Business Unit to assist exporters in ensuring compliance with these regulations.

Certification & Eco Framework Sector (Serco)

Explanation of the Certification & Eco Framework Sector

The Certification and Eco Framework Sector (SERCO) is responsible for providing services in certification, validation and verification, as well as enhancing environmental management



(dua) bagian besar pelayanan sebagai berikut:

1. *International Certification Services* memberikan layanan jasa berupa sertifikasi dan audit;
2. *Eco-Framework Management* adalah jasa yang memberikan layanan dalam rangka meningkatkan kinerja pengelolaan lingkungan dan memberikan solusi permasalahan lingkungan melalui kegiatan kajian, audit, monitoring, validasi dan verifikasi, serta dan pengembangan sistem pengelolaan lingkungan secara terpadu.

Produk dan Layanan Sektor Sertifikasi & Eco Framework

SBU Sertifikasi dan *Eco Framework* (SERCO) menaungi jasa sertifikasi dan *eco framework*. Dengan beberapa Sub Portofolio yaitu:

1. Jasa Sertifikasi Produk dan Sistem Mutu untuk layanan jasa Sertifikasi Sistem Pangan (ISO 22000, HACCP, GMP dan Organik), Sertifikasi Produk, Sertifikasi Standar Usaha (UHK, LSUP dan Pasar Rakyat), Sertifikasi Sistem Keamanan Informasi (ISO 270001 dan turunannya, SMKI), Sertifikasi Sistem Manajemen Mutu (ISO 9001, ISO 21001) serta Survei Riset (Kepuasan Pelanggan, Survei Pasar, Produk dan turunannya).
2. Jasa Sertifikasi Sistem Manajemen untuk layanan Kajian dan Audit Sistem Manajemen Pengamanan, Sertifikasi Sistem Manajemen (ISO 14001, ISO 50001, ISO 45001, ISO 28001, ISO 3700), Audit Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) dan turunannya dan Sistem Manajemen Keamanan Pertambangan (SMKP), Sertifikasi Hijau (Bangunan dan Industri), Sertifikasi *Green Building*, Sertifikasi *Sustainability* (ISPO, SVLK dan turunannya).
3. *Eco framework* untuk layanan Validasi dan Verifikasi Pernyataan Informasi Lingkungan (Gas Rumah Kaca/GRK, Analisa Jejak Air/*Water Footprint*, *Green Bond*, *Ecolabel*, Analisa Daur Hidup/LCA, Kinerja Lingkungan, Sosial dan Tata Kelola (ESG), Audit Energi Industri, Bangunan Gedung, Verifikasi Sistem Refrigerasi Ruangan dan Pendingin, Sertifikasi *Greenport*, Perencanaan Air Bersih dan Limbah (WWTP, WTP, Audit Air dan Kajian Teknis Instalasi Air Bersih dan Limbah), Kajian Perencanaan dan Pengelolaan *Reduce-Recycle-Recovery* (Limbah B3 dan non B3 dan Sirkular Ekonomi, Kajian Audit Lingkungan dan Monitoring Pengelolaan Lingkungan Terpadu, Analisa Mengenai Dampak Lingkungan (AMDAL), UKL-UPL, *Environmental Social Impact Assessment/ESIA*, *Environmental Baseline Analysis/EBA*, *Environmental Risk Assessment/ERA*.

Strategi Sektor Sertifikasi dan Eco Framework tahun 2024

1. Pembangunan Kapasitas dan Kompetensi
 - a. Melakukan pemetaan potensi, kapasitas dan

performance. The SERCO segment focuses on 2 (two) main service areas:

1. International Certification Services provides certification and audit services;
2. Eco-Framework Management is a service designed to improve environmental management performance and deliver effective solutions to environmental challenges. through studies, audits, monitoring, validation and verification activities, as well as the development of integrated environmental management systems.

Products and Services of the Certification & Eco Framework Sector

The Certification and Eco Framework (SERCO) Strategic Business Unit (SBU) oversees certification and eco framework services through several sub-portfolios, including:

1. Product and Quality System Certification Services, which include: Food System Certification Services (ISO 22000, HACCP, GMP, and Organic), Product Certification, Business Standard Certification (UHK, LSUP, and Traditional Markets), Information Security Management System Certification (ISO 27001 and derivatives, ISMS), Quality Management System Certification (ISO 9001, ISO 21001), and Research Surveys (Customer Satisfaction, Market Surveys, Product Surveys and their derivatives).
2. Management System Certification Services, which include: Studies and Audits of Security Management Systems, Management System Certifications (ISO 14001, ISO 50001, ISO 45001, ISO 28001, ISO 37001), Occupational Health and Safety Management System (OHSMS/SMK3) Audits and derivatives, Mining Safety Management System (SMKP), Green Certifications (for Buildings and Industry), Green Building Certification, and Sustainability Certifications (such as ISPO, SVLK, and related standards).
3. Eco Framework Services, which include: Validation and Verification of Environmental Information Statements (Greenhouse Gas/GHG, Water Footprint, Green Bond, Ecolabel, Life Cycle Analysis/LCA, Environmental, Social, and Governance/ESG performance), Industrial and Building Energy Audits, Verification of Room and Refrigeration Systems, Greenport Certification, Planning for Clean and Wastewater (WWTP, WTP, Water Audits, and Technical Studies of Clean and Wastewater Facilities), Planning and Management Studies for Reduce-Recycle-Recovery of hazardous (B3) and non-hazardous waste and Circular Economy, Environmental Audit Studies and Integrated Environmental Management Monitoring, Environmental Impact Assessment (AMDAL), Environmental Management and Monitoring Efforts (UKL-UPL), Environmental and Social Impact Assessment (ESIA), Environmental Baseline Analysis (EBA), and Environmental Risk Assessment (ERA).

Strategy of the Certification and Eco Framework Sector in 2024

1. Capacity and Competency Development
 - a. Conducting mapping of potential, capacity, and

- kompetensi. b. Melakukan klasifikasi cabang yang menjadi <i>Centre of Excellent</i> (CoE) jasa. c. Memastikan prosedur dan pola hubungan cabang - CoE. d. Melakukan revitalisasi & desentralisasi <i>Quality Assurance</i>. e. Melakukan QA/QC proyek cabang pada tahap pertumbuhan/perkembangan.	- competency. b. Classifying branches that will serve as Centers of Excellence (CoEs) for services. c. Ensuring procedures and coordination patterns between branches and CoEs. d. Revitalizing and decentralizing Quality Assurance. e. Implementing QA/QC for branch projects in the growth/development phase.
-
2. Pengelolaan Manajemen terhadap auditor, <i>environmental specialist</i> dan tenaga <i>associate</i> untuk mendukung pertumbuhan/pertambahan order 3. Penguatan Pemasaran dan Penjualan a. Melakukan penyusunan peta pasar jasa strategi "<i>Market Penetration & Scale Up</i>"; b. Melakukan peningkatan kompetensi personil baik di kantor pusat maupun di kantor cabang; c. Secara rutin melakukan koordinasi untuk penetrasi jasa di cabang; d. Menunjuk DUTA SERCO untuk pola koordinasi dengan cabang; dan e. Optimalisasi fungsi & penjualan di cabang.	2. Management of Auditors, Environmental Specialists, and Associates to Support Order Growth. 3. Strengthening Marketing and Sales a. Develop a market map for services with a "Market Penetration & Scale-Up" strategy. b. Enhance the competencies of personnel both at the head office and branch offices. c. Conduct regular coordination efforts for service penetration in branches. d. Appoint SERCO AMBASSADORS to facilitate coordination with branch offices. e. Optimize functions and sales performance at branch offices.

Kinerja dan Profitabilitas Sektor Sertifikasi & Eco Framework

Performance and Profitability of the Certification & Eco Framework Sector

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan / (Penurunan) Increase/(Decrease)	
			Nominal	%
Pendapatan Revenue	328.753	272.438	56.315	20,67
Beban Expense	(218.888)	(184.218)	(34.670)	18,82
Laba Profit	109.865	88.220	21.645	24,54

Tahun 2024, sektor SERCO membukukan pendapatan sebesar Rp328 miliar, naik 20,67% dari tahun sebelumnya Rp272 miliar, sedangkan beban segmen SERCO naik 18,82% menjadi Rp218 miliar dari Rp188 miliar di tahun 2023. Dengan kinerja tersebut, laba segmen SERCO meningkat 24,54% menjadi Rp109 miliar dari Rp88 miliar di tahun 2023.

In 2024, the SERCO sector recorded revenue of IDR 312 billion, an increase of 14.81% from IDR 261 billion in the previous year, while SERCO segment expenses rose by 201.16% to IDR 190 billion from IDR 160 billion in 2023. With this performance, the SERCO segment profit increased by 45.16% to IDR 122 billion from IDR 101 billion in 2023.

Prospek Sektor Sertifikasi & Eco Framework

Pengembangan layanan jasa Sektor Sertifikasi & *Eco Framework* tahun 2024 termasuk pengayaan jasa, antara lain:

1. *Sustainable Procurement* ISO 20400
2. Sertifikasi *Green Gold Label* untuk produk *biomass*.
3. Konsultasi *Environmental Product Declaration* (EPD) dan *Carbon Border Adjustment Mechanism* (CBAM)
4. Perluasan Ruang Lingkup (PRL) sebagai Lembaga Validasi Verifikasi

Prospek Sektor Sertifikasi & Eco Framework tahun 2024 sejalan dengan Industri Hijau dan Keberlanjutan serta Pengayaan Jasa

Prospects of the Certification & Eco Framework Sector

Development of service offerings in the Certification & Eco Framework Sector for 2024 includes enrichment of services, such as:

1. *Sustainable Procurement* ISO 20400
2. *Green Gold Label* Certification for biomass products
3. Consultation on *Environmental Product Declaration* (EPD) and *Carbon Border Adjustment Mechanism* (CBAM)
4. Scope Expansion (PRL) as a Validation and Verification Body

The 2024 prospects for the Certification & Eco Framework Sector align with the Green Industry and Sustainability trends as well



antara lain:

1. Sektor Sertifikasi/Kajian Berkelanjutan yaitu untuk sertifikasi produk ramah lingkungan (SNI Hemat Energi), SNI Indo Gap (Pertanian berkelanjutan), Sertifikasi *Green Gold Label* untuk produk *Biomass*, Sertifikasi Sistem Manajemen Energi, *Green Port*, *Smart Port*, ESG, Proper.
2. Validasi dan Verifikasi Proyek Gas Rumah Kaca
3. Pengelolaan Limbah, dalam rangka pemenuhan Regulasi, yang dapat menjadi sumber energi dan peluang *circular economy*.
4. Konstruksi Hijau, yaitu sertifikasi untuk bangunan hijau (*Green Building*) dan Audit Energi.
5. Sektor Pembangkit untuk kegiatan Verifikasi Persetujuan Teknis Batas Atas Emisi (PT BAE PU)

Sektor Laboratorium (Lab)

Penjelasan Sektor Laboratorium

SBU Laboratorium sebagai Laboratorium sentral PT SUCOFINDO adalah merupakan salah satu laboratorium terbesar di Indonesia yang berdiri sejak tahun 1972, berlokasi di Jl. Arteri Tol Cibitung No. 1 Bekasi, Jawa Barat menempati area seluas ± 32.000 m², yang menyediakan layanan:

1. Jasa Pengujian produk, bahan, peralatan dan mesin dilakukan melalui beragam metode sesuai jenis dan spesifikasinya, dengan melakukan pengujian di laboratorium, pengujian organoleptik maupun pengukuran di lapangan. Laboratorium juga mempunyai kemampuan yang luas dalam melakukan berbagai tes mekanik, listrik, kinerja serta analisis kimia dan mikrobiologi sesuai dengan persyaratan atau standar spesifikasi yang telah ditetapkan;
2. Jasa Kalibrasi untuk memperoleh kepastian akurasi pengukuran alat-alat produksi dan alat ukur dalam transaksi perdagangan serta sebagai bentuk perlindungan konsumen. Didukung dengan fasilitas terlengkap, tenaga profesional yang ahli di bidangnya, peralatan yang mutakhir dan memiliki jaringan laboratorium yang tersebar di seluruh Indonesia. Untuk meningkatkan kepercayaan terhadap pengoperasian laboratorium, untuk mengendalikan, mencegah dan mengurangi kerugian yang ditimbulkan oleh bahaya dan dampak potensial yang ada dalam setiap kegiatan, SBU Laboratorium secara konsisten menerapkan:
 - a. Sistem Manajemen Mutu sesuai ISO 9001 dan telah terakreditasi sesuai ISO/IEC 17025 oleh KAN dengan Nomor Akreditasi LP-024- IDN untuk Lab Pengujian & LK023-IDN untuk Lab Kalibrasi, serta oleh US-CPSC khusus untuk Laboratorium Mainan;
 - b. Sistem Manajemen K3 (SMK3) dan Sistem Manajemen Lingkungan (SML) yang diintegrasikan menjadi SMK3L telah memperoleh sertifikasi sesuai Peraturan Pemerintah RI No. 50 Tahun 2012, ISO 14001 dan ISO 45001. Titik layanan Laboratorium tersebar di seluruh kantor Cabang dan Unit Pelayanan Operasi seluruh Indonesia sebagai berikut:

as Service Enrichment, including:

1. Certification/Sustainability Assessments sector covering eco-friendly product certifications (Energy Efficient SNI), SNI Indo GAP (Sustainable Agriculture), Green Gold Label Certification for Biomass products, Energy Management System Certification, Green Port, Smart Port, ESG, and PROPER certification.
2. Validation and Verification of Greenhouse Gas Projects.
3. Waste Management, aimed at regulatory compliance, which can become a source of energy and an opportunity for the circular economy.
4. Green Construction, including certification for green buildings (Green Building) and Energy Audits.
5. Power Generation sector activities for Verification of Technical Approval of Emission Upper Limits (PT BAE PU).

Laboratory Sector (Lab)

Explanation of the Laboratory Sector

The Laboratory SBU, as the central laboratory of PT SUCOFINDO, is one of the largest laboratories in Indonesia, established in 1972. It is located at Jl. Arteri Tol Cibitung No. 1 Bekasi, West Java, occupying an area of approximately 32,000 m², providing the following services:

1. Testing Services for products, materials, equipment, and machinery, conducted through various methods according to their types and specifications. Testing is carried out in the laboratory, through organoleptic tests, as well as measurements in the field. The laboratory has extensive capabilities to perform mechanical, electrical, performance tests, as well as chemical and microbiological analyses in accordance with the specified requirements or standards.
2. Calibration Services to ensure the accuracy of production tools and measuring instruments used in trade transactions, serving as consumer protection. Supported by comprehensive facilities, professional experts in their fields, advanced equipment, and a network of laboratories spread throughout Indonesia. To enhance trust in laboratory operations, and to control, prevent, and reduce losses caused by hazards and potential impacts in every activity, the Laboratory SBU consistently implements:
 - a. Quality Management System in accordance with ISO 9001 and accredited according to ISO/IEC 17025 by KAN with Accreditation Number LP-024-IDN for Testing Laboratory & LK023-IDN for Calibration Laboratory, as well as by US-CPSC specifically for the Toy Laboratory;
 - b. Occupational Health and Safety Management System (OHSMS/SMK3) and Environmental Management System (EMS/SML) integrated into SMK3L, certified according to Indonesian Government Regulation No. 50 of 2012, ISO 14001, and ISO 45001. Laboratory service points are spread throughout branch offices and Operational Service Units across Indonesia as follows:

Cabang Branches	Titik Laboratorium Laboratory Locations	
	Unit Pelayanan Service Unit	Site Site
1. SBU Laboratorium-Cibitung	1. Timika	1. Pangkalan Bun
2. Laboratorium Mineral-Cibitung	2. Tanah Grogot	2. Dondang
3. Balikpapan	3. Kelanis	3. Bengalon
4. Bandar Lampung	4. Ampah	4. Sangkulirang
5. Bandung	5. Sampit	5. Berau
6. Banjarmasin	6. Sungai Putting	6. Sesayap
7. Batam	7. Tanjung Pinang	7. Sebakis
8. Batulicin	8. Karimun	8. Balikpapan Coal Terminal
9. Bengkulu	9. Sungai Danau	9. Tarahan
10. Bontang	10. Suralaya	10. Pulau Baai
11. Cilacap	11. Benete	11. Muntok
12. Cilegon	12. Morowali	12. Tanjung Bara
13. Cirebon	13. Kendari	13. Lubuk Tutung
14. Dumai	14. Manado	14. Tanjung Redeb
15. Jambi	15. Palu	15. Lati
16. Makassar	16. Kiliranjao	16. Suaran
17. Medan	17. Pangkal Pinang	17. Weda
18. Padang	18. Lahat	
19. Palembang	19. Kendawangan	
20. Pekanbaru		
21. Pontianak		
22. Samarinda		
23. Semarang		
24. Surabaya		
25. Tarakan		



Produk dan Layanan Sektor Laboratorium

Products and Services of the Laboratory Sector

Sub-Portofolio	Nama Layanan Service Name
Analisa Kimia Umum dan Produk Konsumen General Chemical Analysis and Consumer Product Testing	- Jasa Analisis Keamanan, Komposisi serta Kehalalan Pangan termasuk Ikan & Produk Olahannya. - Jasa Analisis Produk Pertanian, Minyak dan Lemak, Hortikultura dan Produk Olahannya. - Jasa Analisis Kosmetik, Obat dan Obat Tradisional. - Jasa Analisis Tekstil, kemasan, Keramik, Furnitur, Karet, Plastik & Produk Konsumen lainnya. - Jasa Sampling dan Analisis Biologi Lingkungan, Mikrobiologi & Kajiannya termasuk Produk Bakteri. - Analysis services for food safety, composition, and halal certification, including fish and processed fish products. - Analysis services for agricultural products, oils and fats, horticulture, and their processed products. - Analysis services for cosmetics, pharmaceuticals, and traditional medicines. - Analysis services for textiles, packaging, ceramics, furniture, rubber, plastics, and other consumer products. - Sampling and analysis services for environmental biology, microbiology, and related studies, including bacterial products.
Analisis Kimia Lingkungan Environmental Chemical Analysis	- Jasa Sampling, Analisis dan Monitoring Kualitas Air Permukaan, Konsumsi, Limbah & Air Laut. - Jasa Sampling, Analisis dan Monitoring Kualitas Udara Ambient, Kualitas Udara Indoor, Kebisingan dan Emisi serta kajiannya. - Jasa Sampling dan Analisis Limbah Padat B3, Tanah Terkontaminasi dan Kajiannya. - Services for sampling, analysis, and monitoring of surface water quality, consumption water, wastewater, and seawater. - Services for sampling, analysis, and monitoring of ambient air quality, indoor air quality, noise, emissions, and their assessments. - Services for sampling and analysis of hazardous and toxic solid waste (B3), contaminated soil, and related assessments.
Analisis Minyak dan Gas Oil and Gas Analysis	- Jasa Sampling dan Analisis Petroleum dan Produknya. - Jasa Sampling dan Analisis Gas on site/on laboratory serta Kajiannya. - Jasa Analisis dan Monitoring serta Kajian Korosi. - Jasa Analisis Pupuk, Pestisida, Bahan Kimia, Tanah dan Produk Terkait lainnya. - Sampling and Analysis Services for Petroleum and its Products. - On-site and Laboratory Sampling and Analysis Services for Gas, including Related Studies. - Corrosion Analysis, Monitoring, and Assessment Services. - Analysis Services for Fertilizers, Pesticides, Chemicals, Soil, and Other Related Products.

Produk dan Layanan Sektor Laboratorium

Products and Services of the Laboratory Sector

Sub-Portofolio	Nama Layanan Service Name
Pengujian Teknik dan Mekanik Technical and Mechanical Testing	1. Jasa Pengujian Piranti Listrik Rumah Tangga & Peralatan Instalasi Listrik. 2. Jasa Pengujian Luminer, Peralatan Audio Video, dan Mainan Anak Listrik. 3. Jasa Pengujian Komponen Otomotif dan Produk SNI Teknik. 4. Jasa pengujian Peralatan Teknologi Informasi, Telekomunikasi dan Radio Frekuensi. 5. Jasa Pengujian Material Teknik Sipil dan Mekanik, termasuk Uji Tahan Api. 1. Household Electrical Appliances and Electrical Installation Equipment Testing Services 2. Testing Services for Luminaires, Audio-Video Equipment, and Electric Toys 3. Automotive Components and SNI Technical Product Testing Services 4. Testing Services for Information Technology, Telecommunication, and Radio Frequency Equipment 5. Civil and Mechanical Engineering Material Testing Services, including Fire Resistance Testing
Kalibrasi Alat Ukur dan Alat Uji Calibration of Measuring Instruments and Testing Equipment	Lingkup Jasa Kalibrasi: Suhu dan Kelembaban, Massa, Volume, Tekanan, Gaya, Torsi, Aliran, Kekerasan, Panjang, Kelistrikan, Waktu dan Frekuensi, Akustik, Fotometri dan Instrumen Analitik. Calibration services for equipment measuring dimensions, mass, pressure, electricity, force, temperature, volume, and chemical instrumentation.
Laboratorium Alat Kesehatan Medical Device Laboratory	1. Jasa Pengujian dan Kalibrasi Alat Kesehatan sesuai dengan Permenkes Nomor 54 tahun 2015. 2. Jasa Uji Produk Alat Kesehatan sesuai SNI ISO/IEC 60601. 3. Jasa Uji Kesesuaian Pesawat Sinar-X. 1. Medical Device Testing and Calibration Services in accordance with Ministry of Health Regulation No. 54 of 2015. 2. Medical Device Product Testing Services in accordance with SNI ISO/IEC 60601. 3. X-Ray Equipment Compliance Testing Services.

Strategi Sektor Laboratorium Tahun 2024

Untuk meningkatkan dan mengoptimalkan kinerja tahun 2024, SBU Laboratorium melakukan strategi antara lain:

1. Peningkatan Kompetensi Laboratorium
 - Meningkatkan kapabilitas dan kapasitas Laboratorium Cabang
 - Perluasan akreditasi Pengujian dan Kalibrasi
 - Peningkatan Kompetensi Personel
 - Pengujian dan Kalibrasi
2. Peningkatan Penjualan Portofolio
 - Laboratorium
 - Optimalisasi up selling
 - Optimalisasi Bundling jasa
 - Penguatan After Sales Service
 - Penetrasi Pasar Laboratorium Cabang
 - Penguatan Promosi
 - Pemenangan tender di sektor
 - Pertambangan

Laboratory Sector Strategy in 2024

To improve and optimize performance in 2024, the Laboratory SBU carries out strategies including:

1. Laboratory Competency Enhancement
 - Strengthening capability and capacity Branch Laboratories
 - Expansion of Testing and Calibration accreditation
 - Personnel competency development
 - Testing and Calibration
2. Portfolio Sales Growth
 - Laboratory services
 - Optimization of up-selling strategies
 - Optimization of service bundling
 - Strengthening after-sales service
 - Market penetration for Branch Laboratories
 - Enhanced promotional activities
 - Winning tenders in the mining sector.



Kinerja dan Profitabilitas Sektor Laboratorium

Performance and Profitability of the Laboratory Sector

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan / (Penurunan) Increase/(Decrease)	
			Nominal	%
Pendapatan Revenue	423.913	360.175	63.738	17,70
Beban Expense	(277.984)	(238.946)	(39.038)	16,34
Laba Profit	145.928	121.228	24.699	20,37

Sektor Laboratorium menunjukkan peningkatan kinerja yang cukup baik di tahun 2024, yaitu dengan peningkatan pendapatan sebesar 17,7% menjadi Rp423 miliar dari Rp360 miliar di tahun 2023. Namun demikian, beban Sektor Laboratorium meningkat cukup signifikan sebesar 16,34% menjadi Rp277 miliar dari Rp238 miliar di tahun 2023, selaras dengan itu laba Sektor Laboratorium tahun 2024 naik 20,37% menjadi Rp145 miliar dari Rp121 miliar di tahun 2023.

The Laboratory Sector demonstrated solid performance growth in 2024, with revenue increasing by 17.5% to IDR 423 billion from IDR 360 billion in 2023. However, the Laboratory Sector's expenses also rose significantly by 3.69% to IDR 253 billion from IDR 216 billion in 2023. Accordingly, the Laboratory Sector's profit for 2024 increased by 46.55% to IDR 170 billion from IDR 143 billion in 2023.

Prospek Sektor Laboratorium

Sektor Laboratorium memiliki prospek yang sangat baik di tahun 2024, Karena itu, di tahun 2024, SBU Laboratorium akan menjalankan strategi sebagai berikut:

1. Pendekatan ke rumah sakit dan asosiasi kesehatan.
2. Pendekatan ke Pengelola Kawasan Industri.
3. Pendekatan kepada Pemerintah: Kementerian Perdagangan, Kementerian Perindustrian, Kementerian Energi dan Sumber Daya Mineral, Kementerian Kelautan dan Perikanan, Kementerian Ketenagakerjaan, Kementerian Lingkungan Hidup dan Kehutanan, Kementerian Komunikasi dan Informatika, Kementerian Pertanian, Dinas Kesehatan, Dinas Lingkungan Hidup, BRIN, BSN dan BNN.
4. Pendekatan ke Manufaktur pangan dan farmasi.
5. Pendekatan ke Manufaktur automotive, elektronik dan spare part.
6. Pendekatan ke power plant.
7. Aktif mengikut Tender-tender di Sektor Oil & Gas.
8. Sinergi BUMN.
9. Pendekatan ke proyek-proyek pertambangan mineral dan batu bara untuk kegiatan pemantauan lingkungan dan kalibrasi.

Laboratory Sector Prospect

The Laboratory Sector has very promising prospects in 2024. Therefore, in 2024, the Laboratory SBU will implement the following strategies:

1. Approaching hospitals and health associations.
2. Engage with Industrial Estate Management.
3. Approaching government institutions: Ministry of Trade, Ministry of Industry, Ministry of Energy and Mineral Resources, Ministry of Marine Affairs and Fisheries, Ministry of Manpower, Ministry of Environment and Forestry, Ministry of Communication and Informatics, Ministry of Agriculture, Health Offices, Environmental Offices, National Research and Innovation Agency (BRIN), National Standardization Agency (BSN), and National Narcotics Agency (BNN).
4. Approaching food and pharmaceutical manufacturers.
5. Approaching automotive, electronics, and spare parts manufacturers.
6. Approaching power plants.
7. Actively Participating in Tenders in the Oil & Gas Sector.
8. State-Owned Enterprises (BUMN) Synergy.
9. Approaching mineral and coal mining projects for environmental monitoring and calibration activities.

Sektor Lainnya

Penjelasan Sektor Lainnya

Sektor Lainnya merupakan layanan-layanan yang tidak termasuk dalam segmen-segmen yang ada, seperti properti.

Kinerja dan Profitabilitas Segmen Lainnya

Performance and Profitability of Other Segments

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan / (Penurunan) Increase/(Decrease)	
			Nominal	%
Pendapatan Revenue	23.636	22.670	0.966	4,3
Beban Expense	(34.508)	(38.220)	3.711	-9,7
Laba Profit	(10.871)	(15.550)	4.678	-30,1

Sektor Lainnya tahun 2024 naik 4,3% menjadi Rp23 Miliar dari Rp22 Miliar di tahun 2023. Sedangkan beban segmen Lainnya turun menjadi Rp 34 Miliar dari Rp 38 Miliar di tahun 2023. Dengan kinerja tersebut, laba yang dibukukan segmen lainnya menjadi Rp 10 Miliar di tahun 2024 dari Rp15 Miliar di tahun 2023.

Other Sectors

Explanation of Other Sectors

Other Sectors refer to services that are not included in the existing segments, such as property.

The Other Sector in 2024 increased by 4.3% to IDR 23 billion from IDR 22 billion in 2023. Meanwhile, expenses in the Other segment decreased to IDR 34 billion from IDR 38 billion in 2023. As a result of this performance, the profit recorded for the Other segment was IDR 10 billion in 2024, down from IDR 15 billion in 2023.

Anak Perusahaan

PT SUCOFINDO memiliki entitas anak yaitu PT Sucofindo Advisory Utama dan PT SUCOFINDO EPISI.

Subsidiaries

PT SUCOFINDO has subsidiaries, namely PT Sucofindo Advisory Utama and PT SUCOFINDO Episi.

Kinerja dan Profitabilitas Segmen Anak Perusahaan

Subsidiary Segment Performance and Profitability

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan / (Penurunan) Increase/(Decrease)	
			Nominal	%
Pendapatan Revenue	111.134	138.601	(27.466)	80,18
Beban Expense	(82.178)	(108.974)	26.795	75,41
Laba Profit	28.955	29.627	(0.671)	97,73

Kinerja entitas anak Perusahaan tahun 2024 menunjukkan peningkatan yang cukup baik. Pendapatan entitas anak tumbuh 80,18% menjadi Rp111 miliar dari Rp138 miliar di tahun 2023, sedangkan beban entitas anak tumbuh 75,41% menjadi Rp82 miliar dari Rp108 miliar di tahun 2023. Dengan demikian, laba yang dibukukan entitas anak meningkat menjadi Rp28 miliar dari Rp29 miliar di tahun 2023 atau turun menjadi 97,73%.

The subsidiary's performance in 2024 showed mixed results. Revenue grew slightly by 80.18%, reaching IDR 111 billion compared to IDR 138 billion in 2023, while expenses increased significantly by 75.41%, rising to IDR 82 billion from IDR 108 billion in 2023. Consequently, the subsidiary's profit decreased to IDR 28 billion from IDR 29 billion in 2023, representing 97.73% of the previous year's profit.



Tinjauan Keuangan

Financial Review

Tinjauan kinerja keuangan Perusahaan dibuat dengan mengacu pada Standar Akuntansi Keuangan di Indonesia, yang mencakup Pernyataan Standar Akuntansi Keuangan ("PSAK") dan Interpretasi Standar Akuntansi Keuangan ("ISAK") yang dikeluarkan oleh Dewan Standar Akuntansi Keuangan ("DSAK"), Ikatan Akuntan Indonesia dan Peraturan-peraturan mengenai Pedoman Penyajian dan Pengungkapan Laporan Keuangan.

Pembahasan dan analisa terkait kinerja keuangan Perusahaan disusun berdasarkan laporan keuangan konsolidasian PT Superintending Company of Indonesia (PT SUCOFINDO) dan Entitas Anaknya ("Grup"), yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2024, serta laporan laba rugi dan penghasilan komprehensif lain konsolidasian, laporan perubahan ekuitas konsolidasian, dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, serta catatan atas laporan keuangan konsolidasian, termasuk informasi kebijakan akuntansi material. Pembahasan juga dilengkapi dengan penjelasan angka dan kinerja tahun pelaporan dibandingkan tahun sebelumnya.

Laporan keuangan 2024 tersebut telah melalui proses audit oleh Kantor Akuntan Publik (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan dengan opini wajar dalam semua hal yang material, posisi keuangan konsolidasian Grup tanggal 31 Desember 2024, serta kinerja keuangan konsolidasian dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

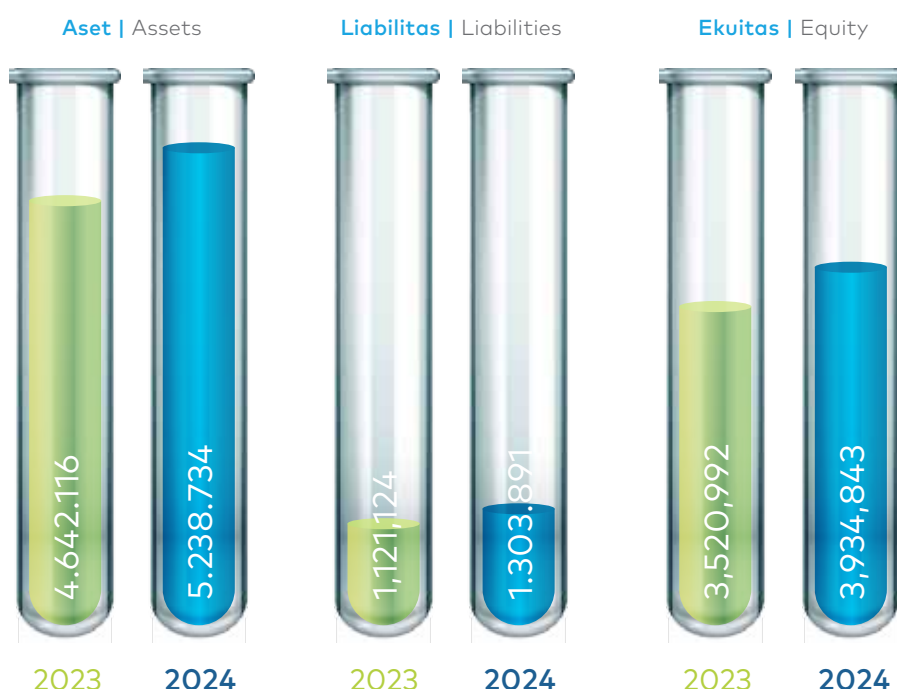
The Company's financial performance review is prepared in accordance with Indonesian Financial Accounting Standards, which include the Statements of Financial Accounting Standards ("PSAK") and Interpretations of Financial Accounting Standards ("ISAK") issued by the Financial Accounting Standards Board ("DSAK"), the Indonesian Institute of Accountants, and regulations concerning Guidelines for the Presentation and Disclosure of Financial Statements.

The discussion and analysis related to the Company's financial performance are based on the consolidated financial statements of PT Superintending Company of Indonesia (PT SUCOFINDO) and its Subsidiaries ("the Group"), which consist of the consolidated statement of financial position as of December 31, 2024, as well as the consolidated statements of profit or loss and other comprehensive income, consolidated statements of changes in equity, and consolidated statements of cash flows for the year then ended, along with the notes to the consolidated financial statements, including information on significant accounting policies. The discussion also includes explanations of numbers and performance for the reporting year compared to the previous year.

The 2024 financial statements have been audited by the Public Accounting Firm (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partners, who issued an unqualified opinion on the Group's consolidated financial position as of December 31, 2024, as well as the consolidated financial performance and consolidated cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

Posisi Keuangan Konsolidasian PT SUCOFINDO 2023-2024

Consolidated Financial Position of PT SUCOFINDO in 2023-2024



Posisi Keuangan

Posisi keuangan PT SUCOFINDO pada tahun 2024 menunjukkan kinerja yang kuat, ditandai dengan pertumbuhan aset dan ekuitas yang lebih tinggi dibandingkan liabilitas. Aset Perusahaan tumbuh sebesar 12,85%, diikuti kenaikan ekuitas sebesar 11,75%, sementara liabilitas naik sebesar 16,30%. Capaian ini mencerminkan penguatan struktur keuangan yang semakin solid, serta kemampuan perusahaan dalam menjaga keseimbangan antara ekspansi bisnis dan kehati-hatian finansial.

Financial Position

The financial position of PT SUCOFINDO in 2024 demonstrated strong performance, marked by asset and equity growth outpacing liabilities. The Company's assets increased by 12.85%, followed by an equity rise of 11.75%, while liabilities grew by 16.30%. This achievement reflects the strengthening of a more solid financial structure, as well as the Company's ability to maintain a balance between business expansion and financial prudence.

Aset Assets

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Aset Lancar Current Assets				
Kas dan Setara Kas Cash and Cash Equivalents	1.830.843	1.733.954	96.889	5,59
Piutang Usaha Trade Receivables	590.770	404.585	186.184	46,02
Pendapatan Akan Diterima Accrued Revenue	644.816	465.865	178.951	38,41
Piutang Lain-lain Other Receivables	8.497	7.418	1.079	14,55
Uang Muka Kerja Advance Payments	15.535	8.481	7.054	83,17
Persediaan Inventories	27.305	24.943	2.362	9,47
Beban Dibayar di Muka Prepaid Expenses	95.087	55.518	39.569	71,27
Pajak Dibayar di Muka Prepaid Taxes	15.954	15.497	458	2,95
Jumlah Aset Lancar Total Current Assets	3.228.807	2.716.261	512.546	18,87



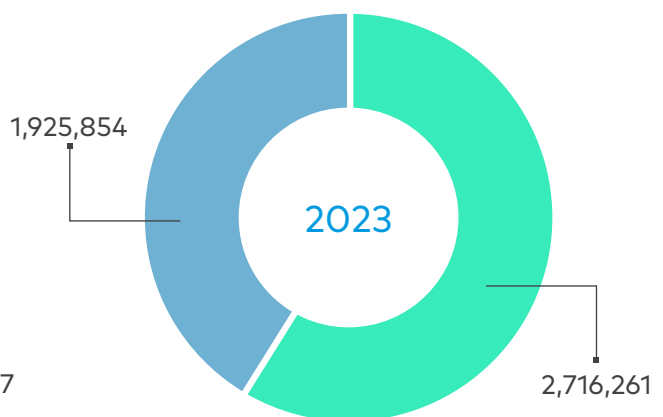
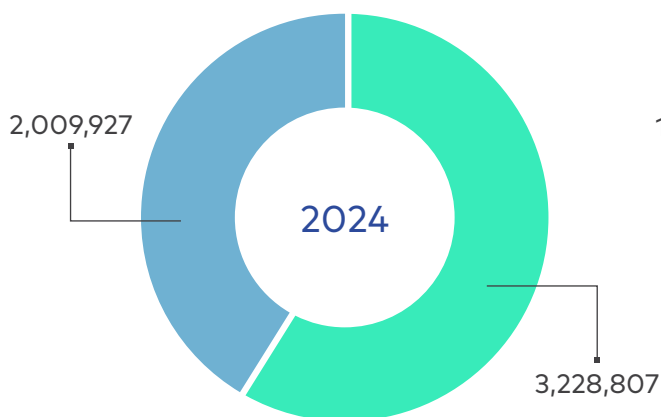
Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Aset Tidak Lancar Non-Current Assets				
Aset Pajak Tangguhan Deferred Tax Assets	138.343	145.761	-7.418	-5,09
Penyertaan Saham dan KSO Equity Investments and Joint Operations (KSO)	34.427	38.342	-3.915	-10,21
Properti Investasi - Neto Investment Property – Net	48.900	51.212	-2.312	-4,52
Aset Tetap - Neto Fixed Assets – Net	1.768.421	1.661.986	-106.435	6,40
Aset Hak Guna Right of Use Assets	2.709	6.212	-3.503	-56,40
Aset Lain-lain Other Assets	17.128	22.342	-5.214	-23,34
Jumlah Aset Tidak Lancar Total Non-Current Assets	2.009.927	1.925.854	84.072	4,37
Jumlah Aset Total Assets	5.238.734	4.642.116	596.618	12,85

Per 31 Desember 2024, total aset PT SUCOFINDO tercatat sebesar Rp5.239 miliar, meningkat sebesar Rp596 miliar atau 12,85% dibandingkan posisi tahun 2023 yang sebesar Rp4.642 miliar. Peningkatan ini terutama didorong oleh kenaikan saldo kas sebesar 5,59% dibandingkan tahun sebelumnya, serta pertumbuhan aset tetap.

Komposisi aset PT SUCOFINDO tahun 2024 utamanya berupa aset lancar, yaitu mencapai 61,63% dari total aset Perusahaan.

As of December 31, 2024, PT SUCOFINDO recorded total assets of IDR 5,239 billion, an increase of IDR 596 billion or 12.85% compared to the 2023 position of IDR 4,642 billion. This increase was primarily driven by a 5.59% rise in cash balance compared to the previous year, as well as growth in fixed assets.

The composition of PT SUCOFINDO's assets in 2024 was mainly dominated by current assets, accounting for 18.87% of the Company's total assets.



 Aset Lancar
Current Assets

 Aset Tidak Lancar
Non-current Assets

Aset Lancar

Sampai akhir Desember 2024, jumlah aset lancar PT SUCOFINDO tercatat sebesar Rp3.228 miliar, meningkat sebesar Rp512 miliar atau 18,87% dibandingkan dengan posisi tahun 2023 sebesar Rp2.716 miliar. Peningkatan aset lancar dikarenakan kenaikan kas setara kas, piutang usaha dan Pendapatan Akan Diterima.

Kas dan Setara Kas

Sampai dengan 31 Desember 2024, jumlah kas dan setara kas PT SUCOFINDO tercatat sebesar Rp1.830 miliar, meningkat Rp96 miliar atau 5,59% dibandingkan tahun sebelumnya sebesar Rp1.734 miliar. Peningkatan tersebut disebabkan karena adanya pembayaran yang signifikan dari proyek Kementerian Kesehatan, BKN, Badan Pengelola Dana Perkebunan Kelapa Sawit, PLN dan Chandra Asia Pasifik.

Piutang Usaha

Per 31 Desember 2024, jumlah piutang usaha PT SUCOFINDO tercatat sebesar Rp590 miliar, meningkat Rp186 miliar atau 46,02% dibandingkan tahun 2023 sebesar Rp405 miliar. Kenaikan ini terutama disebabkan oleh disebabkan meningkatnya penerbitan invoice terutama diakhir tahun, baik dari sektor pemerintahan maupun swasta.

Aset Tidak Lancar

Hingga 31 Desember 2024, jumlah aset tidak lancar PT SUCOFINDO tercatat sebesar Rp2.009 miliar, meningkat Rp84 miliar atau 4,37% dibandingkan tahun sebelumnya sebesar Rp1.925,9 miliar. Peningkatan tersebut disebabkan adanya peningkatan pada aset tetap.

Aset Tetap

Per 31 Desember 2024, jumlah Aset tetap PT SUCOFINDO tercatat sebesar Rp1.768 miliar, meningkat Rp106 miliar atau 6,40% dibandingkan tahun sebelumnya sebesar Rp1.662 miliar. Peningkatan tersebut dikarenakan adanya investasi yang cukup masif dengan pertumbuhan mencapai 38,8%.

Current Assets

As of the end of December 2024, PT SUCOFINDO's current assets amounted to IDR 3,228 billion, an increase of IDR 512 billion or 18.87% compared to the 2023 position of IDR 2,716 billion. The increase in current assets was driven by higher cash and cash equivalents, trade receivables, and accrued revenue.

Cash and Cash Equivalents

As of December 31, 2024, PT SUCOFINDO's cash and cash equivalents amounted to IDR 1,830 billion, an increase of IDR 96 billion or 5.59% compared to the previous year's figure of IDR 1,734 billion. This increase was primarily due to significant payments received from projects with the Ministry of Health, the National Civil Service Agency (BKN), the Palm Oil Plantation Fund Management Agency, PLN, and Chandra Asia Pacific.

Trade Receivables

As of December 31, 2024, PT SUCOFINDO's trade receivables amounted to IDR 590 billion, an increase of IDR 186 billion or 46.02% compared to IDR 405 billion in 2023. This increase was primarily due to a rise in invoice issuance, particularly at the end of the year, from both government and private sector clients.

Non-Current Assets

As of December 31, 2024, PT SUCOFINDO's non-current assets amounted to IDR 2,009 billion, an increase of IDR 84 billion or 4.37% compared to the previous year's figure of IDR 1,926 billion. The increase was driven by a rise in fixed assets.

Fixed Assets

As of December 31, 2024, PT SUCOFINDO's fixed assets amounted to IDR 1,768 billion, an increase of IDR 106 billion or 6.40% compared to the previous year's figure of IDR 1,662 billion. The increase was due to substantial investments, which grew by 38.8%.



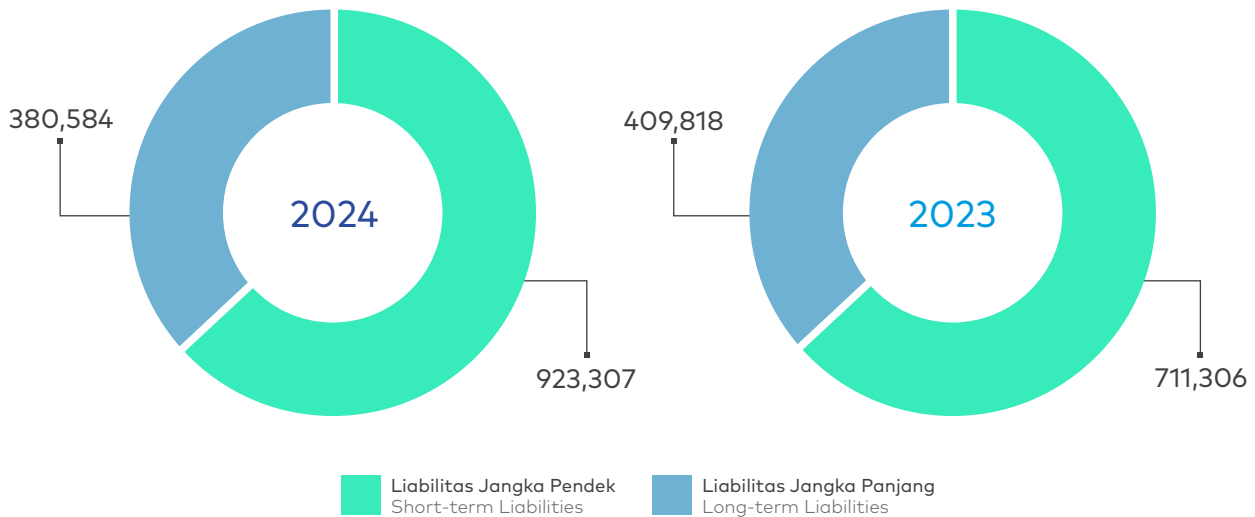
Liabilitas Liabilities

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Liabilitas Jangka Pendek Current Liabilities				
Utang Usaha Trade Payable	270.342	235.116	35.226	14,98
Uang Muka Penjualan Sales Advance	82.777	62.074	20.703	33,35
Pendapatan Diterima di Muka Unearned Revenue	15.344	4.719	10.625	225,14
Beban Akrua Accrued Expenses	452.798	302.477	150.321	49,70
Utang Pajak Tax Payable	72.051	64.117	7.934	12,37
Liabilitas Keuangan Jangka Pendek Lainnya Other Current Liabilities	29.993	42.802	-12.809	-29,93%
Jumlah Liabilitas Jangka Pendek Total Current Liabilities	923.307	711.306	212.001	29,80
Liabilitas Jangka Panjang Long-Term Liabilities				
Liabilitas Imbalan Pasca Kerja Post-Employment Benefit Obligations	376.286	404.327	-28.041	-6,94
Utang Jangka Panjang Lainnya Other Long-Term Liabilities	4.298	5.491	-1.194	-21,73
Jumlah Liabilitas Jangka Panjang Total Long-Term Liabilities	380.584	409.818	-29.234	-7,13
Jumlah Liabilitas Total Liabilities	1.303.891	1.121.124	182.767	16,30

Per 31 Desember 2024, PT SUCOFINDO membukukan jumlah liabilitas sebesar Rp1.303 miliar, meningkat Rp182 miliar atau 16,30% dibandingkan tahun sebelumnya sebesar Rp1,21 miliar. Peningkatan tersebut disebabkan adanya peningkatan beban akrual sebesar 49,7%.

As of December 31, 2024, PT SUCOFINDO recorded total liabilities of IDR 1,303 billion, an increase of IDR 182 billion or 16.30% compared to the previous year's total of IDR 1,121 billion. This increase was primarily driven by a 49.7% rise in accrued expenses.



Liabilitas Jangka Pendek

Jumlah liabilitas jangka pendek PT SUCOFINDO per 31 Desember 2024 tercatat sebesar Rp923 miliar, meningkat Rp212 miliar atau 29,80% dibandingkan tahun sebelumnya sebesar Rp711 miliar. Kenaikan liabilitas jangka pendek ini terutama disebabkan oleh meningkatnya utang, terutama utang usaha atas pekerjaan di akhir tahun.

Utang Usaha

Sampai dengan 31 Desember 2024, jumlah utang usaha PT SUCOFINDO tercatat sebesar Rp270 miliar, naik Rp35 miliar atau 14,89% dibandingkan tahun sebelumnya sebesar Rp235 miliar. Peningkatan utang usaha ini disebabkan oleh pembayaran utang usaha dilakukan sesuai dengan jangka waktu kontraknya untuk menjaga likuiditas.

Beban Akrua

Jumlah beban akrual PT SUCOFINDO per 31 Desember 2024 tercatat sebesar Rp452 miliar, meningkat Rp150 miliar atau 49,66% dibandingkan tahun sebelumnya sebesar Rp302 miliar. Peningkatan tersebut disebabkan beban proyek yang belum ditagihkan, terutama di akhir tahun.

Liabilitas Jangka Panjang

Per 31 Desember 2024, capaian liabilitas jangka panjang PT SUCOFINDO tercatat sebesar Rp380 miliar, menurun Rp29 miliar atau 7,13% dibandingkan tahun sebelumnya sebesar Rp410 miliar. Penurunan ini menunjukkan dikarenakan ada pembayaran imbalan pasca sarjana.

Current Liabilities

As of December 31, 2024, PT SUCOFINDO's total current liabilities amounted to IDR923 billion, an increase of IDR212 billion or 29.80% compared to the previous year's IDR711 billion. The increase in current liabilities was primarily due to a rise in payables, particularly trade payables related to year-end project activities.

Trade Payable

As of December 2024, total account payable amounted to IDR 270 billion, an increase of IDR35 billion or 14.89% compared to the previous year's IDR235 billion. Increase in trade payables was due to payments being made in accordance with contractual terms as part of efforts to maintain liquidity.

Accrued Expenses

As of December 31, 2024, PT SUCOFINDO's total accrued expenses amounted to IDR452 billion, an increase of IDR150 billion or 49.66% compared to the previous year's IDR 302 billion. The increase was due to unbilled project expenses, particularly those incurred toward the end of the year.

Long-Term Liabilities

As of December 31, 2024, PT SUCOFINDO's long-term liabilities stood at IDR380 billion, a decrease of IDR29 billion or 7.13% compared to the previous year's IDR410 billion. This decrease was attributed to the payment of post-employment benefits.



Ekuitas Equity

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Ekuitas Equity				
Modal Saham Capital Stock	300.000	300.000	-	0,00
Tambahan Modal Disetor Lainnya Other Additional Paid - In Capital	1.141	1.141	-	0,00
Saldo Laba Retained Earnings	-	-	-	-
Ditentukan Penggunaannya Appropriated	2.614.914	2.303.250	311.664	13,53
Belum Ditentukan Penggunaannya Unappropriated	531.991	400.711	131.280	32,76
Pendapatan Komprehensif Lain Other Comprehensive Income	485.147	514.755	-29.609	-5,75
Hak Minoritas Minority Rights	1.651	1.135	516	45,48
Jumlah Ekuitas Total Equity	3.934.843	3.520.992	413.851	11,75
Jumlah Liabilitas dan Ekuitas Total Liabilities and Equity	5.238.734	4.642.116	596.618	12,85

Pencapaian jumlah ekuitas PT SUCOFINDO per 31 Desember 2024 tercatat sebesar Rp3.934 miliar, meningkat Rp413 miliar atau 11,75% dibandingkan tahun sebelumnya sebesar Rp3.521 miliar. Peningkatan jumlah ekuitas disebabkan oleh meningkatnya laba bersih di tahun 2024.

As of December 31, 2024, PT SUCOFINDO's total equity reached IDR 3,934 billion, an increase of IDR 413 billion or 11.75% compared to the previous year's figure of IDR 3,521 billion. This growth in equity was primarily driven by an increase in net profit during 2024.

Laba (Rugi) dan Penghasilan Komprehensif Lain Konsolidasian

Consolidated Profit (Loss) and Other Comprehensive Income

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Pendapatan Revenue	3.702.638	3.042.644	659.994	21,69
Beban Pokok Pendapatan Cost of Revenue	(2.715.761)	(2.198.912)	-516.855	23,51
Laba Bruto Gross Profit	986.870	843.731	143.139	16,97
Laba Ventura Bersama Joint Venture Profit	151.120	135.031	16.089	11,92
Beban Pemasaran Marketing Expense	(24.769)	(18.075)	-6.695	37,04

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Beban Umum dan Administrasi General and Administrative Expenses	(426.564)	(417.022)	-9.542	2,29
Beban Pengembangan Development Expense	(12.425)	(8.584)	-3.841	44,75
Lain-Lain Others	19.447	(4.549)	23.996	-527,50
Beban Bunga Pinjaman Loan Interest Expense	-	-	-	-
Laba Sebelum Pajak Penghasilan Profit Before Income Tax	693.678	530.532	163.146	30,75
Beban Pajak Penghasilan Income Tax Expenses	(161.166)	(129.150)	-32.015	24,79
Laba Tahun Berjalan Profit for the Year	532.512	401.382	131.132	32,67
Penghasilan Komprehensif Lain Other Comprehensive Income				
Pos-Pos yang Tidak Akan Direklasifikasi ke Laba Rugi Items that Will Not Be Reclassified to Profit and Loss				
Pengukuran Kembali Liabilitas Imbalan Pasca-kerja Remeasurement of Post-employment Benefit Obligation	(37.966)	(15.633)	-22.332	142,85
Pajak Penghasilan Terkait Related Income Tax	8.353	3.439	4.913	142,86
Jumlah Laba Komprehensif Tahun Berjalan Total Comprehensive Income for the Year	502.899	389.188	113.711	29,22
Laba Tahun Berjalan Diatribusikan Kepada: Profit for the Year Attributable to:				
Pemilik Entitas Induk Owner of Parent Entity	531.991	400.711	131.280	32,76
Kepentingan Non Pengendali Non-Controlling Interests	521	669	-149	-22,27
Jumlah Total	532.512	401.380	131.132	32,67
Penghasilan Komprehensif Tahun Berjalan Diatribusikan Kepada: Comprehensive Income for the Year Attributable to:				
Pemilik Entitas Induk Owner of Parent Entity	502.383	388.511	113.871	29,31
Kepentingan Non Pengendali Non-Controlling Interests	516	676	-161	-23,82
Jumlah Total	502.899	389.187	113.711	29,22



Pendapatan Usaha

Pencapaian pendapatan usaha PT SUCOFINDO Per 31 Desember 2024 mencapai Rp3.702,6 miliar, meningkat Rp659,9 miliar atau 70% dibandingkan tahun sebelumnya sebesar Rp42,6 miliar. Peningkatan tersebut disebabkan pendapatan meningkat seiring bertambahnya pekerjaan sektor pemerintahan untuk portfolio PIK dan LSI serta proyek-proyek di portofolio batubara.

Operating Revenue

As of December 31, 2024, PT SUCOFINDO's operating revenue reached IDR 3,703 billion, an increase of IDR 659 billion or 21.69% compared to the previous year's figure of IDR 3,043 billion. The increase was driven by higher revenue, which resulted from the growing number of government sector projects under the PIK and LSI portfolios, as well as projects within the coal portfolio.

Uraian Description	2024		2023		Pertumbuhan/ Penurunan Increase/Decrease	
	Jumlah Total	Komposisi Composition (%)	Jumlah Total	Komposisi Composition (%)	Rp	%
Pendapatan Batu Bara Coal Revenue	675.531	18,24	602.905	19,82	72.626	12,05
Pendapatan Aset dan Energi Baru dan Terbarukan Assets and New & Renewable Energy Revenue	495.324	13,38	431.583	14,18	63.741	14,77
Pendapatan Layanan Publik, Sumber Daya Alam dan Public Services, Natural Resources & Investment Revenue	310.560	8,39	161.725	5,32	148.835	92,03
Pendapatan Laboratorium Laboratory Revenue	423.831	11,45	360.096	11,83	63.735	17,70
Pendapatan Sertifikasi dan Eco Certification and Eco Framework Revenue	328.692	8,88	272.366	8,95	56.326	20,68
Pendapatan Mineral Mineral Revenue	394.107	10,64	304.507	10,01	89.600	29,42
Pendapatan Industri Industry Revenue	301.003	8,13	247.149	8,12	53.854	21,79
Pendapatan Komoditi dan Solusi Perdagangan Commodity and Trading Solutions Revenue	184.160	4,97	167.816	5,52	16.344	9,74
Pendapatan Perdagangan, Industri dan Kelautan Trade, Industry and Marine Revenue	266.076	7,19	258.131	8,48	7.945	3,08
Pendapatan Hulu Migas dan Produk Migas Upstream Oil and Gas and Oil and Gas Products Revenue	251.076	6,78	133.573	4,39	117.503	87,97
Pendapatan Properti Property Revenue	21.109	0,57	19.624	0,64	1.485	7,57
PT Sucofindo Episi	29.179	0,79	54.599	1,79	25.420	-46,56
PT Sucofindo Advisory Utama	21.982	0,59	28.569	0,94	6.587	-23,06
Jumlah Total	3.702.637	100,00	3.042.644	100,00	659.993	21,69

Kontributor terbesar bagi pendapatan usaha PT SUCOFINDO tahun 2024 masih berasal dari segmen batu bara, sebesar Rp675 miliar atau 18,24% dari total pendapatan Perusahaan. Pendapatan dari segmen ini meningkat 12,05% dibandingkan tahun sebelumnya sebesar Rp603 miliar. Pada tahun 2024, kontribusi terbesar dari entitas anak berasal dari PT Sucofindo Episi dengan nilai pendapatan sebesar Rp29 miliar atau 0,79%.

Beban Pokok Pendapatan

Jumlah beban pokok pendapatan usaha PT SUCOFINDO per 31 Desember 2024 tercatat sebesar Rp2.715 miliar, meningkat Rp516 miliar atau 23,51% dibandingkan tahun sebelumnya sebesar Rp2.198 miliar. Peningkatan tersebut disebabkan seiring meningkatnya pendapatan yang diterima terutama pada biaya Pegawai Proyek, biaya *Labour Supply* dan Biaya Fasilitas.

Tahun 2024, beban operasi langsung tercatat sebesar Rp2.500 miliar, sedangkan beban operasi tidak langsung tercatat sebesar Rp215 miliar.

The largest contributor to PT SUCOFINDO's operating revenue in 2024 remained the coal segment, amounting to IDR 675 billion or 18.24% of the Company's total revenue. Revenue from this segment increased by 12.05% compared to the previous year's figure of IDR 603 billion. In 2024, the largest contribution from subsidiaries came from PT Sucofindo Episi, with revenue amounting to IDR 29 billion or 0.79%.

Cost of Revenue

The total cost of revenue for PT SUCOFINDO as of December 31, 2024, was recorded at IDR 2,715 billion, an increase of IDR 516 billion or 23.51% compared to the previous year's figure of IDR 2,242 billion. The increase was in line with the rise in revenue, primarily due to higher costs related to project personnel, labor supply, and facility expenses.

In 2024, direct operating expenses were recorded at IDR 2,500 billion, while indirect operating expenses were recorded at IDR 215 billion.

Beban Operasi Langsung

Direct Operating Expense

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Beban Pegawai Employee Expense	846.030.	726.105	119.925	16,52
Beban Operasional Operating Expenses	639.405	429.771	209.634	48,78
Beban Fasilitas dan Properti Internal Internal Facilities and Property Expenses	400.945	309.444	91.501	29,57
Beban Penyusutan Depreciation Expense	124.747	101.665	23.082	22,70
Beban Tenaga Ahli Expert Expense	209.600	191.680	17.920	9,35
Beban Kantor dan Diklat Office and Training Expenses	116.544	117.864	-1.320	-1,12
Beban Umum General Expense	433	539	-106	-19,67
Beban Perjalanan Dinas Business Travel Expenses	162.357	144.155	18.202	12,63
Jumlah Total	2.500.065	2.021.222	478.843	23,69

Per 31 Desember 2024, jumlah beban operasi langsung PT SUCOFINDO tercatat sebesar Rp2500,1 miliar, meningkat Rp478 miliar atau 23,69% dibandingkan tahun sebelumnya sebesar Rp2.021 miliar. Peningkatan tersebut disebabkan meningkatnya biaya Pegawai Proyek, *Labour Supply*, Biaya Operasional seperti Bahan Operasi, Kerjasama, dan Penjualan.

As of December 31, 2024, PT SUCOFINDO's total direct operating expenses amounted to IDR 2,500.1 billion, an increase of IDR 478 billion or 23.69% compared to the previous year's figure of IDR 2,021 billion. This increase was primarily driven by higher costs associated with project personnel, labor supply, and operational expenses such as consumables, partnerships, and sales activities.



Beban Operasi Tidak Langsung

Indirect Operating Expense

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Beban Pegawai Employee Expense	158.756	125.173	33.583	26,83
Beban Fasilitas Internal dan Properti Internal Facilities and Property Expenses	13.540	13.295	245	1,84
Beban Penyusutan Depreciation Expense	9.134	15.465	-6.331	-40,94
Beban Tenaga Ahli Expert Expense	12.380	12.512	-132	-1,05
Beban Kantor dan Diklat Office and Training Expenses	9.662	2.146	7.516	350,23
Beban Operasional Operating Expenses	156	104	52	50,00
Beban Umum General Expense	8.301	6.212	2.089	33,63
Beban Perjalanan Dinas Business Travel Expenses	3.770	2.783	987	35,47
Jumlah Total	215.701	177.690	38.011	21,39%

Sampai dengan 31 Desember 2024, jumlah beban operasi tidak langsung PT SUCOFINDO tercatat sebesar Rp215 miliar, meningkat Rp38 miliar atau 21,39% dibandingkan tahun sebelumnya sebesar Rp177 miliar. Peningkatan tersebut disebabkan adanya peningkatan biaya diklat biaya promosi dan biaya pegawai.

As of December 31, 2024, PT SUCOFINDO's indirect operating expenses amounted to IDR 215 billion, an increase of IDR 38 billion or 21.39% compared to the previous year's figure of IDR 177 billion. This increase was due to higher training expenses, promotional costs, and employee-related expenses.

Laba Bruto

Dengan pertumbuhan pendapatan usaha yang melampaui peningkatan beban pokok pendapatan, PT SUCOFINDO membukukan laba bruto tahun 2024 mencapai Rp986 miliar, meningkat Rp143 miliar atau 16,97% dibandingkan tahun sebelumnya sebesar Rp800 miliar. Peningkatan tersebut disebabkan pertumbuhan yang signifikan pada pendapatan operasi.

Gross Profit

With business revenue growth outpacing the increase in cost of revenue, PT SUCOFINDO recorded a gross profit of IDR 986 billion in 2024, an increase of IDR ... billion or ...% compared to the previous year's figure of IDR 800 billion. This increase was due to significant growth in operating revenue.

Laba Bruto Setelah Kegiatan Kerjasama Operasi

Per 31 Desember 2024, PT SUCOFINDO membukukan jumlah laba bruto setelah kegiatan kerjasama operasi sebesar Rp151 miliar, meningkat Rp16 miliar atau 11,92% dibandingkan tahun sebelumnya sebesar Rp135 miliar. Peningkatan ini terutama didorong oleh peningkatan jumlah kegiatan verifikasi yang dilakukan oleh KSO SCI-VPTI.

Gross Profit After Joint Operation Activities

As of December 31, 2024, PT SUCOFINDO recorded a total gross profit after joint operation activities of IDR 151 billion, an increase of IDR 16 billion or 11.92% compared to the previous year's figure of IDR 135 billion. This increase was primarily driven by the rise in the number of verification activities conducted by the SCI-VPTI Joint Operation (KSO).

Laba Sebelum Pajak Penghasilan

PT SUCOFINDO berhasil mencatatkan laba sebelum pajak penghasilan sebesar Rp693 miliar per 31 Desember 2024, meningkat Rp163 miliar atau 30,75% dibandingkan tahun sebelumnya sebesar Rp531 miliar. Capaian ini didorong oleh

Profit Before Income Tax

PT SUCOFINDO successfully recorded a profit before income tax of IDR 693 billion as of December 31, 2024, an increase of IDR 163 billion or 30.75% compared to the previous year's figure of IDR 531 billion. This achievement was driven by increased financial

meningkatnya pendapatan keuangan yang berasal dari deposito dan giro.

Beban Pajak Penghasilan

Jumlah beban pajak penghasilan PT SUCOFINDO per 31 Desember 2024 tercatat sebesar Rp161 miliar, meningkat Rp32 miliar atau 24,79% dibandingkan tahun sebelumnya sebesar Rp129 miliar. Peningkatan tersebut disebabkan seiring pertumbuhan laba sebelum pajak.

Laba Tahun Berjalan

Per 31 Desember 2024, PT SUCOFINDO membukukan jumlah laba tahun berjalan sebesar Rp532 miliar, meningkat Rp131 miliar atau 32,67% dibandingkan tahun sebelumnya sebesar Rp401 miliar. Peningkatan tersebut disebabkan pendapatan tumbuh signifikan dibandingkan tahun lalu, biaya usaha masih dapat terkendali dan kontribusi dari laba KSO dan pendapatan keuangan.

Laba Komprehensif Tahun Berjalan

PT SUCOFINDO membukukan laba komprehensif tahun berjalan sebesar Rp502 miliar per 31 Desember 2024, mengalami kenaikan Rp113 miliar atau 29,22% dibandingkan tahun sebelumnya sebesar Rp389 miliar. Peningkatan nilai laba komprehensif didorong oleh adanya penurunan OCI atas valuasi perhitungan imbalan pascakerja.

Arus Kas Konsolidasian

Consolidated Cash Flow

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Arus kas dari aktivitas operasi Cash flow from operating activities	284.684	282.465	2.219	0,79
Arus kas dari aktivitas investasi Cash flow from investing activities	(105.971)	(50.200)	-55.771	111,10
Arus kas dari aktivitas pendanaan Cash flow from financing activities	(92.309)	(81.752)	-10.557	12,91
Kenaikan bersih kas dan setara kas Net increase in cash and cash equivalents	86.402	150.514	-64.112	-42,60
Dampak Perubahan Selisih Kurs Impact of Foreign Exchange Differences	10.486	(1.868)	12.354	-661,35
Kas dan setara kas awal tahun Cash and Cash Equivalents at the Beginning of the Year	1.733.953	1.585.308	148.645	9,38
Kas dan setara kas akhir tahun Cash and cash equivalents at the end of the year	1.830.843	1.733.954	96.889	5,59

income derived from time deposits and demand deposits.

Income Tax Expense

As of December 31, 2024, PT SUCOFINDO's income tax expense amounted to IDR 161 billion, increasing by IDR 32 billion or 24.79% compared to the previous year's IDR 129 billion. This increase was due to the growth in profit before tax.

Profit for the Year

As of December 31, 2024, PT SUCOFINDO recorded a net profit for the year of IDR 532 billion, an increase of IDR 131 billion or 32.67% compared to the previous year's IDR 401 billion. This increase was driven by significant revenue growth compared to the previous year, controlled operating expenses, and contributions from joint operation profits and financial income.

Comprehensive Income for the Year

PT SUCOFINDO recorded a comprehensive income for the year of IDR 502 billion as of December 31, 2024, an increase of IDR 113 billion or 29.22% compared to the previous year's IDR 389 billion. The increase in comprehensive income was driven by a decrease in Other Comprehensive Income (OCI) related to the valuation of post-employment benefit calculations.



Per 31 Desember 2023, PT SUCOFINDO membukukan jumlah kas dan setara kas sebesar Rp1.830 miliar, meningkat Rp96 miliar atau 5,59% dibandingkan posisi awal tahun sebesar Rp1.733 miliar. Peningkatan tersebut disebabkan adanya pelunasan piutang dari pelanggan sehingga cash bertambah.

As of December 31, 2023, PT SUCOFINDO recorded cash and cash equivalents amounting to IDR 1,830 billion, an increase of IDR 96 billion or 5.59% compared to the beginning of the year balance of IDR 1,733 billion. This increase was due to the settlement of receivables from customers, resulting in higher cash balances.

Arus Kas dari Aktivitas Operasi

Cash Flow from Operating Activities

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Penerimaan dari pelanggan Receipts from customers	3.339.418	2.888.318	451.100	15,62
Pembayaran kepada pemasok Payment to suppliers	(1.604.212)	(1.272.631)	-331.581	26,05
Pembayaran kas kepada pihak ketiga Cash payments to third parties	(195.255)	(90.645)	-104.610	115,41
Pembayaran kepada pegawai Payment to employees	(1.316.150)	(1.283.315)	-32.835	2,56
Penerimaan bunga Interest payments	60.885	40.739	20.146	49,45
Arus kas bersih diperoleh dari aktivitas operasi Net cash flow from operating activities	284.684	282.465	2.219	0,79

Pada tahun 2024, PT SUCOFINDO berhasil membukukan kas bersih dari aktivitas operasi sebesar Rp284 miliar, mengalami penurunan sebesar Rp2 miliar atau 0,79% dibandingkan tahun 2023 yang tercatat sebesar Rp282 miliar. Peningkatan kas bersih tersebut didorong oleh peningkatan penerimaan dari pelanggan yang tercatat naik sebesar 15,62% menjadi Rp3.339 miliar. Sebagian besar arus kas keluar digunakan untuk pembayaran kepada pemasok yang mencapai Rp1.604 miliar dan pembayaran kepada pegawai sebesar Rp1.316 miliar.

In 2024, PT SUCOFINDO successfully recorded net cash from operating activities amounting to IDR 284 billion, a slight decrease of IDR 2 billion or 0.79% compared to IDR 282 billion in 2023. The increase in net cash was driven by a rise in receipts from customers, which grew by 15.62% to IDR 3,339 billion. Most of the cash outflows were used for payments to suppliers, amounting to IDR 1,604 billion, and payments to employees totaling IDR 1,316 billion.

Arus Kas dari Aktivitas Investasi

Cash flow from Investing Activities

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Penerimaan Dividen dari Ventura Bersama Dividends Received from Joint Ventures	155.035	128.067	26.968	21,06
Perolehan Aset Tetap Acquisition of Fixed Assets	(262.291)	(176.123)	-86.168	48,92
Aset Lainnya Other assets	1.284	(2.145)	3.429	-159,86
Arus Kas Bersih yang Diperoleh dari (digunakan untuk) Aktivitas Investasi Net Cash Flow from (used for) Investment Activities	(105.971)	(50.200)	-55.771	111,10

Kas bersih yang digunakan untuk aktivitas investasi tahun 2024 tercatat sebesar Rp105 miliar, naik 111,10% dari tahun sebelumnya di mana Perusahaan memperoleh pendapatan dari aktivitas investasi sebesar Rp50 miliar. Arus kas masuk diperoleh dari penerimaan dividen dari ventura bersama sebesar Rp155 miliar, sedangkan arus kas keluar utamanya digunakan untuk perolehan aset tetap yang mencapai Rp262 miliar.

Net cash used for investing activities in 2024 amounted to IDR 105 billion, an increase of 111.10% from the previous year, when the Company recorded cash inflows from investing activities of IDR 50 billion. Cash inflows were primarily derived from dividends received from joint ventures, amounting to IDR 155 billion, while cash outflows were mainly used for the acquisition of fixed assets, which totaled IDR 262 billion.

Arus Kas dari Aktivitas Pendanaan

Cash Flow from Financing Activities

dalam juta Rupiah

Uraian Description	2024	2023	Pertumbuhan/Penurunan Increase/Decrease	
			Nominal	%
Dividen Dividend	(89.047)	(76.808)	-12.239	15,93
Pembayaran Liabilitas Sewa Lease Liability Payments	(3.262)	(4.944)	1.682	-34,02
Arus Kas Bersih yang Digunakan untuk Aktivitas Pendanaan Net Cash Flow Used for Financing Activities	(92.309)	(81.752)	-10.557	12,91

Pada tahun 2024, PT SUCOFINDO mencatat penggunaan kas untuk aktivitas pendanaan sebesar Rp92 miliar, naik 12,91% dibandingkan tahun sebelumnya sebesar Rp82 miliar. Kenaikan ini terutama digunakan untuk aktivitas pembayaran dividen dan biaya sewa.

In 2024, PT SUCOFINDO recorded cash outflows from financing activities amounting to IDR 92 billion, an increase of 12.91% compared to the previous year's amount of IDR 82 billion. This increase was primarily due to dividend payments and lease expenses.

Rasio Keuangan Financial Ratios

Uraian Description	2024	2023
Rasio Likuiditas Liquidity Ratio		
Rasio Kas Cash Ratio	198,30%	243,80%
Rasio Cepat Quick Ratio	262,30%	300,60%
Rasio Lancar Current Ratio	349,70%	381,90%
Rasio Profitabilitas Profitability Ratio		
Marjin Operasi Operating Margin	26,70%	26,30%
Marjin Laba Bersih Net Profit Margin	15,20%	14,30%
Marjin EBITDA EBITDA Marjin	22,40%	24,80%
Tingkat Pengembalian Ekuitas Return of Equity (ROE)	14,30%	12,40%



Uraian Description	2024	2023
Tingkat Pengembalian Aset Return of Assets (ROA)	9,60%	9,40%
Pengembalian terhadap Penjualan Return on Sales	18,20%	16,20%
Tingkat Pengembalian Investasi Return of Investment (ROI)	10,20%	11,40%
Rasio Solvabilitas Solvency Ratio		
Hutang terhadap Jumlah Rasio Aset Debt to Total Assets Ratio	24,89%	24,20%
Rasio Hutang terhadap Rasio Ekuitas Debt to Equity Ratio	33,14%	31,80%
Rasio Aktivitas Activity Ratio		
Perputaran Persediaan (kali) Inventory Turnover (times)	104	179,8
Masa Penagihan (hari) Collection Period (days)	58	48,5
Perputaran Jumlah Aset (kali) Total Asset Turnover (times)	71	66
Jumlah Ekuitas ke Total Aset Total Equity to Total Assets	75,1	75,85%

Kemampuan Membayar Utang

PT SUCOFINDO secara konsisten menjaga kapasitasnya dalam memenuhi kewajiban jangka pendek maupun jangka panjang, yang tercermin melalui pengukuran rasio likuiditas dan rasio solvabilitas. Rasio likuiditas digunakan untuk menilai kemampuan perusahaan dalam melunasi kewajiban jangka pendek secara tepat waktu, sementara rasio solvabilitas mencerminkan kemampuan perusahaan dalam memenuhi seluruh kewajiban.

Kemampuan Membayar Utang Jangka Pendek (Likuiditas)

Rasio likuiditas terdiri dari Rasio Lancar, Rasio Cepat dan Rasio Kas. Besarannya akan menggambarkan kemampuan Perusahaan dalam memenuhi kewajiban keuangannya dalam jangka pendek melalui perhitungan rasio lancar dan rasio cepat.

Ability to Pay Liabilities

PT SUCOFINDO consistently maintains its capacity to meet both current and long-term obligations, as reflected in its liquidity and solvency ratios. The liquidity ratio is used to assess the company's ability to settle current liabilities promptly, while the solvency ratio indicates the company's ability to fulfill all of its obligations.

Ability to Pay Current Liabilities (Liquidity)

Liquidity ratios consist of the Current Ratio, Quick Ratio, and Cash Ratio. These ratios reflect the Company's ability to meet its short-term financial obligations, as measured through the calculation of the current and quick ratios.

Uraian Description	2024	2023
Rasio Likuiditas Liquidity Ratio		
Rasio Kas Cash Ratio	198.30%	243,80%
Rasio Cepat Quick Ratio	262.30%	300,60%
Rasio Lancar Current Ratio	349.70%	381,90%

Kendati mengalami penurunan dibandingkan tahun sebelumnya, namun secara umum rasio likuiditas PT SUCOFINDO berada pada posisi yang sangat baik. Hal tersebut dapat diartikan bahwa Perusahaan memiliki kemampuan yang sangat baik untuk memenuhi kewajiban jangka pendeknya.

Although there was a decline compared to the previous year, PT SUCOFINDO's liquidity ratios remained in a very strong position overall. This indicates that the Company has a very sound ability to meet its short-term obligations.

Kemampuan Membayar Utang Jangka Panjang (Solvabilitas)

Rasio solvabilitas bertujuan untuk menghitung perbandingan dana yang tersedia dengan dana yang dipinjam sehingga dapat menunjukkan tingkat keamanan aset dari jumlah pinjaman. Rasio Solvabilitas yang dipakai Perusahaan adalah Rasio Liabilitas terhadap Ekuitas (DER) dan Rasio Liabilitas terhadap Jumlah Aset (DAR).

Ability to Pay Long-Term Liabilities (Solvency)

The solvency ratio aims to measure the proportion of available capital to borrowed funds, thereby indicating the level of asset security against total liabilities. The solvency ratios used by the Company are the Debt to Equity Ratio (DER) and the Debt to Assets Ratio (DAR).

Uraian Description	2024	2023
Hutang terhadap Total Aset Debt to Total Assets Ratio	24.89%	24,20%
Hutang terhadap Total Ekuitas Debt to Equity Ratio	33.14%	31,80%

Kolektibilitas Piutang

Pada tahun 2024, hasil analisis umur piutang menunjukkan bahwa nilai piutang usaha dalam kategori lancar tercatat sebesar Rp417.99 miliar, lebih tinggi dibandingkan dengan piutang yang telah jatuh tempo lebih dari 180 hari yang tercatat sebesar Rp269.89 Miliar. Evaluasi kolektibilitas piutang dilakukan secara berkala, dan apabila terdapat indikasi objektif atas ketidakmampuan debitur untuk memenuhi kewajiban, maka Perusahaan melakukan penghapusan nilai tercatat piutang tersebut melalui akun penyisihan. Proporsi piutang lancar yang dominan mencerminkan tingkat kolektibilitas yang tetap terjaga dan mendukung kesinambungan likuiditas serta efisiensi pengelolaan modal kerja.

Collectibility Receivables

In 2024, the results of the accounts receivable aging analysis showed that trade receivables categorized as current amounted to IDR 417.99 billion, which was higher than receivables overdue for more than 180 days, recorded at IDR 269.89 billion. The collectibility of receivables is evaluated regularly, and if there is objective evidence indicating a debtor's inability to fulfill its obligations, the Company writes off the carrying amount of the receivable through a provision account. The dominant proportion of current receivables reflects a maintained level of collectibility and supports the sustainability of liquidity and the efficiency of working capital management.



Uraian Description	2024	2023
Belum Jatuh Tempo Not Yet Due	417.997	248.459
Lewat Jatuh Tempo Past Due		
0-180 Hari 0-180 Days	144.369	134.144
181 Hari – 365 Hari 181 – 365 Days	29.004	44.475
1-2 Tahun 1-2 Years	17.039	13.723
Lebih dari 2 Tahun More than 2 Years	79.474	90.310
Jumlah Total	687.883	531.111
Penyisihan Kerugian Penurunan Nilai Allowance for Impairment Loss	(97.113)	(126.526)
Piutang Net Net Receivables	590.770	404.585

Struktur Modal dan Kebijakan Capital Structure and Policy

Rincian Struktur Modal

Capital Structure Details

dalam juta Rupiah | in million Rupiah

Uraian Description	2024		2023	
	Jumlah Total	Komposisi Composition	Jumlah Total	Komposisi Composition
Liabilitas Jangka Pendek Current Liabilities	923.307	17,62%	711.306	15,32%
Liabilitas Jangka Panjang Long-Term Liabilities	380.584	7,26%	409.818	8,83%
Jumlah Liabilitas Total Liabilities	1.303.891	24,89%	1.121.124	24,15%
Ekuitas Equity	3.934.843	75,11%	3.520.992	75,85%
Jumlah Liabilitas dan Ekuitas Total Liabilities and Equity	5.238.734	100,00%	4.642.116	124,15%

Tahun 2024, struktur modal PT SUCOFINDO lebih didominasi oleh ekuitas dengan komposisi sebesar 75,11%. Komposisi tersebut relatif sama dengan tahun sebelumnya, namun komposisi ekuitas Perusahaan semakin menguat.

In 2024, PT SUCOFINDO's capital structure was predominantly composed of equity, accounting for 75.11% of the total. This composition is relatively consistent with the previous year; however, the Company's equity position has continued to strengthen.

Modal Capital

Pemegang Saham Shareholders	Jenis Saham Type of Shares	Lembar Saham Shares	Persentase Kepemilikan Share Ownership Percentage (%)	Modal Saham Share Capital
Negara Republik Indonesia The Government of the Republic of Indonesia	Seri A Dwiwarna Dwiwarna A Series	1	0.00	1,000,000
PT Biro Klasifikasi Indonesia (Persero)	Seri B B Series	284,999	95.00	284,999,000,000
Societe Generale De Surveillance Holding A Geneva ("SGS")	Seri B B Series	15,000	5.00	15,000,000,000
Jumlah Total		300,000	100.00	300,000,000,000

Kebijakan Struktur Modal

Kebijakan Manajemen atas Struktur Modal

Tujuan utama dari pengelolaan modal Perusahaan adalah untuk memastikan bahwa Perusahaan mempertahankan rasio modal yang sehat dalam rangka mendukung bisnis dan memaksimalkan nilai pemegang saham. Perusahaan mengelola struktur modal dan membuat penyesuaian terhadap struktur modal sehubungan dengan perubahan kondisi ekonomi. Perusahaan memantau modalnya dengan menggunakan analisis gearing ratio (rasio utang terhadap modal), yakni membagi utang bersih terhadap total modal.

Dasar Pemilihan Struktur Modal

Kebijakan manajemen atas struktur modal didasarkan untuk melindungi kemampuan Perusahaan dalam mempertahankan kelangsungan usaha sehingga dapat tetap memberikan imbal hasil bagi Pemegang Saham dan manfaat bagi pemangku kepentingan lainnya dan mempertahankan struktur permodalan yang optimal untuk mengurangi biaya modal.

Perusahaan mematuhi peraturan pajak yang berlaku, yaitu Peraturan Menteri Keuangan No. 169/PMK.010/2015, di mana rasio maksimum untuk Debt to Equity (DER) yang diperbolehkan untuk tujuan pajak adalah 4:1.

Ikatan Material Investasi Barang Modal

Sepanjang tahun 2024, sebagai bagian dari upaya penguatan infrastruktur operasional, PT SUCOFINDO telah merealisasikan investasi barang modal dalam bentuk aset tetap dan aset tak berwujud. Seluruh investasi tersebut didanai secara mandiri melalui dana internal Perusahaan, tanpa adanya pengikatan kontraktual dengan pihak eksternal.

Capital Structure Policy

Management Policy on Capital Structure

The main objective of the Company's capital management is to ensure that it maintains a healthy capital ratio to support its business operations and maximize shareholder value. The Company manages its capital structure and makes adjustments in response to changes in economic conditions. The Company monitors its capital using the gearing ratio analysis, which is calculated by dividing net debt by total capital.

Basis for Capital Structure Selection

Management's policy on capital structure is based on protecting the Company's ability to maintain business continuity, thereby continuing to deliver returns to shareholders and benefits to other stakeholders, while maintaining an optimal capital structure to minimize the cost of capital.

The Company complies with applicable tax regulations, specifically the Minister of Finance Regulation No. 169/PMK.010/2015, which stipulates that the maximum allowable Debt to Equity Ratio (DER) for tax purposes is 4:1.

Material Commitments for Capital Expenditures

Throughout 2024, as part of efforts to strengthen operational infrastructure, PT SUCOFINDO has realized capital goods investments in the form of fixed assets and intangible assets. All these investments were fully funded independently through the Company's internal funds, without any contractual obligations with external parties.



Investasi Barang Modal

Capital Goods Investment

dalam juta Rupiah | in million Rupiah

Uraian Description	2024	2023	Peningkatan Increase (%)
Tanah Land	-	-	-
Bangunan Building	14.644	15.647	-6,41
Peralatan/Mesin Equipment/Machinery	12.871	11.287	14,02
Peralatan operasi Operating Equipment	203.676	126.822	60,60
Peralatan Perabot Kantor Office Furniture and Equipment	4.455	8.950	-50,22
Peralatan Sistem Informasi Information System Equipment	14.622	15.070	-2,97
Jumlah Total	250.269	177.777	40,78

Pada tahun 2024, PT SUCOFINDO merealisasikan investasi barang modal senilai Rp250 miliar, yang terdiri dari aset tetap dan aset hak guna. Nilai tersebut mencerminkan peningkatan sebesar 40,78% dibandingkan dengan tahun sebelumnya yang sebesar Rp178 miliar. Investasi ini difokuskan untuk memperkuat kapasitas operasional Perusahaan guna mendukung pencapaian kinerja bisnis yang berkelanjutan.

In 2024, PT SUCOFINDO realized capital goods investments amounting to IDR 250 billion, consisting of fixed assets and right-of-use assets. This figure reflects an increase of 40.78% compared to the previous year's IDR 178 billion. The investment was focused on strengthening the Company's operational capacity to support the achievement of sustainable business performance.

Informasi dan Fakta Material yang Terjadi Setelah Tanggal Laporan Akuntan

Tidak terdapat informasi dan fakta material yang terjadi setelah tanggal laporan akuntan.

Material Information and Events Occurring After the Accountant's Report Date

No material information or events were occurring after the accountant's report date.

Kejadian yang Bersifat Luar Biasa dan Jarang Terjadi yang Berdampak Signifikan Bagi Perusahaan

Sepanjang tahun 2024 tidak terdapat kejadian yang bersifat luar biasa dan jarang terjadi yang memberikan dampak signifikan terhadap Perusahaan.

Extraordinary and Rare Events with Significant Impact on the Company

Throughout 2024, there were no extraordinary or rare events that had a significant impact on the Company.

Dampak Perubahan Harga Terhadap Kinerja Perusahaan

Sepanjang tahun 2024, tidak terdapat perubahan harga yang signifikan, baik harga yang diberikan Perusahaan kepada pelanggan maupun harga yang dibayarkan Perusahaan kepada pemasok, sehingga hal tersebut tidak memberikan dampak yang besar terhadap kinerja Perusahaan.

Impact of Price Changes on the Company's Performance

Throughout 2024, there were no significant price changes, either in the prices charged by the Company to customers or in the prices paid by the Company to suppliers, therefore, this did not have a major impact on the Company's performance.

Perbandingan Antara Target dan Realisasi Serta Proyeksi Satu Tahun ke Depan

Perusahaan menetapkan sejumlah target yang hendak dicapai pada tahun buku yang dituangkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP). RKAP disusun dengan berlandaskan pada sejumlah asumsi dan prognosa kinerja tahun buku berjalan. RKAP harus mendapat persetujuan dari pemegang saham dan disahkan melalui mekanisme RUPS.

Comparison Between Targets and Realization, As Well As One-Year Forward Projections

The Company sets several targets to be achieved in the financial year, which are outlined in the Company's Work Plan and Budget (RKAP). The RKAP is prepared based on a number of assumptions and performance forecasts for the current fiscal year. The RKAP must be approved by the shareholders and ratified through the GMS mechanism.

Perbandingan Target dan Realisasi

Comparison between Target and Realization

dalam juta Rupiah | in million Rupiah

Uraian Description	RKAP 2024 2024 RKAP	Realisasi 2024 2024 Realization	Pencapaian Achievement (%)
Pendapatan Revenue	3,791	3,703	97.68
Beban Pokok Pendapatan Cost of Revenue	2,771	2,716	98.01
Laba Tahun Berjalan Profit for the Year	476	533	111.97
Aset Assets	4,994	5,239	104.91
Liabilitas Liabilities	1,074	1,304	121.41
Ekuitas Equity	3,920	3,935	100.38

Pendapatan

PT SUCOFINDO membukukan pendapatan sebesar Rp3.703 miliar pada tahun 2024, yang merepresentasikan pencapaian sebesar 97,66% dari target RKAP 2024 sebesar Rp3.791 miliar. Meskipun belum sepenuhnya mencapai target, pencapaian ini tetap mencerminkan kinerja yang solid di tengah tantangan operasional dan perubahan kondisi asumsi pasar yang digunakan dalam penyusunan RKAP. Tidak tercapainya target RKAP 2024 tersebut disebabkan oleh belum tercapainya pendapatan pada portofolio SERCO, HMPM, AEBT, IND, KSP, dan Lab.

Revenue

PT SUCOFINDO recorded revenue of Rp3,703 billion in 2024, representing 97.68% of the 2024 RKAP target of Rp3,791 billion. Although the target was not fully met, this achievement still reflects solid performance amid operational challenges and changes in market assumptions and conditions used in preparing the RKAP. The failure to achieve the 2024 RKAP targets was due to the revenue shortfall in the SERCO, HMPM, AEBT, IND, KSP, and Laboratory portfolios.

Beban Pokok Pendapatan

PT SUCOFINDO mencatat jumlah beban pokok pendapatan tahun 2024 sebesar Rp2.715 miliar, atau mencapai 98,02% dari target RKAP yang ditetapkan sebesar Rp2.770 miliar. Tidak tercapainya target RKAP 2024 tersebut disebabkan adanya efisiensi penggunaan biaya internal seperti menggunakan meeting online, pengembangan aplikasi berbasis digital dan lain-lain.

Cost of Revenue

PT SUCOFINDO recorded cost of revenue in 2024 amounting to Rp2,715 billion, reaching 98.02% of the RKAP target set at Rp2,770 billion. The failure to achieve the 2024 RKAP targets was due to internal cost-efficiency measures, such as using online meetings, developing digital-based applications, and others.

Laba Tahun Berjalan

Pada tahun 2024, PT SUCOFINDO membukukan laba tahun berjalan sebesar Rp532 miliar, setara dengan 111,97% dari target RKAP 2024 yang ditetapkan sebesar Rp475 miliar. Pencapaian ini melebihi target yang ditetapkan, karena kontribusi dari Laba KSO dan pendapatan keuangan (deposito dan giro) yang cukup signifikan.

Profit for the Year

In 2024, PT SUCOFINDO recorded net profit for the year of Rp533 billion, equivalent to 111.97% of the 2024 RKAP target set at Rp476 billion. This achievement exceeded the set target due to significant contributions from KSO profits and financial income (time deposits and demand deposits).



Aset

Jumlah aset PT SUCOFINDO tahun 2024 tercatat sebesar Rp5.238 miliar. Jumlah tersebut setara dengan 104,91% dari target RKAP 2024 yang ditetapkan sebesar Rp4.994 miliar. Pencapaian ini melebihi target RKAP 2024, yang didorong oleh peningkatan aset lancar yang berasal dari kas setara kas, piutang, PAD, dan aset lancar lainnya.

Liabilitas

Per 31 Desember 2024, jumlah liabilitas PT SUCOFINDO tercatat sebesar Rp1.303 miliar. Nilai tersebut telah mencapai 121,42% dari target RKAP 2024 yang ditetapkan sebesar Rp1.073 miliar. Pencapaian ini melebihi target RKAP 2024 disebabkan oleh meningkatnya utang usaha atas penerbitan invoice diakhir tahun.

Ekuitas

Jumlah ekuitas PT SUCOFINDO tahun 2024 tercatat sebesar Rp3.935 miliar. Jumlah tersebut setara dengan 100,38% dari target RKAP 2024 yang ditetapkan sebesar Rp3.920 miliar. Pencapaian ini melebihi target RKAP 2024 disebabkan oleh pencapaian laba bersih yang melebihi target.

Proyeksi Satu Tahun ke Depan

Memasuki tahun 2025, PT SUCOFINDO telah menetapkan sejumlah target yang dituangkan dalam RKAP 2025 yang disusun berdasarkan sejumlah asumsi, antara lain:

Asumsi Ekonomi Makro

Macroeconomic Assumptions

No	Indikator Indicator	Outlook 2024 2024 Outlook	APBN 2025 2025 APBN
1	Pertumbuhan Ekonomi (%. yoy) Economic Growth (%. yoy)	5,1	5,2
2	Tingkat Inflasi (%. yoy) Inflation Rate (%. yoy)	2,7	2,5
3	Nilai Tukar Rupiah (Rp/USD) Rupiah Exchange Rate (Rp/USD)	16.000	16.100
4	Suku Bunga (%) Interest Rate (%)	6,9	7,1
5	Harga Minyak Mentah Indonesia (USD/Barel) Indonesian Crude Oil Price (USD/Barrel)	82	82
6	Lifting Minyak (ribu barel per hari) Crude Oil Lifting (million barrels per day)	592	600
7	Lifting Gas (ribu barel setara minyak per hari) Gas Lifting (million barrels of oil equivalent per day)	990	1.055

Assets

The total assets of PT SUCOFINDO in 2024 were recorded at Rp5,239 billion. This amount is equivalent to 104.91% of the 2024 RKAP target set at Rp4,994 billion. This achievement exceeded the 2024 RKAP target, driven by an increase in current assets originating from cash and cash equivalents, receivables, regional revenue (PAD), and other current assets.

Liabilities

As of December 31, 2024, PT SUCOFINDO recorded total liabilities of Rp1,303 billion. This figure represents 121.42% of the 2024 RKAP target, which was set at Rp1,073 billion. This achievement exceeded the 2024 RKAP target due to an increase in accounts payable related to invoices issued at the end of the year.

Equity

In 2024, PT SUCOFINDO recorded total equity of Rp3,935 billion. This amount is equivalent to 100.38% of the 2024 RKAP target, which was set at Rp3,920 billion. This achievement exceeded the 2024 RKAP target due to net profit surpassing the target.

One Year Ahead Projection

At the start of 2025, PT SUCOFINDO has established several targets outlined in the 2025 RKAP, which are prepared based on a number of assumptions, including:

Asumsi Ekonomi Makro sesuai Rancangan Teknokratik RPJMN 2025-2029

Macroeconomic Assumptions in accordance with the Technocratic Draft of RPJMN 2025-2029

NO	Parameter (%)	Terendah Lowest	Tertinggi Highest
1	Pertumbuhan Industri Pengolahan Manufacturing Industry Growth	5,80%	7,00%
2	Pertumbuhan Sektor Pertanian Agricultural Sector Growth	3,50%	4,00%
3	Pertumbuhan Sektor Kelistrikan Electricity Sector Growth	5,60%	6,10%
4	Pertumbuhan Sektor Konstruksi Construction Sector Growth	6,40%	6,70%
5	Pertumbuhan Sektor Transportasi Transportation Sector Growth	7,40%	8,60%
6	Pertumbuhan Sektor Perdagangan Trade Sector Growth	5,20%	5,60%
7	Pertumbuhan Sektor Infokom Information and Communication Sector Growth	7,80%	8,50%
8	Pertumbuhan Sektor Pertambangan Mining Sector Growth	5,60%	6,10%
9	Pertumbuhan Sektor Konsumen Consumer Sector Growth	5,40%	5,60%
10	Pertumbuhan Sektor Pemerintah Government Sector Growth	5,00%	5,70%
11	Pertumbuhan Sektor Investasi Investment Sector Growth	6,40%	6,70%
12	Pertumbuhan Ekspor Export Growth	7,20%	7,90%
13	Pertumbuhan Impor Import Growth	7,40%	8,30%

Asumsi Internal Perusahaan

Internal Company Assumptions

No	Parameter	2025
1	Rasio pembayaran dividen (%) Dividend payout ratio (%)	20
2	Laba KSO SCI-SI (VPTI) (Angka Minimal) (Rp Miliar) Joint Operation Profit SCI-SI (VPTI) (Minimum Figure) (IDR Billion)	145
3	Debt Equity Swap & Capital Injection cucu perusahaan (Rp Miliar) Debt Equity Swap & Capital Injection of Subsidiary (IDR Billion)	29,1
4	Pertumbuhan Pegawai (%) Employee Growth (%)	1,5



Asumsi Internal Perusahaan

Internal Company Assumptions

No	Parameter	2025
5	Kenaikan Gaji Pegawai (%) Employee Salary Increase (%)	7
6	Biaya Transformasi (Rp Miliar) Transformation Costs (IDR Billion)	45
7	Biaya Holding (Rp Miliar) Holding Costs (IDR Billion)	0

Referensi:

- Peraturan Menteri BUMN Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara;
- Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
- Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara;
- Surat Menteri BUMN Nomor S-333/MBU/06/2024 tanggal 24 Juni 2024 tentang Pedoman Perencanaan Strategis Badan Usaha Milik Negara Tahun 2024-2034; dan
- Surat Wakil Menteri BUMN Nomor S-19/Wk.K.MBU/02/2024 tanggal 21 Februari 2024 tentang Permintaan Rencana Jangka Panjang Perusahaan dan Buku Putih BUMN.

Berdasarkan asumsi tersebut dan menilai kondisi internal Perusahaan, PT SUCOFINDO menetapkan target tahun 2025 sebagai berikut:

References:

- Minister of State-Owned Enterprises Regulation Number PER-1/MBU/03/2023 concerning Special Assignments and Social and Environmental Responsibility Programs of State-Owned Enterprises;
- Minister of State-Owned Enterprises Regulation Number PER-2/MBU/03/2023 concerning Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises;
- Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises;
- Letter from the Minister of State-Owned Enterprises Number S-333/MBU/06/2024 dated June 24, 2024, concerning Strategic Planning Guidelines for State-Owned Enterprises for 2024-2034; and
- Letter from the Deputy Minister of State-Owned Enterprises Number S-19/Wk.K.MBU/02/2024 dated February 21, 2024, regarding Request for Long-Term Company Plans and the SOE White Paper.

Based on these assumptions and an assessment of the Company's internal conditions, PT SUCOFINDO sets the following targets for the year 2025:

Uraian Description	RKAP 2025 (Rp juta) 2025 RKAP (IDR million)
Pendapatan Revenue	3.774,3
Biaya Operasi Operating Expense	2.792,1
Laba Setelah Pajak Profit After Tax	511,8
Aset Assets	5.429,2
Liabilitas Liabilities	1.111,3
Ekuitas Equity	4.317,9

Dividen

Kebijakan Dividen

Berdasarkan Undang-Undang No. 40 Tahun 2007 tentang Perusahaan Terbatas, pembagian dividen dilakukan berdasarkan keputusan Rapat Umum Pemegang Saham. Sebelum berakhirnya tahun keuangan, dividen interim dapat dibagikan sepanjang diperbolehkan oleh Anggaran Dasar Perusahaan dan pembagian dividen interim tidak menyebabkan Aset Bersih Perusahaan kurang dari modal ditempatkan dan disetor penuh serta cadangan wajib Perusahaan. Pembagian dividen interim ditetapkan oleh Direksi setelah disetujui Dewan Komisaris.

Kronologis Pembagian Dividen

Kronologis pembagian dividen Perusahaan pada 2 (dua) tahun buku terakhir adalah sebagai berikut:

Uraian Description	Tahun Buku 2023 2023 Financial Year	Tahun Buku 2022 2022 Financial Year
Laba Bersih (Rp juta) Net Profit (IDR million)	400.711,4	351.126,4
Jumlah Dividen (Rp juta) Total Dividend (IDR million)	89.047,3	76.807,7
Dividen Per Pemegang Saham (Rp juta) Dividend per Shareholder (IDR million)		
Kementerian BUMN Ministry of State-Owned Enterprises	0,3	0,3
PT BKI (Persero)	84.594,6	72.967,1
Societe Generale de Surveillance - S.A (SGS-S.A)	4.452,4	3.840,4
Rasio Pembayaran (%) Payout Ratio (%)	22.2%	21,9
Tanggal Pengumuman Announcement Date	8 Juli 2024	20 Juni 2023
Tanggal Pembayaran Payment Date	6 Agustus 2024	11 Juli 2023

Kontribusi Terhadap Negara

Kontribusi PT SUCOFINDO kepada negara diwujudkan melalui pemenuhan kewajiban perpajakan, baik sebagai wajib pajak maupun sebagai pemotong/pemungut pajak. Sebagai wajib pajak, kontribusi terbesar berasal dari setoran PPh Badan yang pada tahun 2024 tercatat sebesar Rp143,8 miliar, naik sebesar 37,9% dibandingkan tahun 2023 sebesar Rp104,3 miliar.

Dividend

Dividend Policy

Based on Law No. 40 of 2007 concerning Limited Liability Companies, the distribution of dividends is carried out based on a resolution of the General Meeting of Shareholders. Prior to the end of the fiscal year, interim dividends may be distributed as long as it is permitted by the Company's Articles of Association and the distribution of such interim dividends does not result in the Company's net assets falling below the total of its issued and fully paid capital plus the mandatory reserves. The distribution of interim dividends is determined by the Board of Directors upon approval from the Board of Commissioners.

Chronology of Dividend Distribution

The chronology of the Company's dividend distribution over the past 2 (two) financial years is as follows:

Contribution to the State

PT SUCOFINDO's contribution to the state is realized through the fulfillment of tax obligations, both as a taxpayer and as a tax withholder/collector. As a taxpayer, the largest contribution came from Corporate Income Tax (PPh Badan) payments, which in 2024 amounted to IDR 143.8 billion, representing an increase of 37.9% compared to IDR 104.3 billion in 2023.



Program Kepemilikan Saham oleh Karyawan dan atau Manajemen

Hingga akhir tahun 2024, PT SUCOFINDO tidak memiliki program kepemilikan saham oleh pegawai dan/atau manajemen, baik dalam bentuk Employee Stock Ownership Program (ESOP) maupun Management Stock Option Program (MSOP). Struktur kepemilikan saham Perusahaan terdiri atas 95% yang dimiliki oleh PT Biro Klasifikasi Indonesia (Persero) dan 5% oleh Societe Generale de Surveillance Holding A. Geneva (SGS).

Informasi Material Mengenai Investasi, Ekspansi, Divestasi, Penggabungan/ Peleburan Usaha, Akuisisi, Restrukturisasi Utang/Modal

Pada tahun 2024, tidak terdapat informasi material mengenai investasi, ekspansi, divestasi, penggabungan/peleburan usaha, akuisisi, restrukturisasi utang/modal yang terkait dengan PT SUCOFINDO.

Realisasi Penggunaan Dana Hasil Penawaran Umum

Sepanjang tahun 2024, PT SUCOFINDO tidak melaksanakan kegiatan penawaran umum dalam bentuk apa pun. Dengan demikian, tidak terdapat informasi terkait realisasi penggunaan dana hasil penawaran umum yang perlu disampaikan dalam laporan ini.

Informasi Transaksi Material yang Mengandung Benturan Kepentingan dan/ atau Transaksi dengan Pihak Afiliasi

Transaksi Benturan Kepentingan

Benturan kepentingan merupakan kondisi di mana terdapat pertentangan antara kepentingan ekonomi Perusahaan dengan kepentingan pribadi anggota Direksi, anggota Dewan Komisaris, atau pemegang saham utama yang dapat mempengaruhi objektivitas pengambilan keputusan dan berpotensi merugikan Perusahaan.

Sepanjang tahun 2024 (1 Januari 2024 sampai dengan 31 Desember 2024), tidak terdapat transaksi yang mengandung benturan kepentingan yang dilakukan oleh Perusahaan.

Transaksi dengan Pihak Afiliasi

Transaksi Afiliasi adalah Transaksi yang dilakukan oleh Perusahaan atau Perusahaan Terkendali dengan Afiliasi dari Perusahaan atau Afiliasi dari anggota Direksi, anggota Dewan Komisaris, atau pemegang saham utama Perusahaan.

Employee and/or Management Share Ownership Program

As of the end of 2024, PT SUCOFINDO did not have an employee and/or management share ownership program in place, either in the form of an Employee Stock Ownership Program (ESOP) or a Management Stock Option Program (MSOP). The Company's shareholding structure consists of 95% owned by PT Biro Klasifikasi Indonesia (Persero) and 5% by Societe Generale de Surveillance Holding A. Geneva (SGS).

Material Information On Investment, Expansion, Divestment, Merger/ Consolidation, Acquisition, Debt/Capital Restructuring

In 2024, there was no material information related to investment, expansion, divestment, merger/consolidation, acquisition, or debt/ capital restructuring concerning PT SUCOFINDO.

Realization of Proceeds from Public Offering

Throughout 2024, PT SUCOFINDO did not conduct any form of public offering. Therefore, there is no information regarding the realization of proceeds from a public offering that needs to be disclosed in this report.

Material Transactions Information Containing Conflicts of Interest and/or Transactions with Affiliated Parties

Conflict of Interest Transactions

Conflict of interest refers to a situation where there is a conflict between the economic interests of the Company and the personal interests of members of the Board of Directors, members of the Board of Commissioners, or major shareholders that may affect the objectivity of decision-making and potentially harm the Company.

Throughout 2024 (from January 1, 2024, to December 31, 2024), there were no transactions involving conflicts of interest conducted by the Company.

Transactions with Affiliated Parties

Affiliate Transactions are transactions conducted by the Company or Controlled Companies with Affiliates of the Company or Affiliates of members of the Board of Directors, members of the Board of Commissioners, or major shareholders of the Company.

Kebijakan Mekanisme Review atas Transaksi dan Pemenuhan Peraturan dan Ketentuan Terkait

Perusahaan memiliki kebijakan yang jelas mengenai transaksi dengan pihak berelasi dan transaksi yang berpotensi mengandung benturan kepentingan. Transaksi material yang dilakukan harus melalui keputusan Dewan Komisaris, dengan tetap mengedepankan prinsip kehati-hatian dan mematuhi seluruh ketentuan hukum yang berlaku. Selain itu, keputusan mengenai transaksi material harus dilakukan secara independen oleh Dewan Komisaris.

Selama tahun 2024, tidak ditemukan pelanggaran terhadap peraturan yang berlaku terkait transaksi dengan pihak berelasi, dan tidak ada transaksi yang mengandung benturan kepentingan yang terjadi. Direksi dan Dewan Komisaris menyatakan bahwa seluruh transaksi afiliasi/berelasi PT SUCOFINDO telah melalui prosedur yang memadai untuk memastikan bahwa transaksi afiliasi dilaksanakan sesuai dengan praktik bisnis yang berlaku umum dan dilakukan dengan memenuhi prinsip transaksi yang wajar (*arm's length principle*). Transaksi dengan pihak berelasi yang material atau signifikan terlebih dahulu harus di review Komite Audit dan memperoleh persetujuan Dewan Komisaris. Seluruh transaksi PT SUCOFINDO telah melalui mekanisme review sesuai dengan jenis transaksi dan dilakukan analisis kelayakan transaksi.

Kewajaran dan Alasan Dilakukannya Transaksi

Seluruh transaksi yang dilakukan pada tahun 2024 dilakukan secara wajar (*arm length*) dan sesuai dengan persyaratan komersial normal. Kewajaran transaksi dengan pihak terkait atau mengandung benturan kepentingan telah dilakukan secara wajar sesuai peraturan perundang-undangan. Transaksi dilakukan atas dasar alasan kebutuhan Perusahaan dan bebas dari konflik kepentingan.

Terkait dengan transaksi dengan pihak berelasi, Perusahaan dan Entitas Anak melakukan transaksi dengan pihak-pihak berelasi seperti yang didefinisikan dalam PSAK No. 7 "Pengungkapan Pihak-pihak Berelasi" dan Peraturan Bapepam dan LK No. KEP-347/BL/2012 tanggal 25 Juni 2012 tentang "Penyajian dan Pengungkapan Laporan Keuangan Emiten atau Perusahaan Publik", yang didefinisikan antara lain:

Pihak-pihak berelasi adalah orang atau entitas yang terkait dengan Grup (entitas pelapor).

1. Orang atau anggota keluarga terdekat mempunyai relasi dengan entitas pelapor jika orang tersebut:
 - a. Memiliki pengendalian atau pengendalian bersama entitas pelapor;
 - b. Memiliki pengaruh signifikan atas entitas pelapor; atau
 - c. Merupakan personel manajemen kunci entitas pelapor atau entitas induk dari entitas pelapor.

Review Mechanism Policy of Transactions and Compliance with Related Regulations and Provisions

The Company has a clear policy regarding transactions with related parties and transactions that may potentially involve conflicts of interest. Material transactions must be approved by the Board of Commissioners, while upholding the principles of prudence and complying with all applicable legal regulations. Furthermore, decisions regarding material transactions must be made independently by the Board of Commissioners.

Throughout 2024, no violations of applicable regulations related to transactions with related parties were found, and no transactions involving conflicts of interest occurred. The Board of Directors and the Board of Commissioners affirm that all affiliated/related party transactions undertaken by the Company have followed appropriate procedures to ensure that such transactions are conducted in accordance with prevailing business practices and adhere to the arm's length principle. Any material or significant related party transactions must first be reviewed by the Audit Committee and approved by the Board of Commissioners. All transactions carried out by the Company have undergone a review process based on the nature of the transaction and have been subject to a feasibility analysis.

Fairness and Reasons for Conducting the Transaction

All transactions conducted in 2024 were carried out fairly (at arm's length) and in accordance with normal commercial terms. The fairness of transactions with related parties or those involving conflicts of interest was ensured in compliance with applicable laws and regulations. Transactions were made based on the Company's operational needs and were free from conflicts of interest.

Regarding transactions with related parties, the Company and its Subsidiaries engage in transactions with related parties as defined in PSAK No. 7 "Related Party Disclosures" and Bapepam and LK Regulation No. KEP-347/BL/2012 dated June 25, 2012, concerning "Presentation and Disclosure of Financial Statements of Issuers or Public Companies," which defines related parties as, among others:

Related parties are individuals or entities that are related to the Group (the reporting entity).

1. An individual or a close family member is related to the reporting entity if that person:
 - a. Has control or joint control over the reporting entity;
 - b. Has significant influence over the reporting entity; or
 - c. Is a member of the key management personnel of the reporting entity or of a parent of the reporting entity.



2. Suatu entitas berelasi dengan entitas pelapor jika memenuhi salah satu hal berikut:
 - a. Entitas dan entitas pelapor adalah anggota dari kelompok usaha yang sama (artinya entitas induk, entitas anak, dan entitas anak berikutnya terkait dengan entitas lain);
 - b. Satu entitas adalah entitas asosiasi atau ventura bersama dari entitas lain (atau entitas asosiasi atau ventura bersama yang merupakan anggota suatu kelompok usaha, yang mana entitas lain tersebut adalah anggotanya);
 - c. Kedua entitas tersebut adalah ventura bersama dari pihak ketiga yang sama;
 - d. Satu entitas adalah ventura bersama dari entitas ketiga dan entitas yang lain adalah entitas asosiasi dari entitas ketiga;
 - e. Entitas tersebut adalah suatu program imbalan pasca-kerja untuk imbalan kerja dari salah satu entitas pelapor atau entitas yang terkait dengan entitas pelapor. Jika entitas pelapor adalah entitas yang menyelenggarakan program tersebut, maka entitas sponsor juga berelasi dengan entitas pelapor;
 - f. Entitas yang dikendalikan atau dikendalikan bersama oleh orang yang diidentifikasi dalam huruf (a);
 - g. Orang yang diidentifikasi dalam huruf (a) (i) memiliki pengaruh signifikan atas entitas atau personel manajemen kunci entitas (atau entitas induk dari entitas); dan
 - h. Entitas, atau anggota dari kelompok yang mana entitas merupakan bagian dari kelompok tersebut, menyediakan jasa personel manajemen kunci kepada entitas pelapor atau kepada entitas induk dari entitas pelapor.

Transaksi signifikan yang dilakukan dengan pihak-pihak berelasi, baik dilakukan dengan kondisi dan persyaratan yang sama dengan pihak ketiga maupun tidak, diungkapkan pada laporan keuangan konsolidasian (Catatan 32).

Nama dan Sifat Hubungan Berelasi

Pihak-pihak berelasi adalah perusahaan dan perorangan yang mempunyai keterkaitan kepemilikan atau kepengurusan secara langsung maupun tidak langsung dengan Perusahaan. Sifat hubungan berelasi adalah sebagai berikut:

1. Entitas Induk.
2. Memiliki kesamaan personil manajemen kunci.
3. Konsorsium.
4. Entitas Asosiasi.
5. Ventura Bersama.
6. Operasi Bersama.
7. Pengendalian melalui Pemerintah Republik Indonesia (BUMN dan entitas anak BUMN).

2. An entity is related to the reporting entity if any of the following conditions apply:
 - a. The entity and the reporting entity are members of the same group (which means that each parent, subsidiary, and fellow subsidiary is related to the others);
 - b. One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member);
 - c. Both entities are joint ventures of the same third party;
 - d. One entity is a joint venture of a third entity and the other entity is an associate of the third entity;
 - e. The entity is a post-employment benefit plan for the benefit of employees of either the reporting entity or an entity related to the reporting entity. If the reporting entity is itself such a plan, the sponsoring employers are also related to the reporting entity;
 - f. The entity is controlled or jointly controlled by a person identified in point (1);
 - g. A person identified in point (1)(a) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity); and
 - h. The entity, or any member of a group of which it is a part, provides key management personnel services to the reporting entity or the parent of the reporting entity.

Significant transactions made with related parties, whether or not conducted under the same conditions and requirements as third parties, are disclosed in the consolidated financial statements (32 Notes).

Name and Nature of Related Relations

Related parties are companies and individuals who have ownership or management relations directly or indirectly with the Company. The nature of the relations is as follows:

1. Parent Entity.
2. Have in common key management personnel.
3. Consortium.
4. Associated Entities.
5. Joint Venture.
6. Joint Operation.
7. Control through the Government of the Republic of Indonesia (SOEs and SOE subsidiaries).

Realisasi Transaksi Pihak Berelasi

Realization of Related Party Transactions

Jenis Transaksi Type of Transaction	2024 (RpJuta)	2023 (RpJuta)	Persentase Terhadap Jumlah Aset/ Liabilitas Percentage of Total Assets/ Liabilities	
			2024	2023
Bank Cash in Banks	654.509	1.003.015	12,51	21,61
Kas di Lembaga Keuangan Cash in financial institution	594	3.076	0,01	0,07
Deposito Time Deposits	1.125.000	700.000	21,48	15,08
Kas dan Setara Kas Cash and Cash Equivalents	1.780.103	1.706.090	34,00	36,76
Piutang Usaha Trade Receivable	292.061	203.664	5,56	5,56
Pendapatan Akan Diterima Accrued Revenue	415.382	309.958	7,94	6,69
Piutang Lain-Lain Other Receivables	7.552	7.081	0,13	0,15
Utang Usaha Trade Payable	16.339	15.662	1,25	1,40

Pemenuhan Peraturan dan Ketentuan Terkait

Terkait dengan transaksi dengan pihak berelasi, Perusahaan dan Entitas Anak melakukan transaksi dengan pihak-pihak berelasi seperti yang didefinisikan dalam PSAK No. 7 "Pengungkapan Pihak-Pihak Berelasi" dan Peraturan Bapepam dan LK No. KEP-347/BL/2012 tanggal 25 Juni 2012 tentang "Penyajian dan Pengungkapan Laporan Keuangan Emiten atau Perusahaan Publik".

Compliance with Related Rules and Regulations

In relation to transactions with related parties, the Company and its Subsidiaries conduct transactions with related parties as defined in PSAK No. 7 "Disclosure of Related Parties" and Bapepam and LK Regulation No. KEP-347/BL/2012, dated June 25, 2012, concerning "Presentation and Disclosure of Financial Statements of Issuers or Public Companies."

Perubahan Peraturan Perundang-Undangan Terhadap Perusahaan pada Tahun Buku Terakhir

Tahun 2024, terdapat sejumlah peraturan perundang-undangan baru yang berdampak terhadap kegiatan operasional PT SUCOFINDO, antara lain:

1. Peraturan Menteri BUMN Nomor PER-01/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara.
2. Peraturan Menteri BUMN Nomor PER-02/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
3. Peraturan Menteri BUMN Nomor PER-03/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Changes in Laws and Regulations Against the Company in the Last Financial Year

In 2024, several new laws and regulations impacted PT SUCOFINDO's operational activities, including:

1. Regulation of the Minister of SOE Number PER-01/MBU/03/2023 concerning Special Assignments and Social and Environmental Responsibility Programs for State-Owned Enterprises.
2. Regulation of the Minister of SOE Number PER-02/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
3. Regulation of the Minister of SOE Number PER-03/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.



Atas terbitnya ketiga peraturan tersebut, PT SUCOFINDO telah melakukan gap analysis terhadap peraturan yang berlaku di Perusahaan dan tengah melakukan penyesuaian terhadap peraturan perundang-undangan tersebut.

Perubahan Kebijakan Akuntansi yang Diterapkan Perusahaan pada Tahun Buku Terakhir

PT SUCOFINDO merupakan perusahaan yang taat terhadap peraturan perundang-undangan, termasuk dalam hal perpajakan. Setiap tahun Perusahaan memenuhi kewajiban pembayaran dan juga pelaporan pajak, baik pajak penghasilan, pajak badan maupun pajak-pajak lainnya.

Berbagai informasi, analisa dan pembahasan kinerja pada Laporan Terintegrasi ini mengacu pada Laporan Keuangan Perusahaan untuk tahun-tahun yang berakhir pada 31 Desember 2023 dan 31 Desember 2024 yang telah diaudit oleh Kantor Akuntan Publik Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF).

Laporan keuangan disusun dan disajikan sesuai Standar Akuntansi Keuangan (SAK) di Indonesia, yaitu Pernyataan Standar Akuntansi Keuangan (PSAK), yang mencakup Pernyataan dan Interpretasi yang dikeluarkan oleh Dewan Standar Akuntansi Keuangan ("DSAK") Ikatan Akuntan Indonesia.

Tahun 2024, terdapat sejumlah Standar akuntansi revisian berikut yang relevan untuk Grup, berlaku efektif sejak tanggal 1 Januari 2024:

- Amendemen PSAK 107 "Instrumen Keuangan: Pengungkapan"
- Amendemen PSAK 116 "Sewa"
- Amendemen PSAK 201 "Penyajian Laporan Keuangan"
- Amendemen PSAK 207 "Laporan Arus Kas"

Standar akuntansi revisian berikut yang telah diterbitkan dan relevan untuk Grup berlaku efektif sejak tanggal 1 Januari 2025 dan belum diterapkan secara dini oleh Grup:

- Amendemen PSAK 221 "Pengaruh Perubahan Kurs Valuta Asing"

Hingga tanggal pengesahan Laporan keuangan Grup sedang mempertimbangkan implikasi dari penerapan standar tersebut, terhadap laporan keuangan konsolidasian Grup.

Prospek Usaha

Tahun 2025 diperkirakan akan menghadapi tantangan global akibat ketegangan geopolitik, perlambatan ekonomi global, dan volatilitas harga komoditas. IMF memproyeksikan pertumbuhan ekonomi dunia hanya sebesar 3,3%, di bawah rata-rata historis sebelum pandemi. Di tengah ketidakpastian ini, pemerintah Indonesia menargetkan pertumbuhan ekonomi sebesar 5,2%,

Due to the issuance of these three regulations, PT SUCOFINDO has carried out a gap analysis of the regulations that applicable in the Company and currently making adjustments to these laws and regulations.

Changes In Accounting Policies Implemented By The Company In The Last Financial Year

PT SUCOFINDO is a company that adheres to prevailing laws and regulations, including those related to taxation. Each year, the Company fulfills its tax obligations, both in terms of payment and reporting, covering income tax, corporate tax, and other applicable taxes.

The information, analysis, and performance discussions presented in this Consolidated Report refer to the Company's Financial Statements for the years ended December 31, 2023 and December 31, 2024, which have been audited by the Public Accounting Firm Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partners (PKF).

The financial statements have been prepared and presented in accordance with the Indonesian Financial Accounting Standards (SAK), specifically the Statements of Financial Accounting Standards (PSAK), which include the Statements and Interpretations issued by the Financial Accounting Standards Board (DSAK) of the Indonesian Institute of Accountants.

In 2024, several revised accounting standards relevant to the Group became effective as of January 1, 2024, as follows:

- Amendment to PSAK 107 "Financial Instruments: Disclosures"
- Amendment to PSAK 116 "Leases"
- Amendment to PSAK 201 "Presentation of Financial Statements"
- Amendment to PSAK 207 "Statement of Cash Flows"

The following revised accounting standard, which is relevant to the Group, has been issued and will become effective as of January 1, 2025, but has not been early adopted by the Group:

- Amendment to PSAK 221 "The Effects of Changes in Foreign Exchange Rates"

As of the date of the authorization of the financial statements, the Group is still assessing the implications of the adoption of the standard on the Group's consolidated financial statements.

Business Prospect

The year 2025 is expected to face global challenges stemming from geopolitical tensions, a global economic slowdown, and commodity price volatility. The IMF projects global economic growth at only 3.3%, which is below the historical pre-pandemic average. Amid this uncertainty, the Indonesian government is targeting an economic growth rate of 5.2%, slightly higher than

sedikit lebih tinggi dari tahun 2024 yang tercatat 5,03%, dengan dorongan dari konsumsi rumah tangga, investasi, dan ekspor.

Stabilitas politik pasca Pemilu 2024 diharapkan memberikan dampak positif terhadap iklim investasi, sementara nilai tukar rupiah diperkirakan berada pada kisaran Rp16.000/USD. Sektor manufaktur dan perdagangan diproyeksikan tumbuh masing-masing sekitar 4,8% dan 4,5%, mendukung pertumbuhan ekonomi domestik yang solid.

Dengan proyeksi yang optimis terhadap pertumbuhan ekonomi Indonesia, PT SUCOFINDO yakin bahwa bisnis perusahaan akan terus berkembang pada tahun 2025, berkat pemulihan ekonomi domestik dan potensi sektor-sektor utama yang terus menunjukkan tren positif.

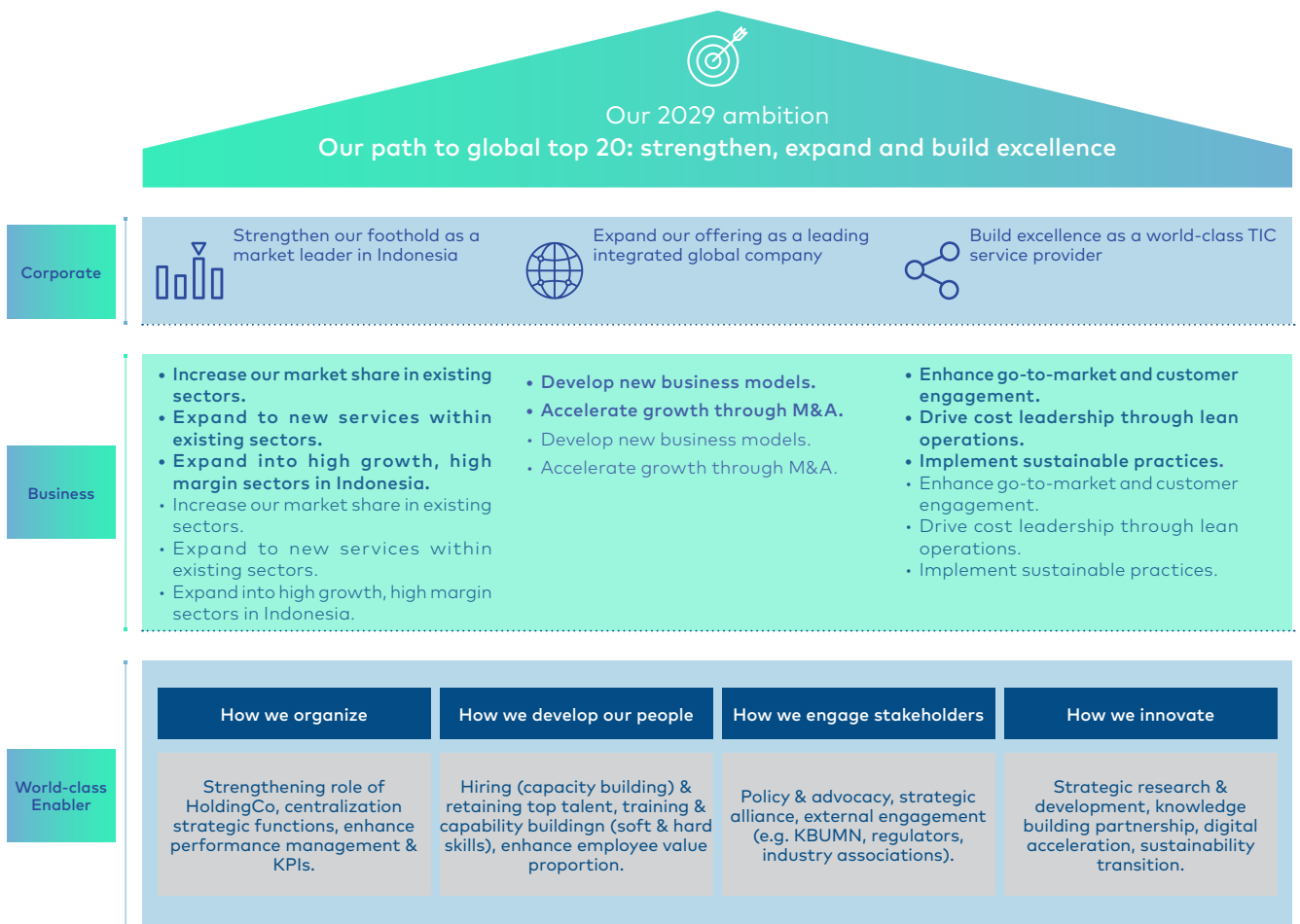
Dalam upaya mencapai sasaran Perusahaan tahun 2025, Perusahaan telah menetapkan strategi sebagai berikut:

the 5.03% recorded in 2024, driven by household consumption, investment, and exports.

Post-2024 Election political stability is expected to have a positive impact on the investment climate, while the rupiah exchange rate is projected to be around IDR 16,000/USD. The manufacturing and trade sectors are forecasted to grow by approximately 4.8% and 4.5%, respectively, supporting strong domestic economic growth.

With an optimistic outlook on Indonesia's economic growth, PT SUCOFINDO is confident that the Company's business will continue to grow in 2025, supported by the recovery of the domestic economy and the ongoing positive trends in key sectors.

In its efforts to achieve the Company's 2025 targets, the Company has established the following strategies:





PT SUCOFINDO bersama IDSurvey bertekad untuk masuk kedalam kelompok 20 (dua puluh) besar perusahaan TIC dunia pada tahun 2029 melalui strategi korporat dan bisnis didukung oleh world-class enabler. Tekad menjadi 20 (dua puluh) besar perusahaan TIC dunia didasarkan pada pemikiran mengenai pentingnya untuk meningkatkan skala ekonomi (*economy of scale*) secara signifikan melalui upaya-upaya untuk memperbesar basis penyebaran biaya dan investasi, misalnya investasi pada bisnis baru atau layanan berbasis laboratorium atau peralatan. Keinginan masuk kelompok 20 (dua puluh) besar dunia juga terkait dengan keyakinan mengenai pentingnya reputasi dan kredibilitas global. Keinginan ini juga merupakan komitmen dukungan atas aspirasi BUMN Go Global yang dicanangkan Kementerian BUMN.

Pada tingkatan korporat, ada tiga strategi utama:

1. Memperkuat pijakan sebagai pemimpin pasar di Indonesia (*Strengthen foothold as a market leader in Indonesia*). Strategi ini merupakan pendekatan IDSurvey untuk memantapkan posisinya sebagai pemain dominan atau pemimpin dalam industri TIC di Indonesia melalui upaya-upaya proaktif untuk meningkatkan pangsa pasar dalam sektor eksisting, berekspansi menuju jasa-jasa baru dalam sektor eksisting, dan berekspansi menuju sektor-sektor dengan pertumbuhan dan margin yang tinggi di Indonesia.
2. Memperluas penawaran sebagai perusahaan global terintegrasi yang unggul (*expand offerings as a leading integrated global company*). Strategi ini merupakan pendekatan IDSurvey dalam mengembangkan model-model bisnis baru dan mengakselerasi pertumbuhan melalui M&A (Merger & Acquisition)
3. Membangun keunggulan sebagai penyedia jasa TIC kelas dunia (*Build excellence as a world-class TIC Service provider*). Strategi ini merupakan pendekatan IDSurvey dalam meningkatkan interaksi dengan pasar dan keterikatan dengan pelanggan, mengendalikan kepemimpinan biaya melalui operasi yang ramping dan penerapan praktik-praktik sustainabilitas.

PT SUCOFINDO, together with IDSurvey, is committed to becoming one of the world's top 20 TIC (Testing, Inspection, and Certification) companies by 2029 through corporate and business strategies supported by world-class enablers. The ambition to join the ranks of the world's top 20 TIC companies is driven by the importance of significantly increasing economies of scale through efforts to expand the cost and investment base—such as investing in new businesses or laboratory- or equipment-based services. This aspiration is also rooted in a strong belief in the importance of global reputation and credibility. Furthermore, it reflects a commitment to support the “BUMN Go Global” initiative promoted by the Ministry of State-Owned Enterprises.

At the corporate level, there are three main strategies:

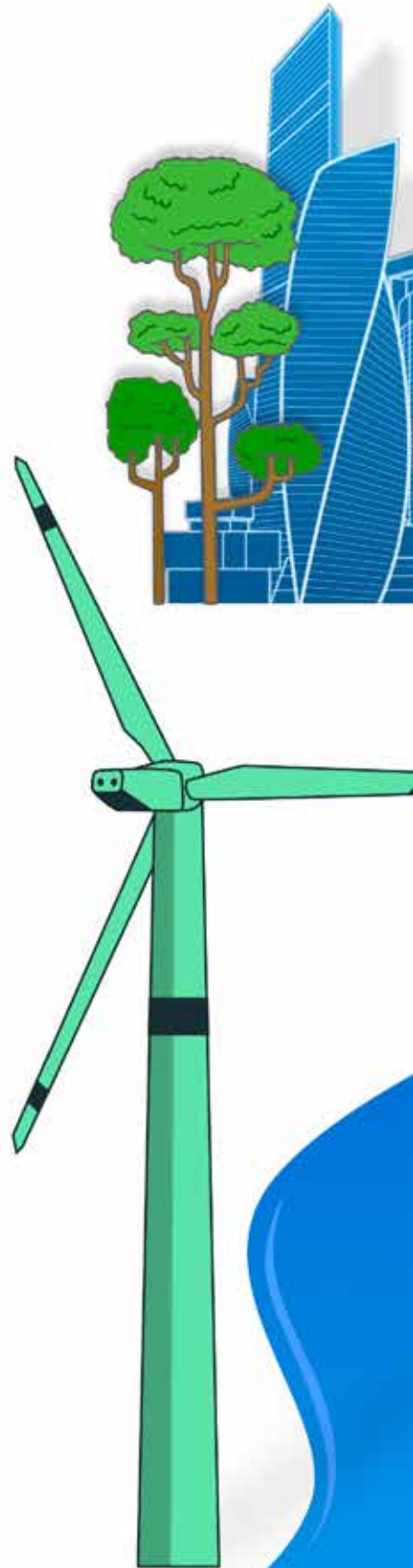
1. Strengthen foothold as a market leader in Indonesia
This strategy reflects IDSurvey's approach to solidifying its position as a dominant player or market leader in the TIC industry in Indonesia through proactive efforts to increase market share within existing sectors, expand into new services within those sectors, and enter high-growth and high-margin sectors across the country.
2. Expand offerings as a leading integrated global company
This strategy represents IDSurvey's approach to developing new business models and accelerating growth through mergers and acquisitions (M&A).
3. Build excellence as a world-class TIC service provider
This strategy focuses on enhancing market engagement and customer connection, achieving cost leadership through lean operations, and adopting sustainability best practices.

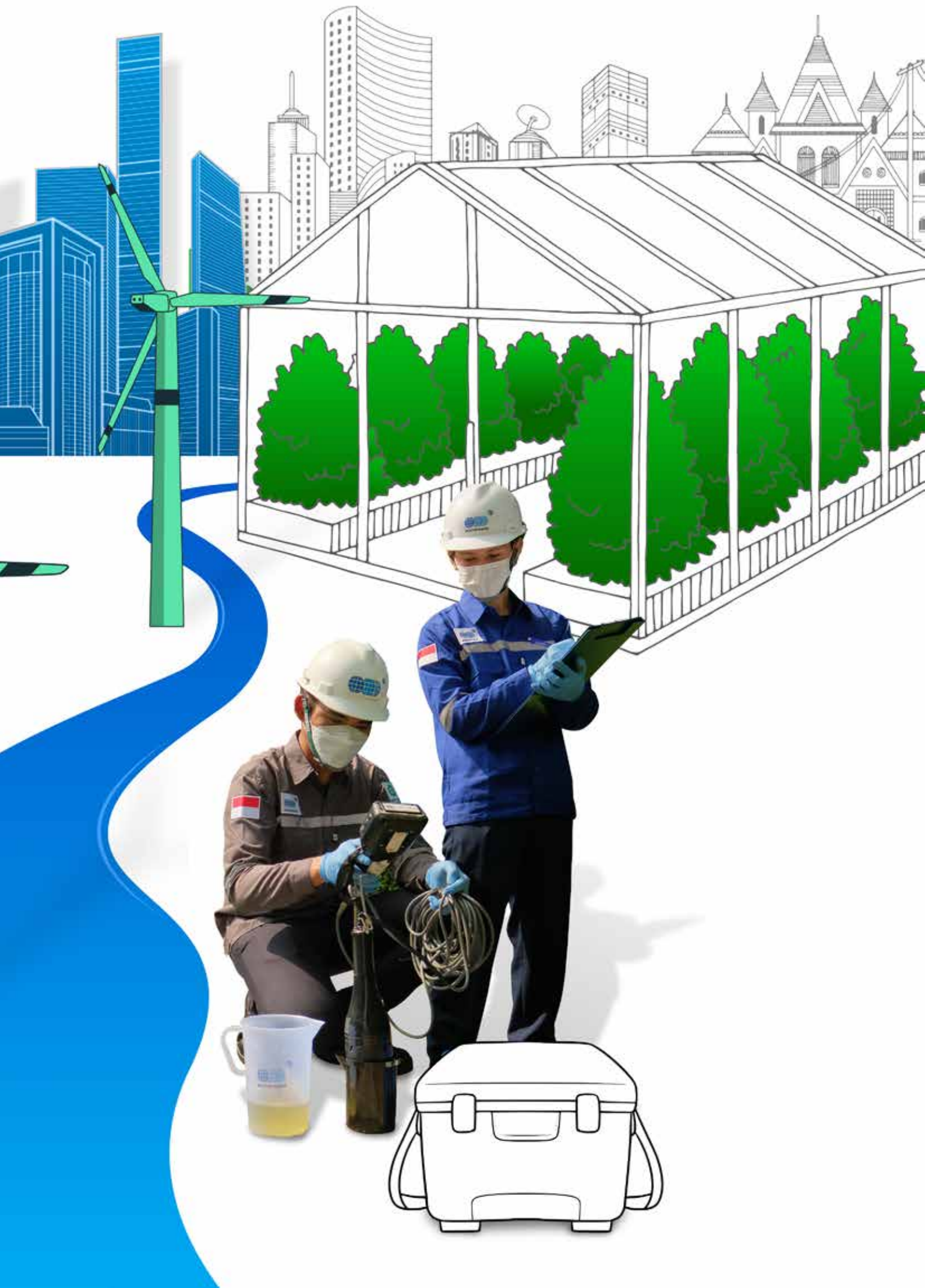


05

Tata Kelola Perusahaan

Corporate Governance

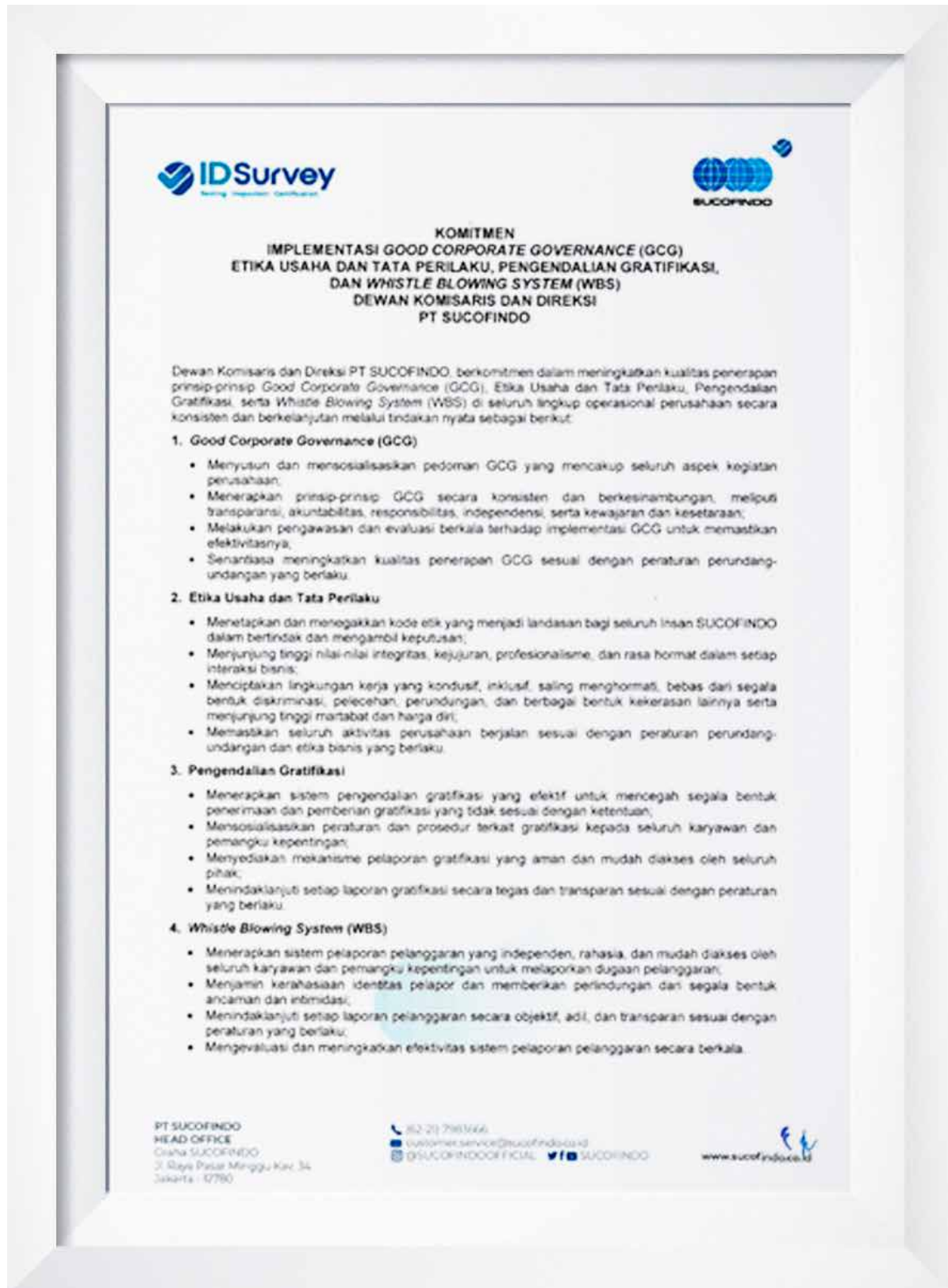






Komitmen dan Kebijakan Penerapan Tata Kelola Perusahaan

Commitment to and Policy on Implementing Corporate Governance







PT SUCOFINDO secara berkelanjutan menjalankan komitmen strategis dalam penguatan prinsip-prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance/GCG*) sebagai bagian penting dari arah bisnis jangka panjang. Prinsip-prinsip GCG diinternalisasi ke dalam setiap kebijakan, proses, dan budaya kerja perusahaan. Komitmen ini tidak hanya dimaknai sebagai pemenuhan terhadap kewajiban regulasi, tetapi sebagai fondasi dalam membangun kepercayaan publik, memperkuat reputasi, serta menciptakan nilai tambah berkelanjutan bagi seluruh pemangku kepentingan.

Selama tahun 2024, PT SUCOFINDO terus memperkuat penerapan prinsip-prinsip GCG dengan memperbarui perangkat pedoman dan kebijakan yang ada, sesuai dengan dinamika regulasi dan perkembangan bisnis. Perangkat tersebut menjadi panduan bagi seluruh Insan Perusahaan untuk mendorong kontribusi positif dan pengelolaan yang efektif. Implementasi GCG yang selaras dengan nilai-nilai AKHLAK memastikan tata kelola yang adaptif dan berorientasi pada hasil. PT SUCOFINDO juga memperkuat sistem manajemen risiko untuk mengidentifikasi dan memitigasi potensi risiko, mendukung keputusan yang berlandaskan etika dan tanggung jawab, serta memastikan keberlanjutan perusahaan.

Komitmen tersebut diwujudkan secara nyata melalui penandatanganan pernyataan bersama oleh Manajemen senior, seluruh Insan PT SUCOFINDO, serta pegawai alih daya yang dilaksanakan setiap tahun. Pernyataan komitmen terhadap prinsip-prinsip GCG tahun 2024 adalah sebagaimana terlampir diatas. Adapun mengenai penjelasan mengenai governance framework, kebijakan dan praktik tata kelola, termasuk pengungkapan kinerja tata kelola, disampaikan pada bagian ini.

Prinsip Umum Tata Kelola Perusahaan

Perusahaan menerapkan prinsip-prinsip GCG berdasarkan lima prinsip dasar, yaitu transparansi, akuntabilitas, responsibilitas, independensi, dan kewajaran. Prinsip-prinsip ini merujuk pada Pedoman Umum *Good Corporate Governance* yang dikeluarkan oleh Komite Nasional Kebijakan *Governance* (KNKG) dan Pedoman Tata Kelola Terintegrasi yang berlaku di lingkungan PT SUCOFINDO, sebagai pedoman utama dalam pelaksanaan GCG secara konsisten dan menyeluruh.

PT SUCOFINDO consistently upholds its strategic commitment to strengthening the principles of Good Corporate Governance (GCG) as an integral part of its long-term business direction. The principles of GCG are embedded into every company policy, process, and workplace culture. This commitment is not merely viewed as regulatory compliance but as a foundation for building public trust, enhancing reputation, and creating sustainable added value for all stakeholders.

Throughout 2024, PT SUCOFINDO continued to reinforce the implementation of GCG principles by updating its existing guidelines and policies in line with regulatory dynamics and business developments. These instruments serve as a guide for all employees to drive positive contributions and effective management. The implementation of GCG, aligned with the company's AKHLAK values, ensures governance that is both adaptive and results-oriented. PT SUCOFINDO also strengthened its risk management system to identify and mitigate potential risks, supporting ethical and responsible decision-making while ensuring the company's sustainability.

The commitment is manifested tangibly through the annual signing of a joint declaration by senior management, all SUCOFINDO personnel, and outsourced employees. The 2024 statement of commitment to the principles of Good Corporate Governance (GCG) is as attached above. The explanation of the governance framework, policies and practices, including the disclosure of governance performance, is presented in this section.

General Principles Of Corporate Governance

The company applies GCG principles based on five fundamental principles: transparency, accountability, responsibility, independence, and fairness. These principles refer to the General Guidelines for Good Corporate Governance issued by the National Committee on Governance Policy (KNKG) and the Integrated Governance Guidelines applicable within PT SUCOFINDO, serving as the main reference for the consistent and comprehensive implementation of GCG.

Prinsip GCG GCG Principle	Implementasi di Lingkup PT SUCOFINDO Implementation within the Scope of PT SUCOFINDO
Transparansi Transparency	Penyampaian bukti implementasi prinsip transparansi dari PT SUCOFINDO. Contoh: 1. Pedoman Etika Usaha dan Tata Perilaku tersedia di website PT SUCOFINDO. 2. Memiliki media komunikasi internal dan eksternal. 3. Pelaporan hasil asesmen GCG, dll. Submission of evidence demonstrating the implementation of the transparency principle by PT SUCOFINDO. Examples include: 1. The Business Ethics and Code of Conduct Guidelines are available on PT SUCOFINDO's official website. 2. Availability of both internal and external communication channels. 3. Reporting of GCG assessment results, etc.

Prinsip GCG GCG Principle	Implementasi di Lingkup PT SUCOFINDO Implementation within the Scope of PT SUCOFINDO
Akuntabilitas Accountability	Penyampaian bukti implementasi prinsip akuntabilitas dari PT SUCOFINDO. Contoh: 1. Anggota Direksi dan Dewan Komisaris memiliki tugas dan tanggung jawab yang jelas. 2. Melalui RUPS Tahunan, Direksi dan Dewan Komisaris mempertanggungjawabkan kinerjanya. 3. Masing-masing organ perusahaan memiliki tugas dan tanggung jawab yang jelas dari organisasi yang selaras dengan visi, misi, sasaran strategi, dan usaha PT SUCOFINDO. Hal ini dapat dilihat pada Struktur Organisasi PT SUCOFINDO, dimana tiap organ bertindak sesuai dengan tanggung jawabnya. Submission of evidence demonstrating the implementation of the accountability principle by PT SUCOFINDO. Examples include: 1. Members of the Board of Directors and Board of Commissioners have clearly defined duties and responsibilities. 2. Through the Annual General Meeting of Shareholders (AGMS), the Board of Directors and Board of Commissioners are held accountable for their performance. 3. Each corporate organ has clearly defined roles and responsibilities within an organizational structure aligned with PT SUCOFINDO's vision, mission, strategic objectives, and business goals. This is reflected in PT SUCOFINDO's Organizational Structure, where each organ operates in accordance with its designated responsibilities.
Pertanggungjawaban Responsibility	Penyampaian bukti implementasi prinsip pertanggungjawaban dari PT SUCOFINDO. Contoh: 1. PT SUCOFINDO selalu berpegang pada prinsip kehati-hatian dalam melaksanakan kegiatan usahanya. 2. PT SUCOFINDO mematuhi ketentuan/peraturan perundang-undangan yang berlaku. Submission of evidence demonstrating the implementation of the responsibility principle by PT SUCOFINDO. Examples include: 1. PT SUCOFINDO consistently adheres to the principle of prudence in carrying out its business activities. 2. PT SUCOFINDO complies with all applicable laws and regulations.
Kemandirian Independence	Penyampaian bukti implementasi prinsip kemandirian dari PT SUCOFINDO. Contoh: 1. PT SUCOFINDO bertindak profesional, tidak mendapat tekanan/intervensi dari pihak manapun dan objektif dalam setiap pengambilan keputusan. 2. PT SUCOFINDO senantiasa menghindari benturan kepentingan (<i>conflict of interest</i>). Submission of evidence demonstrating the implementation of the independence principle by PT SUCOFINDO. Examples include: 1. PT SUCOFINDO acts professionally, free from pressure or intervention by any party, and maintains objectivity in all decision-making processes. 2. PT SUCOFINDO consistently avoids conflicts of interest in the conduct of its operations.
Kewajaran Fairness	Penyampaian bukti implementasi prinsip kewajaran dari PT SUCOFINDO. Contoh: 1. PT SUCOFINDO senantiasa memperhatikan kepentingan seluruh stakeholders berdasarkan azas kesetaraan dan kewajaran (<i>equal treatment</i>). 2. PT SUCOFINDO memberikan kesempatan kepada seluruh pemegang saham dalam RUPS untuk menyampaikan pendapat. Submission of evidence demonstrating the implementation of the fairness principle by PT SUCOFINDO. Examples include: 1. PT SUCOFINDO consistently considers the interests of all stakeholders based on the principles of equality and fairness (<i>equal treatment</i>). 2. PT SUCOFINDO provides all shareholders with the opportunity to express their opinions during the General Meeting of Shareholders (GMS).

PT SUCOFINDO terus meningkatkan penerapan prinsip GCG guna mendukung pertumbuhan dan keberlanjutan perusahaan. Salah satu langkah strategis yang dilakukan adalah mengadopsi Pedoman Umum Governansi Korporat Indonesia (PUGKI) yang dirilis oleh Komite Nasional Kebijakan Governansi (KNKG) pada tahun 2021. Pedoman ini merupakan pengembangan dari versi sebelumnya, dengan penekanan pada nilai-nilai dasar TARIF—Transparansi, Akuntabilitas, Responsibilitas, Independensi, dan Fairness—yang memperkuat praktik tata kelola yang beretika, akuntabel, dan berorientasi jangka panjang. PUGKI 2021 juga mengusung empat pilar utama, yaitu perilaku beretika, akuntabilitas, transparansi, dan keberlanjutan, yang menjadi landasan penerapan GCG di seluruh lingkungan PT SUCOFINDO.

PT SUCOFINDO continues to enhance the implementation of GCG principles to support the company's growth and sustainability. One strategic initiative undertaken is the adoption of the Indonesian Corporate Governance Manual (PUGKI) issued by the National Committee on Governance Policy (KNKG) in 2021. This guideline is an advancement of the previous version, emphasizing the core TARIF values—Transparency, Accountability, Responsibility, Independence, and Fairness—which reinforce ethical, accountable, and long-term-oriented governance practices. The 2021 PUGKI also promotes four key pillars: ethical conduct, accountability, transparency, and sustainability, which serve as the foundation for GCG implementation across PT SUCOFINDO.



Dasar Penerapan Tata Kelola Perusahaan

Foundation Of Corporate Governance Implementation

Penerapan GCG di PT SUCOFINDO didasarkan pada kerangka regulasi yang berlaku, mencakup ketentuan peraturan perundang-undangan serta pedoman tata kelola yang diterbitkan oleh lembaga berwenang di tingkat nasional maupun internasional. Seluruh acuan tersebut menjadi landasan dalam membentuk sistem tata kelola yang efektif, transparan, akuntabel, bertanggung jawab, independen, dan berkeadilan, guna mendukung integritas perusahaan dan keberlanjutan usaha secara menyeluruh. Dasar rujukan penerapan GCG Perusahaan adalah sebagai berikut:

1. Undang-Undang Republik Indonesia Nomor 8 Tahun 1995 tentang Pasar Modal.
2. Undang-Undang Republik Indonesia Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara.
3. Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas.
4. Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
5. Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
6. Anggaran Dasar PT SUCOFINDO.

Peningkatan Kualitas Penerapan Tata Kelola Perusahaan yang Baik di Lingkup Perusahaan

Penetapan Standar Kualitas Tata Kelola Perusahaan

Implementasi prinsip-prinsip Tata Kelola Perusahaan yang Baik (GCG) di lingkungan PT SUCOFINDO mengacu pada standar terbaik yang berlaku, baik di tingkat nasional maupun internasional. Sebagai bagian dari Badan Usaha Milik Negara (BUMN), SUCOFINDO berpedoman pada Peraturan Menteri Negara BUMN No. Per-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola yang Baik pada BUMN, serta Peraturan Menteri Negara BUMN No. Per-09/MBU/2012 yang merupakan perubahan atas Peraturan Menteri Negara BUMN No. Per-01/MBU/2011.

Selain itu, SUCOFINDO juga mengadopsi sebagian dari pedoman internasional, termasuk standar dari Organization for Economic Cooperation and Development (OECD), ASEAN Corporate Governance (CG) Scorecard yang diterbitkan oleh ASEAN Capital Market Forum (ACMF), serta Pedoman Umum Governansi Korporat Indonesia (PUGKI) 2021 yang dikembangkan oleh Komite Nasional Kebijakan Governance (KNKG).

The implementation of GCG at PT SUCOFINDO is based on the prevailing regulatory framework, encompassing statutory provisions as well as governance guidelines issued by authorized institutions at both national and international levels. All of these references serve as the foundation for establishing a governance system that is effective, transparent, accountable, responsible, independent, and fair, in order to uphold the company's integrity and ensure comprehensive business sustainability. The reference framework for the company's GCG implementation is as follows:

1. Law of the Republic of Indonesia Number 8 of 1995 concerning Capital Market.
2. Law of the Republic of Indonesia Number 19 of 2003 concerning State-Owned Enterprises.
3. Law of the Republic of Indonesia Number 40 of 2007 concerning Limited Liability Companies.
4. SOE Minister Regulation Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
5. SOE Minister Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
6. Articles of Association of PT SUCOFINDO.

Enhancing The Quality Of Good Corporate Governance Implementation Within The Company

Establishment Of Corporate Governance Quality Standards

The implementation of Good Corporate Governance (GCG) principles within PT SUCOFINDO refers to the highest applicable standards, both nationally and internationally. As part of a State-Owned Enterprise (SOE), SUCOFINDO adheres to the Regulation of the Minister of State-Owned Enterprises No. Per-01/MBU/2011 dated August 1, 2011 on the Implementation of Good Corporate Governance in SOEs, as well as the Regulation of the Minister of State-Owned Enterprises No. Per-09/MBU/2012, which amends the previous regulation.

In addition, SUCOFINDO also refers to international guidelines, including standards from the Organization for Economic Cooperation and Development (OECD), the ASEAN Corporate Governance (CG) Scorecard issued by the ASEAN Capital Market Forum (ACMF), and the 2021 Indonesian Corporate Governance Manual (PUGKI) developed by the National Committee on Governance Policy (KNKG).

Penilaian Penerapan Tata Kelola

Assessment GCG Berdasarkan Arahan Pemegang Saham

Setiap tahun, PT SUCOFINDO melaksanakan penilaian terhadap penerapan prinsip-prinsip *Good Corporate Governance* (GCG) yang dilakukan oleh tim internal maupun pihak eksternal. Penilaian ini bertujuan untuk mengevaluasi efektivitas implementasi GCG, meningkatkan akuntabilitas, dan memastikan praktik terbaik diterapkan secara berkelanjutan. Hasil dari penilaian ini digunakan sebagai dasar untuk penyempurnaan dan penyesuaian terhadap perkembangan regulasi dan kebutuhan perusahaan.

Sebagai bagian dari kelompok usaha perusahaan Badan Usaha Milik Negara (BUMN), PT SUCOFINDO senantiasa melakukan pengukuran terhadap penerapan GCG melalui penilaian (assessment) dan/atau evaluasi (self assessment) dengan parameter yang berdasarkan Salinan Keputusan Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance) pada BUMN, sebelum diterbitkannya Keputusan Sekretaris Kementerian Badan Usaha Milik Negara Republik Indonesia No. SK-12/S.MBU/08/2023 tentang Pencabutan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara, tertanggal 16 Agustus 2023.

Berikut adalah rincian hasil evaluasi atau self assessment penerapan GCG di lingkup SUCOFINDO untuk Tahun 2023.

Self assessment penerapan GCG di PT SUCOFINDO sesuai Kerangka Acuan Pelaksanaan Self Assessment GCG yang dikembangkan oleh Kementerian BUMN berdasarkan Keputusan Sekretaris Kementerian BUMN Nomor: SK-16/S.MBU/2012. Ruang lingkup self assessment meliputi aspek-aspek GCG dalam pengelolaan Perusahaan untuk periode Tahun buku 2023.

Aspek atau faktor pengujian penerapan GCG di PT SUCOFINDO meliputi 6 (enam) Aspek: (I) Komitmen Terhadap Penerapan Tata Kelola Perusahaan yang Baik Secara Berkelanjutan, (II) Pemegang Saham dan RUPS, (III) Dewan Komisaris, (IV) Direksi, (V) Pengungkapan Informasi dan Transparansi, serta (VI) Aspek Lain. Sedangkan, jumlah indikator pengujian penerapan GCG adalah sebanyak 43 Indikator dengan 153 Parameter Pengujian dan 568 Faktor Uji Kesesuaian.

Corporate Governance Implementation Assessment

GCG Assessment Based on Shareholders' Directives

Each year, PT SUCOFINDO conducts an assessment of the implementation of Good Corporate Governance (GCG) principles, carried out by both internal teams and external parties. This assessment aims to evaluate the effectiveness of GCG implementation, enhance accountability, and ensure that best practices are applied on an ongoing basis. The results of these assessments are used as a basis for improvements and adjustments in line with regulatory developments and the company's needs.

As part of the State-Owned Enterprise (SOE) group, PT SUCOFINDO consistently measures its GCG implementation through assessments and/or self-assessments based on the parameters set out in the Decree of the Secretary of the Ministry of SOEs No. SK-16/S.MBU/2012 dated June 6, 2012 on Indicators/Parameters for the Assessment and Evaluation of Good Corporate Governance Implementation in SOEs, prior to the issuance of the Decree of the Secretary of the Ministry of State-Owned Enterprises of the Republic of Indonesia No. SK-12/S.MBU/08/2023 on the Revocation of the Secretary of the Ministry of SOEs Decree No. SK-16/S.MBU/2012 on Indicators/Parameters for the Assessment and Evaluation of Good Corporate Governance Implementation in State-Owned Enterprises, dated August 16, 2023.

The following outlines the evaluation or self-assessment results of GCG implementation within SUCOFINDO for 2023.

The self-assessment of GCG implementation at PT SUCOFINDO was carried out in accordance with the Terms of Reference for the GCG Self-Assessment developed by the Ministry of SOEs, based on the Secretary of the Ministry of SOEs Decree No. SK-16/S.MBU/2012. The scope of the self-assessment covered GCG aspects in the Company's management for the 2023 fiscal year.

The aspects or testing factors for GCG implementation at PT SUCOFINDO comprised six (6) aspects: (I) Commitment to the Sustainable Implementation of Good Corporate Governance, (II) Shareholders and the GMS, (III) Board of Commissioners, (IV) Board of Directors, (V) Disclosure and Transparency, and (VI) Other Aspects. The total number of GCG implementation testing indicators was 43, with 153 Testing Parameters and 568 Compliance Testing Factors.



Hasil *self assessment* penerapan GCG di PT SUCOFINDO periode Tahun 2023 mencapai Total Skor sebesar 95,88. Hal ini menunjukkan bahwa penerapan GCG di PT SUCOFINDO periode Tahun 2023 telah mencapai kualifikasi "SANGAT BAIK". Hasil capaian penerapan GCG untuk masing-masing aspek pengujian adalah sebagai berikut:

The result of the 2023 GCG implementation self-assessment at PT SUCOFINDO achieved a total score of 95.88. This indicates that the GCG implementation at PT SUCOFINDO for the 2023 period was classified as "EXCELLENT." The GCG Implementation Results for each testing aspect are as follows:

Aspek Pengujian/Indikator/ Parameter Aspect/Indicator/Parameter	Bobot Capacity	Capaian 2023 2023 Achievement		Klasifikasi Classification
		Skor Score	Capaian Achievement (%)	
I Komitmen terhadap Penerapan Tata Kelola Perusahaan yang Baik secara Berkelanjutan Commitment to the Sustainable Implementation of Good Corporate Governance	7,00	6,924	98,91	Sangat Baik
II Pemegang Saham dan RUPS Shareholders and GMS	9,00	8,870	98,56	Sangat Baik
III Dewan Komisaris Board of Commissioners	35,00	33,792	96,56	Sangat Baik
IV Direksi Board of Directors	35,00	33,751	96,43	Sangat Baik
V Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9,00	7,548	83,87	Baik
VI Aspek Lainnya Other Aspects	5,00	5,000	100,00	Sangat Baik
Skor Keseluruhan Total Score	100,00	95,88	95,88	
Klasifikasi Kualitas Penerapan GCG GCG Implementation Quality Classification		Sangat Baik Excellent		

Keterangan: 0-50 : Tidak Baik | 50-60 : Kurang Baik | 60-75 : Cukup Baik | 75-85 : Baik | 85-100 : Sangat Baik
Notes: 0-50: Poor | 50-60: Less Good | 60-75: Fair | 75-85: Good | 85-100: Excellent

Setelah melakukan assessment terhadap penerapan GCG, ditemukan sebanyak 26 (dua puluh enam) rekomendasi sebagai *Area of Improvement* (Aol). Rekomendasi ini perlu ditindaklanjuti sebagai langkah untuk meningkatkan kualitas penerapan GCG di tahun berikutnya. Berikut adalah rekomendasi yang dihasilkan dari penilaian GCG pada tahun 2023 beserta tindak lanjut yang dilakukan oleh Perusahaan pada tahun 2023, yang dapat dilihat pada tabel di bawah ini.

After conducting the assessment of GCG implementation, 26 (twenty-six) recommendations were identified as Areas of Improvement (Aol). These recommendations need to be addressed as a step towards enhancing the quality of GCG implementation in the following year. Below are the recommendations resulting from the 2023 GCG assessment, along with the follow-up actions taken by the Company in 2023, as shown in the table below.

Aspek Aspect	Rekomendasi Recommendation
Aspek Komitmen terhadap GCG Commitment to GCG Aspect	Pedoman Perilaku (<i>Code of Conduct</i>) agar ditandatangani juga oleh Dewan Komisaris. The Code of Conduct should also be signed by the Board of Commissioners.
Aspek Pemegang Saham dan RUPS Shareholders and GMS Aspect	RUPS agar melakukan pengesahan/persetujuan RJPP atau Revisi RJPP secara tepat waktu (maks. 60 hari). The GMS should approve/revise the RJPP (Long-Term Plan) on time (maximum 60 days).
Aspek Dewan Komisaris Board of Commissioners Aspect	1. Dewan Komisaris agar menyampaikan usulan calon Auditor Eksternal ke RUPS berikut imbal jasa/honorarium Auditor Eksternal. The Board of Commissioners should submit a proposal for the appointment of an External Auditor to the GMS, including the auditor's fees. 2. Dewan Komisaris agar mencantumkan rencana telaah pengusulan remunerasi Direksi didalam Rencana Kerja Dewan Komisaris. The Board of Commissioners should include a plan for reviewing the remuneration proposal for the Board of Directors in the Board of Commissioners' Work Plan. 3. Dewan Komisaris agar membuat Pakta Integritas terkait Usulan Tindakan Direksi yang harus mendapatkan rekomendasi dari Dewan Komisaris dan persetujuan RUPS. The Board of Commissioners should create an Integrity Pact for proposed actions by the Board of Directors that require recommendations from the Board of Commissioners and approval from the GMS. 4. Dewan Komisaris/Komite Dewan Komisaris agar mengevaluasi pencapaian kinerja masing-masing anggota Dewan Komisaris yang dituangkan dalam risalah Rapat Dewan Komisaris. The Board of Commissioners/Committee should evaluate the performance of each member of the Board of Commissioners, which should be recorded in the minutes of the Board of Commissioners' meeting. 5. Dewan Komisaris agar menyusun rencana agenda rapat yang akan dibahas dalam periode 1 (satu) tahun buku di dalam Rencana Kerja Dewan Komisaris. The Board of Commissioners should prepare a meeting agenda for the discussions to be held during the fiscal year within the Board's Work Plan. 6. Dewan Komisaris agar melaporkan kepada RUPS pengangkatan dan pemberhentian Ketua maupun anggota Komite Audit. The Board of Commissioners should report the appointment and dismissal of the Chairman and members of the Audit Committee to the GMS. 7. Komite Nominasi, Remunerasi, dan Sumber Daya Manusia agar menyusun Program kerja tahunan yang paling sedikit sesuai dengan piagam Komite lainnya dan mencakup <i>self assessment</i> kinerja Komite. The Nomination, Remuneration, and Human Resources Committee should prepare an annual work program that includes a self-assessment of the committee's performance. 8. Komite Dewan Komisaris agar membuat Risalah setiap Rapat Komite Dewan Komisaris yang memuat hasil-hasil analisis, telaahan, dan evaluasi atas acara yang diagendakan, serta risalah asli dari setiap komite Dewan Komisaris agar diserahkan kepada Sekretaris Dewan Komisaris untuk disimpan di Perusahaan. The Board of Commissioners' Committees should create minutes for each committee meeting, which contain the analysis, reviews, and evaluations of the scheduled matters, and the original minutes from each committee should be submitted to the Corporate Secretary to be stored in the company. 9. Komite Audit agar menyampaikan laporan triwulanan kepada Dewan Komisaris, minimal memuat perbandingan realisasi kegiatan dengan program kerja tahunan serta substansi hasil kegiatan dan rekomendasinya. The Audit Committee should submit quarterly reports to the Board of Commissioners, at a minimum containing a comparison of actual activities with the annual work program, as well as the substance of the activities and recommendations.



Aspek Aspect	Rekomendasi Recommendation
Aspek Direksi Board of Directors Aspect	- Direksi agar menyampaikan rancangan RJPP kepada RUPS dan/atau Dewan Komisaris tepat waktu atau sesuai jadwal waktu ditentukan. Penyampaian paling lambat kepada Pemegang Saham pada tanggal 31 Oktober sebelum periode RJPP tahun berjalan. Jika pengesahan oleh RUPS, maka penyampaian kepada Dewan Komisaris sebelum 30 September tahun berjalan. Karena dalam Praktiknya rancangan RJPP 2020-2024 disampaikan ke Dewan Komisaris tanggal 24 Agustus 2020 dan disampaikan ke Pemegang Saham tanggal 2 November 2020. The Board of Directors should submit the draft RJPP to the GMS and/or the Board of Commissioners on time or according to the determined schedule. The submission must be no later than October 31 before the RJPP period starts. If the GMS is required for approval, submission to the Board of Commissioners should be made by September 30 of the current year. In practice, the 2020-2024 RJPP draft was submitted to the Board of Commissioners on August 24, 2020, and to the Shareholders on November 2, 2020. - Direksi agar menyampaikan rancangan RKAP kepada RUPS dan/atau Dewan Komisaris tepat waktu atau sesuai jadwal waktu ditentukan. Penyampaian paling lambat kepada Pemegang Saham pada tanggal 31 Oktober tahun berjalan. Jika pengesahan oleh RUPS, maka penyampaian kepada Dewan Komisaris sebelum 15 September tahun berjalan. Karena dalam praktiknya RKAP 2023 disampaikan ke Dewan Komisaris tanggal 7 Oktober 2022. The Board of Directors should submit the draft RKAP to the GMS and/or the Board of Commissioners on time or according to the determined schedule. The submission must be no later than October 31 of the year. If the GMS is required for approval, submission to the Board of Commissioners should be made before September 15. In practice, the 2023 RKAP draft was submitted to the Board of Commissioners on October 7, 2022. - Direksi agar menyusun rencana suksesi untuk setiap level dalam organisasi perusahaan. <i>Database (list)</i> tentang orang yang memiliki <i>skill</i> dan kompetensi serta pengalaman yang cukup untuk melakukan pekerjaan-pekerjaan yang ditargetkan dapat tersedia di setiap posisi/jabatan-jabatan di perusahaan. Daftar tersebut menyebutkan siapa saja yang dapat mengambil alih pekerjaan-pekerjaan utama apabila karyawan-karyawan berhenti, pensiun, meninggal dengan tak terduga. - Pelaksanaan seleksi untuk suksesi/promosi pejabat satu level di bawah Direksi dengan ketentuan melalui proses <i>assessment</i>. The Board of Directors should create a succession plan for each level within the organization. - A database (list) of individuals who possess the necessary skills, competencies, and experience for the positions within the company should be available for each position. This list should indicate who can take over key responsibilities when employees leave, retire, or pass away unexpectedly. - The selection process for succession or promotions of executives one level below the Board of Directors should include an assessment process. - Perusahaan agar memperbarui SOP Layanan Pelanggan dan Standar Pelayanan Minimal (SPM) karena secara best practice diperbarui setiap 3 tahun sekali. SOP sebelumnya yaitu Pedoman Pelayanan Pelanggan, No.Dokumen: PDM/SCI-PPK/21, tanggal 8 Agustus 2015. The company should update the Customer Service SOP and the Minimum Service Standards (SPM) as best practice recommends updating every 3 years. The previous SOP was Customer Service Guidelines, Document No.: PDM/SCI-PPK/21, dated August 8, 2015. - Perusahaan agar berupaya mencapai target Indikator SPM sesuai target. Karena berdasarkan Risalah Rapat Tinjauan Manajemen, tanggal 23 Februari 2024, Hlm 21 terdapat Indikator yang belum tercapai terkait Fokus Keuangan: - EBITDA: Rp 624,32 M dari target Rp 745,99 - ROIC > WACC : 2,5 % dari target 3,65% - BOPO : 88,21% dari target 86,51% The company should strive to achieve the target SPM indicators in line with the target. Based on the Management Review minutes of the meeting on February 23, 2024, page 21, there are indicators that have not been achieved concerning financial focus: - EBITDA: Rp 624.32 million (target: Rp 745.99 million) - ROIC > WACC: 2.5% (target: 3.65%) - BOPO: 88.21% (target: 86.51%)

Aspek Aspect	Rekomendasi Recommendation
	6. Perusahaan agar menerbitkan <i>internal control report</i>. The company should issue an internal control report. 7. Perusahaan agar memperbarui kebijakan mengenai hak-hak konsumen/pelanggan, kebijakan keamanan, keselamatan dan kesehatan konsumen/pelanggan. Karena berdasarkan best practice diperbarui setiap 3 tahun sekali. Kebijakan sebelumnya yaitu Pedoman Pelayanan Pelanggan, Dokumen No: PDM/SCI-PPK/21, Tanggal 08 Agustus 2015. The company should update policies related to consumer/customer rights, consumer/customer health and safety, as best practices recommend updating every 3 years. The previous policy was Customer Service Guidelines, Document No. PDM/SCI-PPK/21, dated August 8, 2015. 8. Perusahaan agar menyusun kebijakan yang mendorong partisipasi karyawan. The company should develop policies that encourage employee participation. 9. Perusahaan agar memperbarui Kebijakan/SOP Pengelolaan aset dan fasilitas Perusahaan. Karena berdasarkan best practice diperbarui setiap 3 tahun sekali. Kebijakan sebelumnya yaitu Ketentuan Umum Sistem Pengelolaan Barang di Lingkungan PT SUCOFINDO, No.Dok:PDM/SCI-UMU/002, disetujui tanggal 26 Mei 2014. The company should update the Asset and Facility Management SOP based on best practices, which recommend updating every 3 years. The previous policy was the General Provisions for the Management of Goods in PT SUCOFINDO, Document No. PDM/SCI-UMU/002, approved on May 26, 2014. 10. Sekretaris Perusahaan agar menetapkan rencana kerja mengenai program pengenalan perusahaan kepada anggota Direksi dan anggota Dewan Komisaris yang baru diangkat. Karena berdasarkan kajian dokumen terdapat Pengangkatan Direktur Utama pada Tahun 2023. The Corporate Secretary should establish a work plan for the introduction of new Board members to the company. This is necessary since there was an appointment of the President Director in 2023. 11. Pelaksanaan RUPS untuk pengesahan/persetujuan RJPP agar dilaksanakan tepat waktu, karena berdasarkan ketentuan dilaksanakan selambat-lambatnya dalam waktu 60 (enam puluh) hari setelah diterimanya Rancangan RJPP secara lengkap atau sebelum periode RJPP berikutnya berjalan. Karena dalam praktiknya pengesahan RJPP Tahun 2020-2024 disahkan pada tanggal 17 Desember 2020. The GMS for the approval of the RJPP should be held on time, as stipulated, no later than 60 days after receiving the complete draft RJPP or before the start of the new RJPP period. In practice, the 2020-2024 RJPP was approved on December 17, 2020.
Pengungkapan Informasi & Transparansi Disclosure of Information & Transparency	1. Perusahaan agar berupaya meraih juara dalam Annual Report Award (ARA). The company should strive to win the Annual Report Award (ARA). 2. Perusahaan agar berupaya meraih penghargaan lain dalam bidang publikasi dan keterbukaan informasi. The company should aim to achieve other awards in the fields of publication and information transparency.
Aspek Lainnya Other Aspects	Tidak ada rekomendasi No recommendations

Berikut adalah pencapaian hasil *assessment* penerapan GCG SUCOFINDO dalam 5 (lima) tahun terakhir, yakni sebagaimana terlampir di bawah ini.

Below are the results of the assessment of SUCOFINDO's GCG implementation over the past 5 (five) years.



Tahun Buku Fiscal Year	Skor Assessment GCG GCG Assessment Score	Predikat Rating	Lembaga Penilai Rating Institution
2024	Menunggu arahan lanjutan dari Kementerian Awaiting further instructions from the Ministry		
2023	95,88	Sangat Baik Excellent	PT Pratama Indomitra Konsultan
2022	94,42	Sangat Baik Excellent	DPS Consulting
2021	94,22	Sangat Baik Excellent	PT Sinergi Daya Prima
2020	93,64	Sangat Baik Excellent	DPS Consulting





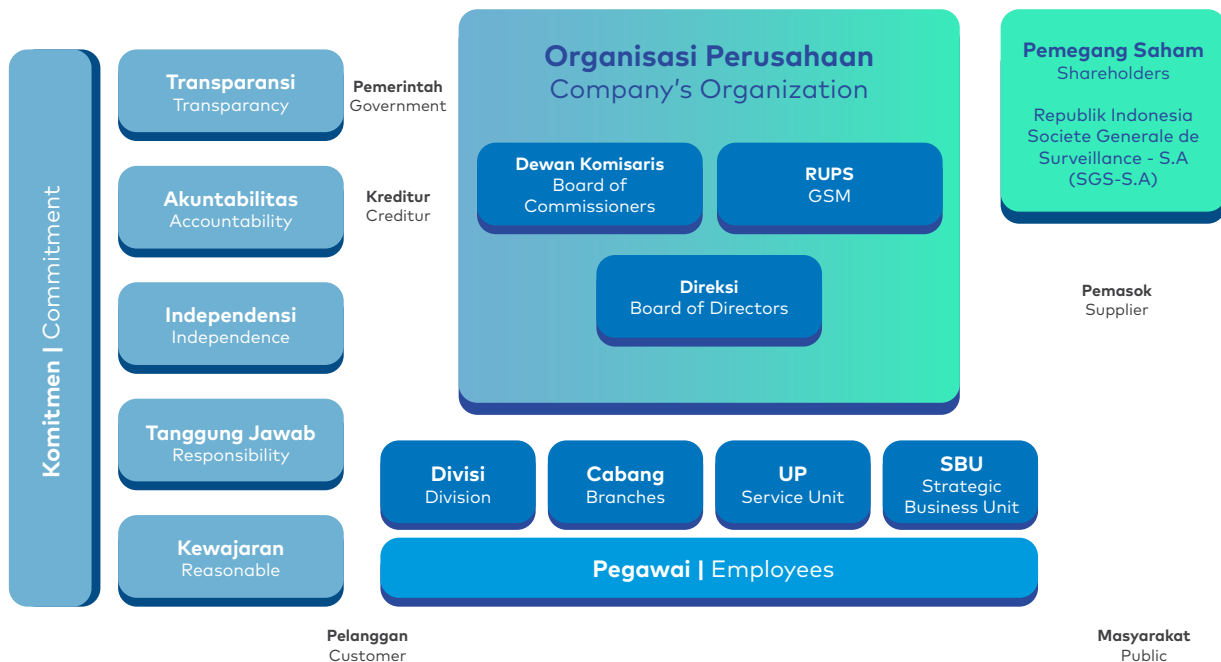
Struktur dan Mekanisme Tata Kelola Perusahaan [GRI 2-9]

Corporate Governance Structure and Mechanism

Struktur tata kelola PT SUCOFINDO disusun berdasarkan Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas (UU PT) serta Anggaran Dasar Perusahaan, yang menetapkan tiga organ utama, yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Ketiga organ tersebut memiliki peran yang saling melengkapi dalam penerapan prinsip-prinsip Tata Kelola Perusahaan yang Baik (GCG) secara efektif. Masing-masing menjalankan fungsi dan tanggung jawabnya secara independen sesuai kewenangannya, namun tetap dalam koridor sinergi yang konstruktif demi kepentingan terbaik perusahaan. Penegakan prinsip independensi, akuntabilitas, dan kepatuhan terhadap ketentuan hukum menjadi fondasi dalam membangun tata kelola yang transparan, profesional, dan adaptif terhadap dinamika regulasi maupun tantangan bisnis yang terus berkembang.

The governance structure of PT SUCOFINDO is established based on the Law of the Republic of Indonesia Number 40 of 2007 on Limited Liability Companies (UU PT) and the Company's Articles of Association, which stipulate three main organs: the General Meeting of Shareholders (RUPS), the Board of Commissioners, and the Board of Directors. These three organs play complementary roles in the effective implementation of Good Corporate Governance (GCG) principles. Each organ performs its functions and responsibilities independently according to its authority, while maintaining a constructive synergy for the best interests of the company. The enforcement of the principles of independence, accountability, and compliance with legal provisions forms the foundation for building governance that is transparent, professional, and adaptive to the dynamics of regulations and the ever-evolving business challenges.

Bagan Struktur Tata Kelola Perusahaan | Corporate Governance Structure Chart



Dalam menjalankan fungsi pengawasan dan pengelolaan secara efektif, organ utama perusahaan—Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi—didukung oleh organ-organ pendukung yang memperkuat penerapan tata kelola perusahaan. Dewan Komisaris dibantu oleh Komite Audit, Komite Manajemen Risiko, Investasi dan Tata Kelola, Komite Nominasi dan Remunerasi, serta Sekretaris Dewan Komisaris, yang mendukung kelancaran pelaksanaan tugas pengawasan dan pemberian nasihat. Sementara itu, Direksi didukung oleh Sekretaris Perusahaan dan Satuan Pengawasan Intern (SPI) guna memastikan pengelolaan perusahaan berjalan secara efektif, efisien, dan sesuai dengan prinsip-prinsip GCG serta arah strategis perusahaan.

In carrying out its supervisory and management functions effectively, the company's main organs—the General Meeting of Shareholders (RUPS), the Board of Commissioners, and the Board of Directors—are supported by auxiliary organs that strengthen the implementation of corporate governance. The Board of Commissioners is assisted by the Audit Committee, Risk Management, Investment and Governance Committee, Nomination and Remuneration Committee, as well as the Secretary of the Board of Commissioners, which supports the smooth execution of supervisory tasks and the provision of advice. Meanwhile, the Board of Directors is supported by the Corporate Secretary and the Internal Audit Unit (SPI) to ensure that the company's management runs effectively, efficiently, and in accordance with GCG principles and the company's strategic direction.

Infrastruktur Tata Kelola Perusahaan

Pelaksanaan tata kelola Perusahaan dilakukan secara sistematis dan berkesinambungan dengan menjadikan prinsip-prinsip tata kelola perusahaan dan pedoman/kebijakan yang dimiliki Perusahaan sebagai acuan bagi organ perusahaan dalam melaksanakan berbagai kegiatan usaha Perusahaan. PT SUCOFINDO memiliki berbagai kebijakan/pedoman dalam menjalankan fungsi dan tugasnya yang disebut dengan soft structure GCG antara lain:

Corporate Governance Infrastructure

The implementation of corporate governance is carried out systematically and continuously by making the principles of corporate governance and guidelines/policies owned by the Company as a reference for the company's organs in carrying out various business activities of the Company. PT SUCOFINDO has various policies/guidelines in carrying out its functions and duties called GCG soft structure, including:

Perangkat Kebijakan GCG PT SUCOFINDO

GCG Policy Framework of PT SUCOFINDO

No.	Kebijakan/SOP (urutan berdasarkan data pembaruan/update) Policy/SOP (order based on update data)	Ditetapkan oleh Determined by
1	Anggaran Dasar Perusahaan ditetapkan berdasarkan Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU-0062354.AH.01.02 Tahun 2022 tanggal 1 September 2022. The Company's Articles of Association are established based on the Decree of the Minister of Law and Human Rights of the Republic of Indonesia NO. AHU-0062354.AH.01.02 of 2022 dated September 1, 2022	Kementerian Hukum dan Hak Asasi Manusia Ministry of Law and Human Rights
2	Pedoman <i>Good Corporate Governance</i> (GCG) berdasarkan Peraturan Perusahaan No. 1/PP/2022 tanggal 21 Februari 2022 tentang Penerapan Tata Kelola Perusahaan yang Baik (<i>Good Corporate Governance</i>) di Lingkungan PT SUCOFINDO. Good Corporate Governance (GCG) Guidelines based on Company Regulation no. 1/PP/2022 dated February 21, 2022 concerning the Implementation of Good Corporate Governance within PT SUCOFINDO.	Direktur Utama President Director
3	Pedoman <i>Good Corporate Governance</i> (GCG) berdasarkan dokumen No. PDM/SCI-MSR/11 tanggal 9 November 2023. Work Guidelines for the Board of Commissioners and Board of Directors (Board Manual) jointly signed by the Board of Commissioners and Board of Directors on October 14, 2022.	Dewan Komisaris dan Direksi Board of Commissioners and Board of Directors
4	Piagam Audit Internal tahun 2023 yang ditandatangani oleh Kepala SPI, Direktur Utama dan Komisaris Utama pada tanggal 12 Januari 2023. Internal Audit Charter for 2023 signed by the Head of SPI, President Director and President Commissioner on January 12, 2023.	Ditetapkan oleh Kepala SPI, Direktur Utama, dan Komisaris Utama Determined by Head of SPI, President Director, and President Commissioner
5	Kebijakan Manajemen Risiko Perusahaan No. PDM/SCI-MSR/01 Pedoman Manajemen Risiko Perusahaan tanggal 18 April 2022. Company Risk Management Policy No. PDM/SCI-MSR/01 Corporate Risk Management Guidelines dated April 18, 2022.	Direktur Utama President Director
	Pedoman Akuntansi PT SUCOFINDO berdasarkan Keputusan Direksi No. 14/KD/2023 tanggal 31 Mei 2023. PT SUCOFINDO Accounting Guidelines based on Board of Directors' Decree No. 14/KD/2023 dated May 31, 2023.	Direktur Utama President Director
6	Piagam Komite Audit Tahun 2022 yang ditandatangani oleh Kepala SPI, Komisaris Utama, dan Direktur Utama pada tanggal 03 Januari 2022. 2022 Audit Committee Charter signed by the Head of SPI, President Commissioner and President Director on January 3, 2022.	Ditetapkan oleh Kepala SPI, Direktur Utama, dan Komisaris Utama Determined by Head of SPI, President Director, and President Commissioner
7	Pedoman Akuntansi PT SUCOFINDO berdasarkan Keputusan Direksi No. 14/KD/2023 tanggal 31 Mei 2023. PT SUCOFINDO Accounting Guidelines based on the Board of Directors Decree No. 14/KD/2023 dated May 31, 2023..	Direktur Utama President Director



No.	Kebijakan/SOP (urutan berdasarkan data pembaruan/update) Policy/SOP (order based on update data)	Ditetapkan oleh Determined by
8	Kebijakan Manajemen Pelaporan Whistleblowing System berdasarkan Dokumen No. PDM/SCIMSR/12 Pedoman Sistem Pengaduan Pelanggaran/ <i>Whistleblowing System</i> (WBS) tanggal 26 September 2023. Whistleblowing System Reporting Management Policy based on Document No. PDM/SCI-MSR/12 Guidelines for Violation Complaints System (WBS) dated September 26, 2023.	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management
9	Perjanjian Kerja Bersama (PKB) 2022-2024 ditandatangani tanggal 31 Mei 2022. The 2022-2024 Collective Labor Agreement (PKB) was signed on May 31, 2022.	Ditandatangani oleh Serikat Pekerja dan Direktur Utama lalu disahkan oleh Dinas Ketenagakerjaan Signed by Labor Union and President Director then ratified by Employment Agency
10	Kebijakan Etika Usaha dan Tata Perilaku berdasarkan dokumen No. PDM/SCI-MSR/08 Pedoman Etika Usaha dan Tata Perilaku / <i>Guidlines of Code of Conduct</i> tanggal 9 November 2023. Business Ethics Policy and Code of Conduct based on document No. PDM/SCI-MSR/08 Guidelines for Business Ethics and Code of Conduct / <i>Guidelines of Code of Conduct</i> dated November 9, 2023.	Direktur Utama President Director
11	Kebijakan Penerapan Sistem Kepatuhan berdasarkan Peraturan Perusahaan No. 1/PP/2022 tanggal 11 Mei 2022 tentang Penerapan Sistem Manajemen Kepatuhan di PT SUCOFINDO. Compliance System Implementation Policy based on Company Regulation No. 1/PP/2022 dated May 11, 2022 concerning Implementation of the Compliance Management System at PT SUCOFINDO.	Direktur Utama President Director
12	Peraturan Disiplin Pegawai (PDP) berdasarkan Keputusan Direksi No. 22/KD/2015 tanggal 5 Agustus 2015. Employee Discipline Regulations (PDP) based on Board of Directors' Decree No. 22/KD/2015 dated August 5, 2015.	Direktur Utama President Director
13	Kebijakan Penerapan Sistem Kepatuhan berdasarkan Peraturan Perusahaan No. 1/PP/2022 tanggal 11 Mei 2022 tentang Penerapan Sistem Manajemen Kepatuhan di PT SUCOFINDO. Compliance System Implementation Policy based on Company Regulation No. 1/PP/2022 dated May 11, 2022 concerning the Implementation of the Compliance Management System at PT SUCOFINDO..	Direktur Utama President Director
14	Peraturan Disiplin Pegawai (PDP) berdasarkan Keputusan Direksi No. 22/KD/2015 tanggal 5 Agustus 2015. Employee Disciplinary Regulations (PDP) based on the Board of Directors Decree No. 22/KD/2015 dated August 5, 2015.	Direktur Utama President Director
15	Kebijakan Sistem Manajemen Terintegrasi ESG- RC berdasarkan dokumen No. PDM/SCI-QA/01 Pedoman Kebijakan Sistem Manajemen tanggal 5 Desember 2023. Integrated ESG-RC Management System Policy based on document No. PDM/SCI-QA/01 – Management System Policy Guidelines dated December 5, 2023.	Direktur Utama President Director
16	Kebijakan Sistem Manajemen Anti Penyuapan (SMAP) berdasarkan dokumen No. PDM/SCI-MSR/05 tanggal 9 September 2022. Anti-Bribery Management System (ABMS) Policy based on document No. PDM/SCI-MSR/05 dated September 9, 2022.	Direktur Utama President Director

Mekanisme Tata Kelola Perusahaan

Komitmen PT SUCOFINDO terhadap penerapan Tata Kelola Perusahaan yang Baik (GCG) dituangkan melalui kebijakan dan prosedur operasional yang terstruktur dan diterapkan dalam kegiatan sehari-hari. Kebijakan tersebut secara rutin ditinjau dan diperbarui untuk memastikan kesesuaiannya dengan perkembangan dan dinamika internal maupun eksternal perusahaan. Proses ini juga mencakup komunikasi yang efektif kepada seluruh elemen organisasi, dengan tujuan memastikan bahwa prinsip-prinsip GCG diterapkan secara konsisten di setiap tingkatan organisasi dan menjadi landasan dalam setiap pengambilan keputusan dan operasional perusahaan.

Corporate Governance Mechanism

PT SUCOFINDO's commitment to Good Corporate Governance (GCG) is embodied through structured policies and operational procedures that are applied in day-to-day activities. These policies are regularly reviewed and updated to ensure their alignment with both internal developments and external dynamics. This process also includes effective communication to all levels of the organization to ensure that GCG principles are consistently applied at every organizational tier, forming the foundation for all decision-making and operational activities.



Rapat Umum Pemegang Saham

General Meeting of Shareholders

Rapat Umum Pemegang Saham (RUPS) merupakan organ tertinggi dalam struktur Tata Kelola Perusahaan PT SUCOFINDO, yang menjalankan fungsi pengambilan keputusan strategis atas hal-hal yang tidak diberikan kepada Direksi maupun Dewan Komisaris. Dalam koridor peraturan perundang-undangan dan Anggaran Dasar, RUPS memiliki kewenangan antara lain untuk menyetujui rencana kerja dan anggaran perusahaan, mengesahkan laporan tahunan, menetapkan penggunaan laba, serta mengangkat, memberhentikan, dan mengevaluasi kinerja Direksi dan Dewan Komisaris. Keputusan yang diambil dalam RUPS menjadi acuan utama dalam memastikan tata kelola perusahaan berjalan secara transparan, akuntabel, dan sejalan dengan prinsip-prinsip GCG.

Pemegang Saham

Pemegang Saham merupakan individu atau entitas hukum yang secara sah memiliki bagian kepemilikan atas saham PT SUCOFINDO. Dalam struktur Tata Kelola Perusahaan, Pemegang Saham menjalankan hak-haknya melalui Rapat Umum Pemegang Saham (RUPS) tanpa melakukan intervensi terhadap pelaksanaan fungsi, tugas, dan wewenang Direksi maupun Dewan Komisaris.

Modal Dasar dari masing-masing Pemegang Saham berdasarkan Perubahan terakhir Anggaran Dasar Perusahaan melalui Akta Pernyataan Keputusan Para Pemegang Saham PT SUCOFINDO dari Notaris Ruli Iskandar, SH di Jakarta tanggal 31 Desember 2021 Nomor 116 tentang Perubahan Anggaran Dasar PT Superintending Company of Indonesia yang telah disahkan Kementerian Hukum dan HAM No. AHU-0006596.AH.01.02 Tahun 2022 tanggal 26 Januari 2022 adalah:

1. Negara Republik Indonesia sebanyak 1 (satu) saham Seri A Dwiwarna.
2. Perusahaan Perseroan PT Biro Klasifikasi Indonesia, terdiri dari 284.999 (dua ratus delapan puluh empat ribu sembilan ratus sembilan puluh sembilan) saham Seri B.
3. Societe Generale de Surveillance - S.A (SGS-S.A) sebanyak 15.000 (lima belas ribu) saham Seri B.

Hak-hak Pemegang Saham

Hak Pemegang Saham yang harus dilindungi, antara lain adalah:

1. Menghadiri dan memberikan suara dalam suatu RUPS dengan ketentuan satu saham memberi hak kepada pemegangnya untuk mengeluarkan satu suara.
2. Memperoleh informasi material mengenai Perusahaan secara tepat waktu, terukur dan teratur.
3. Menerima pembagian keuntungan dari Perusahaan yang diperuntukan bagi Pemegang Saham dalam bentuk dividen dan sisa kekayaan hasil likuidasi sebanding dengan jumlah saham yang dimilikinya.
4. Hak-hak lainnya yang diatur dalam Anggaran Dasar dan peraturan perundang-undangan yang berlaku.

The General Meeting of Shareholders (GMS) is the highest governing body within PT SUCOFINDO's Corporate Governance structure, serving as the decision-making forum for strategic matters not delegated to the Board of Directors or the Board of Commissioners. Within the framework of applicable laws and the Company's Articles of Association, the GMS holds the authority to, among others, approve the Company's work plan and budget, ratify the annual report, determine profit allocation, and appoint, dismiss, and evaluate the performance of the Board of Directors and the Board of Commissioners. Resolutions made at the GMS serve as a key reference to ensure that corporate governance is carried out transparently, accountably, and in line with GCG principles.

Shareholders

Shareholders are individuals or legal entities that lawfully own equity in PT SUCOFINDO. Within the Corporate Governance structure, Shareholders exercise their rights through the General Meeting of Shareholders (GMS) without intervening in the execution of duties, functions, and authorities of the Board of Directors or the Board of Commissioners.

The Authorized Capital of each Shareholder based on the latest amendment to the Company's Articles of Association through the Deed of Resolutions of the Shareholders of PT SUCOFINDO by Notary Ruli Iskandar, SH in Jakarta dated December 31, 2021, No. 116 concerning the Amendment to the Articles of Association of PT Superintending Company of Indonesia, which has been ratified by the Ministry of Law and Human Rights No. AHU-0006596.AH.01.02 Year 2022 dated January 26, 2022, is as follows:

1. The Government of the Republic of Indonesia holds 1 (one) Series A Dwiwarna share.
2. PT Biro Klasifikasi Indonesia (Persero) holds 284,999 (two hundred eighty-four thousand nine hundred ninety-nine) Series B shares.
3. Societe Generale de Surveillance - S.A (SGS-S.A) holds 15,000 (fifteen thousand) Series B shares.

Rights of Shareholders

Shareholder rights that must be protected include:

1. Attending and voting at a GMS provided that one share entitles the holder to issue one vote.
2. Obtain material information about the Company in a timely, measurable, and regular manner.
3. Receive profit distribution from the Company intended for Shareholders in the form of dividends and the remaining wealth from liquidation in proportion to the number of shares owned.
4. Other rights stipulated in the Articles of Association and applicable laws and regulations.

Hak Pemegang Saham dalam RUPS

Setiap Pemegang Saham berhak memperoleh penjelasan lengkap dan informasi akurat berkenaan dengan penyelenggaraan RUPS, diantaranya:

1. Panggilan untuk RUPS, yang mencakup informasi mengenai setiap mata acara dalam agenda RUPS, termasuk usul yang direncanakan oleh Direksi untuk diajukan dalam RUPS, dengan ketentuan apabila informasi tersebut belum tersedia saat dilakukannya panggilan untuk RUPS, maka informasi dan/atau usul-usul itu harus disediakan di kantor Perusahaan sebelum RUPS diselenggarakan.
2. Metode perhitungan dan penentuan gaji/honorarium, fasilitas dan/atau tunjangan lain bagi setiap anggota Dewan Komisaris dan Direksi, serta rincian mengenai gaji/honorarium, fasilitas, dan/atau tunjangan lain yang diterima oleh anggota Dewan Komisaris dan Direksi yang sedang menjabat, khusus dalam RUPS mengenai Laporan Tahunan.
3. Informasi mengenai rincian rencana kerja dan anggaran Perusahaan dan hal-hal lain yang direncanakan untuk dilaksanakan oleh Perusahaan, khusus untuk RUPS Rencana Jangka Panjang (RJP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP).
4. Informasi keuangan maupun hal-hal lainnya yang menyangkut Perusahaan yang dimuat dalam Laporan Tahunan dan Laporan Keuangan.
5. Penjelasan lengkap dan informasi yang akurat mengenai hal-hal yang berkaitan dengan agenda RUPS yang diberikan sebelum dan/atau pada saat RUPS berlangsung.
6. Dalam mata acara lain-lain berhak mengambil keputusan sepanjang semua Pemegang Saham hadir dan/atau diwakili dalam RUPS dan menyetujui tambahan mata acara RUPS.

Jenis RUPS

1. RUPS Tahunan yaitu Rapat Umum Pemegang Saham yang diadakan tiap tahun, meliputi: Persetujuan Laporan Tahunan & Persetujuan Rencana Kerja dan Anggaran Perusahaan.
2. RUPS Luar Biasa yaitu semua RUPS yang diadakan sewaktu-waktu berdasarkan kebutuhan untuk kepentingan Perusahaan.

Kewenangan RUPS

Kewenangan RUPS sebagai berikut:

1. Mengangkat dan memberhentikan Dewan Komisaris dan Direksi Perusahaan termasuk menetapkan Komisaris Independen sesuai ketentuan yang berlaku.
2. Menetapkan Indikator Pencapaian Kinerja (*Key Performance Indicators*) Dewan Komisaris berdasarkan usulan dari Dewan Komisaris.
3. Menetapkan pembagian tugas dan wewenang setiap Anggota Direksi. Dalam hal RUPS tidak menetapkan pembagian tugas dan wewenang maka pembagian tugas

Rights of Shareholders in GMS

Each Shareholder has the right to obtain a complete explanation and accurate information regarding the holding of the GMS, including:

1. Invitation for GMS, which includes information on each agenda of the GMS, including proposals planned by the Board of Directors to be submitted at the GMS, provided that if such information is not available at the time of the invitation for GMS, then such information and/or proposals must be provided at the Company's office before the GMS is held.
2. Method of calculation and determination of salary/honorarium, facilities, and/or other benefits for each member of the Board of Commissioners and Board of Directors, as well as details regarding salary/honorarium, facilities, and/or other benefits received by members of the Board of Commissioners and Board of Directors who are currently in office, specifically in the GMS regarding the Annual Report.
3. Information on the details of the Company's work plan and budget and other matters planned to be implemented by the Company, specifically for the GMS, Long Term Plan (RJP) and the Company's Work Plan and Budget (RKAP).
4. Financial information and other matters concerning the Company contained in the Annual Report and Financial Statements.
5. Complete explanation and accurate information on matters related to the GMS agenda given before and/or during the GMS.
6. In other agendas, they have the right to make decisions as long as all Shareholders are present and/or represented at the GMS and approve additional GMS agendas.

Types of GMS

1. Annual GMS, namely the General Meeting of Shareholders held annually, includes: Approval of the Annual Report & Approval of the Company's Work Plan and Budget.
2. Extraordinary GMS, namely all GMS held at any time based on needs for the benefit of the Company.

GMS Authorities

The GMS authorities are as follows:

1. Appoint and dismiss the Company's Board of Commissioners and Board of Directors, including appointing Independent Commissioners in accordance with applicable regulations.
2. Determine Key Performance Indicators of the Board of Commissioners based on proposals from the Board of Commissioners.
3. Determine the distribution of duties and authorities of each Member of the Board of Directors. In the event that the GMS does not determine the distribution of duties and authorities, the distribution of duties and authorities



dan wewenang di antara Direksi ditetapkan berdasarkan keputusan Direksi.

4. Menyetujui dan mengesahkan laporan keuangan tahunan yang terdiri dari neraca, perhitungan laba rugi, dan laporan arus kas.
5. Menetapkan penggunaan laba.
6. Melakukan penunjukan Akuntan Publik.
7. Menetapkan gaji dan tunjangan Dewan Komisaris dan Direksi. Kewenangan RUPS atas penetapan gaji dan tunjangan bagi Direksi dapat dilimpahkan kepada Dewan Komisaris dengan penetapan berdasarkan keputusan Rapat Dewan Komisaris.
8. Atas penetapan ini Dewan Komisaris melaporkan hasilnya kepada RUPS.
9. Memutuskan penggunaan dana cadangan, perubahan Anggaran Dasar, pembubaran dan likuidasi Perusahaan.
10. Memutuskan penggabungan, peleburan, pengambilalihan, pemisahan dan perubahan bentuk badan hukum Perusahaan.
11. Memutuskan hal-hal berikut ini dalam hal nilai transaksi yang akan dilakukan adalah material sesuai dengan kriteria yang ditentukan oleh peraturan perundang-undangan pada saat transaksi dilakukan:
 - a. Melakukan penyertaan modal atau pelepasan penyertaan modal dalam badan usaha lain.
 - b. Mendirikan Anak Perusahaan.
 - c. Mengadakan perjanjian dan kerjasama lisensi, manajemen dan perjanjian-perjanjian sejenisnya dengan badan usaha atau pihak lain dengan nilai atau jangka waktu melebihi penetapan RUPS.
 - d. Tidak menagih lagi piutang macet yang telah dihapus bukukan.
 - e. Mengikat Perusahaan sebagai penjamin (borg atau avalist).

among the Board of Directors is determined based on the decision of the Board of Directors.

4. Approve and ratify the annual financial statements consisting of balance sheet, profit and loss calculation, and cash flow statement.
5. Determine the use of profit.
6. Appoint a Public Accountant.
7. Determine the salaries and allowances of the Board of Commissioners and Board of Directors. The authority of the GMS over the determination of salaries and allowances for the Board of Directors can be delegated to the Board of Commissioners with determination based on the resolution of the Board of Commissioners Meeting.
8. Upon this determination, the Board of Commissioners shall report the results to the GMS.
9. Decide on the use of reserve funds, amendments to the Articles of Association, dissolution and liquidation of the Company.
10. 10. Decide on mergers, mergers, takeovers, separations and changes in the legal entity form of the Company.
11. Decide the following matters in the event that the value of the transaction to be carried out is material in accordance with the criteria determined by laws and regulations at the time the transaction is carried out:
 - a. Conduct capital participation or release of capital participation in other business entities.
 - b. Establish a Subsidiary.
 - c. Entering into agreements and cooperation in licensing, management, and similar agreements with business entities or other parties with a value or period exceeding the determination of the GMS.
 - d. Do not collect any more bad debts that have been written off.
 - e. Bind the Company as guarantor (borg or avalist).

Jenis RUPS Type of GMS	Waktu Penyelenggaraan Date of Implementation	Keterangan Description
RUPS RKAP 2024 2024 RKAP GMS	Senin, 29 Januari 2024 Monday, January 29, 2024	1. Rapat Umum Pemegang Saham (RUPS) PT SUCOFINDO tentang Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 dan Rencana Kerja Anggaran (RKA) Dewan Komisaris Tahun 2024; 2. Pengesahan Rencana Kerja dan Anggaran Tanggung Jawab Sosial dan Lingkungan (RKA-TJSL) Tahun 2024; dan 3. Penetapan Kontrak Manajemen Tahunan yang memuat <i>Target Key Performance Indicators</i> (KPI) Direksi secara Kolegial dan Dewan Komisaris Tahun 2024. 1. General Meeting of Shareholders (GMS) of PT SUCOFINDO regarding the Ratification of the 2024 Corporate Work Plan and Budget (RKAP) and the 2024 Work Plan and Budget (RKA) of the Board of Commissioners; 2. Ratification of the 2024 Work Plan and Budget for Social and Environmental Responsibility (RKA-TJSL); and 3. Determination of the Annual Management Contract containing the 2024 collegial KPI Targets of the Board of Directors and Board of Commissioners.

Jenis RUPS Type of GMS	Waktu Penyelenggaraan Date of Implementation	Keterangan Description
RUPS Pertanggungjawaban 2023 2023 Accountability GMS	Senin, 8 Juli 2024 Monday, July 8, 2024	1. Rapat Umum Pemegang Saham (RUPS) PT SUCOFINDO tentang Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Konsolidasi Perseroan, Persetujuan Laporan Tugas Pengawasan Dewan Komisaris, serta Pengesahan Laporan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2023, sekaligus pemberian pelunasan dan pembebasan tanggung jawab sepenuhnya (volledig acquit et de charge) kepada Direksi atas tindakan Pengurusan Perseroan dan Dewan Komisaris atas tindakan pengawasan Perseroan yang telah dijalankan selama tahun buku 2023; 2. Penetapan Penggunaan Laba Bersih Konsolidasian Perseroan untuk Tahun Buku 2023; 3. Penetapan Remunerasi (Gaji/Honorarium, Fasilitas dan Tunjangan) untuk Tahun Buku 2024, serta Tantiem/Insentif khusus untuk Tahun Buku 2023, bagi Direksi dan Dewan Komisaris Perseroan; dan 4. Penunjukan Akuntan Publik dan/atau Kantor Akuntan Publik (KAP) untuk mengaudit Laporan Keuangan dan Pelaksanaan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2024.
		1. General Meeting of Shareholders (GMS) of PT SUCOFINDO regarding the Approval of the Annual Report and Ratification of the Company's Consolidated Financial Statements, Approval of the Supervisory Report of the Board of Commissioners, and Ratification of the Micro and Small Business Funding Program (PUMK) Report for the 2023 Fiscal Year, along with full release and discharge (volledig acquit et de charge) of the Board of Directors for management actions and the Board of Commissioners for supervisory actions during the 2023 fiscal year; 2. Determination of the Allocation of the Company's Consolidated Net Profit for the 2023 Fiscal Year; 3. Determination of Remuneration (Salary/Honorarium, Facilities, and Allowances) for the 2024 Fiscal Year, as well as Special Tantiem/Incentives for the 2023 Fiscal Year, for the Board of Directors and the Board of Commissioners of the Company; 4. Appointment of a Public Accountant and/or Public Accounting Firm (KAP) to audit the Financial Statements and the Implementation of the Micro and Small Business Funding Program (PUMK) for the 2024 Fiscal Year.

Adapun rincian dari pelaksanaan masing-masing RUPS adalah sebagai berikut:

The details of the implementation of each GMS are as follows:

RUPS RKAP 2024, 29 Januari 2024 GMS 2024, January 29, 2024

Tanggal
Date

Senin, 29 Januari 2024
Monday, January 29, 2024

Tempat
Venue

Bimasena Dharmawangsa, Jalan Dharmawangsa Raya No 23 Kebayoran Baru, Jakarta



RUPS RKAP 2024, 29 Januari 2024

GMS 2024, January 29, 2024

Peserta Rapat

Meeting

Participants

Kuasa Pemegang Saham:

Asisten Deputi Bidang Industri Manufaktur : Chairiah (Pemegang Saham Seri A Dwiwarna)
PT Biro Klasifikasi Indonesia (Persero) (Pemegang Saham Seri B 95%) : Arisudono
Societe Generale De Surveillance (Pemegang Saham Seri B 5%) : Albert Kristanto Santoso

Shareholder Proxies:

Chairiah, Assistant Deputy for Manufacturing Industry (A-Series Dwiwarna Shareholder)
Arisudono, PT Biro Klasifikasi Indonesia (Persero) (B-Series Shareholder, 95%)
Albert Kristanto Santoso, Societe Generale De Surveillance (B-Series Shareholder, 5%)

Dewan Komisaris:

Komisaris Independen : Zainal Abidin
Komisaris : Himawan Hariyoga
Komisaris : Adi Budiarto

Board of Commissioners:

Zainal Abidin, Independent Commissioner
Himawan Hariyoga, Commissioner
Adi Budiarto, Commissioner

Direksi:

Direktur Utama : Jobi Triananda
Direktur Keuangan dan Manajemen Risiko : Budi Hartanto
Direktur Komersial : Darwin Abas
Direktur Sumber Daya Manusia : Johannes Nanang Marjianto

Board of Directors:

Jobi Triananda Hasjim, President Director
Budi Hartanto, Director of Finance and Risk Management
Darwin Abas, Commercial Director
Johanes Nanang Marjianto, Director of Human Capital

Lain-lain:

Pejabat beserta staf Kementerian BUMN, PT Biro Klasifikasi Indonesia (Persero), SGS dan PT SICOFINDO.

Others:

Officials and staff of the Ministry of SOEs, PT Biro Klasifikasi Indonesia (Persero), SGS, and PT SICOFINDO.

Agenda dan Keputusan RUPS

GMS Agendas and Resolutions

Agenda 1

- Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 dan Rencana Kerja Anggaran (RKA) Dewan Komisaris Tahun 2024; dan
- Mengesahkan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2023 termasuk di dalamnya penetapan Klasifikasi Risiko PT Superintending Company of Indonesia pada Kuadran Anak Perusahaan Sistemik A, serta Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial dan Lingkungan (TJSL) Tahun 2023 dengan pokok-pokok sebagai berikut:
- Ratification of the 2024 Corporate Work Plan and Budget (RKAP) and the 2024 Work Plan and Budget (RKA) of the Board of Commissioners; and
- Ratified the 2024 Corporate Work Plan and Budget (RKAP), including the classification of PT Superintending Company of Indonesia as a Systemic Subsidiary A Quadrant entity, as well as the 2024 Social and Environmental Responsibility (TJSL) Work Plan and Budget, with key points as follows:

RUPS RKAP 2024, 29 Januari 2024

GMS 2024, January 29, 2024

Keputusan
Resolution

1. Laporan Laba/Rugi | Profit and Loss Statement

Laba Setelah Pajak Tahun 2024 PT Superintending Company of Indonesia ditargetkan sebesar Rp475,8 miliar dengan rincian sebagai berikut:

Uraian	RKAP 2024 (Rp Miliar) 2024 RKAP (IDR Billion)	Description
Pendapatan Operasi	3.791,3	Operating Revenue
Beban Pokok Pendapatan	2.770,6	Cost of Revenue
Laba Kotor	1.020,7	Gross Profit
Beban Usaha	511,9	Operating Expenses
EBITDA*	843,0	EBITDA*
Pendapatan (Biaya) Lain-lain	125,6	Other Income (Expenses)
Beban (Benefit) Pajak	158,6	Tax Expense (Benefit)
Laba Bersih	475,8	Net Profit

* Angka EBITDA termasuk Laba KSO dan selisih kurs, sedangkan angka EBITDA Konsolidasi tanpa Laba KSO dan selisih kurs adalah sebesar Rp707,0 miliar.

* The EBITDA figure includes KSO profits and foreign exchange differences, whereas the consolidated EBITDA figure excluding KSO profits and foreign exchange differences amounts to IDR 707.0 billion.

2. Laporan Posisi Keuangan | Financial Position Statement

Proyeksi Posisi Keuangan PT Superintending Company of Indonesia per 31 Desember 2024 diproyeksikan dengan Total Aset sebesar Rp4.993,6 miliar, dengan rincian:

Uraian	RKAP 2024 (Rp Miliar) 2024 RKAP (IDR Billion)	Description
Aset Lancar	2.814,0	Current Assets
Aset Lancar Lainnya	120,3	Other Current Assets
Aset Tetap	1.743,0	Fixed Assets
Aset Tidak Lancar lainnya	316,3	Other Non-Current Assets
Total Aset	4.993,6	Total Assets
Hutang Usaha	224,8	Accounts Payable
Liabilitas Lancar lainnya	443,6	Other Current Liabilities
Liabilitas tidak Lancar Lainnya	405,4	Other Non-Current Liabilities
Total Liabilitas	1.073,9	Total Liabilities
Total Ekuitas	3.919,7	Total Equity

3. Laporan Arus Kas | Cash Flow Statement

Uraian Description	RKAP 2024 (Rp Miliar) 2024 RKAP (IDR Billion)	
Aktivitas Operasi	312,4	Operating Activities
Aktivitas Investasi	(141,4)	Investment Activities
Aktivitas Pendanaan	(88,0)	Financing Activities
Jumlah Kenaikan/Penurunan Kas	83,0	Net Increase/Decrease in Cash
Dampak Perubahan Selisih Kurs	0	Effect of Exchange Rate Differences
Saldo Awal	1.733,9	Opening Balance
Saldo Akhir Kas dan Setara Kas	1.816,9	Ending Cash and Cash Equivalents



RUPS RKAP 2024, 29 Januari 2024 GMS 2024, January 29, 2024

Keputusan Resolution

4. Investasi | Investment

Uraian	RKAP 2024 (Rp Miliar) 2024 RKAP (IDR Billion)	Description
Tanah & Gedung kantor	63,0	Land & Buildings
Peralatan Produksi & Penunjang	281,4	Production & Supporting Equipment
Penyertaan Modal	29,1	Equity Participation & Business Development
Jumlah	373,5	Total

Pada tahun 2024 dianggarkan penambahan penyertaan kepada Anak Perusahaan dengan rincian sebagai berikut: Anak perusahaan PT SUCOFINDO

1. Penambahan modal kepada PT SUCOFINDO EPISI sebesar Rp1,6 miliar dan PT SAU sebesar Rp10 miliar;
2. Konversi hutang kepada Ekuitas (*Debt to Equity Swap*) di PT SAU sebesar Rp7,5 miliar.

In 2024, an additional capital investment in subsidiaries is budgeted with the following details:

PT SUCOFINDO's subsidiaries:

1. Capital injection of IDR 1.6 billion to PT SUCOFINDO EPISI and IDR 10 billion to PT SAU;
2. Debt-to-equity conversion (*Debt to Equity Swap*) in PT SAU amounting to IDR 7.5 billion.

Agenda 2

Pengesahan Rencana Kerja dan Anggaran Tanggung Jawab Sosial dan Lingkungan (RKA-TJSL) Tahun 2024.
Approval of the 2024 Work Plan and Budget for Social and Environmental Responsibility (RKA-TJSL).

Keputusan Resolution

Mengesahkan Rencana Kerja dan Anggaran Tanggung Jawab Sosial dan Lingkungan (TJSL) PT SUCOFINDO Tahun 2024 dengan pokok-pokok sebagai berikut:

1. Mengesahkan Program TJSL yang dijalankan Holding BUMN Jasa Survey di unit *Community Involvement and Development* (CID) bersumber dari anggaran yang diperhitungkan sebagai biaya di luar dana pendanaan UMK pada RKA perusahaan tahun 2024 sebesar Rp4.600.000.000,- atau 92,1% dari prognosa 2023.
2. Mengesahkan Program TJSL yang dijalankan Holding BUMN Jasa Survey di luar unit CID bersumber dari anggaran yang diperhitungkan sebagai biaya pada RKA perusahaan tahun 2024 sebesar Rp4.452.740.000,- atau 129,7% dari prognosa 2023.
3. Program TJSL Pendanaan UMK yang bersumber dari dana bergulir Program Pendanaan UMK tahun 2024 yang akan disalurkan melalui kerja sama dengan PT Bank Rakyat Indonesia (Persero) Tbk sebesar Rp3.200.000.000,- atau 35,6% dari prognosa 2023.

PT SUCOFINDO – 2024 Social and Environmental Responsibility (TJSL) Program Highlights:

1. Approval of the TJSL Program implemented by the Survey Services SOE Holding under the Community Involvement and Development (CID) unit, funded from the 2024 corporate budget as an expense item (excluding MSME funding), amounting to IDR 4,600,000,000, or 92.1% of the 2023 forecast.
2. Approval of the TJSL Program implemented by the Survey Services SOE Holding outside the CID unit, funded from the 2024 corporate budget as an expense item, amounting to IDR 4,452,740,000, or 129.7% of the 2023 forecast.
3. MSME Funding TJSL Program, sourced from the revolving MSME Funding Program for 2024, to be distributed in collaboration with PT Bank Rakyat Indonesia (Persero) Tbk, amounting to IDR 3,200,000,000, or 35.6% of the 2023 forecast.

Agenda 3

Penetapan Kontrak Manajemen Tahunan yang memuat *Target Key Performance Indicators* (KPI) Direksi secara Kolegial dan Dewan Komisaris Tahun 2024.

Establishment of the Annual Management Contract including the 2024 collegial Key Performance Indicator (KPI) targets for the Board of Directors and the Board of Commissioners..

Keputusan Resolution

Menetapkan Kontrak Manajemen Tahunan yang memuat *Target Key Performance Indicators* (KPI) Direksi secara Kolegial dan Dewan Komisaris Tahun 2024 sebagaimana diajukan dalam RUPS dan menjadi bagian yang tidak terpisahkan dari keputusan RUPS ini.

Establishing the Annual Management Contract that outlines the 2024 Key Performance Indicator (KPI) targets for the Board of Directors collectively and the Board of Commissioners, as proposed in the General Meeting of Shareholders (GMS) and forming an integral part of the resolutions of this GMS.

RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023, 8 Juli 2024

GMS Approval of Annual Report and Ratification of Financial Statements for the Financial Year 2023, July 8, 2024

Tanggal Date	Senin, 8 Juli 2024
Tempat Venue	PT BKI, Ruang Rapat Lt. 6 Gedung Pusat
Peserta Rapat Meeting Participants	Kuasa Pemegang Saham: Asisten Deputi Bidang Manufaktur : Chairiah Direktur Utama PT Biro Klasifikasi Indonesia (Persero) : Arisudono yang dikuasakan kepada Sdr. R. Benny Susanto sesuai Surat Kuasa Nomor B.13092/HK.505/KI-24 tanggal 5 Juli 2024 SGS SA (Pemegang 5% Saham Seri B) : Mike Bruinsma Authorized Shareholder Representatives Assistant Deputy for Manufacturing: Chairiah President Director of PT Biro Klasifikasi Indonesia (Persero): Arisudono, represented by Mr. R. Benny Susanto pursuant to Power of Attorney No. B.13092/HK.505/KI-24 dated July 5, 2024 SGS SA (Holder of 5% Series B Shares): Mike Bruinsma Dewan Komisaris: Komisaris Utama : Moga Simatupang Komisaris : Adi Budiarmo Komisaris : Anas Puji Istanto Komisaris Independen : Mahatma Gandhi Komisaris Independen : Zainal Abidin Board of Commissioners President Commissioner: Moga Simatupang Commissioner: Adi Budiarmo Commissioner: Anas Puji Istanto Independent Commissioner: Mahatma Gandhi Independent Commissioner: Zainal Abidin Direksi: Direktur Utama : Jobi Triananda Direktur Layanan Sumber Daya Alam dan Kuasa Direktur Layanan Industri : Darwin Abas Direktur Keuangan dan Manajemen Risiko : Evi Afiatin Direktur Sumber Daya Manusia : David Sidjabat Direktur Layanan Industri : Budi Utomo yang dikuasakan kepada Sdr. Darwin Abas sesuai Surat Kuasa Nomor 0756/DIRLIND-VII/2024 tanggal 8 Juli 2024 Board of Directors President Director: Jobi Triananda Director of Natural Resources Services and Acting Director of Industrial Services: Darwin Abas Director of Finance and Risk Management: Evi Afiatin Director of Human Capital: David Sidjabat Director of Industrial Services: Budi Utomo, represented by Mr. Darwin Abas pursuant to Power of Attorney No. 0756/DIRLIND-VII/2024 dated July 8, 2024

Agenda dan Keputusan RUPS

Agenda and GMS Resolutions

Agenda 1	Persetujuan Laporan Tahunan Perseroan termasuk Laporan Tugas Pengawasan Dewan Komisaris Tahun Buku 2023 dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan yang Berakhir pada tanggal 31 Desember 2023, serta Pengesahan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2023. Approval of the Company's Annual Report including the Supervisory Duty Report of the Board of Commissioners for Fiscal Year 2023 and the Implementation Report of the Social and Environmental Responsibility Program ending December 31, 2023, and Ratification of the Company's Consolidated Financial Statements for Fiscal Year 2023.



RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023, 8 Juli 2024 GMS Approval of Annual Report and Ratification of Financial Statements for the Financial Year 2023, July 8, 2024

Keputusan Resolution

Menyetujui Laporan Tahunan Perseroan Tahun Buku 2023 termasuk Laporan Tugas Pengawasan Dewan Komisaris dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan yang berakhir pada 31 Desember 2023 serta mengesahkan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2023 yang berakhir pada 31 Desember 2023, yang telah diaudit oleh Kantor Akuntan Publik (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palitingan & Rekan (PKF) sebagaimana dimuat dalam laporannya Nomor: 00076/2.1133/AU.1/11/1152-4/1/II/2024 tanggal 13 Februari 2024, dengan opini "wajar, dalam semua hal yang material", sekaligus memberikan pelunasan dan pembebasan tanggung jawab (*volledig acquit et de charge*) kepada Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan Perseroan yang telah dijalankan dalam Tahun Buku yang berakhir pada tanggal 31 Desember 2023 sepanjang tindakan tersebut bukan merupakan tindak pidana dan telah tercermin dalam buku-buku laporan Perseroan, dengan pokok-pokok sebagai berikut:

Approved the Company's Annual Report for Fiscal Year 2023 including the Supervisory Duty Report of the Board of Commissioners and the Implementation Report of the Social and Environmental Responsibility Program ending December 31, 2023, and ratified the Company's Consolidated Financial Statements for Fiscal Year 2023 ending December 31, 2023, which were audited by the Public Accounting Firm (PAF) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF) as set out in its report No. 00076/2.1133/AU.1/11/1152-4/1/II/2024 dated February 13, 2024, with an "unqualified opinion," and granted full release and discharge (*volledig acquit et de charge*) to the Board of Directors and the Board of Commissioners for the management and supervisory actions carried out during the fiscal year ending December 31, 2023, to the extent such actions were not criminal offenses and are reflected in the Company's books and records, with the key points as follows:

1. Laporan Laba/Rugi | Income Statement

Laba Setelah Pajak Tahun 2023 PT Superintending Company of Indonesia sebesar Rp 401,4 miliar dengan rincian sebagai berikut:

PT Superintending Company of Indonesia (PT SUCOFINDO) reported a net profit after tax of IDR 401.4 billion in 2023 with detailed breakdown is as follows:

Uraian	(Rp Miliar) (IDR Billion)	Description
Pendapatan Usaha	3.042,6	Revenue
Beban Pokok Pendapatan	2.242,4	Cost of Revenue
Laba Kotor	800,3	Gross Profit
Beban Usaha	441,5	Operating Expenses
EBITDA*	489,3	EBITDA*
EBITDA (termasuk KSO dan selisih kurs)	624,3	EBITDA (incl. JVC & forex gains)
Laba Sebelum Pajak	530,5	Profit Before Tax
Laba Bersih	401,4	Net Profit

* Angka EBITDA tanpa Laba KSO dan selisih kurs.

*EBITDA figure excludes profit from joint ventures and foreign exchange gains

RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023, 8 Juli 2024

GMS Approval of Annual Report and Ratification of Financial Statements for the Financial Year 2023, July 8, 2024

Keputusan Resolution

2. Laporan Posisi Keuangan (Neraca) | Statement of Financial Position (Balance Sheet)

Uraian	(Rp Miliar) (IDR Billion)	Description
Aset Lancar	2.716,2	Current Assets
Aset Tidak Lancar	1.925,9	Non-Current Assets
Jumlah Aset	4.642,1	Total Assets
Liabilitas Jangka Pendek	711,3	Short-Term Liabilities
Liabilitas Jangka Panjang	409,8	Long-Term Liabilities
Ekuitas	3.521,0	Equity
Jumlah Liabilitas dan Ekuitas	4.642,1	Total Liabilities and Equity

3. Laporan Arus Kas | Cash Flow Statement

Uraian	(Rp Miliar) (IDR Billion)	Description
Arus Kas dari Aktivitas Operasi	282,5	Cash Flow from Operating Activities
Arus Kas dari Aktivitas Investasi	(50,2)	Cash Flow from Investig Activities
Arus Kas dari Aktivitas Pendanaan	(81,8)	Cash Flow from Financing Activities
Kenaikan (Penurunan) Bersih Kas dan Setara Kas	150,5	Net Increase (Decrease) in Cash and Cash Equivalents
Pengaruh Selisih Kurs Kas dan Setara Kas	(1,9)	Effect of Foreign Exchange Difference on Cash and Cash Equivalents
Kas dan Setara Kas pada Awal Tahun	1.585,3	Cash and Cash Equivalents at the Beginning of the Year
Kas dan Setara Kas pada Akhir Tahun	1.733,9	Cash and Cash Equivalents at End of Year

4. Investasi | Investment

Uraian	(Rp Miliar) (IDR Billion)	Description
Tanah & Bangunan	15,6	Land & Buildings
Peralatan Produksi & Penunjang	162,1	Production & Supporting Equipment
Jumlah	177,8	Total

5. Tingkat Kesehatan Perusahaan | Company Soundness Rating

Berdasarkan surat dari Direktur Utama PT Pemeringkat Efek Indonesia (PEFINDO) tanggal 1 Maret 2024 perihal Sertifikat Pemantauan Khusus (Special Review) Pemeringkatan atas PT SUCOFINDO Periode 1 Maret 2024 sampai dengan 1 Maret 2025, menyatakan bahwa peringkat yang diberikan kepada PT SUCOFINDO idAA/Stable atas Laporan Keuangan Audit per 31 Desember 2023 dengan klasifikasi Sehat.

Berdasarkan surat dari Direktur Utama PT Pemeringkat Efek Indonesia (PEFINDO) tanggal 1 Maret 2024 perihal Sertifikat Pemantauan Khusus (Special Review) Pemeringkatan atas PT SUCOFINDO Periode 1 Maret 2024 sampai dengan 1 Maret 2025, menyatakan bahwa peringkat yang diberikan kepada PT SUCOFINDO idAA/Stable atas Laporan Keuangan Audit per 31 Desember 2023 dengan klasifikasi Sehat.



RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023, 8 Juli 2024 GMS Approval of Annual Report and Ratification of Financial Statements for the Financial Year 2023, July 8, 2024

Keputusan Resolution

6. Key Performance Indicator (KPI)

Uraian	Bobot Capacity	Skor Score	Description
Nilai Ekonomi Sosial	30%	27,70%	Socio-Economic Value
Inovasi Model Bisnis	25%	27,23%	Business Model Innovation
Kepemimpinan Teknologi	15%	16,20%	Technology Leadership
Peningkatan Investasi	20%	21,59%	Investment Growth
Pengembangan Talenta	10%	10,84%	Talent Development
Jumlah Skor	100%	103,56%	Score Total

7. Laporan Tanggung Jawab Sosial dan Lingkungan (TJSL)

Social and Environmental Responsibility Report

Uraian	RKA 2023 2023 RKA	Audit 2023 2023 Audit	%	Description
Pilar Sosial	3.637.880.00	3.659.089.207	100,6	social pillar
Pilar Ekonomi	10.384.000.000	9.918.663.707	95,5	Economic Pillar
Pilar Lingkungan	850.000.000	379.201.666	44,6	Environmental Pillar
Pilar Hukum dan Tata Kelola	190.000.000	129.360.000	68,1	Legal and Governance Pillar
Jumlah Skor	15.061.880.000	14.086.314.580	93,5	Score Total

8. Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2023

Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2023 Mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2023 yang berakhir pada 31 Desember 2023 yang menjadi bagian dari Laporan Tanggung Jawab Sosial dan Lingkungan, yang telah diaudit oleh Kantor Akuntan Publik (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF) sesuai laporannya Nomor 01263/2.1133/AU.2/11/1152-4/1A//2024 tanggal 31 Mei 2024, dengan opini "wajar, dalam semua hal yang material", serta memberikan pelunasan dan pembebasan tanggung jawab (volledig acquit et de charge) kepada Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2023, sepanjang tindakan tersebut bukan merupakan tindak pidana dan telah tercermin dalam buku-buku laporan Perseroan.

To ratify the Financial Report of the Micro and Small Business Funding Program (PUMK) for the 2023 Fiscal Year, ending on December 31, 2023, which forms part of the Social and Environmental Responsibility Report. The report has been audited by the Public Accounting Firm Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF), in accordance with its report No. 01263/2.1133/AU.2/11/1152-4/1A//2024 dated May 31, 2024, with an unqualified opinion ("fair, in all material respects").

Further, to grant full discharge and release of responsibility (volledig acquit et de charge) to the Board of Directors and the Board of Commissioners for the management and supervision of the 2023 PUMK program, insofar as such actions were not criminal offenses and have been duly reflected in the Company's financial records.

Agenda 2

Pengesahan Rencana Kerja dan Anggaran Tanggung Jawab Sosial dan Lingkungan (RKA-TJSL) Tahun 2024.
Approval of the 2024 Work Plan and Budget for Social and Environmental Responsibility (RKA-TJSL).

RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023, 8 Juli 2024

GMS Approval of Annual Report and Ratification of Financial Statements for the Financial Year 2023, July 8, 2024

Keputusan Resolution

Menetapkan penggunaan Laba Bersih Atribusi Pemilik Entitas Induk Perseroan Tahun Buku 2023 sebesar Rp400.711.427.610,- sebagai berikut:

1. Sebesar 22,22% dari laba bersih atau sebesar Rp89.047.291.878,- ditetapkan sebagai dividen tunai; dan
2. Sebesar 77,78% dari laba bersih atau sebesar Rp311.664.135.735,- ditetapkan sebagai cadangan.

Resolved the allocation of the Company's Net Profit Attributable to the Owner of the Parent Entity for Fiscal Year 2023 amounting to Rp400,711,427,610 as follows:

1. 22.22% of the net profit or Rp89,047,291,878 to be distributed as cash dividends; and
2. 77.78% of the net profit or Rp311,664,135,735 to be allocated as reserves.

Agenda 3

Penetapan Remunerasi (Gaji/Honorarium, Fasilitas dan Tunjangan) untuk Tahun Buku 2024, serta Tantiem/Insentif khusus untuk Tahun Buku 2023, bagi Direksi dan Dewan Komisaris Perseroan.

Determination of Remuneration (Salaries/Honoraria, Facilities, and Allowances) for Fiscal Year 2024, as well as Performance Bonus/Special Incentives for Fiscal Year 2023, for the Board of Directors and Board of Commissioners.

Keputusan Resolution

1. Penetapan Gaji/Honorarium, Fasilitas dan Tunjangan untuk Tahun Buku 2024, serta besarnya Tantiem/Insentif Kinerja/Insentif Khusus atas kinerja Tahun Buku 2023 bagi anggota Direksi dan Dewan Komisaris, akan ditetapkan secara tersendiri.
2. Memberikan wewenang dan kuasa kepada Pemegang Saham Seri B untuk menetapkan Gaji/Honorarium, Fasilitas dan Tunjangan untuk Tahun Buku 2024, serta besarnya Tantiem/Insentif Kinerja/Insentif Khusus atas kinerja Tahun Buku 2024 bagi anggota Direksi dan Dewan Komisaris, dengan terlebih dahulu berkonsultasi kepada Pemegang Saham Seri A Dwiwarna.

1. The determination of Salaries/Honoraria, Facilities, and Allowances for Fiscal Year 2024, as well as the amount of Performance Bonus/Special Incentives for the performance of Fiscal Year 2023 for the members of the Board of Directors and Board of Commissioners, will be stipulated separately.
2. Authorized and empowered the Series B Shareholders to determine the Salaries/Honoraria, Facilities, and Allowances for Fiscal Year 2024, as well as the amount of Performance Bonus/Special Incentives for the performance of Fiscal Year 2024 for the members of the Board of Directors and Board of Commissioners, subject to prior consultation with the Series A Dwiwarna Shareholder.

Agenda 4

Penunjukan Akuntan Publik dan/atau Kantor Akuntan Publik (KAP) untuk mengaudit Laporan Keuangan dan Pelaksanaan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2024.

Appointment of a Public Accountant and/or Public Accounting Firm (PAF) to audit the Financial Statements and the Micro and Small Business Funding Program (PUMK) Implementation Report for Fiscal Year 2024.



RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023, 8 Juli 2024 GMS Approval of Annual Report and Ratification of Financial Statements for the Financial Year 2023, July 8, 2024

Keputusan Resolution

1. Menunjuk Kantor Akuntan Publik (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan dan Rekan untuk melakukan audit umum atas Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2024 dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Perseroan serta Laporan Lainnya untuk Tahun Buku 2024.
2. Memberikan pelimpahan kewenangan kepada Dewan Komisaris Perseroan untuk menetapkan besaran imbalan jasa audit, penambahan ruang lingkup pekerjaan yang diperlukan dan persyaratan lainnya yang wajar bagi Kantor Akuntan Publik tersebut.
3. Memberikan wewenang dan kuasa kepada Dewan Komisaris dengan terlebih dahulu mendapatkan persetujuan tertulis RUPS untuk menetapkan Kantor Akuntan Publik pengganti dalam hal Kantor Akuntan Publik Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan dan Rekan (PKF), karena sebab apapun tidak dapat menyelesaikan audit atas Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2024 dan periode lainnya dalam Tahun Buku 2024, Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Perseroan dan Laporan Lainnya untuk Tahun Buku 2024, termasuk menetapkan imbalan jasa audit dan persyaratan lainnya bagi Kantor Akuntan Publik pengganti tersebut.
1. Appointed the Public Accounting Firm (PAF) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan to conduct the general audit of the Company's Consolidated Financial Statements for Fiscal Year 2024 and the Financial Statements of the Company's Micro and Small Business Funding Program (PUMK), as well as other reports for Fiscal Year 2024.
2. Delegated authority to the Board of Commissioners to determine the audit fee, additional scope of work if necessary, and other reasonable terms for the Public Accounting Firm.
3. Authorized and empowered the Board of Commissioners, subject to prior written approval of the GMS, to appoint a replacement Public Accounting Firm in the event that Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF), for any reason, is unable to complete the audit of the Company's Consolidated Financial Statements for Fiscal Year 2024 and other periods within the Fiscal Year 2024, the Financial Statements of the Company's Micro and Small Business Funding Program (PUMK), and other reports for Fiscal Year 2024, including determining the audit fee and other terms for the replacement Public Accounting Firm..

Realisasi Keputusan RUPS Tahun Sebelumnya

Pada tahun 2023, PT SUCOFINDO menyelenggarakan 3 (tiga) kali RUPS, yaitu RUPS RKAP 2023, RUPS Luar Biasa (RUPSLB), dan RUPS Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2022. Seluruh keputusan dari RUPS tersebut telah direalisasikan pada tahun 2023.

Realization of Resolutions from the Previous GMS

In 2023, PT SUCOFINDO held three General Meetings of Shareholders (GMS), namely the 2023 RKAP GMS, the Extraordinary General Meeting of Shareholders (EGMS), and the GMS for Approval of the Annual Report and Ratification of the Financial Statements for the 2022 Fiscal Year. All resolutions from these GMS meetings were implemented in 2023.





Dewan Komisaris

Board of Commissioners

Dewan Komisaris merupakan organ perusahaan yang bertugas melakukan pengawasan umum dan/atau khusus serta memberikan nasihat kepada Direksi sesuai dengan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan Anggaran Dasar Perusahaan. Dewan Komisaris PT SUCOFINDO berperan strategis dalam memastikan penerapan prinsip GCG secara konsisten di seluruh jenjang organisasi, menjaga transparansi dan akuntabilitas, serta memperkuat kepercayaan pemangku kepentingan dalam mendukung pencapaian tujuan perusahaan.

Dasar Hukum

1. Undang-Undang Republik Indonesia Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara.
2. Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas.
3. Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
4. Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
5. Anggaran Dasar PT SUCOFINDO.

Board Manual

Dalam rangka implementasi *Good Corporate Governance* (GCG) maka Perusahaan wajib memiliki Piagam Dewan Komisaris (BOC Charter) yang mengikat bagi seluruh Anggota Dewan Komisaris dan bertindak sebagai tata tertib kerja Dewan Komisaris. Piagam Dewan Komisaris ini disusun berdasarkan ketentuan dalam Anggaran Dasar Perusahaan serta peraturan perundang-undangan yang berlaku, dan telah ditetapkan di Jakarta pada tanggal 2 April 2024.

Berdasarkan hal tersebut, Dewan Komisaris telah menyusun Piagam Dewan Komisaris (BOC Charter) yang memuat antara lain :

1. Maksud dan Tujuan Piagam Dewan Komisaris;
2. Prinsip Kerja Dewan Komisaris dan Nilai Utama Perusahaan;
3. Ketentuan tentang Persyaratan Dewan Komisaris, Pengangkatan dan Masa Jabatan Dewan Komisaris, Pemberhentian Dewan Komisaris dan Pengunduran Diri Dewan Komisaris;
4. Tata Kelola Tugas dan Tanggung Jawab Dewan Komisaris;
5. Etika Kerja, Mekanisme Kerja dan Larangan Benturan Kepentingan Dewan Komisaris;
6. Ketentuan tentang Rapat Dewan Komisaris;
7. Laporan, Evaluasi dan Pertanggungjawaban Dewan Komisaris;

The Board of Commissioners is a corporate body responsible for performing general and/or specific oversight and providing advice to the Board of Directors in accordance with Law No. 40 of 2007 concerning Limited Liability Companies and the Company's Articles of Association. The Board of Commissioners of PT SUCOFINDO plays a strategic role in ensuring the consistent implementation of GCG principles across all levels of the organization, upholding transparency and accountability, and strengthening stakeholder trust in support of the company's objectives.

Legal Basis

1. Law of the Republic of Indonesia Number 19 of 2003 concerning State-Owned Enterprises.
2. Law of the Republic of Indonesia Number 40 of 2007 concerning Limited Liability Companies.
3. SOE Minister Regulation Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
4. SOE Minister Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
5. 5. Articles of Association of PT SUCOFINDO.

Board Manual

As part of the implementation of *Good Corporate Governance* (GCG), the Company is required to have a Board of Commissioners Charter (BOC Charter), which is binding on all members of the Board of Commissioners and serves as the working guidelines for the Board of Commissioners. This BOC Charter was prepared based on the provisions of the Company's Articles of Association and prevailing laws and regulations and was established in Jakarta on April 2, 2024.

In line with the above, the Board of Commissioners has developed the BOC Charter, which includes, among others:

1. Purpose and Objectives of the Board of Commissioners Charter;
2. Working Principles of the Board of Commissioners and the Company's Core Values;
3. Provisions on the Requirements for the Board of Commissioners, Appointment and Term of Office of the Board of Commissioners, Dismissal of the Board of Commissioners, and Resignation of the Board of Commissioners;
4. Governance of the Duties and Responsibilities of the Board of Commissioners;
5. Code of Conduct, Working Mechanism, and Prohibition of Conflicts of Interest for the Board of Commissioners;
6. Provisions on Board of Commissioners Meetings;
7. Reporting, Evaluation, and Accountability of the Board of Commissioners;

8. Program Pengenalan dan Pengembangan Dewan Komisaris; dan
9. Tata Kelola Organ Pendukung Dewan Komisaris.

Masa Jabatan

Masa jabatan Anggota Dewan Komisaris ditetapkan 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan.

Komposisi Dewan Komisaris

Komposisi Dewan Komisaris PT SUCOFINDO ditetapkan oleh RUPS dengan memperhatikan visi, misi, dan arah strategis Perusahaan agar pengawasan dapat dilakukan secara efektif dan independen. Dalam hal jumlah anggota lebih dari 1 (satu) orang, salah satunya ditunjuk sebagai Komisaris Utama. Sesuai ketentuan yang berlaku, paling sedikit 20% dari jumlah anggota harus merupakan Komisaris Independen. PT SUCOFINDO telah memenuhi ketentuan ini melalui penunjukan yang ditetapkan dalam keputusan RUPS.

Sepanjang tahun 2024 (1 Januari 2024 sampai dengan 31 Desember 2024), terjadi perubahan susunan dan komposisi Dewan Komisaris SUCOFINDO. Perubahan susunan Keanggotaan Dewan Komisaris SUCOFINDO di tahun 2024 adalah sebagai berikut:

8. Induction and Development Program for the Board of Commissioners; and
9. Governance of Supporting Organs of the Board of Commissioners.

Term Of Office

The term of office of Members of the Board of Commissioners is set at 5 (five) years and can be reappointed for 1 (one) term of office.

Composition Of The Board Of Commissioners

The composition of the Board of Commissioners of PT SUCOFINDO is determined by the GMS, taking into account the Company's vision, mission, and strategic direction to ensure that supervision can be carried out effectively and independently. In the case of more than one member, one is appointed as the President Commissioner. In accordance with applicable regulations, at least 20% of the members must be Independent Commissioners. PT SUCOFINDO has met this requirement through appointments specified in the GMS resolutions.

Throughout 2024 (from January 1, 2024, to December 31, 2024), changes occurred in the composition and membership of the Board of Commissioners of SUCOFINDO. The changes in the membership composition of the Board of Commissioners of SUCOFINDO in 2024 are as follows:

Nama dan Jabatan Name and Position	Keterangan Description
Moga Simatupang Komisaris Utama President Commissioner	Menjabat sebagai Komisaris Utama per 22 Maret 2024 berdasarkan Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan. Appointed as President Commissioner on March 22, 2024, based on Notarial Deed No. 04 and 05 by Indah Prastiti Extensia, S.H. dated April 3, 2024, regarding the Shareholders' Resolutions.
Veri Anggrijono Komisaris Utama President Commissioner	Resmi tidak lagi menjabat sebagai Komisaris Utama per 22 Maret, 2024 berdasarkan RUPS LB tanggal 22 Maret 2024. Officially no longer serving as President Commissioner as of March 22, 2024, based on the Extraordinary GMS minutes dated March 22, 2024.
Zainal Abidin Komisaris Independen Independent Commissioner	-
Mahatma Gandhi Komisaris Independen Independent Commissioner	Menjabat sebagai Komisaris Independen per 22 Maret 2024 berdasarkan Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan. Appointed as Independent Commissioner on March 22, 2024, based on Notarial Deed No. 04 and 05 by Indah Prastiti Extensia, S.H. dated April 3, 2024, regarding the Shareholders' Resolutions.
Adi Budiarmo Komisaris Commissioner	-



Nama dan Jabatan Name and Position	Keterangan Description
Aditya Dhanwantara Komisaris Commissioner	Resmi tidak lagi menjabat sebagai Komisaris per 22 Maret, 2024 berdasarkan Risalah RUPSLB. Officially no longer serving as Commissioner as of March 22, 2024, based on the Extraordinary GMS minutes.
Himawan Hariyoga Komisaris Commissioner	Resmi tidak lagi menjabat sebagai Komisaris per 22 Maret 2024 berdasarkan Risalah RUPSLB. Officially no longer serving as Commissioner as of March 22, 2024, based on the Extraordinary GMS minutes.
Anas Puji Istanto Komisaris Commissioner	Menjabat sebagai Komisaris per 22 Maret 2024 berdasarkan Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan. Appointed as Commissioner on March 22, 2024, based on Notarial Deed No. 04 and 05 by Indah Prastiti Extensia, S.H. dated April 3, 2024, regarding the Shareholders' Resolutions.

Susunan, jumlah, dan komposisi Keanggotaan Dewan Komisaris yang menjabat per 31 Desember 2024, sebagaimana tercantum dalam Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan, hingga Laporan Tahunan ini ditandatangani, adalah sebagai berikut:

The composition, number, and membership of the Board of Commissioners as of December 31, 2024, as stated in the Notarial Deeds No. 04 and 05 by Indah Prastiti Extensia, S.H., dated April 3, 2024, regarding the Shareholders' Resolutions, until the signing of this Annual Report, are as follows:

No	Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Periode Jabatan Term of Office
1	Moga Simatupang*	Komisaris Utama President Commissioner	SK-77/MBU/03/2024, tanggal 22 Maret 2024 SK-77/MBU/03/2024, dated March 22, 2024	2024 - RUPST 2029 2024 - AGMS 2029
2	Zainal Abidin	Komisaris Independen Independent Commissioner	SK-124/MBU/05/2022, tanggal 23 Mei 2022 SK-124/MBU/05/2022, dated May 23, 2022	2022 - RUPST 2027 2022 - AGMS 2027
3	Mahatma Gandhi**	Komisaris Independen Independent Commissioner	SK-77/MBU/03/2024, tanggal 22 Maret 2024 SK-77/MBU/03/2024, dated March 22, 2024	2024 - RUPST 2029 2024 - AGMS 2029
4	Adi Budiarmo	Komisaris Commissioner	SK-360/MBU/11/2020, tanggal 11 November 2020 SK-360/MBU/11/2020, dated November 11, 2020	2022 - RUPST 2027 2022 - AGMS 2027
5	Anas Puji Istanto***	Komisaris Commissioner	SK-77/MBU/03/2024, tanggal 22 Maret 2024 SK-77/MBU/03/2024, dated March 22, 2024	2024 - RUPST 2029 2024 - AGMS 2029

Keterangan:

* Resmi menjabat Komisaris Utama per 22 Maret 2024.

** Resmi menjabat Komisaris Independen per 22 Maret 2024.

*** Resmi menjabat Komisaris per 22 Maret 2024.

Notes:

*) Officially appointed as President Commissioner as of March 22, 2024

**) Officially appointed as Independent Commissioner as of March 22, 2024

***) Officially appointed as Commissioner as of March 22, 2024

Komisaris Utama

Komisaris Utama memiliki kedudukan yang setara dengan anggota Dewan Komisaris yang lain. Tugas Komisaris Utama selaku primus inter pares adalah sebagai koordinator dalam pelaksanaan kegiatan dan tugas Dewan Komisaris. Tugas dan tanggung jawab Komisaris Utama antara lain sebagai berikut:

President Commissioner

The President Commissioner has an equal position with other members of the Board of Commissioners. The duty of the President Commissioner as primus inter pares is as a coordinator in the implementation of the activities and duties of the Board of Commissioners. The duties and responsibilities of the President Commissioner include the following:

1. Memimpin dan memastikan efektivitas kinerja Dewan Komisaris.
2. Membuat, menerapkan, dan memberikan review atas pedoman kerja/prosedur-prosedur yang berkaitan dengan tugas Dewan Komisaris.
3. Membuat kalender jadwal rapat Dewan Komisaris dan mengkoordinasikannya dengan jajaran Komite Dewan Komisaris.
4. Mengorganisir dan menyampaikan agenda rapat serta memastikan bahwa seluruh Komisaris mendapatkan informasi yang tepat waktu.
5. Berinteraksi secara periodik dengan Direktur Utama dan bertindak sebagai penghubung antara Dewan Komisaris dengan Direksi.
6. Memastikan informasi yang disampaikan kepada seluruh Komisaris akurat, tepat waktu, dan jelas.
7. Memastikan komunikasi yang efektif dengan para pemegang saham.
8. Mengatur evaluasi kinerja Dewan Komisaris, termasuk seluruh jajaran Komite dan Komisaris Independen, secara reguler.
9. Memfasilitasi kontribusi efektif dari Komisaris Independen dan membuat hubungan yang konstruktif di antara para Komisaris.
10. Menjalankan tugas-tugas lain sesuai permintaan RUPS dan Dewan Komisaris secara kolegal, sesuai kebutuhan dan keadaan.

Komisaris Independen

Komisaris Independen adalah anggota Dewan Komisaris yang tidak terafiliasi dengan Direksi, anggota Dewan Komisaris lainnya, maupun Pemegang Saham Pengendali, dan bebas dari hubungan bisnis atau hubungan lain yang dapat memengaruhi objektivitas dalam menjalankan tugasnya. Sesuai ketentuan, Komisaris Independen harus berjumlah paling sedikit 20% dari total anggota Dewan Komisaris. Komisaris Independen memiliki tanggung jawab utama untuk mendorong penerapan prinsip Tata Kelola Perusahaan yang Baik (GCG) dengan memperkuat pengawasan dan memberikan nasihat strategis kepada Direksi, sehingga dapat memastikan pengambilan keputusan yang transparan, akuntabel, dan sesuai dengan standar yang berlaku, serta menambah nilai bagi Perusahaan.

1. Tugas Komisaris Independen

- a. Menjamin transparansi dan keterbukaan laporan keuangan Perusahaan;
- b. Perlakuan yang adil terhadap Pemegang Saham minoritas dan stakeholder yang lain;
- c. Mengungkapkan transaksi yang mengandung benturan kepentingan secara wajar dan adil;
- d. Memastikan kepatuhan Perusahaan pada perundangan dan peraturan yang berlaku; dan
- e. Menjamin akuntabilitas organ Perusahaan.

1. Lead and ensure the effectiveness of the performance of the Board of Commissioners.
2. Create, implement, and provide a review of work guidelines/ procedures related to the duties of the Board of Commissioners.
3. Make a calendar of meetings of the Board of Commissioners and coordinate it with the Board of Commissioners Committees.
4. Organize and deliver the meeting agenda and ensure that all Commissioners are informed in a timely manner.
5. Interact periodically with the President Director and act as a liaison between the Board of Commissioners and the Board of Directors.
6. Ensure that the information submitted to all Commissioners is accurate, timely, and clear.
7. Ensure effective communication with shareholders.
8. Arrange regular performance evaluations of the Board Commissioners, including all levels of Committees and Independent Commissioners.
9. Facilitate the effective contribution of the Independent Commissioners and establish constructive relationships among the Commissioners.
10. Carry out other duties as requested by the GMS and the Board of Commissioners collegially, according to needs and circumstances.

Independent Commissioner

Independent Commissioners are members of the Board of Commissioners who are not affiliated with the Board of Directors, other members of the Board of Commissioners, and Controlling Shareholders, and are free from business or other relationships that may affect their ability to act or act solely in the interests of the Company. The composition of Independent Commissioners is at least 20% of the total Board of Commissioners. Independent Commissioners have the main responsibility to encourage the implementation of Good Corporate Governance principles within the Company through empowering the Board of Commissioners to be able to perform supervisory and advisory duties to the Board of Directors effectively and provide more added value to the Company.

1. Duties of Independent Commissioner

- a. Ensure transparency and disclosure of the Company's financial statements;
- b. Fair treatment of minority Shareholders and other stakeholders;
- c. Disclose transactions that contain conflicts of interest in a fair and fair manner;
- d. Ensure the Company's compliance with applicable laws and regulations;
- e. Ensure accountability of the Company's organs.



2. Wewenang Komisaris Independen

- Mengetuai Komite Audit dan Komite lainnya.
- Komisaris Independen yang telah menjabat selama 2 (dua) periode masa jabatan dapat diangkat kembali pada periode selanjutnya sepanjang Komisaris Independen tersebut menyatakan dirinya tetap independen kepada RUPS dan wajib diungkapkan dalam menyatakan dirinya tetap independen kepada RUPS dan wajib diungkapkan dalam Laporan Tahunan. Dalam hal Komisaris Independen menjabat pada Komite Audit, Komisaris Independen yang bersangkutan hanya dapat diangkat kembali pada Komite Audit untuk 1 (satu) periode masa jabatan Komite Audit berikutnya.
- Berdasarkan pertimbangan yang rasional dan kehati-hatian berhak menyampaikan pendapat yang berbeda dengan anggota Dewan Komisaris lainnya dan wajib dicatat dalam Berita Acara Rapat Dewan Komisaris dan pendapat yang berbeda yang bersifat material, wajib dimasukkan dalam Laporan Tahunan.

3. Tanggung Jawab Komisaris Independen

Dalam upaya untuk melaksanakan tanggung jawabnya dengan baik maka Komisaris Independen harus secara proaktif mengupayakan agar Dewan Komisaris melakukan pengawasan dan memberikan nasihat kepada Direksi yang terkait dengan, namun tidak terbatas pada hal-hal sebagai berikut:

- Memastikan bahwa Perusahaan memiliki strategi bisnis yang efektif, termasuk didalamnya memantau jadwal, anggaran dan efektivitas strategi tersebut;
- Memastikan bahwa Perusahaan mengangkat eksekutif dan manajer-manajer profesional;
- Memastikan bahwa Perusahaan memiliki informasi, sistem pengendalian, dan sistem audit yang bekerja dengan baik;
- Memastikan bahwa Perusahaan mematuhi hukum dan perundangan yang berlaku maupun nilai-nilai yang ditetapkan Perusahaan dalam menjalankan operasinya;
- Memastikan risiko dan potensi krisis selalu diidentifikasi dan dikelola dengan baik; dan
- Memastikan prinsip-prinsip dan praktik GCG dipatuhi dan diterapkan dengan baik.

Komposisi Komisaris Independen

Per 31 Desember 2023, PT SUCOFINDO memiliki 2 (dua) orang Komisaris Independen yang telah memenuhi persyaratan yang berlaku. Zainal Abidin diangkat menjadi Komisaris Independen pada tanggal 23 Mei 2022 sesuai dengan keputusan Menteri BUMN dalam Surat Keputusan No. 214/ MBU/05/2022, dan Mahatma Gandhi diangkat menjadi Komisaris Independen pada 22 Maret 2024.

2. Authority of the Independent Commissioner

- Chairing the Audit Committee and other Committees.
- An Independent Commissioner who has served for 2 (two) terms of office may be reappointed in the next period as long as the Independent Commissioner declares himself to remain independent to the GMS and must be disclosed in declaring himself to remain independent to the GMS and must be disclosed in the Annual Report. In the event that the Independent Commissioner serves on the Audit Committee, the relevant Independent Commissioner may only be reappointed to the Audit Committee for the next 1 (one) term of office of the Audit Committee.
- Based on rational and prudent consideration, the right to express opinions that differ from other members of the Board of Commissioners and must be recorded in the Minutes of Meeting of the Board of Commissioners and different opinions that are material, must be included in the annual report.

3. Responsibilities of the Independent Commissioner

In an effort to carry out its responsibilities properly, the Independent Commissioner must proactively strive for the Board of Commissioners to supervise and provide advice to the Board of Directors related to, but not limited to, the following:

- Ensure that the Company has an effective business strategy, including monitoring the schedule, budget, and effectiveness of the strategy;
- Ensure that the Company appoints professional executives and managers;
- Ensure that the Company has a properly working information, control system, and audit system;
- Ensure that the Company complies with applicable laws and regulations as well as the values set by the Company in carrying out its operations;
- Ensure risks and potential crises are always properly identified and managed; and
- f. Ensure GCG principles and practices are adhered to and implemented properly.

Composition of Independent Commissioners

As of December 31, 2023, PT SUCOFINDO had 2 (two) Independent Commissioners who fulfilled the applicable requirements. Zainal Abidin was appointed as Independent Commissioner on May 23, 2022, pursuant to the Minister of SOEs' resolution stipulated in Decree No. 214/MBU/05/2022, and Mahatma Gandhi was appointed as Independent Commissioner on March 22, 2024.

Fungsi Dewan Komisaris

Fungsi Pengawasan Dewan Komisaris terdiri atas:

1. **Level Performance**, yaitu fungsi Dewan Komisaris melakukan pengawasan dengan memberikan pengarahan dan petunjuk kepada Direksi serta memberikan masukan kepada RUPS.
2. **Level Conformance**, yaitu berupa pelaksanaan kegiatan pengawasan pada tahap selanjutnya untuk memastikan nasihat telah dijalankan serta dipenuhinya ketentuan dalam peraturan perundang-undangan dan Anggaran Dasar yang berlaku.

Tugas Dan Kewajiban Dewan Komisaris

Prinsip-prinsip dasar pelaksanaan tugas pengawasan dan pemberian nasihat kepada Direksi oleh Dewan Komisaris meliputi:

1. Komposisi Dewan Komisaris harus memungkinkan pengambilan keputusan secara efektif, tepat dan cepat, serta dapat bertindak independen.
2. Anggota Dewan Komisaris harus profesional, yaitu berintegritas dan memiliki kemampuan sehingga dapat menjalankan fungsinya dengan baik termasuk memastikan bahwa Direksi telah memperhatikan kepentingan semua pemangku kepentingan.
3. Fungsi pengawasan dan pemberian nasihat kepada Direksi mencakup tindakan pencegahan, perbaikan, sampai pada pemberhentian sementara.

Berkaitan dengan pelaksanaan fungsi pengawasan dan pemberian nasihat kepada Direksi ini, Dewan Komisaris mempunyai tugas dan/atau kewajiban untuk:

1. Melakukan pengawasan terhadap kebijakan pengurusan, jalannya pengurusan pada umumnya baik mengenai Perusahaan maupun usaha Perusahaan yang dilakukan oleh Direksi serta memberikan nasehat kepada Direksi termasuk pengawasan terhadap Rencana Jangka Panjang Perusahaan, Rencana Kerja dan Anggaran Perusahaan serta ketentuan Anggaran Dasar dan Keputusan Rapat Umum Pemegang Saham, serta peraturan perundang-undangan yang berlaku, untuk kepentingan Perusahaan dan sesuai dengan maksud dan tujuan Perusahaan.
2. Memberikan nasehat kepada Direksi dalam menjalankan Perusahaan untuk menerapkan GCG secara konsisten dan memiliki moral tinggi dalam berusaha serta bertindak sesuai dengan ketentuan Anggaran Dasar dan peraturan perundang-undangan yang berlaku.
3. Memantau dan memastikan bahwa GCG telah diterapkan secara efektif dan berkelanjutan.
4. Memberikan pendapat dan saran kepada Direksi berkaitan dengan penyusunan visi, misi serta rencana-rencana strategis Perusahaan.

Functions of the Board of Commissioners

The supervisory function of the Board of Commissioners consists of:

1. Level Performance, namely the function of the Board of Commissioners to supervise by providing direction and guidance to the Board of Directors and providing input to the GMS.
2. Level Conformance, which is in the form of carrying out supervisory activities at the next stage to ensure that advice has been carried out and the provisions in the applicable laws and regulations and Articles of Association are fulfilled

Duties and Obligations of the Board of Commissioners

The basic principles of the implementation of supervisory duties and providing advice to the Board of Directors by the Board of Commissioners include:

3. The composition of the Board of Commissioners must enable effective, appropriate and fast decision making, and be able to act independently.
4. Members of the Board of Commissioners must be professional, namely have integrity and ability so that they can carry out their functions properly, including ensuring that the Board of Directors has taken into account the interests of all stakeholders.
5. The function of supervising and providing advice to the Board of Directors includes preventive measures, improvements, up to temporary termination.

In relation to the implementation of the supervisory function and providing advice to the Board of Directors, the Board of Commissioners has the duty and/or obligation to:

1. Supervise management policies, the course of management in general both regarding the Company and the Company's business carried out by the Board of Directors and provide advice to the Board of Directors including supervision of the Company's Long-Term Plan, Work Plan and Company Budget as well as the provisions of the Articles of Association and Resolutions of the General Meeting of Shareholders, as well as applicable laws and regulations, for the benefit of the Company and in accordance with the aims and objectives of the Company.
2. Provide advice to the Board of Directors in running the Company to implement GCG consistently and have high morals in trying and acting in accordance with the provisions of the Articles of Association and applicable laws and regulations.
3. Monitor and ensure that GCG has been implemented effectively and sustainably.
4. Provide opinions and suggestions to the Board of Directors related to the preparation of the vision, mission and strategic plans of the Company.



5. Melakukan upaya pengawasan yang cukup bahwa Direksi dan jajarannya telah mematuhi ketentuan perundang-undangan serta peraturan-peraturan lainnya dalam mengelola Perusahaan termasuk seluruh perjanjian dan komitmen yang dibuat oleh Perusahaan dengan pihak ketiga.

Adapun tugas Dewan Komisaris sebagai berikut:

1. Terkait Rapat Umum Pemegang Saham

- a. Mengikuti perkembangan kegiatan Perusahaan, memberikan pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai setiap masalah yang dianggap penting bagi kepengurusan Perusahaan.
- b. Melaporkan dengan segera kepada Rapat Umum Pemegang Saham apabila terjadi gejala menurunnya kinerja Perusahaan.
- c. Memberikan penjelasan, pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai Laporan Tahunan apabila diminta.
- d. Mengusulkan akuntan publik kepada Rapat Umum Pemegang Saham.
- e. Memberikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru lampau kepada Rapat Umum Pemegang Saham.
- f. Mengajukan usulan indikator pencapaian kinerja (*Key Performance Indicator*) untuk ditetapkan oleh Rapat Umum Pemegang Saham.
- g. Menyampaikan laporan triwulan/semester/ tahunan mengenai perkembangan realisasi indikator pencapaian kinerja kepada Pemegang Saham.

2. Terkait Strategi dan Rencana Kerja

- a. Meneliti dan menelaah serta menandatangani Rencana Jangka Panjang Perusahaan dan Rencana Kerja dan Anggaran Perusahaan yang disiapkan Direksi, sesuai dengan ketentuan Anggaran Dasar.
- b. Memberikan pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai Rencana Jangka Panjang Perusahaan dan Rencana Kerja dan Anggaran Perusahaan mengenai alasan Dewan Komisaris menandatangani Rencana Jangka Panjang (RJP) dan RKAP.
- c. Menyusun program kerja tahunan dan dimasukkan dalam RKAP.
- d. Menyampaikan laporan triwulan mengenai kinerja Perusahaan termasuk realisasi Indikator Kerja Utama kepada Rapat Umum Pemegang Saham.

3. Terkait Fungsi Pengawasan

- a. Meneliti dan menelaah laporan berkala dan laporan tahunan yang disiapkan Direksi serta menandatangani laporan tahunan.
- b. Memantau dan memastikan bahwa Good Corporate Governance telah diterapkan secara efektif dan berkelanjutan.
- c. Memastikan bahwa dalam Laporan Tahunan Perusahaan telah memuat informasi mengenai identitas, pekerjaan-pekerjaan utamanya, jabatan

5. Make sufficient supervision efforts that the Board of Directors and its staff have complied with the provisions of laws and other regulations in managing the Company including all agreements and commitments made by the Company with third parties.

The duties of the Board of Commissioners are as follows:

1. Related to General Meeting of Shareholders

- a. Follow the development of the Company's activities, provide opinions and suggestions to the General Meeting of Shareholders regarding any issues considered important to the management of the Company.
- b. Report immediately to the General Meeting of Shareholders if there are symptoms of declining performance of the Company.
- c. Provide explanations, opinions and suggestions to the General Meeting of Shareholders regarding the Annual Report if requested.
- d. Propose a public accountant to the General Meeting of Shareholders.
- e. Provide reports on supervisory duties that have been carried out during the previous financial year to the General Meeting of Shareholders.
- f. Submit a proposal for a Key Performance Indicator to be determined by the General Meeting of Shareholders.
- g. Submit quarterly/semester/annual reports on the progress of realization of performance achievement indicators to Shareholders.

2. Related Strategies and Work Plans

- a. Research and review and sign the Company's Long-Term Plan and the Company's Work Plan and Budget prepared by the Board of Directors, in accordance with the provisions of the Articles of Association.
- b. Provide opinions and suggestions to the General Meeting of Shareholders regarding the Company's Long-Term Plan and the Company's Work Plan and Budget regarding the reasons for the Board of Commissioners to sign the Long-Term Plan (CPR) and RKAP.
- c. Prepare an annual work program and be included in the RKAP.
- d. Submit quarterly reports on the Company's performance including the realization of Key Work Indicators to the General Meeting of Shareholders.

3. Related to the Supervisory Function

- a. Research and review periodic reports and annual reports prepared by the Board of Directors and sign annual reports.
- b. Monitor and ensure that Good Corporate Governance has been implemented effectively and sustainably.
- c. Ensure that the Company's annual report contains information regarding its identity, main duties, the position of the Board of Commissioners in other companies, including meetings conducted in one

Dewan Komisaris di perusahaan lain, termasuk rapat-rapat yang dilakukan dalam satu tahun buku (rapat Internal maupun rapat gabungan dengan Direksi), serta honorarium, fasilitas, dan/atau tunjangan lain yang diterima dari Perusahaan.

- d. Menanggapi saran, harapan, permasalahan dan keluhan dari Stakeholders yang disampaikan langsung kepada Dewan Komisaris (bila ada) dengan menyampaikan hal tersebut kepada Direksi untuk ditindaklanjuti.
- e. Memberikan arahan terhadap Direksi atas implementasi rencana dan kebijakan Perusahaan terkait:
 - i. Hal-hal penting mengenai perubahan lingkungan bisnis yang diperkirakan akan berdampak besar pada usaha dan kinerja Perusahaan, secara tepat waktu dan relevan.
 - ii. Kebijakan dan pelaksanaan pengembangan karir.
 - iii. Kebijakan akuntansi dan penyusunan laporan keuangan sesuai dengan standar akuntansi berlaku umum di Indonesia.
 - iv. Kebijakan pengadaan dan pelaksanaannya.
 - v. Kebijakan mutu dan pelayanan serta pelaksanaan kebijakan tersebut.
 - vi. Pengawasan terhadap Direksi dalam menjalankan peraturan perundang-undangan yang berlaku dan perjanjian dengan pihak ketiga.
 - vii. Pengawasan terhadap pengelolaan Anak Perusahaan/Perusahaan Patungan dan pelaksanaan kebijakan tersebut.

4. Terkait Pencalonan Anggota Direksi Perusahaan (Nominasi) dan Remunerasi

- a. Mengusulkan calon Anggota Direksi Perusahaan kepada Pemegang Saham.
- b. Melakukan penelaahan dan pengawasan untuk memastikan bahwa Perusahaan telah memiliki strategi dan kebijakan nominasi yang meliputi proses analisis organisasi, prosedur dan kriteria rekrutmen, seleksi dan promosi.
- c. Melakukan kajian atas sistem remunerasi yang sesuai bagi Anggota Dewan Komisaris dan Direksi dan mengajukan kepada RUPS.
- d. Memastikan bahwa Perusahaan memiliki sistem remunerasi yang transparan berupa gaji atau honorarium, tunjangan dan fasilitas yang bersifat tetap dan insentif yang bersifat variabel.
- e. Mengusulkan remunerasi Direksi sesuai dengan ketentuan yang berlaku dan penilaian kinerja Direksi.
- f. Menelaah usulan honorarium dan remunerasi (gaji, tunjangan dan fasilitas) Dewan Komisaris dan Direksi bersama dengan Komite terkait dan mengusulkan hal tersebut kepada RUPS untuk memperoleh persetujuan.

financial year (internal meetings or joint meetings with the Board of Directors), as well as honorarium, facilities, and/or other benefits received from the Company.

- d. Respond to suggestions, expectations, problems and complaints from Stakeholders submitted directly to the Board of Commissioners (if any) by submitting these matters to the Board of Directors for follow-up.
- e. Provide direction to the Board of Directors on the implementation of the Company's plans and policies related to:
 - i. Important matters regarding changes in the business environment that are expected to have a major impact on the Company's business and performance, in a timely and relevant manner.
 - ii. Career development policy and implementation.
 - iii. Accounting policies and preparation of financial statements in accordance with generally accepted accounting standards in Indonesia.
 - iv. Procurement policy and its implementation.
 - v. Quality and service policies and implementation of such policies.
 - vi. Supervision of the Board of Directors in carrying out applicable laws and regulations and agreements with third parties.
 - vii. Supervision of the management of Subsidiaries/ Joint Ventures and the implementation of the policy.

4. Related to the Nomination of Members of the Company's Board of Directors (Nomination) and Remuneration

- a. Propose candidates for Members of the Company's Board of Directors to Shareholders.
- b. Conduct review and supervision to ensure that the Company has a nomination strategy and policy which includes organizational analysis processes, procedures and criteria for recruitment, selection and promotion.
- c. Review the appropriate remuneration system for Members of the Board of Commissioners and Board of Directors and submit it to the GMS.
- d. Ensure that the Company has a transparent remuneration system in the form of salaries or honorariums, fixed allowances and facilities and variable incentives.
- e. Propose remuneration of the Board of Directors in accordance with applicable regulations and performance appraisal of the Board of Directors.
- f. Review the proposal for honorarium and remuneration (salary, allowances, and facilities) of the Board of Commissioners and Board of Directors together with related Committees and propose the matter to the GMS for approval.



5. Mengusulkan insentif kinerja/tantiem Dewan Komisaris dan Direksi dengan mempertimbangkan penilaian kinerja Direksi dan pencapaian tingkat kesehatan Perusahaan kepada RUPS untuk memperoleh persetujuan.

- a. Terkait Pencalonan Anggota Dewan Komisaris dan Direksi Anak Perusahaan yang memberikan Kontribusi Signifikan kepada Perusahaan
- b. Melakukan evaluasi dan penilaian terhadap proses penjurangan calon Anggota Dewan Komisaris dan Anggota Direksi Anak Perusahaan yang dilakukan Direksi Perusahaan, untuk kemudian memberikan penetapan tertulis.
- c. Memberikan penetapan tertulis sebagaimana dimaksud pada poin a, dalam jangka waktu selambat-lambatnya 30 (tiga puluh) hari (sebagaimana diamanatkan dalam Anggaran Dasar), terhitung sejak tanggal diterimanya usulan calon Anggota Dewan Komisaris dan Anggota Direksi Anak Perusahaan dari Direksi Perusahaan.
- d. Dalam hal Dewan Komisaris tidak memberikan penetapan tertulis dalam jangka waktu sebagaimana dimaksud pada poin b, maka Dewan Komisaris dianggap menyetujui usulan Direksi Perusahaan.
- e. Calon Dewan Komisaris dan Direksi Anak Perusahaan yang telah disetujui tertulis oleh Dewan Komisaris kemudian menandatangani Kontrak Manajemen dengan Direksi Perusahaan sebelum diajukan dan ditetapkan menjadi Anggota Dewan Komisaris dan Anggota Direksi dalam RUPS Anak Perusahaan yang bersangkutan.

6. Terkait Evaluasi Kinerja Dewan Komisaris dan Direksi

- a. Melakukan evaluasi kinerja melalui penyusunan Key Performance Indicator (KPI) Dewan Komisaris dengan sistem self assessment atau sistem lain untuk kemudian diputuskan dalam rapat Dewan Komisaris.
- b. Memberikan tanggapan dan rekomendasi mengenai penetapan KPI Direksi pada setiap awal tahun kerja.
- c. Melakukan evaluasi masing-masing kinerja Anggota Dewan Komisaris dan dituangkan dalam risalah rapat Dewan Komisaris.
- d. Laporan kinerja Dewan Komisaris disampaikan dalam laporan tugas pelaksanaan tugas pengawasan Dewan Komisaris.
- e. Menyusun sistem pengukuran dan penilaian (evaluasi) kinerja Dewan dan individu/Anggota Dewan Komisaris dan Direksi dan mengajukan kepada RUPS.
- f. Mengusulkan KPI beserta target-targetnya yang disampaikan setiap tahunnya kepada RUPS untuk disahkan.

5. Propose performance incentives/tantiem of the Board of Commissioners and Board of Directors by considering the performance appraisal of the Board of Directors and the achievement of the Company's health level to the GMS for approval.

- a. Related to the Nomination of Members of the Board of Commissioners and Directors of Subsidiaries who make a Significant Contribution to the Company
- b. Evaluate and assess the selection process for candidates for Members of the Board of Commissioners and Members of the Board of Directors of Subsidiaries carried out by the Board of Directors of the Company, to then provide a written determination.
- c. Provide a written determination as referred to in point a, within a period of no later than 30 (thirty) days (as mandated in the Articles of Association), starting from the date of receipt of the proposal of candidates for Members of the Board of Commissioners and Members of the Board of Directors of Subsidiaries from the Board of Directors of the Company.
- d. In the event that the Board of Commissioners does not provide a written determination within the period referred to in point b, the Board of Commissioners is deemed to approve the proposal of the Board of Directors of the Company.
- e. Candidates for the Board of Commissioners and Directors of Subsidiaries who have been approved in writing by the Board of Commissioners then sign a Management Contract with the Board of Directors of the Company before being submitted and appointed as Members of the Board of Commissioners and Members of the Board of Directors at the GMS of the relevant Subsidiary.

6. Related to Performance Evaluation of the Board of Commissioners and Directors

- a. Conduct performance evaluation through the preparation of Key Performance Indicators (KPI) of the Board of Commissioners with a self-assessment system or other systems to be decided in the Board of Commissioners meeting.
- b. Provide feedback and recommendations regarding the determination of KPIs of the Board of Directors at the beginning of each working year.
- c. Evaluate each performance of Members of the Board of Commissioners and as stated in the minutes of the Board of Commissioners meeting.
- d. The performance report of the Board of Commissioners is submitted in the report on the task of implementing the supervisory duties of the Board of Commissioners.
- e. Prepare a system of measurement and assessment (evaluation) of the performance of the Board and individuals/Members of the Board of Commissioners and Directors and submit to the GMS.
- f. Propose KPIs and their targets that are submitted annually to the GMS for ratification.

- g. Melakukan penilaian kinerja Direksi secara individual dan dilaporkan kepada Pemegang Saham.
- h. Dalam melakukan penilaian terhadap kinerja Direksi, Dewan Komisaris:
 - i. Menyusun kebijakan mengenai penilaian kinerja Direksi dan pelaporannya kepada Pemegang Saham.
 - ii. Menelaah kriteria, target dan indikator kinerja utama yang tercakup dalam kontrak manajemen Direksi/rencana kerja dan anggaran Perusahaan baik secara individu maupun kolegal dan menyampaikannya kepada Pemegang Saham dalam laporan tugas pengawasan secara semesteran atau tahunan.

7. Terkait Penerapan Good Corporate Governance (GCG)

- a. Menerapkan *Good Corporate Governance* secara konsisten sesuai dengan kebijakan yang ditetapkan Perusahaan.
- b. Memantau dan memastikan efektivitas praktik GCG di Perusahaan, dengan ketentuan sebagai berikut:
 - i. Penilaian, yaitu program untuk mengidentifikasi pelaksanaan GCG di Perusahaan melalui pengukuran pelaksanaan dan penerapan GCG yang dilaksanakan secara berkala minimal setiap 2 (dua) tahun.
 - ii. Evaluasi, yaitu program untuk mendeskripsikan tindak lanjut pelaksanaan dan penerapan GCG di Perusahaan yang dilaksanakan pada tahun berikutnya setelah penilaian, meliputi evaluasi terhadap hasil penilaian dan tindak lanjut atas rekomendasi perbaikan.
 - iii. Pelaksanaan penilaian dilakukan oleh penilai (assessor) independen yang ditunjuk oleh Dewan Komisaris melalui proses sesuai dengan ketentuan pengadaan barang dan jasa di Perusahaan, yang jika perlu dapat minta bantuan Direksi dalam proses penunjukkannya.
 - iv. Pelaksanaan evaluasi dapat dilakukan sendiri oleh yang bersangkutan, yang pelaksanaannya dapat didiskusikan dengan atau meminta bantuan penilai Independen atau menggunakan jasa Instansi Pemerintah yang berkompeten dibidang GCG.
 - v. Hasil pelaksanaan penilaian dan evaluasi dilaporkan kepada RUPS dalam Laporan Tahunan.
- c. Menyusun piagam/pedoman dan tata tertib kerja Dewan Komisaris (BOC Charter).

8. Terkait Penerapan Manajemen Risiko

- a. Melakukan evaluasi atas penerapan Manajemen Risiko di Perusahaan terutama pada risiko yang bersifat prioritas termasuk namun tidak terbatas pada kebijakan dan penerapan manajemen risiko di Perusahaan, berbagai jenis risiko yang dihadapi Perusahaan, strategi, sistem, metodologi dan infrastruktur serta penanganan risiko.

- g. Assess the performance of the Board of Directors individually and report to the Shareholders.
- h. In assessing the performance of the Board of Directors, the Board of Commissioners:
 - i. Formulate policies regarding the performance appraisal of the Board of Directors and its reporting to Shareholders.
 - ii. Review the criteria, targets and key performance indicators covered in the Board of Directors' management contract/work plan and the Company's budget both individually and collegially and submit them to Shareholders in a semi-annual or annual supervisory task report.

7. Related to the Implementation of Good Corporate Governance (GCG)

- a. Implement Good Corporate Governance consistently in accordance with the policies set by the Company.
- b. Monitor and ensure the effectiveness of GCG practices in the Company, with the following conditions:
 - i. Assessment, which is a program to identify the implementation of GCG in the Company through measuring the implementation and implementation of GCG which is carried out periodically at least every 2 (two) years.
 - ii. Evaluation, which is a program to describe the followup implementation and implementation of GCG in the Company which is carried out in the following year after the assessment, including evaluation of the assessment results and follow-up on improvement recommendations.
 - iii. The assessment is carried out by an independent assessor appointed by the Board of Commissioners through a process in accordance with the provisions of the procurement of goods and services in the Company, who if necessary can request the assistance of the Board of Directors in the appointment process.
 - iv. The implementation of the evaluation can be carried out alone by the person concerned, whose implementation can be discussed with or requested the assistance of an Independent Assessor or using the services of competent Government Agencies in the field of GCG.
 - v. The results of the assessment and evaluation are reported to the GMS in the Annual Report.
- c. Prepare the charter/guidelines and work rules of the Board of Commissioners (BOC Charter)

8. Related to the Implementation of Risk Management

- a. Evaluate the implementation of Risk Management in the Company, especially on priority risks including but not limited to policies and implementation of risk management in the Company, various types of risks faced by the Company, strategies, systems, methodologies and infrastructure as well as risk handling.



- b. Melakukan kajian atas efektivitas pengurusan Perusahaan dari aspek manajemen risiko secara terintegrasi sebagai bahan rekomendasi Dewan Komisaris.
- c. Melakukan evaluasi atas kebijakan investasi dan mengidentifikasi serta menilai potensi risikonya.
- d. Melakukan evaluasi tahapan proses manajemen investasi dan risiko Perusahaan, mulai dari identifikasi sampai dengan pengungkapan serta mitigasi risiko.
- e. Menilai risiko atas rencana proyek-proyek dan investasi Perusahaan, untuk selanjutnya memberikan pendapat dan atau saran terkait kelanjutan proyek- proyek tersebut.

9. Terkait Sistem Pengendalian Internal

- a. Memastikan efektifitas sistem pengendalian internal.
- b. Memastikan pelaksanaan tugas Auditor Internal dan Auditor Eksternal, dengan menilai kompetensi, independensi serta ruang lingkup tugas Auditor Internal dan Auditor Eksternal serta melaksanakan telaah atas pengaduan yang berkaitan dengan Perusahaan yang diterima oleh Dewan Komisaris.
- c. Memastikan Auditor Internal, Auditor Eksternal dan Komite Audit memiliki akses terhadap informasi mengenai Perusahaan yang diperlukan untuk melaksanakan tugasnya.
- d. Melakukan penilaian atas kewajaran informasi yang disiapkan untuk pihak lain, khususnya dalam laporan keuangan dan laporan tahunan.
- e. Membentuk Komite Audit.
- f. Meneliti dan menelaah laporan-laporan dari komite-komite yang ada dibawah Dewan Komisaris.

10. Terkait Keterbukaan dan Kerahasiaan Informasi

- a. Memantau proses keterbukaan dan efektivitas komunikasi dalam Perusahaan.
- b. Melakukan pengawasan atas kewajaran data, kelengkapan, dan ketepatan waktu informasi Perusahaan meliputi namun tidak terbatas pada laporan keuangan, laporan tahunan yang disampaikan Perusahaan kepada Shareholder maupun Stakeholder Perusahaan.
- c. Melakukan pengawasan atas informasi yang disampaikan ke publik sesuai dengan peraturan perundang-undangan yang berlaku.

11. Terkait Teknologi Informasi

- a. Mendapatkan informasi atas sistem IT yang digunakan oleh Perusahaan termasuk namun tidak terbatas pada kebijakan dan penerapannya serta aplikasi yang digunakan dan keamanannya.
- b. Memberikan arahan atas implementasi dan rencana sistem IT yang diterapkan Perusahaan.

12. Terkait Pelaporan

- a. Melaporkan kepada Perusahaan mengenai kepemilikan

- b. Conduct a review of the effectiveness of the Company's management from the aspect of integrated risk management as material for recommendations from the Board of Commissioners.
- c. Evaluate investment policies and identify and assess potential risks.
- d. Evaluate the stages of the Company's investment and risk management process, from identification to disclosure and risk mitigation.
- e. Assess the risks of the Company's planned projects and investments, to further provide opinions and/or suggestions related to the continuation of these projects.

9. Related to Internal Control System

- a. Ensuring the effectiveness of the internal control system.
- b. Ensure the implementation of the duties of Internal Auditors and External Auditors, by assessing the competence, independence, and scope of duties of Internal Auditors and External Auditors and reviewing complaints related to the Company received by the Board of Commissioners.
- c. Ensure that Internal Auditors, External Auditors and Audit Committee have access to information about the Company needed to carry out their duties.
- d. Assess the fairness of information prepared for other parties, especially in financial statements and annual reports.
- e. Establish an Audit Committee.
- f. Research and review reports from committees under the Board of Commissioners.

10. Related to Information Disclosure and Confidentiality

- a. Monitor the process of openness and effectiveness of communication within the Company.
- b. Supervise the fairness of data, completeness, and timeliness of the Company's information including but not limited to financial statements, annual reports submitted by the Company to Shareholders and Stakeholders of the Company.
- c. Supervise information submitted to the public in accordance with applicable laws and regulations.

11. Related to Information Technology

- a. Obtain information on IT systems used by the Company including but not limited to policies and their application as well as applications used and security.
- b. Provide direction on the implementation and plan of the IT system implemented by the Company.

12. Related to Reporting

- a. Report to the Company regarding its and/or family

sahamnya dan/atau keluarganya pada Perusahaan dan perusahaan lain, termasuk setiap perubahannya untuk dicatat dalam Daftar Khusus sesuai dengan peraturan perundangan yang berlaku.

- b. Menyampaikan laporan harta kekayaan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.

13. Lainnya

- a. Mematuhi peraturan perundang-undangan yang berlaku, Anggaran Dasar dan Pedoman GCG serta kebijakankebijakan Perusahaan yang telah ditetapkan.
- b. Membuat pembagian tugas yang diatur sendiri oleh Dewan Komisaris, pembagian tugas tersebut mencakup seluruh bidang tugas Direksi.
- c. Mengikuti perkembangan kegiatan Perusahaan, baik dari informasi-informasi internal yang disediakan oleh Perusahaan maupun dari informasi-informasi eksternal yang berasal dari media maupun dari sumber-sumber lainnya.
- d. Melaksanakan kewajiban lainnya dalam rangka tugas pengawasan dan pemberian nasihat, sepanjang tidak bertentangan dengan peraturan perundang-undangan, Anggaran Dasar, dan/atau keputusan Rapat Umum Pemegang Saham.

share ownership in the Company and other companies, including any changes to be recorded in the Special List in accordance with applicable laws and regulations.

- b. Submit asset reports in accordance with the provisions of applicable laws and regulations.

13. Others

- a. Comply with applicable laws and regulations, Articles of Association and GCG Guidelines as well as established Company policies.
- b. Making the division of duties that are regulated by the Board of Commissioners, the division of duties covers all areas of duties of the Board of Directors.
- c. Follow the development of the Company's activities, both from internal information provided by the Company and from external information from the media and from other sources.
- d. Carry out other obligations in the framework of supervisory and advisory duties, as long as they do not conflict with laws and regulations, Articles of Association, and/or resolutions of the General Meeting of Shareholders.

Wewenang Dewan Komisaris

Dewan Komisaris berwenang untuk:

1. Melihat buku-buku, surat-surat serta dokumen-dokumen lainnya, memeriksa kas untuk keperluan verifikasi dan lain-lain surat berharga dan memeriksa kekayaan Perusahaan secara fisik.
2. Memasuki pekarangan, gedung dan kantor yang dipergunakan oleh Perusahaan.
3. Meminta penjelasan dari Direksi dan/atau pejabat lainnya mengenai segala persoalan yang menyangkut pengelolaan Perusahaan.
4. Mengetahui segala kebijakan dan tindakan yang telah dan akan dijalankan oleh Direksi.
5. Meminta Direksi dan/atau pejabat lainnya dibawah Direksi dengan sepengetahuan Direksi untuk menghadiri rapat Dewan Komisaris.
6. Mengangkat dan memberhentikan Sekretaris Dewan Komisaris, jika dianggap perlu.
7. Memberhentikan sementara anggota Direksi sesuai dengan ketentuan Anggaran Dasar.
8. Membentuk komite-komite lain selain komite Audit, jika dianggap perlu dengan memperhatikan kemampuan Perusahaan.
9. Menggunakan tenaga ahli untuk hal tertentu dan jangka waktu tertentu atas beban Perusahaan, jika dianggap perlu.
10. Melakukan tindakan pengurusan Perusahaan dalam keadaan tertentu untuk jangka waktu tertentu sesuai dengan ketentuan Anggaran Dasar.
11. Menghadiri rapat Direksi dan memberikan pandangan-pandangan terhadap hal-hal yang dibicarakan.

Board Of Commissioners Authorities

The Board of Commissioners is authorized to:

1. View books, papers and other documents, check cash for verification purposes and other securities and check the Company's physical wealth.
2. Enter the yards, buildings and offices used by the Company.
3. Request explanations from the Board of Directors and/or other officers regarding all issues concerning the management of the Company.
4. Know all policies and actions that have been and will be carried out by the Board of Directors.
5. Request the Board of Directors and/or other officers under the Board of Directors with the knowledge of the Board of Directors to attend meetings of the Board of Commissioners.
6. Appoint and dismiss the Secretary of the Board of Commissioners, if deemed necessary.
7. Suspend members of the Board of Directors in accordance with the provisions of the Articles of Association.
8. Establish committees other than the Audit committee, if deemed necessary by taking into account the Company's capabilities.
9. Use experts for certain matters and certain periods of time at the Company's expense, if deemed necessary.
10. Carry out management actions of the Company under certain circumstances for a certain period of time in accordance with the provisions of the Articles of Association.
11. Attend Board of Directors meetings and provide views on matters discussed.



12. Mengurus Perusahaan untuk sementara dalam hal seluruh Anggota Direksi diberhentikan untuk sementara atau Perusahaan tidak mempunyai seorangpun Anggota Direksi, dengan kewajiban dalam waktu selambat-lambatnya 30 (tiga puluh) hari setelah terjadi lowongan, mengusulkan kepada RUPS untuk mengisi lowongan tersebut. Dewan Komisaris berhak untuk memberikan kekuasaan sementara kepada seorang atau lebih diantara Anggota Dewan Komisaris atas tanggungan Dewan Komisaris.
13. Mengusulkan bakal calon Anggota Direksi Perusahaan yang berasal dari internal Perusahaan kepada Direktur Utama IDSurvey, berdasarkan hasil uji kelayakan dan kepatutan yang dilakukan oleh lembaga profesional yang dipilih oleh Perusahaan.
14. Mengusulkan kepada Direksi untuk melaksanakan RUPS jika dianggap perlu dengan menyebutkan hal-hal yang akan dibicarakan.
15. Memberikan persetujuan bahwa kepentingan salah seorang Anggota Direksi akan diwakili oleh Anggota Direksi lainnya dalam hal terjadi benturan kepentingan salah seorang Anggota Direksi yang diwakili tersebut. Dalam hal terjadi benturan kepentingan oleh seluruh Anggota Direksi, maka Perusahaan akan diwakili oleh Dewan Komisaris atau oleh seorang yang ditunjuk oleh Dewan Komisaris.
16. Memberikan persetujuan atas usulan pengangkatan Sekretaris Perusahaan dan Kepala Satuan Pengawasan Intern.
17. Melaksanakan kewenangan pengawasan lainnya sepanjang tidak bertentangan dengan peraturan perundang-undangan, Anggaran Dasar dan/atau keputusan RUPS.

Hak Dewan Komisaris

Dewan Komisaris berhak untuk:

1. Mendapatkan penghasilan yang terdiri dari honorarium dan tunjangan/fasilitas termasuk santunan purna jabatan yang jenis dan jumlahnya ditetapkan oleh RUPS dengan memperhatikan peraturan perundang-undangan yang berlaku.
2. Memperoleh tantiem dalam hal Perusahaan memperoleh keuntungan dalam tahun buku yang bersangkutan.
3. Mendapatkan program pengenalan bagi Anggota Dewan Komisaris yang baru dan peningkatan kapabilitas bagi Anggota Dewan Komisaris.

Pembagian Tugas Dewan Komisaris

Dewan Komisaris bertugas secara Individual dan kolegal sebagaimana diatur dalam Piagam Kerja Dewan Komisaris. Pembagian tugas Dewan Komisaris ditetapkan berdasarkan Keputusan Dewan Komisaris No. 04/DKM-III/2024 yang ditandatangani oleh seluruh Dewan Komisaris pada tanggal 26 Maret 2024 tentang Pembagian Bidang Tugas Anggota Dewan Komisaris PT SUCOFINDO dengan tembusan Direksi Perusahaan.

12. Managing the Company temporarily in the event that all Members of the Board of Directors are temporarily dismissed or the Company does not have any Members of the Board of Directors, with obligations within no later than 30 (thirty) days after the vacancy occurs, propose to the GMS to fill the vacancy. The Board of Commissioners has the right to grant temporary power to one or more members of the Board of Commissioners at the expense of the Board of Commissioners.
13. Propose prospective members of the Company's Board of Directors from within the Company to the President Director of IDSurvey, based on the results of due diligence conducted by a professional institution selected by the Company.
14. Propose to the Board of Directors to carry out the GMS if deemed necessary by mentioning the matters to be discussed
15. Give approval that the interests of one Member of the Board of Directors will be represented by other Members of the Board of Directors in the event of a conflict of interest of one of the Members of the Board of Directors represented. In the event of a conflict of interest by all Members of the Board of Directors, the Company will be represented by the Board of Commissioners or by a person appointed by the Board of Commissioners.
16. Provide approval for the proposed appointment of the Corporate Secretary and Head of Internal Control Unit.
17. Carry out other supervisory authorities as long as they do not conflict with laws and regulations, the Articles of Association and/or the resolutions of the GMS.

Rights Of The Board Of Commissioners

The Board of Commissioners has the right to:

1. Earn income consisting of honorarium and benefits/facilities including after-service compensation whose type and amount are determined by the GMS by taking into account the applicable laws and regulations.
2. Obtain tantiem in the event that the Company earns profits in the relevant financial year.
3. Obtain an introduction program for new Members of the Board of Commissioners and increased capabilities for Members of the Board of Commissioners.

Division of Duties of the Board of Commissioners

The Board of Commissioners performs its duties both individually and collegially as stipulated in the Board of Commissioners Charter. The division of duties of the Board of Commissioners was determined based on Board of Commissioners Resolution No. 04/DKM-III/2024, signed by all members of the Board of Commissioners on March 26, 2024, regarding the Division of Duties of Members of the Board of Commissioners of PT SUCOFINDO, with copies submitted to the Board of Directors.

Nama Name	Jabatan Position	Bidang Pengawasan Field of Supervision
Moga Simatupang*	Komisaris Utama President Commissioner	Mengkoordinasikan tugas dan wewenang Dewan Komisaris & Ketua Komite Nominasi dan Remunerasi. Coordinate the duties and authorities of the Board of Commissioners, and the Chairman of the Nomination and Remuneration Committee.
Zainal Abidin	Komisaris Independen Independent Commissioner	Pengawasan terhadap kinerja keuangan a. Perbandingan realisasi terhadap anggaran b. Kesehatan perusahaan c. <i>Outstanding</i> utang perusahaan d. Realisasi Capex terhadap rencananya; dan Ketua Komite Audit. Monitoring of financial performance a. Comparison of realisation against budget b. Company health c. Outstanding debt of the company d. Capex realisation against plan; and Chairman of the Audit Committee.
Mahatma Gandhi**	Komisaris Independen Independent Commissioner	Pengawasan terhadap layanan operasional dan inisiatif strategis perusahaan. Supervision of operational services and the Company's strategic initiatives.
Adi Budiarmo	Komisaris Commissioner	Pengawasan terhadap tata kelola perusahaan yang baik (<i>good corporate governance</i>), manajemen risiko, investasi, dan anak perusahaan, dan Ketua Komite Manajemen Risiko, Investasi dan Tata Kelola Perusahaan, dan Sekretaris Komite Nominasi dan Remunerasi. Supervision of good corporate governance, risk management, investment, and subsidiaries, and Chairman of the Risk Management, Investment and Corporate Governance Committee, and Secretary of the Nomination and Remuneration Committee.
Anas Puji Istanto***	Komisaris Commissioner	Pengawasan terhadap aspek Sumber Daya Manusia dan Pengembangan Karyawan, dan Sekretaris Komite Nominasi dan Remunerasi. Supervision of Human Capital aspects and Employee Development, and serving as Secretary of the Nomination and Remuneration Committee.

Keterangan:

* Resmi menjabat Komisaris Utama per 22 Maret 2024.

** Resmi menjabat Komisaris Independen per 22 Maret 2024.

*** Resmi menjabat Komisaris per 22 Maret 2024.

Notes:

*) Officially appointed as President Commissioner as of March 22, 2024

**) Officially appointed as Independent Commissioner as of March 22, 2024

***) Officially appointed as Commissioner as of March 22, 2024

Pengisian Jabatan Lowong Anggota Dewan Komisaris

Khusus untuk lowong jabatan Komisaris Utama dan Komisaris Independen, pengisian jabatan lowong tersebut dilakukan melalui Rapat Dewan Komisaris, sampai ditentukan kemudian oleh RUPS. Apabila oleh suatu sebab jabatan Anggota Dewan Komisaris lowong, maka:

1. RUPS harus diselenggarakan dalam waktu paling lambat 30 (tiga puluh) hari setelah terjadi lowongan, untuk mengisi lowongan tersebut.
2. Dalam hal lowongan jabatan disebabkan oleh berakhirnya masa jabatan Anggota Dewan Komisaris, maka Anggota Dewan Komisaris yang berakhir masa jabatannya

Filling The Vacant Position Of Members Of The Board Of Commissioners

Especially for vacancies in the positions of President Commissioner and Independent Commissioner, the filling of vacant positions is carried out through the Board of Commissioners Meeting, until determined later by the GMS. If for any reason the position of Member of the Board of Commissioners is vacant, then:

1. GMS must be held within no later than 30 (thirty) days after the vacancy occurs, to fill the vacancy.
2. In the event that the vacancy is caused by the expiration of the term of office of the Member of the Board of Commissioners, the Member of the Board of Commissioners



tersebut dapat ditunjuk oleh RUPS untuk sementara tetap melaksanakan tugas sebagai Anggota Dewan Komisaris dengan tugas, kewenangan dan kewajiban yang sama.

3. Kepada Pelaksana Tugas Anggota Dewan Komisaris sebagaimana dimaksud pada huruf (b), diberikan honorarium dan tunjangan/fasilitas sebagai Anggota Dewan Komisaris, kecuali Santunan Purna Jabatan.

who ends his term of office may be appointed by the GMS to temporarily continue to carry out his duties as a Member of the Board of Commissioners with the same duties, authorities and obligations.

3. To the Acting Members of the Board of Commissioners as referred to in letter (b), honorarium and benefits/facilities as Members of the Board of Commissioners are given, except for Retirement Compensation.

Rangkap Jabatan Dewan Komisaris

Sesuai Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023, anggota Dewan Komisaris dilarang memiliki rangkap jabatan sebagai berikut:

1. Sebagai anggota Dewan Komisaris/Dewan Pengawas BUMN, kecuali berdasarkan penugasan khusus dari Menteri.
2. Sebagai anggota Direksi pada BUMN, badan usaha lainnya atau menduduki jabatan yang berdasarkan peraturan perundangundangan dilarang untuk dirangkap dengan jabatan anggota Dewan Komisaris/Dewan Pengawas BUMN, atau jabatan yang dapat menimbulkan benturan kepentingan dengan BUMN yang bersangkutan, serta menandatangani surat pernyataan bersedia mengundurkan diri dari jabatan tersebut jika terpilih sebagai anggota Dewan Komisaris/Dewan Pengawas BUMN.

Informasi mengenai rangkap jabatan anggota Dewan Komisaris PT SUCOFINDO sepanjang tahun 2024 adalah sebagai berikut:

Concurrent Position Of Board Of Commissioners

In accordance with SOE Minister Regulation Number PER-3/MBU/03/2023, members of the Board of Commissioners are prohibited from having concurrent positions as follows:

1. As a member of the Board of Commissioners/Supervisory Board of SOEs, except based on a special assignment from the Minister.
2. As a member of the Board of Directors of SOEs, other business entities or occupying positions that based on laws and regulations are prohibited from concurrently holding the position of members of the Board of Commissioners/Supervisory Board of SOEs, or positions that may cause a conflict of interest with the relevant SOEs, and sign a statement letter willing to resign from the position if elected as a member of the Board of Commissioners/Supervisory Board of SOEs.

Information on concurrent positions held by members of the Board of Commissioners of PT SUCOFINDO throughout 2024 is as follows:

Nama Name	Jabatan Position	Rangkap Jabatan Concurrent Position	Institusi Institution
Moga Simatupang*	Komisaris Utama President Commissioner	Tidak Ada None	Tidak Ada None
Zainal Abidin	Komisaris Independen Independent Commissioner	Sekretaris Lembaga Perekonomian PBNU Secretary of the Economic Institution of PBNU	Nahdlatul Ulama (NU)
Mahatma Gandhi**	Komisaris Independen Independent Commissioner	Tidak Ada None	Tidak Ada None
Adi Budiarmo	Komisaris Commissioner	Kepala Pusat Kebijakan Sektor Keuangan di Badan Kebijakan Fiskal Kementerian Keuangan Head of the Financial Sector Policy Center at the Fiscal Policy Agency, Ministry of Finance	Kementerian Keuangan Ministry of Finance

Anas Puji Istanto***	Komisaris Commissioner	1. Plt. Asisten Deputi Bidang Peraturan Perundang-undangan, 2. Wakil Ketua Umum V KAHGAMA 3. Sekretaris Dewan Pengawas Forum Hukum BUMN	Kementerian BUMN Ministry of SOEs
		1. Acting Deputy Assistant for Legislation 2. Vice Chairman V of KAHGAMA 3. Secretary of the Supervisory Board of the SOE Legal Forum	

Keterangan:

* Resmi menjabat Komisaris Utama per 22 Maret 2024.

** Resmi menjabat Komisaris Independen per 22 Maret 2024.

*** Resmi menjabat Komisaris per 22 Maret 2024.

Notes:

*) Officially appointed as President Commissioner as of March 22, 2024

**) Officially appointed as Independent Commissioner as of March 22, 2024

***) Officially appointed as Commissioner as of March 22, 2024

Rapat Dewan Komisaris

Jenis Rapat Dewan Komisaris

1. Rapat Internal Dewan Komisaris Rapat Internal Dewan Komisaris adalah rapat yang diselenggarakan oleh Dewan Komisaris dan hanya dihadiri oleh Anggota Dewan Komisaris. Bila diperlukan, Rapat Internal Dewan Komisaris dapat mengundang pihak-pihak lain sehubungan dengan agenda/topik pembahasan Rapat Internal Dewan Komisaris.
2. Rapat Gabungan antara Dewan Komisaris dengan Direksi. Rapat Gabungan merupakan rapat antara Dewan Komisaris dan Direksi dan dapat juga dilakukan atas permintaan Direksi.
3. Rapat Dewan Komisaris dengan Komite Dewan Komisaris Rapat Dewan Komisaris dan Komite-Komite Dewan Komisaris merupakan Rapat Dewan Komisaris yang mengundang Komite-Komite Dewan Komisaris dalam rangka membahas laporan-laporan periodik Komite, isu yang berkembang serta terkait dengan transaksi yang memerlukan persetujuan Dewan Komisaris.

Kebijakan Rapat Dewan Komisaris

1. Dewan Komisaris mengadakan rapat paling sedikit setiap bulan sekali, dalam rapat tersebut Dewan Komisaris dapat mengundang Direksi.
2. Panggilan Rapat Dewan Komisaris disampaikan secara tertulis oleh Komisaris Utama atau oleh Anggota Dewan Komisaris yang ditunjuk oleh Komisaris Utama dan disampaikan dalam jangka waktu paling lambat 3 (tiga) hari sebelum rapat diadakan atau dalam waktu yang lebih singkat jika dalam keadaan mendesak, dengan tidak memperhitungkan tanggal panggilan dan tanggal rapat.
3. Panggilan rapat sebagaimana dimaksud pada poin 2) harus mencantumkan acara, tanggal, waktu dan tempat rapat.
4. Panggilan rapat tersebut tidak diisyaratkan apabila semua anggota Dewan Komisaris hadir dalam rapat.

Board Of Commissioners Meeting

Types of Board of Commissioners Meetings

1. Internal Meeting of the Board of Commissioners Internal Meeting of the Board of Commissioners is a meeting held by the Board of Commissioners and attended only by Members of the Board of Commissioners. If necessary, the Internal Meeting of the Board of Commissioners may invite other parties in connection with the agenda/topic of discussion of the Internal Meeting of the Board of Commissioners.
2. Joint Meeting between the Board of Commissioners and the Board of Directors. A Joint Meeting is a meeting between the Board of Commissioners and the Board of Directors and may also be conducted at the request of the Board of Directors.
3. Board of Commissioners Meeting with Board of Commissioners Committee. The Meeting of the Board of Commissioners and Committees of the Board of Commissioners is a Meeting of the Board of Commissioners that invites the Committee's Committees to discuss periodic reports of the Committee, issues that develop and are related to transactions that require approval from the Board of Commissioners.

Board of Commissioners Meeting Policy

1. The Board of Commissioners meets at least once a month, in which case the Board of Commissioners may invite the Board of Directors.
2. The summons for the Meeting of the Board of Commissioners shall be submitted in writing by the President Commissioner or by a Member of the Board of Commissioners appointed by the President Commissioner and submitted within a period of no later than 3 (three) days before the meeting is held or within a shorter time if in urgent circumstances, without taking into account the date of the call and the date of the meeting.
3. The meeting call as referred to in point 2) must include the event, date, Time, and Venue of the meeting.
4. The call for the summons is not signaled if all members of the Board of Commissioners are present at the meeting.



5. Agenda Rapat Dewan Komisaris mengacu dan menggunakan program kerja tahunan Dewan Komisaris yang telah disusun dan disahkan sebelumnya oleh Dewan Komisaris.
6. Sebelum Rapat dilangsungkan, Sekretaris Dewan Komisaris terlebih dahulu mengedarkan agenda rapat untuk mendapatkan masukan dari para Anggota Dewan Komisaris mengenai agenda tersebut. Masukan tersebut dapat berupa penambahan atau penajaman agenda rapat.
7. Setiap Anggota Dewan Komisaris berhak untuk mengusulkan agenda rapat yang akan dilaksanakan.
8. Dalam hal terdapat tambahan Agenda Rapat Dewan Komisaris, harus disetujui oleh semua Anggota Dewan Komisaris yang hadir atau wakilnya yang sah.
9. Jika rapat tersebut mengundang pihak lain, Sekretaris Dewan Komisaris bertugas untuk membuat surat undangan kepada pihak yang dimaksud. Dalam hal pihak lain tersebut berasal dari Manajemen yaitu pejabat 1 (satu) tingkat dan/ atau 2 (dua) tingkat di bawah Direksi, maka untuk maksud tersebut harus sepengetahuan Direksi.
10. Materi rapat disiapkan dan disampaikan oleh Sekretaris Dewan Komisaris bersamaan dengan penyampaian undangan.

Frekuensi dan Tingkat Kehadiran dalam Rapat Dewan Komisaris

Pada tahun 2024, telah dilaksanakan 12 (dua belas) kali rapat internal Dewan Komisaris serta 12 (dua belas) kali rapat bersama Direksi. Rincian kehadiran masing-masing anggota Dewan Komisaris dalam rapat-rapat tersebut disajikan pada tabel di bawah ini.

5. The agenda of the Board of Commissioners Meeting refers to and uses the annual work program of the Board of Commissioners that has been prepared and ratified in advance by the Board of Commissioners.
6. Before the Meeting is held, the Secretary of the Board of Commissioners first circulates the meeting agenda to obtain input from the Members of the Board of Commissioners on the agenda. The input can be in the form of adding or sharpening the meeting agenda.
7. Each Member of the Board of Commissioners has the right to propose the agenda of the meeting to be held.
8. In the event that there is an additional Meeting Agenda of the Board of Commissioners, it must be approved by all members of the Board of Commissioners present or their legal representatives.
9. If the meeting invites other parties, the Secretary of the Board of Commissioners is tasked with making an invitation letter to the party in question. In the event that the other party comes from Management, namely officers 1 (one) level and / or 2 (two) levels below the Board of Directors, then for that purpose must be with the knowledge of the Board of Directors.
10. Meeting materials shall be prepared and submitted by the Secretary of the Board of Commissioners in conjunction with the submission of invitations.

Frequency and Attendance Rate at Board of Commissioners' Meetings

In 2024, a total of 12 (twelve) internal Board of Commissioners' meetings and 12 (twelve) joint meetings with the Board of Directors were held. Details of each member's attendance at these meetings are presented in the table below.

Nama Name	Jabatan Position	Rapat Internal Dewan Komisaris Internal Meeting of the Board of Commissioners			Rapat Bersama Direksi Joint Meeting of the Board of Directors		
		Jumlah Rapat Number of Meetings	Kehadiran Attendance	%	Jumlah Rapat Number of Meetings	Kehadiran Attendance	%
Moga Simatupang*	Komisaris Utama President Commissioner	9	9	100,00	12	9	75,00
Zainal Abidin	Komisaris Independen Independent Commissioner	12	12	100,00	12	12	100,00
Mahatma Gandhi**	Komisaris Independen Independent Commissioner	9	9	100,00	12	10	83,33

Nama Name	Jabatan Position	Rapat Internal Dewan Komisaris Internal Meeting of the Board of Commissioners			Rapat Bersama Direksi Joint Meeting of the Board of Directors		
		Jumlah Rapat Number of Meetings	Kehadiran Attendance	%	Jumlah Rapat Number of Meetings	Kehadiran Attendance	%
Adi Budiarmo	Komisaris Commissioner	12	11	91,67	12	11	91,67
Anas Puji Istanto***	Komisaris Commissioner	9	6	66,67	12	6	50,00

Keterangan:

*) Resmi menjabat Komisaris Utama per 22 Maret 2024

**) Resmi menjabat Komisaris Independen per 22 Maret 2024

***) Resmi menjabat Komisaris per 22 Maret 2024

Notes:

*) Officially appointed as President Commissioner as of March 22, 2024

**) Officially appointed as Independent Commissioner as of March 22, 2024

***) Officially appointed as Commissioner as of March 22, 2024

Agenda Rapat Internal Dewan Komisaris

Internal Meeting Agenda of the Board of Commissioners

No	Tanggal Date	Agenda Rapat Meeting Agenda
1	16 Januari 2024 January 16, 2024	Pembahasan Talent Pool Kementerian BUMN dan Cluster Talent Committee IDSurvey tahun 2024 Discussion on the Ministry of BUMN Talent Pool and Cluster Talent Committee IDSurvey for 2024
2	31 Januari 2024 January 31, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Lain-lain. 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Miscellaneous.
3	27 Februari 2024 February 27, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Lain-lain. 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Miscellaneous.
4	26 Maret 2024 March 26, 2024	1. Rapat Internal Dewan Komisaris; 2. Laporan Komite Audit PT SUCOFINDO; 3. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 4. Induksi Dewan Komisaris; dan 5. Wawancara ICOFR. 1. Internal Board of Commissioners' Meeting; 2. Audit Committee Report of PT SUCOFINDO; 3. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 4. Board of Commissioners' Induction; 5. ICOFR Interview.
5	26 April 2024 April 26, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Lain-lain. 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Miscellaneous.



No	Tanggal Date	Agenda Rapat Meeting Agenda
6	29 Mei 2024 May 29, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Lain-lain. 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Miscellaneous.
7	26 Juni 2024 June 26, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Lain-lain. 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Miscellaneous.
8	29 Juli 2024 July 29, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Lain-lain. 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Miscellaneous.
9	30 Agustus 2024 August 30, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Lain-lain. 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Miscellaneous.
10	30 September 2024 September 30, 2024	1. Laporan Komite Audit PT SUCOFINDO; dan 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO. 1. Audit Committee Report of PT SUCOFINDO; and 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO.
11	25 Oktober 2024 October 25, 2024	1. Laporan Komite Audit PT SUCOFINDO; dan 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO. 1. Audit Committee Report of PT SUCOFINDO; and 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO.
12	29 November 2024 November 29, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Laporan Nominasi dan Remunerasi. 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Nomination and Remuneration Report.
13	24 Desember 2024 December 24, 2024	1. Laporan Komite Audit PT SUCOFINDO; 2. Laporan Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO; dan 3. Laporan Nominasi dan Remunerasi. 1. Laporan Komite Audit PT SUCOFINDO; 1. Audit Committee Report of PT SUCOFINDO; 2. Risk Management, Investment, and Governance Committee Report of PT SUCOFINDO; and 3. Nomination and Remuneration Report.

Agenda Rapat Dewan Komisaris Bersama Direksi

Agenda for Joint Board of Commissioners and Board of Directors Meetings

No	Tanggal Date	Agenda Rapat Meeting Agenda
1	24 Januari 2024 January 24, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Desember 2023; dan - Lain-lain. - Discussion on Company Performance until December 2023; and - Miscellaneous.
2	20 Februari 2024 February 20, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Januari 2024; dan - Lain-lain. - Discussion on Company Performance until January 2024; and - Miscellaneous.
3	21 Maret 2024 March 21, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Januari 2024; - Rencana Pembukaan Cabang Kendari; - Rencana perubahan Struktur Organisasi Menyesuaikan dengan Penambahan dan Nomenklatur Terbaru, dan; - Lain-lain. - Discussion on Company Performance until January 2024; - Plan for Opening Kendari Branch; - Plan for Organizational Structure Changes to Align with Latest Additions and Nomenclature; and - Miscellaneous.
4	19 April 2024 April 19, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Maret 2024; dan - Lain-lain. - Discussion on Company Performance until March 2024; and - Miscellaneous.
5	22 Mei 2024 May 22, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan April 2024; dan - Lain-lain. - Discussion on Company Performance until April 2024; and - Miscellaneous.
6	19 Juni 2024 June 19, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Mei 2024; dan - Lain-lain. - Discussion on Company Performance until May 2024; and - Miscellaneous.
7	22 Juli 2024 July 22, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Juni 2024; dan - Lain-lain. - Discussion on Company Performance until June 2024; and - Miscellaneous.
8	22 Agustus 2024 August 22, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Juli 2024; dan - Lain-lain. - Discussion on Company Performance until July 2024; and - Miscellaneous.
9	23 September 2024 September 23, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Agustus 2024; dan - Lain-lain. - Discussion on Company Performance until August 2024; and - Miscellaneous.
10	18 Oktober 2024 October 18, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan September 2024; dan - Lain-lain. - Discussion on Company Performance until September 2024; and - Miscellaneous.
11	21 November 2024 November 21, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Oktober 2024; dan - Lain-lain. - Discussion on Company Performance until October 2024; and - Miscellaneous.
12	10 Desember 2024 December 10, 2024	- Pembahasan Kinerja Perusahaan sampai dengan bulan Oktober 2024; dan - Lain-lain. - Discussion on Company Performance until October 2024; and - Miscellaneous.



Program Pengenalan

Setiap anggota Dewan Komisaris yang pertama kali diangkat wajib mengikuti Program Pengenalan Perusahaan sebagai bagian dari proses orientasi awal, sebagaimana diatur dalam Pasal 43 PER-2/MBU/03/2023. Program ini disusun untuk membangun pemahaman yang utuh mengenai visi, misi, kegiatan usaha, struktur organisasi, serta peran strategis Dewan Komisaris dalam menjalankan fungsi pengawasan dan pemberian nasihat. Melalui program ini, diharapkan setiap anggota Dewan Komisaris dapat segera beradaptasi dan berkontribusi secara optimal sejak awal masa tugasnya. Tanggung jawab atas pelaksanaan dan pendokumentasian program berada pada Sekretaris Perusahaan atau pejabat yang ditunjuk.

Materi program pengenalan tersebut antara lain:

1. Gambaran mengenai Perusahaan berkaitan dengan:
 - a. Anggaran Dasar Perusahaan.
 - b. Misi, Visi, Nilai-nilai dan budaya Perusahaan serta Kode Etik Pegawai (CoC).
 - c. Struktur organisasi Perusahaan, kinerja keuangan dan operasional, strategi, rencana usaha, jangka pendek dan jangka panjang, posisi kompetitif, risiko dan berbagai masalah strategi lainnya.
2. Prinsip-prinsip dan pelaksanaan *Good Corporate Governance* di Perusahaan.
3. Penjelasan tugas, wewenang dan hak Dewan Komisaris dan Direksi serta tanggungjawab hukum Anggota Dewan Komisaris dan Direksi.
4. Penjelasan berkaitan dengan kewenangan yang didelegasikan, audit internal dan eksternal, sistem dan kebijaksanaan pengendalian internal serta tugas dan peranan Komite Audit serta komite lainnya.
5. *Team building*, dalam kegiatan ini menyertakan seluruh Anggota Dewan Komisaris, baik yang baru menjabat maupun yang pernah menjabat sebelumnya untuk mewujudkan kekompakan dan kerja sama tim sebagai Dewan Komisaris.

Program pengenalan yang diberikan dapat berupa:

1. Presentasi secara bertahap;
2. Kunjungan Perusahaan dan cabang dengan melihat dan berhubungan langsung;
3. Pengkajian dokumen; dan/atau
4. Program lainnya yang dapat disesuaikan dengan kebutuhan.

Program pengenalan dilaksanakan selambat-lambatnya 90 (sembilan puluh) hari kalender setelah RUPS memutuskan pengangkatan Anggota Dewan Komisaris yang baru.

Pada tahun 2024, PT SUCOFINDO telah melaksanakan Program Pengenalan bagi anggota Dewan Komisaris yang baru diangkat, yakni Bapak Moga Simatupang, Bapak Mahatma Gandhi, dan Bapak Anas Puji Istanto pada 25 Maret 2024. Program tersebut mencakup pemaparan mengenai Profil Perusahaan, Rencana Jangka Panjang Perusahaan (RJPP) tahun 2020-2024, Kesisteman dan Tata Kelola Perusahaan yang Baik (GRC),

Introduction Program

Each newly appointed member of the Board of Commissioners is required to participate in the Company's Introduction Program as part of the initial orientation process, as outlined in Article 43 of PER-2/MBU/03/2023. This program is designed to build a comprehensive understanding of the company's vision, mission, business activities, organizational structure, and the strategic role of the Board of Commissioners in performing oversight and providing advice. Through this program, it is expected that each member of the Board of Commissioners will be able to adapt quickly and contribute optimally from the beginning of their term. The responsibility for the implementation and documentation of the program lies with the Corporate Secretary or an appointed official.

The introduction program materials include:

1. Overview of the Company relating to:
 - a. Company's Articles of Association.
 - b. Mission, Vision, Corporate Values, and Culture as well as Employee Code of Ethics (CoC).
 - c. The Company's organizational structure, financial and operational performance, strategy, business plan, short and long term, competitive position, risk and various other strategic issues.
2. Principles and implementation of *Good Corporate Governance* in the Company.
3. Explanation of duties, authorities and rights of the Board of Commissioners and Board of Directors as well as legal responsibilities of Members of the Board of Commissioners and Board of Directors.
4. Explanation relating to delegated authority, internal and external audit, internal control system and policy and duties and roles of the Audit Committee and other committees (if any).
5. Team building, in this activity includes all Members of the Board of Commissioners, both new and those who have served previously to realize cohesiveness and teamwork as the Board of Commissioners.

The introduction program provided can be:

1. Presentation in stages.
2. Visits of the Company and branches by seeing and dealing directly.
3. Document review, and/or
4. Other programs that can be tailored to your needs.

The introduction program shall be carried out no later than 90 (ninety) calendar days after the GMS decides on the appointment of new members of the Board of Commissioners.

In 2024, PT SUCOFINDO conducted an Introduction Program for the newly appointed members of the Board of Commissioners, namely Mr. Moga Simatupang, Mr. Mahatma Gandhi, and Mr. Anas Puji Istanto, on March 25, 2024. The program included presentations on the Company Profile, the Company's Long-Term Plan (RJPP) for 2020-2024, the Corporate Governance and Risk Management System (GRC), the Company's Work and Budget

Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2024, serta Tugas dan Hak Direksi dan Dewan Komisaris.

Program Peningkatan Kapabilitas

Program peningkatan kapabilitas bagi Dewan Komisaris bertujuan untuk memastikan para anggota senantiasa memperoleh pembaruan pengetahuan terkait perkembangan terkini di bidang keuangan, operasional, serta dinamika industri yang relevan dengan core business Perusahaan. Selama tahun 2024, anggota Dewan Komisaris PT SUCOFINDO telah mengikuti program-program peningkatan kapabilitas sebagai berikut:

Plan (RKAP) for 2024, as well as the Duties and Rights of the Board of Directors and the Board of Commissioners.

Capability Enhancement Program

The capability enhancement program for the Board of Commissioners aims to ensure that members consistently receive updates on the latest developments in finance, operations, and industry dynamics relevant to the company's core business. Throughout 2024, members of the Board of Commissioners of PT SUCOFINDO participated in the following capability enhancement programs:

Nama dan Jabatan Name and Position	Program yang Diikuti Name of Program Followed	Penyelenggara Organizer	Tanggal Date
Moga Simatupang* Komisaris Utama President Commissioner	CRGP	RAP Indonesia	6 - 8 November 2024 November 6 - 8, 2024
Zainal Abidin Komisaris Independen Independent Commissioner	Benchmark Bersama Pemenang Festival Inovasi 2023 Benchmarking with the Winners of the 2023 Innovation Festival	CBB Travel	27 - 04 Maret 2024 March 27 - 4, 2024
	CRGP	RAP Indonesia	6 - 8 November 2024 November 6 - 8, 2024
Mahatma Gandhi** Komisaris Independen Independent Commissioner	CRGP	RAP Indonesia	6 - 8 November 2024 November 6 - 8, 2024
Adi Budiarmo Komisaris Commissioner	CRGP	RAP Indonesia	6-8 November 2024 November 6 - 8, 2024
Anas Puji Istanto*** Komisaris Commissioner	Pelatihan Bersama - ESG for Leader's Joint Training - ESG for Leaders	CRMS	18 - 19 Desember 2024 December 18 - 19, 2024
Keterangan: * Resmi menjabat Komisaris Utama per 22 Maret 2024 ** Resmi menjabat Komisaris Independen per 22 Maret 2024 *** Resmi menjabat Komisaris per 22 Maret 2024		Notes: *) Officially appointed as President Commissioner as of March 22, 2024) Officially appointed as Independent Commissioner as of March 22, 2024) Officially appointed as Commissioner as of March 22, 2024	

Pelaksanaan Tugas Dewan Komisaris

Sepanjang tahun 2024, Dewan Komisaris menjalankan fungsi pengawasan berdasarkan *Key Performance Indicators* (KPI) yang tercantum dalam Kontrak Manajemen antara Dewan Komisaris dan Pemegang Saham, sebagaimana ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024. Adapun bentuk pengawasan yang telah dilaksanakan oleh Dewan Komisaris selama periode Januari hingga Desember 2024 adalah sebagai berikut:

1. Aspek Pengawasan dan Pemberian Nasihat
 - a. Menyusun Rencana Kerja dan Anggaran serta KPI Dewan Komisaris Tahun 2024. Program kerja ini ditargetkan selesai pada Triwulan I dengan *output* berupa 1 dokumen.

Implementation Of The Board Of Commissioners' Duties

Throughout 2024, the Board of Commissioners carried out its supervisory function based on the Key Performance Indicators (KPIs) outlined in the Management Contract between the Board of Commissioners and the Shareholders, as set forth in the 2024 Company Work Plan and Budget (RKAP). The forms of supervision implemented by the Board of Commissioners during the period from January to December 2024 are as follows:

1. Supervision and Advisory Aspects
 - a. Preparation of the Work Plan and Budget (RKAP) and KPIs for the Board of Commissioners in 2024
This work program is targeted for completion in the first quarter, with the output being one document.



- b. Memberikan tanggapan/rekomendasi kepada Pemegang Saham. Program kerja ini terdiri dari tiga kegiatan yang akan dilakukan oleh Dewan Komisaris PT SUCOFINDO yaitu (1) Rencana Kerja dan Anggaran Perusahaan; (2) Rencana Kerja dan Anggaran Perusahaan; dan (3) Analisis Kinerja Triwulan Perusahaan. Rencana Kerja dan Anggaran Perusahaan ditargetkan selesai pada Triwulan III dengan output berupa 1 surat Dewan Komisaris kepada Pemegang Saham. Selain itu, Rencana Kerja dan Anggaran Perusahaan ditargetkan selesai pada Triwulan I dengan *output* berupa 1 surat Dewan Komisaris kepada Pemegang Saham. Adapun Analisis Kinerja Triwulan Perusahaan ditargetkan selesai pada Triwulan I, II dan III dengan output berupa 3 surat Dewan Komisaris kepada Pemegang Saham
- c. Persetujuan/Tanggapan tertulis Dewan Komisaris atas usulan aksi korporasi
Program kerja ini akan dilakukan sepanjang tahun buku 2024 dengan target penyelesaian 100% atas usulan aksi korporasi yang disampaikan melalui surat Direksi.
- d. Pelaksanaan Rapat Dewan Komisaris
Program kerja ini dilakukan sepanjang tahun buku 2024 dengan target minimum 12 kali pelaksanaan rapat beserta dokumen risalah rapat.
- e. Pemantauan tindak lanjut hasil temuan audit internal dan eksternal (SPI, KAP, GCG)
Program kerja ini ditargetkan akan dilakukan bersamaan dengan pelaporan analisis kinerja triwulanan perusahaan yang selesai pada Triwulan I, II dan III dengan output berupa 3 dokumen.
- f. Pelaksanaan kunjungan kerja Dewan Komisaris
Program kerja ini dilakukan sepanjang tahun buku 2024 dengan target minimum 12 kali kunjungan kerja Dewan Komisaris.

2. Aspek Pelaporan

- a. Laporan Penilaian Kinerja Direksi oleh Dewan Komisaris atas pemenuhan portal ITMS
Program kerja ini akan 1 kali dalam tahun buku 2024 dengan target output berupa 1 dokumen laporan kinerja direksi oleh Dewan Komisaris.
- b. Laporan pengawasan dan realisasi pelaksanaan KPI Dewan Komisaris Triwulanan
Program kerja ini ditargetkan akan dilakukan bersamaan dengan pelaporan analisis kinerja triwulanan perusahaan yang selesai pada Triwulan I, II, dan III dengan *output* berupa 3 laporan.
- c. Laporan pengawasan Dewan Komisaris
Program kerja ini ditargetkan akan dilakukan pada Triwulan II dengan *output* berupa 1 laporan.
- d. Evaluasi hasil kinerja KAP
Program kerja ini ditargetkan akan dilakukan pada Triwulan II dengan *output* berupa 1 laporan.

- b. Providing feedback/recommendations to Shareholders
This work program consists of three activities to be carried out by the Board of Commissioners of PT SUCOFINDO: (1) The Company Work Plan and Budget (RKAP); (2) The Company Work Plan and Budget (RKAP); and (3) The Quarterly Performance Analysis of the Company. The RKAP is targeted for completion in the third quarter, with the output being one letter from the Board of Commissioners to the Shareholders. Additionally, the RKAP is targeted for completion in the first quarter, with the output being one letter from the Board of Commissioners to the Shareholders. The Quarterly Performance Analysis is targeted for completion in the first, second, and third quarters, with the output being three letters from the Board of Commissioners to the Shareholders.
- c. Approval/Written response from the Board of Commissioners regarding corporate action proposals
This work program will be carried out throughout the 2024 fiscal year, with the target of 100% completion of corporate action proposals submitted through the Directors' letter.
- d. Conducting Board of Commissioners Meetings
This work program will be conducted throughout the 2024 fiscal year, with a target of at least 12 meetings, along with meeting minutes.
- e. Monitoring follow-up on internal and external audit findings (SPI, KAP, GCG)
This work program is targeted to be conducted along with the quarterly performance analysis report of the company, completed in the first, second, and third quarters, with the output being three documents.
- f. Conducting Board of Commissioners site visits
This work program will be conducted throughout the 2024 fiscal year, with a target of at least 12 site visits by the Board of Commissioners.

2. Reporting Aspects

- a. Directors' Performance Evaluation Report by the Board of Commissioners on the ITMS portal fulfillment
This work program will be carried out once during the 2024 fiscal year, with the output being one report on the Directors' performance by the Board of Commissioners.
- b. Quarterly Report on the Board of Commissioners' supervision and KPI realization
This work program is targeted to be conducted along with the quarterly performance analysis report of the company, completed in the first, second, and third quarters, with the output being three reports.
- c. Board of Commissioners Supervision Report
This work program is targeted to be conducted in the second quarter, with the output being one report.
- d. Evaluation of KAP Performance
This work program is targeted to be conducted in the second quarter, with the output being one report.

3. Aspek Dinamis

- a. Peningkatan kompetensi melalui seminar, *workshop* dan lain-lain.
Program kerja ini akan dilakukan sepanjang tahun buku 2024 dengan target minimum 5 kali.

Kunjungan Kerja Dewan Komisaris

Dalam rangka memastikan efektivitas pengawasan dan pelaksanaan kegiatan usaha, sepanjang tahun 2024 Dewan Komisaris telah melakukan kunjungan kerja ke sejumlah kantor cabang dan unit operasional PT SUCOFINDO. Kegiatan ini menjadi bagian dari upaya pemantauan langsung atas kinerja operasional, implementasi kebijakan manajemen risiko, serta penerapan prinsip-prinsip GCG.

Adapun kunjungan kerja yang dilakukan Dewan Komisaris sepanjang tahun 2024 adalah sebagai berikut:

3. Dynamic Aspects

- a. Competency enhancement through seminars, workshops, and others
This work program will be carried out throughout the 2024 fiscal year, with a target of at least five sessions.

Board Of Commissioners Site Visits

To ensure the effectiveness of supervision and the execution of business activities, throughout 2024, the Board of Commissioners conducted site visits to several branch offices and operational units of PT SUCOFINDO. This activity is part of the effort to directly monitor operational performance, the implementation of risk management policies, and the application of GCG principles.

The site visits conducted by the Board of Commissioners throughout 2024 are as follows:

Nama dan Jabatan Name and Position	Kota City	Tujuan Purpose	Tanggal Date
Moga Simatupang Komisaris Utama President Commissioner	Surabaya	Rapat BOC-BOD dan kunjungan cabang Surabaya BOC-BOD Meeting and Surabaya branch visit	25 -26 April 2024 April 25 - 26, 2024
	Semarang	Rapat BOC-BOD dan kunjungan cabang Semarang BOC-BOD Meeting and Semarang branch visit	25 Oktober 2024 October 25, 2024
	Bali	Latihan Sertifikasi di Bali Certification Training in Bali	12 November 2024 November 12, 2024
	Medan	HUT IDSurvey ke-3 di Medan 3 rd Anniversary of IDSurvey in Medan	16 Desember 2024 December 16, 2024
Zainal Abidin Komisaris Independen Independent Commissioner	Surabaya	Rapat BOC-BOD dan kunjungan cabang Surabaya BOC-BOD Meeting and Surabaya branch visit	25 - 26 April 2024 April 25 - 26, 2024
	Makasar	Upacara 17 Agustus 2024 17 th August Ceremony	17 Agustus 2024 August 17, 2024
	Semarang	Rapat BOC-BOD dan kunjungan cabang Semarang BOC-BOD Meeting and Semarang branch visit	25 Oktober 2024 October 25, 2024
	Bali	Latihan Sertifikasi di Bali Certification Training in Bali	12 November 2024 November 12, 2024
	Pekanbaru	HUT IDSurvey ke-3 di Pekanbaru 3 rd Anniversary of IDSurvey in Pekanbaru	16 Desember 2024 December 16, 2024



Nama dan Jabatan Name and Position	Kota City	Tujuan Purpose	Tanggal Date
Mahatma Gandhi Komisaris Independen Independent Commissioner	Surabaya	Rapat BOC-BOD dan kunjungan cabang Surabaya BOC-BOD Meeting and Surabaya branch visit	25 - 26 April 2024 April 25 - 26, 2024
	Cilegon	Kunjungan cabang Cilegon Cilegon branch visit	3 - 4 Mei 2024 May 3 - 4, 2024
	Kendari	Pembukaan dan kunjungan cabang Kendari Opening and Kendari branch visit	21 Mei 2024 May 21, 2024
	Medan	Upacara 17 Agustus 2024 17 th August Ceremony	17 Agustus 2024 August 17, 2024
	Semarang	Rapat BOC-BOD dan kunjungan cabang Semarang BOC-BOD Meeting and Semarang branch visit	25 Oktober 2024 October 25, 2024
	Bali	Latihan Sertifikasi di Bali Certification Training in Bali	12 November 2024 November 12, 2024
	Makasar	HUT IDSurvey ke-3 di Makassar 3 rd Anniversary of IDSurvey in Makassar	16 Desember 2024 December 16, 2024
Adi Budiarmo Komisaris Commissioner	Surabaya	Rapat BOC-BOD dan kunjungan cabang surabaya BOC-BOD Meeting and Surabaya branch visit	25 - 26 April 2024 April 25 - 26, 2024
	Bali	Latihan Sertifikasi di Bali Certification Training in Bali	12 November 2024 November 12, 2024
Anas Puji Istanto Komisaris Commissioner	Surabaya	Rapat BOC-BOD dan kunjungan cabang Surabaya BOC-BOD Meeting and Surabaya branch visit	25 - 26 April 2024 April 25 - 26, 2024
	Semarang	Rapat BOC-BOD dan kunjungan cabang Semarang BOC-BOD Meeting and Semarang branch visit	25 Oktober 2024 October 25, 2024
	Bali	Latihan Sertifikasi di Bali Certification Training in Bali	12 November 2024 November 12, 2024
	Surabaya	HUT IDSurvey ke-3 di Surabaya 3 rd Anniversary of IDSurvey in Surabaya	16 Desember 2024 December 16, 2024

Pengunduran Diri Anggota Dewan Komisaris

1. Seorang Anggota Dewan Komisaris berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis mengenai maksudnya kepada Perusahaan dengan tembusan Pemegang Saham, Anggota Dewan Komisaris lainnya dan Direksi paling lambat 30 (tiga puluh) hari sebelum pengunduran dirinya.
2. Apabila dalam surat pengunduran diri disebutkan tanggal efektif kurang dari 30 (tiga puluh) hari dari tanggal surat diterima, maka dianggap tidak menyebutkan tanggal efektif pengunduran diri.

Resignation Of Members Of The Board Of Commissioners

1. A Member of the Board of Commissioners has the right to resign from his position by notifying in writing of his intention to the Company with copies of Shareholders, other Member of the Board of Commissioners and the Board of Directors no later than 30 (thirty) days before his resignation.
2. If the resignation letter states that the effective date is less than 30 (thirty) days from the date the letter is received, it is considered that it does not mention the effective date of resignation.

3. Apabila sampai dengan tanggal yang diminta oleh Anggota Dewan Komisaris yang bersangkutan atau dalam waktu 30 (tiga puluh) hari sejak tanggal surat permohonan pengunduran diri diterima dalam hal tidak disebutkan tanggal efektif pengunduran diri, tidak ada keputusan dari RUPS, maka Anggota Dewan Komisaris tersebut berhenti dengan sendirinya pada tanggal yang diminta tersebut di atas atau dengan lewatnya waktu 30 (tiga puluh) hari sejak tanggal surat permohonan pengunduran diri diterima tanpa memerlukan persetujuan RUPS.
4. Sebelum pengunduran diri berlaku efektif, Anggota Dewan Komisaris yang bersangkutan tetap bertanggung jawab atas pelaksanaan tugas dan tanggungjawabnya sesuai Anggaran Dasar dan peraturan perundang-undangan.
5. Dalam hal pengunduran diri karena adanya rangkap jabatan, dalam jangka waktu paling lambat 7 (tujuh) hari terhitung sejak diketahui perangkapan jabatan, Anggota Dewan Komisaris lainnya atau anggota Direksi harus menyampaikan pemberitahuan kepada RUPS/Menteri terkait perangkapan jabatan dimaksud untuk selanjutnya dilakukan proses penetapan pemberhentian.
6. Pengunduran diri yang disebabkan oleh adanya perangkapan jabatan yang tidak sesuai dengan peraturan dan perundangan yang berlaku sebagaimana diatur dalam huruf (5), maka anggota Dewan Komisaris yang bersangkutan tidak boleh lagi melaksanakan tugas dan tanggungjawabnya sampai pengunduran dirinya tersebut ditetapkan oleh RUPS.
7. Perusahaan wajib melaporkan pengunduran diri tersebut diatas dalam RUPS berikutnya.
8. Dewan Komisaris yang mengundurkan diri tersebut tetap diminta pertanggungjawabannya terhitung dari awal tahun sampai dengan tanggal efektif pengunduran dirinya, sepanjang tindakan Dewan Komisaris tersebut tercermin dalam Laporan Tahunan tahun buku yang bersangkutan.
3. If up to the date requested by the Member of the Board of Commissioners concerned or within 30 (thirty) days from the date the resignation request letter is received in no case stated the effective date of resignation, there is no decision from the GMS, then the Member of the Board of Commissioners ceases by himself on the date requested above or with the lapse of 30 (thirty) days from the date the resignation application letter is received without requiring GMS approval.
4. Before the resignation becomes effective, the Member of the Board of Commissioners concerned remains responsible for the implementation of his duties and responsibilities in accordance with the Articles of Association and laws and regulations.
5. In the event of resignation due to concurrent positions, within a period of no later than 7 (seven) days from the date of known the position conflict, other Members of the Board of Commissioners or members of the Board of Directors must submit a notification to the GMS/Minister regarding the position schedule for further termination determination process.
6. Resignation caused by a position change that is not in accordance with the applicable laws and regulations as stipulated in letter (5), then the member of the Board of Commissioners concerned may no longer carry out his duties and responsibilities until his resignation is determined by the GMS.
7. The Company must report the resignation mentioned above in the next GMS.
8. The resigned Board of Commissioners shall remain held accountable from the beginning of the year until the effective date of his resignation, as long as the actions of the Board of Commissioners are reflected in the Annual Report of the relevant financial year.

Evaluasi Kinerja Dewan Komisaris

Kinerja Dewan Komisaris dievaluasi dengan menggunakan *Key Performance Indicators* (KPI) yang ditetapkan RUPS. Kinerja Dewan Komisaris dalam melaksanakan pengawasan dan pemberian nasihat kepada Direksi dalam mengelola Perusahaan dilaporkan setiap tahun (sebagai bagian dari Laporan Tahunan Perusahaan) kepada RUPS Tahunan.

Kriteria evaluasi kinerja Dewan Komisaris antara lain meliputi:

1. Pencapaian kinerja beserta target-targetnya dan disetujui oleh RUPS/Menteri/Pemegang Saham setiap tahun;
2. Tingkat kehadirannya dalam Rapat Dewan Komisaris maupun rapat dengan komite-komite yang ada;
3. Kontribusinya dalam proses pengawasan Perusahaan;
4. Keterlibatannya dalam penugasan-penugasan tertentu;
5. Ketaatan terhadap peraturan perundang-undangan yang berlaku serta kebijakan Perusahaan.

Performance Evaluation Of The Board Of Commissioners

The performance of the Board of Commissioners is evaluated using Key Performance Indicators (KPI) set by the GMS. The performance of the Board of Commissioners in carrying out supervision and providing advice to the Board of Directors in managing the Company is reported annually (as part of the Company's Annual Report) to the Annual GMS.

The performance evaluation criteria of the Board of Commissioners include:

1. Performance achievement along with its targets and approved by the GMS/Minister/Shareholders every year;
2. The level of attendance at the Board of Commissioners Meeting and meetings with existing committees;
3. Its contribution to the Company's supervisory process;
4. His involvement in certain assignments;
5. Compliance with applicable laws and regulations and Company policies.



Hasil evaluasi terhadap kinerja Dewan Komisaris secara keseluruhan dan kinerja masing-masing Anggota Dewan Komisaris secara individual akan merupakan bagian tak terpisahkan dalam skema kompensasi dan pemberian insentif bagi Anggota Dewan Komisaris.

Hasil evaluasi kinerja masing-masing Anggota Dewan Komisaris secara individual merupakan salah satu dasar pertimbangan bagi Pemegang Saham untuk memberhentikan dan/atau menunjuk kembali Anggota Dewan Komisaris yang bersangkutan. Hasil evaluasi kinerja tersebut merupakan sarana penilaian serta peningkatan efektivitas Dewan Komisaris.

Secara umum, Dewan Komisaris PT SUCOFINDO telah berhasil memenuhi target KPI tahun 2024 dengan rincian sebagai berikut:

The results of the evaluation of the overall performance of the Board of Commissioners and the performance of each Member of the Board of Commissioners individually will be an integral part of the compensation scheme and the provision of incentives for Members of the Board of Commissioners.

The results of the performance evaluation of each Member of the Board of Commissioners individually are one of the bases for consideration for Shareholders to dismiss and/or reappoint the relevant Member of the Board of Commissioners. The results of the performance evaluation are a means of assessing and increasing the effectiveness of the Board of Commissioners.

In general, the Board of Commissioners of PT SUCOFINDO has succeeded in meeting the 2024 KPI targets with the following details:

No	Program Kerja Work Programme	Target 2024 2024 Target		Realisasi 2024 2024 Realization	
		KPI	Bobot Capacity	KPI	Bobot Capacity
I. Aspek Pengawasan & Pemberian Nasihat					
Supervision & Advice Aspects					
1	Penyusunan Rencana Kerja dan Anggaran serta KPI Dewan Komisaris Tahun 2024. Preparation of the Work Plan and Budget as well as the Board of Commissioners' KPIs for 2024.	1 Dokumen 1 Document	6	1 Dokumen 1 Document	6,00
Pemberian tanggapan/rekomendasi kepada Pemegang Saham terhadap: Providing responses/recommendations to Shareholders regarding:					
2	Rencana Kerja dan Anggaran Perusahaan. The Company's Work Plan and Budget.	1 Surat 1 Letter	5	1	5,00
	Laporan Tahunan Perusahaan (Audited). The Company's Annual Report (Audited)	1 Surat 1 Letter	5	1	5,00
	Analisis Kinerja Triwulan. Quarterly Performance Analysis	3 Surat 3 Letters	15	3	15,00
3	Persetujuan/Tanggapan tertulis Dewan Komisaris atas usulan aksi korporasi. Written Approval/Response from the Board of Commissioners on corporate action proposals.	100%	10	100%	10,00
4	Rapat Dewan Komisaris Board of Commissioners Meetings				
	Jumlah Rapat dan Tersedianya Risalah Rapat. Number of Meetings and Availability of Meeting Minutes.	12	12	28	28,00
	Kehadiran Rapat Meeting Attendance	100%	5	98%	4,9

No	Program Kerja Work Programme	Target 2024 2024 Target		Realisasi 2024 2024 Realization	
		KPI	Bobot Capacity	KPI	Bobot Capacity
5	Pemantauan tindak lanjut hasil temuan audit internal dan eksternal (SPI, KAP, GCG). Monitoring follow-up on internal and external audit findings (SPI, KAP, GCG).	3 Dokumen 3 Documents	6	3	6,00
6	Kunjungan kerja Dewan Komisaris. Board of Commissioners Work Visits.	6 Kali 6 Times	5	12	10,00
II. Aspek Pelaporan Reporting Aspects					
1	Laporan Penilaian Kinerja Direksi oleh Dewan Komisaris atas pemenuhan portal ITMS. Report on the Evaluation of the Board of Directors' Performance by the Board of Commissioners regarding ITMS portal compliance.	1 Dokumen 1 Document	1	1	5,00
2	Laporan pengawasan dan realisasi pelaksanaan KPI Dewan Komisaris Triwulanan. Quarterly Report on the Supervision and Realization of the Board of Commissioners' KPIs.	3 Laporan 3 Reports	3	3	6,00
3	Laporan pengawasan Dewan Komisaris. Board of Commissioners' Supervision Report.	1 Laporan 1 Report	1	1	10,00
4	Evaluasi hasil kinerja KAP. Evaluation of KAP Performance Results.	1 Laporan 1 Report	1	1	5,00
III. Aspek Dinamis/Lain-lain Dynamic/Other Aspects					
1	Peningkatan kompetensi melalui seminar, workshop dan lain-lain. Competency Improvement through seminars, workshops, and others.	5 Kali 5 Times	4	5	5,00
2	Target GCG Dewan Komisaris. Board of Commissioners' GCG Target.	-	-	33.792	-
3	-	-	100,00		120,90

Penilaian Kinerja Komite Di Bawah Dewan Komisaris

Dalam menjalankan tugas dan tanggung jawabnya, Dewan Komisaris dibantu oleh tiga komite, yakni Komite Audit, Komite Nominasi dan Remunerasi dan Komite Risiko, Investasi dan Tata Kelola. Selama tahun 2024, ketiga komite tersebut telah melaksanakan fungsinya dengan baik serta memberikan pendapat

Performance Assessment Of Committees Under The Board Of Commissioners

In carrying out its duties and responsibilities, the Board of Commissioners is assisted by three committees: the Audit Committee, the Nomination and Remuneration Committee, and the Risk, Investment, and Governance Committee. Throughout 2024, these three committees have performed their functions



dan saran kepada Dewan Komisaris dalam menjalankan fungsi pengawasan terhadap pengelolaan Perusahaan.

Komite Audit telah memastikan terselenggaranya pengendalian internal dan secara efektif membantu Dewan Komisaris dalam pengawasan atas pelaksanaan fungsi audit internal dan eksternal, implementasi tata kelola perusahaan dan kepatuhan terhadap peraturan perundang-undangan yang berlaku. Komite nominasi dan remunerasi telah menjalankan fungsi pengawasan dan pembinaan terhadap Direksi beserta jajarannya dalam hal penerapan kebijakan remunerasi dan nominasi. Komite Remunerasi dan Nominasi mengevaluasi dan merekomendasikan kebijakan remunerasi pegawai secara keseluruhan.

Sementara Komite Risiko, Manajemen Investasi dan Tata Kelola telah melakukan review terhadap kebijakan manajemen risiko perusahaan, termasuk juga melakukan review terkait investasi dan penerapan tata kelola dan upaya peningkatan penerapan tata kelola di lingkungan Perusahaan.

Selama tahun 2024, Dewan Komisaris menilai Komite-Komite tersebut telah menjalankan tugas dan tanggung jawabnya dengan baik dalam rangka membantu dan mendukung pelaksanaan fungsi pengawasan Dewan Komisaris. Namun demikian, Dewan Komisaris tetap memberikan masukan dan koreksi kepada ketiga Komite tersebut agar terus meningkatkan kinerjanya dengan sebaik-baiknya, sehingga fungsi pengawasan dapat berjalan dengan lebih efektif dan efisien.

effectively and provided opinions and recommendations to the Board of Commissioners in executing its supervisory role over the Company's management.

The Audit Committee has ensured the implementation of internal controls and has effectively assisted the Board of Commissioners in overseeing the execution of internal and external audit functions, the implementation of corporate governance, and compliance with applicable laws and regulations. The Nomination and Remuneration Committee has performed its supervisory and advisory functions regarding the Board of Directors and its ranks, particularly in the implementation of remuneration and nomination policies. The Nomination and Remuneration Committee has also evaluated and recommended overall employee remuneration policies.

Meanwhile, the Risk, Investment, and Governance Committee has conducted reviews of the Company's risk management policies, including reviews related to investments, governance implementation, and efforts to enhance governance practices within the Company.

Throughout 2024, the Board of Commissioners assessed that these Committees have carried out their duties and responsibilities properly in assisting and supporting the supervisory function of the Board of Commissioners. Nevertheless, the Board of Commissioners continues to provide input and corrective feedback to the three Committees to further improve their performance, thereby ensuring that the supervisory function can be carried out more effectively and efficiently.





Dewan Direksi

Board of Directors

Dewan Direksi sebagai organ Perusahaan menjalankan fungsi pengurusan secara profesional dan kolektif, dengan tanggung jawab penuh untuk memastikan tercapainya maksud dan tujuan Perusahaan sesuai dengan Anggaran Dasar serta peraturan perundang-undangan yang berlaku. Dalam menjalankan tugasnya, Direksi mengelola kegiatan usaha secara efektif, bertanggung jawab, dan berorientasi pada penciptaan nilai tambah serta keberlanjutan bisnis, dengan tetap memperhatikan kepentingan seluruh pemangku kepentingan. Setiap anggota Direksi diwajibkan memiliki integritas, kompetensi, serta independensi dalam pengambilan keputusan, dan bertindak berdasarkan prinsip kehati-hatian serta pedoman tata kelola perusahaan yang baik/GCG. Direksi juga menjalankan fungsinya di bawah pengawasan Dewan Komisaris sebagai bagian dari mekanisme *check and balance* yang mendukung pengelolaan perusahaan yang sehat, akuntabel, dan berdaya saing. [GRI 2-11]

Dasar Hukum

1. Undang-Undang Republik Indonesia Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara.
2. Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas.
3. Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
4. Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
5. Anggaran Dasar PT SUCOFINDO.

Board Manual

Perusahaan telah menyusun Pedoman dan Tata Tertib Kerja Direksi (*Board Manual*) yang telah sesuai dengan kebijakan Tata Kelola Perusahaan yang disusun dan disepakati oleh semua anggota Direksi pada tanggal 14 Oktober 2022. Board Manual merupakan acuan bagi Direksi dalam melaksanakan tugas dan tanggung jawabnya dan mengatur antara lain:

1. Susunan Direksi.
2. Program Pengenalan dan Peningkatan Kapabilitas.
3. Etika Jabatan Direksi.
4. Tugas, Kewajiban, Wewenang Serta Hak Direksi.
5. Rapat Direksi.
6. Pelaporan dan Pertanggungjawaban.
7. Independensi Direksi.
8. Penetapan Kebijakan Pengurusan Perusahaan oleh Direksi.
9. Penggunaan Saran Profesional.
10. Evaluasi Kinerja Direksi.
11. Organ Pendukung Direksi.

As a corporate organ, the Board of Directors performs its management function professionally and collectively, bearing full responsibility to ensure the achievement of the Company's objectives in accordance with the Articles of Association and applicable laws and regulations. In carrying out its duties, the Board of Directors manages business activities effectively, responsibly, and with a focus on value creation and business sustainability, while taking into account the interests of all stakeholders. Each member of the Board of Directors is required to possess integrity, competence, and independence in decision-making and to act based on prudence and the principles of good corporate governance (GCG). The Board of Directors also performs its function under the supervision of the Board of Commissioners as part of a check-and-balance mechanism that supports sound, accountable, and competitive company management. [GRI 2-11]

Legal Basis

1. Law of the Republic of Indonesia Number 19 of 2003 concerning State-Owned Enterprises.
2. Law of the Republic of Indonesia Number 40 of 2007 concerning Limited Liability Companies.
3. SOE Minister Regulation Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
4. SOE Minister Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
5. Articles of Association of PT SUCOFINDO.

Board Manual

The Company has prepared a Board Manual and Code of Work in accordance with the Corporate Governance policy prepared and agreed upon by all members of the Board of Directors on October 14, 2022. The Board Manual is a reference for the Board of Directors in carrying out its duties and responsibilities and regulates, among others:

1. Board of Directors.
2. Recognition and Capability Improvement Program.
3. Board of Directors Position Ethics.
4. Duties, Obligations, Authorities, and Rights of the Board of Directors.
5. Board of Directors Meeting.
6. Reporting and Accountability.
7. Independence of the Board of Directors.
8. Determination of Company Management Policy by the Board of Directors.
9. Use of Professional Advice.
10. Performance Evaluation of Board of Directors.
11. Supporting Organs of the Board of Directors.

Masa Jabatan

Masa jabatan Anggota Direksi ditetapkan 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan.

Komposisi Direksi

Komposisi Direksi PT SUCOFINDO ditetapkan oleh Rapat Umum Pemegang Saham (RUPS) dengan mempertimbangkan visi, misi, arah strategis, serta keberagaman kompetensi dan latar belakang profesional. Dalam hal Direksi terdiri atas lebih dari 1 (satu) orang anggota Direksi, seorang diantaranya dapat diangkat sebagai Direktur Utama. Direksi menjalankan tugas secara kolektif dengan pembagian tugas yang jelas antar anggota untuk meningkatkan efektivitas dan efisiensi kinerja. Keberagaman dalam susunan Direksi memperkuat kapasitas pengambilan keputusan yang responsif dan strategis, termasuk dalam pengelolaan risiko serta penguatan GCG untuk mendukung keberlanjutan usaha.

Sepanjang tahun 2024 (tanggal 1 Januari 2024 sampai dengan 31 Desember 2024), terdapat perubahan susunan keanggotaan, perubahan nomenklatur jabatan Direksi SUCOFINDO. Perubahan susunan Keanggotaan Direksi dan nomenklatur jabatan SUCOFINDO di tahun 2024 adalah sebagai berikut:

Term

The term of office of Members of the Board of Directors is set at 5 (five) years and can be reappointed for 1 (one) term of office.

Composition Of The Board Of Directors

The composition of the Board of Directors of PT SUCOFINDO is determined by the General Meeting of Shareholders (GMS), taking into account the vision, mission, strategic direction, and diversity of competencies and professional backgrounds. If the Board of Directors consists of more than one member, one of them may be appointed as the President Director. The Board of Directors carries out its duties collectively with a clear division of responsibilities among members to enhance performance effectiveness and efficiency. Diversity within the Board of Directors strengthens the capacity for responsive and strategic decision-making, including in risk management and the reinforcement of GCG to support business sustainability.

Throughout 2024 (from January 1, 2024, to December 31, 2024), there were changes in the composition of members and changes in the nomenclature of positions within the Board of Directors of SUCOFINDO. The changes in the composition of the Board of Directors and the nomenclature of positions at SUCOFINDO in 2024 are as follows:

Nama dan Jabatan Name and Position	Keterangan Description
Jobi Triananda Direktur Utama President Director	-
Darwin Abas Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	Menjabat sebagai Direktur Direktur Layanan Sumber Daya Alam per 22 Maret 2024, berdasarkan nomenklatur No.3034/CORP/VI/2021 dari jabatan sebelumnya yaitu Direktur Komersial. Appointed as Director of Natural Resources Services effective March 22, 2024, based on nomenclature No.3034/CORP/VI/2021, from his previous position as Director of Commercial.
Budi Utomo Direktur Layanan Industri Director of Industrial Services	Menjabat sebagai Direktur Layanan Industri per 22 Maret 2024, berdasarkan Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan. Appointed as Director of Industrial Services effective March 22, 2024, based on Notarial Deed of Indah Prastiti Extensia, S.H. No. 04 and 05 dated April 3, 2024, concerning the Statement of Resolutions of the Company's Shareholders.
Evi Afiatin Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	Resmi menjabat sebagai Direktur Keuangan dan Manajemen Risiko Perusahaan per 22 Maret 2024, berdsarkan Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan. Officially appointed as Director of Finance and Risk Management effective March 22, 2024, based on Notarial Deed of Indah Prastiti Extensia, S.H. No. 04 and 05 dated April 3, 2024, concerning the Statement of Resolutions of the Company's Shareholders.



Nama dan Jabatan Name and Position	Keterangan Description
David Elezaar Sonak Sidjabat Direktur Sumber Daya Manusia Director of Human Capital	Resmi menjabat sebagai Direktur Sumber Daya Manusia Perusahaan per 22 Maret 2024, berdasarkan Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan. Officially appointed as Director of Human Capital effective March 22, 2024, based on Notarial Deed of Indah Prastiti Extensia, S.H. No. 04 and 05 dated April 3, 2024, concerning the Statement of Resolutions of the Company's Shareholders.

Susunan, jumlah, dan komposisi Keanggotaan Direksi yang menjabat per 31 Desember 2024, sebagaimana tercantum dalam Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan, hingga laporan tahunan ini ditandatangani, adalah sebagai berikut:

The structure, number, and composition of the Board of Directors as of December 31, 2024, as stated in Notarial Deed of Indah Prastiti Extensia, S.H. No. 04 and 05 dated April 3, 2024, concerning the Statement of Resolutions of the Company's Shareholders, up to the signing of this annual report, are as follows:

No	Nama Name	Jabatan Position	Dasar Pengangkatan Basis for Appointment	Periode Jabatan Term of Office
1	Jobi Triananda	Direktur Utama President Director	SK-49/MBU/03/2023 tanggal 13 Maret 2023 SK-49/MBU/03/2023 dated March 13, 2023	2023 – RUPST 2028 2023 – AGMS 2028
2	Budi Utomo*	Direktur Layanan Industri Director of Industrial Services	SK-78/MBU/03/2024 tanggal 22 Maret 2024 SK-78/MBU/03/2024 dated March 22, 2024	2024 – RUPST 2029 2024 – AGMS 2029
3	Darwin Abas	Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	SK-225/MBU/07/2021 tanggal 2 Juli 2021 SK-225/MBU/07/2021 dated July 2, 2021	2021 – RUPST 2026 2021 – AGM 2026
4	Evi Afiatin**	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	SK-78/MBU/03/2024 tanggal 22 Maret 2024 SK-78/MBU/03/2024 dated March 22, 2024	2024 – RUPST 2029 2024 – AGMS 2029
5	David Elezaar Sonak Sidjabat***	Direktur Sumber Daya Manusia Director of Human Capital	SK-78/MBU/03/2024 tanggal 22 Maret 2024 SK-78/MBU/03/2024 dated March 22, 2024	2024 – RUPST 2029 2024 – AGMS 2029

Keterangan:
* Resmi menjabat per 22 Maret 2024
** Resmi menjabat per 22 Maret 2024
*** Resmi menjabat per 22 Maret 2024

Notes:
) Officially assumed office on March 22, 2024
) Officially assumed office on March 22, 2024
) Officially assumed office on March 22, 2024

Tugas Dan Kewajiban Direksi

Secara umum, tugas dan kewajiban Direksi dalam mengurus Perusahaan adalah:

- Menjalankan segala tindakan yang berkaitan dengan pengurusan Perusahaan untuk kepentingan Perusahaan dan sesuai dengan maksud dan tujuan Perusahaan.

Duties and Obligations of the Board of Directors

In general, the duties and obligations of the Board of Directors in managing the Company are:

- Carry out all actions related to the management of the Company for the benefit of the Company and in accordance with the aims and objectives of the Company.

2. Mewakili Perusahaan baik di dalam maupun di luar Pengadilan tentang segala hal dan segala kejadian dengan pembatasan-pembatasan sebagaimana diatur dalam peraturan perundang-undangan, Anggaran Dasar dan/atau Keputusan RUPS.
3. Mencurahkan tenaga, pikiran, perhatian dan pengabdian secara penuh pada tugas, kewajiban dan pencapaian tujuan Perusahaan.
4. Mematuhi Anggaran Dasar Perusahaan dan peraturan perundang-undangan serta wajib melaksanakan prinsip-prinsip profesionalisme, efisiensi, transparansi, kemandirian, akuntabilitas, pertanggungjawaban serta kewajaran.
5. Beritikad baik dan penuh tanggung jawab menjalankan tugas untuk kepentingan dan usaha Perusahaan dengan mengindahkan perundang-undangan yang berlaku.
6. Menjaga kerahasiaan data dan/atau informasi Perusahaan.
7. Salah seorang Anggota Direksi ditunjuk oleh Rapat Direksi sebagai penanggungjawab dalam penerapan dan pemantauan GCG di Perusahaan.
8. Setiap Anggota Direksi bertanggung jawab penuh secara pribadi apabila yang bersangkutan bersalah atau lalai menjalankan tugasnya untuk kepentingan dan usaha Perusahaan, kecuali apabila Anggota Direksi yang bersangkutan dapat membuktikan bahwa:
 - a. Kerugian tersebut bukan karena kesalahan atau kelalaiannya;
 - b. Telah melakukan pengurusan dengan itikad baik dan kehati-hatian untuk kepentingan dan sesuai dengan maksud dan tujuan Perusahaan;
 - c. Tidak mempunyai benturan kepentingan baik langsung maupun tidak langsung atas tindakan pengurusan yang mengakibatkan kerugian; dan
 - d. Telah mengambil tindakan untuk mencegah timbul atau berlanjutnya kerugian tersebut.
2. Representing the Company both inside and outside the Court on all matters and all events with restrictions as stipulated in laws and regulations, Articles of Association and/or GMS Resolutions.
3. Devote his energy, thoughts, attention and devotion fully to the duties, obligations and achievement of the Company's goals.
4. Comply with the Company's Articles of Association and laws and regulations and must implement the principles of professionalism, efficiency, transparency, independence, accountability, accountability, and fairness.
5. Good faith and full of responsibility to carry out duties for the interests and business of the Company by observing the applicable laws.
6. Maintain the confidentiality of the Company's data and/or information.
7. One Member of the Board of Directors is appointed by the Board of Directors Meeting as the person responsible for the implementation and monitoring of GCG in the Company.
8. Each Member of the Board of Directors is fully responsible personally if the person concerned is guilty or negligent in carrying out his duties for the interests and business of the Company, unless the Member of the Board of Directors concerned can prove that:
 - a. The loss was not due to his fault or negligence;
 - b. Have managed in good faith and prudence for the benefit and in accordance with the aims and objectives of the Company;
 - c. Does not have a conflict of interest either directly or indirectly for management actions that result in losses; and
 - d. Have taken measures to prevent such losses arising or continuing.

Disamping hal tersebut diatas, Direksi memiliki tugas dan kewajiban yang secara khusus:

1. Terkait Pemegang Saham/ RUPS.

- a. Wajib menyelenggarakan dan menyimpan Daftar Pemegang Saham dan dokumen-dokumen terkait dengan RUPS sesuai ketentuan peraturan perundang-undangan.
- b. Memberikan laporan berkala menurut cara dan waktu sesuai dengan ketentuan yang berlaku serta laporan lainnya setiap kali diminta oleh Dewan Komisaris dan/atau Pemegang Saham.
- c. Memberikan pertanggungjawaban dan segala keterangan tentang keadaan dan jalannya Perusahaan berupa laporan tahunan termasuk laporan keuangan kepada RUPS.
- d. Memberikan penjelasan tentang segala hal yang ditanyakan atau yang diminta anggota Dewan Komisaris dan para Pemegang Saham.

In addition to the above, the Board of Directors has duties and obligations that are specifically:

1. Related to Shareholders/ GMS.

- a. Must organize and maintain the Register of Shareholders and documents related to the GMS in accordance with the provisions of laws and regulations.
- b. Provide periodic reports in the manner and time in accordance with applicable regulations and other reports whenever requested by the Board of Commissioners and/or Shareholders.
- c. Provide accountability and all information about the condition and operation of the Company in the form of annual reports including financial statements to the GMS.
- d. Provide an explanation of all matters asked or requested by members of the Board of Commissioners and Shareholders.



- e. Menandatangani laporan tahunan, dalam hal Direktur tidak menandatangani laporan tahunan, maka harus disebutkan alasannya dalam surat tersendiri yang dilekatkan dalam Laporan Tahunan. Bila tidak memberi alasan secara tertulis maka yang bersangkutan dianggap telah menyetujui isi Laporan Tahunan.
- f. Memanggil dan menyelenggarakan RUPS tahunan dan/atau RUPS luar biasa menurut cara dan waktu sesuai dengan ketentuan perundang-undangan.
- g. Menyediakan Laporan Tahunan paling lambat 14 (empat belas) hari sebelum tanggal RUPS Tahunan.
- h. Menyelenggarakan RUPS Tahunan selambat-lambatnya bulan Juni setelah penutupan tahun buku yang bersangkutan.
- i. Menyampaikan laporan perubahan susunan Pemegang Saham, Direksi dan Dewan Komisaris kepada Menteri yang membidangi Hukum dan HAM.
- j. Mengatur ketentuan-ketentuan tentang kepegawaian Perusahaan termasuk penetapan gaji, pensiun, atau jaminan hari tua dan penghasilan lain bagi Pegawai yang melampaui kewajiban yang ditetapkan peraturan perundang-undangan harus mendapat persetujuan terlebih dahulu dari RUPS.
- k. Mengumumkan dalam 2 (dua) surat kabar harian berbahasa Indonesia yang terbit dan beredar luas/nasional di wilayah Republik Indonesia mengenai rencana untuk penggabungan, peleburan, pengambilalihan, pemisahan, dan perubahan bentuk badan hukum perusahaan paling lambat 14 (empat belas) hari sebelum pemanggilan RUPS.

2. Terkait Strategi dan Rencana Kerja

- a. Menetapkan kebijakan kepengurusan Perusahaan dengan ketentuan bahwa terhadap kebijakan di bidang Akuntansi dan Keuangan, Pengembangan dan Investasi, Operasional dan Pengendalian Mutu, Pemasaran, Informasi Teknologi, Pengadaan dan Logistik, Sumber Daya Manusia dan Hubungan Industrial, Manajemen Risiko dan Pengawasan Internal, Hukum, Kesehatan, Keselamatan Kerja, Pengelolaan Lingkungan Hidup serta Tanggung Jawab Sosial dan Lingkungan, Program Pendanaan Usaha Mikro dan Usaha Kecil (UMK), Pengembangan Pasar dan Portofolio Jasa, Pengaturan Program Pengembangan Bisnis dan Produk dan bidang lainnya dalam rangka sinergi Perusahaan dengan Pemegang Saham Seri B terbanyak, Direksi wajib berpedoman pada kebijakan yang ditetapkan oleh Pemegang Saham Seri A Dwiwarna atau yang diberi kuasa.
- b. Merumuskan, menetapkan dan mengkaji Visi, Misi, strategi, dan nilai-nilai Perusahaan untuk dikomunikasikan dan disetujui Dewan Komisaris; sekurang-kurangnya dalam 5 (lima) tahun terakhir.
- c. Mengusahakan dan menjamin terlaksananya usaha dan kegiatan Perusahaan sesuai dengan maksud dan tujuan serta kegiatan usahanya.

- e. Signing the annual report, in the event that the Director does not sign the annual report, the reason must be stated in a separate letter attached to the Annual Report. If you do not give a reason in writing, the person concerned is deemed to have agreed to the contents of the Annual Report.
- f. Call and organize the annual GMS and/or extraordinary GMS in the manner and time in accordance with statutory provisions.
- g. Provide an Annual Report no later than 14 (fourteen) days before the date of the Annual GMS.
- h. Hold the Annual GMS no later than June after the close of the relevant financial year.
- i. Submit a report on changes in the composition of Shareholders, Directors, and Board of Commissioners to the Minister in charge of Law and Human Rights.
- j. Regulating the provisions regarding the Company's staffing including the determination of salaries, pensions, or old age security and other income for employees who exceed the obligations stipulated by laws and regulations must obtain prior approval from the GMS.
- k. Announce in 2 (two) Indonesian-language daily newspapers published and widely circulated in the territory of the Republic of Indonesia regarding plans for merger, merger, takeover, separation, and change of the company's legal entity form no later than 14 (fourteen) days before the summons of the GMS.

2. Related Strategies and Work Plans

- a. Establish the Company's management policy provided that policies in the fields of Accounting and Finance, Development and Investment, Operations and Quality Control, Marketing, Information Technology, Procurement and Logistics, Human Resources and Industrial Relations, Risk Management and Internal Control, Law, Health, Occupational Safety, Environmental Management and Social and Environmental Responsibility, Micro and Small Business (MSE) Funding Programs, Market and Service Portfolio Development, Business and Product Development Program Arrangements and other fields in order to synergize the Company with the most Series B Shareholders, the Board of Directors must be guided by policies set by Series A Dwiwarna Shareholders or authorized ones.
- b. Formulate, determine and review the Company's Vision, Mission, strategy, and values to be communicated and approved by the Board of Commissioners; at least in the last 5 (five) years.
- c. Strive and guarantee the implementation of the Company's business and activities in accordance with the aims and objectives and business activities.

d. Menyiapkan pada waktunya Rencana Jangka Panjang Perusahaan (RJPP), Rencana Kerja dan Anggaran Perusahaan (RKAP), dan perubahannya serta menyampaikannya kepada Dewan Komisaris dan Pemegang Saham untuk mendapatkan pengesahan RUPS. e. Menyampaikan rancangan RKAP yang telah ditandatangani oleh semua Anggota Direksi dan semua Anggota Dewan Komisaris kepada Pemegang Saham selambatnya 60 (enam puluh) hari sebelum tahun buku dimulai dan menyampaikannya kepada RUPS untuk mendapatkan persetujuan RUPS dengan memperhatikan ketentuan yang berlaku. f. Mencapai sasaran-sasaran jangka panjang yang tercantum dalam RJPP. g. Mencapai target-target jangka pendek yang tercantum dalam RKAP sebagai penjabaran tahunan dari RJPP. h. Mengupayakan pencapaian sasaran jangka panjang dan target jangka pendek sebagaimana yang tertuang dalam RJPP dan RKAP dengan menetapkan target kinerja yang diturunkan per direktorat dan jabatan struktural sesuai struktur organisasi Perusahaan. 3. Terkait Manajemen Risiko a. Menyusun dan menetapkan kebijakan manajemen risiko. b. Membangun dan melaksanakan program manajemen risiko korporasi secara terpadu yang merupakan bagian dari pelaksanaan program GCG. c. Melakukan evaluasi dan arahan strategi manajemen risiko yang diterapkan di Perusahaan. 4. Terkait Penerapan Good Corporate Governance a. Memimpin dan mengembangkan penerapan Pedoman <i>Good Corporate Governance</i> beserta kebijakan pendukung lainnya. b. Menunjuk salah seorang anggota Direksi untuk bertanggung jawab terhadap implementasi GCG di Perusahaan. c. Menyusun piagam/pedoman dan tata tertib kerja Direksi (BOD Charter). d. Menetapkan pedoman dan/atau kebijakan tata kelola kegiatan investasi setelah terlebih dahulu mendapatkan persetujuan Dewan Komisaris. 5. Terkait Sistem Pengendalian Internal a. Menetapkan suatu sistem pengendalian intern yang efektif untuk mengamankan investasi dan aset Perusahaan. b. Melakukan evaluasi atas pelaksanaan Sistem Pengendalian Internal. 6. Terkait Penyampaian Informasi, Dokumen Perusahaan dan Pelaporan a. Menyampaikan Laporan Tahunan termasuk laporan Keuangan kepada RUPS untuk disetujui dan disahkan, serta laporan mengenai hak-hak Perusahaan yang tidak	d. Prepare in time the Company's Long-Term Plan (RJPP), Work Plan and Company Budget (RKAP), and its amendments and submit them to the Board of Commissioners and Shareholders to obtain approval of the GMS. e. Submit the draft GMS signed by all Members of the Board of Directors and all Members of the Board of Commissioners to the Shareholders no later than 60 (sixty) days before the financial year starts and submit it to the GMS for approval by taking into account the applicable regulations. f. Achieve the long-term goals listed in the RJPP. g. Achieve the short-term targets listed in the RKAP as an annual description of the RJPP. h. Strive to achieve long-term goals and short-term targets as stated in the RJPP and RKAP by setting performance targets that are lowered per directorate and structural positions according to the Company's organizational structure. 3. Related to Risk Management a. Develop and establish risk management policies. b. Build and implement an integrated corporate risk management program which is part of the implementation of the GCG program. c. Evaluate and direct the risk management strategy implemented in the Company. 4. Related to the Implementation of Good Corporate Governance a. Lead and develop the implementation of Good Corporate Governance Guidelines along with other supporting policies. b. Appoint one member of the Board of Directors to be responsible for GCG implementation in the Company. c. Prepare charters/guidelines and work rules of the Board of Directors (BOD Charter). d. Establish guidelines and/or policies for governance of investment activities after first obtaining approval from the Board of Commissioners. 5. Related to Internal Control System a. Establish an effective internal control system to secure the Company's investments and assets. b. Evaluate the implementation of the Internal Control System. 6. Related to Submission of Information, Company Documents and Reporting a. Submit an Annual Report including Financial statements to the GMS for approval and ratification, as well as reports on the Company's rights that are not recorded



tercatat dalam pembukuan antara lain sebagai akibat penghapusbukuan piutang.

- b. Menyampaikan Neraca dan Laporan Laba Rugi yang telah disahkan oleh RUPS kepada Menteri yang membidangi Hukum dan HAM sesuai dengan ketentuan peraturan perundang-undangan.
 - c. Dewan Komisaris dan Direksi harus memastikan bahwa auditor eksternal, auditor internal, dan Komite Audit, serta komite lainnya jika ada, memiliki akses terhadap catatan akuntansi, data penunjang, dan informasi mengenai Perusahaan, sepanjang diperlukan untuk melaksanakan tugasnya.
 - d. Mengungkapkan informasi penting dalam laporan tahunan dan laporan keuangan kepada pihak lain sesuai peraturan perundang-undangan yang berlaku secara tepat waktu, akurat, jelas, dan obyektif.
 - e. Memastikan informasi mengenai Perusahaan dapat diperoleh Dewan Komisaris secara tepat waktu, akurat, terukur, dan lengkap.
 - f. Membuat, menyimpan dan memelihara di tempat kedudukan Perusahaan, antara lain Daftar Pemegang Saham, Daftar Khusus, Risalah RUPS, Risalah Rapat Dewan Komisaris dan Risalah Rapat Direksi, Laporan Tahunan dan dokumen keuangan Perusahaan serta dokumen Perusahaan lainnya.
 - g. Melaporkan kepada Perusahaan (Sekretaris Perusahaan) mengenai kepemilikan sahamnya dan/atau keluarganya pada perusahaan lain, termasuk setiap perubahannya untuk dicatat dalam Daftar Khusus sesuai dengan peraturan perundangan yang berlaku.
 - h. Menyampaikan laporan harta kekayaan sesuai dengan ketentuan perundang-undangan yang berlaku.
 - i.
- 7. Terkait Hubungan Masyarakat dan Stakeholders Lainnya**
- a. Memastikan Perusahaan melakukan tanggung jawab sosialnya serta memperhatikan kepentingan dari berbagai stakeholders sesuai dengan ketentuan peraturan perundang-undangan.
 - b. Memastikan terjaminnya hak-hak stakeholders yang timbul berdasarkan peraturan perundang-undangan yang berlaku dan/atau perjanjian yang dibuat oleh Perusahaan dengan Pegawai, Pelanggan, Pemasok, Kreditur, masyarakat sekitar tempat usaha Perusahaan, dan stakeholders lainnya.
- 8. Terkait Sistem Akuntansi dan Pembukuan**
- a. Menyusun Laporan Keuangan berdasarkan Standar Akuntansi Keuangan dan menyerahkan kepada Akuntan Publik untuk diaudit.
 - b. Menyusun sistem akuntansi sesuai Standar Akuntansi Keuangan dan berdasarkan prinsip-prinsip pengendalian intern, terutama fungsi pengurusan, pencatatan, penyimpanan, dan pengawasan.
 - c. Mengadakan dan memelihara pembukuan dan administrasi Perusahaan untuk menghasilkan penyelenggaraan pembukuan yang tertib, kecukupan modal kerja dengan biaya modal yang efisien, struktur

in the books, among others, as a result of write-offs of receivables.

- b. Submit the Balance Sheet and Income Statement that have been ratified by the GMS to the Minister in charge of Law and Human Rights in accordance with the provisions of laws and regulations.
- c. The Board of Commissioners and Board of Directors shall ensure that external auditors, internal auditors, and Audit Committees, as well as other committees if any, have access to accounting records, supporting data, and information about the Company, to the extent necessary to carry out their duties.
- d. Disclose important information in annual reports and financial statements to other parties in accordance with applicable laws and regulations in a timely, accurate, clear, and objective manner.
- e. Ensure that information about the Company can be obtained by the Board of Commissioners in a timely, accurate, measurable, and complete manner.
- f. Create, store, and maintain at the Company's place of residence, including the List of Shareholders, Special List, Minutes of GMS, Minutes of Meeting of the Board of Commissioners and Minutes of Meeting of the Board of Directors, Annual Report, and financial documents of the Company and other Company documents.
- g. Report to the Company (Corporate Secretary) regarding his and/or his family's share ownership in other companies, including any changes to be recorded in the Special List in accordance with applicable laws and regulations.
- h. Submit asset reports in accordance with applicable laws and regulations.

7. Related to Public Relations and Other Stakeholders

- a. Ensure that the Company carries out its social responsibility and pays attention to the interests of various stakeholders in accordance with the provisions of laws and regulations.
- b. Ensure the assurance of stakeholders' rights arising based on applicable laws and regulations and/or agreements made by the Company with Employees, Customers, Suppliers, Creditors, communities around the Company's place of business and other stakeholders.

8. Related to Accounting and Bookkeeping Systems

- a. Prepare Financial Statements based on Financial Accounting Standards and submit them to the Public Accountant for audit.
- b. Develop an accounting system in accordance with Financial Accounting Standards and based on the principles of internal control, especially the functions of management, recording, storage, and supervision.
- c. Maintain and maintain the Company's books and administration to produce orderly bookkeeping, adequacy of working capital with efficient capital costs, good and solid balance sheet structure, timely

neraca yang baik dan kokoh, penyajian laporan dan analisis keuangan tepat waktu dan akurat serta prinsip-prinsip lain sesuai dengan kelaziman yang berlaku bagi suatu Perusahaan.

and accurate presentation of financial reports and analysis, and other principles in accordance with the norms applicable to a Company.

9. Terkait Sumber Daya Manusia

- Menyiapkan susunan organisasi Perusahaan lengkap dengan perincian tugasnya.
- Menyusun dan menetapkan *blue print* organisasi Perusahaan.
- Memastikan penempatan pegawai sesuai dengan kompetensi dan kriteria jabatan yang telah ditetapkan Perusahaan.
- Memastikan pelaksanaan pendidikan dan pelatihan pegawai sesuai dengan kebutuhan jabatan.
- Melaksanakan evaluasi atas ketentuan-ketentuan kepegawaian dan kinerja unit kerja, jabatan berdasarkan kriteria yang ditetapkan secara obyektif dan transparan.

9. Related to Human Resources

- Prepare the Company's organizational structure complete with details of its duties.
- Compile and establish the blue print of the Company's organization.
- Ensure the placement of employees in accordance with the competencies and position criteria set by the Company.
- Ensure the implementation of employee education and training in accordance with the needs of the position.
- Carry out an evaluation of personnel provisions and performance of work units, positions based on criteria set objectively and transparently.

10. Terkait Teknologi Informasi

- Menyusun dan menetapkan master plan Teknologi Informasi untuk jangka waktu 3 (tiga) sampai dengan 5 (lima) tahun dan detail/penjabaran lebih lanjut dari *master plan* sesuai kebutuhan Perusahaan.
- Melakukan monitoring dan evaluasi pelaksanaan *master plan* Teknologi Informasi secara berkala dan setiap tahun untuk mengetahui keberhasilan pencapaian pelaksanaan, hasil, dan tujuan master plan teknologi informasi.
- Melakukan pengkajian ulang dan melakukan perubahan master plan Teknologi Informasi yang telah ditetapkan apabila diperlukan untuk mengantisipasi perubahan bisnis dan perkembangan teknologi informasi.

10. Related to Information Technology

- Prepare and determine the Information Technology master plan for a period of 3 (three) to 5 (five) years and further details / elaboration of the master plan according to the needs of the Company.
- Monitoring and evaluating the implementation of the Information Technology master plan periodically and every year to determine the success of achieving the implementation, results, and objectives of the information technology master plan.
- Review and make changes to the established Information Technology master plan if necessary to anticipate business changes and information technology developments.

11. Terkait pengadaan barang dan jasa serta peningkatan mutu dan pelayanan

- Menyusun dan melaksanakan kebijakan pengadaan barang dan jasa serta peningkatan mutu dan pelayanan.
- Memastikan pelaksanaan pengadaan barang dan jasa serta mutu produk dan pelayanan sesuai dengan ketentuan yang telah ditetapkan Perusahaan dan peraturan perundangundangan yang berlaku.
- Direksi melaporkan kepada Dewan Komisaris/Dewan Pengawas mengenai proses dan hasil Pengadaan Barang dan Jasa tertentu yang bersifat substansial (bukan bersifat rutin) sebagai penerapan dari prinsip tata kelola perusahaan yang baik.

11. Related to the procurement of goods and services and quality and service improvement

- Formulate and implement policies for the procurement of goods and services as well as quality and service improvement.
- Ensure the implementation of the procurement of goods and services as well as the quality of products and services in accordance with the provisions set by the Company and applicable laws and regulations.
- The Board of Directors reports to the Board of Commissioners/Supervisory Board on the process and result of the Procurement of Certain Goods and Services that are substantial (not routine) as an application of the principles of good corporate governance.

12. Terkait Anak Perusahaan Menetapkan Prosedur Pengangkatan Direksi dan Dewan Komisaris Anak Perusahaan, sebagai berikut:

- Direksi membentuk Tim Evaluasi calon Anggota Direksi dan Komisaris Anak Perusahaan yang diketuai oleh Direktur yang membidangi Sumber Daya Manusia.
- Tim Evaluasi menunjuk tenaga ahli atau Lembaga Profesional untuk melakukan penilaian (jika diperlukan), melakukan penjurangan calon yang menghasilkan daftar

12. Related to Subsidiaries Stipulate the Procedure for Appointment of the Board of Directors and Board of Commissioners of the Company, as follows:

- The Board of Directors formed an Evaluation Team for prospective Members of the Board of Directors and Commissioners of Subsidiaries chaired by the Director in charge of Human Resources.
- The Evaluation Team appoints experts or Professional Institutions to conduct an assessment (if needed),



bakal calon (*long list*) yang terdiri dari 5 (lima) bakal calon untuk masing-masing jabatan Direksi dan 3 (tiga) kali lipat jumlah jabatan Komisaris yang lowong untuk jabatan Komisaris dan kemudian diserahkan kepada Direksi untuk memperoleh persetujuannya.

- c. Tim Evaluasi melakukan penilaian terhadap calon-calon yang masuk dalam daftar bakal calon yang telah disetujui Direksi Perusahaan.
- d. Hasil penilaian Tim Evaluasi ditetapkan dalam daftar calon (*short list*) yang terdiri dari 3 (tiga) orang untuk masing-masing jabatan Anggota Direksi dengan peringkat nilai terbaik dan terdiri dari 2 (dua) kali lipat jabatan Dewan Komisaris yang lowong dengan peringkat nilai terbaik.
- e. Dalam hal penilaian dilakukan oleh ahli atau lembaga profesional yang ditunjuk, Tim Evaluasi mengevaluasi berdasarkan hasil penilaian oleh ahli atau lembaga profesional.
- f. Tim Evaluasi menyampaikan daftar calon (*short list*) tersebut kepada Direksi Perusahaan untuk penetapan calon Anggota Direksi/Dewan Komisaris anak Perusahaan terpilih.
- g. Direksi melakukan evaluasi akhir atas hasil penilaian untuk menetapkan masing-masing 1 (satu) Calon Direksi dan Calon Komisaris terpilih untuk masing-masing jabatan Anggota Direksi dan Dewan Komisaris Anak Perusahaan.
- h. Direksi menyampaikan calon Direksi dan calon Dewan Komisaris anak perusahaan terpilih kepada Dewan Komisaris disertai penjelasan mengenai proses penjurian, proses penilaian dan proses penetapan calon Anggota Direksi dan calon Dewan Komisaris Anak Perusahaan terpilih, selambatnya 30 (tiga puluh) hari sebelum Rapat Dewan Komisaris Perusahaan dilaksanakan.

13. Tugas Lainnya

Menjalankan kewajiban-kewajiban lainnya sesuai dengan ketentuan-ketentuan yang diatur dalam Anggaran Dasar dan yang ditetapkan oleh RUPS berdasarkan peraturan perundang-undangan.

Wewenang Direksi

1. Wewenang umum yang dimiliki oleh Direksi Perusahaan:
 - a. Menetapkan kebijakan kepengurusan Perusahaan.
 - b. Mengatur penyerahan kekuasaan Direksi kepada seorang atau beberapa orang anggota Direksi untuk mengambil keputusan atas nama Direksi atau mewakili Perusahaan di dalam dan di luar pengadilan.

conduct candidate screening which produces a long list consisting of 5 (five) prospective candidates for each position of the Board of Directors and 3 (three) times the number of vacant Commissioners positions for the position of Commissioner and then submitted to the Board of Directors for approval.

- c. The Evaluation Team assesses candidates who are included in the list of prospective candidates who have been approved by the Company's Board of Directors.
- d. The results of the Evaluation Team's assessment are determined in a short list consisting of 3 (three) people for each position of Member of the Board of Directors with the best value rating and consisting of 2 (two) times the vacant position of the Board of Commissioners with the best value rating.
- e. In the event that the assessment is carried out by an expert or a designated professional body, the Evaluation Team evaluates based on the results of the assessment by the expert or professional body.
- f. The Evaluation Team submits the short list to the Board of Directors of the Company for the determination of candidates for the elected members of the Board of Directors/Board of Commissioners of the Company's subsidiaries.
- g. The Board of Directors conducts a final evaluation of the assessment results to determine each of 1 (one) Candidate for the Board of Directors and Candidate for the elected Commissioner for each position of Member of the Board of Directors and Board of Commissioners of the Subsidiary.
- h. The Board of Directors submits candidates for the Board of Directors and candidates for the Board of Commissioners of the elected subsidiaries to the Board of Commissioners accompanied by an explanation of the selection process, assessment process and the process of determining candidates for Members of the Board of Directors and candidates for the Board of Commissioners of the elected subsidiaries, no later than 30 (thirty) days before the Meeting of the Board of Commissioners of the Company is held.

13. Other Duties

Carry out other obligations in accordance with the provisions stipulated in the Articles of Association and stipulated by the GMS based on laws and regulations.

Board of Directors Authorities

1. General authorities possessed by the Board of Directors of the Company:
 - a. Establish the Company's management policy.
 - b. Arrange the transfer of power of the Board of Directors to one or several members of the Board of Directors to make decisions on behalf of the Board of Directors or represent the Company in and out of court.

- c. Mengatur penyerahan kekuasaan Direksi kepada seorang atau beberapa orang Pegawai Perusahaan baik sendirisendiri maupun bersama-sama atau kepada orang lain, untuk mewakili Perusahaan di dalam dan di luar pengadilan.
 - d. Mengatur ketentuan-ketentuan tentang kepegawaian Perusahaan (perencanaan, rekrutmen, promosi, mutasi, rotasi, dan evaluasi kepegawaian) termasuk penetapan gaji, pensiun, atau jaminan hari tua dan penghasilan lain bagi pegawai Perusahaan berdasarkan peraturan perundang-undangan yang berlaku, dengan ketentuan penetapan gaji, pensiun atau jaminan hari tua dan penghasilan lain bagi pekerja yang melampaui kewajiban yang diterapkan peraturan perundang-undangan, harus mendapat persetujuan terlebih dahulu dari RUPS.
 - e. Mengangkat dan memberhentikan Pegawai Perusahaan berdasarkan peraturan kepegawaian Perusahaan dan peraturan perundang-undangan yang berlaku.
 - f. Mengangkat dan memberhentikan Sekretaris Perusahaan.
 - g. Melakukan segala tindakan dan perbuatan lainnya mengenai pengurusan maupun pemilikan kekayaan Perusahaan, mengikat Perusahaan dengan pihak lain dan/atau pihak lain dengan Perusahaan, serta mewakili Perusahaan di dalam dan di luar Pengadilan tentang segala hal dan segala kejadian, dengan pembatasan-pembatasan sebagaimana diatur dalam perundang-undangan, Anggaran Dasar dan/atau keputusan RUPS.
2. Direksi berwenang melakukan perbuatan-perbuatan di bawah ini setelah mendapatkan persetujuan secara tertulis dari Dewan Komisaris:
 - a. Menerima dan memberikan pinjaman jangka menengah/panjang, kecuali pinjaman (utang atau piutang) yang timbul karena transaksi bisnis, dan pinjaman yang diberikan kepada Anak Perusahaan dengan ketentuan pinjaman kepada Anak Perusahaan dilaporkan kepada Dewan Komisaris.
 - b. Mengagunkan aktiva tetap untuk penarikan kredit jangka pendek.
 - c. Melepaskan aktiva tetap bergerak dengan umur ekonomis yang lazim berlaku dalam industri pada umumnya sampai dengan 5 (lima) tahun.
 - d. Menghapuskan dari pembukuan piutang macet dan persediaan barang mati.
 - e. Mengadakan kerjasama dengan badan usaha atau pihak lain berupa kerjasama lisensi, kontrak manajemen, menyewakan aset, Kerjasama Operasi (KSO), Bangun Guna Serah (*Built Operate Transfer*/BOT), Bangun Milik Serah (*Built Own Transfer*/BowT), Bangun Serah Guna (*Built Transfer Operate*/BTO) dan kerjasama lainnya dengan nilai atau jangka waktu tertentu yang ditetapkan oleh RUPS.
 - f. Menyiapkan dan menetapkan struktur organisasi sampai dengan 1 (satu) tingkat di bawah Direksi.
 - g. Mengangkat Sekretaris Perusahaan dan Kepala Satuan Pengawasan Intern (SPI).
- c. Arrange the transfer of power of the Board of Directors to one or several employees of the Company, either individually or jointly or to other persons, to represent the Company in and out of court.
 - d. Regulate the provisions regarding the Company's personnel (planning, recruitment, promotion, mutation, rotation, employee evaluation) including the determination of salary, pension, or old age security and other income for employees of the Company based on applicable laws and regulations, provided that the determination of salary, pension or old age security and other income for workers who exceed the obligations applied by laws and regulations, must be approved in advance of the GMS.
 - e. Appoint and dismiss Company Employees based on the Company's personnel regulations and applicable laws and regulations.
 - f. Appoint and dismiss the Secretary of the Company.
 - g. Perform all actions and other actions regarding the management and ownership of the Company's assets, bind the Company with other parties and/or other parties with the Company, and represent the Company in and outside the Court on all matters and all events, with restrictions as stipulated in the legislation, Articles of Association and/or GMS decisions.
2. The Board of Directors is authorized to carry out the following actions after obtaining written approval from the Board of Commissioners:
 - a. Receive and provide medium/long-term loans, except loans (debts or receivables) arising from business transactions, and loans provided to Subsidiaries with loan provisions to Subsidiaries reported to the Board of Commissioners.
 - b. Collateralizing fixed assets for short-term credit withdrawals.
 - c. Release movable fixed assets with an economic life that is common in industry in general up to 5 (five) years.
 - d. Write off from the books bad debts and dead goods inventory.
 - e. Establish cooperation with business entities or other parties in the form of license cooperation, management contracts, leasing assets, Joint Operation (KSO), Build Guna Serah (*Built Operate Transfer* / BOT), Build Owned Serah (*Built Own Transfer* / BowT), Build Serah Guna (*Built Transfer Operate* / BTO) and other collaborations with a certain value or period determined by the GMS.
 - f. Prepare and establish an organizational structure up to 1 (one) level below the Board of Directors.
 - g. Appoint Corporate Secretary and Head of Internal Audit Unit (SPI).



Keputusan Dewan Komisaris terhadap usulan Direksi, disampaikan atau diberitahukan kepada Direksi dalam waktu jangka 30 (tiga puluh) hari (sebagaimana diatur dalam Anggaran Dasar) sejak diterimanya usulan/proposal atau penjelasan dan dokumen sudah lengkap dari Direksi. Namun jika Dewan Komisaris tidak memberikan keputusan dalam jangka waktu tersebut, maka Dewan Komisaris dianggap menyetujui usulan Direksi.

The decision of the Board of Commissioners on the proposal of the Board of Directors, shall be submitted or notified to the Board of Directors within 30 (thirty) days (as stipulated in the Articles of Association) from the receipt of the proposal/proposal or explanation and the complete documents from the Board of Directors. However, if the Board of Commissioners does not give a decision within that period, the Board of Commissioners is deemed to approve the proposal of the Board of Directors.

3. Direksi berwenang melakukan perbuatan-perbuatan di bawah ini setelah mendapatkan tanggapan tertulis dari Dewan Komisaris dan persetujuan dari RUPS:
 - a. Mengagunkan aktiva tetap untuk penarikan pinjaman jangka menengah/panjang;
 - b. Melakukan penyertaan modal dan pengurangan prosentase penyertaan modal pada Perusahaan lain yang harus disetujui oleh Pemegang Saham Seri A Dwiwarna;
 - c. Mendirikan anak perusahaan dan/atau perusahaan patungan;
 - d. Melepaskan penyertaan modal pada anak perusahaan dan/atau perusahaan patungan, kecuali kegiatan usaha sebagaimana dimaksud pada Pasal 3;
 - e. Melakukan penggabungan, peleburan, pengambilalihan, pemisahan, dan pembubaran anak perusahaan dan/atau perusahaan patungan;
 - f. Mengikat Perusahaan sebagai penjamin (borg atau avalist);
 - g. Mengadakan kerjasama dengan badan usaha atau pihak lain berupa kerjasama lisensi, kontrak manajemen, menyewakan aset, Kerja Sama Operasi (KSO), Bangun Guna Serah (*Build Operate Transfer/BOT*), Bangun Milik Serah (*Build Own Transfer/BOwT*), Bangun Serah Guna (*Build Transfer Operate/BTO*), dan kerjasama lainnya dengan nilai atau jangka waktu melebihi penetapan Rapat Umum Pemegang Saham sebagaimana dimaksud pada ayat 8 huruf b Pasal ini;
 - h. Tidak menagih lagi piutang macet yang telah dihapusbukukan;
 - i. Melepaskan dan menghapuskan aktiva tetap Perusahaan dengan umur ekonomis yang lazim berlaku dalam industri pada umumnya lebih dari 5 (lima) tahun yang harus disetujui oleh Pemegang Saham Seri A Dwiwarna;
 - j. Menetapkan *blue print* organisasi Perusahaan;
 - k. Menetapkan dan mengubah logo Perusahaan;
 - l. Melakukan tindakan-tindakan lain dan tindakan sebagaimana dimaksud pada ayat 8 Pasal ini yang belum ditetapkan dalam RKAP;
 - m. Membentuk yayasan, organisasi dan/atau perkumpulan baik yang berkaitan langsung maupun tidak langsung dengan Perusahaan yang dapat berdampak bagi Perusahaan;
 - n. Pembebanan biaya Perusahaan yang bersifat tetap dan rutin untuk yayasan, organisasi dan/atau perkumpulan
3. The Board of Directors is authorized to perform the following actions after obtaining a written response from the Board of Commissioners and approval from the GMS:
 - a. Collateralize fixed assets for medium/long-term loan withdrawals;
 - b. Conduct capital participation and reduce the percentage of capital participation in other companies that must be approved by Series A Dwiwarna Shareholders ;
 - c. Establish subsidiaries and/or joint ventures;
 - d. Release capital participation in subsidiaries and/or joint ventures, except business activities as referred to in Article 3;
 - e. Merge, merge, acquire, separate, and disband subsidiaries, and/or joint ventures;
 - f. Bind the Company as guarantor (borg or avalist);
 - g. Establish cooperation with business entities or other parties in the form of license cooperation, management contracts, leasing assets, Joint Operation (KSO), Build Operate Transfer (BOT), Build Own Transfer (BOwT), Build Transfer Operate (BTO) and other collaborations with a value or period exceeding the determination of the General Meeting of Shareholders as referred to in paragraph 8 letter b of this Article;
 - h. No more collecting bad debts that have been written off;
 - i. Release and write off the Company's fixed assets with an economic life that is common in the industry in general more than 5 (five) years which must be approved by Series A Dwiwarna Shareholders;
 - j. Establish the blue print of the Company's organization;
 - k. Establish and change the Company's logo;
 - l. Perform other actions and actions as referred to in paragraph 8 of this Article that have not been stipulated in the RKAP;
 - m. Forming foundations, organizations and/or associations either directly or indirectly related to the Company that can have an impact on the Company;
 - n. Fixed and routine Company fees for foundations, organizations and/or associations either directly or

baik yang berkaitan langsung maupun tidak langsung dengan Perusahaan;

- o. Pengusulan wakil Perusahaan untuk menjadi calon anggota Direksi dan Dewan Komisaris pada anak perusahaan dan/atau perusahaan patungan yang memberikan kontribusi signifikan kepada Perusahaan dan/atau bernilai strategis yang ditetapkan Rapat Umum Pemegang Saham;
- p. Melakukan investasi dan pembiayaan jangka panjang;
- q. Melakukan penerbitan obligasi dan surat utang lainnya oleh Perusahaan.

Apabila dalam waktu 30 (tiga puluh) hari sejak diterimanya permohonan atau penjelasan/data tambahan dari Direksi, Dewan Komisaris tidak memberikan tanggapan tertulis, maka Rapat Umum Pemegang Saham dapat memberikan keputusan tanpa adanya tanggapan tertulis dari Dewan Komisaris.

- 4. Direksi wajib meminta persetujuan RUPS untuk mengalihkan kekayaan Perusahaan atau menjadikan jaminan utang kekayaan Perusahaan yang merupakan lebih dari 50% jumlah kekayaan bersih Perusahaan dalam 1 (satu) transaksi atau lebih, baik yang berkaitan satu sama lain maupun tidak, yang terjadi dalam jangka waktu 1 (satu) tahun buku.

Hak Direksi

1. Menerima gaji berikut tunjangan lain dan atau fasilitas termasuk santunan purna jabatan yang jumlahnya ditetapkan oleh RUPS.
2. Apabila Perusahaan melebihi tingkat keuntungan yang ditargetkan, maka Direksi dapat menerima tantiem sebagai imbalan atas prestasi kerjanya yang besarnya ditetapkan oleh RUPS
3. Menggunakan sarana dan fasilitas Perusahaan untuk kegiatan yang berhubungan dengan kepentingan Perusahaan sesuai dengan peraturan perundang-undangan dan kebijakan Perusahaan.
4. Melakukan aktivitas di luar Perusahaan yang tidak secara langsung berhubungan dengan kepentingan Perusahaan seperti kegiatan mengajar, menjadi pengurus asosiasi bisnis dan sejenisnya diperkenankan sebatas menggunakan waktu yang wajar dan sepengetahuan Direktur Utama atau Direktur lainnya.
5. Memperoleh istirahat tahunan (cuti) sesuai ketentuan yang berlaku.
6. Mendapatkan Program Pengenalan mengenai Perusahaan bagi Anggota Direksi yang baru diangkat dan peningkatan kapabilitas bagi Anggota Direksi.
7. Mempergunakan sarana secara bertanggungjawab sesuai dengan ketentuan yang berlaku.

indirectly related to the Company;

- o. Proposal of representatives of the Company to become candidates for members of the Board of Directors and Board of Commissioners in subsidiaries and/or joint ventures that contribute significantly to the Company and/or have strategic value as determined by the General Meeting of Shareholders;
- p. Make long-term investments and financing;
- q. Issuance of bonds and other debt securities by the Company.

If within 30 (thirty) days of receipt of the request or additional explanation/data from the Board of Directors, the Board of Commissioners does not provide a written response, the General Meeting of Shareholders may give a decision without a written response from the Board of Commissioners.

- 4. The Board of Directors must seek approval from the GMS to transfer the Company's assets or make debt guarantees for the Company's assets which constitute more than 50% of the Company's total net assets in 1 (one) or more transactions, whether related to each other or not, which occur within a period of 1 (one) financial year.

Rights of the Board of Directors

1. Receive salary along with other benefits and/or facilities including after-service compensation the amount of which is determined by the GMS.
2. If the Company exceeds the targeted profit level, the Board of Directors may receive tantiem in return for its work performance, the amount of which is determined by the GMS.
3. Use the Company's facilities and facilities for activities related to the interests of the Company in accordance with laws and regulations and Company policies.
4. Carrying out activities outside the Company that are not directly related to the interests of the Company such as teaching activities, being administrators of business associations and the like are allowed to use reasonable time and with the knowledge of the President Director or other Directors.
5. Obtain annual rest (leave) in accordance with applicable regulations.
6. Obtain an Introduction Program to the Company for newly appointed Members of the Board of Directors and improvement of capabilities for Members of the Board of Directors.
7. Use the facilities responsibly in accordance with applicable regulations.



Tugas dan Tanggung Jawab Masing-Masing Direksi

Pembagian tugas anggota Direksi PT SUCOFINDO dilakukan untuk mendukung efektivitas dan efisiensi pengelolaan Perusahaan dengan menetapkan tanggung jawab yang jelas sesuai bidang usaha, fungsi, dan kompetensi masing-masing anggota, berdasarkan SK Direksi Nomor. 3/KD/2025 tentang Susunan Nama dan Pembagian Tugas Direksi PT SUCOFINDO.

Pembidangan ini bertujuan untuk mengoptimalkan kinerja individu tanpa menghilangkan tanggung jawab kolektif seluruh Direksi dalam pengurusan Perusahaan. Setiap anggota Direksi berwenang menjalankan tugas operasional dan mengambil keputusan di bidangnya, namun seluruh keputusan strategis tetap menjadi tanggung jawab bersama, yang dikoordinasikan oleh Direktur Utama guna memastikan keselarasan dan integrasi pelaksanaan tugas Direksi. Adapun pembagian tugas dan tanggung jawab masing-masing anggota Direksi PT SUCOFINDO adalah sebagai berikut:

Duties and Responsibilities of Each Member of the Board of Directors

The division of duties among the members of the Board of Directors of PT SUCOFINDO is implemented to support the effectiveness and efficiency of the Company's management by assigning clear responsibilities in accordance with each member's business area, function, and expertise, based on Board of Directors Decree No. 3/KD/2025 regarding the Composition and Division of Duties of the Board of Directors of PT SUCOFINDO.

This division aims to optimize individual performance without eliminating the collective responsibility of the entire Board of Directors in managing the Company. Each member of the Board of Directors is authorized to carry out operational tasks and make decisions within their respective areas; however, all strategic decisions remain a collective responsibility, coordinated by the President Director to ensure alignment and integration in the execution of duties. The division of duties and responsibilities of each member of the Board of Directors of PT SUCOFINDO is as follows:

No	Nama Name	Jabatan Position	Fungsi Function	Tanggung Jawab Responsibility
1	Jobi Triananda	Direktur Utama President Director	Memimpin dan mempertahankan koordinasi dan harmonis dalam pelaksanaan tugas untuk semua anggota Direksi. Leads and maintains coordination and harmony in the execution of duties for all members of the Board of Directors.	Bertugas memimpin dan memelihara koordinasi serta keserasian dalam pelaksanaan semua tugas yang berkenaan dengan semua kegiatan pada: 1. Satuan Pengawasan Intern (SPI) 2. Divisi Sekretariat Perusahaan 3. Unit Keselamatan dan Kesehatan Kerja, dan Lingkungan, dan selanjutnya disebut Unit K3L (<i>Occupational Health and Safety, and Environmental Unit</i>). Responsible for leading and maintaining coordination and alignment in the execution of all duties related to: 1. Internal Audit Unit (IAU); 2. Corporate Secretary Division; 3. Occupational Health and Safety, and Environmental Unit (OHS&E Unit).

No	Nama Name	Jabatan Position	Fungsi Function	Tanggung Jawab Responsibility
2.	Budi Utomo*	Direktur Layanan Industri Director of Industrial Services	- Memimpin, melakukan koordinasi dan memastikan keselarasan pelaksanaan seluruh kegiatan pada Unit Kerja yang berada di bawah koordinasinya; - Sebagai koordinator dalam mengintegrasikan kepentingan SBU, Divisi dan/atau Cabang dan Unit Pelayanan serta Unit Kerja lainnya di Direktorat masing-masing;. - Leads, coordinates, and ensures alignment in the implementation of all activities of the Work Units under his coordination; - Acts as coordinator in integrating the interests of SBUs, Divisions, and/or Branches and Service Units, as well as other Work Units within his Directorate.	Direktur Layanan Industri memimpin Direktorat Layanan Industri yang terdiri atas Unit Kerja: Sub Direktorat Layanan Industri, dan selanjutnya disebut SDI (<i>Sub-Directorate of Industrial Services</i>), bertanggung jawab untuk mengkoordinasikan SBU dan Cabang termasuk Unit Pelayanan yang berada di lingkup wilayah pengelolaannya sebagai berikut: - Unit Bisnis Strategis Industri, dan selanjutnya disebut SBU INDUSTRI (Industry Strategic Business Unit); - Unit Bisnis Strategis Layanan Publik, Sumber Daya Alam dan Investasi, dan selanjutnya disebut SBU LSI (Natural Resources, Investment, and Public Services Strategic Business Unit); - Unit Bisnis Strategis Perdagangan, Industri, dan Kelautan, dan selanjutnya disebut SBU PIK (Trade, Industry, and Marine Strategic Business Unit); - Unit Bisnis Strategis Sertifikasi dan Eco-Framework, dan selanjutnya disebut SBU SERCO (Certification and Eco-Framework Strategic Business Unit);



No	Nama Name	Jabatan Position	Fungsi Function	Tanggung Jawab Responsibility
				e. Unit Bisnis Strategis Komoditi dan Solusi Perdagangan, dan selanjutnya disebut SBU KSP (Commodity and Trade Solution Strategic Business Unit); f. Unit Halal, dan selanjutnya disebut Unit HALAL (Halal Unit); g. Cabang termasuk Unit Pelayanan yang berada di dalam lingkup wilayah Regional Barat. Leads the Directorate of Industrial Services, which consists of the following Work Units: Sub-Directorate of Industrial Services (SDI), responsible for coordinating SBUs and Branches including Service Units within his regional management scope as follows: a. Industry Strategic Business Unit (SBU INDUSTRI); b. b) Natural Resources, Investment, and Public Services Strategic Business Unit (SBU LSI); c. Trade, Industry, and Marine Strategic Business Unit (SBU PIK); d. Certification and Eco-Framework Strategic Business Unit (SBU SERCO); e. Commodity and Trade Solution Strategic Business Unit (SBU KSP); f. Halal Unit; g. Branches including Service Units within the Western Regional area.

No	Nama Name	Jabatan Position	Fungsi Function	Tanggung Jawab Responsibility
3	Darwin Abas	Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	- Memimpin, melakukan koordinasi dan memastikan keselarasan pelaksanaan seluruh kegiatan pada Unit Kerja yang berada di bawah koordinasinya; - Sebagai koordinator dalam mengintegrasikan kepentingan SBU, Divisi dan/atau Cabang dan Unit Pelayanan serta Unit Kerja lainnya di Direktorat masing-masing; - Leads, coordinates, and ensures alignment in the implementation of all activities of the Work Units under his coordination; - Acts as coordinator in integrating the interests of SBUs, Divisions, and/or Branches and Service Units, as well as other Work Units within his Directorate.	Direktur Layanan Sumber Daya Alam memimpin Direktorat Layanan Sumber Daya Alam yang terdiri atas Unit Kerja: Sub Direktorat Layanan Sumber Daya Alam, dan selanjutnya disebut SDA (Sub-Directorate of Natural Resources Services), bertanggung jawab untuk mengkoordinasikan SBU dan Cabang termasuk Unit Pelayanan yang berada di lingkup wilayah pengelolaannya sebagai berikut: Sub-Directorate of Natural Resources Services (SDA), responsible for coordinating SBUs and Branches including Service Units within his regional management scope as follows: - Unit Bisnis Strategis Batubara, dan selanjutnya disebut SBU BATUBARA (Coal Strategic Business Unit); - Unit Bisnis Strategis Mineral, dan selanjutnya disebut SBU MINERAL (Mineral Strategic Business Unit); - Unit Bisnis Strategis Aset dan Energi Baru dan Terbarukan, dan selanjutnya disebut SBU AEBS (Asset and Renewable Energy Strategic Business Unit); - Unit Bisnis Strategis Hulu Migas dan Produk Hilir, dan selanjutnya disebut SBU HMPP (Upstream and Product of Oil and Gas Strategic Business Unit);



No	Nama Name	Jabatan Position	Fungsi Function	Tanggung Jawab Responsibility
				e. Unit Bisnis Strategis Laboratorium, dan selanjutnya disebut SBU LAB (Laboratory Strategic Business Unit); f. Unit Bisnis Teknologi, dan selanjutnya disebut Unit BISTEK (Technology Business Unit); g. Cabang termasuk Unit Pelayanan yang berada di dalam lingkup wilayah Regional Timur. Leads the Directorate of Natural Resources Services, which consists of the following Work Units: Sub-Directorate of Natural Resources Services (SDA), responsible for coordinating SBUs and Branches including Service Units within his regional management scope as follows: a. Coal Strategic Business Unit (SBU BATUBARA); b. Mineral Strategic Business Unit (SBU MINERAL); c. Asset and Renewable Energy Strategic Business Unit (SBU AEBT); d. Upstream and Product of Oil and Gas Strategic Business Unit (SBU HMPP); e. Laboratory Strategic Business Unit (SBU LAB); f. Technology Business Unit (Unit BISTEK); g. Branches including Service Units within the Eastern Regional area.

No	Nama Name	Jabatan Position	Fungsi Function	Tanggung Jawab Responsibility
4	Evi Afiatin**	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	- Memimpin, melakukan koordinasi dan memastikan keselarasan pelaksanaan seluruh kegiatan pada Unit Kerja yang berada di bawah koordinasinya; - Sebagai koordinator dalam mengintegrasikan kepentingan SBU, Divisi dan/atau Cabang dan Unit Pelayanan serta Unit Kerja lainnya di Direktorat masing-masing; - Sebagai pembina Anak Perusahaan.	Direktur Keuangan dan Manajemen Risiko memimpin Direktorat Keuangan dan Manajemen Risiko yang terdiri atas Unit Kerja: - Divisi Manajemen Strategis dan Risiko, dan selanjutnya disebut Divisi MSR (<i>Strategic and Risk Management Division</i>); - Divisi Keuangan dan Akuntansi, dan selanjutnya disebut Divisi KAK (<i>Finance and Accounting Division</i>); - Divisi Informasi dan Solusi Bisnis, dan selanjutnya disebut Divisi ISB (<i>Information and Business Solution Division</i>); dan - Unit Tanggung Jawab Sosial dan Lingkungan, dan selanjutnya disebut Unit TJSL (<i>Corporate Social and Environmental Responsibility Unit</i>). Leads the Directorate of Finance and Risk Management, which consists of the following Work Units: - Strategic and Risk Management Division (MSR Division); - Finance and Accounting Division (KAK Division); - Information and Business Solution Division (ISB Division); - Corporate Social and Environmental Responsibility Unit (TJSL Unit).



No	Nama Name	Jabatan Position	Fungsi Function	Tanggung Jawab Responsibility
5	David Elezaar Sonak Sidjabat***	Direktur Sumber Daya Manusia Director of Human Capital	- Memimpin, melakukan koordinasi dan memastikan keselarasan pelaksanaan seluruh kegiatan pada Unit Kerja yang berada di bawah koordinasinya; - Sebagai koordinator dalam mengintegrasikan kepentingan SBU, Divisi dan/atau Cabang dan Unit Pelayanan serta Unit Kerja lainnya di Direktorat masing-masing; dan - Sebagai pembina Anak Perusahaan.	Direktur Sumber Daya Manusia memimpin Direktorat Sumber Daya Manusia yang terdiri atas Unit Kerja: - Divisi Human Capital, dan selanjutnya disebut Divisi HC (<i>Human Capital Division</i>); - Divisi Pengembangan Bisnis Korporat, dan selanjutnya disebut Divisi PBK (<i>Corporate Business Development Division</i>); - Divisi Pemasaran dan Penjualan Korporat, dan selanjutnya disebut Divisi PPK (<i>Corporate Marketing and Sales Division</i>); dan - Divisi Umum dan Manajemen Aset, dan selanjutnya disebut Divisi UMA (<i>General Affair and Asset Management Division</i>). Leads the Directorate of Human Capital, which consists of the following Work Units: - Human Capital Division (HC Division); - Corporate Business Development Division (PBK Division); - Corporate Marketing and Sales Division (PPK Division); - General Affair and Asset Management Division (UMA Division).

Keterangan:

* Resmi menjabat per 22 Maret 2024.

** Resmi menjabat per 22 Maret 2024.

*** Resmi menjabat per 22 Maret 2024.

Notes:

*) Officially assumed office as of March 22, 2024

**) Officially assumed office as of March 22, 2024

***) Officially assumed office as of March 22, 2024

Pengisian Jabatan Lowong Anggota Direksi

Apabila oleh suatu sebab jabatan Anggota Direksi lowong, maka:

- Dalam waktu paling lambat 30 (tiga puluh) hari setelah terjadi lowongan, harus diselenggarakan RUPS untuk mengisi jabatan Anggota Direksi yang lowong tersebut.
- Selama jabatan itu lowong dan RUPS belum mengisi jabatan Anggota Direksi yang lowong sebagaimana yang dimaksud pada huruf a, maka Dewan Komisaris menunjuk salah seorang Anggota Direksi lainnya atau RUPS menunjuk pihak lain selain Anggota Direksi yang ada, untuk sementara menjalankan pekerjaan Anggota Direksi yang lowong tersebut dengan kekuasaan dan kewenangan yang sama.
- Dalam hal jabatan itu lowong karena berakhirnya masa jabatan dan RUPS belum mengisi jabatan Anggota Direksi yang lowong sebagaimana dimaksud pada huruf a, maka Anggota Direksi yang berakhir masa jabatannya tersebut

Filling the Vacant Position of Members of the Board of Directors

If for any reason the position of Member of the Board of Directors is vacant, then:

- Within no later than 30 (thirty) days after the vacancy occurs, a GMS must be held to fill the vacant position of Member of the Board of Directors.
- As long as the position is vacant and the GMS has not filled the vacant position of Member of the Board of Directors as referred to in letter a, the Board of Commissioners appoints one other Member of the Board of Directors or the GMS appoints a party other than the existing Member of the Board of Directors, temporarily carrying out the work of the vacant Member of the Board of Directors with the same power and authority.
- In the event that the position is vacant due to the expiration of the term of office and the GMS has not filled the vacant position of the Member of the Board of Directors as referred to in letter a, then the Member of the Board of Directors

dapat ditetapkan oleh RUPS untuk sementara menjalankan pekerjaan Anggota Direksi yang lowong tersebut dengan kekuasaan dan kewenangan yang sama.

4. Bagi Pelaksana Tugas Anggota Direksi yang lowong sebagaimana dimaksud pada huruf b dan c, selain Anggota Direksi yang masih menjabat, memperoleh gaji dan tunjangan/fasilitas yang sama dengan Anggota Direksi yang lowong tersebut, tidak termasuk santunan purna jabatan.

Independensi Direksi

Untuk menjaga Independensi dalam pengambilan keputusan, maka Perusahaan menetapkan ketentuan sebagai berikut:

1. Pemegang Saham/Pemilik Modal tidak diperkenankan mencampuri kegiatan operasi Perusahaan yang menjadi tanggung jawab Direksi sesuai dengan ketentuan Anggaran Dasar Perusahaan peraturan perundang-undangan yang berlaku;
2. Selain organ Perusahaan, pihak lain manapun dilarang melakukan atau campur tangan dalam pengurusan Perusahaan;
3. Direktur dilarang melakukan aktivitas yang dapat mengganggu independensinya dalam mengurus Perusahaan.

Rangkap Jabatan Direksi

Sesuai Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023, anggota Direksi dilarang memiliki rangkap jabatan sebagai berikut:

1. Direksi pada BUMN dan badan usaha lainnya;
2. Dewan Komisaris/Dewan Pengawas pada BUMN lainnya;
3. jabatan struktural dan fungsional lainnya pada instansi/ lembaga pemerintah pusat dan/atau daerah;
4. jabatan lainnya sesuai dengan ketentuan dalam peraturan perundang-undangan;
5. pengurus partai politik, anggota legislatif dan/atau kepala daerah/wakil kepala daerah;
6. jabatan lain yang dapat menimbulkan benturan kepentingan; dan/atau
7. calon legislatif atau calon kepala daerah/wakil kepala daerah.

who ends his term of office may be determined by the GMS to temporarily carry out the work of the vacant Member of the Board of Directors with the same power and authority.

4. For Acting Members of the Board of Directors who are vacant as referred to in letters b and c, other than Members of the Board of Directors who are still in office, receive the same salary and benefits/facilities as the vacant Member of the Board of Directors, excluding retirement compensation.

Independence of the Board of Directors

To maintain independence in decision making, the Company establishes the following provisions:

1. Shareholders/Capital Owners are not allowed to interfere with the Company's operations which are the responsibility of the Board of Directors in accordance with the provisions of the Company's Articles of Association of applicable laws and regulations;
2. Other than the Company's organs, any other party is prohibited from conducting or interfering in the management of the Company;
3. Directors are prohibited from carrying out activities that may interfere with their independence in managing the Company.

Concurrent Position of Board of Directors

In accordance with SOE Minister Regulation Number PER-3/MBU/03/2023, members of the Board of Directors are prohibited from having concurrent positions as follows:

1. Directors of SOEs and other business entities;
2. Board of Commissioners/Supervisory Board of other SOEs;
3. other structural and functional positions in central and/or regional government agencies/agencies;
4. other positions in accordance with the provisions in laws and regulations;
5. political party administrators, legislators and/or regional heads/deputy regional heads;
6. other positions that may create a conflict of interest; and/or
7. Legislative candidates or candidates for regional heads / deputy regional heads.



Penjabaran rangkap jabatan anggota Direksi PT SUCOFINDO tahun 2023 adalah sebagai berikut:

The description of the concurrent positions of members of the Board of Directors of PT SUCOFINDO in 2023 is as follows:

No	Nama Name	Jabatan Position	Rangkap Jabatan Concurrent Position	Institusi
1	Jobi Triananda	Direktur Utama President Director	-	-
2	Budi Utomo*	Direktur Layanan Industri Director of Industrial Services Wakil Ketua 5 Bid Riset, Sertifikasi dan Inovasi Wakil Ketua 5 Bid Riset, Sertifikasi dan Inovasi	Wakil Ketua Vice Chairman	Asosiasi Lembaga Sertifikasi Indonesia (ALSI) Indonesian Certification Bodies Association (ALSI)
3	Darwin Abas	Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	Ketua APITINDO (Asosiasi Perusahaan Inspeksi Teknik Indonesia) (2021 - sekarang) Ketua APITINDO (Asosiasi Perusahaan Inspeksi Teknik Indonesia) (2021 - sekarang)	Asosiasi Jasa Pertambangan Indonesia (APITINDO) Indonesian Mining Services Association (ASPINDO)
4	Evi Afiatin**	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	Wakil Ketua Asosiasi Association Vice Chairman	Asosiasi Jasa Pertambangan Indonesia (ASPINDO)
5	David Elezaar Sonak Sidjabat***	Direktur Sumber Daya Manusia Director of Human Capital	-	-

Keterangan:

* Resmi menjabat per 22 Maret 2024.

** Resmi menjabat per 22 Maret 2024.

*** Resmi menjabat per 22 Maret 2024.

Notes:

*) Officially assumed office as of March 22, 2024

**) Officially assumed office as of March 22, 2024

***) Officially assumed office as of March 22, 2024

Rapat Direksi

Jenis Rapat Direksi

- Rapat Direksi**, rapat yang diselenggarakan oleh Direksi dan setiap Direktur yang hadir dan atau diwakili berhak memberikan suaranya dalam rapat tersebut. Rapat Direksi diselenggarakan secara rutin minimum satu kali dalam 1 (satu) bulan. Semua Direktur diharapkan untuk menghadiri rapat Direksi tanpa diwakilkan.
- Rapat Rutin** adalah rapat yang diadakan oleh Perusahaan yang dihadiri oleh Direksi, Kepala Divisi SEKPER, Kepala Unit Kerja lain yang terkait dan pegawai yang diundang. Rapat ini selain yang diselenggarakan secara rutin, yakni sekurang-kurangnya 1 (satu) kali dalam sebulan dapat juga diselenggarakan sewaktu-waktu sesuai dengan kebutuhan.
- Rapat Kinerja (Dewan Komisaris dan Direksi)** adalah rapat yang disediakan oleh Perusahaan yang dihadiri oleh Dekom dan Direksi, Kepala Divisi KAK, Kepala Divisi SEKPER dan

Board Of Directors Meeting

Types of Board of Directors Meetings

- Meeting of the Board of Directors**, a meeting convened by the Board of Directors and every Director present and/or represented shall be entitled to vote at the meeting. Board of Directors meetings are held regularly at least once in 1 (one) month. All Directors are expected to attend Board of Directors meetings without being represented.
- Regular Meetings** is a meeting held by the Company attended by the Board of Directors, Head of SEKPER Division, Head of other related Work Units and invited employees. This meeting in addition to being held regularly, which is at least 1 (one) time a month can also be held at any time as needed.
- Performance Meeting (Board of Commissioners and Board of Directors)** Is a meeting provided by the Company attended by Dekom and the Board of Directors, Head of

Kepala unit kerja lain yang terkait. Agenda Pembahasan:

- a. Materi evaluasi dan kinerja keuangan bulan berjalan (evaluasi hasil usaha secara periodik)
- b. Pembahasan masalah aktual untuk mendapatkan solusi.
4. **Rapat Pimpinan (Rapim)** adalah rapat yang diadakan oleh Perusahaan minimal 1 (satu) kali dalam 1 (satu) tahun dan minimal dihadiri oleh Direksi, Kepala Divisi terkait dan kepala cabang. Agenda Pembahasan:
 - a. Materi evaluasi dan kinerja keuangan selama triwulan (evaluasi hasil usaha)
 - b. Estimasi hasil usaha bulan berjalan
 - c. Pembahasan masalah aktual Materi evaluasi dalam Rapat Pimpinan adalah melakukan evaluasi hasil usaha secara periodik, estimasi hasil usaha tahun berjalan, pembahasan masalah aktual dan menyusun rencana kerja anggaran perusahaan (RKAP) tahun berikutnya.
5. **Rapat Kerja (Raker)** adalah rapat yang diadakan oleh Perusahaan minimal 1 (satu) kali dalam 1 (satu) tahun dan minimal dihadiri oleh Dewan Komisaris, Direksi, VP dan Kepala Cabang. Agenda Pembahasan:
 - a. Melakukan evaluasi hasil usaha tahun berjalan
 - b. Pembahasan masalah aktual, dan:
 - c. Menetapkan:
 - d. Kebijakan program pelaksanaan usaha tahun berikutnya
 - e. Rencana Kerja Anggaran perusahaan (RKAP) tahun berikutnya.

KAK Division, Head of SEKPER Division and Head of other related work units. Discussion Agenda:

- a. Evaluation material and current month's financial performance (periodic evaluation of operating results)
- b. Discussion of the actual problem to get a solution.
4. **Leadership Meeting (Rapim)** is a meeting held by the Company at least 1 (one) time in 1 (one) year and at least attended by the Board of Directors, Head of related Division and Branch Head. Discussion Agenda:
 - a. Evaluation materials and financial performance during the quarter (evaluation of operating results)
 - b. Estimated operating results for the current month
 - c. Discussion of actual problems The evaluation material in the Leadership Meeting is to periodically evaluate business results, estimate current year operating results, discuss actual problems and prepare the next year's company budget work plan (RKAP).
5. **Work Meeting (Raker)** is a meeting held by the Company at least 1 (one) time in 1 (one) year and at least attended by the Board of Commissioners, Board of Directors, VP and Branch Head. Discussion Agenda:
 - a. Evaluate the results of the current year's business
 - b. Discussion of actual issues, and:
 - c. Specify:
 - d. Next year's business implementation program policy
 - e. The company's Budget Work Plan (RKAP) for the following year.

Kebijakan Rapat Direksi

1. Rapat Direksi diselenggarakan secara rutin minimum satu kali dalam 1 (satu) bulan.
2. Penyelenggaraan rapat Direksi dapat dilakukan setiap waktu apabila:
 - a. Dipandang perlu oleh seorang atau lebih anggota Direksi;
 - b. Atas permintaan tertulis seorang atau lebih anggota Dewan Komisaris sepanjang sesuai dengan keputusan Dewan Komisaris; atau
 - c. Atas permintaan tertulis dari 1 (satu) orang atau lebih Pemegang Saham yang bersama-sama mewakili 1/10 (satu per sepuluh) atau lebih dari jumlah seluruh saham dengan hak suara.
3. Panggilan Rapat Direksi dilakukan secara tertulis oleh Anggota Direksi yang berhak mewakili Perusahaan dan disampaikan dalam jangka waktu paling lambat 3 (tiga) hari sebelum rapat diadakan atau dalam waktu yang lebih singkat jika dalam keadaan mendesak, dengan tidak memperhitungkan tanggal panggilan dan tanggal Rapat.
4. Dalam surat panggilan rapat tersebut harus mencantumkan acara, tanggal, waktu dan tempat rapat.
5. Panggilan rapat terlebih dahulu tersebut tidak disyaratkan apabila semua anggota Direksi hadir dalam rapat.

Board of Directors Meeting Policy

1. Board of Directors meetings are held regularly at least once in 1 (one) month.
2. The holding of meetings of the Board of Directors can be carried out at any time if:
 - a. Deemed necessary by one or more members of the Board of Directors;
 - b. Upon written request of one or more members of the Board of Commissioners as long as it is in accordance with the decision of the Board of Commissioners; or
 - c. Upon written request of 1 (one) or more Shareholders who together represent 1/10 (one tenth) or more of the total shares with voting rights.
3. The summon for the Board of Directors Meeting shall be made in writing by the Member of the Board of Directors who is entitled to represent the Company and submitted within a period of no later than 3 (three) days before the meeting is held or within a shorter time if in urgent circumstances, without taking into account the call date and the date of the Meeting.
4. In the meeting call letter must include the event, date, Time and Venue of the meeting.
5. The prior meeting call is not required if all members of the Board of Directors are present at the meeting.



6. Pemanggilan Rapat dilakukan melalui undangan fisik maupun media elektronik (sms, dan/atau e-mail).
7. Agenda rapat disiapkan oleh Sekretaris Perusahaan. Agenda rapat disampaikan bersamaan dengan penyampaian undangan.

Frekuensi dan Tingkat Kehadiran dalam Rapat Direksi

Sepanjang tahun 2024, Direksi telah menyelenggarakan rapat internal Direksi sebanyak 37 (tiga puluh tujuh) kali dan rapat bersama Dewan Komisaris sebanyak 12 (dua belas) kali. Adapun frekuensi kehadiran Direksi dalam rapat adalah sebagai berikut:

6. Meeting summons are made through physical invitations or electronic media (sms, and/or e-mail).
7. The meeting agenda is prepared by the Corporate Secretary. The agenda of the meeting was delivered along with the submission of invitations.

Frequency and Attendance Rate at Board of Directors Meetings

Throughout 2024, the Board of Directors convened 37 (thirty-seven) internal Board of Directors meetings and 12 (twelve) joint meetings with the Board of Commissioners. The attendance frequency of the Board of Directors at these meetings was as follows:

Nama Name	Jabatan Position	Rapat Internal Direksi Internal Meeting of the Board of Directors			Rapat Bersama Dewan Komisaris Joint Meeting with the Board of Commissioners		
		Jumlah Rapat Number of Meetings	Kehadiran Attendance	%	Jumlah Rapat Number of Meetings	Kehadiran Attendance	%
Jobi Triananda	Direktur Utama President Director	37	37	100,00	12	12	100,00
Budi Utomo*	Direktur Layanan Industri Director of Industrial Services	28	26	92,86	12	10	83,33
Darwin Abas	Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	37	37	100,00	12	11	91,67
Evi Afiatin**	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	28	26	92,86	12	9	75,00
David Elezaar Sonak Sidjabat***	Direktur Sumber Daya Manusia Director of Human Capital	28	27	96,43	12	10	83,33

Keterangan:

* Resmi menjabat per 22 Maret 2024.

** Resmi menjabat per 22 Maret 2024.

*** Resmi menjabat per 22 Maret 2024.

Notes:

*) Officially assumed office on March 22, 2024

**) Officially assumed office on March 22, 2024

*** Officially assumed office on March 22, 2024

Agenda Rapat Internal Direksi

Internal Board of Directors Meeting Agenda

No	Tanggal Date	Agenda Rapat Meeting Agenda
1	5 Januari 2024 January 5, 2024	1. Re-Organisasi Divisi Sekretaris Perusahaan. 2. Pembentukan PMU <i>Sustainability & Energy Transition</i> (SET). 3. Laporan Penerapan Manajemen Risiko TW3. 1. Reorganization of the Corporate Secretariat Division. 2. Establishment of PMU Sustainability & Energy Transition (SET). 3. Risk Management Implementation Report Q3.
2	9 Januari 2024 January 9, 2024	1. Update SIMLAB (ICP/AAS untuk pengujian logam berat) terhubung dengan LIMS. 2. LKU Desember 2023. 3. Program Insiatif RKAP 2024. 4. Update Kesiadaan pihak IFG untuk membayarkan kewajiban. 5. Update KPBUM (proyek BIG) berkaitan dengan kemungkinan adanya rekomendasi baru JAMDATUN. 1. SIMLAB Update (ICP/AAS for heavy metals testing) integrated with LIMS. 2. December 2023 LKU. 3. 2024 Budget Initiative Program. 4. Update on IFG's readiness to fulfill obligations. 5. KPBUM (BIG project) update related to potential new JAMDATUN recommendations.
3	17 Januari 2024 January 17, 2024	1. Evaluasi Kinerja 2023 unaudited. 2. Komite K3L Korporat. 1. 2023 Unaudited Performance Evaluation. 2. Corporate HSE Committee.
4	23 Januari 2024 January 23, 2024	1. Agenda KPBUMN (Proyek BIG) berkaitan dengan kemungkinan adanya rekomendasi baru Jamdatun. 2. Update Penghapusbukuan Aset. 3. Update Pengurusan Perizinan SLF PT.SUCOFINDO Kantor Pusat. 4. Desain Seragam SUCOFINDO tahun 2024. 5. Pembahasan Terkait Management Trainee (MT). 1. KPBUMN Agenda (BIG Project) related to potential new JAMDATUN recommendations. 2. Asset Write-off Update. 3. Update on SLF Licensing for PT SUCOFINDO Head Office. 4. 2024 SUCOFINDO Uniform Design. 5. Discussion on Management Trainee (MT).
5	6 Februari 2024 February 6, 2024	1. Pembahasan Tindak lanjut Hasil Audit untuk pemberian keputusan PDP (SPI). 2. Laporan Hasil Employee Engagement Survey 2023 (HC). 3. Strategi Penagihan atas piutang Usaha PT SUCOFINDO, PT SAU, dan PT SUCOFINDO EPISI (diatas 365 hari) (KAK dan PBK). 4. Update Pengadaa Tanah UP Gresik (UMA dan PBK). 5. Update UP Kendari dan Lombok (HC). 6. Matriks KPI (MSR dan HC). 1. Follow-up Discussion on Audit Results for PDP Decision (SPI). 2. 2023 Employee Engagement Survey Results Report (HC). 3. Collection Strategy for PT SUCOFINDO, PT SAU, and PT SUCOFINDO EPISI receivables (over 365 days) (KAK and PBK). 4. Land Procurement Update UP Gresik (UMA and PBK). 5. UP Kendari and Lombok Update (HC). 6. KPI Matrix (MSR and HC).



No	Tanggal Date	Agenda Rapat Meeting Agenda
6	20 Februari 2024 February 20, 2024	1. Laporan Persiapan RAPIMNAS Feb 2024 (Ketua Panitia). 2. LKU Januari 2024 (KAK). 3. Tindaklanjuti penggunaan bersama kantor cabang Surabaya (UMA). 4. Strategi Penagihan atas piutang Usaha (diatas 365 hari) PT SUCOFINDO, PT SAU, dan PT SUCOFINDO EPISI (KAK & PBK). 5. Kriteria Penghargaan Unit Kerja atas Kinerja (MSR). 6. Kontrak Manajemen/KPI (MSR). 1. RAPIMNAS Feb 2024 Preparation Report (Committee Chair). 2. January 2024 LKU (KAK). 3. Follow-up on Shared Use of Surabaya Branch Office (UMA). 4. Collection Strategy for receivables (over 365 days) PT SUCOFINDO, PT SAU, and PT SUCOFINDO EPISI (KAK & PBK). 5. Performance Award Criteria for Work Units (MSR). 6. Management Contract/KPI (MSR).
7	4 Maret 2024 March 4, 2024	1. Proses Rencana Anggaran Biaya (RAB) Lama. 2. Sistem Aplikasi E-Project. 3. Terlalu Banyak Aplikasi (total saat ini ada 103 aplikasi) dan Tidak User Friendly. 4. Persaingan Pasar Semakin Ketat (Diperlukan Market Intelligence). 5. Kekurangan Personil Penjualan Secara Kuantitas dan Kompetensi. 6. Pemasaran Luar Negeri. 7. Proses Pengadaan & Investasi Alat Operasi 8. Belum ada Kejelasan Terkait Tindak Lanjut dari Proses Pengangkatan Pegawai PT Batch 2 pada Tahun 2023. 9. Sudah Tidak Relevannya Kebijakan Nomenklatur dan Ikatan Dinas untuk Menjawab Tantangan Masa Kini. 10. Formulasi RKTG Mempengaruhi Kuota Pegawai. 11. Belum ada prosedur yang mengatur terkait kewajiban unit kerja melaporkan kecelakaan kerja dalam waktu 1x24 jam. 12. Pemahaman dan Kompetensi terkait PSAK dan Perpajakan, Risk Officer, Pengetahuan Terkait Hukum, dan Penjualan. 13. Review Ketentuan Keuangan. 14. Review Legal Kontrak Operational Lama karena Legal di Divisi Sekper Overload. 15. Informasi Terkait Update/Revisi Prosedur Tidak Diterima oleh Pegawai, hanya Diterima oleh QSHE. 1. Old Budget Plan Process. 2. E-Project Application System. 3. Too Many Applications (currently 103 total) and Not User-Friendly. 4. Increasing Market Competition (Market Intelligence Needed). 5. Shortage of Sales Personnel in Quantity and Competency. 6. Overseas Marketing. 7. Procurement & Investment Process for Operational Equipment. 8. No Clarity on Follow-up of PT Employee Batch 2 Recruitment in 2023. 9. Outdated Nomenclature and Service Bond Policy. 10. RKTG Formulation Affects Employee Quota. 11. No Procedure Governing Obligation of Work Units to Report Work Accidents within 24 Hours. 12. Understanding and Competency on PSAK and Taxation, Risk Officer, Legal Knowledge, and Sales. 13. Financial Regulation Review. 14. Review of Old Operational Contract Legal Terms as Legal Division in Corporate Secretariat is Overloaded. 15. Update/Revision Procedure Information Not Received by Employees, Only by QSHE.

No	Tanggal Date	Agenda Rapat Meeting Agenda
8	13 Maret 2024 March 13, 2024	1. LKU Bulan Februari (KAK, Sekper). 2. Kajian Analisa Bisnis Portofolio (KBLI) atas SCI, SAU, EPISI & SPRINT, dan Kajian Internal "Prospek Bisnis Jangka Panjang PT. SPRINT (PBK,PPK,MSR). 3. Evaluasi Kinerja Investasi (PBK). 4. Analisa dan Pemetaan Pengangkatan PTT menjadi PT (HC). 5. Penyesuaian Nomenklatur Jabatan: Hasil Evaluasi dan Usulan Pendamping Pihak ke-3/Konsultan (HC). 6. Draft Format Isian data pesaing pasar (PPK).
9	19 Maret 2024 March 19, 2024	1. February LKU (KAK, Sekper). 2. Business Portfolio Analysis Study (KBLI) on SCI, SAU, EPISI, and SPRINT and Internal Study "Long-Term Business Prospects of PT SPRINT" (PBK, PPK, MSR). 3. Investment Performance Evaluation (PBK). 4. Analysis and Mapping of PTT to PT Conversion (HC). 5. Job Title Nomenclature Adjustment: Evaluation Results and Third Party/Consultant Recommendations (HC). 6. Draft Market Competition Data Format (PPK).
10	2 April 2024 April 2, 2024	1. Analisis dan Pemetaan Pengangkatan PTT menjadi PT (HC). 2. Penyesuaian Nomenklatur Jabatan: Hasil Evaluasi dan Usulan Pendamping Pihak ke 3 / Konsultan (HC). 3. Kajian dan Analisa Bisnis Portofolio (KBLI) atas SCI, SAU, EPISI & SPRINT dan Kajian Internal "Prospek Bisnis Jangka Panjang PT SPRINT" (PBK). 4. Klasifikasi Cabang, Tata Cara Pembukaan, Penutupan, dan Evaluasi Unit Kerja (MSR). 1. Analysis and Mapping of PTT to PT Conversion (HC). 2. Job Title Nomenclature Adjustment: Evaluation Results and Third Party/Consultant Recommendations (HC). 3. Business Portfolio Analysis Study (KBLI) on SCI, SAU, EPISI, and SPRINT and Internal Study "Long-Term Business Prospects of PT SPRINT" (PBK). 4. Branch Classification, Procedures for Opening, Closing, and Evaluating Work Units (MSR).
11	6 Mei 2024 May 6, 2024	1. Pembahasan Update Progress Rencana Pembukaan Cabang Kendari. 2. Pembahasan Laporan Kinerja Perusahaan s/d Februari 2024. 3. Pembahasan Lain-Lain. 1. Update Discussion on Kendari Branch Opening Plan. 2. Company Performance Report Discussion up to February 2024. 3. Other Discussions.
12	14 Mei 2024 May 14, 2024	1. Employee Engagement Survey (HC). 2. Update Penyusunan RJPP 2025 - 2029 (Team RJPP). 3. Rencana Transformasi Organisasi (Team Adhoc Kajian Awal Organisasi). 1. Employee Engagement Survey (HC). 2. Update on RJPP 2025 - 2029 Preparation (RJPP Team). 3. Organizational Transformation Plan (Adhoc Team for Initial Organizational Study).
12	14 Mei 2024 May 14, 2024	1. LKU per April 2024 (KAK). 2. Update atas BIG Project (PMO BIG). 3. Debt to Equity Swap & Capital Injection Atas Anak Perusahaan (PT SAU & PT SUCOFINDO EPISI) (PBK). 4. Pengangkatan Komisaris PT SUCOFINDO EPISI (RUPS-LB) (HC). 5. Analisis dan Pemetaan pengangkatan PTT menjadi PT (batch 1st hingga current) (HC). 6. Update Management Trainee (HC). 1. April 2024 LKU (KAK). 2. Update on BIG Project (PMO BIG). 3. Debt to Equity Swap & Capital Injection for Subsidiaries (PT SAU & PT SUCOFINDO EPISI) (PBK). 4. Appointment of Commissioner for PT SUCOFINDO EPISI (EGMS) (HC). 5. Analysis and Mapping of PTT to PT Conversion (batch 1st to current) (HC). 6. Management Trainee Update (HC).



No	Tanggal Date	Agenda Rapat Meeting Agenda
13	27 Mei 2024 May 27, 2024	1. BOD dengan HC - closed meeting. 2. Rencana Pelaksanaa HUT PT SUCOFINDO - Team HU. 3. Update Keputusan Organisasi - Div Human Capital.
14	31 Mei 2024 May 31, 2024	Pinjaman Modal Kerja (PMK) PT SUCOFINDO EPISI. Working Capital Loan (WCL) PT SUCOFINDO EPISI
15	6 Juni 2024 June 6, 2024	1. KD Kenaikan Pangkat (Divisi HC). 2. Progres RJPP 2024-2029 (Tim Penyusunan RJPP PT SUCOFINDO). 3. Update Agenda Direksi (Divisi Sekper). 4. Pembelian Tanah dan Pembangunan Lab di UP Gresik (Tim Pengadaan Tanah PT SUCOFINDO cabang Surabaya). 5. Pembelian Tanah dan Pembangunan Lab di UP Berau (Tim Pengadaan Tanah PT SUCOFINDO cabang Tarakan). 6. IT Steering Committee - update dari ISBIT Steering Committee (Div ISB).
16	11 Juni 2024 June 11, 2024	1. Promotion KD (HC Division). 2. RJPP 2024-2029 Progress (RJPP Preparation Team PT SUCOFINDO). 3. Board of Directors Agenda Update (Corporate Secretariat Division). 4. Land Purchase and Lab Construction at UP Gresik (Land Procurement Team PT SUCOFINDO Surabaya branch). 5. Land Purchase and Lab Construction at UP Berau (Land Procurement Team PT SUCOFINDO Tarakan branch). 6. IT Steering Committee - Update from ISBIT Steering Committee (ISB Division).
17	25 Juni 2024 June 25, 2024	1. Update Agenda Direksi (SEKPER). 2. LKU Per Mei 2024 (SDLSDA/SDLIND/KAK). 3. IT Steering Committee - Update dari ISB (ISB).
		1. Board of Directors Agenda Update (Corporate Secretariat). 2. May 2024 LKU (SDLSDA/SDLIND/KAK). 3. IT Steering Committee - Update from ISB (ISB).
		1. Update Agenda Direksi (SEKPER). 2. Kebijakan Instensif Pegawai Kinerja 2023 (HC & KAK). 3. Penghargaan Logam Mulia (HC). 4. Update persiapan RUPS SCI dan PT SI (Sekper). 5. Update Persiapan RUPS SAU, EPISI & SPRINT (PBK). 6. Update UMBRA Lawyer (SEKPER). 7. Kajian Bagian Legal Menjadi Divisi Legal (SEKPER/HC).
		1. Board of Directors Agenda Update (Corporate Secretariat). 2. Employee Incentive Policy 2023 (HC & KAK). 3. Precious Metal Awards (HC). 4. Update on SCI and PT SI GMS Preparation (Corporate Secretariat). 5. Update on SAU, EPISI & SPRINT GMS Preparation (PBK). 6. UMBRA Lawyer Update (Corporate Secretariat). 7. Legal Division Study (Corporate Secretariat/HC).

No	Tanggal Date	Agenda Rapat Meeting Agenda
18	2 Juli 2024 July 2, 2024	1. Update Agenda Direksi (SEKPER). 2. Penghargaan Logam Mulia (HC). 3. Keikutsertakan dalam proyek KPBUMN penyelenggara Informasi Geospasial Dasar (Agus Wachid). 4. Pembahasan Laporan Tindak Lanjut (SPI & SEKPER). 5. Update Panitia HUT SUCOFINDO 2024 (Panitia). 1. Board of Directors Agenda Update (Corporate Secretariat). 2. Precious Metal Awards (HC). 3. Participation in KPBUMN Project for Basic Geospatial Information Provider (Agus Wachid). 4. Follow-up Report Discussion (SPI & Corporate Secretariat). 5. SUCOFINDO 2024 Anniversary Committee Update (Committee).
19	8 Juli 2024 July 8, 2024	1. Update Agenda Direksi (SEKPER). 2. Update Rencana ENSIA (Panitia ENSIA). 3. Penghargaan Logam Mulia, Kenaikan Upah, Penyesuaian Uang SPPD. 4. Rekreasi Pegawai tahun 2024, Pemotong Cuti Bersama, Pemberian Uang Kue Ulang Tahun (HC). 1. Board of Directors Agenda Update (Corporate Secretariat). 2. ENSIA Plan Update (ENSIA Committee). 3. Precious Metal Awards, Salary Increase, SPPD Adjustment. 4. 2024 Employee Recreation, Joint Leave Deductions, Birthday Cake Money (HC).
20	11 Juli 2024 July 11, 2024	1. Update Agenda Direksi (SEKPER). 2. Update Executive Meeting (Panitia). 3. Update Rencana ENSIA (Panitia). 4. Penghargaan Logam Mulia, Kenaikan Upah, Penyesuaian Uang SPPD (HC). 5. Policy Advocacy (Adi Munandir). 1. Board of Directors Agenda Update (Corporate Secretariat). 2. Executive Meeting Update (Committee). 3. ENSIA Plan Update (Committee). 4. Precious Metal Awards, Salary Increase, SPPD Adjustment (HC). 5. Policy Advocacy (Adi Munandir).
21	16 Juli 2024 July 16, 2024	1. Update Agenda Direksi (SEKPER). 2. TOR Pengadaan Konsultan Transformasi Operatiing Model (HC). 3. LKU Periode s/d Juni 2024 (KAK, SDK1, SDK2). 4. HSE Performance s/d Juni 2024 (K3L, SDK1, SDK2). 1. Board of Directors Agenda Update (Corporate Secretariat). 2. TOR for Procurement of Transformation Operating Model Consultant (HC). 3. LKU for the period up to June 2024 (KAK, SDK1, SDK2). 4. HSE Performance up to June 2024 (K3L, SDK1, SDK2).
22	24 Juli 2024 July 24, 2024	1. Agenda Direksi (Sekper). 2. Progress Perisiapan Pelaksanaan ENSIA menuju hari H (Ketua Panitia ENSIA). 3. Persiapan HUT SUCOFINDO tahun 2024 (Ketua Panitia HUT). 4. Progress Program PTT menjadi PT (kativ HC). 5. Evaluasi Upah Pegawai (Kativ HC). 1. Board of Directors Agenda (Corporate Secretariat). 2. ENSIA Implementation Progress toward D-Day (ENSIA Committee Chair). 3. 2024 SUCOFINDO Anniversary Preparation (Anniversary Committee Chair). 4. PTT to PT Program Progress (HC Division Head). 5. Employee Salary Evaluation (HC Division Head).



No	Tanggal Date	Agenda Rapat Meeting Agenda
23	2 Agustus 2024 August 2, 2024	1. Cabang Dumai. 2. Cabang Palembang. 3. Cabang Cilegon. 4. Cabang Medan. 5. Cabang Bekasi. 6. Cabang Jakarta. 7. Cabang Batam. 8. Cabang Jambi. 1. Dumai Branch. 2. Palembang Branch. 3. Cilegon Branch. 4. Medan Branch. 5. Bekasi Branch. 6. Jakarta Branch. 7. Batam Branch. 8. Jambi Branch.
24	12 Agustus 2024 August 12, 2024	1. Cabang Kendari. 2. Cabang Surabaya. 3. Cabang Tarakan. 4. Persiapan RAPIMNAS tahun 2024. 1. Kendari Branch. 2. Surabaya Branch. 3. Tarakan Branch. 4. Preparation for the 2024 RAPIMNAS.
25	13 Agustus 2024 August 13, 2024	1. Unit Bisnis Teknologi (UBT). 2. SBU HMPM. 3. SBU Serco. 4. SBU Industri. 5. Prognosis Pencapaian 2024. 1. Business Technology Unit (UBT). 2. SBU HMPM. 3. SBU Serco. 4. SBU Industry. 5. 2024 Achievement Prognosis.
26	20 Agustus 2024 August 20, 2024	1. LKU Juli 2024. 1. LKU July 2024.
27	12 September 2024 September 12, 2024	1. Dukungan Untuk Kegiatan Pengembangan KSPP/Food Estate, Verifikasi Ekspor CPO dan Komoditas Kratom. 2. Lanjutan Digital TIC Roadmap. 3. RAPIMNAS PT SUCOFINDO 2024 SATDALOP (Satuan Pengendalian Operasi). 1. Support for KSPP/Food Estate Development, CPO and Kratom Commodity Export Verification. 2. Digital TIC Roadmap Continuation. 3. RAPIMNAS PT SUCOFINDO 2024.
28	17 September 2024 September 17, 2024	1. LKU Agustus 2024. 2. RKAP 2025. 3. HUT SUCOFINDO. 4. Golf HUT SUCOFINDO. 1. LKU August 2024. 2. 2025 RKAP. 3. SUCOFINDO Anniversary. 4. SUCOFINDO Anniversary Golf.
29	1 Oktober 2024 October 1, 2024	1. Update Persiapan HUT SUCOFINDO. 2. Update Persiapan Golf HUT SUCOFINDO 2024. 3. Update Rencana Rekrutmen PT Bulan November 2024. 4. Update Green & Smart Port. 5. Update SATDALOP. 1. Update on SUCOFINDO Anniversary Preparation. 2. Update on SUCOFINDO Anniversary Golf Preparation. 3. Recruitment Plan Update for November 2024. 4. Green & Smart Port Update. 5. SATDALOP Update.

No	Tanggal Date	Agenda Rapat Meeting Agenda
30	9 Oktober 2024 October 9, 2024	1. Update persiapan golf HUT SUCOFINDO. 2. Inisiasi Sinergi dengan PT PLN (Persero.) 3. Rencana PT Bank Syariah Indonesia Tbk Sewa Gedung PT SUCOFINDO Cabang Palembang. 4. Pengadaan Investasi Tanah Cabang Sangatta, UP Pangkal Pinang dan UP Berau. 1. Update on SUCOFINDO Anniversary Golf Preparation. 2. Synergy Initiative with PT PLN (Persero). 3. PT Bank Syariah Indonesia Tbk's Plan to Lease PT SUCOFINDO Palembang Branch Building. 4. Land Investment Procurement for Sangatta Branch, Pangkal Pinang UP, and Berau UP.
31	15 Oktober 2024 October 15, 2024	1. Update Persiapan HUT PT SUCOFINDO. 2. DES & CI untuk PT SAU dan EPISI. 3. LKU s/d September 2024. 1. Update on PT SUCOFINDO Anniversary Preparation. 2. DES & CI for PT SAU and EPISI. 3. LKU up to September 2024.
32	28 Oktober 2024 October 28, 2024	1. Klasifikasi Cabang. 2. Program Investasi 2025. 3. Update FS Merauke. 1. Branch Classification. 2. 2025 Investment Program. 3. FS Merauke Update.
33	5 November 2024 November 5, 2024	1. KD Nomenklatur. 2. Diskusi Strategi Koordinasi & Go-To Market IDSurvey. 1. KD Nomenclature. 2. Coordination Strategy & Go-To-Market IDSurvey Discussion.
34	11 November 2024 November 11, 2024	Alternatif Konsep Sinergi Go-To Market IDSurvey. Alternative Synergy Concept for Go-To-Market IDSurvey.
35	26 November 2024 November 26, 2024	1. LKU Oktober 2024. 2. Kick-Off Meeting Penyusunan Roadmap Transformasi Digital tahun 2025-2029 oleh PT Altha Dyanusa Consulting. 3. Update kalender s.d Desember & outstanding bod Meeting. 1. LKU October 2024. 2. Kick-Off Meeting for the 2025–2029 Digital Transformation Roadmap Development by PT Altha Dyanusa Consulting. 3. Calendar Update up to December & Outstanding BoD Meeting.
36	3 Desember 2024 December 3, 2024	1. Penilaian KJPP Penghapusan Aktiva. 2. Kebutuhan Asuransi pada Kegiatan Operasional. 3. Rencana Realisasi Investasi Peralatan Sistem Informasi. 4. Update Kinerja September 2024 dan RKAP 2025. 1. KJPP Assessment of Asset Write-Off. 2. Insurance Needs for Operational Activities. 3. Investment Realization Plan for Information System Equipment. 4. Performance Update for September 2024 and 2025 RKAP.
37	19 Desember 2024 December 19, 2024	LKU November 2024. LKU November 2024.

Program Pengenalan

Anggota Direksi yang diangkat untuk pertama kalinya wajib mengikuti Program Pengenalan Perusahaan sesuai PER-2/MBU/03/2023 pasal 43 sebagai langkah awal untuk memahami secara menyeluruh latar belakang, visi dan misi, struktur organisasi, kegiatan usaha, strategi bisnis, serta aspek hukum, keuangan, dan tata kelola perusahaan. Program ini bertujuan untuk membekali anggota Direksi dengan pemahaman yang komprehensif mengenai peran, tanggung jawab, serta kewenangan yang melekat pada jabatannya, sehingga dapat

Introduction Program

Members of the Board of Directors who are appointed for the first time must be given an Introduction Program to the Company. The introduction program is intended so that newly appointed Members of the Board of Directors can understand the background and business activities of the Company and so that newly appointed Members of the Board of Directors can understand all aspects related to their roles and responsibilities,



menjalankan tugas secara efektif dan selaras dengan arah kebijakan Perusahaan sejak awal masa jabatan. Ketentuan tentang program pengenalan meliputi hal-hal sebagai berikut:

1. Direktur yang baru ditunjuk wajib diberikan program pengenalan mengenai Perusahaan
2. Tanggung jawab untuk mengadakan program pengenalan tersebut berada pada Sekretaris Perusahaan atau siapapun yang menjalankan fungsi sebagai sekretaris perusahaan.
3. Program pengenalan yang diberikan kepada Direktur, antara lain akan meliputi hal-hal sebagai berikut:
 - a. Pelaksanaan prinsip-prinsip *Good Corporate Governance* oleh Perusahaan.
 - b. Gambaran mengenai Perusahaan berkaitan dengan sejarah, tujuan, sifat, budaya Perusahaan, lingkup kegiatan, kinerja keuangan dan operasi, strategi, rencana usaha jangka pendek dan jangka panjang, posisi kompetitif, risiko dan masalah-masalah strategis lainnya.
 - c. Keterangan berkaitan dengan kewenangan yang didelegasikan, audit internal dan eksternal, sistem dan kebijakan pengendalian internal serta Komite Audit.
 - d. Keterangan mengenai tugas dan tanggung jawab Dewan komisaris dan Direksi serta hal-hal yang tidak diperbolehkan.
 - e. Team building, dalam kegiatan ini menyertakan Direksi, baik yang baru menjabat maupun yang pernah menjabat sebelumnya.
4. Program pengenalan yang diberikan dapat berupa presentasi, pertemuan, kunjungan ke fasilitas Perusahaan dan/atau program lainnya.

Program pengenalan ini dilaksanakan selambat-lambatnya 90 (sembilan puluh) hari kalender setelah RUPS memutuskan pengangkatan Anggota Direksi yang baru.

Tahun 2024, terdapat pengangkatan anggota Direksi baru, yaitu Budi Utomo sebagai Direktur Layanan Industri, Evi Afiatin sebagai Direktur Keuangan dan Manajemen Risiko, dan David Elezaar Sonak Sidjabat sebagai Direktur Sumber Daya Manusia PT SUCOFINDO. Program pengenalan terhadap beliau dilaksanakan pada 25 Maret 2024.

Program Peningkatan Kapabilitas

Perusahaan memberlakukan ketentuan tentang program peningkatan kapabilitas bagi Direksi sebagai berikut:

1. Program peningkatan kapabilitas dilaksanakan dalam rangka me ningkatkan efektivitas Direksi.
2. Rencana untuk melakukan program peningkatan kapabilitas harus dimasukkan dalam rencana kerja dan anggaran Direksi.
3. Setiap anggota Direksi yang mengikuti program peningkatan kapabilitas seperti seminar dan atau pelatihan wajib untuk menyajikan presentasi kepada anggota Direksi lainnya dalam rangka berbagi informasi dan pengetahuan.

so that they can carry out their respective duties effectively. The provisions on the introduction program include the following:

1. The newly appointed Director must be given an introduction program about the Company
2. The responsibility for conducting the introduction program lies with the Corporate Secretary or anyone who performs the function as a corporate secretary.
3. The introduction program given to the Director, among others, will include the following:
 - a. Implementation of the principles of Good Corporate Governance by the Company.
 - b. The description of the Company relates to the history, objectives, nature, culture of the Company, scope of activities, financial and operating performance, strategy, short- and long-term business plans, competitive position, risks and other strategic issues.
 - c. Information relating to delegated authority, internal and external audits, internal control systems and policies and the Audit Committee.
 - d. Information about the duties and responsibilities of the Board of Commissioners and Board of Directors and matters that are not allowed.
 - e. Team building, in this activity includes Directors, both new and previously held.
4. The introduction program provided can be in the form of presentations, meetings, visits to Company facilities and/ or other programs.

This introduction program is carried out no later than 90 (ninety) calendar days after the GMS decides on the appointment of new Members of the Board of Directors.

In 2024, new members were appointed to the Board of Directors, namely Budi Utomo as Director of Industrial Services, Evi Afiatin as Director of Finance and Risk Management, and David Elezaar Sonak Sidjabat as Director of Human Capital of PT SUCOFINDO. The introduction program for the new Directors was held on March 25, 2024.

Capability Improvement Program

The Company applies provisions on capability improvement programs for the Board of Directors as follows:

1. Capability improvement programs are implemented in order to improve the effectiveness of the Board of Directors.
2. Plans to conduct capability improvement programs must be included in the work plan and budget of the Board of Directors.
3. Every member of the Board of Directors who participates in capability improvement programs such as seminars and / or training is required to present presentations to other members of the Board of Directors in order to share information and knowledge.

4. Anggota Direksi yang bersangkutan bertanggungjawab untuk membuat laporan tentang pelaksanaan program peningkatan kapabilitas. Laporan tersebut disampaikan kepada Direksi lainnya.
5. Program Peningkatan Kapabilitas dapat berupa Perjalanan Dinas Luar Negeri Anggota Direksi, dengan ketentuan sebagai berikut:
 - a. Kegiatan perjalanan dinas merupakan bagian dari pelaksanaan tugas Perusahaan dan bukan merupakan tunjangan atau fasilitas yang diberikan/disediakan oleh Perusahaan;
 - b. Kegiatan perjalanan dinas untuk kepentingan seminar, workshop, sosialisasi dan kegiatan sejenis di luar negeri, dilaksanakan dengan memperhatikan prinsip-prinsip efektifitas, efisiensi, selektifitas, tepat guna sesuai kebutuhan Perusahaan serta mengedepankan kepentingan dan kemajuan Perusahaan;
 - c. Kegiatan perjalanan dinas dilakukan dalam rangka pencapaian sasaran Perusahaan sesuai dengan perencanaan jangka panjang dan tahunan Perusahaan atau dalam rangka dukungan kebijakan Pemerintah serta direncanakan dengan memadai;
 - d. Jumlah personil anggota Direksi yang melakukan perjalanan dinas dibatasi jumlahnya sesuai dengan tujuan perjalanan dinas serta mempertimbangkan aspek pengelolaan risiko;
 - e. Rencana perjalanan dinas ke luar negeri bagi anggota Direksi diusulkan secara tertulis kepada Direktur Utama IDSurvey untuk mendapatkan persetujuan dengan tembusan Dewan Komisaris SUCOFINDO dan Asisten Deputi Manufaktur Kementerian BUMN;
 - f. Dalam rencana perjalanan dinas ke luar negeri sebagaimana diatas, agar dijelaskan mengenai tujuan dan kepentingan perjalanan dinas, keterkaitan dengan sasaran dan kebijakan Perusahaan, lama perjalanan dinas, sumber pembiayaan, rencana anggaran serta informasi lain yang relevan;
 - g. Setelah melakukan perjalanan dinas ke luar negeri, dalam jangka waktu paling lambat 14 (empat belas) hari setelah pelaksanaan perjalanan dinas anggota Direksi wajib melaporkan secara tertulis pelaksanaan perjalanan dinas kepada Direktur Utama IDSurvey dengan tembusan Dewan Komisaris SUCOFINDO dan Asisten Deputi Manufaktur Kementerian BUMN.
4. The member of the Board of Directors concerned is responsible for making reports on the implementation of the capability improvement program. The report is submitted to other Board of Directors.
5. The Capability Improvement Program may be in the form of Foreign Service Travel of Members of the Board of Directors, with the following conditions:
 - a. Official travel activities are part of the implementation of the Company's duties and are not allowances or facilities provided/provided by the Company;
 - b. Official travel activities for the benefit of seminars, workshops, socialization and similar activities abroad, carried out by taking into account the principles of effectiveness, efficiency, selectivity, appropriateness according to the needs of the Company and prioritizing the interests and progress of the Company;
 - c. Official travel activities are carried out in order to achieve Company targets in accordance with the Company's long-term and annual planning or in the context of supporting Government policies and planned adequately;
 - d. The number of personnel of members of the Board of Directors who travel on business is limited in accordance with the purpose of the official trip and considers aspects of risk management;
 - e. The overseas travel plan for members of the Board of Directors is proposed in writing to the President Director of IDSurvey for approval with a copy of the Board of Commissioners of SUCOFINDO and Assistant Deputy Manufacturing of the Ministry of SOEs;
 - f. In the official travel plan abroad as above, to be explained about the purpose and importance of official travel, the relationship with the Company's goals and policies, the length of official travel, sources of financing, budget plans and other relevant information;
 - g. After making a business trip abroad, within a period of no later than 14 (fourteen) days after the implementation of the official trip, members of the Board of Directors must report in writing the implementation of the official trip to the President Director of IDSurvey with a copy of the Board of Commissioners SUCOFINDO and Assistant Deputy Manufacturing of the Ministry of SOEs.



Pada tahun 2024, Direksi PT SUCOFINDO telah mengikuti program peningkatan kapabilitas sebagai berikut:

In 2024, the Board of Directors of PT SUCOFINDO participated in the following capability enhancement programs:

Nama dan Jabatan Name and Position	Program yang Diikuti Program Attended	Penyelenggara Organizer	Tanggal Date
Jobi Triananda Direktur Utama President Director	CRGP	RAP Indonesia	6 – 8 November 2024 November 6 - 8, 2024
Budi Utomo Direktur Layanan Industri Director of Industrial Services	Refreshment Auditor Lingkungan Environmental Auditor Refreshment	LPK AMI	23 Juli 2024 July 23, 2024
	Pelatihan Bersama - ESG for Leader's Joint Training – ESG for Leaders	CRMS	18 - 19 Desember 2024 December 18 - 19, 2024
	CRGP	RAP Indonesia	6 – 8 November 2024 November 6 - 8, 2024
Darwin Abas Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	CRGP	RAP Indonesia	6 – 8 November 2024 November 6 - 8, 2024
Evi Afiatin Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	MASTERCLASS PROGRAM SERIES XXIII	LSPMR	25 - 26 Juli 2024 July 25 - 26, 2024
	Balance Score Card		29 Agustus 2024 August 29, 2024
	Seminar RSCE Only	RSCE	13 - 14 November 2024 November 13 - 14, 2024
David Elezaar Sonak Sidjabat Direktur Sumber Daya Manusia Director of Human Capital	CRGP	RAP Indonesia	6 – 8 November 2024 November 6 - 8, 2024
	Strategic Human Resources Management	NUS	9 - 13 Desember 2024 December 9 - 13, 2024

Pengunduran Diri Anggota Direksi

1. Seorang anggota Direksi berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis mengenai maksudnya tersebut kepada Perusahaan dengan tembusan kepada Pemegang Saham, Dewan Komisaris dan anggota Direksi lainnya sekurang-kurangnya 30 (tiga puluh) hari sebelum tanggal pengunduran dirinya. Apabila pada surat pengunduran diri disebutkan tanggal efektif kurang dari 30 (tiga puluh) hari dari hari tanggal surat diterima maka dianggap tidak menyebutkan tanggal efektif pengunduran diri.
2. Perusahaan wajib menyelenggarakan RUPS untuk memutuskan permohonan pengunduran diri anggota Direksi dalam jangka waktu paling lambat 30 (tiga puluh) hari setelah diterimanya surat pengunduran diri tersebut.
3. Apabila dalam jangka waktu 30 (tiga puluh) hari sejak tanggal diterimanya surat permohonan pengunduran diri dalam hal tidak disebutkan tanggal efektif pengunduran diri), tidak ada keputusan RUPS, maka Anggota Direksi

Resignation Of Board Of Directors Members

1. A member of the Board of Directors has the right to resign from his position by notifying the Company in writing of his intention with a copy to the Shareholders, Board of Commissioners and other members of the Board of Directors at least 30 (thirty) days before the date of his resignation. If the resignation letter states that the effective date is less than 30 (thirty) days from the day the letter was received is considered not to mention the effective date of resignation.
2. The company is obliged to hold a GMS to decide on requests for resignation of members of the Board of Directors within a period of no later than 30 (thirty) days after receipt of the letter of resignation.
3. If within 30 (thirty) days from the date of receipt of the resignation application letter in the event that the effective date of resignation is not stated), there is no GMS resolution, then the Member of the Board of Directors ceases by itself

tersebut berhenti dengan sendirinya pada tanggal yang diminta tersebut atau dengan lewatnya waktu 30 (tiga puluh) hari sejak tanggal surat permohonan pengunduran diri tanpa memerlukan persetujuan RUPS.

4. Sebelum pengunduran diri berlaku efektif, anggota Direksi yang bersangkutan tetap berkewajiban melaksanakan tugas dan tanggung jawabnya sesuai Anggaran Dasar dan peraturan perundang-undangan.
5. Pengunduran diri yang disebabkan oleh adanya perangkapan jabatan yang tidak sesuai dengan peraturan dan perundangan yang berlaku, maka anggota Direksi yang bersangkutan tidak boleh lagi melaksanakan tugas dan tanggung jawabnya sampai pengunduran dirinya tersebut ditetapkan oleh RUPS.
6. Pembebasan tugas dan tanggung jawab Anggota Direksi yang mengundurkan diri diberikan setelah RUPS membebaskannya terhitung sejak tanggal efektif pengunduran dirinya.
7. Perusahaan wajib melaporkan pengunduran diri tersebut diatas dalam RUPS berikutnya.

Evaluasi Kinerja Direksi [GRI 2-18]

1. Kriteria evaluasi kinerja Direksi secara kolegal maupun individu berdasarkan usulan Dewan Komisaris kepada RUPS untuk disetujui berdasarkan *Key Performance Indicator* (KPI antara lain meliputi):
 - a. Penyusunan KPI pada awal tahun dan evaluasi pencapaiannya.
 - b. Tingkat kehadirannya dalam Rapat Direksi maupun rapat dengan Dewan Komisaris.
 - c. Kontribusinya dalam aktivitas bisnis Perusahaan.
 - d. Keterlibatannya dalam penugasan-penugasan tertentu.
 - e. Komitmennya dalam memajukan kepentingan Perusahaan,.
 - f. Ketaatan terhadap peraturan perundang-undangan yang berlaku serta kebijakan Perusahaan.
 - g. Pencapaian target Perusahaan yang tertuang dalam RKAP dan Kontrak Manajemen.
2. Kinerja anggota Direksi dievaluasi secara berkala minimal setahun sekali berdasarkan kriteria evaluasi kinerja oleh Dewan Komisaris yang telah disetujui RUPS.
3. Secara umum, kinerja Direksi ditentukan berdasarkan tugas kewajiban yang tercantum dalam peraturan perundangundangan yang berlaku dan Anggaran Dasar Perusahaan maupun amanat Pemegang Saham. Kriteria evaluasi formal disampaikan secara terbuka kepada Anggota Direksi sejak tanggal pengangkatannya.
4. Hasil evaluasi terhadap kinerja Direksi secara keseluruhan dan kinerja masing-masing Anggota Direksi secara individual merupakan bagian tak terpisahkan dalam skema kompensasi dan pemberian insentif bagi Anggota Direksi.

on the requested date or with the lapse of 30 (thirty) days from the date of the resignation request letter without requiring GMS approval.

4. Before the resignation becomes effective, the member of the Board of Directors concerned remains obliged to carry out his duties and responsibilities in accordance with the Articles of Association and laws and regulations.
5. Resignation caused by a position conflict that is not in accordance with the applicable laws and regulations, the member of the Board of Directors concerned may no longer carry out his duties and responsibilities until his resignation is determined by the GMS.
6. Release of duties and responsibilities of resigned Members of the Board of Directors shall be granted after the GMS releases them as of the effective date of their resignation.
7. The Company must report the resignation mentioned above in the next GMS.

Performance Evaluation of the Board of Directors [GRI 2-18]

1. The criteria for evaluating the performance of the Board of Directors collegially and individually based on the proposal of the Board of Commissioners to the GMS for approval based on Key Performance Indicators (KPIs include, among others):
 - a. Preparation of KPIs at the beginning of the year and evaluation of their achievements.
 - b. The level of attendance at the Board of Directors Meeting and meetings with the Board of Commissioners.
 - c. Its contribution to the Company's business activities,
 - d. His involvement in certain assignments.
 - e. His commitment in advancing the interests of the Company.
 - f. Compliance with applicable laws and regulations and Company policies.
 - g. Achievement of the Company's targets as stated in the RKAP and Management Contract.
2. The performance of members of the Board of Directors is evaluated periodically at least once a year based on performance evaluation criteria by the Board of Commissioners approved by the GMS.
3. In general, the performance of the Board of Directors is determined based on the duties and obligations stated in the applicable laws and regulations and the Company's Articles of Association and the mandate of the Shareholders. Formal evaluation criteria are publicly communicated to Members of the Board of Directors from the date of their appointment.
4. The results of the evaluation of the overall performance of the Board of Directors and the performance of each Member of the Board of Directors individually are an integral part of the compensation scheme and the provision of incentives for Members of the Board of Directors.



5. Hasil evaluasi kinerja masing-masing Anggota Direksi secara individual merupakan salah satu dasar pertimbangan bagi Pemegang Saham untuk pemberhentian dan/atau menunjuk kembali Anggota Direksi yang bersangkutan. Hasil evaluasi kinerja tersebut merupakan sarana penilaian serta peningkatan efektivitas Direksi.

Adapun realisasi pencapaian KPI Direksi tahun 2024 adalah sebagai berikut:

5. The results of the performance evaluation of each Member of the Board of Directors individually are one of the bases for consideration for Shareholders to dismiss and/or reappoint the relevant Member of the Board of Directors. The results of the performance evaluation are a means of assessing and increasing the effectiveness of the Board of Directors.

The realization of the Board of Directors' KPI achievement for 2024 is as follows:

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Korporat

Key Performance Indicators (KPI) Report as of December 31, 2024

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
1	2	3	4	5	6	7	8	9	
A. Nilai Ekonomi dan Sosial Economic and Social Values									
1	EBITDA	Rp Miliar IDR Billion	843,00	Maximize	9	50	829,14	98,36	8,85
2	ROIC >= WACC	%	5,07	Maximize	10		6,83	110,00	11,00
3	BOPO	%	86,60	Minimize	9		85,87	100,84	9,08
4	Peningkatan operasional excellence melalui efisiensi shared services dari: 1. Pengadaan bersama 2. Integrasi laboratorium dan kantor cabang 3. Human capital 4. Research and development layanan jasa Increasing operational excellence through shared services efficiency from: 1. Joint procurement 2. Integration of laboratories and branch offices 3. Human capital 4. Research and development regular services	Rp Miliar IDR Billion	11,80	Maximize	11		14,11	110,00	12,10

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Korporat

Key Performance Indicators (KPI) Report as of December 31, 2024

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
5	Kolaborasi dengan pemerintah melalui dukungan program sertifikasi Usaha Mikro dan Kecil (UMK). Collaboration with the government through support for the Micro and Small Enterprises (UMK) certification program.	Jumlah Amount	300	Maximize	11	50	1255	110,00	12,10
B. Inovasi Model Bisnis Business Model Innovation									
6	Peningkatan praktek tata kelola perusahaan yang baik melalui implementasi <i>Dashboard Governance, Risk and Compliance</i> . Enhancement of good corporate governance practices through the implementation of the Governance, Risk and Compliance Dashboard	Tanggal Date	30 September 2023 September 30 2023	Minimize	10	15	30 Agustus 2024 August 30, 2024	105,00	4,20
7	Pendapatan yang diperoleh dari fokus sektor <i>Mining</i> . Revenue generated from the focus on the mining sector	Rp Miliar IDR Billion	30,00	Maximize	10		51,99	110,00	4,40
8	Pendapatan yang berasal dari pengembangan dan pengayaan jasa <i>End to End Service</i> sesuai <i>refocusing</i> bisnis. Revenue from developing and enriching end-to-end services in line with business refocusing	Rp Miliar IDR Billion	86,00	Maximize	5	15	119,91	110,00	4,40



Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Korporat

Key Performance Indicators (KPI) Report as of December 31, 2024

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
9	Implementasi roadmap perbaikan penerapan manajemen risiko Implementation of the roadmap for improving risk management practices	%	100,00	Maximize	3		100,00	100,00	3,00
C. Kepemimpinan Teknologi Technology Leadership									
10	Tahapan proses Integrasi - Integrated Procurement System (IPS) IDSurvey Process stages of the Integration – Integrated Procurement System (IPS) IDSurvey	Tanggal Date	30 Juni 2024 June 20, 2024	Minimize	4	12	28 Juni 2024 June 28, 2024	105,00	4,20
11	Pendapatan yang berasal dari pengembangan bisnis melalui Digitalisasi dan advanced technology Revenue from business development through digitalization and advanced technology	Rp Miliar IDR Billion	17,00	Maximize	4		28,71	110,00	4,40
12	Pendapatan dari Produk dan Layanan Jasa Baru berbasis Digital. Revenue from new digital-based products and services.	Rp Miliar IDR Billion	23,00	Maximize	4		36,80	110,00	4,40
D. Peningkatan Investasi Increased Investment									
13	Pendapatan yang berasal dari kemitraan strategis pada sektor sekunder dan tersier. Revenue from strategic partnerships in the secondary and tertiary sectors.	Rp Miliar IDR Billion	58,00	Maximize	4	8	69,57	110,00	4,40

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Korporat

Key Performance Indicators (KPI) Report as of December 31, 2024

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
14	Go Global - Peningkatan Pendapatan dari <i>Representatives Offices</i> , Kantor Cabang, Anak Perusahaan di Luar Negeri. Go Global - increased revenue from representative offices, branch offices, overseas subsidiaries.	Rp Miliar IDR Billion	142,00	Maximize	4	8	173,61	110,00	4,40
E. Pengembangan Talenta Talent Development									
15	Rasio Top Talent Muda (<42 tahun) dalam Nominated <i>Talent</i> . Ratio of Young Top Talent (<42 years old) in Nominated Talent.	%	40,00	Maximize	5	15	41,67	104,18	5,21
16	Rasio Perempuan dalam Nominated <i>Talent</i> . Ratio of women in nominated talent.	%	23,50	Maximize	5		25,24	107,40	5,37
17	Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko. Ratio of Risk Management Function Qualification Fulfillment.	%	91,50	Maximize	5		97,30	106,34	5,32
Jumlah Total						100			106,83



Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Keuangan dan Manajemen Risiko

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Finance and Risk Management

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Unit		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
1	2	3	4	5	6	7	8	9	
A. KPI Bersama Joint KPI									
1	EBITDA	Rp Miliar IDR Billion	843,00	Maximize	4	40	829,14	98,36	3,93
2	ROIC >= WACC	%	5,07	Maximize	4		6,83	110,00	4,40
3	Rasio Biaya Operasional terhadap Pendapatan Operasional (BOPO). Operating Expenses to Operating Income Ratio (BOPO).	%	86,60	Minimize	4		85,87	100,84	4,03
4	Peningkatan operasional excellence melalui efisiensi shared services dari: Improvement of operational excellence through shared services efficiency:	Rp Miliar	11,80	Maximize	4		14,11	110,00	4,40
5	Peningkatan praktek tata kelola perusahaan yang baik melalui implementasi Dashboard Governance, Risk dan Compliance. Improvement of good corporate governance practices through implementation of the Governance, Risk and Compliance Dashboard	Tanggal Date	31 Agustus 2024 August 31, 2024	Minimize	3		30 Agustus 2024 August 30, 2024	105,00	3,15
6	Implementasi roadmap perbaikan penerapan manajemen risiko. Implementation of the risk management improvement roadmap.	%	100,00	Minimize	3		100,00	100,00	3,00

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Keuangan dan Manajemen Risiko

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Finance and Risk Management

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Unit		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
7	Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko Management Committee Qualification Fulfillment Ratio	%	91,50	Maximize	3	40	97,30	106,34	3,19
8	Penilaian Rating (Pemeringkatan Perusahaan). Company Rating Assessment.	Rating	AA	Maximize	3		AA	110,00	3,30
9	Pemenuhan Service Level Agreement (SLA) Ratifikasi Kebijakan Holding. Service Level Agreement (SLA) Fulfillment for Holding Policy Ratification.	%	100,00	Maximize	3		100,00	100,00	3,00
10	Pemenuhan Service Level Agreement (SLA) pengiriman. Service Level Agreement (SLA) Fulfillment for Deliveries.	%	100,00	Maximize	3		131,25	110,00	3,30
11	Asesmen GCG GCG Assessment	Skor Score	91,00	Maximize	2		95,88	105,36	2,11
12	ERP Single Platform	Rp Miliar IDR Billion	31 Desember 2024 December 31, 2024	Minimize	2		19 November 2024 November 19, 2024	110,00	2,20
13	Zero Accident	Jumlah Amount	0	Minimize	2	0,00	110,00	2,20	
B. KPI Direktorat Directorate KPI									
14	Pemenuhan hasil Laporan Keuangan oleh KAP. Fulfillment of Financial Statements by Public Accounting Firm.	Laporan Report	WTP	Maximize	9	60	WTP	110,00	9,90
15	Penambahan Ruang Lingkup Akreditasi Expansion of Accreditation Scope	Jumlah Amount	1	Maximize	9		4,00	110,00	9,90



Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Keuangan dan Manajemen Risiko

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Finance and Risk Management

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Unit		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
16	Penilaian Risk Maturity Index (RMI). Risk Maturity Index (RMI) Assessment.	Skor Score	2,00	Maximize	9	60	2,95	110,00	9,90
17	Asesmen IT Maturity. IT Maturity Assessment.	Skor Score	2,50	Maximize	9		3,60	110,00	9,90
18	Tindak Lanjut INDI 4.0. INDI 4.0 Follow-up.	Skor Score	2,50	Maximize	8		3,45	110,00	8,80
19	Melakukan pengukuran dampak terhadap program TJSL dengan menggunakan metode Social Return On Investment (SROI). Measurement of TJSL Program Impact using the Social Return on Investment (SROI) Method.	Jumlah Amount	2,00	Maximize	8		3,00	110,00	8,80
20	Melaksanakan 3 (tiga) program kolaborasi antar BUMN maupun dengan pihak lain yang sesuai kompetensinya dalam pelaksanaan program TJSL. Implementation of 3 (three) collaborative programs between SOEs or with relevant external parties in the implementation of TJSL programs.	Jumlah Amount	2,00	Maximize	8		3,00	110,00	8,80
Jumlah Total						100			108,21

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Sumber Daya Manusia

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Human Capital

No	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
1	2	3	4	5	6	7	8	9	
A. KPI Bersama Joint KPI									
1	EBITDA	Rp Miliar IDR Billion	843,00	Maximize	4	40	829,14	98,36	3,93
2	ROIC >= WACC	%	5,07	Maximize	4		6,83	110,00	4,40
3	Rasio Biaya Operasional terhadap Pendapatan Operasional (BOPO). Operating Expenses to Operating Income Ratio (BOPO).	%	86,60	Minimize	4		85,87	100,84	4,03
4	Peningkatan operasional excellence melalui efisiensi shared services dari: Improvement of operational excellence through shared services efficiency:	Rp Miliar IDR Billion	11,80	Maximize	4		14,11	110,00	4,40
5	Peningkatan praktek tata kelola perusahaan yang baik melalui implementasi Dashboard Governance, Risk dan Compliance. Improvement of good corporate governance practices through implementation of the Governance, Risk and Compliance Dashboard.	Tanggal Date	31 Agustus 2024 August 31, 2024	Minimize	3		30 Agustus 2024 August 30, 2024	105,00	3,15
6	Implementasi roadmap perbaikan penerapan manajemen risiko. Implementation of the risk management improvement roadmap.	%	100,00	Minimize	3		100,00	100,00	3,00



Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Sumber Daya Manusia

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Human Capital

No	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
7	Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko. Risk Management Committee Qualification Fulfillment Ratio.	%	91,50	Maximize	3	40	97,30	106,34	3,19
8	Penilaian Rating (Pemeringkatan Perusahaan). Company Rating Assessment.	Rating	AA	Maximize	3		AA	110,00	3,30
9	Pemenuhan <i>Service Level Agreement</i> (SLA) Ratifikasi Kebijakan <i>Holding</i> . Service Level Agreement (SLA) Fulfillment for Holding Policy Ratification.	%	100,00	Maximize	3		100,00	100,00	3,00
10	Pemenuhan <i>Service Level Agreement</i> (SLA) pengiriman. Service Level Agreement (SLA) Fulfillment for Deliveries.	%	100,00	Maximize	3		131,25	110,00	3,30
11	Asesmen GCG. GCG Assessment.	Skor Score	91,00	Maximize	2		95,88	105,36	2,11
12	ERP <i>Single Platform</i> .	Rp Miliar IDR Billion	31 Desember 2024 December 31, 2024	Minimize	2		19 November 2024 November 19, 2024	110,00	2,20
13	<i>Zero Accident</i> .	Jumlah Amount	0	Minimize	2		0,00	110,00	2,20
B. KPI Direktorat Directorate KPI									
14	Tahapan proses Integrasi - <i>Integrated Procurement System</i> (IPS) IDSurvey. Integration Process Stages – Integrated Procurement System (IPS) of IDSurvey.	Waktu	30-Jun-2024	Minimize	9	60	28-Jun-2024	105,00	9,45

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Sumber Daya Manusia

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Human Capital

No	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
15	Go Global - Peningkatan Pendapatan dari Representatives Offices, Kantor Cabang, Anak Perusahaan di Luar Negeri. Go Global - Revenue Enhancement from Representative Offices, Branch Offices, and Subsidiaries Abroad.	Rp Miliar IDR Billion	5,00	Maximize	9	60	173,61	110,00	9,90%
16	Pengembangan Jasa. Service Development.	Rp Miliar IDR Billion	13,00	Maximize	9		17,03	110,00	9,90
17	Rasio Top Talent Muda (<42 tahun) dalam Nominated Talent. Ratio of Young Top Talent (<42 years) in Nominated Talent Pool.	%	40,00	Maximize	9		41,67	104,18	9,38
18	Rasio Perempuan dalam Nominated Talent. Ratio of Women in Nominated Talent Pool.	%	23,50	Maximize	8		25,24	107,40	8,59
19	Pemenuhan Kuantitas dan Kualitas pengurus dan talenta BOD-1 kepada IDSurvey. Fulfillment of Quantity and Quality of BOD-1 Executives and Talent for IDSurvey.	%	100,00	Maximize	8		100,00	100,00	8,00
20	Produktivitas Pegawai. Employee Productivity.	Rp Juta/ Peg	1,20	Maximize	8		1,17	97,58	7,81
Jumlah Total						100			105,24



Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Layanan Sumber Daya Alam
Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Natural Resources Services

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
1	2	3	4	5	6	7	8	9	
A. KPI Bersama									
Joint KPI									
1	EBITDA	Rp Miliar IDR Billion	843,00	Maximize	4	40	829,14	98,36	3,93
2	ROIC >= WACC	%	5,07	Maximize	4		6,83	110,00	4,40
3	Rasio Biaya Operasional terhadap Pendapatan Operasional (BOPO). Operational Cost Ratio to Operating Income (BOPO).	%	86,60	Minimize	4		85,87	100,84	4,03
4	Peningkatan operasional excellence melalui efisiensi shared services dari: Improvement in Operational Excellence through Shared Services Efficiency:	Rp Miliar IDR Billion	11,80	Maximize	4		14,11	110,00	4,40
5	Peningkatan praktek tata kelola perusahaan yang baik melalui implementasi Dashboard Governance, Risk and Compliance. Enhancement of Good Corporate Governance Practices through the Implementation of the Governance, Risk, and Compliance Dashboard.	Tanggal Date	31 Agustus 2024 August 31, 2024	Minimize	3		30 Agustus 2024 August 30, 2024	105,00	3,15
6	Implementasi roadmap perbaikan penerapan manajemen risiko. Implementation of Risk Management Improvement Roadmap.	%	100,00	Minimize	3		100,00	100,00	3,00

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Layanan Sumber Daya Alam

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Natural Resources Services

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
7	Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko. Ratio of Risk Management Organ Qualification Fulfillment.	%	91,50	Maximize	3	40	97,30	106,34	3,19
8	Penilaian <i>Rating</i> (Pemeringkatan Perusahaan). Rating Assessment (Company Rating).	Rating	AA	Maximize	3		AA	110,00	3,30
9	Pemenuhan <i>Service Level Agreement</i> (SLA) Ratifikasi Kebijakan <i>Holding</i> . Service Level Agreement (SLA) Fulfillment of Holding Policy Ratification.	%	100,00	Maximize	3		100,00	100,00	3,00
10	Pemenuhan <i>Service Level Agreement</i> (SLA) pengiriman. Service Level Agreement (SLA) Fulfillment for Deliveries.	%	100,00	Maximize	3		131,25	110,00	3,30
11	Asesmen GCG. GCG Assessment.	Skor Score	91,00	Maximize	2		95,88	105,36	2,11
12	ERP <i>Single Platform</i>	Rp Miliar IDR Billion	31 Desember 2024 December 31, 2024	Minimize	2		19 November 2024 November 19, 2024	110,00	2,20
13	<i>Zero Accident</i>	Jumlah Amount	0	Minimize	2		0,00	110,00	2,20
B. KPI Direktorat Directorate KPI									
14	Pendapatan yang diperoleh dari fokus sektor <i>Mining</i> . Revenue from Mining Sector Focus.	Rp Miliar IDR Billion	32,00	Maximize	9	60	51,99	110,00	9,90
15	Pendapatan yang berasal dari pengembangan dan pengayaan jasa <i>End to End Service</i> . Revenue from Development and Enrichment of End-to-End Services.	Rp Miliar IDR Billion	44,00	Maximize	9		55,29	110,00	9,90



Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Layanan Sumber Daya Alam
Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Natural Resources Services

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
16	Pendapatan yang berasal dari pengembangan bisnis melalui Digitalisasi dan <i>advanced technology</i> . Revenue from Business Development through Digitalization and Advanced Technology.	Rp Miliar IDR Billion	17,00	Maximize	9	60	28,71	110,00	9,90
17	Pendapatan dari Produk dan Layanan Jasa Baru berbasis Digital. Revenue from New Digital-Based Products and Services.	Rp Miliar IDR Billion	5,00	Maximize	9		36,80	110,00	9,90
18	Indeks Kepuasan Pelanggan. Customer Satisfaction Index.	%	87,00	Maximize	8		87,88	110,00	8,80
19	Pelanggan Baru. New Customers.	Jumlah Amount	74,00	Maximize	8		477,00	110,00	8,80
20	Ketercapaian Target KPI Regional a) Pendapatan Regional Rp2.289,51T. Regional KPI Target Achievement a) Regional Revenue IDR2,289.51 trillion.	%	100	Maximize	8		92,92	92,92	7,43
Jumlah Total						100			106,84

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Layanan Industri

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Industrial Services

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
1	2	3	4	5	6	7	8	9	
A. KPI Bersama Joint KPI									
1	EBITDA	Rp Miliar IDR Billion	843,00	Maximize	4	40	829,14	98,36	3,93
2	ROIC >= WACC	%	5,07	Maximize	4		6,83	110,00	4,40
3	Rasio Biaya Operasional terhadap Pendapatan Operasional (BOPO). Operational Cost Ratio to Operating Income (BOPO).	%	86,60	Minimize	4		85,87	100,84	4,03
4	Peningkatan operasional excellence melalui efisiensi shared services dari: Improvement in Operational Excellence through Shared Services Efficiency:	Rp Miliar IDR Billion	11,80	Maximize	4		14,11	110,00	4,40
5	Peningkatan praktek tata kelola perusahaan yang baik melalui implementasi Dashboard Governance, Risk and Compliance. Enhancement of Good Corporate Governance Practices through the Implementation of the Governance, Risk, and Compliance Dashboard.	Tanggal Date	31 Agustus 2024 August 31, 2024	Minimize	3		30 Agustus 2024 August 30, 2024	105,00	3,15
6	Implementasi roadmap perbaikan penerapan manajemen risiko. Implementation of Risk Management Improvement Roadmap.	%	100,00	Minimize	3		100,00	100,00	3,00



Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Layanan Industri

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Industrial Services

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
7	Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko. Ratio of Risk Management Organ Qualification Fulfillment.	%	91,50	Maximize	3	40	97,30	106,34	3,19
8	Penilaian <i>Rating</i> (Pemeringkatan Perusahaan). Rating Assessment (Company Rating).	Rating	AA	Maximize	3		AA	110,00	3,30
9	Pemenuhan <i>Service Level Agreement</i> (SLA) Ratifikasi Kebijakan <i>Holding</i> . Service Level Agreement (SLA) Fulfillment of Holding Policy Ratification.	%	100,00	Maximize	3		100,00	100,00	3,00
10	Pemenuhan <i>Service Level Agreement</i> (SLA) pengiriman. Service Level Agreement (SLA) Fulfillment for Deliveries.	%	100,00	Maximize	3		131,25	110,00	3,30
11	Asesmen GCG. GCG Assessment.	Skor Score	91,00	Maximize	2		95,88	105,36	2,11
12	ERP <i>Single Platform</i>	Rp Miliar IDR Billion	31 Desember 2024 December 31, 2024	Minimize	2		19 November 2024 November 19, 2024	110,00	2,20
13	<i>Zero Accident</i>	Jumlah Amount	0	Minimize	2	0,00	110,00	2,20	
B. KPI Direktorat Directorate KPI									
14	Kolaborasi dengan pemerintah melalui dukungan program sertifikasi UMK. Collaboration with the Government through Support of MSME Certification Programs.	Jumlah Amount	300,00	Maximize	9	60	1,255	110,00	9,90

Laporan Key Performance Indicators (KPI) per 31 Desember 2024 Direktur Layanan Industri

Key Performance Indicators (KPI) Report as of December 31, 2024 Director of Industrial Services

No.	KPI	Satuan Unit	Target RKAP RKAP Target	Polaritas Polarity	Bobot Capacity		Realisasi Realization	Pencapaian Achievement (%)	Realisasi KPI KPI Realization (%)
					Sub Sub	Jumlah Total			
15	Pendapatan yang berasal dari pengembangan dan pengayaan jasa <i>End to End Service</i> . Revenue from Development and Enrichment of End-to-End Services.	Rp Miliar IDR Billion	44,00	Maximize	9	60	64,62	110,00	9,90
16	Pendapatan yang berasal dari pengembangan bisnis melalui Digitalisasi dan <i>advanced technology</i> . Revenue from Business Development through Digitalization and Advanced Technology.	Rp Miliar IDR Billion	4,25	Maximize	9		17,33	110,00	9,90
17	Pendapatan dari Produk dan Layanan Jasa Baru berbasis Digital. Revenue from New Digital-Based Products and Services.	Rp Miliar IDR Billion	25,00	Maximize	9		36,80	110,00	9,90
18	Indeks Kepuasan Pelanggan. Customer Satisfaction Index.	%	88,00	Maximize	8		88,27	110,00	8,80
19	Pelanggan Baru. New Customers.	Jumlah Amount	81,00	Maximize	8		698,00	110,00	8,80
20	Ketercapaian Target KPI Regional a) Pendapatan Regional Rp2.299,8T b) <i>Share of Wallet</i> Rp199,31M. Regional KPI Target Achievement a) Regional Revenue IDR2,299.8 trillion b) <i>Share of Wallet</i> IDR199.31 billion.	%	100,00	Maximize	8		100,06	100,06	8,00
Jumlah Total						100			107,41



Penilaian Kinerja Organ di Bawah Direksi

Direksi tidak memiliki komite dibawahnya namun memiliki Sekretaris Perusahaan dan Kepala Internal Audit sebagai organ pendukung pelaksanaan tugas dan tanggung jawabnya.

Selama tahun 2024, pelaksanaan tugas dan tanggung jawab seluruh organ di bawah Direksi telah berjalan dengan sangat baik. Pencapaian kinerja tercermin dalam hasil Key Performance Indicators (KPI) yang rata-rata melebihi 100%, menunjukkan efektivitas dan efisiensi dalam mencapai target-target yang telah ditetapkan serta kontribusi yang signifikan terhadap pencapaian tujuan strategis Perusahaan.

Transparansi Hubungan Afiliasi Dewan Komisaris dan Direksi

Tabel Informasi Transparansi Hubungan Afiliasi Dewan Komisaris dan Direksi PT SUCOFINDO Per 31 Desember 2024

Performance Assessment of Units Under the Board of Directors

The Board of Directors does not have any committees under its structure; however, it is supported by the Corporate Secretary and the Head of Internal Audit as key organs in carrying out its duties and responsibilities.

Throughout 2024, the execution of duties and responsibilities by all units under the Board of Directors was carried out excellently. Performance achievements, as reflected in the results of the Key Performance Indicators (KPI), averaged over 100%, demonstrating effectiveness and efficiency in meeting the established targets and making a significant contribution to the achievement of the Company's strategic objectives.

Transparency of Affiliation Between the Board of Commissioners and the Board of Directors

Table of Transparency of Affiliation Between the Board of Commissioners and the Board of Directors of PT SUCOFINDO as of December 31, 2024

Nama Name	Jabatan Position	Hubungan Keuangan dengan Financial Relationship with						Hubungan Keluarga dengan Family Relationship with						Hubungan pengurusan Management Relationship	
		Dewan Komisaris Board of Commissioners		Direksi Board of Director		Pemegang Saham Shareholder		Dewan Komisaris Board of Commissioners		Direksi Board of Director		Pemegang Saham Shareholder			
		Ya	Tidak	Ya	Tidak	Ya	Tidak	Ya	Tidak	Ya	Tidak	Ya	Tidak	Ya	Tidak
Moga Simatupang	Komisaris Utama President Commissioner		✓		✓		✓		✓		✓		✓		✓
Zainal Abidin	Komisaris Independen Independent Commissioner		✓		✓		✓		✓		✓		✓		✓
Mahatma Gandhi	Komisaris Independen Independent Commissioner		✓		✓		✓		✓		✓		✓		✓
Adi Budiarmo	Komisaris Commissioner		✓		✓		✓		✓		✓		✓		✓
Anas Puji Istanto	Komisaris Commissioner		✓		✓		✓		✓		✓		✓		✓
Jobi Triananda	Direktur Utama President Director		✓		✓		✓		✓		✓		✓		✓
Budi Utomo	Direktur Layanan Industri Director of Industrial Services		✓		✓		✓		✓		✓		✓		✓

Nama Name	Jabatan Position	Hubungan Keuangan dengan Financial Relationship with						Hubungan Keluarga dengan Family Relationship with						Hubungan pengurusan Management Relationship	
		Dewan Komisaris Board of Commissioners		Direksi Board of Director		Pemegang Saham Shareholder		Dewan Komisaris Board of Commissioners		Direksi Board of Director		Pemegang Saham Shareholder			
		Ya	Tidak	Ya	Tidak	Ya	Tidak	Ya	Tidak	Ya	Tidak	Ya	Tidak	Ya	Tidak
Darwin Abas	Direktur Layanan Sumber Daya Alam Director of Natural Resources Services		✓		✓		✓		✓		✓		✓		✓
Evi Afiatin	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management		✓		✓		✓		✓		✓		✓		✓
David Elezaar Sonak Sidjabat	Direktur Sumber Daya Manusia Director of Human Capital		✓		✓		✓		✓		✓		✓		✓



Keberagaman Komposisi Dewan Komisaris dan Direksi [GRI 405-1]

Diversity of the Board of Commissioners and Board of Directors Composition

Keberagaman komposisi Dewan Komisaris dan Direksi merupakan bagian penting dari upaya Perusahaan untuk mendorong proses pengambilan keputusan yang objektif, komprehensif, dan optimal, serta berdampak positif terhadap pengawasan dan pengelolaan Perusahaan. Meskipun Perusahaan tidak memiliki kebijakan tertulis khusus terkait keberagaman komposisi, penyusunan Dewan Komisaris dan Direksi dilakukan dengan mempertimbangkan berbagai sudut pandang, latar belakang, pengalaman, dan keahlian yang berbeda. Hal ini bertujuan untuk memperkaya proses pengambilan keputusan dan memastikan bahwa setiap keputusan diambil dengan pertimbangan yang matang, serta dapat mendukung pencapaian tujuan strategis dan keberlanjutan Perusahaan. [GRI 3-3]

The diversity of the Board of Commissioners and Board of Directors composition is an essential part of the Company's efforts to promote objective, comprehensive, and optimal decision-making processes, which have a positive impact on the Company's supervision and management. Although the Company does not have a specific written policy regarding diversity in composition, the appointment of the Board of Commissioners and Board of Directors is carried out by considering various perspectives, backgrounds, experiences, and areas of expertise. This aims to enrich the decision-making process and ensure that every decision is made with thorough consideration, thereby supporting the achievement of the Company's strategic objectives and sustainability. [GRI 3-3]

Nama Name	Jabatan Position	Jenis Kelamin Gender	Usia Age	Pendidikan Terakhir Last Education	Keahlian Expertise
Moga Simatupang	Komisaris Utama President Commissioner	Laki-laki Male	56 tahun 56 years old	S-1, Manajemen Perekonomian Negara, STIA - LAN Bachelor's in State Economic Management, STIA - LAN	Manajemen Management
Zainal Abidin	Komisaris Independen Independent Commissioner	Laki-laki Male	45 tahun 45 years old	S-2, Manajemen, Universitas Mercu Buana, Jakarta Master's in Management, Mercu Buana University, Jakarta	Manajemen Management
Mahatma Gandhi	Komisaris Independen Independent Commissioner	Laki-laki Male	58 tahun 58 years old	S-1, Teknik Kimia Bachelor's in Chemical Engineering	Manajemen Management
Adi Budiarmo	Komisaris Commissioner	Laki-laki Male	53 tahun 53 years old	1. S-3, The Professional Doctorate in Business Administration, University of Canberra 2. S-2, Master of Accounting from Marshall Business School, the University of Southern California, USA 3. Harvard School of Public Policy, Executive Education on Climate Change and Energy Policy	Manajemen & Keuangan Management & Finance
Anas Puji Istanto	Komisaris Commissioner	Laki-laki Male	38 tahun 38 years old	1. S-3, Doktoral, Universitas Gadjah Mada 2. S-2, Magister Hukum Bisnis, Universitas Gadjah Mada 3. S-1, Ilmu Hukum, Universitas Gadjah Mada	Manajemen & Hukum Management & Law
Jobi Triananda	Direktur Utama President Director	Laki-laki Male	61 tahun 61 years old	S-2, Mechanics of Material di University of Strathclyde, Skotlandia	Manajemen & Leadership Management & Leadership

Nama Name	Jabatan Position	Jenis Kelamin Gender	Usia Age	Pendidikan Terakhir Last Education	Keahlian Expertise
Budi Utomo	Direktur Layanan Industri Director of Industrial Services	Laki-laki Male	47 tahun 47 years old	1. S-2, MSc in Environmental Technology and Management, The JGSEE – King 2. Mongkut's University of Technology – Thornburi (KMUTT) 3. BSc in Agroindustrial Technology, IPB	Manajemen & Ekonomi Hijau Management & Green Economics
Darwin Abas	Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	Laki-laki Male	58 tahun 58 years old	S-1, Teknik Mesin, Institut Sains dan Teknologi Nasional, Jakarta	Teknologi Informasi & Manajemen Information Technology & Management
Evi Afiatin	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	Wanita Female	55 tahun 55 years old	1. S-1 Teknik Kimia di Institut Teknologi Bandung, Indonesia 2. S-2, Master of Science (Chemical Engineering) di University of Wales, UK 3. S-2 MAF (Master of Applied Finance)	Manajemen & Keuangan Management & Finance
David Elezaar Sonak Sidjabat	Direktur Sumber Daya Manusia Director of Human Capital	Laki-laki Male	51 tahun 51 years old	1. MBA in Finance and Marketing, Georgia State University, Atlanta, USA 2. BA in Accounting, University of Indonesia, Jakarta	Manajemen & SDM



Kebijakan Nominasi Dan Remunerasi Dewan Komisaris dan Direksi

Nomination and Remuneration Policy of the Board of Commissioners and Directors

Pengangkatan dan pemberhentian Dewan Komisaris dan Direksi serta penetapan besaran remunerasi bagi Dewan Komisaris dan Direksi merupakan wewenang Pemegang Saham yang dilakukan melalui mekanisme RUPS.

Prosedur Nominasi Dewan Komisaris dan/atau Direksi [GRI 2-10]

Proses pengangkatan calon anggota Dewan Komisaris dan Direksi PT SUCOFINDO dilaksanakan dengan berpedoman kepada peraturan perundang-undangan yang mengatur tata cara pengangkatan anggota Dewan Komisaris dan Direksi, antara lain:

1. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tanggal 03 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara; dan
2. Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Kriteria Anggota Dewan Komisaris

Sesuai dengan Peraturan Menteri BUMN No. PER-3/MBU/03/2023, untuk dapat diangkat sebagai anggota Dewan Komisaris BUMN atau anggota Dewan Komisaris Anak Perusahaan, seseorang harus memenuhi syarat materiil yaitu:

1. Integritas;
2. Dedikasi;
3. Memahami masalah-masalah manajemen perusahaan yang berkaitan dengan salah satu fungsi manajemen;
4. Memiliki pengetahuan yang memadai di bidang usaha di mana yang bersangkutan dicalonkan; dan
5. Dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya.

Selain itu, calon anggota Dewan Komisaris juga harus memenuhi syarat lain sebagai berikut:

1. Bukan pengurus partai politik, calon anggota legislatif, dan/atau anggota legislatif pada Dewan Perwakilan Rakyat, Dewan Perwakilan Daerah, Dewan Perwakilan Rakyat Provinsi, dan Dewan Perwakilan Rakyat Daerah Kabupaten/Kota;
2. Bukan calon kepala/wakil kepala daerah dan/atau kepala/wakil kepala daerah, termasuk penjabat kepala/wakil kepala daerah;
3. Tidak sedang menduduki jabatan yang berpotensi menimbulkan benturan kepentingan dengan BUMN/Anak Perusahaan yang bersangkutan;
4. Tidak menjabat sebagai anggota Dewan Komisaris/Dewan Pengawas pada BUMN atau Dewan Komisaris pada Anak Perusahaan yang bersangkutan selama 2 (dua) periode;
5. Tidak sedang menduduki jabatan yang berdasarkan peraturan perundang-undangan dilarang untuk dirangkap

The appointment and dismissal of the Board of Commissioners and Board of Directors as well as the determination of the amount of remuneration for the Board of Commissioners and Board of Directors are the authority of the Shareholders carried out through the GMS mechanism.

Nomination Procedure for the Board of Commissioners and/or Board of Directors [GRI 2-10]

The process of appointing prospective members of the Board of Commissioners and Directors of PT SUCOFINDO is carried out based on the laws and regulations governing the procedures for appointing members of the Board of Commissioners and Board of Directors, including:

1. SOE Minister Regulation No. PER-2/MBU/03/2023 dated March 3, 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
2. SOE Minister Regulation No. PER-3/MBU/03/2023 dated March 20, 2023 concerning Organs and Human Resources of State-Owned Enterprises.

Criteria for Members of the Board of Commissioners

In accordance with SOE Minister Regulation No. PER-3/MBU/03/2023, to be appointed as a member of the BUMN Board of Commissioners or a member of the Board of Commissioners of a Subsidiary, a person must meet the material requirements, namely:

1. Integrity;
2. Dedication;
3. Understand the company's management issues related to one of the management functions;
4. Have adequate knowledge in the field of business in which the person concerned is nominated; and
5. Can provide sufficient time to carry out their duties.

In addition, candidates for members of the Board of Commissioners must also meet other requirements as follows:

1. Not administrators of political parties, candidates for legislative members, and/or legislative members in the People's Representative Council, Regional Representative Council, Provincial People's Representative Council, and Regency/City Regional People's Representative Council;
2. Not a candidate for the head/deputy head of the region and/or the head/deputy head of the region, including the acting head/deputy head of the region;
3. Is not currently occupying a position that has the potential to cause a conflict of interest with the relevant SOE/ Subsidiary;
4. Does not serve as a member of the Board of Commissioners/ Supervisory Board of SOEs or the Board of Commissioners of the relevant Subsidiary for 2 (two) periods;
5. Is not currently occupying a position that based on laws and regulations is prohibited to be concurrently with the

- dengan jabatan anggota Dewan Komisaris;
6. Sehat jasmani dan rohani, yang tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Dewan Komisaris/Dewan Pengawas, yang dibuktikan dengan surat keterangan sehat dari rumah sakit; dan
 7. Memiliki Nomor Pokok Wajib Pajak (NPWP) dan telah melaksanakan kewajiban membayar pajak selama 2 (dua) tahun terakhir.

Selain memenuhi kriteria tersebut, anggota Dewan Komisaris BUMN juga harus memenuhi syarat lain sebagai berikut:

1. Bagi bakal calon dari kementerian teknis atau instansi pemerintah lain, harus berdasarkan surat usulan dari pimpinan instansi yang bersangkutan; dan
2. Bagi bakal calon anggota Dewan Komisaris/Dewan Pengawas yang berasal dari penyelenggara Negara harus melaporkan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) selama 2 (dua) tahun terakhir yang dibuktikan dengan bukti lapor LHKPN kepada institusi yang berwenang.

Kriteria Anggota Direksi

Sesuai dengan Peraturan Menteri BUMN No. PER-3/MBU/03/2023, untuk dapat diangkat sebagai anggota Direksi BUMN atau anggota Direksi Anak Perusahaan, seseorang harus memenuhi syarat materiil yaitu:

1. Keahlian;
2. Integritas;
3. Kepemimpinan;
4. Pengalaman;
5. Jujur;
6. Perilaku yang baik; dan
7. Dedikasi yang tinggi untuk memajukan dan mengembangkan Perusahaan.

Selain itu, calon anggota Direksi juga harus memenuhi syarat lain sebagai berikut:

1. Bukan pengurus partai politik, calon anggota legislatif, dan/atau anggota legislatif pada Dewan Perwakilan Rakyat, Dewan Perwakilan Daerah, Dewan Perwakilan Rakyat Daerah Provinsi, dan Dewan Perwakilan Rakyat Daerah Kabupaten/Kota;
2. Bukan calon kepala/wakil kepala daerah dan/atau kepala/wakil kepala daerah, termasuk penjabat kepala/wakil kepala daerah;
3. Tidak menjabat sebagai anggota Direksi pada BUMN atau Anak Perusahaan yang bersangkutan selama 2 (dua) periode;
4. Tidak sedang menjabat sebagai pejabat pada kementerian/lembaga, anggota Dewan Komisaris/Dewan Pengawas pada BUMN lain, anggota Direksi pada BUMN lain, anggota Direksi pada Anak Perusahaan dan/atau badan usaha lainnya;

- position of member of the Board of Commissioners;
6. Physically and mentally healthy, who is not suffering from an illness that may hinder the implementation of duties as a member of the Board of Commissioners/Board of Supervisors, as evidenced by a health certificate from the hospital; and
 7. Have a Taxpayer Identification Number (NPWP) and have carried out the obligation to pay taxes for the last 2 (two) years.

In addition to meeting these criteria, members of the BUMN Board of Commissioners must also meet other requirements as follows:

1. For candidates from the technical ministry or other government agencies, it must be based on a proposal letter from the head of the relevant agency; and
2. Prospective members of the Board of Commissioners/Supervisory Board from the State administrator must report the State Administrator's Asset Report (LHKPN) for the last 2 (two) years as evidenced by evidence of reporting LHKPN to the authorized institution.

Board of Directors Member Criteria

In accordance with SOE Minister Regulation No. PER-3/MBU/03/2023, to be appointed as a member of the BUMN Board of Directors or a member of the Board of Directors of Subsidiaries, a person must meet the material requirements, namely:

1. Expertise;
2. Integrity;
3. Leadership;
4. Experience;
5. Honest;
6. Good conduct; and
7. High dedication to advance and develop the Company.

In addition, prospective members of the Board of Directors must also meet other requirements as follows:

1. Not administrators of political parties, candidates for legislative members, and/or legislative members in the People's Representative Council, Regional Representative Council, Provincial People's Representative Council, and Regency/City People's Representative Council;
2. Not a candidate for the head/deputy head of the region and/or the head/deputy head of the region, including the acting head/deputy head of the region;
3. Does not serve as a member of the Board of Directors of the relevant BUMN or Subsidiary for 2 (two) periods;
4. Not currently serving as an official in ministries/institutions, members of the Board of Commissioners/Supervisory Board of other SOEs, members of the Board of Directors in other SOEs, members of the Board of Directors in Subsidiaries and/or other business entities;



5. Tidak sedang menduduki jabatan yang berdasarkan peraturan perundang-undangan dilarang untuk dirangkap dengan jabatan anggota Direksi;
6. Memiliki dedikasi dan menyediakan waktu sepenuhnya untuk melakukan tugasnya, yang dinyatakan dengan surat pernyataan dari yang bersangkutan;
7. Sehat jasmani dan rohani, yakni tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Direksi, yang dibuktikan dengan surat keterangan sehat dari rumah sakit; dan
8. Memiliki Nomor Pokok Wajib Pajak (NPWP) dan telah melaksanakan kewajiban membayar pajak selama 2 (dua) tahun terakhir.

Tata Cara Pengangkatan Anggota Dewan Komisaris

Sumber bakal calon Dewan Komisaris BUMN berasal dari:

1. Mantan Direksi BUMN;
2. Dewan Komisaris/Dewan Pengawas BUMN;
3. Pejabat struktural dan pejabat fungsional pemerintah; atau
4. Sumber lain.

Kementerian BUMN selaku Pemegang Saham Perusahaan akan melakukan penilaian terhadap bakal calon yang Dewan Komisaris dengan cara berikut:

1. Menilai daftar riwayat hidup (*curriculum vitae*) dan dokumen pendukung;
2. Khusus untuk menilai integritas dilakukan dengan pernyataan tertulis dari calon bersangkutan; dan
3. Wawancara.

Hasil penilaian disajikan dalam bentuk narasi kualitatif dengan kriteria 'Disarankan' atau 'Tidak Disarankan'. RUPS/Menteri dapat menetapkan calon yang telah dinyatakan memenuhi syarat formal dan syarat lain serta telah dilakukan penilaian dengan kriteria 'Disarankan' menjadi anggota Dewan Komisaris Perusahaan.

Tata Cara Pengangkatan Anggota Direksi

RUPS/Menteri dapat menetapkan Kandidat yang diusulkan oleh Komite Suksesi menjadi anggota Direksi BUMN. Manajemen suksesi merupakan proses pemilihan Direksi BUMN yang berasal dari Wadah Talenta (*talent pool*) Kementerian BUMN atau sumber lain yang ditentukan oleh Menteri. Manajemen suksesi dilakukan oleh Kementerian BUMN melalui mekanisme Uji Kepatutan dan Kepantasan (UKK) oleh Komite Suksesi dan/atau mempertimbangkan hasil Asesmen dari Lembaga Profesional. Penetapan seseorang menjadi anggota Direksi BUMN dapat dilakukan melalui:

1. Keputusan Menteri selaku RUPS/pemilik modal apabila seluruh saham/modal BUMN dimiliki oleh Negara; atau

5. Is not currently occupying a position that based on laws and regulations is prohibited to be concurrently with the position of a member of the Board of Directors;
6. Have dedication and devote full time to perform their duties, as stated by a statement letter from the person concerned;
7. Physically and mentally healthy, i.e. not suffering from a disease that can hinder the implementation of duties as a member of the Board of Directors, as evidenced by a health certificate from the hospital; and
8. Have a Taxpayer Identification Number (NPWP) and have carried out the obligation to pay taxes for the last 2 (two) years.

Procedures for Appointment of Members of the Board of Commissioners

Sources of candidates for the BUMN Board of Commissioners come from:

1. Former Directors of SOEs;
2. Board of Commissioners/Supervisory Board of SOEs;
3. Structural officials and functional officials of the government; or
4. Other sources.

The Ministry of SOEs as the Company's Shareholder will assess prospective candidates for the Board of Commissioners in the following ways:

1. Assess curriculum vitae and supporting documents;
2. Specifically, to assess integrity is carried out by a written statement from the candidate concerned;
3. Interview.

The assessment results are presented in the form of a qualitative narrative with 'Recommended' or 'Not Recommended' criteria. The GMS/Minister may determine candidates who have been declared to meet the formal and other requirements and have been assessed with the criteria of 'Recommended' to become members of the Company's Board of Commissioners.

Procedures for Appointment of Members of the Board of Directors

The GMS/Minister may appoint Candidates proposed by the Succession Committee to be members of the Board of Directors of SOEs. Succession management is the process of selecting SOE Directors from the Talent Pool of the Ministry of SOEs or other sources determined by the Minister. Succession management is carried out by the Ministry of SOEs through the mechanism of Due Diligence and Appropriateness (UKK) by the Succession Committee and/or considering the results of Assessments from Professional Institutions. The determination of a person to be a member of the BUMN Board of Directors can be done through:

1. Ministerial Decree as GMS/capital owner if all shares/capital of SOEs are owned by the State; or

- Keputusan RUPS atau keputusan seluruh pemegang saham secara sirkuler, apabila tidak seluruh saham dimiliki oleh Negara.

Kebijakan Remunerasi Dewan Komisaris dan Direksi [GRI 2-19]

Penghasilan Direksi dan Dewan Komisaris Perusahaan ditetapkan oleh RUPS. Prosedur penetapan Remunerasi bagi Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023.

Penetapan Penghasilan yang berupa Gaji atau Honorarium, Tunjangan, dan Fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan faktor skala usaha, faktor kompleksitas usaha, tingkat inflasi, kondisi dan kemampuan keuangan Perusahaan, dan faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundang-undangan.

Prosedur Pengusulan Hingga Penetapan Remunerasi Dewan Komisaris dan Direksi [GRI 2-20]

Penetapan besarnya remunerasi anggota Dewan Komisaris dan Direksi setiap tahunnya, ditentukan melalui RUPS berdasarkan kajian dan usulan Komite Nominasi & Remunerasi Perusahaan. Redesign

- GMS resolution or circular resolution of all shareholders, if not all shares are owned by the State.

Remuneration Policy of the Board of Commissioners and Directors [GRI 2-19]

The income of the Board of Directors and Board of Commissioners of the Company is determined by the GMS. The procedure for determining Remuneration for the Board of Commissioners and Directors refers to SOE Minister Regulation No. PER-3/MBU/03/2023.

Determination of Income in the form of Salary or Honorarium, Benefits, and Facilities that are fixed is carried out by considering business scale factors, Factors of business complexity, inflation rate, financial condition and capability of the company, and other relevant factors, and must not conflict with laws and regulations.

Proposal Procedure to Determination of Remuneration of the Board of Commissioners and Directors [GRI 2-20]

Determination of the amount of remuneration for members of the Board of Commissioners and Board of Directors each year, determined through the GMS based on the study and proposal of the Company's Nomination & Remuneration Committee.

Skema Prosedur Penetapan Remunerasi Anggota Dewan Komisaris Dan Direksi Scheme of Remuneration Procedure for Members of the Board of Commissioners and Board of Directors



Struktur Remunerasi Dewan Komisaris dan Direksi

Struktur remunerasi Dewan Komisaris dan Direksi mengacu kepada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 adalah sebagai berikut:

Remuneration Structure of the Board of Commissioners and Board of Directors

The remuneration structure of the Board of Commissioners and Directors refers to SOE Minister Regulation No. PER-3/MBU/03/2023 as follows:



Penghasilan anggota Direksi Directors' income	Penghasilan anggota Dewan Komisaris Income of members of the Board of Commissioners
Gaji; Salary;	Honorarium; Honorarium;
Tunjangan; Benefits;	Tunjangan; Benefits;
Fasilitas; Facilities;	Fasilitas; Facilities;
Tantiem/Insentif Kinerja/Insentif Khusus; dan Tantiem/Performance Incentive/Special Incentive; and	Tantiem/Insentif Kinerja/Insentif Khusus; dan antiem/Performance Incentive/Special Incentive; and
LTI (<i>Long Term Incentive</i>). LTI (long term incentive).	LTI (<i>Long Term Incentive</i>). LTI (long term incentive).
Adapun struktur remunerasi dan komponennya bagi Dewan Komisaris dan Direksi dapat disampaikan sebagai berikut:	The remuneration structure and its components for the Board of Commissioners and Board of Directors can be submitted as follows:

Jenis Penghasilan Types of Earnings	Direksi Board of Directors	Dewan Komisaris Board of Commissioners	Keterangan Information
Honorarium [GRI 2-21]	a. Direktur Utama: Berdasarkan Keputusan Menteri/ RUPS dan menjadi Acuan Utama (100%) b. Direktur SDM: Sebesar 90% dari gaji Direktur Utama c. Direksi Lainnya: Sebesar 85% dari gaji Direktur Utama d. President Director: Based on the Ministerial Decree / GMS and become the Main Reference (100%) e. Director of HR: 90% of the President Director's salary f. Other Directors: 85% of the President Director's salary	a. Komisaris Utama: Sebesar 45% dari gaji Direktur Utama b. Komisaris Lainnya: Sebesar 90% dari gaji Komisaris Utama a. President Commissioner: 45% of President Director's salary b. Other Commissioners: 90% of the salary of the President Commissioner	Sesuai Permen BUMN No. PER-3/MBU/03/2023 dan Keputusan RUPS In accordance with SOE Regulation No. PER-3/MBU/03/2023 and GMS Resolution
Tunjangan Benefits			
Tunjangan Hari Raya Holiday Allowance	1 (satu) kali gaji/honorarium 1 (one) time salary/honorarium	1 (satu) kali gaji/honorarium 1 (one) time salary/honorarium	Sesuai Permen BUMN No. PER-3/MBU/03/2023 dan Keputusan RUPS In accordance with SOE Regulation No. PER-3/MBU/03/2023

Jenis Penghasilan Types of Earnings	Direksi Board of Directors	Dewan Komisaris Board of Commissioners	Keterangan Information
Asuransi Purna Jabatan After-Service Insurance	Premi yang ditanggung oleh perusahaan sebesar 25% dari gaji dalam 1 tahun. The premium borne by the company is 25% of the salary in 1 year.	Premi yang ditanggung oleh perusahaan sebesar 25% dari gaji dalam 1 tahun. The premium borne by the company is 25% of the salary in 1 year.	Sesuai Permen BUMN No. PER-3/MBU/03/2023 dan Keputusan RUPS. In accordance with SOE Regulation No. PER-3/MBU/03/2023.
Tunjangan Perumahan Housing Allowance	Direksi Rp27.500.000 Board of Directors Rp27.500.000	Tidak Ada None	Sesuai Permen BUMN No. PER-3/MBU/03/2023 dan Keputusan RUPS. In accordance with SOE Regulation No. PER-3/MBU/03/2023.
Tunjangan Transportasi Transportation Allowance	25% dari gaji/honorarium perbulan 25% of monthly salary/honorarium	25% dari gaji/honorarium perbulan 25% of monthly salary/honorarium	Sesuai Permen BUMN No. PER-3/MBU/03/2023 dan Keputusan RUPS. In accordance with SOE Regulation No. PER-3/MBU/03/2023.
Fasilitas Facilities			
Fasilitas Kendaraan Vehicle Facilities	1 (satu) unit kendaraan dinas beserta biaya pemeliharaan dan biaya operasional dengan memperhatikan kondisi keuangan perusahaan. Direksi: Maksimal 3.500 cc. 1 (one) unit of official vehicle along with maintenance costs and operational costs by taking into account the company's financial condition. Board of Directors: Maximum 3,500 cc.	1 (satu) unit kendaraan dinas beserta biaya pemeliharaan dan biaya operasional dengan memperhatikan kondisi keuangan perusahaan. 1 (one) unit of official vehicle along with maintenance costs and operational costs by taking into account the company's financial condition.	Sesuai Permen BUMN No. PER-3/MBU/03/2023 dan Keputusan RUPS. In accordance with SOE Regulation No. PER-3/MBU/03/2023.
Fasilitas Kesehatan Health Facilities	Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (at cost). In the form of health insurance or medical reimbursement (at cost).	Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (at cost). In the form of health insurance or medical reimbursement (at cost).	Sesuai Permen BUMN No. PER-3/MBU/03/2023 dan Keputusan RUPS. In accordance with SOE Regulation No. PER-3/MBU/03/2023.



Jenis Penghasilan Types of Earnings	Direksi Board of Directors	Dewan Komisaris Board of Commissioners	Keterangan Information
Fasilitas Bantuan Hukum Legal Aid Facilities	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	Sesuai Permen BUMN No. PER-3/ MBU/03/2023 dan Keputusan RUPS. In accordance with SOE Regulation No. PER-3/ MBU/03/2023
Biaya Operasional Operating Costs			
Biaya Pakaian (Jas + Batik) Clothing Cost (Jas + Batik)	Rp12.000.000	Rp6.000.000	-
Biaya Perkumpulan Profesi Professional Association Fees	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	-
Biaya Club Membership Club Membership Fee	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	-
Biaya Representasi Cost of Representation	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	-
Biaya Relasi Relationship Cost	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	Sebesar Pemakaian (at cost). Amount of Usage (at cost).	-
Biaya Perjalanan Dinas Official Travel Expenses			
Fasilitas Uang Harian Perjalanan Dinas Dalam Home Service Travel Daily Money Facility (per day)	Rp2.500.000	Rp1.500.000	Sesuai 33/SKD/2015 tanggal 23 Oktober 2015. In accordance with 33/SKD/2015 dated October 23, 2015.
Fasilitas Uang Harian Perjalanan Dinas Luar Negeri (per hari) Foreign Service Travel Daily Money Facility (per day)	USD375 - USD450	USD375 - USD450	Sesuai 33/SKD/2015 tanggal 23 Oktober 2015. In accordance with 33/SKD/2015 dated October 23, 2015.
Biaya Penginapan (per hari) Lodging Fee (per day)	Rp2.000.000	Rp2.000.000	Sesuai 33/SKD/2015 tanggal 23 Oktober 2015. In accordance with 33/SKD/2015 dated October 23, 2015.

Jenis Penghasilan Types of Earnings	Direksi Board of Directors	Dewan Komisaris Board of Commissioners	Keterangan Information
Biaya Transportasi Transportation Costs	Rp3.000.000	Rp3.000.000	Sesuai 33/SKD/2015 tanggal 23 Oktober 2015. In accordance with 33/SKD/2015 dated October 23, 2015.

Tantiem

Penetapan tantiem sesuai dengan Peraturan Menteri BUMN dengan mempertimbangkan peningkatan kinerja dan kemampuan perusahaan dan diberikan dalam bentuk tunai. The determination of tantiem is in accordance with the SOE Minister Regulation by considering the improvement of the company's performance and capabilities and is given in cash.	Direktur Utama = 13.369.000,-Direktur SDM = 90% Direksi = 85% President Director = 13.369.000, -HR Director = 90% Board of Directors = 85%	Komisaris Utama = 45% Komisaris = 90% dari komisaris Utama President Commissioner = 45% Commissioner = 90% of the President commissioner	Sesuai Permen BUMN No. PER-3/MBU/03/2023. In accordance with SOE Regulation No. PER-3/MBU/03/2023.



Organ Dewan Komisaris

Organs of the Board of Commissioners

Pada tahun 2024, dalam melaksanakan fungsi pengawasan, Dewan Komisaris dibantu oleh organ-organ di bawah koordinasinya yang dibentuk untuk meningkatkan efektivitas pengawasan dan memastikan penerapan tata kelola perusahaan yang baik. Adapun organ-organ dimaksud adalah sebagai berikut:

1. Sekretaris Dewan Komisaris;
2. Komite Audit;
3. Komite Nominasi dan Remunerasi,
4. Komite Pemantau Risiko dan Tata Kelola Terintegrasi

In 2024, in carrying out its supervisory function, the Board of Commissioners was assisted by organs under its coordination, which were established to enhance the effectiveness of supervision and ensure the implementation of good corporate governance. These organs are as follows:

1. Board of Commissioners Secretary;
2. Audit Committee;
3. Nomination, Remuneration, and Human Capital Committee;
4. Investment Risk and Governance Committee.

Sekretaris Dewan Komisaris

Dewan Komisaris dapat membentuk Sekretariat Dewan Komisaris yang dipimpin oleh seorang Sekretaris Dewan Komisaris dengan dibantu oleh staf Sekretariat Dewan Komisaris. Sekretaris Dewan Komisaris dan staf Sekretariat Dewan Komisaris diangkat dan diberhentikan oleh Dewan Komisaris.

Secretary of the Board of Commissioners

The Board of Commissioners may establish the Secretariat of the Board of Commissioners led by a Secretary of the Board of Commissioners assisted by staff of the Secretariat of the Board of Commissioners. The Secretary of the Board of Commissioners and the staff of the Secretariat of the Board of Commissioners are appointed and dismissed by the Board of Commissioners.

Dasar Hukum

1. Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
2. Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
3. Board Manual PT SUCOFINDO.

Legal Basis

1. SOE Minister Regulation Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
2. Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
3. Board Manual PT SUCOFINDO.

Masa Jabatan

Masa Jabatan Sekretaris Dewan Komisaris dan staf Sekretariat Dewan Komisaris ditetapkan oleh Dewan Komisaris maksimal 3 (tiga) tahun dan dapat diangkat kembali untuk paling lama 2 (dua) tahun dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

Term of Office

The term of office of the Secretary of the Board of Commissioners and staff of the Secretariat of the Board of Commissioners is determined by the Board of Commissioners to a maximum of 3 (three) years and can be reappointed for a maximum of 2 (two) years without prejudice to the right of the Board of Commissioners to dismiss them at any time.

Profil Sekretaris Dewan Komisaris

Per 31 Desember 2024, Sekretaris Dewan Komisaris PT SUCOFINDO dijabat oleh Abdul Kholik yang diangkat berdasarkan SK Dewan Komisaris Nomor: 06/DKM-III/2024.

Profile of Secretary of the Board of Commissioners

As of December 31, 2024, the Secretary of the Board of Commissioners of PT SUCOFINDO is Abdul Kholik who was appointed based on the Decree of the Board of Commissioners Number: 06/DKM-III/2024.

Abdul Kholik

Sekretaris Dewan Komisaris

Secretary of the Board of Commissioners

Menjabat Sejak Serving Since	1 Desember 2020 December 1, 2020
Usia Age	40 tahun 40 years old
Kewarganegaraan Nationality	Indonesia Indonesian
Domisili Domicile	Jakarta
Dasar Pengangkatan Basis of Appointment	- SK Dewan Komisaris Nomor: 07/DKM-XII/2020 - SK Dewan Komisaris Nomor: 06/DKM-XII/2024 - Decree of the Board of Commissioners Number: 07/DKM-XI/2020 - Decree of the Board of Commissioners Number: 06/DKM-XI/2024
Riwayat Pendidikan Education History	- D1 Sekolah Tinggi Akuntansi Negara (2004) - S1 Ekonomi Sekolah Tinggi Ilmu Ekonomi Muhammadiyah Jakarta (2009) - S2 Magister Manajemen Universitas Budi Luhur Jakarta (2023) - Diploma Degree, State College of Accountancy (2004) - Bachelor's degree College of Economics Muhammadiyah Jakarta (2009) - Master of Management, Budi Luhur University Jakarta (2023)
Riwayat Pekerjaan Employment History	- Analisis Tata Laksana (2014 – 2015) - Analisis Data BUMN (2015 – 2017) - Analisis Keuangan (2017 – sekarang) - Governance Analyst (2014 - 2015) - SOE Data Analyst (2015 - 2017) - Financial Analyst (2017 - present)
Rangkap Jabatan Concurrent Position	Tidak ada None
Hubungan Afiliasi Affiliate Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali. Has no affiliation with members of the Board of Commissioners, Board of Directors and Controlling Shareholders

Tugas Sekretaris Dewan Komisaris

- Mempersiapkan rapat, termasuk bahan rapat Dewan Komisaris;
- Membuat Risalah Rapat Dewan Komisaris sesuai dengan ketentuan Anggaran Dasar Perusahaan;
- Mengadministrasikan dokumen Dewan Komisaris baik surat masuk, surat keluar, risalah rapat maupun dokumen lainnya;
- Membantu menyusun Rancangan Rencana Kerja dan Anggaran Dewan Komisaris;
- Membantu menyusun Rancangan Laporan-Laporan Dewan Komisaris; dan
- Melaksanakan tugas lain dari Dewan Komisaris.

Duties Of Secretary Of The Board Of Commissioners

- Prepare meetings, including meeting materials of the Board of Commissioners;
- Make Minutes of Meeting of the Board of Commissioners in accordance with the provisions of the Company's Articles of Association;
- Administering the Board of Commissioners' documents, both incoming letters, outgoing letters, minutes of meetings and other documents;
- Assist in preparing the Draft Work Plan and Budget of the Board of Commissioners;
- Assist in preparing the Draft Reports of the Board of Commissioners; and
- Carry out other duties of the Board of Commissioners.



Selain melaksanakan tugas diatas, Sekretaris Dewan Komisaris selaku pimpinan Sekretariat Dewan Komisaris, melaksanakan tugas lain berupa:

1. Memastikan bahwa Dewan Komisaris mematuhi peraturan perundang-undangan serta menerapkan prinsip-prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*).
2. Memberikan informasi yang dibutuhkan oleh Dewan Komisaris secara berkala dan/atau sewaktu-waktu apabila diminta.
3. Mengkoordinasikan anggota Komite, jika diperlukan dalam rangka memperlancar tugas Dewan Komisaris.
4. Sebagai penghubung (*Liaison Officer*) Dewan Komisaris dengan pihak lain.

Sekretariat Dewan Komisaris bertanggung jawab untuk memastikan bahwa dokumen terkait kegiatan Dewan Komisaris disimpan dengan rapi, teratur, dan sesuai dengan prinsip Tata Kelola Perusahaan yang Baik.

Pelaksanaan Tugas Sekretaris Dewan Komisaris

Pada tahun 2024, Sekretaris Dewan Komisaris telah melaksanakan tugas dan tanggung jawabnya, di antaranya:

1. Penyelenggaraan Rapat-Rapat Dewan Komisaris;
2. Pengadministrasian Dokumen Dewan Komisaris;
3. Membuat rencana perjalanan dinas atau kunjungan kerja Dewan Komisaris;
4. Membuat pembagian tugas masing-masing Dewan Komisaris;
5. Membuat program pengenalan Dewan Komisaris;
6. Memfasilitasi pelaksanaan rapat-rapat atau tugas-tugas Komite Audit;
7. Melaksanakan tugas-tugas lain yang ditetapkan kemudian oleh Dewan Komisaris.

Program Pengembangan Kapasitas

Pada tahun 2024, Sekretaris Dewan Komisaris belum mengikuti program pengembangan kompetensi.

Remunerasi Sekretaris Dewan Komisaris

Remunerasi Sekretaris Dewan Komisaris PT SUCOFINDO mengikuti Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara pasal 128.

In addition to carrying out the above duties, the Secretary of the Board of Commissioners as the head of the Secretariat of the Board of Commissioners, carries out other duties in the form of:

1. Ensure that the Board of Commissioners complies with laws and regulations and applies the principles of Good Corporate Governance.
2. Provide information required by the Board of Commissioners periodically and/or at any time if requested.
3. Coordinate Committee members, if necessary in order to expedite the duties of the Board of Commissioners.
4. As a liaison officer of the Board of Commissioners with other parties.

The Board of Commissioners Secretariat is responsible for ensuring that documents related to the activities of the Board of Commissioners are maintained in an orderly, systematic manner, in compliance with the principles of Good Corporate Governance.

Implementation of Duties of Secretary Of the Board of Commissioners

Throughout 2024, the Secretary of the Board of Commissioners has carried out the duties and responsibilities, including:

1. Organizing Board of Commissioners Meetings;
2. Administering Board of Commissioners Documents;
3. Make plans for official travel or work visits for the Board of Commissioners;
4. Create a division of duties for each Board of Commissioners;
5. Create an introduction program for the Board of Commissioners;
6. Facilitate the implementation of Audit Committee meetings or duties;
7. Carry out other duties as determined later by the Board of Commissioners.

Capacity Building Program

In 2024, the Secretary of the Board of Commissioners of PT SUCOFINDO did not participate in the competency development program.

Remuneration Of Secretary Of The Board Of Commissioners

The remuneration of the Secretary of the Board of Commissioners of PT SUCOFINDO follows the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises article 128.





Komite Audit

Audit Committee

Komite Audit bekerja secara kolektif dalam melaksanakan tugasnya membantu Dewan Komisaris. Komite Audit bersifat mandiri baik dalam pelaksanaan tugasnya maupun dalam pelaporan, dan bertanggung jawab langsung kepada Dewan Komisaris.

Dasar Hukum

1. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-3/MBU/03/2023 tanggal 22 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara
2. Peraturan Otoritas Jasa Keuangan Nomor 55/POJK.04/2015 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit;
3. Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT SUCOFINDO Nomor: 06/DKM-III/2024 tentang Organ Pendukung Dewan Komisaris PT SUCOFINDO (Persero);

Piagam Komite Audit

PT SUCOFINDO memiliki Piagam Komite yang menjadi dasar dan pedoman dalam melaksanakan tugasnya. Piagam berisikan komponen sebagai berikut:

1. Struktur;
2. Persyaratan Keanggotaan;
3. Tugas dan Tanggung Jawab;
4. Kewajiban;
5. Wewenang;
6. Pertemuan;
7. Pelaporan;
8. Masa Tugas;
9. Pengaturan lainnya.

Komposisi Keanggotaan

Komite Audit dipimpin oleh Komisaris Independen, dengan anggota yang berasal dari pihak independen yang tidak memiliki hubungan kepegawaian dengan perusahaan dalam satu tahun terakhir dan tidak merangkap sebagai anggota komite lain di perusahaan pada periode yang sama. Perusahaan menetapkan peran, struktur, dan susunan Komite Audit per 31 Desember 2024 sebagai berikut:

The Audit Committee works collectively in carrying out its duties to assist the Board of Commissioners. The Audit Committee is independent both in carrying out its duties and in reporting, and reports directly to the Board of Commissioners.

Legal Basis

1. Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-3/MBU/03/2023 dated March 22, 2023 concerning the Organization and Human Resources of State-Owned Enterprises;
2. Financial Services Authority Regulation Number 55/POJK.04/2015 concerning the Establishment and Implementation Guidelines for the Audit Committee;
3. Resolution of the Board of Commissioners of the State-Owned Company (Persero) PT SUCOFINDO Number: 06/DKM-III/2024 concerning Supporting Organs of the Board of Commissioners of PT SUCOFINDO (Persero).

Audit Committee Charter

PT SUCOFINDO has a Committee Charter which is the basis and guideline in carrying out its duties. The Charter contains the following components:

1. Structure;
2. Membership Requirements;
3. Duties and Responsibilities;
4. Liability;
5. Authority;
6. Meetings;
7. Reporting;
8. Term of Service;
9. Other Conditions.

Membership Composition

The Audit Committee is chaired by an Independent Commissioner, with members appointed from independent parties who have not been employed by the Company within the past year and do not concurrently serve on other committees within the Company during the same period. The Company establishes the roles, structure, and membership of the Audit Committee as of December 31, 2024, as follows:

Nama Name	Jabatan Position	Dasar Hukum Pengangkatan Legal Basis Appointment	Masa Jabatan Term of Position	Keahlian Expertise	Keterangan Description
Zainal Abidin	Ketua Komite Audit Chairman of Audit Committee	SK-24/MBU/5/2022	2022-2027	Manajemen dan Keuangan Management and Finance	Komisaris Independen Independent Commissioner
Nur Abdillah	Anggota Komite Audit Member of Audit Committee	SK Dekom No. 03/DKM-V/2023	2023-2026	Audit dan Keuangan Audit and Finance	Pihak Independen Independent Parties
Nizar Kausar Arifin	Anggota Komite Audit Member of Audit Committee	SK Dekom No. 01/DKM-II/2021	2021-2024	Audit dan Keuangan Audit and Finance	Pihak Independen Independent Parties

Profil Anggota Komite Audit

Profil Zainal Abidin sebagai Ketua Komite Audit dapat dilihat pada pembahasan profil Dewan Komisaris dalam Laporan Tahunan ini. Sedangkan dibawah ini adalah profil anggota Komite Audit, yaitu:

Nur Abdillah Anggota Komite Audit

Member of Audit Committee

Usia Age	50 Tahun 50 Years Old
Kewarganegaraan Nationality	Indonesia Indonesian
Domisili Domicile	Jakarta
Dasar Pengangkatan Basis of Appointment	SK Dekom No. 03/DKM-V/2023
Riwayat Pendidikan Education History	1. Doktor di bidang Akuntansi dari Universitas Padjajaran Bandung (2020). 2. Master of Management dari Universitas Jenderal Soedirman (2004). 3. Diploma IV bidang Akuntansi dari Sekolah Tinggi Akuntansi Negara (2000).
Riwayat Pekerjaan Employment History	1. Direktur PT Insight Consulting (2019 - sekarang) 2. Anggota Komite Audit PT Biro Klasifikasi Indonesia (Persero) (2018 - sekarang). 3. Direktur The Institute of Internal Auditors Indonesia (2016-2021). 4. Head of Internal Audit Division PT Atlas Resources Tbk (2011-2015).
Rangkap Jabatan Concurrent Position	
Sertifikasi/Keahlian Certification/Skills	

Audit Committee Members' Profile

The profile of Zainal Abidin as Chairman of the Audit Committee is available in the Board of Commissioners' profile section of this Annual Report. Below are the profiles of the Audit Committee members:



Nizar Kausar Arifin Anggota Komite Audit

Member of Audit Committee

Usia Age	56 Tahun 56 Years Old
Kewarganegaraan Nationality	Indonesia Indonesian
Domisili Domicile	Depok
Dasar Pengangkatan Basis of Appointment	SK Dekom No. 01/DKM-II/2021
Riwayat Pendidikan Education History	Diploma IV spesialisasi Akuntansi Sekolah Tinggi Akuntansi Negara. Diploma IV specialization in Accounting State College of Accountancy.
Riwayat Pekerjaan Employment History	1. Ajun Akuntan pada Badan Pengawasan Keuangan dan Pembangunan (BPKP) Perwakilan Provinsi Bengkulu (1988-1990) 2. Pegawai tugas belajar pada BPKP Pusat (1991-1994) 3. Auditor Ahli pada Deputy Penerimaan Negara BPKP (1995-1999) 4. Auditor Ahli pada Deputy Akuntabilitas BPKP (2000) 5. Auditor Ahli pada Deputy Polsoskam BPKP (2006-2009) 6. Auditor Ahli pada BPKP Perwakilan Provinsi Kalimantan 7. Auditor Ahli pada Inspektorat Kementerian BUMN 8. Anggota Komite Audit pada PT KA Properti Manajemen (2016-2021) 9. Anggota Komite Audit pada PT SUCOFINDO 1. Adjunct Accountant at the Financial and Development Supervisory Agency (BPKP) Bengkulu Provincial Representative (1988-1990) 2. Study assignment officer at BPKP Head Office (1991-1994) 3. Expert Auditor at BPKP State Revenue Deputy (1995-1999) 4. Expert Auditor at BPKP Accountability Deputy (2000) 5. Expert Auditor at BPKP Deputy Polsoskam (2006-2009) 6. Expert Auditor at BPKP Kalimantan Provincial Representative 7. Expert Auditor at the Inspectorate of the Ministry of SOEs 8. Member of Audit Committee at PT KA Properti Manajemen (2016-2021) 9. Member of Audit Committee at PT SUCOFINDO

Independensi Anggota Komite Audit

Independence of Audit Committee Members

Aspek Independen Independent Aspect	Zainal Abidin	Nur Abdillah	Nizar Kausar Arifin
Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi. Does not have financial relationship with the Board of Commissioners and Board of Directors.	✓	✓	✓
Tidak memiliki hubungan kepengurusan di perusahaan, anak perusahaan, maupun afiliasi. Does not have a management relationship in the company, subsidiaries, or affiliated Companies.	✓	✓	✓
Tidak memiliki hubungan kepemilikan saham di perusahaan. Does not have a shareholding relationship in the Company.	✓	✓	✓

Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Audit.

Not related to the Board of Commissioners, Board of Directors, and/or fellow members of the Audit Committee.

✓

✓

✓

Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah.

Does not serve as an administrator of political parties, officials, and governments

✓

✓

✓

Tugas dan Tanggung Jawab Komite Audit

1. Membantu Dewan Komisaris/Dewan Pengawas untuk memastikan efektivitas sistem pengendalian intern dan efektivitas pelaksanaan tugas eksternal auditor dan internal auditor;
2. Menilai pelaksanaan kegiatan serta hasil audit yang dilaksanakan oleh Satuan Pengawasan Intern maupun auditor eksternal;
3. Memberikan rekomendasi mengenai penyempurnaan sistem pengendalian manajemen serta pelaksanaannya;
4. Memastikan telah terdapat prosedur evaluasi yang memuaskan terhadap segala informasi yang dikeluarkan Perusahaan;
5. Memberikan rekomendasi mengenai penunjukan Akuntan Publik dan Kantor Akuntan Publik kepada Dewan Komisaris/Dewan Pengawas untuk disampaikan kepada RUPS;
6. Melakukan identifikasi hal-hal yang memerlukan perhatian Dewan Komisaris/Dewan Pengawas serta tugas-tugas Dewan Komisaris/Dewan Pengawas lainnya.

Selain tugas sebagaimana dimaksud pada ayat (1), Dewan Komisaris/Dewan Pengawas BUMN dapat memberikan penugasan lain sesuai dengan peraturan perundang-undangan kepada Komite Audit yang ditetapkan dalam piagam Komite Audit.

Wewenang Komite Audit

1. Komite Audit berwenang untuk mengakses secara penuh, bebas dan tidak terbatas terhadap catatan dan dokumen perusahaan, karyawan, dana, aset, dan sumber daya perusahaan lainnya yang berkaitan dengan pelaksanaan tugasnya; dan
2. Dalam melaksanakan wewenang sebagaimana huruf a diatas, Komite Audit dapat bekerjasama dengan SPI.

Duties And Authorities Of The Audit Committee

1. Assist the Board of Commissioners to ensure the effectiveness of the internal control system and the effectiveness of the implementation of the duties of the External Auditor and Internal Auditor.
2. Assess the implementation of activities and audit results conducted by SPI and External Auditors so that implementation and reporting that do not meet standards can be prevented.
3. Provide recommendations regarding the improvement of the Company's management control system and its implementation.
4. Ensure that there are satisfactory evaluation procedures for information issued by the Company.
5. Provide a recommendation on the appointment of a Public Accountant and Public Accounting Firm to the Board of Commissioners/Supervisory Board for submission to the General Meeting of Shareholders (GMS);
6. Identify matters that require the attention of the Board of Commissioners/Supervisory Board, as well as to carry out other duties of the Board of Commissioners/Supervisory Board.

In addition to the duties referred to in paragraph (1), the Board of Commissioners/Supervisory Board of the State-Owned Enterprise (SOE) may assign other tasks to the Audit Committee in accordance with applicable laws and regulations, as stipulated in the Audit Committee Charter.

Authority of Audit Committee

1. The Audit Committee is authorized to have full, free and unrestricted access to the company's records and documents, employees, funds, assets, and other company resources relating to the performance of its duties; and
2. In exercising the authority as poin a above, the Audit Committee may cooperate with SPI.



Rapat Komite Audit

Penyelenggaraan rapat internal anggota Komite Audit dilakukan secara berkala sekurang-kurangnya 1 (satu) kali dalam 1 (satu) bulan untuk menyelesaikan Program Kerja Komite dan melakukan rapat koordinasi dengan komite-komite lain di bawah pengawasan Dewan Komisaris secara berkala.

Rapat Komite Audit dipimpin oleh Ketua Komite. Apabila Ketua berhalangan, rapat dipimpin oleh salah satu anggota. Rapat dianggap sah apabila dihadiri oleh mayoritas anggota, dan keputusan diambil berdasarkan musyawarah untuk mufakat atau melalui suara terbanyak.

Selama tahun 2024, Komite Audit menyelenggarakan 12 (dua belas) kali rapat dengan agenda dan tingkat kehadiran sebagai berikut:

Frekuensi Kehadiran

Frequency of Attendance

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Total Attendance	Kehadiran Attendance (%)
Zainal Abidin	Ketua Komite Audit Chairman of Audit Committee	12	12	100
Nur Abdillah	Anggota Komite Audit Member of Audit Committee	12	12	100
Nizar Kausar Arifin	Anggota Komite Audit Member of Audit Committee	12	12	100

Audit Committee Meeting

Internal meetings of members of the Audit Committee are held periodically at least 1 (one) time in 1 (one) month to complete the Committee Work Program and conduct coordination meetings with other committees under the supervision of the Board of Commissioners periodically.

The Audit Committee meetings are chaired by the Committee Chairman. In the event the Chairman is unable to attend, the meeting is chaired by one of the members. Meetings are deemed valid if attended by the majority of members, and resolutions are adopted based on deliberation to reach consensus or by majority vote.

In 2024, the Audit Committee held 12 (twelve) meetings with the following agenda and attendance record:

Agenda Rapat

Meeting Agenda

No	Tanggal Date	Agenda Agenda
1	23 Januari 2024 January 23, 2024	- Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. Desember 2023. (SPI Jam 10.00-12.00) - Progres kinerja keuangan perusahaan sd. Desember 2023. (KAK Jam 15.10-16.00) - Progres kinerja kemenangan tender perusahaan sd. Desember 2023. (PPK Jam 16.10-17.00) - Progress of SPI work program and follow-up on audit recommendations up to December 2023. (SPI 10:00–12:00) - Company financial performance up to December 2023. (KAK 15:10–16:00) - Company tender performance up to December 2023. (PPK 16:10–17:00)
2	19 Februari 2024 February 19, 2024	- Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. Januari 2024. (SPI Jam 13.10-14.10) - Realisasi tahun 2023 dan rencana tahun 2024 Unit TJSL (TJSL Jam 14.15-15.15) - Progress of SPI work program and follow-up on audit recommendations up to January 2024. (SPI 13:10–14:10) 2023 realization and 2024 plan of the TJSL Unit. (TJSL 14:15–15:15)

Agenda Rapat

Meeting Agenda

No	Tanggal Date	Agenda Agenda
3	22 Maret 2024 March 22, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. Februari. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. Februari. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. februari 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and follow-up on audit recommendations up to February. (SPI 10:00-12:00) 2. Company financial performance up to February. (KAK 15:10-16:00) 3. Company tender performance up to February 2024. (PPK 16:10-17:00)
4	23 April 2024 April 23, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut (SPI 14.00-15.00) 2. Progres kinerja keuangan perusahaan sd. Maret 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. Maret 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and follow-up on audit recommendations up to March 2024. (SPI 14:00-15:00) 2. Company financial performance up to March 2024. (KAK 15:10-16:00) 3. Company tender performance up to March 2024. (PPK 16:10-17:00)
5	20 Mei 2024 May 20, 2024	Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. April 2024 Progress of SPI work program and follow-up on audit recommendations up to April 2024
6	24 Juni 2024 June 24, 2024	Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. Mei 2024 Progress of SPI work program and follow-up on audit recommendations up to May 2024
7	28 Juli 2024 July 28, 2024	Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. September 2024 Progress of SPI work program and follow-up on audit recommendations up to September 2024
8	28 Agustus 2024 August 28, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd juli 2024. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. juli 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. juli 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and follow-up on audit recommendations up to July 2024. (SPI 10:00-12:00) 2. Company financial performance up to July 2024. (KAK 15:10-16:00) 3. Company tender performance up to July 2024. (PPK 16:10-17:00)
9	13 September 2024 September 13, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd juli 2024. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. juli 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. juli 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and follow-up on audit recommendations up to July 2024. (SPI 10:00-12:00) 2. Company financial performance up to July 2024. (KAK 15:10-16:00) 3. Company tender performance up to July 2024. (PPK 16:10-17:00)
10	23 Oktober 2024 October 23, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd September 2024. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. september 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. september 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and follow-up on audit recommendations up to September 2024. (SPI 10:00-12:00) 2. Company financial performance up to September 2024. (KAK 15:10-16:00) 3. Company tender performance up to September 2024. (PPK 16:10-17:00)



Agenda Rapat

Meeting Agenda

No	Tanggal Date	Agenda Agenda
11	22 November 2024 November 22, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd Oktober 2024. (SPI Jam 13.30-14.30) 2. Progres kinerja keuangan perusahaan sd. Oktober 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. Oktober 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and follow-up on audit recommendations up to October 2024. (SPI 13:30–14:30) 2. Company financial performance up to October 2024. (KAK 15:10–16:00) 3. Company tender performance up to October 2024. (PPK 16:10–17:00)
12	18 Desember 2024 December 18, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd November 2024. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. November 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. November 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and follow-up on audit recommendations up to November 2024. (SPI 10:00–12:00) 2. Company financial performance up to November 2024. (KAK 15:10–16:00) 3. Company tender performance up to November 2024. (PPK 16:10–17:00)

Pelaksanaan Tugas Komite Audit

Sepanjang tahun 2024, Komite Audit PT SUCOFINDO telah melaksanakan tugas dan tanggung jawab sesuai dengan Piagam Komite Audit.

Laporan Pelaksanaan Kerja Komite Audit

Sesuai dengan tugas dan wewenang yang diberikan, Komite Audit telah melaksanakan sejumlah kegiatan, antara lain:

1. Penyampaian telaah informasi progres kinerja sistem pengendalian intern;
2. Penyampaian telaah informasi pelaksanaan tugas auditor internal dan auditor eksternal;
3. Telaah dan rekomendasi mengenai progres kinerja sistem pengendalian intern, yang disampaikan secara tertulis dan ditandatangani oleh Ketua Komite Audit;
4. Telaah dan rekomendasi mengenai pelaksanaan tugas auditor internal dan auditor eksternal, yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Audit;
5. Telaahan dan rekomendasi hasil evaluasi kinerja auditor internal maupun auditor eksternal, yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Audit;
6. Penyampaian telaah informasi mengenai penyempurnaan sistem pengendalian manajemen; dan
7. Telaah dan rekomendasi mengenai penyempurnaan sistem pengendalian manajemen yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Audit.

Implementation of Audit Committee Duties

Throughout 2024, the Audit Committee of PT SUCOFINDO carried out its duties and responsibilities in accordance with the Audit Committee Charter.

Audit Committee Work Implementation Report

In accordance with its assigned duties and authorities, the Audit Committee has carried out a number of activities, including:

1. Submission of information review on the progress of the internal control system performance;
2. Submission of information review on the implementation of duties by the internal and external auditors;
3. Review and recommendation on the progress of internal control system performance, submitted in written form and signed by the Chairperson of the Audit Committee;
4. Review and recommendation on the implementation of duties by the internal and external auditors, submitted in written form and signed by the Chairperson and Members of the Audit Committee;
5. Review and recommendation on the evaluation results of the performance of both internal and external auditors, submitted in written form and signed by the Chairperson and Members of the Audit Committee;
6. Submission of a review of information regarding improvements to the management control system; and
7. Review and recommendation on improvements to the management control system, submitted in written form and signed by the Chairperson and Members of the Audit Committee.

Program Peningkatan Kapabilitas

Komite Audit mengikuti program peningkatan kapabilitas untuk memastikan keselarasan dengan perkembangan terkini dan pelaksanaan tugas secara optimal. Rincian program peningkatan kapabilitas tahun 2024 disajikan dalam tabel berikut:

Nama dan Jabatan Name and Position	Program yang Diikuti Programs Followed	Penyelenggara Organizer	Tanggal dan Tempat Date and Venue
Zainal Abidin Ketua	Good Corporate Governance	IAI	5 Oktober 2024 October 5, 2024
Nur Abdillah Anggota	-	-	-
Nizar Kausar Arifin Anggota	-	-	-

Capability Enhancement Program

The Audit Committee participated in capability enhancement programs to ensure alignment with current developments and optimal execution of its duties. Details of the 2024 capability enhancement programs are presented in the following table:

Kebijakan dan Besaran Remunerasi Komite Audit

Kebijakan Remunerasi Komite Audit merujuk pada Peraturan Menteri BUMN PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, yang menyebutkan bahwa penghasilan anggota Komite Audit terdiri dari:

1. Honorarium paling banyak sebesar 25% (dua puluh lima persen) dari gaji Direktur Utama;
2. Fasilitas kesehatan berupa rawat inap, rawat jalan, dan obat-obatan bagi yang bersangkutan, tidak termasuk keluarga; dan
3. Tunjangan hari raya yang dibayarkan sekali dalam 1 (satu) tahun sebesar 1 (satu) kali honorarium.

Policy And Amount Of Audit Committee Remuneration

The Audit Committee Remuneration Policy refers to the Regulation of the Minister of SOEs PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises, which states that the income of Audit Committee members consists of:

1. Honorarium at most 25% (twenty-five percent) of the President Director's salary;
2. Health facilities in the form of inpatient, outpatient, and medicines for the person concerned, excluding family; and
3. Holiday Allowance paid once in 1 (one) year in the amount of 1 (one) time honorarium.



Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Integrated Risk and Governance Oversight Committee

Komite Pemantau Risiko dan Tata Kelola Terintegrasi dibentuk berdasarkan Keputusan Dewan Komisaris PT SUCOFINDO Nomor 07/DKM-III/2024 tentang Perubahan Nomenklatur Komite Manajemen Risiko, Investasi dan Tata Kelola menjadi Komite Pemantau Risiko dan Tata Kelola Terintegrasi. Komite ini berperan mendukung efektivitas pengawasan atas aspek manajemen risiko dan tata kelola perusahaan.

Dasar Hukum

1. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-02/MBU/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
2. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-3/MBU/03/2023 tanggal 22 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara;
3. Surat Keputusan Dewan Komisaris PT SUCOFINDO Nomor 07/DKM-III/2024 tentang Perubahan Nomenklatur Komite Manajemen Risiko, Investasi dan Tata Kelola menjadi Komite Pemantau Risiko dan Tata Kelola Terintegrasi.

Piagam Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Perusahaan telah menyusun Piagam Komite Pemantau Risiko dan Tata Kelola Terintegrasi yang disahkan pada 1 Januari 2018 agar pelaksanaan tugas dan tanggung jawab komite dapat berjalan dengan baik. Ada pun isi Piagam Komite Pemantau Risiko dan Tata Kelola Terintegrasi adalah sebagai berikut:

1. Pendahuluan;
2. Dasar Hukum;
3. Keanggotaan;
4. Persyaratan Keanggotaan;
5. Masa Jabatan;
6. Pengangkatan dan Pemberhentian;
7. Wewenang, Tugas dan Tanggung jawab; dan
8. Ketentuan lain-lain.

Komposisi Keanggotaan

Komite Pemantau Risiko dan Tata Kelola Terintegrasi dibentuk berdasarkan Keputusan Dewan Komisaris PT SUCOFINDO Nomor 07/DKM-III/2024 tentang Perubahan Nomenklatur Komite Manajemen Risiko, Investasi dan Tata Kelola menjadi Komite Pemantau Risiko dan Tata Kelola Terintegrasi. Adapun susunan Komite Pemantau Risiko dan Tata Kelola Terintegrasi berdasarkan Keputusan Dewan Komisaris PT SUCOFINDO Nomor 02/DKM-V/2023 tanggal 1 Juni 2023 mengenai Pemberhentian

The Integrated Risk and Governance Oversight Committee was established based on the PT SUCOFINDO Board of Commissioners Decree No. 07/DKM-III/2024 concerning the Change of Nomenclature from the Risk, Investment, and Governance Committee to the Integrated Risk and Governance Oversight Committee. This committee plays a key role in supporting the effectiveness of oversight related to risk management and corporate governance aspects.

Legal Basis

1. Minister of State-Owned Enterprises Regulation No. PER-02/MBU/2023. This regulation provides guidelines on governance and significant corporate activities for state-owned enterprises in Indonesia;
2. Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 Issued on March 22, 2023, this regulation addresses the organizational structure and human resources of state-owned enterprises in Indonesia;
3. Board of Commissioners Decree of PT SUCOFINDO No. 07/DKM-III/2024. This decree pertains to the reorganization of the Risk Management, Investment, and Governance Committee into the Integrated Risk and Governance Monitoring Committee.

Charter of the Integrated Risk and Governance Oversight Committee

The Company has established the Integrated Risk and Governance Monitoring Committee Charter, which was ratified on January 1, 2018, to ensure the effective execution of the Committee's duties and responsibilities. The contents of the Integrated Risk and Governance Monitoring Committee Charter are as follows:

1. Introduction;
2. Legal Basis;
3. Membership;
4. Membership Requirements;
5. Term of Office;
6. Appointment and Dismissal;
7. Authority, Duties, and Responsibilities; and
8. Other Provisions.

Membership Composition

The Integrated Risk and Governance Oversight Committee was established based on the Decree of the Board of Commissioners of PT SUCOFINDO No. 07/DKM-III/2024 concerning the change in nomenclature from the Risk, Investment, and Governance Committee to the Integrated Risk and Governance Oversight Committee. The composition of the Integrated Risk and Governance Oversight Committee refers to the Decree of the Board of Commissioners of PT SUCOFINDO No. 02/DKM-V/2023

dan Pengangkatan Anggota Komite Manajemen Risiko, Investasi dan Tata Kelola PT SUCOFINDO, susunan Komite Manajemen Risiko, Investasi & GCG menjadi sebagai berikut:

dated June 1, 2023, regarding the Dismissal and Appointment of Members of the Risk, Investment, and Governance Committee.

Jabatan Position	Nama Name
Ketua Chairman	Adi Budiarmo
Anggota Member	Widodo Ramadyanto
Anggota Member	Ilham Rahmansyah

Berdasarkan Keputusan Dewan Komisaris PT SUCOFINDO Nomor 1493/DKM-X/2024 perihal Pemberhentian dan Pengangkatan Anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi PT SUCOFINDO berubah dengan susunan sebagai berikut:

Based on the Resolution of the Board of Commissioners of PT SUCOFINDO Number 1493/DKM-X/2024 concerning the Dismissal and Appointment of Members of the Integrated Risk Monitoring and Governance Committee, the composition has been changed as follows:

Nama Name	Jabatan Position	Dasar Hukum Pengangkatan Legal Basis Appointment	Masa Jabatan Term of Position	Keahlian Expertise	Keterangan Description
Adi Budiarmo	Ketua Chairman	SK Dekom No. 1493/ DKM-X/2024	Sama dengan masa jabatan Dewan Komisaris Same as the term of office of the Board of Commissioners	Manajemen & Keuangan Management & Finance	Komisaris Commissioner
Widodo Ramadyanto	Anggota Member	SK Dekom No. 1493/ DKM-X/2024	2023 - 2026	Akunting Accounting	Pihak Independen Independent Party
Ilham Rahmansyah	Anggota Member	SK Dekom No. 1493/ DKM-X/2024	2023 - 2026	Analisa Keuangan Financial Analysis	Pihak Independen Independent Party

Profil Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Profil Adi Budiarmo sebagai Ketua dapat dilihat pada pembahasan profil Dewan Komisaris dalam Laporan Tahunan ini. Sedangkan dibawah ini adalah profil anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi, yaitu:

Integrated Risk and Governance Oversight Committee

The profile of Adi Budiarmo as Chairman can be found in the discussion of the Board of Commissioners' profile in this Annual Report. The following are the profiles of the members of the Integrated Risk and Governance Oversight Committee:



Widodo Ramadyanto

Anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Integrated Risk and Governance Oversight Committee

Usia Age	47 Tahun 47 Years Old
Kewarganegaraan Nationality	Indonesia Indonesian
Domisili Domicile	Tangerang Selatan South Tangerang
Dasar Pengangkatan Basis of Appointment	SK Dekom No. 1493/DKM-X/2024
Riwayat Pendidikan Education History	1. Doctor of Business Administration in Risk Management, Victoria University, Melbourne, Australia (2018) 2. Master of Risk Management, Monash University, Melbourne, Australia (2008) 3. Diploma IV, Accounting, STAN (2002) 4. Diploma III, Accounting, STAN (1998)
Riwayat Pekerjaan Employment History	1. Head For Direct Tax Revenue Section, Centre For State Budget Policy, Fiscal Policy Agency (FPA), Ministry of Finance Indonesia (MOFI) (2018-2019) 2. Lecturer, STAN, MOFI (1998-2019) 3. Head for Risk on State Owned Enterprises, Risk Management Unit, FPA, MOFI (2009-2014) 4. Researcher, Centre for Macro-Economic Policy, FPA, MOFI (2004-2014)
Rangkap Jabatan Concurrent Position	Tidak Ada None
Sertifikasi/Keahlian Certification/Skills	

Ilham Rahmansyah

Anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Integrated Risk and Governance Oversight Committee:

Usia Age	39 Tahun 39 Years Old
Kewarganegaraan Nationality	Indonesia Indonesian
Domisili Domicile	Jakarta
Dasar Pengangkatan Basis of Appointment	SK Dekom No. 1493/DKM-X/2024
Riwayat Pendidikan Education History	S2 Fakultas Ekonomi dan Bisnis Universitas Gajah Mada (2012) S2 Fakultas Ekonomi dan Bisnis Universitas Gajah Mada (2012)
Riwayat Pekerjaan Employment History	Kepala Subbidang Koordinasi Stabilitas Sistem Keuangan, Pusat Kebijakan Sektor Keuangan (2018-2019) Kepala Subbidang Koordinasi Stabilitas Sistem Keuangan, Pusat Kebijakan Sektor Keuangan (2018-2019)
Rangkap Jabatan Concurrent Position	Analisis Kebijakan, Pusat Kebijakan Sektor Keuangan (2019-sekarang) Analisis Kebijakan, Pusat Kebijakan Sektor Keuangan (2019-sekarang)
Sertifikasi/Keahlian Certification/Skills	

Independensi Anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Independence of the Members of the Integrated Risk and Governance Oversight Committee

Aspek Independen Independence Aspect	Adi Budiarmo	Widodo Ramadyanto	Ilham Rahmansyah
Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi. No financial relationship with the Board of Commissioners and the Board of Directors.	√ ¹	√	√
Tidak memiliki hubungan kepengurusan di perusahaan, anak perusahaan, maupun afiliasi. No management relationship in the company, subsidiaries, or affiliates.	√	√	√
Tidak memiliki hubungan kepemilikan saham di perusahaan. No ownership of shares in the company.	√	√	√
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Audit. No familial relationship with the Board of Commissioners, the Board of Directors, and/or other members of the Audit Committee.	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah. Not holding a position as a political party official, government official, or government representative.	√	√	√

Tugas dan Tanggung Jawab Pemantau Risiko dan Tata Kelola Terintegrasi

1. Menilai kebijakan, sistem, dan prosedur yang dihasilkan manajemen atas perencanaan implementasi dan pengawasan Pemantau Risiko dan Tata Kelola Terintegrasi;
2. Memberikan rekomendasi dan penyempurnaan atas kebijakan sistem, dan prosedur yang dihasilkan manajemen atas perencanaan implementasi dan pengawasan Pemantau Risiko dan Tata Kelola Terintegrasi;
3. Mengusulkan pendekatan dan pengetahuan terkini serta praktek terbaik terkait Pemantau Risiko dan Tata Kelola Terintegrasi;
4. Bekerja minimal delapan jam/ pekan;
5. Melaksanakan tugas lain yang diberikan oleh Dewan Komisaris sepanjang masih dalam lingkup tugas dan kewajiban Dewan Komisaris berdasarkan ketentuan perundang-undangan yang berlaku;
6. Melaporkan hasil-hasil pekerjaan yang telah dilakukan kepada Dewan Komisaris.

Integrated Risk and Governance Oversight Committee

1. Evaluate Policies, Systems, and Procedures Assess the policies, systems, and procedures developed by management concerning the planning, implementation, and supervision of Integrated Risk and Governance Monitoring;
2. Provide Recommendations for Improvement Offer recommendations and enhancements to the policies, systems, and procedures established by management regarding the planning, implementation, and supervision of Integrated Risk and Governance Monitoring;
3. Propose Current Approaches and Best Practices Suggest up-to-date approaches and best practices related to Integrated Risk and Governance Monitoring;
4. Dedicate a minimum of eight hours per week to committee activities;
5. Perform Additional Tasks Assigned by the Board of Commissioners carry out other tasks assigned by the Board of Commissioners, provided they fall within the scope of the Board's duties and obligations as per applicable laws and regulations;
6. Report the outcomes of the committee's activities to the Board of Commissioners;



Rapat Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Ketentuan Rapat

1. Komite Pemantau Risiko dan Tata Kelola Terintegrasi wajib mengadakan rapat sekurang-kurangnya sekali dalam 1 (satu) bulan.
2. Rapat Komite Pemantau Risiko dan Tata Kelola Terintegrasi dapat mengambil keputusan apabila sekurang-kurangnya dihadiri oleh 2/3 (dua per tiga) dari jumlah anggota.
3. Keputusan rapat Komite Pemantau Risiko dan Tata Kelola Terintegrasi dilakukan berdasarkan musyawarah mufakat secara kolektif.
4. Rapat dipimpin oleh Ketua Komite Pemantau Risiko dan Tata Kelola Terintegrasi atau anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi paling senior apabila Ketua Komite Pemantau Risiko dan Tata Kelola Terintegrasi berhalangan hadir.
5. Setiap rapat Komite Pemantau Risiko dan Tata Kelola Terintegrasi harus dituangkan dalam risalah rapat yang ditandatangani oleh seluruh anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi yang hadir.

Selama tahun 2024, Komite Pemantau Risiko dan Tata Kelola Terintegrasi menyelenggarakan 12 (dua belas) kali rapat dengan agenda dan tingkat kehadiran sebagai berikut:

Frekuensi Kehadiran

Frequency of Attendance

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Total Attendance	Kehadiran Attendance (%)
Adi Budiarmo	Ketua Chairman	-	-	-
Widodo Ramadanto	Anggota Member	12	12	100
Ilham Rahmansyah	Anggota Member	-	-	-

Meetings Of The Risk Management, Investment, And Governance Committee

Meeting Provisions

1. The Risk Management, Investment, and Governance Committee must hold meetings at least once a month.
2. A decision by the Risk Management, Investment, and Governance Committee can be made if attended by at least 2/3 (two-thirds) of the total members.
3. Decisions made in meetings of the Risk Management, Investment, and Governance Committee are based on consensus through collegial discussions.
4. Meetings are led by the Chairman of the Risk Management, Investment, and Governance Committee or the most senior member of the Committee in the absence of the Chairman.
5. Every meeting of the Risk Management, Investment, and Governance Committee must be documented in meeting minutes, signed by all attending members of the Committee.

In 2024, the Risk Management, Investment, and Governance Committee held 12 (twelve) meetings with the following agendas and attendance levels:

Agenda Rapat

Meeting Agenda

No	Tanggal Date	Agenda Agenda
1	23 Januari 2024 January 23, 2024	Agenda: 1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. Desember 2023. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. Desember 2023. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. Desember 2023. (PPK Jam 16.10-17.00) 4. Progress of SPI work program and completion of follow-up on audit recommendations until December 2023. (SPI 10:00-12:00) 5. Financial performance progress of the company until December 2023. (KAK 15:10-16:00) 6. Tender win performance progress of the company until December 2023. (PPK 16:10-17:00)
2	19 Februari 2024 February 19, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. Januari 2024. (SPI Jam 13.10-14.10) 2. Realisasi tahun 2023 dan rencana tahun 2024 Unit TJSL (TJSL Jam 14.15-15.15) 1. Progress of SPI work program and completion of follow-up on audit recommendations until January 2024. (SPI 13:10-14:10) 2. Realization of 2023 and plans for 2024 for the TJSL Unit. (TJSL 14:15-15:15)
3	22 Maret 2024 March 22, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. Februari. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. Februari. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. februari 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and completion of follow-up on audit recommendations until February 2024. (SPI 10:00-12:00) 2. Financial performance progress of the company until February 2024. (KAK 15:10-16:00) 3. Tender win performance progress of the company until February 2024. (PPK 16:10-17:00)
4	23 April 2024 April 23, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut (SPI 14.00-15.00) 2. Progres kinerja keuangan perusahaan sd. Maret 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. Maret 2024. (PPK Jam 16.10-17.00) rekomendasi hasil audit sd. Maret 2024. 1. Progress of SPI work program and completion of follow-up on audit recommendations until March 2024. (SPI 14:00-15:00) 2. Financial performance progress of the company until March 2024. (KAK 15:10-16:00) 3. Tender win performance progress of the company until March 2024. (PPK 16:10-17:00)
5	20 Mei 2024 May 20, 2024	Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. April 2024. Progress of SPI work program and completion of follow-up on audit recommendations until April 2024.
6	24 Juni 2024 June 24, 2024	Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. Mei 2024. Progress of SPI work program and completion of follow-up on audit recommendations until May 2024.
7	28 Juli 2024 July 28, 2024	Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd. September 2024. Progress of SPI work program and completion of follow-up on audit recommendations until June 2024.



Agenda Rapat

Meeting Agenda

No	Tanggal Date	Agenda Agenda
8	28 Agustus 2024 August 28, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd juli 2024. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. juli 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. juli 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and completion of follow-up on audit recommendations until July 2024. (SPI 10:00-12:00) 2. Financial performance progress of the company until July 2024. (KAK 15:10-16:00) 3. Tender win performance progress of the company until July 2024. (PPK 16:10-17:00)
9	13 September 2024 September 13, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd Juli 2024. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. juli 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. juli 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and completion of follow-up on audit recommendations until July 2024. (SPI 10:00-12:00) 2. Financial performance progress of the company until July 2024. (KAK 15:10-16:00) 3. Tender win performance progress of the company until July 2024. (PPK 16:10-17:00)
10	23 Oktober 2024 October 23, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd September 2024. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. september 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. september 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and completion of follow-up on audit recommendations until September 2024. (SPI 10:00-12:00) 2. Financial performance progress of the company until September 2024. (KAK 15:10-16:00) 3. Tender win performance progress of the company until September 2024. (PPK 16:10-17:00)
11	22 November 2024 November 22, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd Oktober 2024. (SPI Jam 13.30-14.30) 2. Progres kinerja keuangan perusahaan sd. Oktober 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. Oktober 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and completion of follow-up on audit recommendations until October 2024. (SPI 13:30-14:30) 2. Financial performance progress of the company until October 2024. (KAK 15:10-16:00) 3. Tender win performance progress of the company until October 2024. (PPK 16:10-17:00)
12	18 Desember 2024 December 18, 2024	1. Progres program kerja SPI dan penyelesaian tindak lanjut rekomendasi hasil audit sd November 2024. (SPI Jam 10.00-12.00) 2. Progres kinerja keuangan perusahaan sd. November 2024. (KAK Jam 15.10-16.00) 3. Progres kinerja kemenangan tender perusahaan sd. November 2024. (PPK Jam 16.10-17.00) 1. Progress of SPI work program and completion of follow-up on audit recommendations until November 2024. (SPI 10:00-12:00) 2. Financial performance progress of the company until November 2024. (KAK 15:10-16:00) 3. Tender win performance progress of the company until November 2024. (PPK 16:10-17:00)

Pelaksanaan Tugas Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Sepanjang tahun 2024, Komite Pemantau Risiko dan Tata Kelola Terintegrasi PT SUCOFINDO telah melaksanakan tugas dan tanggung jawab sesuai dengan Piagam Komite Pemantau Risiko

Implementation of Duties of the Integrated Risk and Governance Oversight Committee

Throughout 2024, the Integrated Risk and Governance Oversight Committee of PT SUCOFINDO has carried out its duties and responsibilities in accordance with the Committee Charter,

dan Tata Kelola Terintegrasi, antara lain:

1. Penyampaian telaah informasi yang relevan tentang BUMN terkait dengan tugas dan fungsi komite pemantau risiko;
2. Risalah rapat koordinasi Komite dengan kepala unit kerja dan pihak lain dalam BUMN untuk memperoleh informasi, klarifikasi serta meminta dokumen dan laporan yang diperlukan;
3. Penyampaian telaah laporan Manajemen Risiko dan laporan lainnya terkait penerapan Manajemen Risiko baik BUMN Induk maupun Anak Perusahaan BUMN;
4. Telaah dan rekomendasi mengenai laporan Manajemen Risiko dan laporan lainnya terkait penerapan Manajemen Risiko baik BUMN Induk maupun Anak Perusahaan BUMN, yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Nominasi dan Remunerasi;
5. Penyampaian informasi pemantauan dan evaluasi atas kesesuaian penerapan kebijakan dan strategi Manajemen Risiko BUMN Induk dan Anak Perusahaan BUMN;
6. Telaah dan rekomendasi mengenai pemantauan dan evaluasi atas kesesuaian penerapan kebijakan dan strategi Manajemen Risiko BUMN Induk dan Anak Perusahaan BUMN yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Nominasi dan remunerasi; dan
7. Telaah dan rekomendasi mengenai memberikan rekomendasi kepada Dewan Komisaris atas hal yang mendukung efektivitas penerapan Manajemen Risiko dan kesesuaian antara kebijakan Manajemen Risiko BUMN Induk dan Manajemen Risiko Anak Perusahaan BUMN, yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Nominasi dan Remunerasi

including but not limited to the following:

1. Submission of reviews on relevant information regarding the State-Owned Enterprise (SOE) related to the duties and functions of the Risk Oversight Committee;
2. Minutes of coordination meetings between the Committee and heads of work units and other parties within the SOE to obtain information, clarifications, as well as to request necessary documents and reports;
3. Submission of reviews on Risk Management reports and other reports related to the implementation of Risk Management in both the Parent SOE and its Subsidiaries;
4. Reviews and recommendations regarding Risk Management reports and other reports related to the implementation of Risk Management in both the Parent SOE and its Subsidiaries, submitted in writing and signed by the Chair and members of the Nomination and Remuneration Committee;
5. Submission of monitoring information and evaluations on the conformity of the implementation of Risk Management policies and strategies between the Parent SOE and its Subsidiaries;
6. Reviews and recommendations concerning monitoring and evaluation of the conformity of the implementation of Risk Management policies and strategies between the Parent SOE and its Subsidiaries, submitted in writing and signed by the Chair and members of the Nomination and Remuneration Committee; and
7. Reviews and recommendations regarding the provision of recommendations to the Board of Commissioners on matters supporting the effectiveness of Risk Management implementation and the alignment between the Risk Management policies of the Parent SOE and its Subsidiaries, submitted in writing and signed by the Chair and members of the Nomination and Remuneration Committee.

Program Peningkatan Kapabilitas

Pada tahun 2024, Komite Pemantau Risiko dan Tata Kelola Terintegrasi mengikuti program peningkatan kapabilitas untuk memperkuat pemahaman terhadap tugas serta perkembangan terkini yang relevan. Rincian program peningkatan kapabilitas disajikan dalam tabel berikut:

Capability Enhancement Program.

In 2024, the Risk Management, Investment, and Governance Committee participated in a capability enhancement program to strengthen their understanding of their duties as well as the latest relevant developments. Details of the capability enhancement program are presented in the following table:

Nama dan Jabatan Name and Position	Program yang Diikuti Programs Followed	Penyelenggara Organizer	Tanggal dan Tempat Date and Venue
Adi Budiarmo Ketua Chairman	Sertifikasi GRC Professional Professional GRC Certificate	PT RAP	11 November 2024 November 11, 2024
Widodo Ramadyanto Anggota Member	Sertifikasi GRC Professional Professional GRC Certificate	OCEG	24 Januari 2024 January 24, 2024
Ilham Rahmansyah Anggota Member	-	-	-



Kebijakan dan Besaran Remunerasi Komite Pemantau Risiko dan Tata Kelola Terintegrasi

Kebijakan Remunerasi Komite Pemantau Risiko dan Tata Kelola Terintegrasi merujuk pada Peraturan Menteri BUMN PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, yang menyebutkan bahwa penghasilan anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi terdiri dari:

1. Honorarium paling banyak sebesar 25% (dua puluh lima persen) dari gaji Direktur Utama.
2. Fasilitas kesehatan berupa rawat inap, rawat jalan, dan obat-obatan bagi yang bersangkutan, tidak termasuk keluarga; dan.
3. Tunjangan Hari Raya yang dibayarkan sekali dalam 1 (satu) tahun sebesar 1 (satu) kali honorarium.

Policy and Amount of Remuneration for the Integrated Risk and Governance Oversight Committee

The Remuneration Policy for the Risk Management, Investment, and Governance Committee refers to the Ministry of SOEs Regulation PER-3/MBU/03/2023 concerning the Organ and Human Resources of State-Owned Enterprises, which stipulates that the income of members of the Risk Management, Investment, and Governance Committee consists of:

1. Honorarium: A maximum of 25% (twenty-five percent) of the salary of the President Director.
2. Health Facilities: Inpatient, outpatient, and medication services for the members, excluding family members.
3. Holiday Allowance: Paid once a year, equivalent to one honorarium.





Komite Nominasi dan Remunerasi

Nomination and Remuneration Committee

PT SUCOFINDO telah membentuk Komite Nominasi dan Remunerasi untuk mendukung Dewan Komisaris dalam menjalankan fungsi pengawasan terkait proses nominasi serta penetapan remunerasi bagi anggota Dewan Komisaris dan Direksi.

Dasar Hukum

- Peraturan Menteri Badan Usaha Milik Negara Nomor PER-12/MBU/2012 tanggal 24 Agustus 2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara sebagaimana telah diubah dengan Peraturan Menteri Badan Usaha Milik Negara Nomor PER-14/MBU/10/2021 tanggal 29 Oktober 2021 tentang Perubahan Kedua atas Peraturan Menteri BUMN Nomor PER-12/MBU/2012; dan
- Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT SUCOFINDO Nomor 1492/DKM-X/ tanggal 30 Oktober 2024 tentang Pembentukan Komite Nominasi dan Remunerasi PT SUCOFINDO

Piagam Komite Nominasi dan Remunerasi

Piagam Komite Nominasi dan Remunerasi mengacu pada penjabaran tugas dan tanggung jawab Komite pada Board Manual PT SUCOFINDO.

Komposisi Keanggotaan

Susunan komposisi anggota Komite Nominasi dan Remunerasi Perusahaan per 31 Desember 2024 adalah sebagai berikut:

PT SUCOFINDO has established the Nomination and Remuneration Committee to assist the Board of Commissioners in overseeing the nomination process and the determination of remuneration for the members of the Board of Commissioners and the Board of Directors.

Legal Basis

- Ministry of State-Owned Enterprises Regulation No. PER-12/MBU/2012 dated August 24, 2012, concerning the Supporting Organ of the Board of Commissioners/Supervisory Board of State-Owned Enterprises, as amended by Ministry of State-Owned Enterprises Regulation No. PER-14/MBU/10/2021 dated October 29, 2021, concerning the Second Amendment to Ministry of SOEs Regulation No. PER-12/MBU/2012.
- Decision Letter of the Board of Commissioners of PT SUCOFINDO No. 03/DKM-V/2022 dated May 24, 2022, concerning the Members of the Nomination and Remuneration Committee of PT SUCOFINDO.

Charter of the Nomination and Remuneration Committee

The Charter of the Nomination and Remuneration Committee refers to the detailed duties and responsibilities of the Committee as outlined in the PT SUCOFINDO Board Manual.

Membership Composition

The composition of the members of the Nomination and Remuneration Committee of the Company as of December 31, 2024, is as follows:

Nama Name	Jabatan Position	Dasar Hukum Pengangkatan Legal Basis Appointment	Masa Jabatan Term of Office	Keahlian Expertise	Keterangan Description
Mahatma Gandhi	Ketua Chairman	SK Nomor: 1492/ DKM-X/2024 tanggal 30 Oktober 2024	3 Tahun 3 Years	Manajemen Management	Komisaris Independen Independent Commissioner
Zainal Abidin	Anggota Member	SK Nomor: 1492/ DKM-X/2024 tanggal 30 Oktober 2024	3 Tahun 3 Years	Manajemen Management	Pihak Independen Independent Party
Abdillah Ahsan	Anggota Member	SK Nomor: 1492/ DKM-X/2024 tanggal 30 Oktober 2024	3 Tahun 3 Years	Manajemen Management	Pihak Independen Independent Party

Profil Komite Nominasi dan Remunerasi

Profil Mahatma Gandhi dan Zainal Abidin dapat dilihat pada pembahasan profil Dewan Komisaris dalam buku Laporan Tahunan dan Keberlanjutan Tahunan ini. Sedangkan dibawah ini adalah profil anggota Komite Nominasi dan Remunerasi, yaitu:

Profile of the Nomination and Remuneration Committee

The profile of Mahatma Gandhi dan Zainal Abidin can be found in the Board of Commissioner Profile section of this Annual and Sustainability Report.

Abdillah Ahsan**Anggota Komite Nominasi dan Remunerasi**

Member of the Nomination and Remuneration Committee

Usia Age	45 Tahun 45 Years Old
Kewarganegaraan Nationality	Indonesia Indonesian
Domisili Domicile	Jakarta
Dasar Pengangkatan Basis of Appointment	SK Nomor: 1492/DKM-X/2024 tanggal 30 Oktober 2024
Riwayat Pendidikan Education History	1. S3 Political Science and Government, Universitas Indonesia (2010-2018) 2. S2 Industrial Economics, Universitas Indonesia (2003-2006) 3. S1 Environmental Economic, Universitas Indonesia (1998-2002)
Riwayat Pekerjaan Employment History	1. S3 Political Science and Government, Universitas Indonesia (2010-2018) 2. S2 Industrial Economics, Universitas Indonesia (2003-2006) 3. S1 Environmental Economic, Universitas Indonesia (1998-2002)
Riwayat Pekerjaan Employment History	1. Coordinator Indonesia Tobacco Control Research Network (2017-sekarang) 2. Head of Research Cluster Political Economy of Tobacco Control in Indonesia, FEB Universitas Indonesia (2021-sekarang)
Riwayat Pekerjaan Employment History	1. Coordinator Indonesia Tobacco Control Research Network (2017-sekarang) 2. Head of Research Cluster Political Economy of Tobacco Control in Indonesia, FEB Universitas Indonesia (2021-sekarang)
Rangkap Jabatan Concurrent Position	1. Coordinator Indonesia Tobacco Control Research Network (2017-sekarang) 2. Head of Research Cluster Political Economy of Tobacco Control in Indonesia, FEB Universitas Indonesia (2021-sekarang) 3. Coordinator Indonesia Tobacco Control Research Network (2017-sekarang) 4. Head of Research Cluster Political Economy of Tobacco Control in Indonesia, FEB Universitas Indonesia (2021-sekarang)
Sertifikasi/Keahlian Certification/Skills	

Independensi Anggota Komite Nominasi dan Remunerasi**Independence of the Members of the Nomination and Remuneration Committee**

Aspek Independen Independence Aspect	Mahatma Gandhi	Zainal Abidin	Abdillah Ahsan
Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi. Does not have any financial relationship with the Board of Commissioners and the Board of Directors.	✓	✓	✓
Tidak memiliki hubungan kepengurusan di perusahaan, anak perusahaan, maupun afiliasi. Does not have any managerial affiliation with the company, subsidiaries, or affiliates.	✓	✓	✓
Tidak memiliki hubungan kepemilikan saham di perusahaan. Does not have any shareholding in the company.	✓	✓	✓



Aspek Independen Independence Aspect	Mahatma Gandhi	Zainal Abidin	Abdillah Ahsan
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Audit. Does not have any familial relationship with the Board of Commissioners, Board of Directors, and/or other members of the Audit Committee.	✓	✓	✓
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah. Does not hold a position as an executive of a political party or a government official.	✓	✓	✓

Tugas dan Tanggung Jawab Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi atau nomenklatur lain dengan fungsi yang sama bertugas untuk:

1. Melakukan tinjauan secara berkala atas sistem Manajemen Talenta BUMN serta pengawasan dan evaluasi atas pelaksanaannya;
2. Melakukan evaluasi terhadap sistem dan prosedur pengklasifikasian Talenta yang dilakukan oleh Direksi BUMN;
3. Melakukan validasi dan kalibrasi atas Talenta Terseleksi (*selected talent*), untuk menghasilkan daftar Talenta Ternominasi (*nominated talent*) yang dinominasikan oleh Dewan Komisaris/Dewan Pengawas BUMN kepada RUPS/Menteri;
4. Melakukan evaluasi terhadap calon wakil BUMN yang akan diusulkan sebagai anggota Direksi atau anggota Dewan Komisaris Anak Perusahaan, sebelum diajukan kepada RUPS/Menteri;
5. Melakukan evaluasi atas usulan KPI individu anggota Direksi BUMN;
6. Menyiapkan usulan sistem evaluasi kinerja individu bagi anggota Direksi dan/atau anggota Dewan Komisaris/Dewan Pengawas BUMN;
7. Menyiapkan usulan program pengembangan bagi anggota Direksi dan/atau anggota Dewan Komisaris/Dewan Pengawas BUMN;
8. Melakukan evaluasi atas kebijakan remunerasi bagi karyawan yang membutuhkan persetujuan/tanggapan dari Dewan Komisaris/Dewan Pengawas BUMN; dan
9. Melakukan evaluasi atas usulan Direksi BUMN mengenai struktur organisasi BUMN.

Rapat Komite Nominasi dan Remunerasi

Sepanjang tahun 2024, Komite Nominasi dan Remunerasi telah menyelenggarakan sejumlah rapat untuk membahas berbagai agenda yang sesuai dengan tugas dan tanggung jawab komite sebagaimana diatur dalam ketentuan perusahaan.

Duties and Responsibilities of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee, or any other nomenclature with the same function, is tasked with the following:

1. Periodically reviewing the SOE's Talent Management system as well as overseeing and evaluating its implementation;
2. Evaluating the system and procedures for Talent classification conducted by the SOE's Board of Directors;
3. Validating and calibrating Selected Talent to produce a list of Nominated Talent, which is nominated by the Board of Commissioners/Supervisory Board to the GMS/Minister;
4. Evaluating candidates for SOE representatives proposed as members of the Board of Directors or Board of Commissioners of Subsidiaries before submission to the GMS/Minister;
5. Evaluating individual KPI proposals for members of the SOE's Board of Directors;
6. Preparing proposals for the individual performance evaluation system for members of the Board of Directors and/or members of the Board of Commissioners/Supervisory Board of the SOE;
7. Preparing development program proposals for members of the Board of Directors and/or members of the Board of Commissioners/Supervisory Board of the SOE;
8. Evaluating remuneration policies for employees that require approval or feedback from the Board of Commissioners/Supervisory Board of the SOE; and
9. Evaluating proposals from the Board of Directors regarding the organizational structure of the SOE.

Meetings of the Nomination and Remuneration Committee

Throughout 2024, the Nomination and Remuneration Committee held several meetings to discuss various agendas in line with the committee's duties and responsibilities as outlined in the company's regulations.

No	Tanggal Date	Agenda Agenda
1	19 November 2024 November 19, 2024	Pembahasan Kinerja SDM (Divisi HC) Discussion on Human Resources Performance (HC Division)
2	16 Desember 2024 December 16, 2024	Pembahasan Kinerja SDM (Divisi HC) Discussion on Human Resources Performance (HC Division)

Pelaksanaan Tugas Komite Nominasi dan Remunerasi

Sepanjang tahun 2024, Komite Nominasi dan Remunerasi PT SUCOFINDO telah melaksanakan tugas dan tanggung jawab, antara lain:

1. Penyampaian telaah informasi mengenai tinjauan secara berkala atas sistem Manajemen Talenta BUMN serta pengawasan dan evaluasi atas pelaksanaannya;
2. Telaah dan rekomendasi mengenai tinjauan secara berkala atas sistem Manajemen Talenta BUMN serta pengawasan dan evaluasi atas pelaksanaannya, yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Nominasi dan Remunerasi;
3. Penyampaian telaah informasi mengenai evaluasi terhadap sistem dan prosedur pengklasifikasian Talenta yang dilakukan oleh Direksi BUMN;
4. Telaah dan rekomendasi mengenai evaluasi terhadap sistem dan prosedur pengklasifikasian Talenta yang dilakukan oleh Direksi BUMN, yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Nominasi dan Remunerasi;
5. Telaah dan rekomendasi mengenai validasi dan kalibrasi atas talenta Terseleksi untuk menghasilkan daftar Talenta Ternominasi yang dinominasikan oleh Dewan Komisaris kepada RUPS Menteri yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Nominasi dan Remunerasi;
6. Telaah dan rekomendasi mengenai evaluasi terhadap calon wakil BUMN yang akan diusulkan sebagai anggota Direksi atau anggota Dewan Komisaris Anak Perusahaan sebelum diajukan kepada RUPS/Menteri, yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Nominasi dan Remunerasi; dan
7. Telaah dan rekomendasi mengenai evaluasi atas usulan KPI individu anggota Direksi BUMN, yang disampaikan secara tertulis dan ditandatangani oleh Ketua dan Anggota Komite Nominasi dan Remunerasi.

Implementation of the Duties of the Nomination and Remuneration Committee

Throughout 2024, the Nomination and Remuneration Committee of PT SUCOFINDO performed the following activities and responsibilities:

1. Submission of information reviews for periodic assessments of the State-Owned Enterprises (SOE) Talent Management System, as well as oversight and evaluation of its implementation;
2. Review and recommendations on the periodic assessments of the SOE Talent Management System, as well as the supervision and evaluation of its execution, which were provided in writing and signed by the Chairperson and Members of the Nomination and Remuneration Committee;
3. Submission of information reviews concerning the evaluation of the system and procedures for Talent classification conducted by the Board of Directors of the SOE;
4. Review and recommendations on the evaluation of the system and methods for talent classification undertaken by the SOE's Board of Directors, provided in writing and signed by the Chairperson and Members of the Nomination and Remuneration Committee;
5. Review and recommendations for the validation and calibration of selected talents to produce a list of Nominated Talents to be proposed by the Board of Commissioners to the General Meeting of Shareholders/Minister, submitted in writing and signed by the Chairperson and Members of the Nomination and Remuneration Committee.
6. Review and recommendations on the evaluation of prospective SOE representatives proposed as members of the Board of Directors or members of the Board of Commissioners of Subsidiaries before being submitted to the General Meeting of Shareholders/Minister, submitted in writing and signed by the Chairperson and Members of the Nomination and Remuneration Committee;
7. The Chairperson and Members of the Nomination and Remuneration Committee submitted a written review and recommendations for evaluating proposed individual Key Performance Indicators (KPIs) for SOE Board of Directors members.



Program Peningkatan Kapabilitas

Untuk mendukung pelaksanaan tugasnya dan mengikuti perkembangan terkini, Komite Nominasi, Remunerasi mengikuti program peningkatan kapabilitas. Rincian program yang diikuti sepanjang tahun 2024 disajikan dalam tabel berikut:

Nama dan Jabatan Name and Position	Program yang Diikuti Programs Followed	Penyelenggara Organizer	Tanggal dan Tempat Date and Venue
Mahatma Gandhi	Good Corporate Governance	IAI	5 Oktober 2024 October 5, 2024
Zainal Abidin	-	-	-
Abdillah Ahsan	-	-	-

Kebijakan dan Besaran Remunerasi Komite Nominasi dan Remunerasi

Kebijakan Remunerasi Komite Nominasi dan Remunerasi merujuk pada Peraturan Menteri BUMN PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, yang menyebutkan bahwa penghasilan anggota Komite Manajemen Risiko, Investasi dan Tata Kelola terdiri dari:

1. Honorarium paling banyak sebesar 25% (dua puluh lima persen) dari gaji Direktur Utama;
2. Fasilitas kesehatan berupa rawat inap, rawat jalan, dan obat-obatan bagi yang bersangkutan, tidak termasuk keluarga; dan
3. Tunjangan hari raya yang dibayarkan sekali dalam 1 (satu) tahun sebesar 1 (satu) kali honorarium.

Capability Enhancement Program

To support the execution of its duties and stay updated with the latest developments, the Nomination and Remuneration Committee participated in a capability enhancement program. The details of the programs attended throughout 2024 are presented in the table below:

Remuneration Policy and Amount for the Nomination and Remuneration Committee

The remuneration policy for the Nomination and Remuneration Committee refers to the Ministry of State-Owned Enterprises Regulation PER-3/MBU/03/2023 concerning the Organization and Human Resources of State-Owned Enterprises, which states that the income of the members of the Risk, Investment, and Governance Committee consists of:

1. An honorarium of up to 25% (twenty-five percent) of the President Director's salary.
2. Health facilities, including inpatient care, outpatient care, and medication for the individual, excluding family members.
3. An annual holiday allowance equivalent to one honorarium payment.

Sekretaris Perusahaan

Corporate Secretary

Direksi mengangkat Sekretaris Perusahaan sebagai organ pendukung dalam pelaksanaan tugas dan tanggung jawabnya dalam hal yang berkaitan dengan pemegang saham, mitra bisnis, dan berkomunikasi dengan pihak luar lainnya.

The Board of Directors appoints the Corporate Secretary as a supporting organ in carrying out its duties and responsibilities concerning shareholders, business partners, and communication with external parties.

Dasar Hukum

1. Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara;
2. Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
3. Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara;
4. Anggaran Dasar Perusahaan.

Legal Basis

1. Law No. 19 of 2003 on State-Owned Enterprises;
2. Ministry of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 on Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises;
3. Ministry of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 on the Organization and Human Resources of State-Owned Enterprises;
4. The Company's Articles of Association.

Pihak Yang Mengangkat dan Memberhentikan Sekretaris Perusahaan

Sekretaris Perusahaan diangkat dan diberhentikan oleh Direktur Utama berdasarkan mekanisme internal Perusahaan dengan persetujuan Dewan Komisaris.

Appointing and Dismissing the Corporate Secretary

The Corporate Secretary is appointed and dismissed by the President Director based on the internal mechanism of the Company, with the approval of the Board of Commissioners.

Profil Sekretaris Perusahaan

Per 31 Desember 2024, Kepala Divisi Sekretaris Perusahaan PT SUCOFINDO dijabat oleh Arifin yang diangkat berdasarkan SK Direksi Nomor 328/SKD/2023 tanggal 19 Desember 2023.

Corporate Secretary Profile

As of December 31, 2024, the Head of the Corporate Secretary Division of PT SUCOFINDO is Arifin, appointed based on the Board of Directors Decree No. 328/SKD/2023 dated December 19, 2023.

Arifin

Sekretaris Perusahaan

Corporate Secretary

Menjabat Sejak Serving Since	1 September 2023 September 1, 2023
Usia Age	55 Tahun 55 Years Old
Kewarganegaraan Nationality	Indonesia Indonesian
Domisili Domicile	Ciamis, Jawa Barat Ciamis, West Java
Dasar Pengangkatan Basis of Appointment	Surat Persetujuan dari Dewan Komisaris Nomor 1462/DKM-VII/2023 tanggal 18 Juli 2023 perihal Persetujuan Pengisian Posisi Jabatan Kepala Divisi Sekretariat Perusahaan. Approval Letter from the Board of Commissioners No. 1462/DKM-VII/2023 dated July 18, 2023, regarding the Approval for Filling the Position of Head of the Corporate Secretary Division.
Riwayat Pendidikan Education History	1. D3 - Manajemen Hutan, Universitas Winaya Mukti (1992) 2. S1 - Ilmu Manajemen, Sekolah Tinggi Ilmu Ekonomi Tribuana (2011) 1. Associate Degree in Forest Management, Winaya Mukti University (1992) 2. Bachelor's Degree in Management Science, Tribuana School of Economics (2011)



Arifin

Riwayat Pekerjaan

Employment History

1. Kepala Divisi Sekretariat Perusahaan PT SUCOFINDO (2022 – Sekarang)
2. Pj. Kepala Cabang PT SUCOFINDO (2022)
3. Kepala Bagian Penjualan, Dukungan Operasi dan Sumber Daya PT SUCOFINDO (2020 – 2022)
4. Pgs Kepala Divisi Pemasaran dan Penjualan Korporat PT SUCOFINDO (2019 – 2020)
5. Kepala Bagian Penjualan Korporat PT SUCOFINDO (2019)
6. Kepala Bagian Pemasaran Korporat PT SUCOFINDO Cabang Jakarta (2017 - 2019)
 1. Head of Corporate Secretary Division, PT SUCOFINDO (2022 – Present)
 2. Acting Branch Head, PT SUCOFINDO (2022)
 3. Head of Sales, Operations Support, and Resources, PT SUCOFINDO (2020 – 2022)
 4. Acting Head of Corporate Marketing and Sales Division, PT SUCOFINDO (2019 – 2020)
 5. Head of Corporate Sales Department, PT SUCOFINDO (2019)
 6. Head of Corporate Marketing Department, PT SUCOFINDO Jakarta Branch (2017 – 2019)

Jabatan Lainnya

Concurrent Position

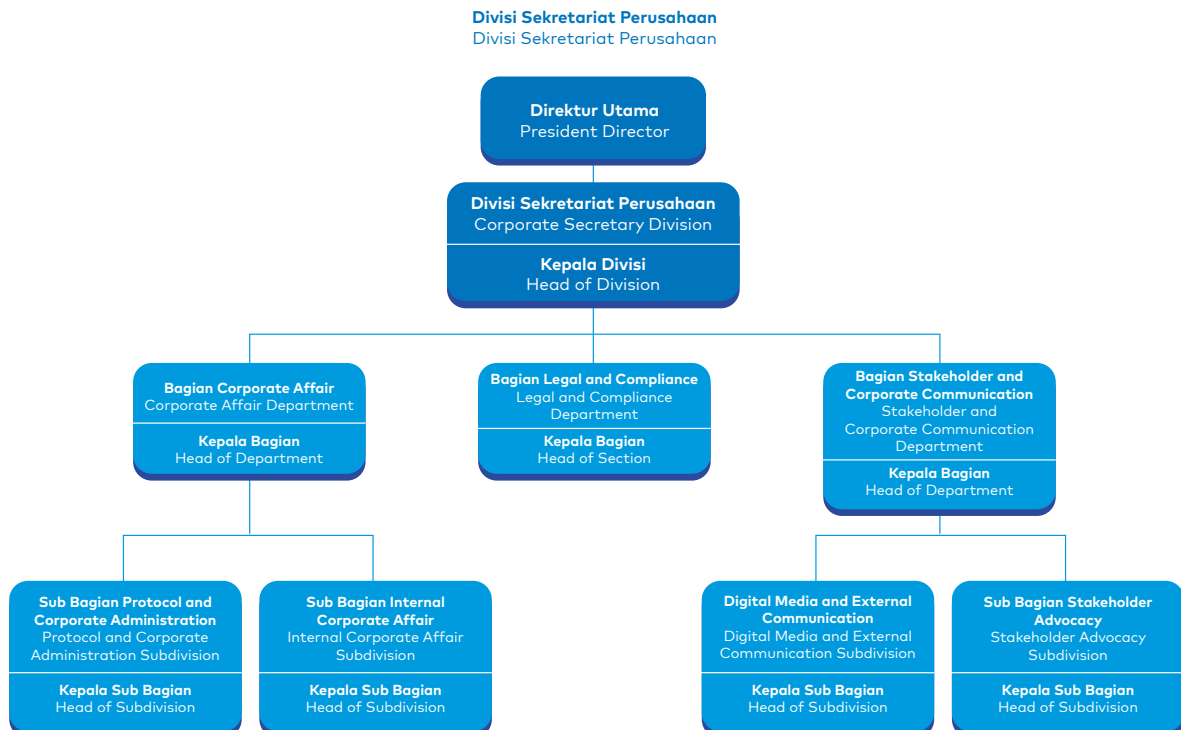
Tidak ada
None

Hubungan Afiliasi

Affiliate Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.
No affiliation with members of the Board of Commissioners, Board of Directors, or Controlling Shareholders.

Struktur Organisasi Sekretariat Perusahaan



Fungsi Pokok Sekretaris Perusahaan

1. Memastikan bahwa Perusahaan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip GCG.
2. Memberikan pelayanan kepada masyarakat atas setiap informasi yang dibutuhkan Pemodal (*investor relation*) dan Stakeholders (*public relation*) yang berkaitan dengan kondisi Perusahaan.
3. Memberikan informasi yang dibutuhkan oleh Direksi dan Dewan Komisaris secara berkala dan/atau sewaktu-waktu apabila diminta.
4. Sebagai penghubung (*liaison officer*).
5. Menatausahakan serta menyimpan dokumen Perusahaan, termasuk tetapi tidak terbatas pada Daftar Pemegang Saham, Daftar Khusus dan risalah rapat Direksi, rapat Dewan Komisaris dan RUPS.
6. Melaksanakan dan mengkoordinasikan kegiatan tata persuratan termasuk tetapi tidak terbatas pada menyiapkan rapat dan kearsipan di Direksi.
7. Memberikan pelayanan kepada masyarakat atas setiap informasi yang dibutuhkan stakeholders (*public relation*) yang berkaitan dengan kondisi Perusahaan.
8. Fungsi Sekretaris Perusahaan dapat dijalankan oleh anggota Direksi Perusahaan.

Tugas Sekretaris Perusahaan

1. Menghadiri rapat Direksi dan membuat risalah rapat.
2. Bertanggung jawab atas penyelenggaraan RUPS.
3. Memastikan bahwa Perusahaan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip GCG.
4. Memberikan informasi yang dibutuhkan oleh Direksi dan Dewan Komisaris secara berkala dan/atau sewaktu-waktu apabila diminta.
5. Sebagai penghubung (*liaison officer*).
6. Menatausahakan serta menyimpan dokumen Perusahaan, termasuk tetapi tidak terbatas pada Daftar Pemegang Saham, Daftar Khusus dan risalah rapat Direksi, rapat Dewan Komisaris dan RUPS.
7. Mempersiapkan bahan-bahan yang diperlukan berkaitan dengan laporan-laporan/kegiatan rutin Direksi yang akan disampaikan kepada pihak luar.
8. Mempersiapkan bahan-bahan/materi yang diperlukan berkaitan dengan hal-hal yang harus mendapatkan keputusan Direksi berkenaan dengan pengelolaan Perusahaan.
9. Memperbaharui Daftar Khusus sekurang-kurangnya 1 (satu) tahun sekali.
10. Menyelenggarakan Rapat-rapat dalam lingkungan Direksi.
11. Menyelenggarakan program pengenalan bagi anggota Dewan Komisaris dan Direksi baru serta mendokumentasikannya.

Main Functions of the Corporate Secretary

1. Ensure that the Company complies with regulations on disclosure requirements in line with the application of Good Corporate Governance (GCG) principles.
2. Provide services to the public regarding information requested by investors (*investor relations*) and stakeholders (*public relations*) related to the Company's condition.
3. Provide information needed by the Board of Directors and the Board of Commissioners regularly and/or upon request.
4. Act as a liaison officer.
5. Organize and maintain the Company's documents, including but not limited to the Shareholder Register, Special Register, and minutes of meetings of the Board of Directors, Board of Commissioners, and the General Meeting of Shareholders (GMS).
6. Implement and coordinate correspondence activities, including but not limited to preparing meetings and archiving for the Board of Directors.
7. Provide services to the public regarding information requested by stakeholders (*public relations*) related to the Company's condition.
8. The functions of the Corporate Secretary may be carried out by a member of the Company's Board of Directors.

Duties of the Corporate Secretary

1. Attend Board of Directors meetings and take meeting minutes.
2. Be responsible for organizing the General Meeting of Shareholders (GMS).
3. Ensure that the Company complies with regulations regarding disclosure requirements in line with the application of Good Corporate Governance (GCG) principles.
4. Provide information required by the Board of Directors and the Board of Commissioners regularly and/or upon request.
5. Act as a liaison officer.
6. Organize and maintain the Company's documents, including but not limited to the Shareholder Register, Special Register, and minutes of meetings of the Board of Directors, Board of Commissioners, and the GMS.
7. Prepare materials required for the routine reports/activities of the Board of Directors to be communicated to external parties.
8. Prepare materials related to matters requiring decisions by the Board of Directors in relation to the Company's management.
9. Update the Special Register at least once a year.
10. Organize meetings within the Board of Directors.
11. Organize an induction program for new members of the Board of Commissioners and Board of Directors and document it.



12. Menindaklanjuti setiap keputusan Direksi dengan jalan mencatat setiap keputusan yang dihasilkan dalam forum-forum pengambilan keputusan beserta penanggung-jawabnya dan memantau serta mengecek tahap kemajuan pelaksanaan hasil rapat.
13. Melaporkan pelaksanaan tugas Sekretaris Perusahaan kepada Direktur Utama.
14. Melaksanakan tugas lain yang ditetapkan Direksi.
15. Melaksanakan corporate communication sesuai dengan kebijakan, ketentuan dan/atau prosedur mencakup kegiatan-kegiatan yang relevan dengan upaya menjaga hubungan baik, identitas, brand dan reputasi Perusahaan.
16. Melaksanakan tugas berkenaan dengan corporate legal (termasuk litigasi) sesuai dengan kebijakan, ketentuan dan/atau prosedur.

Pelaksanaan Tugas Sekretariat Perusahaan

1. Menyusun rencana kerja dan anggaran jangka panjang maupun pendek di Divisi Sekretariat Perusahaan (termasuk anggaran Direksi dan Dewan Komisaris) sesuai dengan strategi perusahaan, dan mengarahkan setiap kepala Bagian dan Sub Bagian yang berada di bawahnya untuk menerjemahkan rencana tersebut ke dalam program kerja bagian terkait, guna mendukung pencapaian tujuan divisi jangka pendek maupun panjang.
2. Menyusun dan menetapkan kebijakan, sistem dan prosedur kerja untuk lingkup tugasnya berdasarkan hasil kajian dan usulan dari bagian dan sub bagian terkait termasuk pengelolaan informasi dan tatacara/ pengaturan penyampaian informasi kepada pihak internal dan eksternal serta aktivitas terkait dengan "legal dan litigasi" sehingga kegiatan implementasi di lingkup tugasnya dapat berjalan dengan efektif, efisien, dan tepat waktu.
3. Mengarahkan dan memantau persiapan pelaksanaan RUPS/ RUPSLB (termasuk untuk Anak Perusahaan), baik dari sisi materi/bahan/laporan maupun penyelenggaraannya, bertindak sebagai Sekretaris Perusahaan selama RUPS/ RUPSLB berlangsung, agar pelaksanaan RUPS/RUPSLB berjalan sesuai rencana, pada waktu yang sudah ditentukan.
4. Mengarahkan, memantau dan melakukan kajian hukum atas perikatan perusahaan dengan pihak eksternal dan pemenuhan ketentuan hukum lain, mengendalikan penyelesaian masalah hukum baik di pengadilan maupun diluar pengadilan sesuai kebutuhan, guna memastikan telah terpenuhinya kaidah hukum yang berlaku dan perusahaan terlindungi dari potensi kerugian yang disebabkan oleh kelalaian hukum.
5. Mengarahkan dan memantau penyelenggaraan kegiatan protokoler/kesekretariatan untuk BOD dan BOC, baik yang diselenggarakan di internal maupun eksternal perusahaan, guna memastikan penyelenggaraan kegiatan tersebut sudah memenuhi kaidah protokoler yang berlaku.

12. Follow up on every decision made by the Board of Directors by recording each decision made in decision-making forums, along with the responsible parties, and monitor the progress of their implementation.
13. Report the execution of the Corporate Secretary's duties to the President Director.
14. Perform other tasks as assigned by the Board of Directors.
15. Execute corporate communication activities in accordance with policies, regulations, and/or procedures, covering activities relevant to maintaining good relationships, identity, brand, and reputation of the Company.
16. Perform corporate legal tasks (including litigation) in accordance with policies, regulations, and/or procedures.

Implementation of Corporate Secretary Duties

1. Develop long-term and short-term work plans and budgets for the Corporate Secretary Division (including the Board of Directors and Board of Commissioners' budgets) in alignment with the company's strategy. Guide each department head and sub-department head to translate these plans into relevant departmental work programs to support both short-term and long-term goals.
2. Formulate and establish policies, systems, and work procedures for its scope of duties based on studies and proposals from related departments and sub-departments, including information management and the procedures for disseminating information to internal and external parties, as well as activities related to "legal and litigation" to ensure the effective, efficient, and timely implementation of tasks within its scope.
3. Direct and monitor the preparation and implementation of the Annual General Meeting of Shareholders (AGMS) and Extraordinary General Meeting of Shareholders (EGMS) (including for subsidiaries), both in terms of materials/ reports and the actual execution. Act as the Corporate Secretary during the AGMS/EGMS to ensure the meetings are conducted as planned and on the specified schedule.
4. Direct, monitor, and conduct legal reviews on the company's agreements with external parties and the fulfillment of other legal requirements, manage legal issue resolutions both in court and out-of-court as needed, to ensure compliance with applicable legal standards and protect the company from potential losses due to legal oversights.
5. Direct and monitor the organization of protocol/secretariat activities for the Board of Directors and Board of Commissioners, both internally and externally, to ensure these activities meet the applicable protocol standards.

6. Mengarahkan pengembangan program komunikasi di lingkungan perusahaan maupun kepada pihak eksternal lain, memantau implementasi program dan memastikan adanya kejelasan informasi yang disampaikan, untuk mewujudkan komunikasi yang terbuka kepada semua pihak dalam rangka penciptaan citra positif perusahaan dan hubungan kerja yang kondusif.
7. Mengkoordinasi pengelolaan perizinan usaha dan/atau operasional dalam lingkup korporat.
8. Memastikan seluruh kegiatan kesekretariatan di perusahaan telah berjalan dengan efektif sesuai prosedur yang berlaku dan terdokumentasi dengan baik, guna mendukung kegiatan operasional perusahaan.
9. Memantau perkembangan peraturan/ketentuan/pengetahuan/keterampilan yang berlaku di lingkup tugasnya, melakukan kajian dampaknya terhadap perusahaan dan melakukan penyesuaian sesuai kebutuhan, guna mendukung proses penyempurnaan praktek kerja di Divisi Sekretariat Perusahaan, maupun yang terkait dengan penyusunan rekomendasirekomendasi untuk BOD.
10. Memastikan pelaksanaan pengendalian internal, mengelola potensi risiko, asesmen dan mitigasi risiko di lingkup tugasnya sesuai dengan ketentuan yang berlaku, guna meminimalisir risiko dari setiap kegiatan dan/atau keputusan yang diambil.
11. Mengkoordinir, memantau dan memastikan penerapan prinsip-prinsip tata kelola perusahaan yang baik (*Good Corporate Governance/GCG*) di lingkup tugasnya berjalan sesuai dengan ketentuan yang berlaku, guna mendukung penerapan GCG pada level korporat secara menyeluruh.
12. Memastikan, memantau dan mengevaluasi penerapan sistem manajemen perusahaan (ISO Series, SMK3L, KPKU dan lainnya) sesuai lingkup tugas serta kewenangannya, sebagai bagian dari upaya untuk menjaga efektifitas dan kualitas hasil kerja perusahaan.
13. Menjalankan praktek-praktek managing people dan developing team untuk menciptakan SDM yang berkualitas dan dapat memberikan kontribusi terbaik kepada perusahaan.
14. Memantau dan melakukan evaluasi kinerja terhadap pencapaian/realisasi target di lingkup tugasnya secara berkala, termasuk mengidentifikasi kendala yang timbul agar dapat diambil tindakan antisipatif atau perbaikan secara akurat dan tepat waktu.
15. Memberikan pelayanan kepada pelanggan dan/atau rekan kerja sesuai dengan standar perilaku tata nilai perusahaan sebagai bagian dari pekerjaan untuk mendukung terciptanya budaya unggul perusahaan.

Pengembangan Kompetensi Sekretariat Perusahaan

PT SUCOFINDO memberikan kesempatan kepada Sekretaris Perusahaan untuk mengikuti program pendidikan dan pelatihan yang relevan dengan tugas yang diembannya. Pengembangan kompetensi ini bertujuan untuk meningkatkan pengetahuan dan keterampilan yang diperlukan seiring dengan perubahan regulasi, tuntutan industri, dan perkembangan internal perusahaan.

6. Guide the development of communication programs within the company and with external parties, monitor the implementation of these programs, and ensure clear information is communicated to create positive company image and conducive working relationships.
7. Coordinate the management of business and/or operational licenses within the corporate scope.
8. Ensure all secretarial activities within the company are conducted effectively in accordance with applicable procedures and are well-documented to support the company's operational activities.
9. Monitor developments in regulations, knowledge, and skills relevant to its duties, assess their impact on the company, and make necessary adjustments to improve practices within the Corporate Secretary Division and contribute recommendations for the Board of Directors.
10. Ensure the implementation of internal controls, manage potential risks, and assess and mitigate risks within its scope in accordance with applicable regulations to minimize risks from any activities and/or decisions made.
11. Coordinate, monitor, and ensure the application of Good Corporate Governance (GCG) principles within its scope is in accordance with applicable regulations, supporting the comprehensive implementation of GCG at the corporate level.
12. Ensure, monitor, and evaluate the implementation of the company's management systems (ISO Series, SMK3L, KPKU, and others) within its scope and authority as part of efforts to maintain the effectiveness and quality of the company's work results.
13. Practice people management and team development to create qualified human resources capable of making the best contribution to the company.
14. Monitor and periodically evaluate performance against targets within its scope, including identifying any obstacles and taking appropriate anticipatory or corrective actions in a timely manner.
15. Provide services to customers and/or colleagues in accordance with the company's behavioral standards as part of the effort to foster a culture of excellence within the company.

Corporate Secretary Competency Development

PT SUCOFINDO provides opportunities for the Corporate Secretary to participate in education and training programs relevant to their responsibilities. This competency development aims to enhance the knowledge and skills required in line with regulatory changes, industry demands, and the company's internal developments. Further information regarding competency



Informasi lebih lanjut terkait pengembangan kompetensi dapat ditemukan pada bab Profil Perusahaan dalam Laporan Tahunan ini.

Perusahaan juga menyelenggarakan program pendidikan dan pelatihan bagi karyawan Divisi Sekretaris Perusahaan. Adapun program yang diikuti sepanjang tahun 2024 adalah sebagai berikut:

development can be found in the Company Profile chapter of this Annual Report.

The company also organizes education and training programs for employees of the Corporate Secretary Division. The programs attended throughout 2024 are as follows:

Nama Pelatihan Training Name	Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Tanggal Mulai Start Date	Tanggal Selesai Date Completed
A Mini Course on Time Management	Anggita Triadana	Non Brevet	2/1/2024	2/29/2024
	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
Agile Business Analysis	Disha Tahlia	Non Brevet	3/1/2024	3/31/2024
Anti-Money Laundering Concepts: AML, KYC and Compliance	Charolin Gladia Aulia	Non Brevet	3/1/2024	3/31/2024
	Lantika Ayu Prabasari	Non Brevet	3/1/2024	3/31/2024
Belajar Bahasa Inggris untuk Pemula. Level 1	Ivan Mannaga	Non Brevet	1/1/2024	1/31/2024
Berkenalan dengan Financial Planning	Yudhistira Yoga Saputra	Non Brevet	6/10/2024	7/1/2024
Build Relationship with Powerful Communication	Ivan Mannaga	Non Brevet	6/10/2024	7/1/2024
	Miya Zahara	Non Brevet	3/1/2024	3/31/2024
	Susi Susanti	Non Brevet	1/1/2024	1/31/2024
Business Branding With Personality: Build An Authentic Brand	Miya Zahara	Non Brevet	5/1/2024	5/31/2024
Business English: Easy English for Meetings	Disha Tahlia	Non Brevet	2/1/2024	2/29/2024
	Miya Zahara	Non Brevet	2/1/2024	2/29/2024
Business Fundamentals: Marketing Strategy	Amita Rahmat	Non Brevet	7/10/2024	8/24/2024
Business Model Canvas Masterclass: How Business Models Work	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
Certified Fraud Examiner (CFE) Essential Training (2023)	Didin Pahrudin, S.E	Non Brevet	1/1/2024	1/31/2024
ChatGPT for Creative Ideas: Generate Powerful Concepts	Disha Tahlia	Non Brevet	2/1/2024	2/29/2024
Collaboration and Emotional Intelligence	Anggita Triadana	Non Brevet	1/1/2024	1/31/2024
Communicating Cohesively as a Team	Anggita Triadana	Non Brevet	3/1/2024	3/31/2024
Communication & Social Skills	Anggita Triadana	Non Brevet	1/1/2024	1/31/2024
Communication Fundamental	Charolin Gladia Aulia	Non Brevet	4/29/2024	5/20/2024
	Sharon Pricilla Ratih Sumendap	Non Brevet	4/29/2024	5/20/2024

Nama Pelatihan Training Name	Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Tanggal Mulai Start Date	Tanggal Selesai Date Completed
Communication Fundamentals: How To Communicate Better	Widowati	Non Brevet	1/1/2024	1/31/2024
Complete Carbon Capture Usage and Storage course	Lantika Ayu Prabasari	Non Brevet	5/1/2024	5/31/2024
Consulting Approach to Problem Solving	Anggita Triadana	Non Brevet	2/1/2024	2/29/2024
Copyright Basics: How to Protect Your Work from Piracy	Disha Tahlia	Non Brevet	1/1/2024	1/31/2024
Copyright Protection for Entrepreneurs (Protect Your Work)	Disha Tahlia	Non Brevet	1/1/2024	1/31/2024
Creativity, Design Thinking, and Innovation for Business	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
Customer Focus	Charolin Gladia Aulia	Non Brevet	4/1/2024	4/30/2024
	Kisti Aulia Chalik	Non Brevet	4/1/2024	4/30/2024
	Lantika Ayu Prabasari	Non Brevet	4/1/2024	4/30/2024
	Tedi Dwi Prasetyo	Non Brevet	4/1/2024	4/30/2024
Customer Service Mastery: Delight Every Customer	Amita Rahmat	Non Brevet	7/10/2024	8/24/2024
Developing Your Team- Teamwork from Forming to Performing	Anggita Triadana	Non Brevet	1/1/2024	1/31/2024
Effective Leadership	Ibrohim Budiman	Non Brevet	8/1/2024	8/31/2024
English Grammar- Tenses and verb structures	Disha Tahlia	Non Brevet	2/1/2024	2/29/2024
English punctuation made easy	Disha Tahlia	Non Brevet	4/1/2024	4/30/2024
Essentials of Non-Disclosure Agreements (NDAs)	Anggita Triadana	Non Brevet	2/1/2024	2/29/2024
Excel for Beginners	Susi Susanti	Non Brevet	2/1/2024	2/29/2024
FATF Recommendations on High Risk Customers and Activities	Winda Agustine	Non Brevet	4/1/2024	4/30/2024
Fundamentals of Compliance and Compliance Governance Model	Lantika Ayu Prabasari	Non Brevet	4/1/2024	4/30/2024
Fundamentals of Mindfulness	Miya Zahara	Non Brevet	2/1/2024	2/29/2024
Goal Setting at Work- KPI based Goal Setting	Annisa Rias Aviolitha	Non Brevet	9/1/2024	9/30/2024
Growth Mindset and Neuroplasticity : A Model for Success !	Miya Zahara	Non Brevet	1/1/2024	1/31/2024



Nama Pelatihan Training Name	Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Tanggal Mulai Start Date	Tanggal Selesai Date Completed
Growth Team Management- How to Build a Growth Team	Anggita Triadana	Non Brevet	1/1/2024	1/31/2024
How to Manage & Influence Your Virtual Team	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
How to Run truly Productive Meetings – and add value	Disha Tahlia	Non Brevet	2/1/2024	2/29/2024
How to Write an Effective Research Paper	Widowati	Non Brevet	2/1/2024	2/29/2024
ISO 37301:2021. Compliance management	Didin Pahrudin, S.E	Non Brevet	1/1/2024	1/31/2024
Instagram Marketing: Complete Guide To Instagram Growth	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
Internal Audit: a Guide for Management	Winda Agustine	Non Brevet	4/1/2024	4/30/2024
Introduction to Contract Management	Winda Agustine	Non Brevet	3/1/2024	3/31/2024
Jason Teteak's 1-Hour Public Speaking & Presentation Skills	Miya Zahara	Non Brevet	3/1/2024	3/31/2024
Journaling Mastery: Become Your Best Self	Miya Zahara	Non Brevet	2/1/2024	2/29/2024
Kepemimpinan Millennial	Widowati	Non Brevet	1/1/2024	1/31/2024
Keterampilan Interpersonal di Tempat Kerja	Tedi Dwi Prasetyo	Non Brevet	5/1/2024	5/31/2024
Leader as Coach®: Essential Skills	Ibrohim Budiman	Non Brevet	4/29/2024	5/20/2024
	Sharon Pricilla Ratih Sumendap	Non Brevet	4/1/2024	4/30/2024
	Susi Susanti	Non Brevet	6/1/2024	6/30/2024
	Winda Agustine	Non Brevet	7/22/2024	8/22/2024
	Yudhistira Yoga Saputra	Non Brevet	4/1/2024	4/30/2024
Leadership Guide for First Time Leader	Anggita Triadana	Non Brevet	2/1/2024	2/29/2024
Leadership Mastery for Strong Leaders (Kepemimpinan Efektif)	Yudhistira Yoga Saputra	Non Brevet	3/1/2024	3/31/2024
Leadership Skills: How to Increase Your Influence at Work	Anggita Triadana	Non Brevet	1/1/2024	1/31/2024
Learn Risk Analysis, Evaluation & Assessment - from A to Z	Anggita Triadana	Non Brevet	1/1/2024	1/31/2024
	Didin Pahrudin, S.E	Non Brevet	1/1/2024	1/31/2024
Learn SWOT & PESTLE Analysis in less than 1 hour	Winda Agustine	Non Brevet	7/1/2024	7/31/2024
Learning Business Contracts for Beginners	Disha Tahlia	Non Brevet	2/1/2024	2/29/2024
Management & Leadership	Anggita Triadana	Non Brevet	2/1/2024	2/29/2024

Nama Pelatihan Training Name	Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Tanggal Mulai Start Date	Tanggal Selesai Date Completed
Management and Leadership- Modern Leaders Training	Charolin Gladia Aulia	Non Brevet	3/1/2024	3/31/2024
	Ivan Mannaga	Non Brevet	4/1/2024	4/30/2024
	Lantika Ayu Prabasari	Non Brevet	3/1/2024	3/31/2024
	Sharon Pricilla Ratih Sumendap	Non Brevet	3/1/2024	3/31/2024
Manajemen Proses Bisnis Dalam Organisasi	Anggita Triadana	Non Brevet	2/1/2024	2/29/2024
Marketing Customer Analytics, Segmentation, and Targeting	Miya Zahara	Non Brevet	3/1/2024	3/31/2024
Mastering Collaboration: Work together for the best results	Anggita Triadana	Non Brevet	1/1/2024	1/31/2024
	Miya Zahara	Non Brevet	2/1/2024	2/29/2024
	Susi Susanti	Non Brevet	1/1/2024	1/31/2024
Mastering Your Industry: Competitors, Products, & Suppliers	Miya Zahara	Non Brevet	3/1/2024	3/31/2024
Meditasi Untuk Mendapatkan Mindfulness di Tempat Kerja	Anggita Triadana	Non Brevet	5/1/2024	5/31/2024
	Charolin Gladia Aulia	Non Brevet	7/22/2024	8/22/2024
	Disha Tahlia	Non Brevet	4/29/2024	5/20/2024
	Ellen Imanuddin Putri	Non Brevet	7/22/2024	8/22/2024
	Hermanto	Non Brevet	8/1/2024	8/31/2024
	Ivan Mannaga	Non Brevet	7/1/2024	7/31/2024
	Kisti Aulia Chalik	Non Brevet	4/29/2024	5/20/2024
	Muhamad Zahran Arrafi	Non Brevet	8/1/2024	8/31/2024
	Nadya Nur'Aini	Non Brevet	7/22/2024	8/22/2024
	Safira Sakarinita	Non Brevet	6/10/2024	7/1/2024
	Sharon Pricilla Ratih Sumendap	Non Brevet	7/22/2024	8/22/2024
Meditasi Untuk Mendapatkan Mindfulness di Tempat Kerja	Susi Susanti	Non Brevet	7/22/2024	8/22/2024
	Tedi Dwi Prasetyo	Non Brevet	7/22/2024	8/22/2024
	Triyoga Sofwan Harfianto	Non Brevet	7/22/2024	8/22/2024
Memahami Hukum Ketenagakerjaan Indonesia	Charolin Gladia Aulia	Non Brevet	6/1/2024	6/30/2024
Membangun Budaya Inovasi secara Efektif Didalam Perusahaan	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
Membangun Kerjasama yang Baik	Anggita Triadana	Non Brevet	8/1/2024	8/31/2024
	Ibrohim Budiman	Non Brevet	8/1/2024	8/31/2024
	Tedi Dwi Prasetyo	Non Brevet	1/12/2024	12/31/2024



Nama Pelatihan Training Name	Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Tanggal Mulai Start Date	Tanggal Selesai Date Completed
Membangun Komunikasi Efektif di Lingkungan Kerja	Ivan Mannaga	Non Brevet	2/1/2024	2/29/2024
	Sharon Pricilla Ratih Sumendap	Non Brevet	3/1/2024	3/31/2024
	Yudhistira Yoga Saputra	Non Brevet	1/1/2024	1/31/2024
Menangani Krisis dengan Baik	Anggita Triadana	Non Brevet	8/1/2024	8/31/2024
	Ibrohim Budiman	Non Brevet	8/1/2024	8/31/2024
Mengelola Stress & Emosi Negatif di Tempat Kerja	Amayta Rahma Nuriza	Non Brevet	7/22/2024	8/22/2024
	Amita Rahmat	Non Brevet	6/10/2024	7/1/2024
	Anggita Triadana	Non Brevet	7/22/2024	8/22/2024
	Disha Tahlia	Non Brevet	7/22/2024	8/22/2024
	Hermanto	Non Brevet	6/10/2024	7/1/2024
	Intan Mukti Hariyantrini	Non Brevet	8/1/2024	8/31/2024
	Kisti Aulia Chalik	Non Brevet	7/22/2024	8/22/2024
	Lantika Ayu Prabasari	Non Brevet	7/22/2024	8/22/2024
	Miya Zahara	Non Brevet	6/10/2024	7/1/2024
Menjadi Pemimpin yang Mampu Membuat Perubahan	Anggita Triadana	Non Brevet	8/1/2024	8/31/2024
	Ibrohim Budiman	Non Brevet	8/1/2024	8/31/2024
Menjadi Public Speaker Professional yang Penuh Percaya Diri	Tedi Dwi Prasetyo	Non Brevet	1/1/2024	1/31/2024
Minute Taking at Meetings	Susi Susanti	Non Brevet	1/1/2024	1/31/2024
Modern PR: How To Get Press Coverage For Your Business	Disha Tahlia	Non Brevet	1/1/2024	1/31/2024
Modern Productivity: Superhuman Focus In A Distracted World	Miya Zahara	Non Brevet	2/1/2024	2/29/2024
Online International Diplomacy and Protocol Masterclass	Disha Tahlia	Non Brevet	1/1/2024	1/31/2024
Penyelesaian Konflik : Negosiasi atau Kompromi	Anggita Triadana	Non Brevet	2/1/2024	2/29/2024
Pitch Yourself! Learn to Ignite Curiosity + Inspire Action.	Widowati	Non Brevet	1/1/2024	1/31/2024
Power BI Masterclass from Scratch in 90 minutes [2024]	Disha Tahlia	Non Brevet	1/1/2024	1/31/2024
Presentasi Profesional dalam Bahasa Inggris	Didin Pahrudin, S.E	Non Brevet	1/1/2024	1/31/2024
	Tedi Dwi Prasetyo	Non Brevet	5/1/2024	5/31/2024
Presentation Skills: Give More Powerful, Memorable Talks	Miya Zahara	Non Brevet	4/1/2024	4/30/2024

Nama Pelatihan Training Name	Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Tanggal Mulai Start Date	Tanggal Selesai Date Completed
Presentation Skills: Give a Great Team Presentation	Miya Zahara	Non Brevet	4/1/2024	4/30/2024
Professional Diploma in Business English and Communications	Miya Zahara	Non Brevet	3/1/2024	3/31/2024
Project Management Fundamentals	Winda Agustine	Non Brevet	3/1/2024	3/31/2024
Project Management- How to respond to project risks	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
Project Schedule Management	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
Public Relations: Media Crisis Communications	Disha Tahlia	Non Brevet	1/1/2024	1/31/2024
	Miya Zahara	Non Brevet	3/1/2024	3/31/2024
Refreshment- General Superintending PT SUCOFINDO	Charolin Gladia Aulia	Non Brevet	1/1/2024	1/31/2024
	Ivan Mannaga	Non Brevet	3/1/2024	3/31/2024
	Kisti Aulia Chalik	Non Brevet	1/1/2024	1/31/2024
	Lantika Ayu Prabasari	Non Brevet	1/1/2024	1/31/2024
	Sharon Pricilla Ratih Sumendap	Non Brevet	1/1/2024	1/31/2024
	Tedi Dwi Prasetyo	Non Brevet	3/1/2024	3/31/2024
	Yudhistira Yoga Saputra	Non Brevet	2/1/2024	2/29/2024
Sales Training: Practical Sales Technique	Amita Rahmat	Non Brevet	7/10/2024	8/24/2024
Sales and Persuasion Skills for Startups	Ibrohim Budiman	Non Brevet	8/1/2024	8/31/2024
Smart Emotion	Ivan Mannaga	Non Brevet	5/1/2024	5/31/2024
Social Media Marketing MASTERY 2024 Ads on 10+ Platforms	Miya Zahara	Non Brevet	1/1/2024	1/31/2024
Strategi Digital Marketing, dari Email, Socmed, sampai Video	Amita Rahmat	Non Brevet	7/10/2024	8/24/2024
Stress Management: 40+ easy ways to deal with stress	Disha Tahlia	Non Brevet	1/1/2024	1/31/2024
Supervisor Leadership Skills for a Safe Workplace	Disha Tahlia	Non Brevet	2/1/2024	2/29/2024
Sustainable thinking for green buildings	Susi Susanti	Non Brevet	1/1/2024	1/31/2024
Teamwork	Anggita Triadana	Non Brevet	1/1/2024	1/31/2024
Teknik Coaching untuk Mendorong Pertumbuhan Karyawan	Arifin	Non Brevet	7/22/2024	8/22/2024
	Ibrohim Budiman	Non Brevet	7/22/2024	8/22/2024
The A to Z of ESG- Environmental & Social Governance	Didin Pahrudin, S.E	Non Brevet	1/1/2024	1/31/2024



Nama Pelatihan Training Name	Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Tanggal Mulai Start Date	Tanggal Selesai Date Completed
The Complete Starter Guide to Climate Change	Disha Tahlia	Non Brevet	2/1/2024	2/29/2024
The Key to Happiness: Self Care	Miya Zahara	Non Brevet	2/1/2024	2/29/2024
The Painless Negotiation	Miya Zahara	Non Brevet	3/1/2024	3/31/2024
Time Management Public Speaking- Drastically Reduce Prep	Miya Zahara	Non Brevet	3/1/2024	3/31/2024
Time and Task Management: Time Management Techniques	Miya Zahara	Non Brevet	2/1/2024	2/29/2024
Total Quality Management	Kisti Aulia Chalik	Non Brevet	3/1/2024	3/31/2024
Women's Leadership	Winda Agustine	Non Brevet	4/29/2024	5/20/2024
Write Better Emails: Tactics for Smarter Team Communication	Ibrohim Budiman	Non Brevet	3/1/2024	3/31/2024
Writing Tools & Hacks: Copywriting/Blogging/Content Writing	Miya Zahara	Non Brevet	7/1/2024	7/31/2024
Writing a scientific research article	Anggita Triadana	Non Brevet	2/1/2024	2/29/2024

Satuan Pengawasan Intern

Direksi telah membentuk Satuan Pengawasan Intern (SPI) sebagai organ pendukung dibawah Direktur Utama untuk melakukan pengawasan internal. SPI sebagai lini ketiga (*3rd line*) memberikan asurans dan advis yang independen dan objektif mengenai kecukupan dan efektivitas tata kelola dan manajemen risiko dan pengendalian internal yang telah disusun guna mendukung kegiatan operasional dan kelangsungan hidup perusahaan. Selain itu SPI juga memastikan proses manajemen risiko dan mitigasi risiko telah terlaksana secara efektif dan efisien sehingga target dan tujuan perusahaan dapat tercapai.

Pengawasan internal yang dilakukan oleh SPI berupa kegiatan pemastian yang objektif dan independen serta kegiatan konsultasi yang bertujuan untuk memperbaiki, memelihara dan meningkatkan kegiatan perusahaan melalui pendekatan pengawasan yang sistematis dan mengacu pada standar tertentu sehingga pada akhirnya dapat menghasilkan sebuah evaluasi dan rekomendasi perbaikan efektivitas proses bisnis perusahaan berdasarkan temuan.

Dasar Hukum

1. Undang-Undang Republik Indonesia No. 19 Tahun 2003 Tentang BUMN;
2. Peraturan Pemerintah Republik Indonesia No. 45 Tahun 2005 Tentang Pendirian Pengurusan, Pengawasan dan Pembubaran BUMN;

Internal Audit Unit

The Board of Directors has established the Internal Audit Unit (SPI) as a supporting organ under the President Director to carry out internal oversight. SPI, as the third line of defense, provides independent and objective assurance and advice on the adequacy and effectiveness of governance, risk management, and internal controls that have been implemented to support the company's operational activities and sustainability. Additionally, SPI ensures that risk management processes and risk mitigation measures are effectively and efficiently implemented to achieve the company's goals and objectives.

The internal oversight conducted by SPI includes activities to provide objective and independent assurance, as well as consultation activities aimed at improving, maintaining, and enhancing the company's operations through a systematic oversight approach based on certain standards, ultimately leading to evaluations and recommendations for improving the effectiveness of the company's business company based on findings.

Legal Basis

1. Law of the Republic of Indonesia No. 19 of 2003 concerning State-Owned Enterprises (BUMN);
2. Government Regulation of the Republic of Indonesia No. 45 of 2005 concerning the Establishment, Management, Supervision, and Dissolution of State-Owned Enterprises;

3. Peraturan Menteri Badan Usaha Milik Negara No PER-2/MBU/03 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
4. Pedoman mengenai Satuan Pengawasan Intern yang penyusunannya merujuk pada Standar Profesi Audit Internal Global;
5. Internal Audit Charter ID Survey;
6. Internal Audit Charter PT SUCOFINDO.

Piagam Audit Internal

Piagam Pengawasan Internal telah diperbaharui pada tanggal 24 Oktober 2024. Yang disusun berdasarkan Standar Profesi Audit Internal. Piagam tersebut berisikan aturan mengenai pedoman kerja bagi Satuan Pengawasan Intern Perusahaan yang disepakati oleh Komisaris Utama, Direktur Utama dan Kepala SPI. Penjabaran mengenai fungsi, tugas, wewenang, dan tanggung jawab SPI disusun sebagai acuan kerja SPI selain juga dapat mengukur dan menilai tingkat keberhasilan pelaksanaan tugas SPI.

Internal Audit Charter

The Internal Audit Charter was updated on October 24, 2024. It was drafted based on the Internal Audit Profession Standards. The charter contains guidelines for the operations of the company's Internal Audit Unit, which have been agreed upon by the President Commissioner, President Director, and Head of SPI. The documentation of SPI's functions, tasks, authority, and responsibilities serves as a work reference for SPI and also allows for the measurement and evaluation of the success of SPI's tasks.

Visi SPI PT SUCOFINDO SPI PT SUCOFINDO Vision

Menjadi *trusted advisor* yang professional, independen, objektif dan memberikan nilai tambah serta meningkatkan kinerja dalam pencapaian visi dan misi Perusahaan.

To become a *trusted advisor* that is professional, independent, objective, and provides added value while enhancing performance in achieving the company's vision and mission.

Misi SPI PT SUCOFINDO SPI PT SUCOFINDO Mission

1. Meningkatkan nilai ekonomi Perusahaan melalui pelaksanaan jasa asurans secara independen, objektif dan berbasis risiko.
2. Memberikan saran, masukan dan pandangan yang bersifat strategis kepada stakeholder melalui Direktur Utama dalam mengawal pencapaian sasaran dan tujuan Perusahaan.
3. Mendorong Pimpinan untuk meningkatkan efektivitas penerapan tata kelola yang baik (Good Corporate Governance), manajemen risiko dan pengendalian internal dalam Perusahaan.

1. To enhance the company's economic value through the independent, objective, and risk-based implementation of assurance services.
2. To provide strategic advice, input, and perspectives to stakeholders through the President Director in overseeing the achievement of the company's goals and objectives.
3. To encourage leadership in improving the effectiveness of the implementation of good corporate governance, risk management, and internal controls within the company.

Strategi SPI PT SUCOFINDO Tahun 2024

1. Memenuhi kompetensi seluruh pegawai di lingkungan SPI secara berkelanjutan.
2. Menciptakan kompetensi seluruh pegawai di lingkungan SPI.
3. Membangun komunikasi yang efektif dengan seluruh stakeholder dan pihak-pihak terkait lainnya.
4. Meningkatkan kualitas kinerja SPI secara berkelanjutan.

SPI PT SUCOFINDO Strategy for 2024

1. To continuously meet the competencies of all employees within SPI.
2. To create the competencies of all employees within SPI.
3. To build effective communication with all stakeholders and other relevant parties.
4. To continuously improve the quality of SPI's performance.



Pihak yang Mengangkat dan Memberhentikan Kepala Satuan Pengawasan Intern

Kepala SPI diangkat dan diberhentikan oleh Direktur Utama setelah mendapat persetujuan Dewan Komisaris, sesuai dengan Peraturan Menteri Badan Usaha Milik Negara No PER-2/MBU/03 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

Appointment and Dismissal of the Head of the Internal Audit Unit

The Head of SPI is appointed and dismissed by the President Director after receiving approval from the Board of Commissioners, in accordance with the Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03 of 2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises.

Profil Kepala Satuan Pengawasan Intern

Profile of the Head of the Internal Audit Unit

Jarot Sembodo

Kepala Satuan Pengawas Intern

Head of Internal Audit Unit

Menjabat Sejak

Serving Since

1 Maret 2023

March 1, 2023

Usia

Age

50 Tahun

50 Years Old

Kewarganegaraan

Nationality

Indonesia

Indonesian

Domisili

Domicile

Bandung, Jawa Barat

Bandung, West Java

Dasar Hukum Pengangkatan

Legal Basis for Appointment

SKD No. 75/SKD/2023

Riwayat Pendidikan

Education History

1. Diploma III Akuntansi STAN Jakarta (1995)
2. Sarjana Akuntansi Unsri Palembang (2003)
3. Magister Akuntansi Unpad Bandung (2010)
1. Diploma III in Accounting, STAN Jakarta (1995)
2. Bachelor's Degree in Accounting, Unsri Palembang (2003)
3. Master's Degree in Accounting, Unpad Bandung (2010)

Riwayat Pekerjaan

Employment History

1. Kepala SPI PT SUCOFINDO Jakarta (2023 - sekarang)
2. Widyaiswara BPK RI Badiklat PKN Jakarta (2010 - 2023)
3. Staf BPK RI Direktorat Penelitian dan Pengembangan Jakarta (2010)
4. Tugas Belajar Maksi Unpad Bandung (2008 - 2010)
5. Auditor BPK RI Perwakilan di Palembang (1996 - 2008)
6. Auditor BPK RI Perwakilan di Medan (1996)
7. Staf BPK RI Biro Kepegawaian Jakarta (1995)
8. Head of SPI, PT SUCOFINDO Jakarta (2023 - present)
9. Senior Auditor, BPK RI Badiklat PKN Jakarta (2010 - 2023)
10. Staff, BPK RI Directorate of Research and Development, Jakarta (2010)
11. Graduate Program, Maksi Unpad Bandung (2008 - 2010)
12. Auditor, BPK RI Representative in Palembang (1996 - 2008)
13. Auditor, BPK RI Representative in Medan (1996)
14. Staff, BPK RI Bureau of Personnel, Jakarta (1995)

Jabatan Lainnya

Other Positions

Tidak ada

None

Hubungan Afiliasi

Affiliate Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.

Does not have any affiliation with the members of the Board of Commissioners, Board of Directors, or controlling shareholders.

Struktur Organisasi Satuan Pengawasan Intern dan Profil Anggota

Organizational Structure of the Internal Audit Unit (SPI) and Member Profiles



SPI dipimpin oleh seorang Kepala SPI yang bertanggung jawab langsung kepada Direktur Utama. Kepala SPI diangkat dan diberhentikan oleh Direktur Utama atas persetujuan Dewan Komisaris.

Kepala SPI tidak diperkenankan merangkap jabatan struktural di lingkungan Perusahaan dan Anak Perusahaan.

Dalam melaksanakan perannya secara optimal, Satuan Pengawasan Intern (SPI) memerlukan dukungan sumber daya yang memadai, baik dari segi kuantitas maupun kualitas, termasuk kompetensi yang sesuai dengan kebutuhan perusahaan dan lingkup tugas SPI. Jabatan pada unit kerja SPI PT SUCOFINDO terdiri dari:

1. Kepala Satuan Pengawasan Intern.
2. Kepala Bagian Audit.
3. Kepala Bagian Perencanaan dan Analisa.
4. Senior Auditor, Auditor, Ajun Auditor 2 dan Ajun Auditor 1.
5. Analis.
6. Sekretaris.
7. Administrasi Officer.

Sampai dengan tanggal 31 Desember 2024 jumlah pegawai SPI adalah 15 orang. Selama tahun 2024 telah terjadi pergantian pegawai karena adanya promosi ataupun mutasi pegawai SPI ke

The Internal Audit Unit (SPI) is headed by the Head of SPI, who reports directly to the President Director. The Head of SPI is appointed and dismissed by the President Director with the approval of the Board of Commissioners.

The Head of SPI is not allowed to hold any other structural positions within the Company or its subsidiaries.

To optimally perform its role, the SPI requires adequate resources, both in terms of quantity and quality, including competence that aligns with the Company's needs and the scope of SPI's duties. The positions in the SPI unit at PT SUCOFINDO are as follows:

1. Head of Internal Audit Unit (SPI)
2. Head of Audit Division
3. Head of Planning and Analysis Division
4. Senior Auditor, Auditor, Junior Auditor 2, and Junior Auditor 1
5. Analyst
6. Secretary
7. Administrative Officer

As of December 31, 2024, the total number of SPI employees is 15. During 2024, there have been personnel changes due to promotions or transfers to other departments, and internal



unit kerja lain dan untuk menjaga kinerja SPI dilakukan internal rekrutmen secara bertahap.

Area Fokus SPI

Lingkup kerja SPI mencakup pemeriksaan dan evaluasi atas kecukupan dan efektivitas tata kelola Perusahaan, proses pengelolaan risiko, sistem dan struktur pengendalian internal, mutu kerja dan penugasan lainnya dalam pencapaian tujuan dan sasaran Perusahaan yang telah ditetapkan, yaitu:

1. Melaksanakan audit kinerja dan audit khusus yang meliputi audit operasional, keuangan dan akuntansi, Sumber Daya Manusia, umum, sistem informasi dan mutu.
2. Melaksanakan penugasan pencarian fakta dan pemeriksaan atas dugaan pelanggaran disiplin pegawai.
3. Memberikan konsultasi kepada unit kerja dalam melaksanakan fungsi pengendalian internal.
4. Membantu auditor eksternal dalam melaksanakan audit di perusahaan serta memonitor tindak lanjut hasil auditnya.
5. Menilai dan memberikan rekomendasi atas kinerja auditor Kantor Akuntan Publik (KAP) yang mengaudit perusahaan.
6. Mengkaji dan memeriksa kegiatan tertentu yang diminta oleh Direksi dan Dewan Komisaris (Komite Audit).
7. Memberikan rekomendasi/saran perbaikan terhadap sistem, kebijakan, rencana, dan prosedur yang berlaku.

Tugas SPI

1. Mengevaluasi efektivitas pelaksanaan pengendalian intern, manajemen risiko, dan proses tata kelola perusahaan, sesuai dengan peraturan perundang-undangan dan kebijakan perusahaan serta memonitor pelaksanaan tindak lanjutnya;
2. Melakukan pemeriksaan dan penilaian atas efisiensi dan efektivitas di bidang keuangan, operasional, sumber daya manusia, teknologi informasi, kinerja, pengadaan barang dan jasa, dan kegiatan lainnya;
3. Melakukan penyusunan Program Kerja Audit Pengawasan Tahunan (PKPT);
4. Melaksanakan pemeriksaan dengan tujuan tertentu sesuai dengan permintaan pihak berwenang dan/atau kebutuhan perusahaan;
5. Melakukan pendampingan dalam rangka pelaksanaan audit oleh pihak eksternal;
6. Berperan dalam memastikan penerapan *Code of Conduct* di Perusahaan telah dilaksanakan dengan efektif;
7. Mengevaluasi ketaatan terhadap hukum dan peraturan perundang-undangan yang berlaku dan kebijakan serta prosedur Perusahaan;
8. Mengevaluasi kecukupan dan keandalan informasi keuangan, operasional dan informasi lainnya yang relevan;
9. Memberikan konsultasi kepada unit kerja terkait untuk memberikan nilai tambah dan perbaikan terhadap kualitas pengendalian internal, pengelolaan risiko dan tata kelola Perusahaan;

recruitment has been carried out gradually to maintain SPI's performance.

SPI Areas of Interest

The scope of SPI's work includes reviewing and evaluating the adequacy and effectiveness of corporate governance, risk management processes, internal control systems and structures, work quality, and other tasks aimed at achieving the Company's goals and objectives, which are as follows:

1. Conduct performance audits and special audits, including operational, financial and accounting audits, Human Resources, general, information systems, and quality.
2. Conduct fact-finding and investigations into allegations of employee disciplinary violations.
3. Provide consultation to work units in performing internal control functions.
4. Assist external auditors in conducting audits of the company and monitor the follow-up actions on audit findings.
5. Evaluate and provide recommendations on the performance of public accounting firm auditors (KAP) auditing the company.
6. Review and examine specific activities as requested by the Board of Directors and the Board of Commissioners (Audit Committee).
7. Provide recommendations and suggestions for improvements to systems, policies, plans, and procedures in place.

SPI Tasks

1. Evaluate the effectiveness of internal control, risk management, and corporate governance implementation, in accordance with laws and regulations as well as company policies, and monitor the follow-up actions.
2. Conduct examinations and assessments of efficiency and effectiveness in the fields of finance, operations, human resources, information technology, performance, procurement of goods and services, and other activities.
3. Prepare the Annual Audit Work Program (PKPT).
4. Conduct targeted audits as requested by authorized parties and/or as needed by the company.
5. Assist in audits performed by external parties.
6. Ensure the effective application of the Company's Code of Conduct.
7. Evaluate compliance with applicable laws and regulations, as well as the Company's policies and procedures.
8. Evaluate the adequacy and reliability of financial, operational, and other relevant information.
9. Provide consultation to related work units to add value and improve the quality of internal controls, risk management, and corporate governance.

10. Memberikan saran perbaikan dan informasi yang objektif tentang kegiatan yang diperiksa pada unit kerja dan manajemen Perusahaan;
11. Bekerja sama dan berkoordinasi dengan Komite Audit;
12. Membuat laporan hasil penugasan dan menyampaikan laporan tersebut kepada Direktur Utama;
13. Melaporkan temuan yang signifikan kepada Direktur Utama dan Dewan Komisaris untuk dilakukan tindakan perbaikan dalam waktu yang cepat;
14. Memantau dan mengevaluasi pelaksanaan tindak lanjut hasil audit atau penugasan baik internal maupun eksternal;
15. Melaporkan hasil pemantauan tindak lanjut hasil audit kepada Direktur Utama dan menyampaikan kepada Komite Audit;
16. Menjaga informasi rahasia yang diperoleh sewaktu menjabat sesuai dengan ketentuan peraturan perundang-undangan;
17. Memastikan penggunaan jasa pihak eksternal bersifat sementara, tidak mempengaruhi independensi, dan objektivitas SPI.

Fungsi SPI

1. Melakukan audit dan penilaian atas efisiensi dan efektivitas di bidang keuangan, akuntansi, operasional, sumber daya manusia, umum, teknologi informasi, dan mutu.
2. Memberikan kegiatan konsultasi yang bertujuan untuk memperbaiki, memelihara dan meningkatkan kegiatan bisnis.
3. Melaksanakan kegiatan lainnya baik yang tertuang dalam rencana tahunan, maupun yang menjadi perhatian Direksi, Dewan Komisaris dan Komite Audit.
4. Menguji dan mengevaluasi efektivitas pelaksanaan pengendalian internal, manajemen risiko, dan tata kelola perusahaan, sesuai dengan peraturan perundang-undangan dan kebijakan Perusahaan.

Wewenang SPI

1. Mengakses seluruh data dan informasi yang relevan di Perusahaan sesuai dengan tugas SPI;
2. Melakukan komunikasi secara langsung dengan Direksi, Dewan Komisaris, dan Komite Audit;
3. Melakukan penyelenggaraan rapat secara berkala dan insidental dengan Direksi, Dewan Komisaris, dan Komite Audit;
4. Melakukan koordinasi kegiatan dengan Auditor Eksternal;
5. Melakukan pemilihan sumber daya manusia yang kompeten sesuai dengan kebutuhan dalam pelaksanaan tugas SPI;
6. Memastikan pegawai SPI mengikuti pengembangan profesional berkelanjutan serta pelatihan lain sesuai dengan perkembangan kompleksitas dan kegiatan usaha BUMN;
7. Melakukan penyusunan dan pengkajian Internal Audit Charter secara periodik;
8. Melakukan penyusunan rencana audit tahunan dan alokasi anggaran untuk pelaksanaan fungsi pengawasan intern;

10. Provide improvement suggestions and objective information regarding the activities being audited to the work units and company management.
11. Collaborate and coordinate with the Audit Committee.
12. Prepare and submit reports on the results of assignments to the President Director.
13. Report significant findings to the President Director and Board of Commissioners for prompt corrective action.
14. Monitor and evaluate the follow-up actions on both internal and external audit assignments.
15. Report the follow-up monitoring results to the President Director and submit them to the Audit Committee.
16. Safeguard confidential information obtained during their tenure in accordance with applicable regulations.
17. Ensure that external service providers' services are temporary, do not affect the independence, and maintain the objectivity of SPI.

SPI Functions

1. Conduct audits and assessments on efficiency and effectiveness in finance, accounting, operations, human resources, general, information technology, and quality.
2. Provide consultation activities aimed at improving, maintaining, and enhancing business activities.
3. Conduct other activities as outlined in the annual plan or those of concern to the Board of Directors, Board of Commissioners, and Audit Committee.
4. Test and evaluate the effectiveness of internal control, risk management, and corporate governance in accordance with applicable laws and company policies.

SPI Authority

1. Access all relevant data and information within the Company in accordance with SPI's duties.
2. Communicate directly with the Board of Directors, Board of Commissioners, and the Audit Committee.
3. Conduct regular and incidental meetings with the Board of Directors, Board of Commissioners, and the Audit Committee.
4. Coordinate activities with external auditors.
5. Select qualified human resources as needed in performing SPI's duties.
6. Ensure SPI employees engage in continuous professional development and other training in line with the complexity and business activities of SOEs.
7. Periodically prepare and review the Internal Audit Charter.
8. Prepare the annual audit plan and allocate budget for internal audit functions.



9. Melakukan verifikasi dan uji kehandalan terhadap data dan informasi yang diperolehnya, dalam kaitan dengan penilaian efektivitas sistem yang diaudit;
10. Meminta dan mendapatkan saran dan nasehat dari tenaga ahli.

Kode Etik Auditor

Auditor SPI wajib mematuhi dan menjalankan kode etik auditor sebagai berikut:

1. Auditor harus menunjukkan kejujuran, objektivitas dan kesungguhan dalam melaksanakan tugas dan memenuhi tanggung jawab profesinya;
2. Auditor harus memahami, menghormati, memenuhi dan berkontribusi terhadap ekspektasi etika Perusahaan serta mampu mengenali perilaku yang bertentangan dengan ekspektasi tersebut;
3. Auditor tidak boleh terlibat atau menjadi pihak dalam aktivitas apapun yang melanggar hukum, mendiskreditkan Perusahaan atau profesi audit internal, yang dapat merugikan Perusahaan atau pegawai;
4. Auditor harus menjaga objektivitas profesional, menerapkan pola pikir yang tidak memihak dan tidak bias dalam penilaian yang seimbang pada saat melaksanakan tugas;
5. Auditor tidak boleh menerima sesuatu dalam bentuk apapun (barang berwujud atau tidak berwujud, seperti hadiah, imbalan, atau bantuan) dari karyawan, klien, pelanggan, pemasok, mitra bisnis dan semua pihak lainnya, yang dapat atau patut diduga dapat mengganggu atau dianggap mengganggu objektivitasnya;
6. Auditor harus mengungkapkan kepada pihak yang berkepentingan apabila mengalami pelemahan objektivitas baik secara fakta maupun penampilan;
7. Auditor harus memiliki atau memperoleh kompetensi yang mencakup pengetahuan, keterampilan, dan kemampuan yang sesuai dengan posisi pekerjaan dan tanggung jawabnya;
8. Auditor harus menjaga dan terus mengembangkan kompetensinya untuk meningkatkan efektivitas dan kualitas audit intern serta mengupayakan pengembangan profesional berkelanjutan termasuk pendidikan dan pelatihan;
9. Auditor harus merencanakan dan melaksanakan audit sesuai dengan Standar Profesi Audit Internal;
10. Auditor harus menerapkan kecermatan profesional dengan menilai sifat, keadaan, dan persyaratan penugasan yang akan diberikan;
11. Auditor harus menerapkan skeptisisme profesional dalam perencanaan dan pelaksanaan audit dengan menjaga sikap rasa ingin tahu, menilai secara kritis keandalan informasi, bersikap lugas dan jujur serta mencari bukti tambahan untuk menilai informasi dan pernyataan yang mungkin tidak lengkap, tidak konsisten, salah, atau menyesatkan;
12. Auditor harus bersikap hati-hati dan bijaksana dalam menggunakan informasi yang diperoleh dalam pelaksanaan tugasnya. Auditor tidak boleh menggunakan informasi yang diperolehnya untuk mendapatkan keuntungan pribadi, melanggar hukum, atau hal lainnya yang dapat menimbulkan kerugian material dan immaterial Perusahaan;

9. Verify and test the reliability of data and information received, regarding the evaluation of the audited systems' effectiveness.
10. Request and obtain advice from experts.

Auditor Code of Ethics

SPI auditors must adhere to and execute the following auditor code of ethics:

1. Auditors must demonstrate honesty, objectivity, and sincerity in carrying out their duties and responsibilities.
2. Auditors must understand, respect, fulfill, and contribute to the Company's ethical expectations and be able to recognize behavior contrary to those expectations.
3. Auditors must not engage in or become a party to activities that are illegal, discredit the company or the internal audit profession, or cause harm to the Company or its employees.
4. Auditors must maintain professional objectivity, apply an unbiased approach, and make balanced judgments when performing their duties.
5. Auditors must not accept anything in any form (tangible or intangible, such as gifts, rewards, or assistance) from employees, clients, customers, suppliers, business partners, or any other party that could interfere with or be perceived to interfere with their objectivity.
6. Auditors must disclose to relevant parties if their objectivity is compromised, either factually or in appearance.
7. Auditors must possess or obtain competencies including knowledge, skills, and abilities that align with their job position and responsibilities.
8. Auditors must maintain and continuously develop their competencies to enhance the effectiveness and quality of internal audits and strive for continuous professional development, including education and training.
9. Auditors must plan and conduct audits in accordance with Internal Audit Profession Standards.
10. Auditors must exercise professional diligence by evaluating the nature, circumstances, and requirements of assignments.
11. Auditors must apply professional skepticism during audit planning and execution, maintaining curiosity, critically assessing the reliability of information, and seeking additional evidence for incomplete, inconsistent, incorrect, or misleading information.
12. Auditors must act carefully and prudently in using the information obtained during the audit. Auditors must not use the information for personal gain, illegal activities, or any other actions that could lead to material and immaterial harm to the company.

13. Auditor harus menyadari tanggung jawabnya untuk melindungi informasi dan menjaga kerahasiaan, privasi, dan kepemilikan informasi yang diperoleh pada saat melakukan audit atau sebagai hasil hubungan profesional.

Independensi

Setiap kegiatan pengawasan intern harus terbebas dari pengaruh setiap elemen fungsi/unsur di Perusahaan terkait dengan pemilihan obyek, lingkup, prosedur, frekuensi dan atau waktu pelaksanaan pengawasan, sikap independen dan objektif juga harus tercermin dalam menyusun laporan hasil kegiatan.

Pimpinan dan manajemen perusahaan memberikan jaminan bahwa kegiatan pengawasan oleh SPI dilakukan secara independen tanpa ada intervensi dan gangguan serta dapat terlaksana sesuai jadwal yang ditetapkan.

Auditor SPI tidak diperkenankan memiliki tanggung-jawab operasional dan/atau wewenang atas kegiatan yang menjadi objek audit yang dilakukannya. Oleh karena itu auditor SPI dilarang menjadi bagian penanggung jawab/pemilik proses dalam mengembangkan atau menginisiasi sistem atau menyusun prosedur atau menyiapkan catatan atau berhubungan langsung/tidak langsung dengan kegiatan yang ada kaitannya dengan objek audit.

Auditor SPI yang dalam menerima/melakukan tugas pemeriksaan atau penugasan menilai tidak dapat berlaku independen terhadap personal yang menjadi obyek pemeriksaan karena faktor kekeluargaan atau lainnya, maka auditor tersebut harus dengan kesadaran sendiri menyatakan mundur dari penugasan tersebut.

13. Auditors must recognize their responsibility to protect and maintain the confidentiality, privacy, and proprietary nature of the information obtained during an audit or from a professional relationship.

Independence

All internal audit activities must be free from the influence of any elements within the Company regarding the selection of audit subjects, scope, procedures, frequency, and timing of audits. Independence and objectivity must also be reflected in the preparation of audit reports.

The company's leadership and management ensure that SPI's activities are conducted independently, without interference, and according to the set schedule.

SPI auditors are prohibited from holding operational responsibilities and/or authority over the activities they audit. Therefore, SPI auditors must not be responsible for developing, initiating, or managing systems, procedures, or records related to the audited activities.

If an SPI auditor, during an assignment, feels they cannot remain independent due to family ties or other factors, they must voluntarily withdraw from the assignment.



Jumlah Pegawai dan Sertifikasi Pegawai Satuan Pengawasan Intern

SPI Employee Count and Certifications

Jumlah pegawai SPI pada tahun 2024 sebanyak 15 (lima belas) orang yang terdiri dari:

The number of SPI employees in 2024 is 15 (fifteen), comprising:

No	Nama Name	Jabatan Position	Pendidikan Terakhir Last Education	Sertifikasi Certification
1	Jarot Sembodo	Kepala Satuan Pengawas Intern Head of Internal Audit Unit	Magister Akuntansi Unpad Bandung Master's in Accounting, Unpad Bandung	Sertifikasi Manajemen risiko tingkat Lanjutan Advanced Risk Management Certification Sertifikasi CCRM tingkat Lanjutan Advanced CCRM Certification Pelatihan Leader as Coach tingkat Menengah Intermediate Leader as Coach Training Register Akuntan Registered Accountant Chartered Account Auditor Ahli Expert Auditor
2	Munadi	Kepala Bagian Audit Head of Audit Section	S2, Teknik Informatika, STMIK ERESHA Master's in Informatics Engineering, STMIK ERESHA	1. QIA Managerial 2. Audit Kinerja Internal Auditor 1. QIA Managerial 2. Internal Auditor Performance Audit
3	Susana Widjaja	Kepala Bagian Perencanaan & Analisis Head of Planning & Analysis Section	S1, Pertanian, IPB Bachelor's in Agriculture, IPB	1. QIA Managerial 2. Audit Kinerja Internal Auditor 1. QIA Managerial 2. Internal Auditor Performance Audit
4	Bheny Hardja Mordani	Auditor	S1, Teknik Kimia, UNSRI Bachelor's in Chemical Engineering, UNSRI	1. CGRCP 2. QIA Lanjutan 3. Audit Kinerja Internal Auditor 1. GRCP 2. Advanced QIA 3. Internal Auditor Performance Audit
5	Nanda Sastaviana	Auditor	S1, Teknik Kimia, USU Bachelor's in Chemical Engineering, USU	1. CGRCP 2. QIA Lanjutan 3. Audit Kinerja Internal Auditor 1. CGRCP 2. Advanced QIA 3. Internal Auditor Performance Audit

No	Nama Name	Jabatan Position	Pendidikan Terakhir Last Education	Sertifikasi Certification
6	Chuswatul Chasanah	Auditor	S1, Akuntansi, Universitas Diponegoro Bachelor's in Accounting, Diponegoro University	1. Audit Kinerja Internal Auditor 2. QIA Tingkat Lanjutan 1. Internal Auditor Performance Audit 2. Advanced QIA
7	Wandra Setyo Nugroho	Auditor	S1, Akuntansi, Universitas Indonesia Bachelor's in Accounting, University of Indonesia	1. Audit Kinerja Internal Auditor 2. QIA Tingkat Lanjutan 1. Internal Auditor Performance Audit 2. Advanced QIA
8	Sugeng Fitriyadi	Analyst	S1, Teknik Informatika, Universitas Teknologi Digital Indonesia Bachelor's in Informatics Engineering, Digital Technology University Indonesia	1. CRMO 2. QIA Tingkat Dasar 3. Audit Kinerja Internal Auditor 1. CRMO 2. Basic QIA 3. Internal Auditor Performance Audit
9	Marsilia Dennanti	Administrasi Officer 4 Administration Officer 4	SLTA High School	
10	Aliza Rosdianty	OBP	S1 Kimia, Universitas Andalas Bachelor's in Chemistry, Andalas University	1. QIA Tingkat Dasar 2. Audit Kinerja Internal Auditor 1. Basic QIA 2. Internal Auditor Performance Audit
11	Firman Widiarso	Ajun Auditor 2	S1, Fisika Instrumentasi, ISTN, Jakarta Bachelor's in Instrumentation Physics, ISTN Jakarta	1. QIA Tingkat Dasar 2. Audit Kinerja Internal Auditor 1. Basic QIA 2. Internal Auditor Performance Audit
12	Samuel Hamonangan Pandhito	Ajun Auditor 1	S1 - Akuntansi - Universitas Brawijaya Bachelor's in Accounting, Brawijaya University	QIA Tingkat Dasar Basic QIA
13	Hardiansyah Syahmi	Ajun Auditor 1	S1- Teknik Perkapalan, Universitas Hasanudin, Makassar Bachelor's in Naval Architecture, Hasanudin University, Makassar	Diklat Sertifikasi dan Penguahan Profesional Internal Auditor Certification Training and Professional Internal Auditor Recognition



No	Nama Name	Jabatan Position	Pendidikan Terakhir Last Education	Sertifikasi Certification
14	Didin Pahrudin	Ajun Auditor 2	S1- Akuntansi, Universitas Swadaya Gunung Jati, Cirebon Bachelor's in Accounting, Swadaya Gunung Jati University, Cirebon	1. CGRCP 2. Diklat Sertifikasi dan Pengukuhan Profesional Internal Auditor 1. CGRCP 2. Certification Training and Professional Internal Auditor Recognition
15	Rio Praditha Suharjo	Ajun Auditor 2	S1- Biologi, Univesitas Jendral Soedirman, Purwokerto Bachelor's in Biology, Jendral Soedirman University, Purwokerto	Diklat Sertifikasi dan Pengukuhan Profesional Internal Auditor Certification Training and Professional Internal Auditor Recognition





Realisasi Program Kerja Tahun 2024

Realization of the 2024 Work Program

Realisasi Program Kerja Audit

Audit Rutin

Pelaksanaan Audit Rutin SPI selama tahun 2024 telah terealisasi dengan menerbitkan 18 (delapan belas) Laporan Hasil Audit (LHA) atas 18 (delapan belas) unit kerja sebagai objek audit, yang terdiri dari:

1. 8 (delapan) Kantor Cabang
2. 6 (enam) Kantor Unit Pelayanan
3. 2 (dua) Strategic Business Unit
4. 2 (dua) Divisi

Pencapaian realisasi audit rutin sebesar 150% atau 18 (delapan belas) unit kerja dari 12 (dua belas) unit kerja yang direncanakan dalam Program Kerja Audit Tahun (PKAT) tahun 2024.

Audit Kinerja

SPI juga telah melakukan 1 (satu) Audit Kinerja di Tahun 2024. Unit kerja pertama yang menjadi objek Audit Kinerja adalah Divisi Pemasaran dan Penjualan Korporat (PPK) dengan tujuan Optimalisasi dan Efektivitas peran Divisi PPK dalam mencapai target pendapatan.

Pemeriksaan

Penerbitan Surat Tugas Pemeriksaan (STP) No. 2872/DRU-IX/SPI-01/2024 tanggal 10 September 2024 dengan hasil pemeriksaan terbukti melanggar Keputusan Direksi No. 22/KD/2015 tentang Peraturan Disiplin Pegawai PT SUCOFINDO Pasal 8 ayat (1) huruf (a).

Realisasi Program Kerja Non-Audit

Selain melakukan kegiatan audit, sepanjang tahun 2024 Satuan Pengawasan Intern juga telah melakukan beberapa kegiatan pendukung dengan rincian sebagai berikut :

Evaluasi Efektivitas Sistem Pengendalian Internal (SPIn)

Pelaksanaan evaluasi merupakan rangkaian sosialisasi dan evaluasi atas Sistem Pengendalian Intern (SPIn) dan manajemen risiko yang dimulai pada tanggal 4 sampai dengan 15 November Tahun 2024, dengan hasil evaluasi sebagai berikut :

1. Pemahaman Pegawai atas SPIn Hasil evaluasi pemahaman pegawai atas SPIn berada pada level "Sedang" menunjukkan bahwa pegawai memiliki dasar pengetahuan yang memadai, namun masih diperlukan penguatan pemahaman dan ketrampilan dalam mengimplementasikan pengendalian intern yang efektif di Perusahaan.
2. Risiko Bisnis di dalam Lingkungan Perusahaan Hasil evaluasi risiko bisnis di dalam lingkungan Perusahaan berada pada level "Sedang" menunjukkan bahwa pegawai menilai risiko Perusahaan tidak bersifat kritis atau berpotensi menimbulkan kerugian besar secara langsung, namun tetap

Realization of Audit Work Program

Routine Audit

The implementation of the Internal Audit (SPI) routine audits in 2024 has been realized with the issuance of 18 (eighteen) Audit Results Reports (LHA) for 18 (eighteen) work units as the audit objects, consisting of:

1. 8 (eight) Branch Offices
2. 6 (six) Service Unit Offices
3. 2 (two) Strategic Business Units
4. 2 (two) Divisions

The achievement of routine audit realization reached 150%, or 18 (eighteen) work units, compared to the 12 (twelve) work units planned in the 2024 Audit Work Program (PKAT).

Performance Audit

SPI also conducted 1 (one) Performance Audit in 2024. The first work unit audited was the Corporate Marketing and Sales Division (PPK), with the aim of optimizing and enhancing the effectiveness of the PPK Division's role in achieving revenue targets.

Examination

Issuance of Examination Assignment Letter (STP) No. 2872/DRU-IX/SPI-01/2024 dated September 10, 2024, with the examination results showing a violation of the Directors' Decision No. 22/KD/2015 on the Employee Disciplinary Regulations of PT SUCOFINDO, Article 8 paragraph (1) letter (a).

Realization Of Non-Audit Work Program

In addition to conducting audit activities, throughout 2024, the Internal Control Unit (SPI) has also carried out several supporting activities as follows:

Evaluation Of The Effectiveness Of The Internal Control System (SPIn)

The evaluation was part of the socialization and evaluation of the Internal Control System (SPIn) and risk management, conducted from November 4 to 15, 2024, with the following evaluation results:

1. Employee Understanding of SPIn: The evaluation of employee understanding of SPIn is at the "Moderate" level, indicating that employees have a sufficient basic knowledge, but further strengthening of understanding and skills is needed to implement effective internal control within the company.
2. Business Risks in the Company's Environment: The evaluation of business risks in the company environment is at the "Moderate" level, indicating that employees assess the company's risks as not critical or likely to cause significant direct losses, but they still require attention and

memerlukan perhatian dan pengelolaan untuk menghindari dampak negatif.

3. Sistem Pengendalian Intern (SPI) Hasil evaluasi Sistem Pengendalian Intern (SPI) berada pada level "Cukup Efektif" menunjukkan bahwa sistem tersebut berfungsi dengan baik dalam mencapai mencapai tujuan yang ditetapkan, seperti memastikan akurasi dan keandalan pelaporan keuangan, kepatuhan terhadap peraturan yang berlaku, dan pengelolaan aset secara efisien serta mampu mengelola risiko dan mencegah terjadinya penyimpangan atau kecurangan.
4. Hasil Analisis Gap antara Risiko dan SPI Hasil evaluasi Sistem Pengendalian Intern (SPI) lebih rendah daripada hasil evaluasi risiko menunjukkan adanya ketidaksesuaian antara tingkat efektivitas kontrol yang ada dengan tingkat risiko yang teridentifikasi. Hal ini dapat terjadi apabila adanya perbedaan fokus dan tujuan antara evaluasi risiko dan evaluasi SPI. Evaluasi risiko fokus pada identifikasi, penilaian, dan pemantauan potensi risiko yang bisa terjadi, baik itu risiko operasional, keuangan, atau lainnya. Tujuan utama evaluasi risiko adalah untuk memahami dan mengukur tingkat eksposur terhadap risiko dan dampaknya terhadap organisasi. Sedangkan evaluasi SPI fokus pada efektivitas dan efisiensi kontrol yang diterapkan untuk mengurangi atau mengelola risiko yang telah diidentifikasi. Evaluasi ini menilai sejauh mana SPI seperti kebijakan, prosedur dan kontrol operasional berfungsi untuk mengatasi risiko yang ada.

Berdasarkan hasil evaluasi, perlu ada peningkatan dalam desain atau implementasi sistem pengendalian yang ada. Perusahaan perlu melakukan peninjauan kembali terhadap sistem pengendalian dan memastikan bahwa kebijakan pengendalian lebih selaras dengan risiko yang ada. Sumber daya yang cukup dan pemantauan yang lebih intensif harus diterapkan agar pengendalian dapat lebih efektif dalam menghadapi risiko yang ada. Beberapa langkah yang dapat diambil Perusahaan untuk peningkatan SPI diantaranya sebagai berikut:

1. Mengidentifikasi kelemahan-kelemahan dalam SPI yang ada dan melakukan penyesuaian atau perbaikan, baik dari segi kebijakan, prosedur, maupun implementasi kontrol operasional yang lebih kuat;
2. Memastikan bahwa seluruh pegawai memiliki pemahaman yang jelas tentang risiko yang dihadapi dan melakukan analisis risiko secara mendalam;
3. Menggunakan teknologi informasi yang canggih seperti otomatisasi dalam pelaporan, pengawasan dan deteksi penyimpangan agar efisiensi dan efektivitas pengendalian intern lebih meningkat.

Konsultasi

SPI memberikan sebuah tools yang membantu kegiatan konsultasi berupa google form yang dapat diakses oleh semua insan PT SUCOFINDO yaitu Pojok Konsultasi, dengan tujuan membantu meningkatkan pemahaman mengenai suatu permasalahan serta memberikan suatu alternatif penyelesaian atas permasalahan tersebut.

management to avoid negative impacts.

3. Internal Control System (SPI): The evaluation of the Internal Control System (SPI) is at the "Sufficiently Effective" level, showing that the system functions well in achieving its goals, such as ensuring the accuracy and reliability of financial reporting, compliance with applicable regulations, efficient asset management, and managing risks to prevent deviations or fraud.
4. Gap Analysis between Risks and SPI: The evaluation results indicate that the effectiveness of the existing controls is lower than the identified risks. This may occur due to differences in focus and objectives between the risk evaluation and the SPI evaluation. The risk evaluation focuses on identifying, assessing, and monitoring potential risks (operational, financial, etc.) The primary objective of the risk evaluation is to understand and measure the level of exposure to risks and their impact on the organization. Meanwhile, the evaluation of the Internal Control System (SPI) focuses on the effectiveness and efficiency of the controls implemented to mitigate or manage the identified risks. This evaluation assesses how well the SPI, such as policies, procedures, and operational controls, function to address the existing risks.

Based on the evaluation results, improvements are needed in the design or implementation of the existing control system. The company should review the control system and ensure that control policies are better aligned with the existing risks. Sufficient resources and more intensive monitoring should be applied to make controls more effective in addressing risks. Some steps that can be taken to improve SPI include:

1. Identifying weaknesses in the current SPI and making adjustments or improvements to policies, procedures, and operational control implementations.
2. Ensuring all employees have a clear understanding of the risks faced and conduct in-depth risk analysis.
3. Using advanced information technology such as automation in reporting, supervision, and deviation detection to enhance control efficiency and effectiveness.

Consultation

SPI provided a tool to support consultation activities in the form of a Google form accessible by all PT SUCOFINDO employees, called the Consultation Corner (Pojok Konsultasi), aimed at improving understanding of specific issues and offering alternative solutions.



Rincian lengkap kegiatan konsultasi melalui Pojok Konsultasi selama tahun 2024 adalah sebagai berikut:

The detailed activities of consultation through the Consultation Corner during 2024 are as follows:

No	Tanggal Date	Unit Kerja Work Unit	Bidang dikonsultasikan Fields consulted	Onsite/Media (Telpon/Chat/Email)
1	17 Januari 2024 January 17, 2024	Cabang Cilegon Cilegon Branch	Operasional Operations	Telepon Phone
2	26 Februari 2024 February 26, 2024	SBU Industri Industrial SBU	Operasional Operations	Onsite
3	20 Maret 2024 March 20, 2024	Divisi UMA UMA Division	Operasional Operations	Onsite
4	4 April 2024 April 4, 2024	Divisi UMA UMA Division	Operasional Operations	Onsite
5	18 Juli 2024 July 18, 2024	SBU Batubara Coal SBU	Operasional Operations	Onsite
6	26 Agustus 2024 August 26, 2024	Divisi MSR MSR Division	Operasional Operations	Telepon Phone
7	4 September 2024 September 4, 2024	Cabang Pekanbaru Pekanbaru Branch	Umum General	Chat WhatsApp WhatsApp Chat
8	9 September 2024 September 9, 2024	SBU Perdagangan, Industri dan Kelautan TTrade, Industry, and Maritime SBU	Operasional Operations	Onsite
9	19 September 2024 September 19, 2024	Cabang Pekanbaru Pekanbaru Branch	Umum General	Chat WhatsApp WhatsApp Chat
10	10 Oktober 2024 October 10, 2024	SBU Komoditi & Solusi Perdagangan Commodity & Trade Solutions SBU	Sumber Daya Manusia Human Resource	Onsite
11	14/10/2024 October 14, 2024	Cabang Jakarta Jakarta Branch	Keuangan Finance	Telepon Phone

Pendampingan dan Monitoring Tindak Lanjut Audit Eksternal

Pendampingan Tindak Lanjut Audit Badan Pemeriksa Keuangan (BPK)

SPI bertugas untuk melakukan pendampingan dan melakukan monitoring tindak lanjut temuan dari kegiatan audit dari Badan Pemeriksa Keuangan (BPK).

Pendampingan Audit Laporan Keuangan Kantor Akuntan Publik (KAP)

SPI bertugas untuk melakukan pendampingan dan melakukan monitoring tindak lanjut temuan dari kegiatan audit Laporan Keuangan Kantor Akuntan Publik (KAP) Tahun buku 2024, dengan rincian sebagai berikut:

1. Rapat Aanwizjing dengan Auditor KAP bersama ID Survey tanggal 4 Oktober 2024;
2. Rapat Negosiasi Harga dengan Auditor KAP bersama ID Survey tanggal 10 Oktober 2024;

Assistance and Monitoring of External Audit Follow-Up

Assistance with the Follow-Up of the Audit by the Supreme Audit Agency (BPK)

SPI is responsible for providing assistance and monitoring the follow-up on findings from the audit conducted by the Supreme Audit Agency (BPK).

Assistance with the Financial Statement Audit by Public Accounting Firm (KAP)

SPI is responsible for providing assistance and monitoring the follow-up on findings from the audit of the Financial Statements by the Public Accounting Firm (KAP) for the fiscal year 2024, with the following details:

1. Pre-Audit Meeting with the KAP Auditor along with ID Survey on October 4, 2024;
2. Price Negotiation Meeting with the KAP Auditor along with ID Survey on October 10, 2024;

3. Kick Off Meeting Audit untuk Tahun Buku 2024 pada tanggal 24 Oktober 2024;
4. Kunjungan ke Cabang tanggal 11 - 20 November 2024, dengan rincian :
3. Kick-Off Meeting for the 2024 Fiscal Year Audit on October 24, 2024;
4. Branch Visit from November 11 to 20, 2024, with the following details:

No	Unit Kerja Work Unit	Tanggal Kunjungan Date of Visit
1	Cabang Kendari Kendari Branch	11 – 13 November 2024 November 11 - 13, 2024
2	SBU Laboratorium Laboratory SBU	11 – 13 November 2024 November 11 - 13, 2024
3	Cabang Pontianak Pontianak Branch	13 – 15 November 2024 November 13 - 15, 2024
4	Cabang Dumai Dumai Branch	18 – 20 November 2024 November 18 - 20, 2024
5	Cabang Bandar Lampung Bandar Lampung Branch	18 – 20 November 2024 November 18 - 20, 2024
6	Cabang Bandung Bandung Branch	18 – 20 November 2024 November 18 - 20, 2024

5. Progress Meeting Interim Audit untuk Tahun Buku 2024 tanggal 12 Desember 2024;
6. Pelaksanaan Opname persediaan dan Kas dengan rincian sebagai berikut :
5. Progress Meeting for the Interim Audit of the 2024 Financial Year on December 12, 2024;
6. Implementation of Inventory and Cash Counts with the following details:

No	Unit Kerja Work Unit	Tanggal Kunjungan Date of Visit
1	SBU Laboratorium SBU Laboratory	31 Desember 2024 December 31, 2024
2	SBU Mineral	2 Januari 2025 January 2, 2025
3	SBU Kantor Pusat SBU Head Office	3 Januari 2025 January 3, 2025
4	Kantor Pusat Head Office	3 Januari 2025 January 3, 2025
5	Cabang Jakarta Jakarta Branch	3 Januari 2025 January 3, 2025
6	Cabang Surabaya Surabaya Branch	3 Januari 2025 January 3, 2025



Review Proses Pengadaan

Berdasarkan Keputusan Direksi (KD) No. 12/KD/2023 tentang Pedoman Pengadaan Barang dan Jasa PT SUCOFINDO Nomor PDM/SCI-UMA/001 Rev. 10 tanggal 03 Juli 2023, bahwa untuk memastikan kesesuaian terhadap prosedur dalam pelaksanaan Pengadaan Barang/Jasa baik di Kantor Pusat, SBU Laboratorium maupun Kantor Cabang dengan Nilai > Rp. 2 milyar terlebih dahulu akan di-review oleh Satuan Pengawasan Intern (SPI). Selama tahun 2024, SPI telah melaksanakan Review Proses Pengadaan Barang dan Jasa dengan nilai di atas Rp2 Miliar sebanyak 82 (delapan puluh dua) kegiatan pengadaan.

Penilaian Tingkat Maturitas Manajemen Risiko (Risk Maturity Indeks)

Penilaian Indeks Kematangan Risiko (*Risk Maturity Index*) Tahun 2023 pada PT SUCOFINDO mencakup lima dimensi pengujian yaitu Budaya dan Kapabilitas Risiko, Organisasi dan Tata Kelola, Kerangka Risiko dan Kepatuhan, Proses dan Kontrol Risiko, serta Model, Data, dan Teknologi Risiko.

Berdasarkan hasil penilaian dapat disimpulkan bahwa Indeks Kematangan Risiko Tahun 2023 pada PT SUCOFINDO berada pada "Fase Praktik yang Baik". Hal tersebut tercermin dari perolehan skor sebesar 2,951 sesuai dengan Laporan Hasil Penilaian Indeks Kematangan Risiko (*Risk Maturity Index*) Tahun 2023 pada PT SUCOFINDO Nomor PE.05.03/LHP-98/D403/1/2024 Tanggal 23 September 2024, dengan skor RMI 2,951.

Pendampingan Penilaian Kapabilitas SPI Korporat (IACM) Oleh BPKP

SPI PT SUCOFINDO telah melakukan penilaian awal (Initial Assessment) Kapabilitas secara mandiri (Self-Assessment) menggunakan Internal Audit Capability Model (IACM) framework dengan hasil penilaian berada pada Level 2 Dengan Catatan (2 DC). Berdasarkan hasil penjaminan kualitas yang telah dilakukan oleh Badan Pengawasan dan Pembangunan (BPKP) pada tanggal 10-24 Oktober 2024 dan telah dilaporkan melalui laporan No. PE.05.03/LHP-165/D403/1/2024 tanggal 18 Desember, diketahui bahwa kapabilitas SPI PT SUCOFINDO berada pada Level 2 Dengan Catatan (2 DC).

Sharing Knowledge

SPI melakukan kegiatan Sharing Knowledge untuk menciptakan dasar kerja sama dengan berbagi pengetahuan, ide, pengalaman, atau keahlian. Berikut recap Kegiatan Sharing Knowledge yang dilakukan selama tahun 2024:

Procurement Process Review

Based on the Board of Directors Resolution (KD) No. 12/KD/2023 concerning the Guidelines for the Procurement of Goods and Services of PT SUCOFINDO Number PDM/SCI-UMA/001 Rev. 10 dated July 3, 2023, to ensure compliance with procedures in the implementation of Goods/Services Procurement at the Head Office, SBU Laboratory, and Branch Offices with a value exceeding Rp2 billion, the process must first be reviewed by the Internal Audit Unit (SPI). Throughout 2024, SPI conducted procurement process reviews for Goods and Services with a value exceeding Rp2 billion in a total of 82 (eighty-two) procurement activities.

Risk Maturity Index Assessment

The 2023 Risk Maturity Index assessment at PT SUCOFINDO covered five testing dimensions: Risk Culture and Capability, Organization and Governance, Risk Framework and Compliance, Risk Process and Controls, as well as Risk Models, Data, and Technology.

Based on the assessment results, it can be concluded that the 2023 Risk Maturity Index at PT SUCOFINDO is in the "Good Practice Phase." This is reflected by a score of 2.951 as stated in the 2023 Risk Maturity Index Assessment Report of PT SUCOFINDO Number PE.05.03/LHP-98/D403/1/2024 dated September 23, 2024, with an RMI score of 2.951.

Assistance In The Corporate Internal Audit Capability Assessment (Iacm) By Bpkp

The SPI of PT SUCOFINDO conducted an initial self-assessment of capability using the Internal Audit Capability Model (IACM) framework, resulting in an assessment at Level 2 With Notes (2 DC). Based on the quality assurance carried out by the Financial and Development Supervisory Agency (BPKP) from October 10–24, 2024, as reported in report No. PE.05.03/LHP-165/D403/1/2024 dated December 18, it was confirmed that the SPI capability of PT SUCOFINDO is at Level 2 With Notes (2 DC).

Sharing Knowledge

SPI conducted Sharing Knowledge activities to establish a foundation of collaboration by sharing knowledge, ideas, experiences, or expertise. The recap of Sharing Knowledge activities conducted throughout 2024 is as follows:

No	Judul Title	Tanggal Date	Pemateri Presenter
1	NGOPI SPI: Diskusi Inovasi Pengembangan Aplikasi E-Audit (HALO SPI!) NGOPI SPI: Discussion on Innovation in the Development of the E-Audit Application (HALO SPI!)	4 Januari 2024 January 4, 2024	Sugeng Fitriadi
2	Sharing Knowledge Pemeriksaan Kasus Sangatta dan Makassar Sharing Knowledge: Examination of the Sangatta and Makassar Cases	11 Januari 2024 January 11, 2024	Aliza Rosdianty
3	Sharing Knowledge Aplikasi E-Audit dan SPIn (Sistem Pengendalian Internal) Sharing Knowledge: E-Audit Application and SPIn (Internal Control System)	23 Agustus 2024 August 23, 2024	Sugeng Fitriadi
4	Sharing Knowledge Pengelolaan Konflik Kepentingan di Perusahaan BUMN Sharing Knowledge: Managing Conflicts of Interest in State-Owned Enterprises	1 November 2024 November 1, 2024	Aliza Rosdianty Didin Pahrudin

Rapat SPI

Dalam rangka pelaksanaan tugas dan tanggung jawab pengawasan, SPI secara aktif berkoordinasi dengan Direksi dan Komite Audit. Sepanjang tahun 2024, SPI telah melaksanakan 12 kali rapat dengan Direksi untuk membahas hasil audit di unit kerja, serta 12 kali rapat dengan Komite Audit terkait pelaksanaan kegiatan pengawasan intern. [\[GRI 2-16\]](#)

Peningkatan Kompetensi

Untuk meningkatkan kapasitas dan wawasan pegawai dalam melaksanakan tugas dan fungsinya, SPI meningkatkan kompetensi melalui berbagai kegiatan pelatihan. Peningkatan kompetensi brevet & non brevet yang diikuti oleh pegawai SPI selama tahun 2024 adalah sebagai berikut :

SPI Meetings

In carrying out its supervisory duties and responsibilities, SPI actively coordinates with the Board of Directors and the Audit Committee. Throughout 2024, SPI held 12 meetings with the Board of Directors to discuss audit findings in work units, as well as 12 meetings with the Audit Committee regarding the implementation of internal oversight activities. [\[GRI 2-16\]](#)

Competency Development

To enhance employees' capacity and insight in carrying out their duties and functions, SPI strengthened competencies through various training activities. The competency development programs, both brevet and non-brevet, attended by SPI employees in 2024 are as follows:

No	Nama Pelatihan Training Name	Nama Peserta Participants	Jenis Pelatihan Training Type	Tanggal Mulai Pelatihan Training Start Date
1	QIA Tingkat Lanjutan	Agustina Dewi Nugraheni Chuswatul Chasanah	Brevet	19 Februari 2024 February 19, 2024
2	Program Pelatihan Sertifikasi CCRM CCRM Certification Training Program	Jarot Sembodo	Brevet	4 Maret 2024 March 4, 2024



No	Nama Pelatihan Training Name	Nama Peserta Participants	Jenis Pelatihan Training Type	Tanggal Mulai Pelatihan Training Start Date
3	Audit Kinerja Internal Auditor Performance Audit for Internal Auditors	Agustina Dewi Nugraheni Aliza Rosdianty Bheny Harja M. Chuswatul Chasanah Firman Widiarso Munadi Nanda Sastaviana Nuri Zulfah Hijriyani Sugeng Fitriyadi Susana Widjaja Wandra Setyo Nugroho	Brevet	18 Maret 2024 March 18, 2024
4	QIA Tingkat Dasar	Firman Widiarso Samuel Hamonangan Pinandhito	Brevet	6 Mei 2024 May 6, 2024
5	Diklat Sertifikasi dan Penguatan Profesional Internal Auditor Certification Training and Inauguration of Professional Internal Auditors	Hardiansyah Syafmi Rio Pradifta Suharjo Didin Pahrudin	Brevet	22 Agustus 2024 August 22, 2024

Kantor Akuntan Publik

Proses Penunjukan Akuntan Publik

Penunjukan Kantor Akuntan Publik (KAP) yang akan melakukan audit atas Laporan Keuangan Konsolidasian PT SUCOFINDO dan Entitas Anak, Laporan Keuangan atas Pengelolaan Dana Program Kemitraan dan Bina Lingkungan PT SUCOFINDO untuk tahun buku 2024 berdasarkan arahan Rapat Umum Pemegang Saham Tahunan yang diselenggarakan 8 Juli 2024, bahwa penetapan Kantor Akuntan Publik dilakukan secara tersendiri berdasarkan pada usulan Dewan Komisaris Perusahaan dan dikoordinasikan dengan PT Biro Klasifikasi Indonesia (Persero) dan PT Surveyor Indonesia dengan memperhatikan kepentingan Perusahaan terkait dengan pembentukan Holding Jasa Survei.

Sebagai tindak lanjut atas hasil RUPS tersebut, Dewan Komisaris telah menugaskan Direksi untuk melakukan koordinasi dengan PT BKI dan PT SI. Selanjutnya, atas kesepakatan bersama antara Direksi pada ketiga BUMN telah dibentuk Tim Pengadaan Bersama yang bertugas untuk melakukan seleksi dan penilaian KAP. Sesuai dengan keputusan RUPS 8 Juli 2024, ditetapkan bahwa Kantor Akuntan Publik (KAP) untuk Audit Laporan Keuangan Tahun Buku 2023 PT SUCOFINDO adalah KAP Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF).

Public Accountant Firm

Public Accountant Appointment Process

The appointment of the Public Accountant Firm (KAP) to audit the Consolidated Financial Statements of PT SUCOFINDO and its Subsidiaries, as well as the Financial Statements on the Management of the Partnership and Community Development Program Funds of PT SUCOFINDO for the 2024 fiscal year, was based on the directive of the Annual General Meeting of Shareholders held on July 8, 2024. The appointment of the Public Accountant Firm was to be carried out separately, based on a recommendation from the Company's Board of Commissioners and coordinated with PT Biro Klasifikasi Indonesia (Persero) and PT Surveyor Indonesia (Persero), taking into account the Company's interests related to the formation of the Survey Services Holding.

As a follow-up to the AGM resolution, the Board of Commissioners instructed the Board of Directors to coordinate with PT BKI and PT SI. Subsequently, through mutual agreement between the Boards of Directors of the three SOEs, a Joint Procurement Team was formed to conduct the selection and evaluation of the Public Accountant Firm. In accordance with the AGM resolution of July 8, 2024, it was determined that the Public Accountant Firm (KAP) for the 2023 Fiscal Year Financial Statement Audit of PT SUCOFINDO is Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF).

Nama dan Biaya Akuntan Publik 5 Tahun Terakhir

Name and Fees of Public Accountants in the Last 5 Years

Tahun Buku Fiscal Year	Nama Kantor Akuntan Publik Name of Public Accounting Firm	Nama Akuntan (Partner Penanggung Jawab) Name of Auditor (Engagement Partner)	Biaya (Rp) Fee (Rp)	Periode Audit Period	Opini Opinion
2024	Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF)	Nancy Rameli, CPA	860.000.000	Kelima Fifth	Wajar tanpa pengecualian Unqualified
2023	Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF)	Nancy Rameli, CPA	853.000.000	Keempat Fourth	Wajar tanpa pengecualian Unqualified
2022	Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF)	Nancy Rameli, CPA	845.000.000	Ketiga Third	Wajar tanpa pengecualian Unqualified
2021	Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF)	Nancy Rameli, CPA	864.000.000	Kedua Second	Wajar tanpa pengecualian Unqualified
2020	Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF)	Nancy Rameli, CPA	800.000.000	Pertama First	Wajar tanpa pengecualian Unqualified

Koordinasi Akuntan Publik dan Komite Audit

Auditor Eksternal dalam hal ini Kantor Akuntan Publik (KAP) untuk pemeriksaan laporan keuangan Perusahaan ditetapkan melalui RUPS Tahunan dengan mempertimbangkan rekomendasi Dewan Komisaris dan Komite Audit.

KAP beserta Komite Audit dan Manajemen untuk dapat meminimalisir kendala-kendala yang terjadi selama proses audit berlangsung. Agar proses audit sesuai dengan Standar Profesional Akuntan serta perjanjian kerja dan ruang lingkup audit yang telah ditetapkan dan selesai sesuai dengan target waktu yang telah ditetapkan, secara rutin dilakukan pertemuan-pertemuan yang membahas beberapa permasalahan yang signifikan.

Jasa Lain yang Diberikan

Tahun 2024, Kantor Akuntan Publik (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF) tidak memberikan jasa audit lain, hanya Jasa Audit Laporan Keuangan PT SUCOFINDO dan Entitas Anak dan Laporan Pendanaan Usaha Mikro dan Usaha Kecil PT SUCOFINDO Tahun Buku 2024.

Sistem Pengendalian Internal

PT SUCOFINDO menerapkan Sistem Pengendalian Internal untuk memastikan tercapainya visi dan misi secara optimal melalui perlindungan atas sumber daya perusahaan serta pengelolaan

Coordination between Public Accountants and the Audit Committee

The external auditor, in this case, the Public Accounting Firm (KAP) responsible for auditing the company's financial statements, is appointed through the Annual General Meeting of Shareholders (RUPS) with due consideration of the recommendations from the Board of Commissioners and the Audit Committee.

The KAP, together with the Audit Committee and Management, collaborates to minimize any obstacles that arise during the audit process. To ensure the audit is in line with Professional Accounting Standards, as well as the audit agreement and scope, and is completed within the set timeline, regular meetings are held to discuss significant issues.

Other Services Provided

In 2024, the Public Accounting Firm (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF) did not provide any other services besides the Audit of PT SUCOFINDO's Financial Statements and its Subsidiaries and the Micro and Small Business Funding Report for the fiscal year 2024.

Internal Control System

PT SUCOFINDO implements an Internal Control System to ensure the achievement of its vision and mission optimally by protecting the company's resources and managing risks in every



risiko dalam setiap proses bisnis. Sistem ini mengacu pada konsep Triangle Control System yang terdiri dari pengendalian internal oleh unit kerja, manajemen risiko, dan audit internal oleh Satuan Pengawasan Intern (SPI).

Pengendalian internal unit kerja memastikan kegiatan operasional berjalan efektif, efisien, dan sesuai kebijakan perusahaan. Manajemen risiko dilakukan melalui pendekatan Enterprise Risk Management (ERM) oleh Divisi Manajemen Sistem dan Risiko untuk mengidentifikasi dan memitigasi risiko yang berpotensi menghambat pencapaian tujuan. SPI sebagai fungsi audit independen, melaksanakan audit operasional, keuangan, serta menilai kepatuhan terhadap peraturan dan ketentuan yang berlaku.

Kesesuaian Sistem Pengendalian Internal dengan Kerangka COSO

business process. This system refers to the Triangle Control System concept, which consists of internal control by work units, risk management, and internal auditing by the Internal Audit Unit (SPI).

Internal control by work units ensures that operational activities are effective, efficient, and in line with company policies. Risk management is conducted through the Enterprise Risk Management (ERM) approach by the System and Risk Management Division to identify and mitigate risks that may hinder goal achievement. SPI, as an independent audit function, conducts operational and financial audits and evaluates compliance with applicable regulations and standards.

Compliance of the Internal Control System with the COSO Framework

Komponen Pengendalian Internal versi COSO COSO-Based Internal Control Components	Penjelasan Explanation	Penerapan di PT SUCOFINDO Implementation at PT SUCOFINDO
Lingkungan pengendalian Control Environment	Lingkungan pengendalian merupakan faktor yang mempengaruhi keseluruhan Perusahaan dan menjadi atmosfer bagi setiap individu di Perusahaan dalam melakukan aktivitas dan tanggung jawab pengendaliannya. Hal ini dilaksanakan dengan disiplin dan terstruktur, sehingga menjadi pondasi yang efektif bagi komponen pengendalian internal lainnya. The control environment is a factor that influences the entire company and provides the atmosphere for each individual to perform their control activities and responsibilities. This is implemented with discipline and structure, serving as the foundation for the effectiveness of other internal control components	1. Penegakan dan Komitmen terhadap Integritas, Nilai Etika, dan Kompetensi Insan SUCOFINDO 2. Filosofi dan Gaya Manajemen 3. Pelaksanaan Wewenang dan Tanggung Jawab Manajemen 4. Pengorganisasian dan Pengembangan Sumber Daya Manusia 5. Perhatian dan Arahan oleh Direksi. 1. Enforcement and Commitment to Integrity, Ethical Values, and Competence of SUCOFINDO Personnel 2. Management Philosophy and Style 3. Implementation of Authority and Management Responsibilities 4. Organization and Human Resource Development 5. Attention and Direction from the Board of Directors

Komponen Pengendalian Internal versi COSO COSO-Based Internal Control Components	Penjelasan Explanation	Penerapan di PT SUCOFINDO Implementation at PT SUCOFINDO
Aktivitas Pengendalian Control Activities	Aktivitas pengendalian, yaitu tindakan yang dilakukan dalam suatu proses pengendalian terhadap kegiatan Perusahaan pada setiap tingkat dan unit dalam struktur organisasi Perusahaan, antara lain mengenai kewenangan, otorisasi, verifikasi, rekonsiliasi, penilaian atas prestasi kerja, pembagian tugas, dan keamanan terhadap aset perusahaan. Direksi menyelenggarakan aktivitas pengendalian sesuai dengan ukuran, kompleksitas, dan sifat Perusahaan. Penyelenggaraan aktivitas pengendalian dilakukan pada seluruh kegiatan perusahaan, dan dikaitkan dengan proses penilaian risiko untuk memitigasi tingkatan kemungkinan dan dampak terjadinya risiko. Dalam pengembangan SPIn pun, manajemen harus memperhatikan faktor-faktor nilai aset, kompleksitas operasional, profil risiko dari setiap proses bisnis/kegiatan, metode yang digunakan untuk pengolahan data dan teknologi informasi, ketentuan perusahaan dan peraturan perundang-undangan yang berlaku, serta biaya dan manfaat dari penerapan SPIn. SPIn terdiri dari 2 (dua) tingkatan pengendalian yaitu: 1. Pengendalian tingkat perusahaan (entity level) dimana pengendalian ini apabila tidak diterapkan dengan baik akan berpengaruh terhadap pencapaian tujuan perusahaan secara keseluruhan. 2. Pengendalian tingkat kegiatan (activity level), merupakan tingkatan penerapan pengendalian yang apabila tidak diterapkan dengan baik berdampak pada kegiatan atau transaksi yang bersangkutan. Control activities refer to actions taken in the control process at each level and unit of the company's organizational structure, covering aspects such as authority, authorization, verification, reconciliation, performance evaluation, task division, and asset security. The Board of Directors implements control activities in accordance with the company's size, complexity, and nature. These activities are carried out throughout the company's operations and are linked to the risk assessment process to mitigate the likelihood and impact of potential risks. In developing the internal control system (SPIn), management must consider factors such as asset value, operational complexity, risk profiles of each business process/activity, data processing methods and information technology, company regulations, applicable laws, and the cost-benefit of implementing the internal control system. The internal control system (SPIn) consists of two levels of control: 1. Entity-Level Control: This control, if not properly implemented, can affect the achievement of the company's overall objectives. 2. Activity-Level Control: This control, if not properly applied, will impact the specific activities or transactions in question.	Aktivitas pengendalian dalam perusahaan yaitu tindakan-tindakan yang dilakukan dalam suatu proses pengendalian terhadap kegiatan Perusahaan pada setiap tingkat dan unit dalam struktur organisasi Perusahaan, antara lain mengenai: kewenangan, otorisasi, verifikasi, rekonsiliasi, penilaian prestasi kerja, pembagian tugas dan keamanan terhadap aset Perusahaan. Control activities within the company are actions carried out in a process of controlling the Company's activities at every level and unit in the Company's organizational structure, including regarding: authority, authorization, verification, reconciliation, assessment of work performance, distribution of duties and security of Company assets.



Komponen Pengendalian Internal versi COSO COSO-Based Internal Control Components	Penjelasan Explanation	Penerapan di PT SUCOFINDO Implementation at PT SUCOFINDO
Sistem Informasi dan Komunikasi Information and Communication System	Sistem informasi dan komunikasi, yaitu suatu proses penyajian laporan mengenai kegiatan operasional, finansial, serta ketaatan dan kepatuhan terhadap ketentuan peraturan perundang-undangan oleh Perusahaan. Penyelenggaraan komunikasi yang efektif di perusahaan dilakukan dengan: 1. Menerapkan berbagai bentuk dan sarana komunikasi dengan Insan SUCOFINDO dan pihak lain yang terkait baik melalui digital maupun non-digital, meliputi namun tidak terbatas pada penyusunan buku pedoman pelaksanaan kebijakan dan prosedur, memorandum, pemanfaatan intranet dan internet, arahan lisan; 2. Mengelola, mengembangkan, dan memperbaharui sistem informasi untuk meningkatkan kegunaan dan keandalan komunikasi secara terus menerus, dengan mempertimbangkan hal-hal sebagai berikut: a. Pengembangan sistem informasi didasarkan pada rencana stratejik pengembangan sistem informasi yang merupakan bagian dari rencana stratejik perusahaan secara menyeluruh. b. Mekanisme untuk mengidentifikasi berkembangnya kebutuhan informasi. c. Perkembangan dan kemajuan teknologi. d. Pemantauan secara berkelanjutan terhadap mutu informasi yang mencakup ketepatan isi, akurasi dan kemudahan mengakses informasi. e. Kecukupan sumber daya manusia dan dana untuk pengembangan teknologi informasi. The information and communication system refers to the process of presenting reports on operational activities, financial status, and compliance with applicable laws and regulations by the company. Effective communication within the company is carried out by: 1. Implementing various forms and channels of communication with employees and other related parties, both digital and non-digital. This includes, but is not limited to, preparing policy and procedure manuals, memorandums, utilizing intranet and internet platforms, and verbal instructions; 2. Managing, developing, and continuously updating the information system to improve the usefulness and reliability of communication, taking into account the following factors: a. The development of the information system is based on the strategic plan for information system development, which is part of the overall strategic plan of the company. b. Mechanisms for identifying the evolving information needs. c. Technological advancements and progress. d. Ongoing monitoring of information quality, including accuracy, content validity, and ease of information access. e. Adequacy of human resources and funding for the development of information technology.	Proses penyajian laporan mengenai kegiatan operasional, finansial, serta ketaatan dan kepatuhan terhadap ketentuan peraturan perundang-undangan oleh Perusahaan. The process of presenting reports on operational, financial activities, as well as compliance and compliance with the provisions of laws and regulations by the Company.

Komponen Pengendalian Internal versi COSO COSO-Based Internal Control Components	Penjelasan Explanation	Penerapan di PT SUCOFINDO Implementation at PT SUCOFINDO
Pemantauan Monitoring	Pemantauan, yaitu proses penilaian terhadap kualitas SPIn, termasuk fungsi internal audit pada setiap tingkat dan unit dalam struktur organisasi Perusahaan, sehingga dapat dilaksanakan secara optimal. Monitoring adalah proses menilai kualitas SPIn Perusahaan dalam jangka waktu tertentu. Pemantauan dilaksanakan melalui: 1. Pemantauan rutin terhadap kegiatan yang sedang berjalan (On Going Monitoring), diselenggarakan melalui kegiatan pengelolaan rutin, supervisi, perbandingan, rekonsiliasi, dan tindakan-tindakan lain yang terkait dalam pelaksanaan tugas. 2. Evaluasi oleh unit terpisah/independen (Separate Evaluation), diselenggarakan melalui penilaian mandiri, revidi, dan pengujian efektivitas SPIn Perusahaan. Tanggung jawab untuk melaksanakan evaluasi terhadap kecukupan SPIn Perusahaan ada pada Satuan Pengawasan Intern Perusahaan. Namun demikian, Satuan Pengawasan Intern Perusahaan dapat meminta pihak eksternal untuk melakukan evaluasi atas kecukupan SPIn Perusahaan di bawah koordinasi Satuan Pengawasan Intern. Monitoring refers to the process of assessing the quality of the internal control system (SPIn), including the internal audit function at each level and unit within the company's organizational structure, to ensure its optimal implementation. Monitoring is carried out through: 1. Ongoing Monitoring, which is conducted through routine management activities, supervision, comparisons, reconciliations, and other actions related to the execution of tasks. 2. Separate Evaluation, which is carried out through self-assessments, reviews, and testing the effectiveness of the company's SPIn. The responsibility for evaluating the adequacy of the company's SPIn lies with the Internal Audit Unit. However, the Internal Audit Unit may request external parties to perform an evaluation of the adequacy of the company's SPIn under the coordination of the Internal Audit Unit.	Proses penilaian terhadap kualitas sistem pengendalian internal termasuk fungsi internal audit pada setiap tingkat dan unit dalam struktur Perusahaan, sehingga dapat dilaksanakan secara optimal. The process of assessing the quality of the internal control system includes the internal audit function at each level and unit in the Company's structure, so that it can be carried out optimally.

Evaluasi Efektivitas Pengendalian Internal

Merujuk pada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, Pasal 64 menyatakan bahwa "Satuan Pengawasan Intern (SPI) sebagai organ pengelola risiko sebagaimana dimaksud dalam Pasal 55 huruf h memiliki fungsi audit intern dengan wewenang, tugas, dan tanggung jawab untuk melakukan evaluasi atas efektivitas pelaksanaan pengendalian intern, manajemen risiko, dan proses tata kelola perusahaan, sesuai dengan peraturan perundang-undangan dan kebijakan perusahaan."

Sejalan dengan ketentuan tersebut, pada Tahun Buku 2024, PT SUCOFINDO telah melaksanakan kegiatan Sosialisasi Sistem Pengendalian Intern (SPIn) pada tanggal 4 November 2024, diikuti dengan Evaluasi atas Efektivitas Sistem Pengendalian Intern (SPIn) yang berlangsung pada tanggal 4 hingga 22 November 2024.

Evaluation of the Effectiveness of Internal Control

Referring to the Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 concerning Guidelines for Corporate Governance and Significant Corporate Activities of State-Owned Enterprises, Article 64 states that "The Internal Audit Unit (SPI) as the risk management organ as referred to in Article 55 letter h has the internal audit function with the authority, duties, and responsibilities to evaluate the effectiveness of internal control, risk management, and corporate governance processes, in accordance with laws and company policies."

In line with this provision, in the 2024 fiscal year, PT SUCOFINDO carried out a Socialization of the Internal Control System (SPIn) on November 4, 2024, followed by an Evaluation of the Effectiveness of the Internal Control System (SPIn) from November 4 to 22, 2024.



Berdasarkan hasil evaluasi diatas, perlu adanya peningkatan dalam desain atau implementasi sistem pengendalian yang ada. Perusahaan perlu melakukan peninjauan kembali terhadap sistem pengendalian dan memastikan bahwa kebijakan pengendalian lebih selaras dengan risiko yang ada. Beberapa langkah yang dapat diambil Perusahaan untuk peningkatan SPIn diantaranya sebagai berikut:

1. Mengidentifikasi kelemahan-kelemahan dalam Sistem Pengendalian Intern (SPIn) yang ada dan melakukan penyesuaian atau perbaikan, baik dari segi kebijakan, prosedur, maupun implementasi kontrol operasional yang lebih kuat;
2. Memastikan bahwa seluruh pegawai memiliki pemahaman yang jelas tentang risiko yang dihadapi dan melakukan analisis risiko secara mendalam;
3. Menggunakan teknologi informasi yang canggih seperti otomatisasi dalam pelaporan, pengawasan dan deteksi penyimpangan agar efisiensi dan efektivitas pengendalian intern lebih meningkat.

Pernyataan Kecukupan Penerapan Sistem Pengendalian Intern

Komite Audit telah melaksanakan evaluasi atas kecukupan penerapan Sistem Pengendalian Internal di lingkungan PT SUCOFINDO melalui serangkaian penelaahan dan diskusi dengan Manajemen, Satuan Pengawasan Intern, serta Auditor Independen. Berdasarkan hasil evaluasi tersebut, Komite Audit menilai bahwa penerapan Sistem Pengendalian Internal Perusahaan telah memadai dalam mendukung pencapaian tujuan dan kepatuhan terhadap ketentuan yang berlaku.

Based on the evaluation results, improvements are needed in the design or implementation of the existing control systems. The Company should review the control systems and ensure that control policies align more closely with the existing risks. Several steps the Company can take to improve SPIn include:

1. Identifying weaknesses in the existing Internal Control System (SPIn) and making adjustments or improvements in policies, procedures, and the implementation of stronger operational controls.
2. Ensuring that all employees have a clear understanding of the risks they face and conduct in-depth risk analyses.
3. Using advanced information technology, such as automation in reporting, supervision, and deviation detection, to improve the efficiency and effectiveness of internal controls.

Statement of Adequacy of the Internal Control System Implementation

The Audit Committee has conducted an evaluation of the adequacy of the Internal Control System at PT SUCOFINDO through a series of reviews and discussions with Management, the Internal Audit Unit, and Independent Auditors. Based on the evaluation results, the Audit Committee considers that the implementation of the Company's Internal Control System is adequate in supporting the achievement of objectives and compliance with applicable regulations.





Manajemen Risiko

Risk Management

Gambaran Umum Manajemen Risiko

Pertumbuhan bisnis, perkembangan organisasi dan peningkatan aktifitas yang dijalankan oleh PT SUCOFINDO telah meningkatkan eksposur risiko terhadap pencapaian visi, misi, dan sasaran yang telah ditetapkan. Selain itu, seiring dengan meningkatnya ketidakpastian yang berasal dari faktor global menjadikan risiko yang muncul menjadi semakin kompleks, dimana dibutuhkan peningkatan penerapan manajemen risiko yang memadai dan efektif. Oleh karena itu, penerapan Manajemen Risiko menjadi elemen penting dalam melindungi dan menciptakan nilai perusahaan.

Penerapan manajemen risiko pada BUMN bertujuan untuk melindungi dan menciptakan nilai bagi BUMN dimana SUCOFINDO sebagai anak perusahaan dari Perusahaan BUMN perlu menerapkan dan menjalankannya sesuai dengan Peraturan Menteri Negara BUMN Nomor Per-02/MBU/03/2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara

Penerapan Sistem Manajemen Risiko

PT SUCOFINDO menyadari pentingnya menerapkan Sistem Manajemen Risiko dan mengintegrasikan pengelolaan secara seimbang antara strategi bisnis, kegiatan operasional, pengambilan keputusan, dan kebijakan pengelolaan risiko. Selain itu, penerapan Sistem Manajemen Risiko sebagai salah satu pemenuhan atas penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance - GCG). Selain mengacu pada ISO 31000:2018 Risk Management – Guidelines dan Peraturan Menteri BUMN PER-02/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, SUCOFINDO juga memperhatikan kebutuhan harapan stakeholder yang salah satunya dituangkan dalam APS (Aspirasi Pemegang Saham) Kementerian BUMN setiap tahunnya.

Ruang Lingkup Penerapan Sistem Manajemen Risiko

Sistem Manajemen Risiko diterapkan pada seluruh jajaran Perusahaan meliputi Kantor Pusat, Cabang, Unit Pelayanan, Proyek, Anak Perusahaan dan juga Kerja sama operasional/Manajemen Bersama.

Perusahaan menerapkan Manajemen Risiko melalui kebijakan, prosedur, limit transaksi, kewenangan, toleransi risiko serta perangkat manajemen risiko yang meliputi 4 (empat) Pilar utama yaitu:

1. Pengurusan aktif oleh Direksi dan Pengawasan aktif oleh Dewan Komisaris
2. Kecukupan kebijakan dan standar prosedur manajemen risiko, dan penetapan limit risiko
3. Kecukupan proses identifikasi, pengukuran, pengendalian, pelaporan dan monitoring risiko serta sistem informasi manajemen risiko
4. Sistem pengendalian internal yang menyeluruh.

Overview of Risk Management

Business growth, organizational development, and increased activities at PT SUCOFINDO have heightened exposure to risks that may impact the achievement of the vision, mission, and objectives set. Additionally, the increasing global uncertainties make emerging risks more complex, requiring enhanced and effective risk management practices. Therefore, the application of Risk Management has become a critical element in protecting and creating value for the company.

Risk management in SOEs aims to protect and create value for the SOEs, and SUCOFINDO, as a subsidiary of a State-Owned Enterprise, needs to apply and implement it in accordance with the Regulation of the Minister of State-Owned Enterprises No. Per-02/MBU/03/2023 on Corporate Governance and Significant Corporate Activities of State-Owned Enterprises.

Risk Management System Implementation

PT SUCOFINDO acknowledges the importance of applying a Risk Management System and integrating its management in a balanced way between business strategy, operational activities, decision-making, and risk management policies. Furthermore, the implementation of the Risk Management System is part of the Company's commitment to implementing Good Corporate Governance (GCG). In addition to referring to ISO 31000:2018 Risk Management – Guidelines and the Regulation of the Minister of State-Owned Enterprises PER-02/MBU/03/2023, SUCOFINDO also takes into account stakeholder expectations, which are reflected annually in the Ministry of SOEs' Shareholder Aspirations (APS).

Scope of Risk Management System Implementation

The Risk Management System is implemented across all levels of the Company, including the Head Office, Branches, Service Units, Projects, Subsidiaries, and joint operations/Management Agreements.

The Company implements Risk Management through policies, procedures, transaction limits, authorities, risk tolerance, and risk management tools, which include four main pillars:

1. Active management by the Board of Directors and active supervision by the Board of Commissioners.
2. Adequacy of risk management policies and procedures, and risk limit setting.
3. Adequacy of processes for risk identification, measurement, control, reporting, and monitoring, as well as risk management information systems.
4. Comprehensive internal control systems.

Acuan, Referensi, Dasar Hukum Penerapan Sistem Manajemen Risiko

1. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
2. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko Nomor: SK-3/DKU.MBU/05/2023 Tentang Petunjuk Teknis Komposisi Dan Kualifikasi Organ Pengelola Risiko di Lingkungan Badan Usaha Milik Negara;
3. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko Nomor : SK-6/DKU.MBU/10/2023 Tentang Petunjuk Teknis Proses Manajemen Risiko dan Agregasi pada Taksonomi Risik Portofolio Badan Usaha Milik Negara;
4. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko Nomor : SK-7/DKU.MBU/10/2023 Tentang Petunjuk Teknis Pelaporan Manajemen Risiko Badan Usaha Milik Negara;
5. Keputusan Deputy Bidang Keuangan dan Manajemen Risiko Nomor: SK-8/DKU.MBU/12/2023 Tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (RMI) di Lingkungan Badan Usaha Milik Negara;
6. Aspirasi Pemegang Saham Kementerian BUMN;
7. SNI ISO 8615:2018 ISO 31000:2018, Manajemen Risiko - Pedoman (Risk Management – Guidelines); dan
8. ISO/IEC 31010:2019 Risk Management – Risk Assessment Techniques.

Kebijakan Manajemen Risiko

Dalam penerapan manajemen risiko Perusahaan melakukan perumusan dan penetapan kebijakan organ pengelola risiko, kebijakan strategi risiko, pengendalian intern, perumusan dan penetapan kebijakan mitigasi risiko, penilaian tingkat kematangan manajemen risiko Perusahaan, yang dituangkan dalam pedoman manajemen risiko dengan memperhatikan klasifikasi risiko Perusahaan.

Klasifikasi Risiko Perusahaan

SUCOFINDO telah melakukan self assessment klasifikasi risiko Perusahaan berdasarkan intensitas risiko dengan mempertimbangkan ukuran dan kompleksitas BUMN. SUCOFINDO termasuk dalam kriteria anak Perusahaan BUMN dengan ukuran besar karena :

1. total modal $\geq$ 5% dari total modal konsolidasi. Total Modal SUCOFINDO 53% dari total modal konsolidasi IDSurvey; dan
2. Tingkat kompleksitas tinggi.

Perusahaan memiliki kompleksitas tinggi karena:

1. SUCOFINDO mempunyai penugasan dari Kementerian Perindustrian terkait TKDN.
2. Jumlah pendapatan PT SUCOFINDO dari pelanggan BUMN dan anak perusahaan BUMN lebih dari 20%.

References, Legal Basis, and Regulations for Risk Management System Implementation

1. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 on Corporate Governance and Significant Corporate Activities of State-Owned Enterprises.
2. Decision of the Deputy for Finance and Risk Management No.: SK-3/DKU.MBU/05/2023 on Technical Guidelines for Risk Management Organ Composition and Qualifications in State-Owned Enterprises.
3. Decision of the Deputy for Finance and Risk Management No.: SK-6/DKU.MBU/10/2023 on Technical Guidelines for Risk Management Process and Aggregation in State-Owned Enterprises' Risk Portfolio.
4. Decision of the Deputy for Finance and Risk Management No.: SK-7/DKU.MBU/10/2023 on Technical Guidelines for Risk Management Reporting in State-Owned Enterprises.
5. Decision of the Deputy for Finance and Risk Management No.: SK-8/DKU.MBU/12/2023 on Technical Guidelines for Risk Maturity Index (RMI) Assessment in State-Owned Enterprises.
6. Shareholder Aspirations of the Ministry of SOEs.
7. SNI ISO 8615:2018 ISO 31000:2018, Risk Management – Guidelines.
8. ISO/IEC 31010:2019 Risk Management – Risk Assessment Techniques.

Risk Management Policy

In implementing risk management, the Company formulates and establishes policies for the risk management organ, risk strategy policies, internal control, risk mitigation policies, risk management maturity level assessments, which are outlined in the risk management guidelines, considering the Company's risk classification.

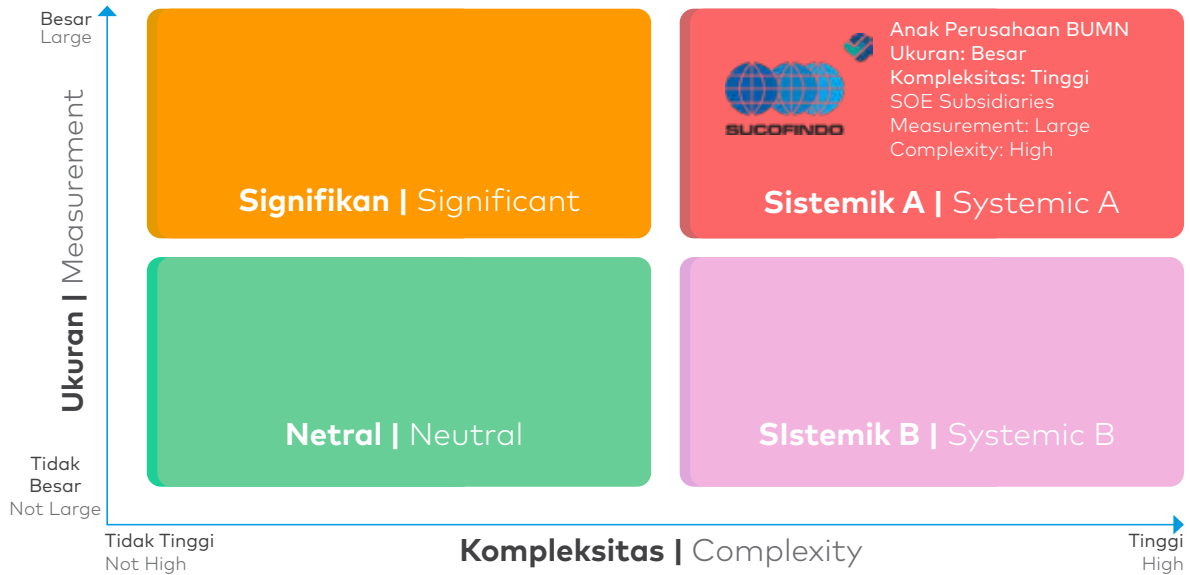
Company Risk Classification

SUCOFINDO has conducted a self-assessment of its risk classification based on the intensity of risks, taking into account the size and complexity of the SOE. SUCOFINDO is classified as a large subsidiary of a SOE because:

1. Total capital $\geq$ 5% of total consolidated capital. SUCOFINDO's capital is 53% of the total consolidated capital of IDSurvey; and
2. High level of complexity.

The Company is highly complex because:

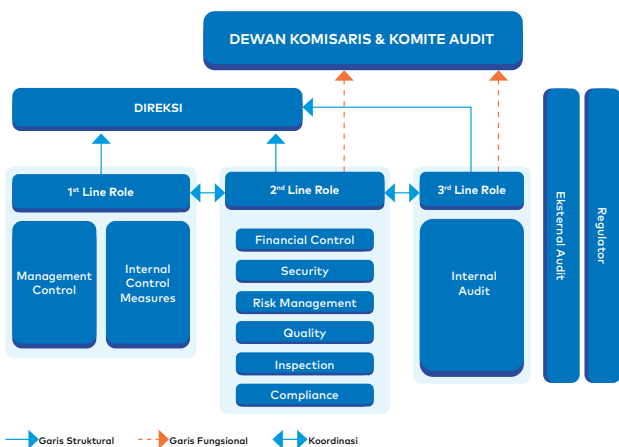
1. SUCOFINDO has been assigned by the Ministry of Industry regarding Domestic Content (TKDN).
2. SUCOFINDO's revenue from SOE customers and SOE subsidiaries exceeds 20%.



Struktur Organisasi

Sebagai anak BUMN dengan Klasifikasi Risiko Sistemik A, Perusahaan wajib memiliki Organ Pengelola Risiko yang terdiri dari: Dewan Pengawas, Direksi, Komite Audit, Komite Pemantau Risiko (KPR), Direktur Yang Membidangi Pengelolaan Risiko, Direktur Yang Membidangi Pengelolaan Keuangan, Unit Pengelola Risiko dan Satuan Pengawasan Internal (SPI). Sebagai Anak BUMN, perusahaan wajib menerapkan model tata kelola risiko tiga lini (*three lines model*) dalam melaksanakan manajemen risiko.

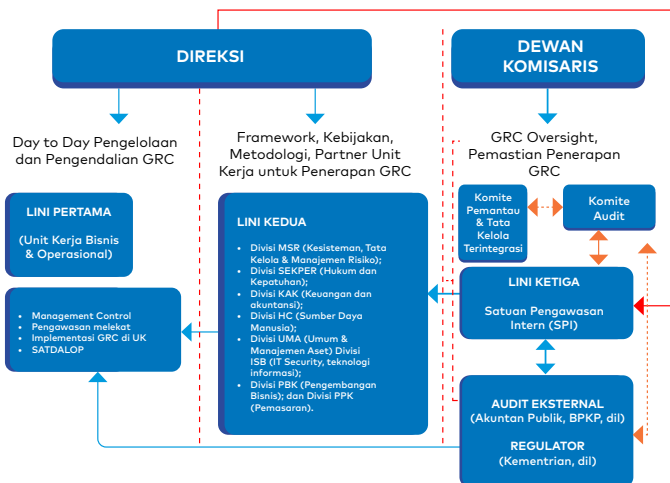
Struktur tata kelola Risiko mengacu pada Three Lines Model



Organizational Structure

As a state-owned enterprise (SOE) with a systemic risk classification of A, the company is required to have a Risk Management Organization consisting of: the Board of Supervisors, the Board of Directors, the Audit Committee, the Risk Monitoring Committee (KPR), the Director in charge of Risk Management, the Director in charge of Financial Management, the Risk Management Unit, and the Internal Audit Unit (SPI). As a subsidiary of an SOE, the company must implement the three lines of defense model in its risk management practices.

The risk governance structure follows the Three Lines Model.



1st line – unit bisnis dan operasi, bertanggung jawab untuk menjalankan kegiatan dan mencapai tujuan organisasi, pemilik dari semua risiko dari kegiatan tersebut dan berkewajiban untuk mengelola risiko (*own and manage risks*), dengan mengikuti ketentuan & regulasi terkait, berkoordinasi dengan 2nd line.

2nd line – fungsi yang bertanggung jawab untuk membuat kebijakan, pedoman, sistem, pelatihan, dan internalisasi, memastikan pengendalian internal telah dijalankan oleh lini pertama. Fungsi pemantauan atau pemastian, melakukan pemantauan, penelaahan, dan koordinasi terhadap pengelolaan risiko sesuai dengan spesialisasi/fungsi korporasi masing-masing (Kesisteman, Tata Kelola & Manajemen Risiko, Hukum dan Kepatuhan, pengendalian anggaran, manajemen kualitas, kesehatan dan keselamatan kerja, *anti-fraud*, IT security, dll)

3rd line – fungsi audit internal yang memberikan pemastian secara independen atas pelaksanaan kebijakan, pedoman, sistem, proses manajemen risiko dan pengendalian internal yang dijalankan oleh Lini Pertama dan lini Kedua. Eksternal audit, regulator, penyedia pemastian lainnya diluar organisasi. Merupakan pihak yang bertujuan untuk memperkuat pengawasan dan pengendalian internal dalam organisasi.

1st line – business units and operations, responsible for carrying out activities and achieving organizational goals, owners of all risks from these activities, and obligated to manage risks (own and manage risks), in accordance with relevant regulations, coordinating with the 2nd line.

2nd line – functions responsible for creating policies, guidelines, systems, training, and internalization, ensuring that internal controls have been implemented by the first line. Monitoring or assurance functions, performing monitoring, review, and coordination of risk management in accordance with the specialization/corporate functions (Systems, Governance & Risk Management, Legal and Compliance, budget control, quality management, occupational health and safety, anti-fraud, IT security, etc.)

3rd line – internal audit functions that provide independent assurance on the implementation of policies, guidelines, systems, risk management processes, and internal controls executed by the First and Second Lines. External audit, regulators, and other assurance providers outside the organization. These are parties aimed at strengthening oversight and internal controls within the organization.

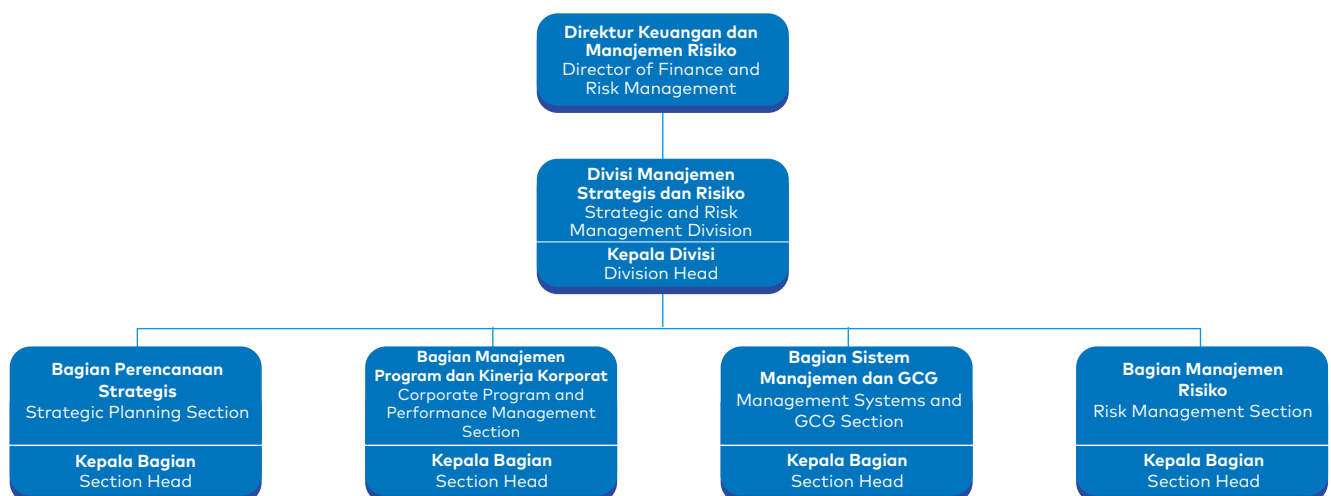
Organisasi Fungsi Pengelolaan Risiko

Direktur Keuangan dan Manajemen Risiko membawahi Direktorat Keuangan dan Manajemen Risiko, dimana salah satunya adalah Divisi Manajemen Strategis dan Risiko, Bagian Manajemen Risiko, yang bertanggung jawab terkait pengelolaan risiko korporat di PT SUCOFINDO. Hal ini sesuai dengan Keputusan Direksi No. 05/KD/2024 tentang Struktur Organisasi, Tugas Pokok dan Fungsi Unit Kerja PT SUCOFINDO.

Risk Management Organization

The Director of Finance and Risk Management oversees the Directorate of Finance and Risk Management, which includes the Strategic and Risk Management Division, specifically the Risk Management Section. This section is responsible for managing corporate risks at PT SUCOFINDO. The organizational structure is in accordance with the Board of Directors Decree No. 05/KD/2024 regarding the Structure, Duties, and Functions of PT SUCOFINDO's Work Units.

Struktur Organisasi



Organizational Structure



Bagian Manajemen Risiko pada Divisi Manajemen Strategis Dan Risiko

Pengelolaan, implementasi, evaluasi, dan pengembangan sistem manajemen risiko perusahaan serta pemantauan tindak lanjut risiko secara berkala.

Tugas Pokok Bagian Manajemen Risiko pada Divisi Manajemen Strategis Dan Risiko

1. Mengelola, mengimplementasikan, mengevaluasi dan mengembangkan Sistem Manajemen Risiko Perusahaan secara efektif dan efisien;
2. Mengkoordinir aktivitas identifikasi risiko dini atas setiap aktivitas unit kerja dan perusahaan;
3. Mengelola strategi dan pemantauan tindak lanjut pengendalian secara berkesinambungan terhadap risiko serta mitigasinya yang mempunyai prioritas tinggi/risiko signifikan demi kelangsungan hidup Perusahaan;
4. Memastikan efisiensi pelaksanaan seluruh tugas pokok Divisi Manajemen Strategis dan Risiko;
5. Membina hubungan dengan Unit Kerja lainnya dalam perusahaan serta dengan pihak luar terkait dengan fungsinya;
6. Melakukan pembinaan kompetensi teknis pemegang posisi pekerjaan di bidang terkait;
7. Memastikan terlaksananya kegiatan Knowledge Management dalam lingkup kegiatan bisnisnya;
8. Memantau dan melakukan evaluasi kinerja terhadap pencapaian/realisasi target di Unit Kerja dan tim di bawahnya secara berkala;
9. Memastikan terlaksananya pengendalian internal terhadap kegiatan Unit Kerja.

Bagian Manajemen Risiko, Divisi Manajemen Strategis dan Risiko berada di bawah koordinasi Direktur Keuangan dan Manajemen Risiko. Dengan demikian pengelolaan risiko menjadi strategic tools dalam pengambilan keputusan pada proses manajemen.

Profil Kepala Divisi Manajemen Strategis & Risiko

Nurbeta Kurniawan	
Kepala Divisi Manajemen Strategis dan Risiko Head of the Strategic & Risk Management Division	
Menjabat Sejak Serving Since	16 maret 2023 March 16, 2023
Usia Age	54 Tahun 54 Years Old
Kewarganegaraan Nationality	Indonesia Indonesian
Domisili Domicile	Bandung, Jawa Barat Bandung, West Java

Risk Management Section in the Strategic and Risk Management Division

Management, implementation, evaluation, and development of the company's risk management system as well as monitoring follow-up actions on risks periodically.

Main Duties of the Risk Management Section in the Strategic and Risk Management Division

1. Manage, implement, evaluate, and develop the Company's Risk Management System effectively and efficiently;
2. Coordinate early risk identification activities for each work unit and the company;
3. Manage strategies and continuously monitor follow-up actions on risk controls and their mitigation, focusing on high-priority/significant risks for the company's sustainability;
4. Ensure the efficiency of the execution of all tasks in the Strategic and Risk Management Division;
5. Foster relationships with other Work Units within the company and with external parties related to its functions;
6. Develop technical competencies of job position holders in related fields;
7. Ensure the implementation of Knowledge Management activities within its business activities;
8. Monitor and evaluate the performance of target achievements/realization in the Work Unit and its teams periodically;
9. Ensure the implementation of internal controls over the activities of the Work Unit.

The Risk Management Section, Strategic and Risk Management Division, is under the coordination of the Director of Finance and Risk Management. Therefore, risk management becomes a strategic tool in decision-making throughout the management process.

Profile of the Head of the Strategic & Risk Management Division

Dasar Hukum Penunjukkan Legal Basis for Appointment	Surat Keputusan Direksi Nomor 114/SKD/2023 tentang Penetapan Saudara Nurbeta Kurniawan sebagai Kepala Divisi Manajemen Strategis dan Risiko pada Divisi Manajemen Strategis dan Risiko PT SUCOFINDO. Director's Decree No. 114/SKD/2023 on the Appointment of Mr. Nurbeta Kurniawan as Head of the Strategic and Risk Management Division at PT SUCOFINDO
Riwayat Pendidikan Education History	Sarjana Teknik Industri, Universitas Islam Bandung (1996) Bachelor's in Industrial Engineering from Universitas Islam Bandung (1996)
Riwayat Pekerjaan Employment History	1. Kepala Divisi Pemasaran dan Penjualan Korporat (2021–Maret 20) 2. Vice President Strategic Business Unit Certification & Eco Framework (2020–2021) 3. Senior Manager Operation and Development West Regional Division (2020) 4. Manager Cabang Bandung (2017–2020) 1. Head of Corporate Marketing and Sales Division (2021–March 2020) 2. Vice President, Strategic Business Unit Certification & Eco Framework (2020–2021) 3. Senior Manager, Operation and Development West Regional Division (2020) 4. Branch Manager, Bandung (2017–2020)
Keahlian/Sertifikasi Expertise/Certifications	1. Gada Utama by Indonesia National Police 2. IRCA REGISTER for OH&S Lead Auditor (Cert. number 1184800) 3. Government Accreditation for OHSMS Auditor (Kepmen no.537/M/BW/2001) 4. Government Accreditation for Ahli K3 Umum (General OH&S Expertise). (Kepmen no.190/M/BW/1999) 5. Government Accreditation for Ahli K3 Kebakaran (Fire Safety Expertise). (Sk. No. L 57-A/PNKK/07.04) 6. Member of OHSAS Project Group (British Standard Institute)
Training 2024 2024 Training	1. Masterclass Program Series XXIII - Life Cycle sssessment (LCA) and Carbon Reduction Strategy by LSPMR 2. Business Process Re Engineering (batch 2) by SCLD 3. Balance Score Card 4. Building Business Acumen by IDSurvey Institute 5. Certified Risk Management Profesional by RAP Indonesia 6. Enhancing Sustainability Initiative for Sustainability Business by SCLD 7. Pelatihan Six Sigma Awareness by IDSurvey Institute 8. Konferensi Nasional Profesional dan wisuda CRMP by LSPMR 9. Sustainability For Organizational Resilience and Competitive Advantage by Certified Corporate Risk Manager (CCRM) by BPKP GIA Corpu
Hubungan Afiliasi Affiliate Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali No Affiliation with the Board of Commissioners, Board of Directors, and Controlling Shareholders
Jabatan Lainnya Other Positions	Tidak Ada None

Infrastruktur Manajemen Risiko

Dalam memperkuat penerapan manajemen risiko, SUCOFINDO melakukan penyesuaian terhadap kebijakan, pedoman, prosedur dan tata kelola manajemen risiko Perusahaan dengan Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023, serta Pengembangan sistem informasi manajemen risiko (ERMS). Berikut infrastruktur manajemen risiko SUCOFINDO :

1. Pedoman Manajemen Risiko Perusahaan, PDM/SCI-MSR/01;
2. Prosedur Manajemen Risiko, PSM/SCI-MSR/05;
3. Prosedur Operasi berbasis Risiko
4. Kebijakan Sistem Manajemen Terintegrasi;
5. Kebijakan Strategi Risiko;
6. Aplikasi ERMS (Enterprise Risk Management System);
7. Dashboard Manajemen Risiko;
8. Dashboard Manajemen Risiko Proyek.

Risk Management Infrastructure

To strengthen the implementation of risk management, SUCOFINDO has made adjustments to its policies, guidelines, procedures, and corporate risk governance in accordance with the Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023, as well as the development of the Enterprise Risk Management System (ERMS). The following are the risk management infrastructure at SUCOFINDO:

1. Corporate Risk Management Guidelines, PDM/SCI-MSR/01
2. Risk Management Procedures, PSM/SCI-MSR/05
3. Risk-Based Operational Procedures
4. Integrated Management System Policy
5. Risk Strategy Policy
6. ERMS (Enterprise Risk Management System) Application
7. Risk Management Dashboard
8. Project Risk Management Dashboard



Kebijakan Sistem Manajemen PT SUCOFINDO semula berdiri sendiri-sendiri:

1. Kebijakan Sistem Manajemen Korporat
2. Kebijakan Sistem Manajemen Risiko

Tahun 2024, PT SUCOFINDO sudah menetapkan Kebijakan secara terintegrasi antara Sistem Manajemen atas seluruh standard yang diterapkan, GRC, dan juga ESG dalam bentuk Kebijakan Sistem Manajemen Terintegrasi, Environment, Social, Governance, Risk and Compliance (ES-GRC).

Initially, the Management System Policies at PT SUCOFINDO were separate:

1. Corporate Management System Policy
2. Risk Management System Policy

In 2024, PT SUCOFINDO integrated these policies into a unified framework covering all the standards applied, GRC, and ESG, forming the Integrated Management System Policy, Environment, Social, Governance, Risk, and Compliance (ES-GRC).

Sistem Informasi Manajemen Risiko

Perusahaan telah mengembangkan aplikasi manajemen risiko yang memudahkan dalam kegiatan identifikasi, analisis dan evaluasi risiko yang dilakukan oleh unit kerja. Aplikasi *Enterprise Risk Management System* (ERMS), mencakup beberapa modul yaitu RMC Unit Kerja dan Proyek, *Risk Control Self-Assessment* (RCSA) Operasional dan Proyek, *Loss Event*, dan *Maturity* dengan ruang lingkup penerapan di seluruh unit kerja yang meliputi kantor pusat, cabang, unit pelayanan dan laboratorium. Aplikasi tersebut mendukung proses digitalisasi korporat untuk percepatan dan keakuratan data serta pengambilan keputusan. Setiap tahunnya dilakukan *review* dan pengembangan aplikasi untuk lebih meningkatkan performa aplikasi maupun menjawab kebutuhan data yang diperlukan berdasarkan hasil survey di periode sebelumnya.

Early Warning System

SUCOFINDO memiliki mekanisme informasi Manajemen Risiko (Risk Management Dashboard) yang memantau dan memberikan peringatan dini (early warning system) terhadap suatu risiko, yaitu di fokuskan pada kinerja Finansial.

Selain pengembangan aplikasi ERMS, di tahun 2023 dikembangkan juga Dashboard Manajemen Risiko yang telah dimiliki, semula di fokuskan pada risiko pendapatan dan biaya, dikembangkan ke faktor lainnya yaitu kinerja pendapatan, laba, BOPO, biaya usaha, biaya operasi langsung, biaya operasi tidak langsung, EBITDA yang kemudian diolah untuk menyajikan Profil Risiko Unit Kerja & Korporat. Hasil analisa disampaikan setiap bulannya kepada unit kerja, agar unit kerja waspada dan mengambil tindakan lebih dini sehingga nilai risiko kinerja keuangan tetap berada pada batas selera dan toleransi yang telah ditetapkan.

Tahun 2024 dikembangkan Dashboard Manajemen Risiko Proyek menyajikan informasi jumlah proyek yang sedang berlangsung, nilai total kontrak proyek berjalan, nilai total RAB (Rencana Anggaran Biaya) Proyek, Jenis proyek, Status proyek, dan tingkat risiko proyek.

Dashboard Manajemen Risiko dan *Dashboard* Manajemen Risiko Proyek masih dikelola secara manual dan disampaikan kepada seluruh Unit Kerja setiap bulannya. Harapan kedepan kedua dashboard tersebut dapat diintegrasikan ke dalam pengembangan aplikasi ERMS & E-project yang telah ada, sehingga dapat menyajikan data secara real-time

Komposisi dan Kualifikasi Organ Pengelola Risiko

Organ Pengelola Risiko merupakan organ yang memiliki wewenang, tugas, dan tanggung jawab dalam penerapan Manajemen Risiko yang meliputi fungsi Manajemen Risiko dan Audit Intern. Pengaturan komposisi dan kualifikasi Organ Pengelola Risiko dilakukan dalam rangka meningkatkan kualitas

Risk Management Information System

The company has developed a risk management application that facilitates the identification, analysis, and evaluation of risks performed by work units. The Enterprise Risk Management System (ERMS) application includes several modules, such as the Work Unit and Project RMC, Risk Control Self-Assessment (RCSA) for Operations and Projects, Loss Event, and Maturity, with the scope of application across all work units, including the head office, branches, service units, and laboratories. This application supports the corporate digitalization process to speed up and ensure accurate data and decision-making. Each year, the application is reviewed and developed to improve its performance and meet data needs based on survey results from the previous period.

Early Warning System

SUCOFINDO has a Risk Management Information System (Risk Management Dashboard) that monitors and provides early warning signals focused on financial performance.

In addition to the ERMS application development, a Risk Management Dashboard was developed in 2023, initially focusing on revenue and expense risks. It has since been expanded to include factors such as revenue performance, profit, BOPO (Operating Expenses to Operating Income ratio), operating costs, direct and indirect operating costs, and EBITDA. This data is processed to present the Risk Profile for Work Units and the Corporation. The analysis results are presented monthly to work units to help them be alert and take early action, ensuring that financial performance risk stays within the established appetite and tolerance levels.

In 2024, a Project Risk Management Dashboard was developed, which presents information on the number of ongoing projects, the total project contract value, the total project cost estimate (RAB), project types, project status, and project risk levels. The Risk Management Dashboard and Project Risk Management

Dashboard are still managed manually and are shared with all Work Units monthly. In the future, these two dashboards are expected to be integrated into the development of the existing ERMS & E-project applications to provide real-time data.

Composition And Qualifications Of The Risk Management Organization

The Risk Management Organization is the body responsible for overseeing the implementation of Risk Management, including the Risk Management function and Internal Audit. The composition and qualifications of the Risk Management Organization are designed to enhance its quality to support the comprehensive



Organ Pengelola Risiko dengan tujuan mendukung penerapan proses manajemen risiko secara komprehensif.

Ketentuan kualifikasi organ pengelola risiko perusahaan mengacu pada Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023.

Pemenuhan kualifikasi sertifikasi yang dipenuhi saat menjabat wajib dipenuhi dalam jangka waktu 1 (satu) tahun sejak menjabat sebagai Organ Pengelola Risiko. Sertifikasi yang dipenuhi baik sebelum maupun saat menjabat wajib berlaku selama masa jabatan sebagai Organ Pengelola Risiko. Pemenuhan kualifikasi pelatihan yang dipenuhi saat menjabat dilakukan sepanjang masa jabatan sebagai Organ Pengelola Risiko.

Unit Pengelola Manajemen Risiko Perusahaan terdiri dari :

implementation of risk management processes.

The qualifications of the risk management organization refer to the Ministry of SOEs Regulation No. PER-2/MBU/03/2023.

Certification qualifications must be met within one year of serving as part of the Risk Management Organization. Certifications completed either before or during the tenure must remain valid throughout the tenure. Training qualifications must be fulfilled during the entire tenure as a member of the Risk Management Organization.

The Risk Management Organization consists of:

No	Jabatan Position	Nama Name	Sertifikasi Certification	Pelatihan Training
1	Kepala Bagian Manajemen Risiko Head of Risk Management Section	Ana Sulistiowati	CRMP, CGRCP	1. BCM 2. Financial Risk Management 3. Masterclass Program Series XXIII – LCA (life cycle assesment) and Carbon Reduction Strategy 4. Risk and Quality Summit
2	Risk Management Analyst-2	Rona	QRMO, QRMA, QRMP	1. Finance Risk Management 2. Audit Kinerja 3. Penilaian RMI 4. BCM 1. Financial Risk Management 2. Performance Audit 3. RMI Assessment 4. BCM
3	Risk Management Officer-1	Joko Supriyanto	QRMO, CRMP	1. Penilaian RMI 2. BCM 3. Finance Risk Managemnet 4. CRMP 1. RMI Assessment 2. BCM 3. Financial Risk Management 4. CRMP
4	Risk Management Officer-1	Gina Fitri	CRMO, CRMP	1. ESG Reporting 2. Finance Risk Management 3. CRMP 4. BCM
5	Risk Management Officer-1	Diana Syafitri	CRMO	1. ESG Reporting 2. BCM 3. Finance Risk Management 4. CRMO
6	Risk Management Officer-1	Azelia Dydapradani	CRMO	1. Finance Risk Management 2. Internal Audit, Fraud Detection and Investigation 3. Risk and Quality Summit

Pengelolaan pemenuhan dan/atau peningkatan kualifikasi OPR Perusahaan dilakukan secara bertahap dan terjadwal oleh Divisi Human Capital.

The fulfillment and/or improvement of the qualifications for the Company's Risk Management Organization (OPR) are carried out gradually and according to a scheduled plan by the Human Capital Division.

Strategi Manajemen Risiko Perusahaan

Strategi manajemen risiko Perusahaan merupakan penjabaran dari aktivitas kegiatan yang telah ditetapkan dalam kebijakan manajemen risiko Perusahaan. Strategi manajemen risiko memberikan gambaran mengenai sasaran, arah dan rencana untuk mencapai sasaran manajemen risiko ke depan yang dirumuskan dalam Roadmap Manajemen Risiko Perusahaan, Kebijakan Strategi Manajemen Risiko Perusahaan, dan Kerangka Kerja Manajemen Risiko

Roadmap Manajemen Risiko Perusahaan

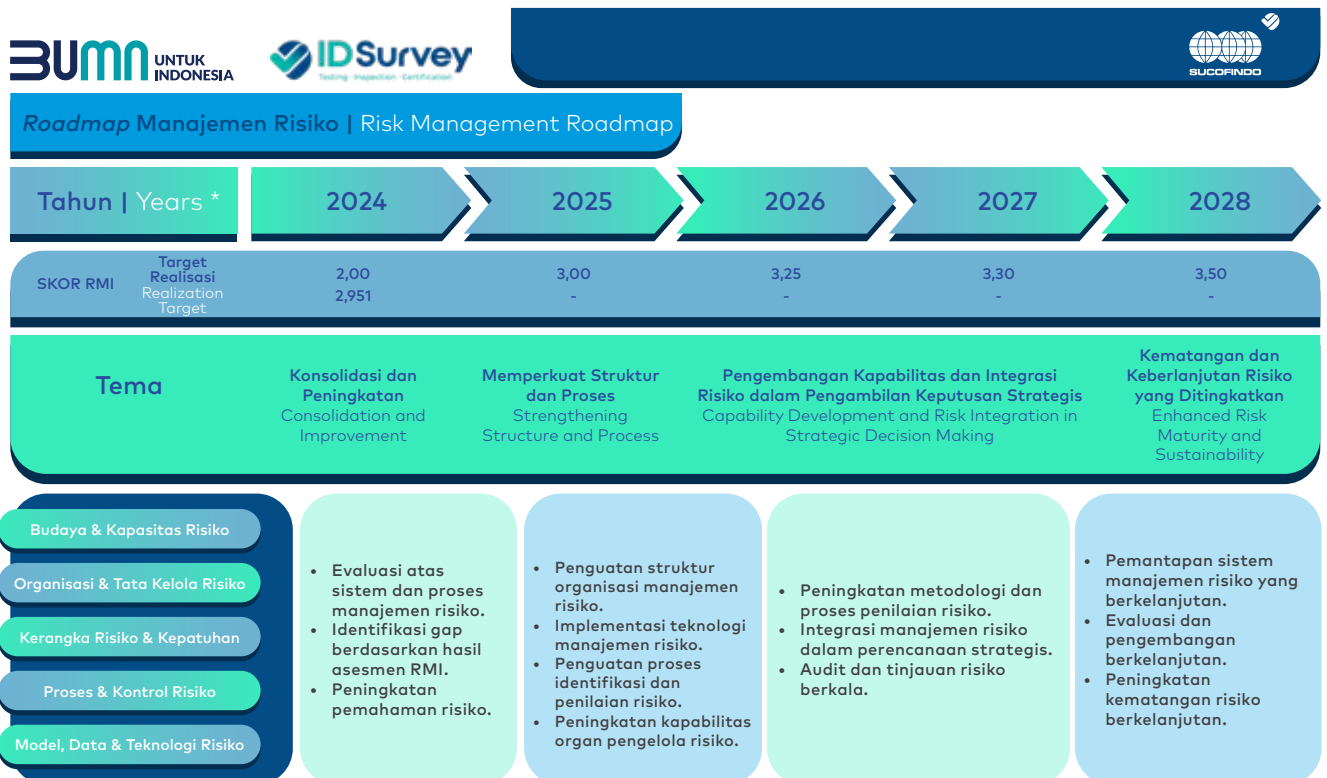
Roadmap manajemen risiko perusahaan merupakan gap analisis terhadap hasil assessment RMI sebelumnya dan rencana pemenuhan PER-2/MBU/03/2023, diantaranya konsolidasi dan peningkatan penerapan manajemen Risiko; Penguatan struktur dan Proses Manajemen Risiko; Pengembangan kapabilitas dan Integrasi Risiko dalam Pengambilan Keputusan Strategis; dan Peningkatan kematangan Risiko dan Keberlanjutan.

Risk Management Strategy Of The Company

The Company's Risk Management Strategy is a detailed explanation of the activities outlined in the Company's Risk Management Policy. The risk management strategy provides an overview of the objectives, direction, and plans to achieve the Company's risk management goals moving forward, which are outlined in the Company's Risk Management Roadmap, the Company's Risk Management Strategy Policy, and the Risk Management Framework.

Company's Risk Management Roadmap

The Company's Risk Management Roadmap is a gap analysis of the results from the previous RMI assessment and the plan to fulfill the requirements of PER-2/MBU/03/2023, including the consolidation and improvement of risk management implementation; strengthening the structure and processes of risk management; development of capabilities and integration of risk into strategic decision-making; and enhancement of risk maturity and sustainability.



Kebijakan Strategi Manajemen Risiko Perusahaan

Risk Appetite Statement (Pernyataan Selera Risiko)

Sebagai bentuk komitmen PT SUCOFINDO dalam implementasi Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 dan

Company Risk Management Strategy Policy

Risk Appetite Statement

As part of PT SUCOFINDO's commitment to implementing the Ministry of State-Owned Enterprises Regulation Number PER-2/



berdasarkan Aspirasi Pemegang Saham untuk Penyusunan Rencana Kerja dan Anggaran Perusahaan Tahun 2024, PT SUCOFINDO menetapkan strategi risiko yang dituangkan dalam pernyataan Selera Risiko (*Risk Appetite Statement*) sebagai acuan implementasi Manajemen Risiko dalam menciptakan dan melindungi nilai Perusahaan serta mendukung pertumbuhan bisnis Perusahaan yang berkelanjutan, dengan rincian sebagai berikut

MBU/03/2023 and in line with the Shareholders' Aspirations for the Preparation of the 2024 Corporate Work Plan and Budget, PT SUCOFINDO has established a risk strategy set out in the Risk Appetite Statement as a reference for implementing Risk Management. This serves to create and safeguard corporate value while supporting the Company's sustainable business growth, detailed as follows:

Strategic Initiative	Sikap Terhadap Risiko Risk Attitude	Pernyataan Selera Risiko Risk Appetite Statement (RAS)
Nilai Ekonomi Sosial untuk Indonesia Economic and Social Value for Indonesia	Tidak Toleran Intolerant	PT SUCOFINDO berkomitmen memenuhi target pembayaran dividen kepada negara sesuai dengan target yang telah ditetapkan. PT SUCOFINDO is committed to meeting the dividend payment target to the state as set forth in the established target.
	Moderat Moderate	PT SUCOFINDO mengambil risiko menengah dalam menciptakan kontribusi bisnis terintegrasi untuk pembangunan berkelanjutan guna kepentingan ekonomi dan harapan sosial. PT SUCOFINDO takes a medium level of risk in creating integrated business contributions for sustainable development in the interest of the economy and social expectations.
	Tidak Toleran Intolerant	PT SUCOFINDO tidak memberikan ruang terhadap perusakan lingkungan dalam kegiatan usaha yang dilakukan dan berupaya meminimalkan disrupsi dampak perubahan iklim. PT SUCOFINDO allows no tolerance for environmental degradation in its business activities and strives to minimize the disruptive impacts of climate change.
	Konservatif Conservative	PT SUCOFINDO berfokus menjalankan kegiatan bisnis utamanya secara tepat waktu, tepat sasaran dan menjalankan itikad baik. PT SUCOFINDO focuses on conducting its core business activities in a timely and targeted manner, acting in good faith.
	Konservatif Conservative	PT SUCOFINDO akan memenuhi kewajiban keuangan dan mempertahankan struktur keuangan yang sehat dan menjaga keberlangsungan usaha secara berkesinambungan. PT SUCOFINDO will meet its financial obligations, maintain a sound financial structure, and ensure business continuity on a sustainable basis.
Inovasi Model Bisnis Business Model Innovation	Tidak Toleran Intolerant	PT SUCOFINDO akan menjalankan bisnis dengan menerapkan tata kelola perusahaan yang baik dan manajemen risiko yang terintegrasi, melengkapi dan menjalankan organ pengelola risiko secara aktif dan prudent serta menjunjung tinggi core value AKHLAK. PT SUCOFINDO will conduct its business by applying good corporate governance and integrated risk management, actively and prudently equipping and operating risk management organs while upholding the core values of AKHLAK.
	Tidak Toleran Intolerant	PT SUCOFINDO tidak memberikan ruang dalam melakukan pelanggaran terhadap peraturan perundang-undangan yang dapat mengancam reputasi Perusahaan. PT SUCOFINDO allows no tolerance for violations of laws and regulations that could threaten the Company's reputation.
	Strategis Strategic	PT SUCOFINDO secara aktif dan dengan mempertimbangkan kalkulasi risiko yang matang untuk menciptakan nilai melalui inovasi model bisnis, eksplorasi dan pengembangan, optimalisasi penataan portofolio, dan pertumbuhan anorganik yang mempertimbangkan aspek environmental, social, dan governance (ESG) dengan menerima konsekuensi peningkatan penambahan biaya modal (CAPEX) dengan risiko yang wajar dan terukur serta sepadan dengan kemalian investasi. PT SUCOFINDO actively and with careful risk calculation seeks to create value through business model innovation, exploration and development, portfolio optimization, and inorganic growth, considering environmental, social, and governance (ESG) aspects, accepting reasonable and measurable risks and CAPEX costs.
	Konservatif Conservative	PT SUCOFINDO menjalankan bisnis penugasan yang flexible dengan tetap memperhatikan keuntungan perusahaan. PT SUCOFINDO conducts its mandated business activities flexibly while remaining focused on corporate profitability.

Strategic Initiative	Sikap Terhadap Risiko Risk Attitude	Pernyataan Selera Risiko Risk Appetite Statement (RAS)
Kepemimpinan Teknologi Technology Leadership	Tidak Toleran Intolerant	PT SUCOFINDO tidak memberikan ruang terhadap kelalaian atas keamanan siber dan perlindungan data pribadi. PT SUCOFINDO allows no tolerance for negligence in cybersecurity and personal data protection.
Peningkatan Investasi Investment Enhancement	Moderat Moderate	PT SUCOFINDO mengambil risiko menengah untuk peningkatan investasi yang menjamin kesinambungan pertumbuhan Perusahaan dan daya saing dalam industri TIC. PT SUCOFINDO takes a medium level of risk to enhance investments that ensure the Company's continued growth and competitiveness in the TIC industry.
	Strategis Strategic	PT SUCOFINDO akan mengoptimalkan sumber daya idle atau yang belum memenuhi kapasitas usaha melalui berbagai upaya organik dan anorganik dengan menerima risiko bisnis yang wajar dan terukur. PT SUCOFINDO will optimize idle or underutilized resources through various organic and inorganic initiatives, accepting reasonable and measurable business risks.
Pengembangan Talenta Talent Development	Moderat Moderate	PT SUCOFINDO mengambil risiko menengah untuk pengembangan talenta yang mampu bertahan dalam memenangkan persaingan dalam industri TIC. PT SUCOFINDO takes a medium level of risk in developing talent capable of sustaining and winning in the competitive TIC industry.

Sikap Terhadap Risiko Risk Attitude	Keterangan Description
Tidak Toleran Intolerant	- Sangat berhati-hati dalam mengambil risiko dan lebih memilih menjaga stabilitas dan konsistensi dalam operasi bisnis. - Keputusan bisnis didasarkan pada pemeliharaan modal. - Extremely cautious in taking risks, prioritizing stability and consistency in business operations. - Business decisions are based on capital preservation.
Konservatif Conservative	- Berhati-hati dalam mengambil risiko, dengan memilih beberapa risiko yang terkendali tetapi tetap memprioritaskan kestabilan usaha. - Keputusan bisnis didasarkan pada upaya untuk melindungi nilai dari risiko besar yang tidak terduga termasuk didalamnya menghindari paparan terhadap fluktuasi pasar yang signifikan serta dapat menanggung beban yang kecil. - Careful in taking risks, opting for selected manageable risks while prioritizing business stability. - Business decisions aim to protect value from significant unexpected risks, including avoiding exposure to major market fluctuations, and are capable of bearing only minor burdens.
Moderat Moderate	- Bersedia mengambil risiko dalam batas tertentu untuk mencapai pertumbuhan dan keuntungan, tetapi tetap memperhatikan perlindungan terhadap kerugian besar. - Keputusan bisnis mempertimbangkan peluang pertumbuhan dan dampak risiko secara bersamaan dan dapat menanggung beban yang sedang. - Willing to take risks within certain limits to achieve growth and profits, while still safeguarding against major losses. - Business decisions consider both growth opportunities and risk impacts simultaneously and are capable of bearing moderate burdens.
Strategis Strategic	- Secara aktif menerapkan strategi yang melibatkan pengelolaan risiko sebagai bagian integral dari rencana bisnis, mengambil risiko lebih tinggi dalam rangka mencapai pertumbuhan dan inovasi yang lebih besar. - Keputusan bisnis didasarkan pada analisis risiko dan potensi pengambilan investasi jangka panjang serta dapat menanggung beban yang besar. - Actively implements strategies that incorporate risk management as an integral part of business planning, taking higher risks to achieve greater growth and innovation. - Business decisions are based on risk analysis and potential long-term investment, and are capable of bearing significant burdens.



Pernyataan Selera Risiko ditetapkan oleh Komisaris Utama dan Direktur Utama PT SUCOFINDO sebagai acuan dalam penerapan manajemen risiko di Perusahaan.

Strategi pengendalian-mitigasi risiko Perusahaan terdiri dari kombinasi taksonomi risiko, *risk limit*, *risk tolerance* & *risk appetite*, *risk capacity*, dan *risk profile*. *Risk capacity* adalah jumlah maksimum risiko yang dapat diterima oleh Perusahaan dalam penerapan strategi untuk pencapaian sasaran kerja Perusahaan.

Nilai Ambang Risiko

PT SUCOFINDO menggunakan pendekatan nilai Net Working Capital (NWC) dalam menghitung kapasitas risiko. Ditetapkan bahwa kebijakan selera risiko berada pada level risiko moderat, sehingga penetapan selera, toleransi dan batasan risiko adalah sesuai dengan persentase dibawah ini yang merupakan analisis atas eksposur risiko yaitu:

1. Selera risiko sebesar 20% dari nilai NWC;
2. Toleransi risiko sebesar 22% dari nilai NWC;
3. Batasan risiko sebesar 15% dari nilai NWC, dimana nilai ini akan diturunkan kepada seluruh Unit kerja untuk diimplementasi.

Toleransi Risiko

Toleransi risiko (Risk Tolerance) ditetapkan oleh Direksi PT SUCOFINDO dengan tujuan untuk menjadi batasan besaran risiko yang masih dapat diterima atau diambil oleh Direksi PT SUCOFINDO dalam pelaksanaan kegiatan operasional yang tidak akan mengganggu pencapaian tujuan Perusahaan secara keseluruhan. Toleransi risiko merupakan batasan maksimal besaran risiko yang masih dapat diterima atau diambil oleh Direksi PT SUCOFINDO dan disesuaikan dengan kemampuan Perusahaan.

The Risk Appetite Statement is established by the President Commissioner and the President Director of PT SUCOFINDO as a reference for the implementation of risk management within the Company.

The Company's risk control and mitigation strategy consists of a combination of risk taxonomy, risk limit, risk tolerance & risk appetite, risk capacity, and risk profile. Risk capacity refers to the maximum level of risk that the Company can accept in implementing strategies to achieve its corporate objectives.

Risk Threshold

PT SUCOFINDO uses the Net Working Capital (NWC) approach in calculating risk capacity. It is determined that the Company's risk appetite policy is set at a moderate risk level, with the following percentages reflecting an analysis of risk exposure:

1. Risk appetite of 20% of NWC value;
2. Risk tolerance of 22% of NWC value;
3. Risk limit of 15% of NWC value, which will be cascaded down to all work units for implementation.

Risk Tolerance

Risk tolerance is established by the Board of Directors of PT SUCOFINDO with the aim of setting boundaries for the level of risk that can still be accepted or taken by the Board of Directors of PT SUCOFINDO in conducting operational activities, ensuring that it does not interfere with the achievement of the Company's overall objectives. Risk tolerance defines the maximum risk exposure that can still be accepted or taken by the Board of Directors of PT SUCOFINDO and is aligned with the Company's capacity.

Taksonomi Risiko

Taksonomi risiko berfungsi sebagai alat untuk mengidentifikasi dan menyeragamkan inventaris risiko yang komprehensif dan konsisten serta untuk proses agregasi risiko pada Kementerian BUMN

Risk Taxonomy

Risk taxonomy serves as a tool to identify and standardize a comprehensive and consistent risk inventory, as well as to facilitate risk aggregation processes at the Ministry of State-Owned Enterprises.

Tema Risiko (T1)		Kategori Risiko (T2)	Peristiwa Risiko (T3)		
1	Tema Risiko Portofolio KBUMN	1.1 Kategori Risiko Fiskal	1.1.1 Peristiwa Risiko terkait Dividen	1.1.2 Peristiwa Risiko terkait PMN	1.1.3 Peristiwa Risiko terkait Subsidi dan Kompensasi
		1.2 Kategori Risiko Kebijakan	1.2.4 Peristiwa Risiko terkait Kebijakan SDM	1.2.5 Peristiwa Risiko terkait Kebijakan Sektoral	
		1.3 Kategori Risiko Komposisi	1.3.6 Peristiwa Risiko terkait Konsentrasi Portofolio		
2	Tema Risiko Struktur Korporasi dan Organisasi	2.4 Kategori Risiko Struktur	2.4.7 Peristiwa Risiko terkait Struktur Korporasi		
		2.5 Kategori Risiko Restrukturisasi dan Reorganisasi	2.5.8 Peristiwa Risiko terkait Penggabungan, Pengambilalihan, Peleburan, Pemisahan, Pembubaran, Likuidasi, Kemitraan, dan Restrukturisasi		
3	Tema Risiko Bisnis BUMN	3.6 Kategori Risiko Industri Umum	3.6.9 Peristiwa Risiko terkait Formulasi Strategis	3.6.10 Peristiwa Risiko terkait Pasar dan Makroekonomi	3.6.11 Peristiwa Risiko terkait Keuangan
			3.6.12 Peristiwa Risiko terkait Hukum, Reputasi & Kepatuhan	3.6.13 Peristiwa Risiko terkait Proyek	3.6.14 Peristiwa Risiko terkait Teknologi Informasi & Keamanan Siber
		3.7 Kategori Risiko Industri Perbankan	3.6.15 Peristiwa Risiko terkait Sosial & Lingkungan	3.6.16 Peristiwa Risiko terkait Operasional	
			3.6.17 Peristiwa Risiko terkait Kredit	3.6.18 Peristiwa Risiko terkait Likuiditas	
		3.8 Kategori Risiko Industri Asuransi	3.6.19 Peristiwa Risiko terkait Investasi	3.6.20 Peristiwa Risiko terkait Aktuarial	

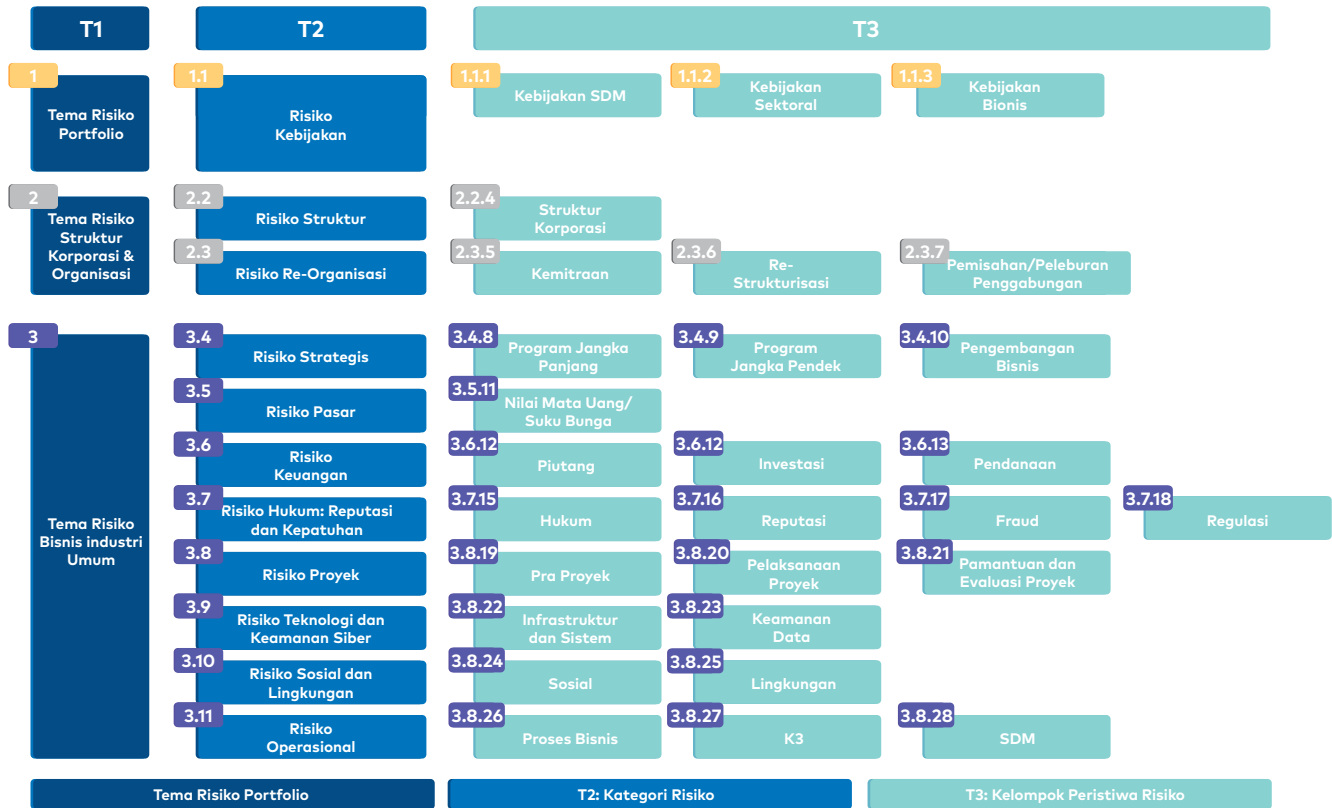
Selanjutnya pemetaan Taksonomi Risiko SUCOFINDO mengacu pada PER-2/MBU/03/2023 dan tentunya juga diselaraskan dengan kebijakan penetapannya oleh Holding, ketentuan ini secara keseluruhan diadopsi oleh SUCOFINDO pada Maret 2024.

Next, the mapping of SUCOFINDO's Risk Taxonomy refers to PER-2/MBU/03/2023 and is also aligned with the policy framework established by the Holding Company. This framework was fully adopted by SUCOFINDO in March 2024.



SUCOFINDO mengelompokkan Risiko ke dalam 11 (tujuh) kategori risiko, yaitu:

SUCOFINDO classifies risks into 11 (eleven) risk categories, namely:



Tingkat risiko ditetapkan dalam 5 tingkatan, yaitu :

1. Risiko Low,
2. Risiko Low To Moderate,
3. Risiko Moderate
4. Risiko Moderate to High, dan
5. Risiko High.

The risk level is determined in 5 tiers, namely:

1. Low Risk,
2. Low to Moderate Risk,
3. Moderate Risk,
4. Moderate to High Risk, and
5. High Risk.

Kriteria Tingkat Risiko merupakan metode untuk mengkombinasikan tingkat dampak dan tingkat kemungkinan untuk mengetahui daya pengaruh risiko terhadap ketercapaian sasaran yang digambarkan dalam diagram Kartesian Matriks Risiko/Peta Risiko sebagai berikut:

The Risk Level Criteria is a method for combining the impact level and likelihood level to determine the influence of the risk on the achievement of objectives, illustrated in the Cartesian Risk Matrix/Risk Map diagram as follows:



Probabilitas	Hampir Pasti Terjadi 5	Low to Moderate 7	Moderate 12	Moderate to High 17	High 22	High 25
	Sangat Mungkin Terjadi 4	Low 4	Low to Moderate 9	Moderate 14	Moderate to High 19	High 24
	Bisa Terjadi 3	Low 3	Low to Moderate 8	Moderate 13	Moderate to High 18	High 23
	Jarang Terjadi 2	Low 2	Low to Moderate 6	Low to Moderate 11	Moderate to High 16	High 21
	Sangat Jarang Terjadi 1	Low 1	Low 5	Low to Moderate 10	Moderate 15	High 20
		Sangat Rendah 1	Rendah 2	Moderat 3	Tinggi 4	Sangat Tinggi 5
Dampak						



Level Risiko

Risk Level

Skala Risiko Risk Scale	Level Risiko Risk Level	Aktivitas Manajemen Risiko Risk Management Activity	Penanggung Jawab Person in Charge
1 – 5	Low	Perusahaan menerima risiko dengan pengendalian internal melalui kesisteman yang dimiliki Perusahaan (Kebijakan, peraturan, atau ketentuan lain yang berlaku) The Company accepts the risk with internal controls through the Company's existing systems (policies, regulations, or other applicable provisions).	Pejabat struktural yang membidangi Relevant structural officer
6 – 11	Low to Moderate	Perusahaan menerima risiko dengan pengendalian internal melalui kesisteman yang dimiliki Perusahaan (Kebijakan, peraturan, atau ketentuan lain yang berlaku) The Company accepts the risk with internal controls through the Company's existing systems (policies, regulations, or other applicable provisions).	BOD-2 atau Pejabat setara BOD-2 or equivalent officer



Skala Risiko Risk Scale	Level Risiko Risk Level	Aktivitas Manajemen Risiko Risk Management Activity	Penanggung Jawab Person in Charge
12 – 15	Moderate	Apabila Risk Appetite Statement (RAS) adalah di tingkat risiko rendah, maka risiko harus dikelola melalui Rencana Aksi yang diketahui dan disetujui Pejabat setingkat BOD-2. Untuk risiko selain yang ditentukan pada RAS, maka Perusahaan menerima risiko dengan pengendalian internal melalui sistem yang dimiliki Perusahaan (Kebijakan, peraturan, atau ketentuan lain yang berlaku) If the Risk Appetite Statement (RAS) is at a low-risk level, the risk must be managed through an Action Plan acknowledged and approved by an officer equivalent to BOD-2. For risks other than those specified in the RAS, the Company accepts the risk with internal controls through the Company's existing systems (policies, regulations, or other applicable provisions).	BOD-2
16 – 19	Moderate to High	Risiko harus dikelola melalui Rencana Aksi yang diketahui dan disetujui VP atau Pejabat setingkat BOD-1 The risk must be managed through an Action Plan acknowledged and approved by the VP or an officer equivalent to BOD-1.	BOD-1
20 - 25	High	Risiko harus dikelola melalui Rencana Aksi yang diketahui dan disetujui Direksi The risk must be managed through an Action Plan acknowledged and approved by the Board of Directors.	Direksi Board of Directors

Kriteria Risiko

Kriteria kemungkinan merupakan acuan yang dipergunakan dalam proses penilaian risiko dalam bentuk batas ukuran kemungkinan yang mempengaruhi sasaran perusahaan, dengan ukuran yaitu sangat jarang terjadi, jarang terjadi, bisa terjadi, sangat mungkin terjadi, hampir pasti terjadi.

Kriteria dampak merupakan acuan dalam penilaian risiko berupa batas ukuran dampak terhadap sasaran perusahaan (sangat rendah, rendah, moderat, tinggi, dan sangat tinggi), yang diidentifikasi dan dinilai secara terpusat untuk seluruh kegiatan operasional serta ditinjau ulang secara rutin setiap tahun agar sesuai dengan kondisi terkini.

Kerangka Kerja Manajemen Risiko

Penerapan Manajemen Risiko PT SUCOFINDO mengacu pada :

1. ISO 31000 yaitu Prinsip, Framework/Kerangka Kerja dan Proses Manajemen risiko.
2. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 Tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara

Risk Criteria

The likelihood criteria serve as a reference in the risk assessment process in the form of threshold measures of likelihood that affect the Company's objectives, with the following scales: very unlikely, unlikely, possible, likely, and almost certain.

Impact criteria are a reference in risk assessment in the form of impact thresholds on company objectives (very low, low, moderate, high, and very high), which are identified and assessed centrally for all operational activities and reviewed annually to ensure they are in line with current conditions.

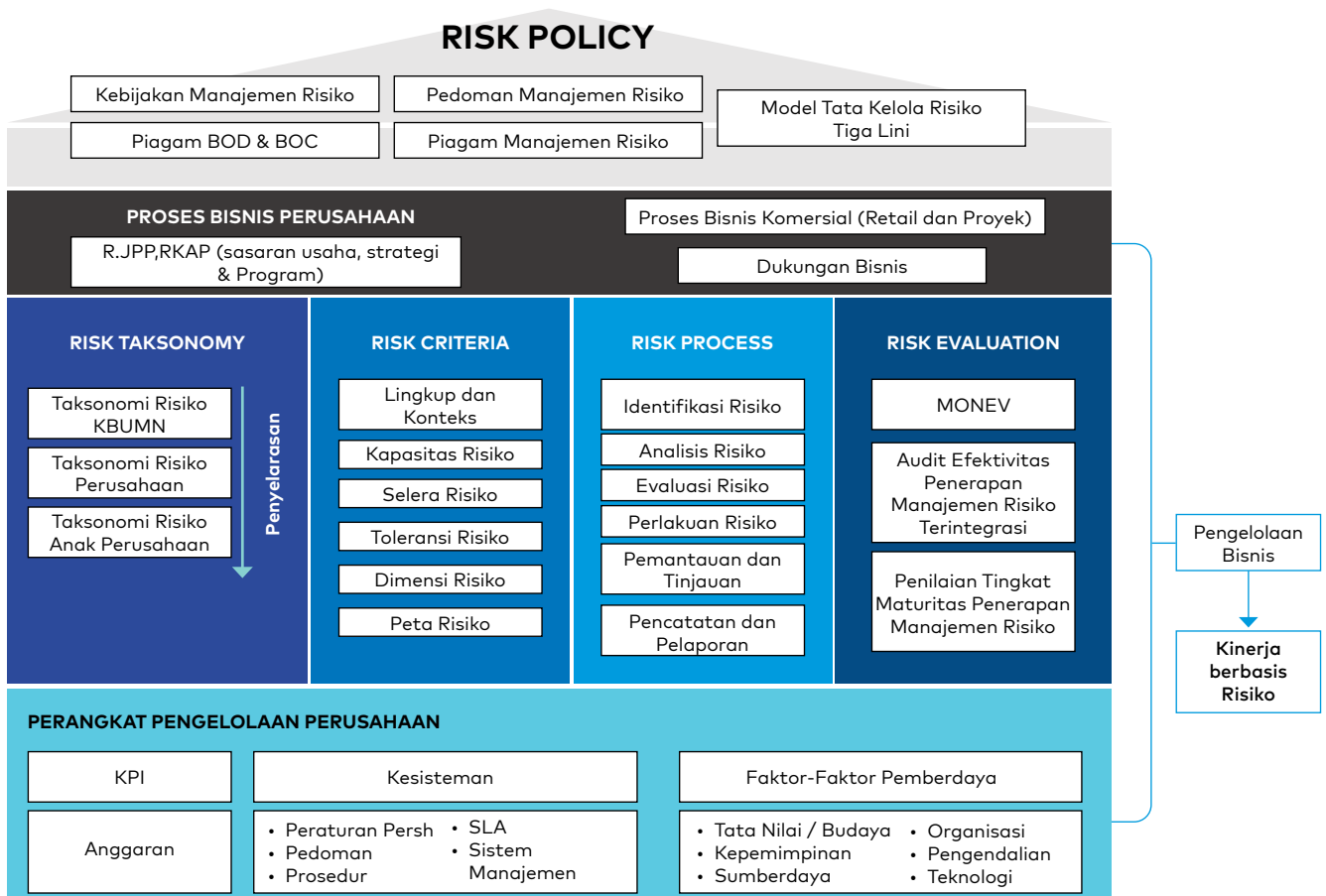
Risk Management Framework

PT SUCOFINDO's risk management implementation refers to:

1. ISO 31000, encompassing Risk Management Principles, Framework, and Process.
2. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 concerning Governance Guidelines and Significant Corporate Actions of State-Owned Enterprises.

Berikut Kerangka Kerja Manajemen Risiko PT SUCOFINDO:

Below is PT SUCOFINDO's Risk Management Framework:



Perumusan Dan Penetapan Kebijakan Mitigasi Risiko

SUCOFINDO menetapkan strategi penanganan/mitigasi risiko berdasarkan tingkat risiko secara kuantitatif dan/atau kualitatif, kemudian dievaluasi berdasarkan *risk appetite* dan *risk tolerance*.

Formulation And Establishment Of Risk Mitigation Policy

SUCOFINDO establishes risk handling/mitigation strategies based on the risk level, either quantitatively and/or qualitatively, and then evaluates them based on the risk appetite and risk tolerance.



Profil Risiko Utama Perusahaan Tahun 2024.

Main Risk Profile of the Company for 2024

No	Kategori Risiko Risk Category	Risiko Risk	Mitigasi Risiko Risk Mitigation
1	Risiko Kebijakan Policy Risk	Pembatasan anggaran belanja jasa TIC oleh Pemerintah. Government budget restrictions for TIC services.	1. Mengembangkan Jasa berbasis regulasi yang dibayar oleh swasta; 2. Mengembangkan bisnis baru, pengayaan produk/jasa, Inovasi produk dan layanan; 3. Membangun komunitas maupun partnership dengan <i>stakeholders</i> terkait. 1. Develop regulation-based services paid by private sector; 2. Develop new business, product/service diversification, and innovation; 3. Build community and partnerships with relevant stakeholders.
2	Risiko Struktur Korporasi Corporate Structure Risk	Risiko ketergantungan bisnis anak perusahaan kepada induk. Business dependency of subsidiaries on the parent company.	1. Monitoring jasa hasil spin off; 2. Meningkatkan kualitas sumber daya personil Aper; 3. Menerapkan tata kelola hubungan induk - anak. 1. Monitoring spin-off services; 2. Enhance personnel quality in subsidiaries; 3. Implement governance for parent-subsidiary relationships.
3	Risiko Re-Organisasi Reorganization Risk	Risiko terjadinya market shrinking antar entitas IDSurvey. Risk of market shrinking between IDSurvey entities.	1. Pengembangan bisnis baru; 2. Peningkatan pangsa pasar global; 3. Penguatan tim marketing 3 entitas untuk kemenangan project yang sama; 4. Shared service antar entitas. 1. Develop new business; 2. Increase global market share; 3. Strengthen marketing teams across 3 entities for joint project wins; 4. Shared services across entities.
4	Risiko Strategis Strategic Risk	Disrupsi bisnis (kegiatan konvensional TIC digantikan dengan teknologi digital). Business disruption (traditional TIC activities replaced by digital technology).	1. Peningkatan kapasitas dan kapabilitas SDM; 2. Kerjasama dengan mitra dalam pengembangan jasa TIC untuk industri digital; 3. Monitoring pengembangan jasa new digital innovation, 4. Penyelenggaraan SUCOFINDO Science Hackfest untuk menangkap ide bisnis/inovasi. 1. Enhance capacity and capabilities of Human Resources; 2. Partner with stakeholders in developing TIC services for the digital industry; 3. Monitor new digital innovation services; 4. Hold SUCOFINDO Science Hackfest to capture business ideas/innovations.

No	Kategori Risiko Risk Category	Risiko Risk	Mitigasi Risiko Risk Mitigation
5	Risiko Pasar dan makroekonomi Market and Macroeconomic Risk	Risiko Fluktuasi kurs mata uang asing. Foreign exchange rate fluctuations.	1. Penetapan kebijakan pembayaran uang muka sebelum pekerjaan dilaksanakan; 2. Hedging. 3. Perencanaan keuangan dengan memperkirakan kebutuhan uang tunai & inflasi masa depan; 4. Analisa pasar terkait sektor mana saja yang bertransaksi dalam mata uang asing; 5. Pembatasan transaksi dalam mata uang asing.
6	Risiko Keuangan Financial Risk	Kenaikan biaya operasional yang tidak seimbang dengan laba usaha yang diperoleh. Rising operational costs not aligned with business profits.	1. Penggunaan Sumberdaya Bersama Efisiensi atas biaya-biaya operasional; 2. Penetapan standar biaya pengadaan; 3. Meningkatkan pemakaian bersama aset Entitas IDSurvey; 4. Digitalisasi proses.



No	Kategori Risiko Risk Category	Risiko Risk	Mitigasi Risiko Risk Mitigation
7	Risiko hukum, reputasi dan kepatuhan Legal, Reputation, and Compliance Risk	Risiko pemberitaan, komentar atau publikasi negatif yang disebarluaskan melalui media televisi nasional, cetak dan internet. Negative media coverage, comments, or publications spread through national TV, print, and the internet.	1. Memantau eskalasi pemberitaan di media; 2. Melakukan klarifikasi (jika diperlukan); 3. Menetapkan due diligence kepada admin medsos; 4. Memahami dan mematuhi hukum yang berlaku terkait penggunaan media sosial; 5. Menggunakan tingkat keamanan yang sesuai untuk menjaga keamanan informasi di media sosial. 1. Monitor media coverage escalation; 2. Provide clarifications (if needed); 3. Set up due diligence for social media admins; 4. Understand and comply with relevant laws on social media usage; 5. Apply appropriate security measures to protect information on social media.
		Risiko tidak terpenuhinya regulasi, persyaratan kontrak terkait aktifitas bisnis perusahaan. Risk of non-compliance with regulations, contract requirements related to business activities.	1. Melakukan verifikasi berjenjang 2. Perbaikan tata kelola, penyesuaian strategi & peningkatan integrasi sistem & aktifitas perusahaan; 3. Berperan aktifnya fungsi <i>Governance, Risk & Compliance</i> serta lini 1, 2 & 3 (<i>three lines model</i>) perusahaan. 1. Conduct tiered verification; 2. Improve governance, align strategies & enhance system and activity integration; 3. Active role of Governance, Risk & Compliance functions, as well as lines 1, 2 & 3 (<i>three lines model</i>).
		Tuntutan/gugatan dari stakeholder PT SUCOFINDO. Lawsuits or claims from SUCOFINDO stakeholders.	1. Melakukan legal review terhadap dokumen/perjanjian/kontrak kerja; 2. Melakukan dialog/mediasi antara perusahaan dengan stakeholder; 3. Memantau eskalasi pemberitaan di media; 4. Bekerjasama dengan konsultan hukum. 1. Conduct legal review of documents/agreements/contracts; 2. Facilitate dialogue/mediation between the company and stakeholders; 3. Monitor media coverage escalation; 4. Collaborate with legal consultants.
8	Risiko Proyek Project Risk	Laba proyek rendah. Low project profits.	1. Evaluasi satuan biaya (unit price); 2. Membuat Perencanaan Proyek/RAB berbasis data historis. 1. Evaluate unit costs (unit price); 2. Develop project planning/BOQ based on historical data.
9	Risiko teknologi dan keamanan siber Technology and Cybersecurity Risk	Risiko kebocoran informasi/data. Data leakage.	1. Penetapan Kebijakan/Pedoman (hak akses, dll); 2. Penetapan tata kelola penyebaran data/informasi; 3. Sosialisasi terkait regulasi & kebijakan perusahaan terkait keamanan siber secara berkala; 4. Penetration testing berkala terkait kerentanan keamanan data; 5. Perlindungan endpoint. 1. Establish policies/guidelines (access rights, etc.); 2. Define data/information dissemination governance; 3. Regularly socialize company regulations & policies; 4. Perform regular penetration testing to assess data security vulnerabilities; 5. Endpoint protection.

No	Kategori Risiko Risk Category	Risiko Risk	Mitigasi Risiko Risk Mitigation
10	Risiko social dan lingkungan Social and Environmental Risk	Risiko kualitas udara di luar/dalam ruangan tidak baik (melebihi ambang batas). Poor indoor/outdoor air quality (exceeds threshold).	1. Meningkatkan budaya kerja aman dan sadar risiko; 2. Melakukan pengukuran kualitas udara dalam/ sekitar lingkungan kerja secara rutin; 3. Sosialisasi Prosedur HSE, SOP pelaksanaan pekerjaan, dan Cara bekerja dengan aman; 4. Menggunakan APD (jika diperlukan). 1. Foster a safety-conscious and risk-aware work culture; 2. Regularly measure air quality within and around the work environment; 3. Socialize HSE procedures, work SOPs, and safe working practices; 4. Use personal protective equipment (PPE) as needed.
11	Risiko Operasional Operational Risk	Kecelakaan kerja yang menyebabkan cacat dan atau kematian. Workplace accidents causing disability or death.	1. Memastikan penggunaan APD yang sesuai ketentuan/standar di lokasi kerja; 2. Meningkatkan budaya kerja aman; 3. Sosialisasi Prosedur HSE, SOP pelaksanaan pekerjaan, Cara bekerja dengan aman; 4. Program pemeriksaan kesehatan secara berkala. 1. Ensure the use of appropriate PPE according to standards at work sites; 2. Foster a safe working culture; 3. Socialize HSE procedures, work SOPs, and safe working practices; 4. Conduct regular health checkups.

Rencana Proker Perlakuan Risiko

Risk Treatment Program Plan

No	Proker Perlakuan Risiko Risk Treatment Program	Output Kegiatan Activity Output	UIC	Timeline
1	Mengembangkan Jasa berbasis regulasi yang dibayar oleh swasta Develop regulation-based services paid by the private sector	Bisnis baru berbasis regulasi New business based on regulations	Divre, SBU/ Unit Operasional, Cabang, PBK Divre, SBU/Operational Unit, Branch, PBK	TW-1 s/d TW-4 Q1 to Q4
2	Mengembangkan bisnis baru, pengayaan produk/jasa, Inovasi produk dan layanan Develop new businesses, enrich products/services, innovation in products and services	Bisnis baru hasil pengembangan, produk/jasa, inovasi produk dan layanan New business from development, product/service innovation	Divre, SBU/ Unit Operasional, Cabang, PBK Divre, SBU/Operational Unit, Branch, PBK	TW-1 s/d TW-4 Q1 to Q4
3	Membangun komunitas maupun partnership dengan stakeholders terkait Build community and partnerships with relevant stakeholders	Partnership dengan <i>stakeholder</i> terkait Partnership with relevant stakeholders	Divisi Sekper, PPK, SBU/ Unit Operasional, Cabang Division, PPK, SBU/ Operational Unit, Branch	TW-1 s/d TW-4 Q1 to Q4
4	<i>Monitoring</i> jasa hasil <i>spin off</i> Monitor spin-off services	Realisasi pendapatan jasa hasil <i>spin off</i> Revenue realization from spin-off services	Divisi PBK, Aper, Divisi KAK PBK Division, Subsidiaries, KAK Division	TW-1 s/d TW-4 Q1 to Q4
5	Meningkatkan kualitas sumber daya personil Aper Improve Subsidiary personnel quality	Training, coaching SDM Aper Training, coaching for Subsidiary personnel	Divisi PBK PBK Division	TW-1 s/d TW-4 Q1 to Q4



No	Proker Perlakuan Risiko Risk Treatment Program	Output Kegiatan Activity Output	UIC	Timeline
6	Menerapkan tata kelola hubungan induk - anak. Implement parent-subsidiary governance.	Implementasi prosedur hubungan induk dan anak Implementation of parent-subsidiaries relationship procedures	Divisi MSR, Divisi PBK MSR Division, PBK Division	TW-1 s/d TW-4 Q1 to Q4
7	Peningkatan pangsa pasar global Increase global market share	Customer global Global customers	Divisi PBK, Divisi PPK, SBU/unit operasional PBK Division, PPK Division, SBU/Operational Unit	TW-1 s/d TW-4 Q1 to Q4
8	Shared service antar entitas Shared services between entities	Penurunan biaya (efisiensi) Cost reduction (efficiency)	Divisi UMA, Divisi HC, Divisi PPK UMA Division, HC Division, PPK Division	TW-1 s/d TW-4 Q1 to Q4
10	Peningkatan kapasitas dan kapabilitas SDM Increase HR capacity and capabilities	Training digital Digital training	Divisi HC HC Division	TW-1 s/d TW-4 Q1 to Q4
11	Kerjasama dengan mitra dalam pengembangan jasa TIC untuk industri digital Collaboration with partners in developing TIC services for the digital industry	Jasa TIC berbasis digital Digital TIC services	Divisi PBK, Divisi UMA, Divisi PPK PBK Division, UMA Division, PPK Division	TW-1 s/d TW-4 Q1 to Q4
12	Penyelenggaraan SUCOFINDO Science Hackfest untuk menangkap ide bisnis/inovasi SUCOFINDO Science Hackfest for business/innovation idea capture	Ide bisnis/inovasi produk/ layanan Business/product/service innovation ideas	Divisi PPK, Divisi PBK, Divisi HC PPK Division, PBK Division, HC Division	TW-3 Q3
13	Digitalisasi proses Process digitization	Produk digital Digital products	PPK, PBK, SBU, ISB	TW-1 s/d TW-4 Q1 to Q4
14	Melakukan legal riview terhadap dokumen/perjanjian/ kontrak kerja Conduct legal review of documents/ contracts	Legal review	SEKPER	TW-1 s/d TW-4 Q1 to Q4
15	Melakukan dialog/mediasi antara perusahaan dengan stakeholder Dialogue/mediation between company and stakeholders	Mediasi Mediation	HC, SEKPER	TW-1 s/d TW-4 Q1 to Q4
16	Memantau eskalasi pemberitaan di media Monitor media escalation	Monitoring pemberitaan perusahaan Monitoring of company news	SEKPER	TW-1 s/d TW-4 Q1 to Q4
17	Bekerjasama dengan konsultan hukum Collaboration with legal consultants	Pendampingan oleh konsultan hukum Legal consultant guidance	SEKPER	TW-1 s/d TW-4 Q1 to Q4
18	Evaluasi satuan biaya (unit price) Evaluate unit cost (unit price)	HPP	Divre, SBU/Cabang/Unit Operasional, PPK Divre, SBU/Branch/Operational Unit, PPK	TW-1 s/d TW-4 Q1 to Q4
19	Membuat Perencanaan Proyek/RAB berbasis data historis Prepare project plans/budgets based on historical data	RAB	Divre, SBU/Cabang Divre, SBU/Branch	TW-1 s/d TW-4 Q1 to Q4

No	Proker Perlakuan Risiko Risk Treatment Program	Output Kegiatan Activity Output	UIC	Timeline
20	Penetapan Kebijakan/Pedoman (hak akses, dll) Establish policies/guidelines (access rights, etc.)	Kebijakan/pedoman hak akses Access rights policy/guideline	MSR/Divisi ISB MSR/ISB Division	TW-1 s/d TW-4 Q1 to Q4
21	Penetapan tata kelola penyebaran data/informasi Establish governance for data/information dissemination	Kebijakan tata kelola penyebaran data/ informasi Data/Information governance policy	SEKPER/Divisi ISB SEKPER/ISB Division	TW-1 s/d TW-4 Q1 to Q4
22	Sosialisasi terkait regulasi & kebijakan perusahaan secara berkala Socialize regulations & company policies periodically	Pemahaman tentang regulasi dan kebijakan Understanding of regulations & policies	SEKPER/MSR/Divre	TW-1 s/d TW-4 Q1 to Q4
23	Penetration testing berkala terkait kerentanan keamanan data Regular penetration testing for data security vulnerabilities	Laporan penetration testing Penetration testing report	Divisi ISB ISB Division	TW-1 s/d TW-4 Q1 to Q4
24	Perlindungan endpoint Endpoint protection	Malware Anti Virus	Divisi ISB ISB Division	TW-1 s/d TW-4 Q1 to Q4
25	Melakukan pengukuran kualitas udara dalam/sekitar lingkungan kerja secara rutin Measure indoor/outdoor air quality regularly	1. Laporan hasil pengukuran kualitas udara di lingkungan kerja 2. Penggunaan APD 1. Air quality measurement report in work environment 2. Use of PPE	K3L, SBU Lab/ Divre	TW-1 s/d TW-4 Q1 to Q4
26	Sosialisasi Prosedur HSE, SOP pelaksanaan pekerjaan, Cara bekerja dengan aman Socialize HSE procedures, SOPs, safe working practices	1. Budaya sadar risiko dan K3 dipahami pegawai 2. Hasil supervisi lapangan 1. Risk awareness culture 2. Field supervision results	MSR	TW-1 s/d TW-4 Q1 to Q4

Evaluasi Efektivitas Penerapan Manajemen Risiko

PT SUCOFINDO telah menetapkan RASCI (*Responsible, Accountable, Support, Consulted, Informed*) matriks dalam menentukan para pihak untuk melakukan komunikasi & konsultasi. Proses komunikasi & konsultasi sekaligus juga dalam rangka evaluasi penerapan Sistem Manajemen Risiko dilakukan: **[GRI 2-16]**

1. Pertemuan rutin Agen Risiko (*Risk Officer*) berkala setiap 6 bulan sekali. Pertemuan dapat dilakukan secara offline maupun online (*daring*) membahas tentang isu-isu penerapan manajemen Risiko;
2. Komunikasi dan konsultasi Pemilik Risiko dengan Agen Risiko setiap bulan.
3. Komunikasi dan konsultasi dengan Komite Pemantau Risiko dan Tata Kelola Terintegrasi setiap bulan;
4. Komunikasi dan konsultasi dengan DirKMR setiap bulan;
5. Komunikasi dan konsultasi Pemilik Risiko dengan Divisi MSR bagian Manajemen Risiko terkait penerapan Manajemen Risiko; dan
6. Komunikasi dan konsultasi dengan Fungsi Manajemen Risiko Holding secara berkala.

Evaluation of Risk Management Implementation Effectiveness

PT SUCOFINDO has established a RASCI (*Responsible, Accountable, Support, Consulted, Informed*) matrix to determine the parties involved in communication and consultation. The communication and consultation process is also part of the evaluation of the implementation of the Risk Management System, which is carried out as follows: **[GRI 2-16]**

1. Routine meetings with Risk Officers are held every 6 months. The meetings can be conducted offline or online (virtual) to discuss issues related to the implementation of Risk Management.
2. Communication and consultation between Risk Owners and Risk Officers every month.
3. Communication and consultation with the Risk and Integrated Governance Monitoring Committee every month.
4. Communication and consultation with the Director of Risk Management and Compliance (DirKMR) every month.
5. Communication and consultation between Risk Owners and the MSR Division (Risk Management Division) regarding the implementation of Risk Management.
6. Communication and consultation with the Holding's Risk Management Function periodically.



Hasil Pelaksanaan Reviu

Dalam Laporan Penerapan Manajemen Risiko Tahun 2024, SPI telah melakukan reviu atas penilaian/perhitungan peringkat komposit risiko sesuai dengan SK 7/DKU. MBU/X/2023, dimana perhitungan penentuan peringkat komposit risiko didasarkan pada dua variabel penilaian yaitu:

1. Penilaian terhadap kualitas pelaksanaan manajemen risiko.
2. Penilaian terhadap pencapaian kinerja.

Hasil penilaian terhadap kualitas penerapan manajemen risiko PT SUCOFINDO dengan skor penilaian 88,50 (*Satisfactory*) dan hasil penilaian terhadap pencapaian kinerja dengan skor penilaian 94,75 (*Sangat Baik*) sehingga peringkat komposit risiko mendapatkan peringkat 1 dengan deskripsi "Risiko terkendali sangat baik dan kemungkinan tidak tercapainya kinerja tergolong sangat rendah".

Risk Maturity Index

Hasil pengukuran *Risk Maturity Index* tahun 2024 untuk kinerja tahun 2023 menunjukkan tingkat kematangan Fase Praktik yang Baik, dengan nilai capaian 2,95 berdasarkan assessment oleh pihak Eksternal (Badan Pengawas Keuangan dan Pembangunan/ BPKP) dengan menggunakan parameter Kementerian BUMN yaitu SK-8/DKU.MBU/12/2023 tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (*Risk Maturity Index*) di Lingkungan BUMN

Penilaian RMI terbagi dalam 5 Dimensi meliputi:

Dimensi Dimension	Parameter
Budaya dan Kapabilitas Risiko Risk Culture and Capability	1. Budaya Risiko 2. Kapabilitas Risiko 1. Risk Culture 2. Risk Capability
Organisasi dan Tata Kelola Risiko Risk Organization and Governance	1. Organ Pengelola Risiko 2. Peran dan Tanggungjawab Organ Pengelola Risiko 3. Model tata kelola risiko tiga lini dan tata kelola terintegrasi 1. Risk Management Organization 2. Roles and Responsibilities of the Risk Management Body 3. Three Lines of Defense Model and Integrated Governance Model
Kerangka Risiko dan Kepatuhan Risk Framework and Compliance	1. Strategi Risiko 2. Kebijakan dan Prosedur 3. Fungsi Kepatuhan 4. Efektivitas Manajemen Risiko dan Pengendalian Internal 1. Risk Strategy 2. Policies and Procedures 3. Compliance Function 4. Effectiveness of Risk Management and Internal Control

Results of Review Implementation

In the 2024 Risk Management Implementation Report, the Internal Audit Unit (SPI) conducted a review of the composite risk rating assessment/calculation in accordance with SK 7/DKU. MBU/X/2023. The calculation for determining the composite risk rating is based on two assessment variables:

1. Assessment of the quality of risk management implementation.
2. Assessment of performance achievement.

The result of the assessment on the quality of risk management implementation at PT SUCOFINDO received a score of 88.50 (*Satisfactory*), and the result of the performance achievement assessment received a score of 94.75 (*Excellent*). Based on these results, the composite risk rating was assigned Rating 1, with the following description: "Risk is very well controlled, and the likelihood of performance objectives not being achieved is considered very low."

Risk Maturity Index

The 2024 Risk Maturity Index measurement for 2023 performance shows a Good Practice Phase maturity level, with a score of 2.95, based on an assessment by an external party (Financial and Development Supervisory Agency / BPKP) using the parameters from the Ministry of State-Owned Enterprises (Kementerian BUMN) as stated in SK-8/DKU.MBU/12/2023 on the Technical Guidelines for Risk Maturity Index Assessment in State-Owned Enterprises.

The RMI assessment is divided into 5 Dimensions, which include:

Dimensi Dimension	Parameter
Proses dan Kontrol Risiko Risk Processes and Controls	1. Identifikasi Risiko 2. Pengukuran dan Prioritisasi Risiko 3. Perlakuan Risiko 4. Pelaporan Risiko 1. Risk Identification 2. Risk Measurement and Prioritization 3. Risk Treatment 4. Risk Reporting
Model, Data, dan Teknologi Risiko Risk Models, Data, and Technology	1. Permodelan Risiko 2. Data Risiko 1. Risk Modeling 2. Risk Data

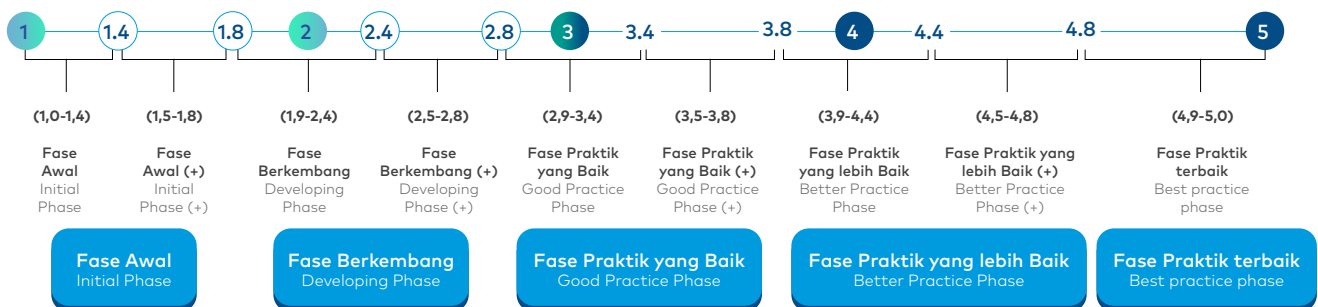
Hasil Penilaian RMI PT SUCOFINDO tahun 2024 atas kinerja tahun 2023

RMI Assessment Results of PT SUCOFINDO for 2024 on the 2023 Performance

Aspek Dimensi Dimension Aspect				
Parameter	Dimensi Dimension	Deskripsi Description	Skor Dimensi Score	Skor Score
1 s.d 3	1	Budaya dan Kapabilitas risiko	1.667	
4 s.d 19	2	Organisasi dan Tata Kelola Risiko	2.800	
20 s.d 33	3	Kerangka Risiko dan Kepatuhan	3.500	
34 s.d 40	4	Proses dan Kontrol Risiko	2.857	
41 s.d 42	5	Model, Data, dan Teknologi Risiko	2.500	
Skor Aspek Dimensi				2.951

Skala spektrum penilaian RMI menggunakan rentang penilaian dari 1 s.d 5, dimana nilai 1 adalah nilai terendah dan nilai 5 adalah nilai tertinggi.

The RMI assessment spectrum uses a rating scale ranging from 1 to 5, where 1 represents the lowest score and 5 represents the highest.





Penilaian Efektivitas dan Kecukupan Sistem Manajemen Risiko

Penerapan Sistem Manajemen Risiko terbukti cukup efektif, dengan infrastruktur yang memadai, kebijakan strategi risiko yang jelas, mekanisme yang terstruktur, serta kajian dan tinjauan risiko yang berfungsi sebagai pengaman berlapis. Pentingnya konsistensi dalam pemantauan risiko dan pemastian mitigasi yang direncanakan harus terus dijaga untuk mengidentifikasi perubahan nilai/level risiko, risiko baru, dan memastikan upaya mitigasi sesuai dengan tujuan untuk mengurangi dampak risiko.

Penerapan manajemen risiko menjadi fokus Utama apalagi setelah keluarnya kebijakan PER-02/MBU-3/2023 dari KBUMN yang mewajibkan seluruh BUMN untuk mematuhi ketentuan tersebut. Evaluasi bertahap dilakukan untuk menilai tingkat pemenuhan terhadap ketentuan tersebut dan standar ISO 31000:2018. Secara umum, program kerja yang disusun mengacu pada PER-02/MBU-3/2023, APS (Aspirasi Pemegang Saham), dan ISO 31000 telah dilaksanakan dengan hasil yang sesuai.

Implementasi sistem manajemen risiko Perseroan pada tahun 2024, dinilai telah berjalan dengan efektif dan memenuhi kecukupan pedoman yang diacu oleh Dewan Komisaris dan Direksi.

Lesson learn yang didapat adalah perlunya peningkatan evaluasi terhadap program yang telah berjalan. Monitoring dan analisis dampak program terhadap bisnis perusahaan harus lebih intensif, serta perlu dilakukan perbaikan berkelanjutan dalam pengukuran efektivitas, konsistensi, dan kematangan penerapan manajemen risiko PT SUCOFINDO.

Pengukuran RMI tahunan diharapkan dapat mengidentifikasi gap, mengevaluasi kesesuaian roadmap dengan dinamika bisnis, serta merumuskan program perbaikan yang diperlukan di masa depan.

Management Assessment of the Effectiveness and Adequacy of the Risk Management System

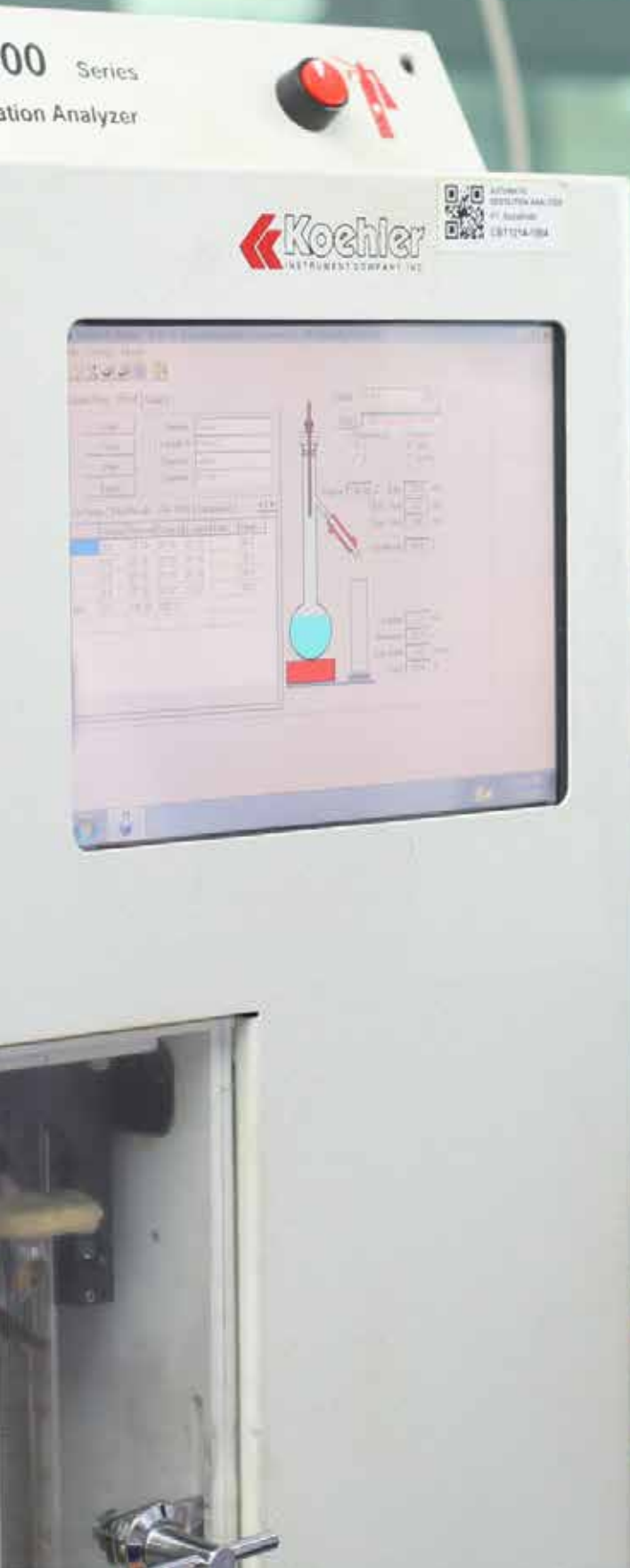
The implementation of the Risk Management System has proven to be quite effective, with adequate infrastructure, clear risk strategy policies, structured mechanisms, and risk assessments and reviews that function as layered safeguards. The importance of consistency in risk monitoring and ensuring that planned mitigation measures are maintained should continue to be upheld in order to identify changes in risk value/levels, new risks, and to ensure that mitigation efforts align with the goal of reducing risk impacts.

The implementation of risk management has become a primary focus, especially after the issuance of policy PER-02/MBU-3/2023 from the State-Owned Enterprises Ministry (KBUMN), which mandates all SOEs to comply with these provisions. A phased evaluation has been conducted to assess the level of compliance with these regulations and with the ISO 31000:2018 standards. In general, the work program developed refers to PER-02/MBU-3/2023, the aspirations of shareholders (APS), and ISO 31000, and has been implemented with satisfactory results.

Implementation of the Company's risk management system in 2024 is considered to have been effective and to have met the adequacy guidelines referred to by the Board of Commissioners and the Board of Directors.

The lessons learned indicate the need for an enhanced evaluation of the programs that have been implemented. Monitoring and analysis of the program's impact on the company's business should be more intensive, and continuous improvement is necessary in measuring effectiveness, consistency, and the maturity of risk management implementation at PT SUCOFINDO.

The annual RMI (Risk Management Index) measurement is expected to identify gaps, evaluate the alignment of the roadmap with business dynamics, and formulate the necessary improvement programs for the future.





Perkara Hukum

Legal Cases

Tahun 2024, terdapat 6 (enam) perkara hukum atau penyelidikan oleh regulator yang dihadapi PT SUCOFINDO yang belum memiliki kekuatan hukum tetap, yaitu:

In 2024, there were 6 (six) legal cases or investigations by regulatory bodies faced by PT SUCOFINDO which do not yet have permanent legal force, namely:

No	Perkara Cases	No. Register Perkara Case Register Number	Pihak Party	Pokok Permasalahan Main Issues	Keterangan Description
1	Gugatan Perbuatan Melawan Hukum Lawsuit for Unlawful Actions	No. 461/Pdt.G/2022/PN.Jkt.Sel	PENGUGAT: Yayasan Forum Komunikasi dan Silaturahmi Purnabakti SUCOFINDO (FKSPS) PLAINTIFF: PT SUCOFINDO Retirement Communication and Friendship Forum Foundation (FKSPS) TERGUGAT: PT Superintending Company Of Indonesia DEFENDANT: PT Superintending Company Of Indonesia TURUT TERGUGAT I: Menteri Badan Usaha Milik Negara qq Kementerian Badan Usaha Milik Negara CO-DEFENDANT I: Minister of State-Owned Enterprises qq Ministry of State-Owned Enterprises TURUT TERGUGAT II: <i>Societe Generale De Surveillance Holding S.A (SGS)</i> CO-DEFENDANT II: <i>Societe Generale de Surveillance - S.A (SGS-S.A)</i> TURUT TERGUGAT III: PT Asuransi Jiwasraya (Persero) CO-DEFENDANT III: PT Asuransi Jiwasraya (Persero)	OBJEK PERKARA: Perbuatan Melawan Hukum CASE OBJECT: Act against the law POKOK GUGATAN: Bahwa Penggugat berdalil dengan Tergugat menerbitkan Surat perihal Persetujuan Penawaran Restrukturisasi Polis Asuransi Program Tunjangan Hari Tua Karyawan dan Jaminan Hari Tua Karyawan PT SUCOFINDO (Persero) dari Asuransi Jiwasraya (Persero) maka telah bertentangan dengan SKD No.008/KEP-DRU/SDM/1997 tentang Program Tunjangan Hari Tua dan Program Jaminan Hari Tua dan bertentangan dengan peraturan perundangan-undangan yang berlaku. MAIN POINT OF LAWSUIT: That the Plaintiff argued with the Defendant that the issuance of a Letter regarding the Approval of the Offer for Restructuring of the Insurance Policy for the Employee Old Age Benefit Program and Employee Old Age Security of PT SUCOFINDO (Persero) from Jiwasraya Insurance (Persero) was in conflict with SKD No. 008/KEPDURU/SDM/1997 concerning the Old Age Benefit Program and the Old Age Security Program and is contrary to applicable laws and regulations.	Proses Persidangan Court process

No	Perkara Cases	No. Register Perkara Case Register Number	Pihak Party	Pokok Permasalahan Main Issues	Keterangan Description
2	Gugatan Perbuatan Melawan Hukum Lawsuit for Unlawful Actions	No. 31/ PDT.G/2020/ PN.JKT.PST	PENGGUGAT: PT Mustika Pratama Pertambangan PLAINTIFF: PT Mustika Pratama Pertambangan	OBJEK PERKARA: Sertifikat yang dikeluarkan oleh Tergugat II. CASE OBJECT: Certificate issued by Defendant II.	Putusan Tingkat Pertama: Gugatan Tidak Diterima. First Instance Ruling: Lawsuit Not Accepted.
			TERGUGAT I: Balai Pengujian dan Identifikasi Barang Tipe A DEFENDANT I: Type A Goods Identification and Testing Center TERGUGAT II: PT SUCOFINDO (Persero) DEFENDANT II: PT SUCOFINDO (Persero)	POKOK GUGATAN: Penggugat mengklaim bahwa hasil pengujian yang dikeluarkan oleh Tergugat II adalah sah, bukan hasil pengujian yang dikeluarkan oleh Tergugat I dan Tergugat III. MAIN POINT OF LAWSUIT: The plaintiff claims that the test results issued by Defendant II are valid, not the test results issued by Defendant I and Defendant III.	Putusan Tingkat Banding: Menguatkan Putusan Pengadilan Negeri Jakarta Pusat. Saat ini sedang proses Kasasi di Mahkamah Agung. Appeal Decision: Strengthening the Decision of the Central Jakarta District Court Currently the cassation process is underway at the Supreme Court.
			TERGUGAT III: Kantor Pengawasan dan Pelayanan Bea Dan Cukai Cilacap DEFENDANT III: Cilacap Customs and Excise Supervision and Services Office	POKOK JAWABAN: Tergugat II sudah melakukan kegiatan pengujian sesuai dengan ketentuan yang berlaku. ANSWER MAINS: Defendant II has carried out testing activities in accordance with applicable regulations.	
3	Gugatan Perbuatan Melawan Hukum Lawsuit for Unlawful Actions	No. 55/ Pdt.G/2023/ PN.Snt	PENGGUGAT: Rusmin (Direktur CV. Putra Tri Cindo Mandiri) PLAINTIFF: Rusmin (Director of CV. Putra Tri Cindo Mandiri)	OBJEK PERKARA: Perbuatan Melawan Hukum CASE OBJECT: Act Against the Law	Putusan Tingkat Pertama: Gugatan Tidak Diterima First Instance Decision: The Lawsuit was not Accepted.



No	Perkara Cases	No. Register Perkara Case Register Number	Pihak Party	Pokok Permasalahan Main Issues	Keterangan Description
			TERGUGAT I: Ketua Gapoktan Mulya Indah DEFENDANT I: Chairman of Gapoktan Mulya Indah	B. POKOK GUGATAN: Bahwa Penggugat berdalil Tergugat I dan Tergugat II telah melakukan pemesanan bibit unggul kelapa sawit kepada Penggugat namun Tergugat I dan Tergugat II membeli bibit dari Tergugat III. Hal tersebut mengakibatkan kerugian bagi Penggugat. Sehingga Para Tergugat dianggap harus bertanggung jawab atas kerugian Penggugat.	Telah berkekuatan hukum tetap. Has become legally binding.
			TERGUGAT II: Ketua Gapoktan Amanah DEFENDANT II: Chairman of Gapoktan Amanah	B. MAIN POINT OF LAWSUIT: That the Plaintiff argued that Defendant I and Defendant II had ordered excellent oil palm seeds from the Plaintiff, but Defendant I and Defendant II purchased the seeds from Defendant III. This resulted in losses for the Plaintiff.	
			TERGUGAT III: Direktur PT Eluon Solusi Indonesia DEFENDANT III: Director of PT Eluon Solusi Indonesia	So the Defendants are deemed to be responsible for the Plaintiff's losses.	
			TERGUGAT IV: Direktur Utama Badan Pengelola Dana Perkebunan Kelapa Sawit (BPDPKS) DEFENDANT IV: President Director of the Palm Oil Plantation Fund Management Agency (BPDPKS)		
			TERGUGAT V: Kementerian Pertanian DEFENDANT V: Ministry of Agriculture		

No	Perkara Cases	No. Register Perkara Case Register Number	Pihak Party	Pokok Permasalahan Main Issues	Keterangan Description
			TERGUGAT VI: Dinas Perkebunan Provinsi Jambi DEFENDANT VI: Jambi Province Plantation Service TERGUGAT VII: Dinas Perkebunan dan Peternakan Kab. Muaro Jambi DEFENDANT VII: District Plantation and Livestock Service. Muaro Jambi TERGUGAT VIII: Direktur Utama PT SUCOFINDO DEFENDANT VIII: President Director of PT SUCOFINDO TERGUGAT IX: Direktur Utama Bank 9 Jambi DEFENDANT IX: President Director of Bank 9 Jambi		
4	Gugatan Perselisihan Hubungan Industrial Lawsuit for Unlawful Actions	No. 29/Pdt. Sus- PHI/2023/ PN.Mks	PENGUGAT: Abdul Nasir (Ex- Pegawai) PLAINTIFF: Abdul Nasir (Ex-Employee) TERGUGAT: PT Superintending Company of Indonesia DEFENDANT: PT Superintending Company of Indonesia	A. OBJEK PERKARA: Perselisihan Pemutusan Hubungan Kerja A. CASE OBJECT: Employment Termination Disputes B. POKOK GUGATAN: Penggugat berdalil pemutusan hubungan kerja yang dilakukan oleh Tergugat bersifat sepihak dan bertentangan dengan ketentuan peraturan perundang-undangan. B. POINT OF LAWSUIT: The Plaintiff argued that the termination of employment carried out by the Defendant was unilateral and contrary to statutory provisions.	Putusan Tingkat Pertama: Dalam Provisi First Instance Ruling: In Provision Mengabulkan gugatan Provisi Penggugat sebagian. Dalam Pokok Perkara Mengabulkan gugatan Penggugat untuk sebagian. Putusan Tingkat Kasasi: 1. Menolak permohonan kasasi dari Pemohon Kasasi I dan Pemohon Kasasi II; 2. Mengabulkan gugatan Penggugat untuk sebagian. Telah berkekuatan hukum tetap



No	Perkara Cases	No. Register Perkara Case Register Number	Pihak Party	Pokok Permasalahan Main Issues	Keterangan Description
				C. POKOK JAWABAN: Tergugat telah melakukan pemutusan hubungan kerja sesuai dengan ketentuan yang berlaku. C. MAIN ANSWER: The defendant has terminated his employment relationship in accordance with applicable regulations.	Granted the Plaintiff's Provisional lawsuit in part. In the Subject of the Case Granted the Plaintiff's lawsuit in part. Cassation Decision: 1. Rejecting the cassation request from Petitioners I and II; 2. Partial acceptance of the plaintiff's claim. Has become legally binding.
5,	Gugatan Perbuatan Melawan Hukum Lawsuit for Unlawful Acts	No. 429/Pdt.G/2024/PN. Jkt. Brt	PENGGUGAT: PT Reka Rumanda Agung Abadi PLAINTIFF: PT Reka Rumanda Agung Abadi TERGUGAT: Yusmani Lizan dan lain-lain (Terdapat 23 Tergugat) TURUT TERGUGAT: DEFENDANTS: Yusmani Lizan and others (23 Defendants) Additional Defendants:	A. OBJEK PERKARA: Perbuatan Melawan Hukum B. POKOK GUGATAN: Bahwa Penggugat berdalil perbuatan para Tergugat sebagai Relawan Apartemen City Garden mengakibatkan kerugian pada Penggugat. A. OBJECT OF THE CASE: Unlawful Acts B. CORE CLAIM: The plaintiff alleges that the actions of the defendants, as volunteers of the City Garden Apartment, caused losses to the plaintiff.	Proses Persidangan Trial Process

No	Perkara Cases	No. Register Perkara Case Register Number	Pihak Party	Pokok Permasalahan Main Issues	Keterangan Description
			Notaris Theresia Lusiati Siti Rahayu dan lain-lain (Terdapat 47 Turut Tergugat) PT SUCOFINDO sebagai Turut Tergugat XII Notary Theresia Lusiati, Siti Rahayu, and others (47 Additional Defendants) PT SUCOFINDO as Additional Defendant XII	Posisi PT SUCOFINDO sebagai Turut Tergugat XII yaitu adanya pengujian kualitas air yang diajukan oleh relawan apartemen city garden kepada PT SUCOFINDO. Sampel yang dilakukan pengujian adalah sampel hantaran. Air yang dilakukan pengujian ini berasal dari air yg dialirkan ke setiap unit apartemen yang merupakan hasil dari Water Treatment Plan (WTP) yang mana sumber airnya berasal dari sungai dekat apartemen. Pengujian dilakukan karena terdapat keluhan air kotor dan mengakibatkan penyakit kepada penghuni. Akibat hal ini, WTP milik penggugat dilakukan penyegehan oleh Dinas Sumber Daya Air Pemprov DKI dan dilakukan pembongkaran. Hal tersebut mengakibatkan kerugian bagi penggugat sebesar 4,7 M. Position of PT SUCOFINDO as Additional Defendant XII: The case involves the water quality testing requested by the City Garden apartment volunteers to PT SUCOFINDO. The sample tested was a water conduit sample, which was taken from water supplied to each apartment unit. This water is the result of the Water Treatment Plant (WTP), with its water source coming from a river near the apartment. The testing was conducted due to complaints regarding dirty water, which caused illnesses among the residents. As a result, the WTP owned by the plaintiff was sealed by the DKI Jakarta Provincial Water Resources Agency and dismantled. This caused a loss to the plaintiff amounting to Rp 4.7 billion.	



No	Perkara Cases	No. Register Perkara Case Register Number	Pihak Party	Pokok Permasalahan Main Issues	Keterangan Description
6,	Gugatan Perbuatan Melawan Hukum Lawsuit for Unlawful Acts	No. 253/ Pdt.G/2024/ PN.Jkt.Tim	PENGGUGAT I : PT Superintending Company Of Indonesia (SUCOFINDO) Plaintiff I: PT Superintending Company of Indonesia (SUCOFINDO) PENGGUGAT II : PT Varuna Tirta Prakasya (Persero) Plaintiff II: PT Varuna Tirta Prakasya (Persero) TERGUGAT I : PT Luna Daya Sejahtera Defendant I: PT Luna Daya Sejahtera TERGUGAT II : Sdri. Lilik Darwati Setyadjid Defendant II: Ms. Lilik Darwati Setyadjid TERGUGAT III : Sdri. Luna Puspita Defendant III: Ms. Luna Puspita TURUT TERGUGAT I : Sdr. Alexander Victorworotikan Additional Defendant I: Mr. Alexander Victorworotikan TURUT TERGUGAT II : Sdr. Punov Michael Apituley Additional Defendant II: Mr. Punov Michael Apituley	A. OBJEK PERKARA: Perbuatan Melawan Hukum B. POKOK GUGATAN: Bahwa Penggugat I dan Penggugat II membentuk kerja sama operasi dengan nama KSO SCI-VTP. KSO SCI-VTP mendapatkan pekerjaan dari Tergugat I untuk melakukan pengiriman kayu akasia. Bahwa pekerjaan pengiriman kayu akasia telah dilaksanakan oleh Para Penggugat namun Tergugat I, tidak melakukan pembayaran kepada Para Penggugat. Tergugat II berdalil pekerjaan yang dilakukan oleh Para Penggugat tidak ada dan merupakan tanggung jawab dari Sdri. Grace Anne Marie (alm). Hal tersebut mengakibatkan kerugian pada Para Penggugat. A. Object of the Case: Unlawful Act B. Core of the Lawsuit: Plaintiff I and Plaintiff II formed a joint operation under the name KSO SCI- VTP. The KSO SCI-VTP was awarded a contract by Defendant I to carry out the shipment of acacia wood. Although the shipment of acacia wood was completed by the Plaintiffs, Defendant I failed to make the payment to the Plaintiffs. Defendant II argued that the work carried out by the Plaintiffs was non-existent and was the responsibility of the late Ms. Grace Anne Marie. This situation resulted in a loss to the Plaintiffs.	Proses Persidangan Trial Process

Sanksi Administratif

Administrative Sanction

Selama periode tahun 2024, (tanggal 1 Januari 2024 hingga 31 Desember 2024), PT SUCOFINDO tidak menerima sanksi administratif dari otoritas atau regulator.

During the period from January 1, 2024, to December 31, 2024, PT SUCOFINDO did not receive any administrative sanctions from authorities or regulators.



Akses Informasi dan Data Perusahaan

Access To Company Information and Data

PT SUCOFINDO berkomitmen menerapkan prinsip keterbukaan informasi sebagai bagian dari implementasi Good Corporate Governance (GCG). Untuk menjamin transparansi, Perusahaan menyediakan informasi terkini terkait kegiatan dan kinerja melalui situs web resmi di www.sucofindo.co.id, yang memuat Laporan Tahunan, laporan keuangan, dan informasi relevan lainnya.

Seluruh informasi disajikan dalam Bahasa Indonesia dan Bahasa Inggris guna memudahkan akses bagi pemangku kepentingan domestik maupun internasional. Selain itu, Perusahaan juga aktif menyampaikan informasi melalui media sosial resmi sebagai bentuk komunikasi dua arah yang lebih luas dan responsif.

Media Elektronik

Informasi PT SUCOFINDO dapat diakses pada:
Situs web Perusahaan : www.sucofindo.co.id.
Email : customer.service@sucofindo.co.id
Telepon : +62-21-7983666

Media Sosial

Facebook : www.facebook.com/SUCOFINDO
Twitter : www.twitter.com/SUCOFINDO
Instagram : www.instagram.com/SUCOFINDOOFFICIAL
YouTube : www.youtube.com/SUCOFINDO

PT SUCOFINDO is committed to implementing the principle of information transparency as part of its Good Corporate Governance (GCG) practices. To ensure transparency, the company provides up-to-date information regarding activities and performance through its official website at www.sucofindo.co.id, which includes the Annual Report, financial statements, and other relevant information.

All information is presented in both Indonesian and English to facilitate access for both domestic and international stakeholders. In addition, the company is also active in disseminating information through official social media channels as a form of broader and more responsive two-way communication.

Electronic Media

Information of PT SUCOFINDO can be accessed at:
Company Website : www.sucofindo.co.id.
Email : customer.service@sucofindo.co.id
Phone : +62-21-7983666

Social Media

Facebook : www.facebook.com/SUCOFINDO
Twitter : www.twitter.com/SUCOFINDO
Instagram : www.instagram.com/SUCOFINDOOFFICIAL
YouTube : www.youtube.com/SUCOFINDO

Kode Etik

Code of Conduct

Kode Etik merupakan acuan perilaku bagi seluruh Insan PT SUCOFINDO dalam melaksanakan tugas, berinteraksi antar sesama, serta menjalin hubungan bisnis dengan seluruh pemangku kepentingan. Kode Etik ini tercantum dalam Pedoman Etika Usaha dan Tata Perilaku (Code of Conduct) sebagaimana diatur dalam Peraturan Perusahaan No. 2/PP/2021. Dokumen tersebut telah disahkan oleh Direktur Utama pada tanggal 31 Desember 2021 dan mulai berlaku efektif sejak 1 Januari 2022. Penerapan Kode Etik ini menjadi wujud nyata komitmen Perusahaan terhadap prinsip integritas dan tata kelola yang baik, serta menjadi fondasi dalam upaya pencapaian visi dan misi PT SUCOFINDO secara berkelanjutan.

Tujuan Penerapan Etika Usaha dan Tata Perilaku

1. Memberi panduan kepada perusahaan dalam menjalankan kegiatan bisnis sesuai standar etika usaha untuk memenuhi kepentingan seluruh *stakeholders*;
2. Memberi panduan berperilaku bagi insan PT SUCOFINDO dalam menjalankan tugas dan tanggung jawabnya, memberi pertimbangan dalam menjalankan tugas dan tanggung jawabnya, memberi pertimbangan untuk pengambilan keputusan dan menerapkan akuntabilitas.

Kepatuhan Terhadap Kode Etik Perusahaan

1. Setiap Insan PT SUCOFINDO wajib mengikuti sosialisasi etika usaha dan tata perilaku, baik sosialisasi melalui tatap muka/morning call, ataupun melalui media elektronik seperti: KM Portal, email, website PT SUCOFINDO;
2. Setiap Insan PT SUCOFINDO wajib membaca, memahami dan menerapkan etika usaha dan tata perilaku dalam semua aktivitas Perusahaan;
3. Setiap Insan PT SUCOFINDO wajib menandatangani Pernyataan Insan PT SUCOFINDO, dan wajib memperbarui kembali setiap tahunnya;
4. Setiap Insan PT SUCOFINDO dapat memberi masukan untuk penyempurnaan Pedoman Etika Usaha dan Tata Perilaku kepada *Chief Compliance Officer*.

Pernyataan Bahwa Kode Etik Perusahaan Berlaku Untuk Semua Jenjang Organisasi

Seluruh Insan PT SUCOFINDO telah menandatangani lembar pernyataan komitmen Kode Etik.

The Code of Ethics serves as a behavioral reference for all employees of PT SUCOFINDO in performing their duties, interacting with one another, and establishing business relationships with all stakeholders. This Code of Ethics is outlined in the Business Ethics and Code of Conduct, as regulated in the Company Regulation No. 2/PP/2021. This document was approved by the President Director on December 31, 2021, and became effective on January 1, 2022. The implementation of this Code of Ethics is a tangible manifestation of the company's commitment to the principles of integrity and good governance, and serves as the foundation for the continuous achievement of PT SUCOFINDO's vision and mission.

Objectives of Implementing Business Ethics and Code of Conduct

1. Provide guidance to the company in carrying out business activities in accordance with business ethics standards to meet the interests of all stakeholders;
2. To provide a code of conduct for SUCOFINDO personnel in carrying out their duties and responsibilities, to offer guidance in performing their roles, support decision-making processes, and promote accountability.

Compliance with the Company's Code of Ethics

1. Every PT SUCOFINDO employee must participate in socialization of business ethics and code of conduct, either socialization through face-to-face / morning call, or through electronic media such as: KM Portal, email, PT SUCOFINDO website;
2. Every employee of PT SUCOFINDO must read, understand and apply business ethics and code of conduct in all activities of the Company;
3. Every PT SUCOFINDO Employee must sign a PT SUCOFINDO Personnel Statement, and must renew it every year;
4. Every employee of PT SUCOFINDO can provide input for the improvement of the Code of Business Ethics and Code of Conduct to the Chief Compliance Officer.

A statement that the company's code of ethics applies to all levels of the organization

All PT SUCOFINDO personnel have signed a statement of commitment to the Code of Conduct.



PERNYATAAN MANAJEMEN SENIOR



Sehubungan pemberlakuan Pedoman **Etika Usaha (Business Ethics)** dan **Tata Perilaku (Code of Conduct)** PT SUCOFINDO yang telah saya terima dan pahami sepenuhnya, dengan ini saya menyatakan bahwa pada tahun :

1. Saya telah mematuhi semua ketentuan yang tercantum di dalam Etika Usaha dan Tata Perilaku.
2. Saya tidak terlibat dalam dan atau menghindari benturan kepentingan yang bersifat finansial maupun komersial yang dapat mempengaruhi profesionalisme kerja dan pengambilan keputusan
3. Saya telah melakukan upaya-upaya atau bantuan untuk menjamin kepatuhan secara utuh terhadap Etika Usaha dan Tata Perilaku oleh seluruh pegawai di lingkungan Unit Kerja yang menjadi tanggungjawab saya.
4. Saya telah mendistribusikan Etika Usaha dan Tata Perilaku kepada seluruh pegawai di Unit Kerja yang menjadi tanggungjawab saya dan setiap pegawai telah menerima Etika Usaha dan Tata Perilaku tersebut serta menanda-tangani Surat Pernyataan yang selanjutnya didokumentasikan pada arsip masing-masing pegawai.
5. Tidak ada pelanggaran Etika Usaha dan Tata Perilaku di lingkungan Unit Kerja yang menjadi tanggungjawab saya diluar yang telah dilaporkan kepada "Chief Compliance Officer".
6. Saya telah menyampaikan laporan selengkapny kepada "Chief Compliance Officer" atas pelanggaran atau indikasi pelanggaran atau adanya permintaan dan atau penerimaan pembayaran yang tidak semestinya saya terima.
7. Saya telah melaksanakan semua tindakan perbaikan yang harus dilakukan di lingkungan unit kerja yang menjadi tanggungjawab saya.
8. Saya telah mengkoordinasi pelaksanaan sosialisasi untuk Pegawai Tetap dan Pegawai Tidak Tetap dengan bukti daftar hadir terlampir.
9. Saya telah memastikan pelaksanaan sosialisasi untuk tenaga kerja alih daya (*outsourcing*) dilakukan oleh Perusahaan Penyedia Jasa Pekerja dan perangkatnya dengan bukti daftar hadir terlampir.

(tempat) , (tgl / bulan / tahun)

Tanda Tangan Manajemen Senior

Nama :
NPP :
Posisi Pekerjaan :
Unit Kerja :

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Dokumen dalam aplikasi SIPED adalah dokumen terkini dan terbandit. Dokumen yang dicetak adalah dokumen "TIDAK TERKENDALI"

PERNYATAAN INSAN SUCOFINDO



Dengan ini saya menyatakan telah menerima, membaca, mengetahui dan memahami **Etika Usaha (Business Ethics)** dan **Tata Perilaku (Code of Conduct)** PT SUCOFINDO sebagaimana tercantum dalam PP Nomor: 2/PP/2021 dan dipublikasikan pada website SUCOFINDO. Saya bersedia sepenuhnya untuk mematuhi semua ketentuan yang tercantum didalamnya termasuk prinsip-prinsip kepatuhan dengan segala konsekuensinya sesuai dengan ketentuan Perusahaan yang berlaku.

Prinsip-Prinsip Kepatuhan:

- Integritas
- Mandiri dan tidak memihak
- Anti benturan kepentingan
- Kerahasiaan Informasi
- Anti Suap & anti korupsi
- Kompetisi yang sehat
- Keadilan bagi pegawai
- Kesehatan dan keselamatan kerja

.....
(tempat) (tgl / bulan /tahun)

Tanda Tangan Insan SUCOFINDO

Nama :
NPP :
Posisi Pekerjaan :
Unit Kerja :

Dokumen dalam aplikasi SIPEN adalah dokumen terkini dan terkendali. Dokumen yang dicetak adalah dokumen "TIDAK TERKENDALI"

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Rev.00

Tgl Berlaku : 14/10/2022

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PERNYATAAN PEGAWAI ALIH DAYA (OUTSOURCING)



Yang bertanda tangan dibawah ini telah mengikuti Sosialisasi Etika Usaha dan Tata Perilaku PT SUCOFINDO:

Nama Pegawai :
Nama Perusahaan Alih Daya
(Outsourcing) :
Alamat :
No. Telp / Hp :
Penempatan tugas
di PT Sucofindo : Kantor Pusat / Cabang *) aset yang tidak perlu
Nama Divisi /
SBU / Cabang :
Jabatan :

Dengan ini menyatakan dengan sesungguhnya, bahwa:

1. Telah mengerti dan memahami Etika Usaha dan Tata Perilaku PT Sucofindo.
2. Akan menaati dan patuh dalam menjalankan aktivitas sesuai Etika Usaha dan Tata Perilaku PT Sucofindo, diantaranya meliputi:
 - Bekerja secara profesional
 - Sanggup menjaga kerahasiaan data serta informasi perusahaan selama menjalankan pekerjaan
 - Menjaga aset dan harta perusahaan
 - Menjaga keamanan, K3 serta lingkungan
 - Tertib dan benar dalam pencatatan data dan laporan
 - Menghindari benturan kepentingan dan penyalahgunaan jabatan
 - Bersikap netral dan tidak berpihak terhadap pihak manapun
 - Tidak menerima maupun memberikan hadiah/cinderamata/gratifikasi dan hiburan/entertainment kepada pihak manapun
 - Tidak melakukan penyuapan ataupun menerima suap dalam bentuk apapun dalam melakukan aktivitas serta tidak melakukan tindak kecurangan maupun korupsi
 - Tidak melakukan perjudian, perbuatan asusila, penyalahgunaan narkoba dan obat terlarang (narkoba) serta minuman beralkohol (minol)
 - Tidak melibatkan dan menggunakan fasilitas perusahaan untuk kepentingan golongan / organisasi masa politik / partai politik tertentu

Apabila melanggar, Saya akan dikenakan sanksi sesuai peraturan dan ketentuan yang berlaku.

Demikian surat pernyataan ini dibuat untuk ditaati dan dilaksanakan dengan sesungguhnya.

.....

(Nama Pegawai)

Penyebarluasan dan Sosialisasi Kode Etik Perusahaan

PT SUCOFINDO secara konsisten melakukan sosialisasi Pedoman Etika Usaha dan Tata Perilaku kepada seluruh Insan Perusahaan, Anak Perusahaan, Pemasok, dan Mitra Kerja. Untuk menjangkau mitra internasional, pedoman ini juga disusun dalam versi Bahasa Inggris. Sosialisasi ini bertujuan agar seluruh pihak memahami dan menerapkan prinsip etika perusahaan dalam setiap aktivitas operasional.

PT SUCOFINDO juga secara berkala melakukan sosialisasi Pedoman Etika Usaha dan Tata Perilaku (*Code of Conduct*). Program sosialisasi tahun 2024 dilakukan pada tgl/bln/thn, ditujukan agar Insan PT SUCOFINDO:

1. Mendapat informasi, memahami, menerapkan dan mematuhi Etika Usaha dan Tata Perilaku dalam tugas/pekerjaan dan kegiatannya mengenai isi Pedoman Etika Usaha dan Tata Perilaku;
2. Menandatangani Pernyataan Insan PT SUCOFINDO sebagai bukti telah mengikuti sosialisasi.

Sanksi Pelanggaran Kode Etik Perusahaan

Direksi memutuskan pemberian tindakan pembinaan, sanksi disiplin dan atau tindakan perbaikan serta pencegahan yang dikenakan kepada Insan PT SUCOFINDO yang melakukan pelanggaran, akan diberikan sesuai dengan ketentuan yang diatur secara tersendiri dalam Peraturan Disiplin Pegawai dan peraturan-peraturan lainnya yang diatur oleh Perusahaan.

Insan PT SUCOFINDO yang melakukan penyimpangan etika usaha dan tata perilaku memiliki hak untuk didengar penjelasannya di hadapan atasan langsung sebelum pemberian tindakan pembinaan atau hukuman disiplin dikenakan.

Jumlah Pelanggaran Kode Etik

Sepanjang tahun 2024, tidak terdapat pelanggaran kode etik yang dilakukan oleh Insan PT SUCOFINDO.

Program Kepemilikan Saham oleh Karyawan dan atau Manajemen

Hingga akhir tahun 2024, Perusahaan tidak memiliki kebijakan pemberian kompensasi jangka panjang berbasis kinerja atau manajemen dan/atau karyawan baik dalam bentuk Employee Stock Ownership Program (ESOP) maupun Management Stock Option Program (MSOP).

Dissemination and Socialization of the Company's Code of Ethics

PT SUCOFINDO consistently conducts the socialization of the Business Ethics Guidelines and Code of Conduct to all employees, subsidiaries, suppliers, and business partners. To reach international partners, this guideline is also available in an English version. The purpose of this socialization is to ensure that all parties understand and implement the company's ethical principles in every operational activity.

PT SUCOFINDO also regularly conducts socialization of the Business Ethics Guidelines and Code of Conduct (*Code of Conduct*). The 2024 socialization program took place on ..., aimed at ensuring PT SUCOFINDO employees:

1. Receive information, understand, apply, and comply with the Business Ethics and Code of Conduct in their tasks/work and activities concerning the contents of the guidelines;
2. Sign the PT SUCOFINDO Employee Declaration as proof of participation in the socialization.

Sanctions for Violations of the Company's Code of Ethics

The Board of Directors has decided that corrective actions, disciplinary sanctions, and/or improvement measures, along with preventive actions, will be imposed on PT SUCOFINDO employees who violate the Code of Ethics, according to the provisions set forth in the Employee Discipline Regulations and other regulations established by the company.

PT SUCOFINDO employees who commit ethical or behavioral violations have the right to provide an explanation to their direct supervisor before any corrective actions or disciplinary measures are enforced.

Number of Code of Ethics Violations

Throughout 2024, there were no violations of the code of ethics committed by PT SUCOFINDO employees.

Employee and/or Management Stock Ownership Program

As of the end of 2024, the Company does not have a policy for granting long-term performance-based compensation to management and/or employees, either in the form of an Employee Stock Ownership Program (ESOP) or a Management Stock Option Program (MSOP).



Tata Nilai Sebagai Pondasi Budaya

Core Values as the Foundation of Corporate Culture

PT SUCOFINDO telah menetapkan Visi, Misi, dan Tata Nilai Perusahaan melalui Keputusan Direksi No. 5/KD/2022 sebagai pedoman dalam menjalankan operasional bisnis dan membentuk budaya perusahaan. Tata nilai menjadi dasar perilaku pegawai, yang tercermin dalam budaya kerja sehari-hari dan menjadi identitas kolektif Perusahaan.

Sebagai BUMN, PT SUCOFINDO menerapkan Budaya AKHLAK sebagai nilai utama yang mendukung pencapaian tujuan strategis Perusahaan. Nilai ini diperkuat melalui komitmen pimpinan sebagai role model, penandatanganan Code of Conduct, serta internalisasi budaya oleh Divisi Human Capital melalui berbagai program dan artefak budaya. Branding Culture "Profesional" dipilih untuk mencerminkan keunggulan layanan berbasis integritas, inovasi, kolaborasi, fokus pelanggan, dan kepedulian tinggi.

Core Value AKHLAK

Sebagai tindak lanjut atas SE-7/MBU/07/2020 tentang nilai-nilai utama BUMN, PT SUCOFINDO secara konsisten mengimplementasikan core values AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif) sebagai fondasi budaya kerja. Transformasi budaya ini dilaksanakan melalui sosialisasi menyeluruh, pelatihan bagi pimpinan sebagai Change Leader, dan penguatan peran Change Agent.

Memasuki tahun 2024, PT SUCOFINDO terus memperkuat penerapan AKHLAK dalam setiap aspek organisasi, sebagai upaya menjawab dinamika bisnis, memperkuat daya saing, dan membangun budaya kerja yang selaras dengan arah kebijakan Kementerian BUMN.

Program Budaya Perusahaan

PT SUCOFINDO secara konsisten melakukan survei tahunan untuk mengukur tingkat pemahaman pegawai terhadap makna dan perilaku tata nilai perusahaan. Hasil survei menjadi dasar perumusan program budaya tahun berikutnya dan selaras dengan arah pengembangan SDM dalam People Roadmap.

Penguatan budaya profesional dilaksanakan melalui dua pendekatan, yaitu Program Budaya Korporat (program umum) dan Program Budaya Unit Kerja (program khusus). Program umum bertujuan membentuk keseragaman perilaku, sedangkan program khusus dirancang berdasarkan hasil survei engagement dan awareness. Dalam pelaksanaannya, Pimpinan Unit Kerja sebagai Change Leader menunjuk Change Agent yang tergabung dalam Tim Internalisasi Budaya (TIB), untuk memastikan implementasi budaya berjalan efektif di seluruh unit kerja.

Perilaku Saling Menghargai

Sebagai langkah implementasi kebijakan Menteri BUMN tentang Kebijakan Berperilaku Saling Menghargai di Tempat Kerja (Respectful Workplace Policy), PT SUCOFINDO mengeluarkan Keputusan Direksi Nomor: 2/KD/2023 tentang Kebijakan Berperilaku Saling Menghargai di Tempat Kerja.

PT SUCOFINDO has established its Vision, Mission, and Core Values through the Board of Directors Decree No. 5/KD/2022 as a guideline for business operations and shaping corporate culture. These values serve as the foundation for employee behavior, reflected in daily work culture and forming the company's collective identity.

As a State-Owned Enterprise (BUMN), PT SUCOFINDO implements the AKHLAK Culture as the core value supporting the achievement of the Company's strategic objectives. This value is reinforced through leadership commitment as role models, the signing of the Code of Conduct, and the internalization of culture by the Human Capital Division through various programs and cultural artifacts. The "Professional" Branding Culture was chosen to reflect service excellence based on integrity, innovation, collaboration, customer focus, and high attention to care.

Core Value AKHLAK

As a follow-up to SE-7/MBU/07/2020 regarding the core values of State-Owned Enterprises (BUMN), PT SUCOFINDO consistently implements the core values of AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, and Kolaboratif) as the foundation of its work culture. This cultural transformation is carried out through comprehensive socialization, leadership training for Change Leaders, and strengthening the role of Change Agents.

Entering 2024, PT SUCOFINDO continues to strengthen the application of AKHLAK in every aspect of the organization, in efforts to respond to business dynamics, enhance competitiveness, and build a work culture that aligns with the policies of the Ministry of BUMN.

Corporate Culture Program

PT SUCOFINDO consistently conducts an annual survey to measure employees' understanding of the company's values and behaviors. The survey results form the basis for the formulation of the next year's cultural programs and align with the direction of Human Resource development in the People Roadmap.

Strengthening professional culture is carried out through two approaches: the Corporate Culture Program (general program) and the Work Unit Culture Program (specific program). The general program aims to establish uniform behavior, while the specific program is designed based on the results of engagement and awareness surveys. In its implementation, the Work Unit Leader, as the Change Leader, appoints a Change Agent who is part of the Culture Internalization Team (TIB) to ensure the effective implementation of culture across all work units.

Respectful Workplace Behavior

As part of the implementation of the Minister of State-Owned Enterprises' policy on Respectful Workplace Behavior, PT SUCOFINDO issued Board of Directors Decree No. 2/KD/2023 regarding the Respectful Workplace Policy.

Kebijakan ini bertujuan untuk menciptakan lingkungan kerja yang positif dengan melindungi seluruh pegawai, manajemen, klien, pelanggan, serta mitra bisnis dari perilaku yang tidak pantas, agresif, atau merugikan. Kebijakan ini berlaku tidak hanya di tempat kerja, tetapi juga dalam kegiatan sosial yang berhubungan dengan pekerjaan.

This policy aims to create a positive work environment by protecting all employees, management, clients, customers, and business partners from inappropriate, aggressive, or harmful behavior. The policy applies not only in the workplace but also in social activities related to work.



Sistem Pelaporan Pelanggaran [GRI2-26] Whistle Blowing System

PT SUCOFINDO berkomitmen pada penerapan Tata Kelola Perusahaan yang Baik (GCG) sesuai dengan peraturan Menteri Negara BUMN No. PER-01/MBU/2011 dan Kebijakan IDSurvey. Sebagai wujud dari komitmen ini, Perusahaan mengembangkan dan menerapkan sistem pelaporan pelanggaran (*Whistle Blowing System* - WBS) untuk memastikan integritas dan akuntabilitas yang kuat dalam operasionalnya.

Whistle Blowing System (WBS) dirancang untuk mengelola laporan tentang perilaku melawan hukum atau tidak etis secara rahasia, anonim, dan mandiri. Sistem ini memberikan saluran bagi Insan PT SUCOFINDO serta pihak terkait untuk melaporkan pelanggaran, mendukung pengendalian internal yang efektif, serta memastikan kepatuhan terhadap hukum yang berlaku.

Dasar Hukum

1. Undang-Undang Republik Indonesia No. 28 Tahun 1999 tentang Penyelenggaraan Negara yang Bersih dan Bebas dari Korupsi, Kolusi, dan Nepotisme;
2. Undang-Undang Republik Indonesia No. 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi;
3. Peraturan Pemerintah Republik Indonesia No. 71 Tahun 2000 tentang Tata Cara Pelaksanaan Peran Serta Masyarakat dan Pemberian Penghargaan dalam Pencegahan dan Pemberantasan Tindak Pidana Korupsi;
4. Undang-Undang Republik Indonesia No. 20 Tahun 2001 tentang Perubahan atas Undang-Undang Republik Indonesia No. 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi;
5. Undang-Undang Republik Indonesia No. 13 Tahun 2006 tentang Perlindungan Saksi dan Korban;
6. Peraturan Pemerintah Republik Indonesia No. 57 Tahun 2003 tentang Tata Cara Perlindungan Khusus bagi Pelapor dan Saksi Tindak Pidana Pencucian Uang;
7. Peraturan Menteri BUMN Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
8. Surat Edaran Menteri Negara BUMN No. SE-05/MBU 2013 tentang Roadmap menuju BUMN Bersih;
9. Peraturan Perusahaan PT Superintending Company of Indonesia No. 1/PP/2015 tentang Pedoman Pelaporan atas Dugaan Penyimpangan (*Whistle Blowing System*) di Lingkungan PT SUCOFINDO; dan
10. Peraturan Perusahaan PT SUCOFINDO No. 1/PP/2014 tentang Pedoman Etika Usaha dan Tata Perilaku di Lingkungan PT SUCOFINDO.

Pedoman Sistem Pelaporan Pelanggaran

PT SUCOFINDO telah menyusun Peraturan Perusahaan PT Superintending Company of Indonesia No. 1/PP/2015 tentang Pedoman Pelaporan atas Dugaan Penyimpangan (*Whistle Blowing System*) di lingkungan PT SUCOFINDO yang telah diperbarui di tahun 2021 lalu melalui Nomor Dokumen: PDM/SCI-MSR/02 tanggal 11 November 2022 untuk diterapkan kepada seluruh pegawai dan semua pihak yang terkait agar diketahui

PT SUCOFINDO is committed to implementing Good Corporate Governance (GCG) in accordance with the Minister of State-Owned Enterprises Regulation No. PER-01/MBU/2011 and the IDSurvey Policy. As part of this commitment, the Company has developed and implemented a Whistle Blowing System (WBS) to ensure strong integrity and accountability in its operations.

The Whistle Blowing System (WBS) is designed to manage reports of illegal or unethical behavior confidentially, anonymously, and independently. This system provides a channel for PT SUCOFINDO's employees and related parties to report violations, support effective internal controls, and ensure compliance with applicable laws.

Legal Basis

1. Law of the Republic of Indonesia No. 28 of 1999 concerning the Implementation of a Clean and Free State from Corruption, Collusion, and Nepotism;
2. Law of the Republic of Indonesia No. 31 of 1999 concerning the Eradication of Criminal Acts of Corruption;
3. Government Regulation of the Republic of Indonesia No. 71 of 2000 concerning Procedures for Implementing Community Participation and Awarding in the Prevention and Eradication of Criminal Acts of Corruption;
4. Law of the Republic of Indonesia No. 20 of 2001 concerning Amendments to Law of the Republic of Indonesia No. 31 of 1999 concerning the Eradication of Criminal Acts of Corruption;
5. Law of the Republic of Indonesia No. 13 of 2006 concerning the Protection of Witnesses and Victims;
6. Government Regulation of the Republic of Indonesia No. 57 of 2003 concerning Special Protection Procedures for Whistleblowers and Witnesses of Money Laundering Crimes;
7. SOE Minister Regulation Number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
8. Circular Letter of the State Minister of SOEs No. SE-05/MBU 2013 concerning Roadmap towards Clean SOEs;
9. Company Regulation of PT Superintending Company of Indonesia No. 1/PP/2015 concerning Guidelines for Reporting Alleged Irregularities (*Whistle Blowing System*) in the Environment of PT SUCOFINDO;
10. Company Regulation of PT SUCOFINDO No. 1/PP/2014 concerning Guidelines for Business Ethics and Code of Conduct in the Environment of PT SUCOFINDO.

Whistle Blowing System Guidelines

PT SUCOFINDO has prepared PT Superintending Company of Indonesia Company Regulation No. 1/PP/2015 concerning Guidelines for Reporting Alleged Irregularities (*Whistle Blowing System*) within PT SUCOFINDO which has been updated in 2021 through Document Number: PDM/SCI-MSR/02 dated November 11, 2022 to be applied to all employees and all related parties to be known and implemented. The Company's Board of

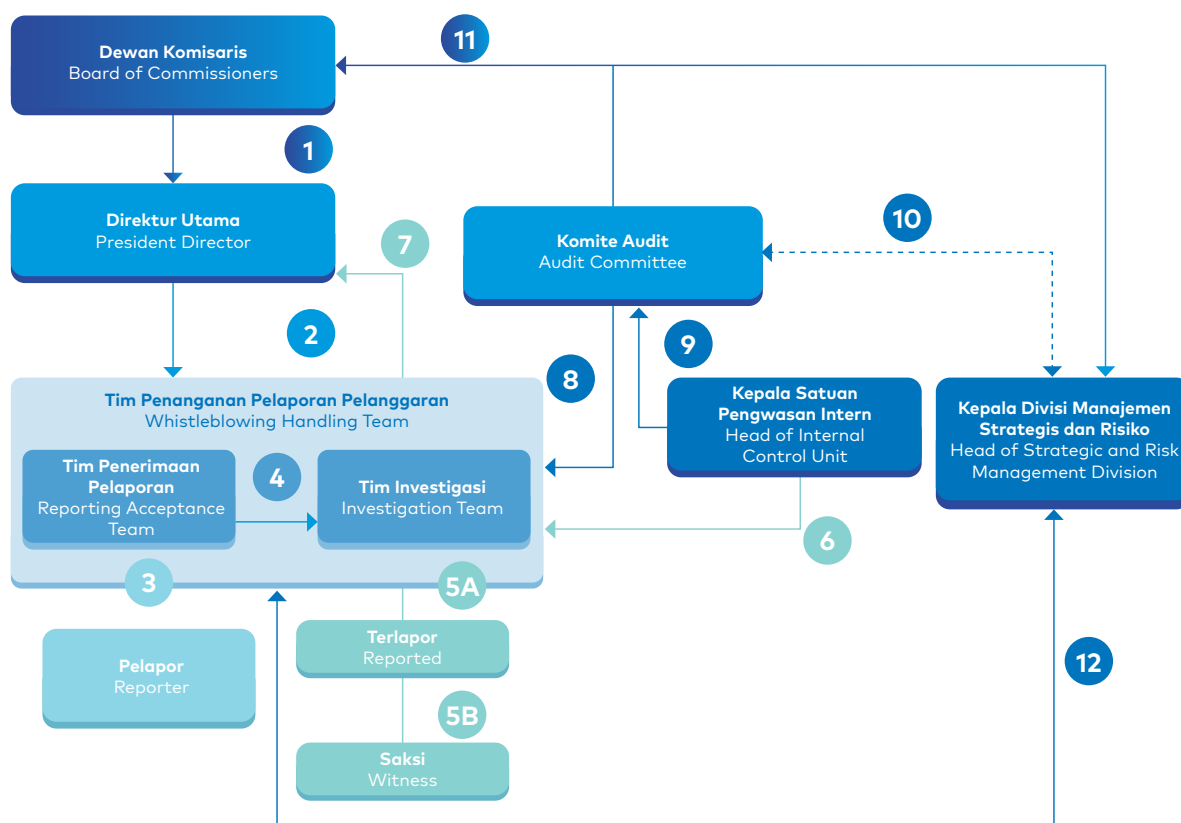
dan dilaksanakan. Dewan Komisaris dan Direksi Perusahaan juga telah menandatangani Pernyataan Komitmen Implementasi WBS pada 16 Desember 2021.

Pada tahun 2022, PT SUCOFINDO telah memperbarui WBS melalui No. Dokumen: PDM/SCI-MSR/02 tanggal 11 November 2022 untuk diterapkan kepada seluruh pegawai dan semua pihak yang terkait agar diketahui dan dilaksanakan. Dewan Komisaris dan Direksi Perusahaan juga telah menandatangani Pernyataan Komitmen Implementasi WBS pada 14 Oktober 2022. Perusahaan senantiasa melakukan peninjauan berkala untuk memastikan efektivitas penerapan WBS agar dapat memenuhi sasaran.

Commissioners and Board of Directors have also signed the WBS Implementation Commitment Statement on December 16, 2021.

In 2022, PT SUCOFINDO has updated the WBS through Document No. PDM/SCI-MSR/02 dated November 11, 2022 to be applied to all employees and all related parties to be known and implemented. Board of Commissioners and Board of Directors of the Company has also signed the WBS Implementation Commitment Statement on October 14, 2022. The Company always conducts periodic reviews to ensure the effectiveness of WBS implementation in order to meet targets.

Pihak yang Mengelola Sistem Pelaporan Pelanggaran



Struktur pengelolaan WBS diterapkan oleh Perusahaan untuk mengatur kejelasan tugas, wewenang dan tanggung jawab pelaksanaan serta pemeliharaan WBS:

1. Direktur Utama

Direktur Utama bertanggung jawab atas efektivitas rancangan, pelaksanaan dan pemeliharaan penyelenggaraan WBS, penetapan arah kebijakan WBS dan tindakan-tindakan untuk menjamin penerapan WBS berjalan dengan baik.

- a. Menetapkan personel Tim Penanganan Pelaporan Pelanggaran;

Party that Manages the Whistleblowing System

The WBS management structure is implemented by the Company to regulate the clarity of duties, authorities and responsibilities for the implementation and maintenance of WBS:

1. President Director

The President Director is responsible for the effective design, implementation and maintenance of WBS implementation, determination of WBS policy direction and actions to ensure the implementation of WBS runs well. The President Director is authorized to:

- a. Assign personnel to the Whistleblowing Handling Team;



- b. Memberikan apresiasi kepada Pelapor sesuai dengan ketentuan yang berlaku di Perusahaan jika pelaporan terbukti kebenarannya;
- c. Memberikan sanksi kepada Pelapor internal yang terbukti memberikan laporan palsu dan/atau fitnah sesuai ketentuan yang berlaku di Perusahaan;
- d. Memberikan sanksi berupa tuntutan sesuai peraturan perundangan yang berlaku kepada pelapor eksternal yang terbukti memberikan laporan palsu dan/atau fitnah;
- e. Menerima langsung pelaporan dari pelapor jika yang melakukan pelanggaran adalah satu atau lebih personel Tim Penanganan Pelaporan Pelanggaran.
- f. Memutuskan untuk memberhentikan ataupun melanjutkan suatu pelaporan terhadap suatu pelanggaran.
- g. Menugaskan Tim Penanganan Pelaporan Pelanggaran untuk melakukan investigasi berdasarkan pelaporan akan suatu pelanggaran, jika adanya bukti-bukti yang mendukung. Menindaklanjuti pelapor dari pihak eksternal, jika pelaporan yang dibuat bersifat fitnah melalui ranah hukum berdasarkan undang-undangan yang berlaku.

2. Dewan Komisaris

Dewan Komisaris bertanggung jawab atas pengawasan dan keefektifan WBS. Dewan Komisaris berwenang untuk:

- a. Mendapatkan laporan hasil pemantauan pelaksanaan WBS dari Komite Audit;
- b. Meminta keterangan dari Direktur Utama terkait hasil pemantauan pelaksanaan dan evaluasi keefektifan WBS yang dilakukan Komite Audit;
- c. Melaporkan pelaksanaan WBS di Perusahaan kepada Pemegang Saham;
- d. Menerima pelaporan langsung dari pelapor atau menerima hasil klarifikasi dari Sub Tim Penerimaan Pelaporan jika yang melakukan pelanggaran adalah satu atau lebih anggota Direksi;
- e. Melakukan investigasi/pemeriksaan jika yang melakukan pelanggaran adalah satu atau lebih anggota Direksi;
- f. Melaporkan pelanggaran kepada lembaga penegak hukum jika dipandang perlu.

3. Tim Penanganan Pelaporan Pelanggaran

Tim Penanganan Pelaporan Pelanggaran adalah tim khusus yang ditunjuk langsung oleh Direktur Utama dan diberikan penugasan serta wewenang dalam melakukan kegiatan yang berkaitan dengan fungsi penanganan pelaporan yang dimulai dari penerimaan pelaporan, melakukan investigasi lanjutan, melaporkan hasil investigasi kepada Direktur Utama dan menyampaikan progress terkait pelaporan kepada pelapor. Tim ini kemudian dapat dibagi menjadi 2 (dua) kesatuan unit yang memiliki fungsi dan wewenang yang berbeda, sebagaimana dijabarkan dalam poin dibawah ini.

- b. Give appreciation to the Whistleblower in accordance with the applicable provisions in the Company if the reporting is proven to be true;
- c. Provide sanctions to internal reporters who are proven to provide false and/or defamatory reports in accordance with applicable provisions in the Company;
- d. Provide sanctions in the form of claims in accordance with applicable laws and regulations to external reporters who are proven to provide false and/or defamatory reports;
- e. Receive direct reporting from the whistleblower if the person who committed the violation is one or more personnel of the Whistleblowing Handling Team.
- f. Decide to dismiss or continue a report of a violation.
- g. Assign the Whistleblowing Handling Team to conduct an investigation based on reporting a violation, if there is supporting evidence. Follow up the whistleblower from external parties, if the report made is defamatory through the realm of law based on applicable legislation.

2. Board of Commissioners

The Board of Commissioners is responsible for the supervision and effectiveness of WBS. The Board of Commissioners is authorized to:

- a. Obtain a report on the results of monitoring the implementation of WBS from the Audit Committee;
- b. Request information from the President Director regarding the results of monitoring the implementation and evaluation of the effectiveness of WBS conducted by the Audit Committee;
- c. Reporting the implementation of WBS in the Company to Shareholders;
- d. Receive direct reports from the whistleblower or receive clarification results from the Reporting Acceptance Sub-Team if the person who commits the violation is one or more members of the Board of Directors;
- e. Conduct investigations/examinations if the violator is one or more members of the Board of Directors;
- f. Report violations to law enforcement agencies if deemed necessary.

3. Whistle Blowing Team

The Whistle Blowing Handling Team is a special team appointed directly by the President Director and given the assignment and authority to carry out activities related to the reporting handling function starting from receiving reports, conducting further investigations, reporting the results of investigations to the President Director and conveying progress related to reporting to the whistleblower. This team can then be divided into 2 (two) units that have different functions and authorities, as described in the points below.

Tim Penanganan Pelaporan Pelanggaran terdiri dari dua Sub Tim, yaitu Sub Tim Penerimaan Pelaporan dan Sub Tim Investigasi:

a. Sub Tim Penerimaan Pelaporan Tugas:

Sub Tim Penerimaan Pelaporan mempunyai tugas sebagai berikut:

- i. Menerima pelaporan melalui saluran-saluran yang disediakan perusahaan;
- ii. Melakukan verifikasi administratif untuk menentukan apakah pelaporan tersebut memenuhi syarat untuk diklarifikasi lebih lanjut;
- iii. Melakukan klarifikasi kepada pelapor baik secara tatap muka maupun melalui media komunikasi lainnya;
- iv. Menerima bukti dari pelapor;
- v. Menyerahkan laporan hasil klarifikasi terhadap pelapor kepada Sub Tim Investigasi dalam hal Sub Tim Penerimaan Pelaporan menilai bahwa pelaporan dimaksud perlu ditindaklanjuti dengan proses investigasi.

Tanggung Jawab:

Sub Tim Penerimaan Pelaporan bertanggung jawab atas hal-hal sebagai berikut:

- i. Kerahasiaan pelapor kecuali kepada Sub Tim Investigasi pada saat penyerahan hasil klarifikasi;
- ii. Kerahasiaan informasi dan bukti;
- iii. Kebenaran hasil klarifikasi dengan pelapor yang diserahkan kepada Sub Tim Investigasi.

Wewenang:

Sub Tim Penerimaan Pelaporan diberi wewenang sebagai berikut:

- i. Mengakses seluruh saluran pelaporan pelanggaran yang disediakan perusahaan;
- ii. Memanggil/mengundang dan berkomunikasi dengan pelapor;
- iii. Menilai dan memutuskan apakah sebuah pelaporan perlu untuk ditindaklanjuti tahap klarifikasi dan investigasi;
- iv. Menyampaikan hasil klarifikasi kepada Sub Tim Investigasi;
- v. Menyampaikan hasil klarifikasi kepada Dewan Komisaris dalam hal pelanggaran melibatkan satu atau lebih direksi.

b. Sub Tim Investigasi Tugas:

Sub Tim Investigasi mempunyai tugas sebagai berikut:

- i. Menerima hasil klarifikasi dari Sub Tim Penerimaan Pelaporan Pelanggaran;
- ii. Memeriksa Terlapor dan/atau saksi-saksi untuk mendapatkan keterangan dan/atau menemukan bukti-bukti lainnya dalam rangka menyimpulkan apakah pelanggaran yang dilaporkan benar terjadi;

The Whistle Blowing Handling Team consists of two Sub Teams, namely the Reporting Receipt Sub Team and the Investigation Sub Team.

a. Sub Team for Receiving Reporting

The Reporting Receipt Sub-Team has the following tasks:

- i. Receive reporting through channels provided by the company;
- ii. Conduct administrative verification to determine whether the reporting qualifies for further clarification;
- iii. Make clarifications to the whistleblower both face-to-face and through other communication media;
- iv. Receive evidence from the complainant;
- v. Submit a clarification report to the whistleblower to the Investigation Sub Team in the event that the Reporting Acceptance Sub Team considers that the report needs to be followed up with an investigation process.

Responsibility:

The Reporting Receipts Sub-Team is responsible for the following:

- i. Confidentiality of the whistleblower except to the Sub Investigation Team at the time of submission of clarification results;
- ii. Confidentiality of information and evidence;
- iii. The correctness of the results of the clarification with the whistleblower submitted to the Sub Investigation Team.

Authority:

The Reporting Receipt Sub-Team is authorized as follows:

- i. Access all whistle Blowing channels provided by the company;
- ii. Summoning/inviting and communicating with the whistle Blower;
- iii. Assess and decide whether a report needs to be followed up in the clarification and investigation stage;
- iv. Submit the results of the clarification to the Sub Team of Investigation;
- v. Submit the results of clarification to the Board of Commissioners in the event of violations involving one or more directors.

b. Sub Investigation Team

The Investigation Sub-Team has the following tasks:

- i. Receive clarification results from the Whistleblowing Acceptance Sub-Team;
- ii. Audit the Reported Person and/or witnesses to obtain information and/or find other evidence in order to conclude whether the reported violation occurred;



- iii. Menyerahkan laporan hasil investigasi kepada Direktur Utama dengan cc kepada Komite Audit.

Tanggung Jawab:

Sub Tim Investigasi bertanggung jawab atas hal-hal sebagai berikut:

- i. Kerahasiaan dan keamanan terlapor dan saksi-saksi kecuali kepada Direktur Utama dan pada saat penyerahan hasil investigasi dan kepada Komite Audit pada saat penyerahan tembusan hasil Investigasi;
- ii. Kerahasiaan informasi dan bukti;
- iii. Kebenaran hasil investigasi yang diserahkan kepada Direktur Utama.

Wewenang:

Sub Tim Investigasi diberi wewenang sebagai berikut:

- i. Mengakses seluruh saluran pelaporan pelanggaran yang disediakan perusahaan;
- ii. Memanggil/mengundang dan berkomunikasi dengan terlapor, pelapor dan saksi internal dan/atau eksternal perusahaan;
- iii. Menilai dan memutuskan apakah sebuah pelanggaran benar-benar terjadi;
- iv. Meminta bantuan Satuan Pengawasan Intern dalam melakukan pemeriksaan dan/atau dalam melakukan penilaian berdasarkan hasil pemeriksaan. Pelaksanaan pemeriksaan mengikuti peraturan Perusahaan yang berlaku;
- v. Menyampaikan hasil investigasi kepada Direktur Utama dengan tembusan Komite Audit dalam hal Sub Tim investigasi menyimpulkan bahwa pelanggaran yang dilaporkan benar-benar terjadi.

4. Komite Audit

Komite Audit adalah komite yang ditetapkan oleh Komisaris Utama yang di antara tugasnya terkait dengan pelaksanaan dan pemeliharaan WBS.

Dalam konteks WBS, tugas, tanggung jawab dan wewenang Komite Audit adalah sebagai berikut:

Tugas:

- a. Melakukan audit dalam rangka pengawasan pelaksanaan tugas Tim Penanganan Pelaporan Pelanggaran, baik Sub Tim Penerimaan Pelaporan maupun Sub Tim Investigasi baik secara berkala maupun insidental;
- b. Melakukan evaluasi keefektifan pelaksanaan WBS perusahaan secara berkala;
- c. Melaporkan hasil pengawasan dan evaluasi sebagaimana dimaksud pada butir 1) dan 2) di atas kepada Dewan Komisaris;
- d. Bersama-sama Divisi MSR melakukan tindak lanjut hasil

- iii. Submit a report on the results of the investigation to the President Director with cc to the Audit Committee.

Responsibility:

The Investigation Sub Team is responsible for the following:

- i. Confidentiality and security of the reported persons and witnesses except to the President Director and at the time of submission of the results of the investigation and to the Audit Committee at the time of submission of copies of the results of the Investigation;
- ii. Confidentiality of information and evidence;
- iii. The correctness of the results of the investigation submitted to the President Director.

Authority:

The Investigation Sub Team is authorized as follows:

- i. Access all whistle Blowing channels provided by the company;
- ii. Summoning/inviting and communicating with the reported, whistleblowers and internal and/or external witnesses of the company;
- iii. Assess and decide whether a violation actually occurred;
- iv. Request the assistance of the Internal Audit Unit in conducting examinations and/or in conducting assessments based on the results of the examination. The implementation of the inspection follows the applicable Company regulations;
- v. Submit the results of the investigation to the President Director with a copy of the Audit Committee in the event that the investigation Sub Team concludes that the reported violation actually occurred.

4. Audit Committee

The Audit Committee is a committee established by the President Commissioner which among its duties is related to the implementation and maintenance of WBS.

In the context of WBS, the duties, responsibilities and authorities of the Audit Committee are as follows:

Assignment:

- a. Conduct audits in order to supervise the implementation of the duties of the Whistle Blowing Handling Team, both the Reporting Receipt Sub-Team and the Investigation Sub-Team both periodically and incidentally;
- b. Evaluate the effectiveness of the company's WBS implementation periodically;
- c. Report the results of supervision and evaluation as referred to in points 1) and 2) above to the Board of Commissioners;
- d. Together with the MSR Division to follow up the

evaluasi atas keefektifan pelaksanaan WBS.

Tanggung Jawab:

Komite Audit bertanggung jawab atas hal-hal sebagai berikut:

- a. Kerahasiaan pelapor, terlapor dan saksi-saksi;
- b. Kerahasiaan informasi dan bukti;
- c. Kebenaran laporan hasil pengawasan atas pelaksanaan WBS dan hasil evaluasi keefektifan WBS yang diserahkan kepada Dewan Komisaris.

Wewenang:

Komite Audit diberi wewenang sebagai berikut:

- a. Mengakses seluruh saluran pelaporan pelanggaran yang disediakan perusahaan;
- b. Mengakses seluruh bukti pelaksanaan dan hasil kegiatan penerimaan pelaporan pelanggaran yang dilakukan oleh Sub Tim Penerimaan Pelaporan;
- c. Mengakses seluruh bukti pelaksanaan dan hasil kegiatan investigasi yang dilakukan oleh Sub Tim Investigasi;
- d. Mendapatkan tembusan Hasil investigasi pada saat Sub Tim Investigasi menyerahkan dokumen tersebut kepada Dewan Komisaris;
- e. Mendapatkan dukungan teknis pelaksanaan audit dari SPI;
- f. Memanggil dan berkomunikasi dengan seluruh personil Tim Penanganan Pelaporan Pelanggaran;
- g. Menyampaikan hasil pengawasan atas pelaksanaan WBS dan hasil evaluasi keefektifan pelaksanaan pelaporan pelanggaran kepada Dewan Komisaris.

5. Kepala Divisi MSR

Kepala Fungsi Manajemen Strategis dan Risiko merupakan kepala dari unit kerja yang secara aktif berkoordinasi dengan Komite Audit sebagai upaya dalam memfasilitasi sosialisasi, implementasi, dan pemeliharaan WBS.

Dalam konteks WBS, tugas, tanggung jawab dan wewenang Kepala Divisi MSR adalah sebagai berikut:

Tugas Kepala Divisi MSR:

- a. Melakukan sosialisasi WBS kepada seluruh insan Perusahaan melalui berbagai cara dan media;
- b. Memfasilitasi Tim Penanganan Pelaporan Pelanggaran dalam melakukan tugasnya termasuk memastikan ketersediaan sumberdaya, anggaran biaya, aksesibilitas saluran-saluran pelaksanaan, koordinasi dengan SPI dan atau unit-unit kerja Perusahaan yang lain;
- c. Menyelenggarakan dan/atau memfasilitasi kegiatankegiatan dalam rangka pemeliharaan dan keberlangsungan implementasi WBS, termasuk melakukan revisi atas pedoman dan prosedur serta

results of the evaluation of the effectiveness of WBS implementation.

Responsibility:

The Audit Committee is responsible for the following:

- a. Confidentiality of whistleblowers, reported persons and witnesses;
- b. Confidentiality of information and evidence;
- c. The correctness of the report on the results of supervision on the implementation of WBS and the results of the evaluation of the effectiveness of WBS submitted to the Board of Commissioners.

Authority:

The Audit Committee is authorized as follows:

- a. Access all whistleblowing channels provided by the company;
- b. Access all evidence of the implementation and results of Whistleblowing receipt activities carried out by the Reporting Receipt Sub-Team;
- c. Access all evidence of the implementation and results of investigative activities carried out by the Investigation Sub-Team;
- d. Obtain a copy of the results of the investigation when the Investigation Sub-Team submits the document to the Board of Commissioners;
- e. Obtain technical support for audit implementation from SPI;
- f. Call and communicate with all personnel of the Whistleblowing Handling Team;
- g. Submit the results of supervision of the implementation of WBS and the results of the evaluation of the effectiveness of the implementation of Whistle Blowing to the Board of Commissioners.

5. Vice President of MSR Division

The Vice President of the Strategic and Risk Management Function is the head of the work unit that actively coordinates with the Audit Committee as an effort to facilitate the socialization, implementation, and maintenance of WBS.

In the context of WBS, the duties, responsibilities and authorities of the MSR Division Head are as follows:

Duties of the Vice President of MSR Division Head:

- a. Socializing WBS to all Company personnel through various means and media;
- b. Facilitating the Whistle Blowing Handling Team in carrying out its duties including ensuring the availability of resources, cost budgets, accessibility of implementation channels, coordination with SPI and /or other work units of the Company;
- c. Organizing and/or facilitating activities in the context of maintaining and sustaining WBS implementation, including revising guidelines and procedures and conducting benchmarking studies;



- menyelenggarakan studi banding (benchmarking);
- Bersama-sama Komite Audit melakukan evaluasi keefektifan pelaksanaan WBS perusahaan secara berkala;
 - Melaporkan hasil evaluasi sebagaimana dimaksud pada butir 1) dan 2) di atas kepada Direktur Utama baik secara berkala;
 - Bersama-sama Komite Audit melakukan tindak lanjut hasil evaluasi atas keefektifan pelaksanaan WBS.

Tanggung Jawab:

Kepala Divisi MSR bertanggung jawab atas hal-hal sebagai berikut:

- Kerahasiaan pelapor, terlapor dan saksi-saksi;
- Kerahasiaan informasi dan bukti;
- Kebenaran laporan hasil evaluasi keefektifan pelaksanaan pelaporan pelanggaran yang diserahkan kepada Direktur Utama.

Wewenang:

Kepala Divisi MSR diberi wewenang sebagai berikut:

- Berkoordinasi dengan Komite Audit dalam rangka evaluasi keefektifan WBS;
- Berkoordinasi dengan Kepala SPI dan/atau Kepala Unit Kerja lain terkait dengan fasilitasi dan evaluasi keefektifan pelaksanaan pelaporan pelanggaran kepada Direktur Utama;
- Menyampaikan hasil evaluasi keefektifan pelaksanaan pelaporan pelanggaran kepada Direktur Utama;
- Mengusulkan perubahan Pedoman, Prosedur, dan dokumen lainnya terkait WBS.

- Together with the Audit Committee to evaluate the effectiveness of the company's WBS implementation periodically;
- Report the results of the evaluation as referred to in points 1) and 2) above to the President Director either periodically;
- Together with the Audit Committee to follow up the results of the evaluation on the effectiveness of WBS implementation.

Responsibility:

The MSR Division Head is responsible for the following:

- Confidentiality of whistleblowers, reported persons and witnesses;
- Confidentiality of information and evidence;
- The correctness of the report on the results of the evaluation of the effectiveness of the implementation of Whistle Blowing submitted to the President Director.

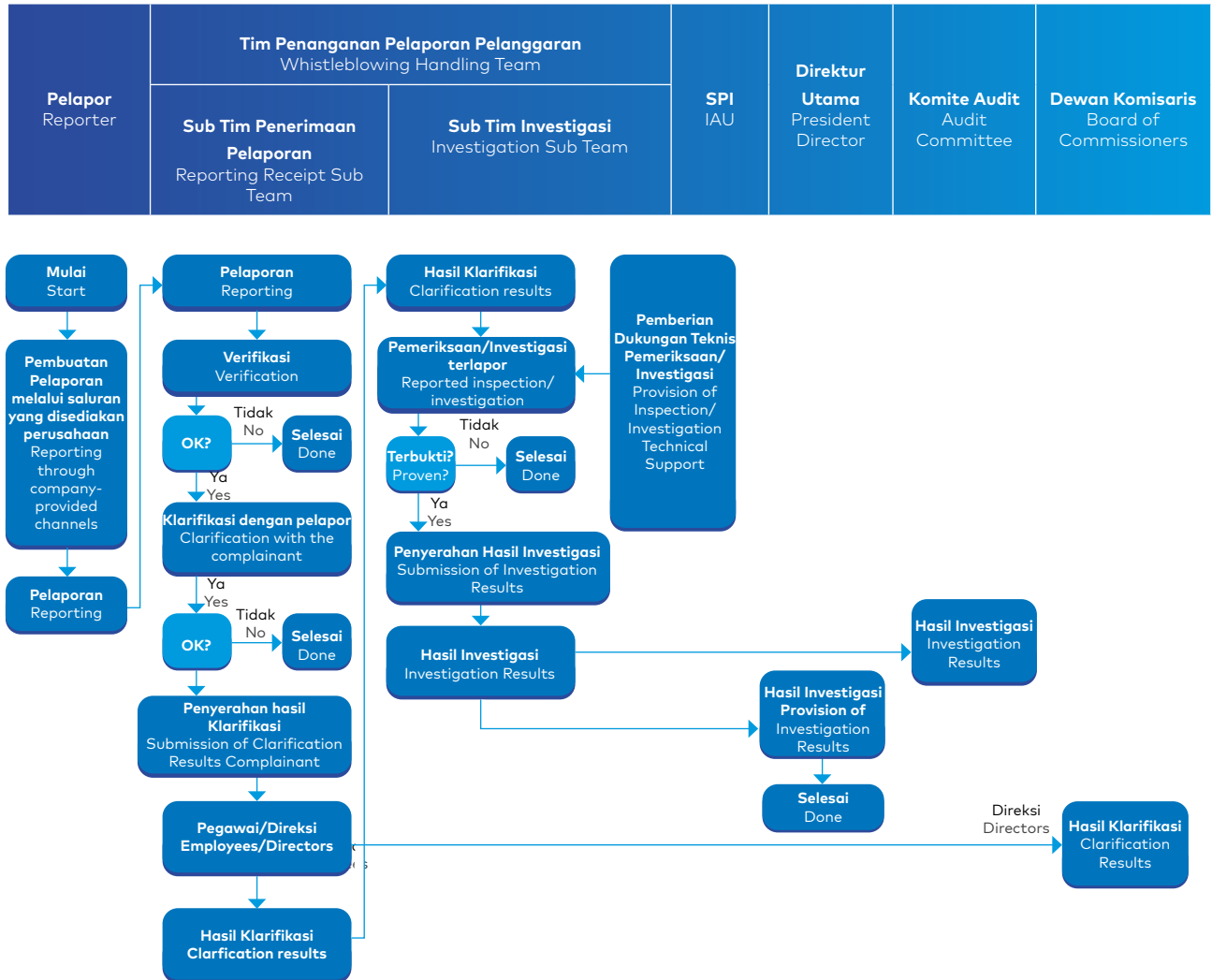
Authority:

The Vice President of MSR Division is authorized as follows:

- Coordinate with the Audit Committee in order to evaluate the effectiveness of WBS;
- Coordinate with the Head of SPI and/or other Head of Work Unit related to facilitation and evaluation of the effectiveness of the implementation of Whistle Blowing to the President Director;
- Submit the results of the evaluation of the effectiveness of the implementation of Whistleblowing to the President Director;
- Propose changes to the Guidelines, Procedures, and other documents related to WBS

Mekanisme Penyampaian Laporan

Report Submission Mechanism



Media Penyampaian Laporan

Perusahaan menyediakan media penyampaian Pelaporan atas Dugaan Penyimpangan melalui media komunikasi yang ditetapkan perusahaan, sebagai berikut:

1. Telepon/Whatsapp/SMS: 081222229100
2. Website: <https://wbs.SUCOFINDO.co.id>
3. Email: wbs@SUCOFINDO.co.id

Pelapor

Pelaporan atas Dugaan Penyimpangan dapat disampaikan oleh pihak internal maupun eksternal yaitu:

1. Kalangan internal Perusahaan meliputi seluruh Insan PT SUCOFINDO; dan
2. Kalangan eksternal Perusahaan meliputi pemasok, pelanggan, kreditor, masyarakat dan para pemangku kepentingan lainnya.

Report Submission Mechanism

The Company provides media for submission of Reporting on Suspected Irregularities through communication media determined by the company, as follows:

1. Phone/Whatsapp/SMS: 081222229100
2. Website: <https://wbs.SUCOFINDO.co.id>
3. Email: wbs@SUCOFINDO.co.id

Whistle Blower

Reporting on Suspected Irregularities can be submitted by internal or external parties, namely:

1. The Company's internal circles include all PT SUCOFINDO personnel; and
2. The Company's external circles include suppliers, customers, creditors, the public, and other stakeholders.



Batasan Pelanggaran

Pelaporan yang dapat dilakukan menggunakan infrastruktur WBS mencakup, namun tidak terbatas pada:

1. Pelanggaran terhadap peraturan perundangan, Good Corporate Governance, Kebijakan, Standar Operasional Perusahaan, dan Kode Etik;
2. Segala tindak ataupun upaya korupsi, suap, gratifikasi;
3. Benturan kepentingan dan penyalahgunaan wewenang;
4. Segala bentuk ataupun upaya kecurangan;
5. Keterlibatan dalam kegiatan organisasi yang dilarang dalam perundang-undangan;
6. Pemalsuan tandatangan, penggelapan, mark-up, pencurian dan perusakan aset perusahaan, dan;
7. Penyalahgunaan narkoba atau substansi terlarang lainnya.

Perlindungan Bagi Pelapor

Perusahaan berkomitmen untuk merahasiakan identitas dan melindungi Pelapor yang bersedia mengungkapkan identitasnya dan memiliki itikad/ niat yang baik, berupa:

1. Tersedianya fasilitas saluran Pelaporan yang dapat menyamarkan identitas Pelapor.
2. Jaminan kerahasiaan identitas Pelapor.
3. Jaminan keamanan informasi dan perlindungan terhadap tindakan balasan dari Terlapor, yang berupa ancaman keselamatan fisik, teror psikologis, keselamatan keluarga, keselamatan harta, keamanan pekerjaan dan segala bentuk tindakan lain yang mengancam Pelapor.
4. Perusahaan memberikan bantuan dan perlindungan hukum kepada Pelapor atas tindakan balasan dari Terlapor berupa tuntutan hukum.

Sanksi dan Penghargaan

Penghargaan bagi Pelapor

Pelapor yang memberikan Pelaporan dan terbukti dapat mencegah dan atau mengurangi terjadinya penyimpangan yang merugikan Perusahaan diberikan penghargaan. Ketentuan mengenai kriteria dan besarnya penghargaan yang diberikan diatur lebih lanjut dalam Keputusan Direksi.

Sanksi atas Pelaporan Palsu

Dalam hal Pelaporan yang disampaikan tidak didasari dengan itikad baik, tidak memiliki dasar, mengandung unsur bukti palsu, fitnah, pencemaran nama baik, maka Pelapor tersebut dapat dikenakan sanksi sesuai ketentuan yang berlaku.

Violation Limits

Reporting that can be done using WBS infrastructure includes, but is not limited to:

1. Violation of laws and regulations, Good Corporate Governance, Policies, Company Operating Standards, and Code of Ethics;
2. All acts or attempts at corruption, bribery, gratification;
3. Conflict of interest and abuse of authority;
4. All forms or attempts at fraud;
5. Involvement in the activities of organizations prohibited in legislation;
6. Forgery of signatures, embezzlement, mark-ups, theft and destruction of company assets, and;
7. Abuse of drugs or other illicit substances.

Protection for Whistleblowers

The Company is committed to keeping the identity confidential and protecting the Whistleblower who is willing to disclose his identity and has good faith, in the form of:

1. Availability of Reporting channel facilities that can disguise the identity of the Reporter.
2. Guarantee of confidentiality of the identity of the Whistleblower.
3. Guarantee of information security and protection against retaliatory actions from the Reported Person, in the form of threats to physical safety, psychological terror, family safety, property safety, job security, and all other forms of actions that threaten the Whistleblower.
4. The Company provides legal assistance and protection to the Whistleblower for retaliatory actions from the Reported Person in the form of lawsuits.

Sanctions and Awards

Award for Whistleblowers

Whistleblowers who provide Reporting and are proven to be able to prevent and or reduce the occurrence of irregularities that are detrimental to the Company are given awards. Provisions regarding the criteria and the amount of awards given are further regulated in the Decision of the Board of Directors.

Penalties for False Reporting

In the event that the Reporting submitted is not based on good faith, has no basis, contains elements of false evidence, slander, defamation, then the Reporter may be subject to sanctions in accordance with applicable regulations.

Jumlah Laporan

Number of Reports

Rekapitulasi Penerimaan Pengaduan WBS WBS Complaint Receipt Recap					
No.	Bulan Month	Pelapor dengan Identitas Reporter with Identity	Pelapor tanpa Identitas Reporter without Identity	Kategori Penyimpangan Deviation Category	Status Status
1	Januari January	1	2	1. Kecurangan Fraud 2. Benturan Kepentingan Conflict of Interest 3. Kecurangan Fraud	1. Tidak dilanjutkan Not pursued 2. Tidak dilanjutkan Not pursued 3. Tidak dilanjutkan Not pursued
2	Februari February	1	-	4. Penipuan Scam	4. Tidak dilanjutkan Not pursued
3	Maret March	1	-	5. Penipuan Scam	5. Tidak dilanjutkan Not pursued
4	April April	-	-	-	-
5	Mei May	-	-	-	-
6	Juni June	-	-	-	-
7	Juli July	-	-	-	-
8	Agustus August	-	-	-	-
9	September September	-	-	-	-
10	Oktober October	-	-	-	-
11	November November	-	1	6. Penyalahgunaan Wewenang Abuse of Authority	6. Tidak dilanjutkan Not pursued
12	Desember December	-	3	7. Benturan Kepentingan Conflict of Interest 8. Gratifikasi Gratuity 9. Penyalahgunaan Aset Perusahaan Misuse of Company Assets	7. Tidak dilanjutkan Not pursued 8. Tidak dilanjutkan Not pursued 9. Tidak dilanjutkan Not pursued
Jumlah		3	6	9	9

Sosialisasi dan Upaya Peningkatan Kualitas Sistem Pelaporan Pelanggaran

Perusahaan terus meningkatkan sosialisasi keberadaan *Whistle Blowing System* kepada seluruh pegawai agar sistem tersebut dapat berjalan dengan lebih efektif. Berbagai cara yang dilakukan antara lain:

Socialization and Efforts to Improve the Quality of the Whistleblowing System

The company continues to increase socialization of the existence of the Whistle Blowing System to all employees so that the system can run more effectively. Various ways to do this include:



Sosialisasi Internal

1. Divisi MSR menyiapkan materi dan mengkoordinasikan sosialisasi WBS di seluruh Unit Kerja. Sosialisasi dilakukan secara tatap muka minimal satu kali setahun, dengan menyampaikan hal-hal sebagai berikut:
 - a. Etika dan budaya Perusahaan yang mendorong terjadinya "budaya kejujuran dan keterbukaan";
 - b. Tata cara untuk berperan serta dalam program WBS yang meliputi:
 - i. Saluran Pelaporan Pelanggaran yang disediakan perusahaan;
 - ii. Tata cara pelaporan;
 - iii. Apresiasi bagi Pelapor yang atas Pelaporannya, pelanggaran tersebut dapat diatasi dan kerugian yang lebih besar dapat dihindari; dan
 - iv. Penjelasan mengenai manfaat dan pentingnya program ini bagi Perusahaan.
 - c. Kepala Unit Kerja melakukan pemastian bahwa setiap Insan PT SUCOFINDO di lingkungannya telah menghadiri dan menandatangani daftar hadir sosialisasi WBS. Salinan Daftar Hadir dan foto pelaksanaan sebagai bukti sosialisasi, diserahkan kepada Divisi MSR, sedangkan dokumen asli diserahkan dan diadministrasikan dengan baik oleh Fungsi Sumber Daya Manusia (SDM) di masing-masing Unit Kerja;
 - d. Sosialisasi WBS dapat disatukan dengan sosialisasi etika usaha dan tata perilaku atau program kepatuhan lainnya;
 - e. Selain sosialisasi tatap muka yang sifatnya wajib, sosialisasi juga dapat dilakukan melalui media elektronik seperti KM Portal, email, dan website PT SUCOFINDO;
 - f. Setiap Insan PT SUCOFINDO dapat meminta penjelasan atau menyampaikan pertanyaan terkait dengan penerapan WBS kepada atasan langsung atau kepada Divisi Manajemen Strategis dan Risiko, atau dapat mengakses secara online alamat helpdesk di WBS_helpdesk@sucofindo.co.id.

Sosialisasi Eksternal

Perusahaan menyampaikan informasi terkait penerapan WBS kepada seluruh stakeholders eksternal melalui media website Perusahaan (www.sucofindo.co.id). Divisi MSR menyiapkan konten sosialisasi dimaksud dan berkoordinasi dengan Divisi Sekretariat Perusahaan dan unit kerja lainnya yang terkait mengenai publikasi, serta pemutakhiran materi sosialisasi eksternal dari waktu ke waktu.

Respectful Workplace Policy

Sehubungan dengan adanya Surat Edaran Menteri BUMN RI No SE-3/MBU/04/22 tentang Kebijakan berperilaku saling menghargai di tempat kerja (Respectful Workplace Policy) di Lingkungan Badan Usaha Milik Negara, Divisi HC mengajukan pembaharuan Aplikasi WBS agar dapat memfasilitasi pengaduan pelanggaran terkait dengan Respectful Workplace Policy (RWP).

Internal Socialization

1. The MSR Division prepares materials and coordinates WBS socialization throughout the Work Unit. Socialization is carried out face-to-face at least once a year, by conveying the following:
 - a. Corporate ethics and culture that encourage a "culture of honesty and openness";
 - b. Procedures for participating in the WBS program which include:
 - i. Company-provided Whistleblowing Channels;
 - ii. Reporting procedures;
 - iii. Appreciation for the Whistleblower for whose reporting, the violation can be overcome and greater losses can be avoided;
 - iv. An explanation of the benefits and importance of this program for the Company.
 - c. The Head of Work Unit assures that every PT SUCOFINDO personnel in their environment has attended and signed the WBS socialization attendance list. A copy of the Attendance List and photos of the implementation as proof of socialization are submitted to the MSR Division, while the original documents are submitted and properly administered by the Human Resources (HR) Function in each Work Unit;
 - d. WBS socialization can be combined with socialization of business ethics and other compliance codes or programs;
 - e. In addition to mandatory face-to-face socialization, socialization can also be done through electronic media such as KM Portal, email, and PT SUCOFINDO's website;
 - f. Every PT SUCOFINDO employee can ask for an explanation or submit questions related to the implementation of WBS to the direct supervisor or to the Strategic and Risk Management Division, or can access online the helpdesk address at WBS_helpdesk@sucofindo.co.id.

External Socialization

The Company conveys information related to the implementation of WBS to all external stakeholders through the Company's website (www.sucofindo.co.id). The MSR Division prepares the socialization content and coordinates with the Corporate Secretary Division and other related work units regarding publications, as well as updating external socialization materials from time to time.

Respectful Workplace Policy

In connection with the Circular Letter of the Minister of State-Owned Enterprises No. SE-3/MBU/04/22 concerning Respectful Workplace Policy in the Environment of State-Owned Enterprises, the HC Division proposed an update to the WBS Application in order to facilitate complaints of violations related to the Respectful Workplace Policy (RWP).

Evaluasi WBS

Pada 23 Desember 2024 telah dilakukan rapat evaluasi penerapan WBS yang dihadiri oleh Komite audit, Divisi MSR, SPI serta hasil evaluasi akan ditindaklanjuti pada tahun 2025.

Kebijakan Anti Korupsi Dan Gratifikasi

PT SUCOFINDO menjunjung tinggi integritas dan akuntabilitas dalam setiap aktivitas usaha melalui penerapan Kebijakan Anti Korupsi yang mengacu pada Undang-Undang No. 20 Tahun 2001 tentang Pemberantasan Tindak Pidana Korupsi. Kebijakan ini menjadi bagian penting dalam memastikan operasional Perusahaan berjalan secara legal, profesional, dan sesuai prinsip Tata Kelola Perusahaan yang Baik (GCG). Seluruh Insan PT SUCOFINDO berkomitmen menciptakan iklim usaha yang sehat dengan menjunjung persaingan yang adil, menjauhi praktik Korupsi, Kolusi, dan Nepotisme (KKN), serta menghindari konflik kepentingan. Dalam menjalankan tugasnya, setiap Insan Perusahaan wajib mengutamakan kepentingan Perusahaan di atas kepentingan pribadi, kelompok, maupun golongan.

Pada tahun 2024, jajaran Dewan Komisaris, Direksi seluruh pegawai dan semua pihak yang dipekerjakan dan mewakili, atau bertindak atas nama PT SUCOFINDO, berkomitmen untuk mewujudkan penerapan SNI ISO 37001:2016 tentang sistem Manajemen Anti Penyuapan dalam rangka mendukung upaya pencegahan praktik suap dalam bentuk apapun dengan menerapkan Tata Nilai AKHLAK Amanah dalam menjalankan usaha.

Sosialisasi Kebijakan Anti Korupsi

Kegiatan sosialisasi kebijakan anti korupsi dilaksanakan bersamaan dengan kegiatan sosialisasi kebijakan Gratifikasi yaitu pada 11 Desember 2014.

WBS Evaluation

On December 23, 2024, an evaluation meeting on the implementation of the Work Breakdown Structure (WBS) was held, attended by the Audit Committee, MSR Division, and SPI. The evaluation results will be followed up in 2025.

Anti-Corruption And Gratification Policy

PT SUCOFINDO upholds integrity and accountability in all business activities through the implementation of its Anti-Corruption Policy, which refers to Law No. 20 of 2001 concerning the Eradication of Corruption Crimes. This policy is a key component in ensuring that the Company's operations are conducted legally, professionally, and in accordance with the principles of Good Corporate Governance (GCG). All personnel of PT SUCOFINDO are committed to fostering a healthy business environment by promoting fair competition, avoiding practices of Corruption, Collusion, and Nepotism (KKN), and steering clear of conflicts of interest. In performing their duties, every employee is required to prioritize the interests of the Company above personal, group, or organizational interests.

In 2024, the Board of Commissioners, Board of Directors, all employees, and all parties employed by, representing, or acting on behalf of PT SUCOFINDO reaffirmed their commitment to implementing SNI ISO 37001:2016 on Anti-Bribery Management Systems, as part of the Company's efforts to prevent bribery in any form, by upholding the core AKHLAK values of Trustworthiness (Amanah) in business conduct.

Anti-Corruption Policy Awareness

Awareness activities for the Anti-Corruption Policy were conducted in conjunction with the dissemination of the Gratification Policy on December 11, 2014.



Kebijakan Gratifikasi

Gratuity Policy

PT SUCOFINDO telah menetapkan Pedoman Pengendalian Gratifikasi melalui Keputusan Direksi No. 16/KD/2021 sebagai upaya memperkuat integritas dan mencegah potensi penyimpangan. Pedoman ini mencakup pemahaman, batasan, mekanisme pengendalian, pelaporan, pemantauan, serta sanksi atas pelanggaran terkait gratifikasi. Pedoman berlaku bagi seluruh Insan PT SUCOFINDO, Anak Perusahaan, serta pihak eksternal yang memiliki hubungan kerja dengan Perusahaan, sebagai komitmen dalam menciptakan lingkungan usaha yang bersih, transparan, dan beretika.

Pengendalian Gratifikasi

PT SUCOFINDO membedakan gratifikasi menjadi 2 (dua) kategori yaitu:

1. Gratifikasi yang dianggap Suap yang berhubungan dengan dan berlawanan dengan tugas dan kewajiban insan PT SUCOFINDO dan wajib ditolak dan melaporkannya kepada atasan langsung dan mengisi formulir gratifikasi untuk disampaikan kepada SPI. Hal ini bertujuan untuk menjaga integritas dan citra Perusahaan.
2. Gratifikasi yang tidak dianggap suap yang tidak berhubungan dan tidak berlawanan dengan tugas dan kewajibannya, dengan ketentuan sebagai berikut:
 - a. Berupa benda promosi atau cinderamata, dengan ketentuan:
 - i. Mencantumkan logo atau nama perusahaan;
 - ii. Batasan nilai perkiraan tidak melebihi Rp1.000.000 (satu juta Rupiah);
 - iii. Tidak berbentuk uang tunai/setara uang tunai atau voucher.
 - b. Berupa hiburan bisnis/kegiatan olahraga yang diterima dengan tujuan Perusahaan yang resmi.
 - c. Dilakukan dengan dasar tujuan bisnis yang resmi dari perusahaan seperti jamuan makan, kegiatan olahraga dan seni;
 - i. Diadakan di tempat yang layak/pantas;
 - ii. Tidak berbentuk uang tunai/setara uang tunai atau voucher.
 - d. Berupa barang/uang/setara uang dengan ketentuan sebagai berikut:
 - i. Diperoleh dari doorprize/hadiah langsung/undian, yang berlaku umum dan tidak terkait kedinasan;
 - ii. Diperoleh karena prestasi akademis atau non akademis dengan biaya sendiri tidak terkait kedinasan;
 - iii. Dalam hal Insan PT SUCOFINDO menyelenggarakan acara pernikahan, khitanan anak, kelahiran atau yang terkait dengan musibah yang diperoleh dari pihak yang tidak mempunyai benturan kepentingan;
 - iv. Honorarium atau uang transport rapat sehubungan dengan kehadiran sebagai peserta atau narasumber, atas hasil pemikiran, masukan, keahlian yang telah diberikan;
 - v. Diperoleh atas kompensasi atas penugasan tambahan sebagai anggota Dewan Komisaris Anak Perusahaan;

PT SUCOFINDO has established the Gratification Control Guidelines through the Board of Directors Resolution No. 16/KD/2021 as an effort to strengthen integrity and prevent potential misconduct. These guidelines cover understanding, limitations, control mechanisms, reporting, monitoring, and sanctions for violations related to gratification. The guidelines apply to all PT SUCOFINDO personnel, subsidiaries, and external parties with business relations with the Company, as part of the commitment to creating a clean, transparent, and ethical business environment.

Gratification Control

PT SUCOFINDO distinguishes gratuities into 2 (two) categories, namely:

1. Gratuities that are considered bribes related to and contrary to the duties and obligations of PT SUCOFINDO personnel and must be rejected and reported to their immediate supervisor and fill out the gratification form to be submitted to SPI. This aims to maintain the integrity and image of the Company.
2. Gratuities that are not considered bribes that are unrelated and not contrary to their duties and obligations, with the following conditions:
 - a. In the form of promotional items or souvenirs, provided that:
 - i. Include the logo or company name;
 - ii. Estimated value limit not exceeding Rp1,000,000 (one million Rupiah);
 - iii. Not in the form of cash/cash equivalent or vouchers.
 - b. In the form of business entertainment/sports activities received with official Company purposes.
 - c. Conducted on the basis of the official business objectives of the company such as banquets, sports and arts activities;
 - i. Held in a proper place;
 - ii. Not in the form of cash/cash equivalent or vouchers.
 - d. In the form of goods/money/money equivalents with the following conditions:
 - i. Obtained from door prizes, which are generally accepted and not related to service;
 - ii. Obtained due to academic or non-academic achievements at their own expense not related to service;
 - iii. In the event that PT SUCOFINDO personnel organize weddings, child circumcisions, births or related to disasters obtained from parties who do not have a conflict of interest;
 - iv. Honorarium or meeting transport money in connection with attendance as participants or resource persons, for the results of thoughts, inputs, expertise that have been given;
 - v. Obtained on compensation for additional assignments as members of the Board of Commissioners of the Company;

- vi. Diperoleh dari hasil usaha sebagai anggota koperasi dan/atau kompensasi sebagai pengurus koperasi;
- vii. Diperoleh dari kompensasi atas profesi di luar kedinasan yang tidak terkait dengan tugas pokok dan fungsi, tidak melanggar benturan kepentingan dan Pedoman Etika Usaha dan Tata Perilaku dan dengan ijin tertulis dari atasan langsung.

- vi. Obtained from the results of business as a member of the cooperative and/or compensation as a cooperative administrator;
- vii. Obtained from compensation for professions outside the service that are not related to the main duties and functions, do not violate conflicts of interest and the Code of Business Ethics and Code of Conduct and with written permission from the direct supervisor.

Mekanisme Pelaporan Pengendalian Gratifikasi

1. Insan PT SUCOFINDO harus melaporkan secara tertulis atas Penerimaan Gratifikasi kepada Atasan Langsung atau SPI, dengan cara mengisi formulir Gratifikasi dan melampirkan dokumen yang berkaitan dengan Gratifikasi;
2. Setiap rencana pemberian Gratifikasi yang bersifat kedinasan wajib disampaikan kepada Atasan Langsung, dan pemberian dilakukan setelah mendapat persetujuan secara tertulis dari Atasan;
3. Atasan sebagai perwakilan Manajemen melakukan analisa terhadap sifat pemberian Gratifikasi untuk setiap rencana pemberian yang diajukan, dan memastikan pemberian Gratifikasi tidak melanggar ketentuan Perusahaan dan peraturan perundang-undangan yang berlaku, serta memberi keputusan secara tertulis apakah pemberian tersebut disetujui/tidak disetujui;
4. Atasan melakukan koordinasi dan pemecahan masalah terhadap permintaan Gratifikasi yang mengarah kepada tindak pemerasan/pemaksaan, untuk diambil keputusan dengan tidak melanggar ketentuan Perusahaan dan peraturan perundangundangan;
5. SPI melakukan konfirmasi langsung atas laporan Gratifikasi kepada penerima yang terkait dengan kejadian penerimaan Gratifikasi, serta meminta data dan informasi kepada Unit Kerja dan/atau Insan PT SUCOFINDO terkait pemantauan penerapan program pengendalian Gratifikasi;
6. SPI memberikan rekomendasi tindak lanjut kepada Direktur Utama apabila terjadi pelanggaran Pedoman Gratifikasi oleh Insan PT SUCOFINDO;
7. Setiap Insan PT SUCOFINDO dapat meminta penjelasan atau menyampaikan pertanyaan terkait dengan Gratifikasi kepada Atasan Langsung atau kepada Chief Compliance Officer (CCO), atau menyampaiakannya melalui email ke alamat cco@sucofindo.co.id.

Sosialisasi Kebijakan Gratifikasi

Pedoman pengendalian gratifikasi PT SUCOFINDO menjelaskan mengenai kebijakan Perusahaan akan penyebaran informasi untuk menjamin seluruh insan PT SUCOFINDO dan Pemangku Kepentingan yang terkait dapat memahami dan melaksanakan isi dari pedoman tersebut dengan cara:

1. Mencantumkan ketentuan larangan penerimaan, pemberian Gratifikasi (hadiah/fasilitas) pada setiap pengumuman dalam proses pengadaan barang dan jasa dan atau pada

Gratification Control Reporting Mechanism

1. PT SUCOFINDO personnel must report in writing on the Receipt of Gratification to the Direct Manager or SPI, by filling out the Gratification form and attaching documents related to Gratification;
2. Every plan for granting Gratuities of an official nature must be submitted to the Direct Supervisor, and the grant is carried out after obtaining written approval from the Superior;
3. The supervisor as a representative of Management analyzes the nature of the provision of Gratuities for each proposed gift plan, and ensures that the granting of Gratuities does not violate the provisions of the Company and applicable laws and regulations, and gives a written decision whether the gift is approved/disapproved;
4. Superiors coordinate and solve problems with Gratification requests that lead to extortion / coercion, to make decisions by not violating the Company's provisions and laws and regulations;
5. SPI confirms directly the Gratification report to the recipient related to the Gratification receipt event, and requests data and information from the Work Unit and/or PT SUCOFINDO personnel regarding monitoring the implementation of the Gratification control program;
6. SPI provides follow-up recommendations to the President Director if there is a violation of the Gratification Guidelines by PT SUCOFINDO personnel;
7. Every PT SUCOFINDO Employee can ask for an explanation or submit questions related to Gratification to the Direct Manager or to the Chief Compliance Officer (CCO), or submit them via email address to cco@sucofindo.co.id.

Socialization of Gratification Policy

PT SUCOFINDO's gratification control guidelines explain the Company's policy on information dissemination to ensure that all PT SUCOFINDO personnel and related Stakeholders can understand and implement the contents of the guidelines by:

1. Include provisions prohibiting acceptance, granting Gratuities (gifts/facilities) on every announcement in the process of procurement of goods and services and or on



kontrak pengadaan barang dan jasa, serta pada surat-surat yang disampaikan kepada Stakeholders atau pihak ketiga lainnya; dan

2. Menugaskan kepada seluruh Unit Kerja dan Anak Perusahaan PT SUCOFINDO untuk mensosialisasikan pengendalian Gratifikasi secara berkelanjutan kepada seluruh Insan PT SUCOFINDO dan Pemangku Kepentingan yang berhubungan dengan Insan PT SUCOFINDO.

Pada tahun 2024, acara sosialisasi Anti Penyuapan telah dilaksanakan kepada penyedia eksternal secara online pada 11 Desember 2024 yang dihadiri oleh penyedia eksternal barang dan jasa.

contracts for the procurement of goods and services, as well as in letters submitted to Stakeholders or other third parties;

2. Assign all Work Units and Subsidiaries of PT SUCOFINDO to socialize Gratification control on an ongoing basis to all PT SUCOFINDO Personnel and Stakeholders related to PT SUCOFINDO Personnel.

In 2024, an Anti-Bribery socialization event was conducted online on December 11, attended by external suppliers of goods and services.

Laporan Harta Kekayaan Penyelenggara Negara (LHKPN)

State Administrator Asset Report (SAAR)

Para pejabat PT SUCOFINDO memiliki kewajiban untuk memberikan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) yang dimiliki demi mendukung visi KPK dalam mewujudkan Indonesia yang Bebas Korupsi dan berkomitmen dalam menjalankan prinsip-prinsip GCG.

Dasar Hukum

Dasar hukum penyampaian LHKPN terdiri dari:

1. Undang-undang No. 28 Tahun 1999 tentang Penyelenggara Negara yang Bersih dan Bebas dari KKN;
2. Undang-undang No. 30 Tahun 2002 tentang Komisi Pemberantasan Tindak Pidana Korupsi;
3. PER. KPK No. 07 Tahun 2016 tentang Tata Cara Pendaftaran, Pengumuman dan Pemeriksaan Harta Kekayaan PN; dan
4. Surat Edaran Pimpinan KPK No. 08/01/10/2016 tentang Pendukung Teknis Penyampaian LHKPN pada masa Peralihan.

Wajib Laporkan LHKPN

Direksi PT SUCOFINDO telah mengesahkan kebijakan terkait LHKPN yang ditetapkan berdasarkan Surat Keputusan Direksi No. 12/KD/2017 tentang Kewajiban Menyampaikan Laporan Harta Kekayaan Penyelenggara Negara Bagi Pejabat Struktural di Lingkungan PT SUCOFINDO.

Berdasarkan kebijakan tersebut ditetapkan jabatan-jabatan struktural di lingkungan PT SUCOFINDO yang diwajibkan untuk menyampaikan LHKPN, yaitu:

1. Direksi;
2. Komisaris;
3. Kepala Strategic Business Unit (SBU);
4. Kepala Satuan Pengawasan Intern;
5. Kepala Divisi;
6. Kepala Unit Program Kemitraan dan Bina Lingkungan (PKBL).

Mekanisme Pelaporan LHKPN

Mekanisme pelaporan harta kekayaan pejabat Perusahaan dilakukan dengan mengacu pada Undang-undang No. 28 Tahun 1999 di mana penyelenggara berkewajiban untuk:

1. Bersedia diperiksa kekayaannya sebelum, selama, dan sesudah menjabat;
2. Melaporkan dan mengumumkan kekayaannya sebelum dan setelah menjabat.

PT SUCOFINDO officials have the obligation to provide their State Administration Asset Report (LHKPN) to support the KPK's vision in realizing a Corruption-Free Indonesia and are committed to implementing GCG principles.

Legal Basis

The legal basis for LHKPN submission consists of:

1. Law No. 28 of 1999 concerning Clean and Free State Administration from KKN;
2. Law No. 30 of 2002 concerning the Corruption Eradication Commission;
3. PER. KPK No. 07 of 2016 concerning Procedures for Registration, Announcement and Inspection of PN Assets;
4. Circular Letter of the Chairman of the KPK No. 08/01/10/2016 concerning Technical Support for LHKPN Delivery during the Transitional period.

Obligation for Reporting LHKPN

The Board of Directors of PT SUCOFINDO has ratified policies related to LHKPN stipulated based on the Decree of the Board of Directors No. 12/KD/2017 concerning the Obligation to Submit Asset Reports of State Administrators Bags of Structural Officers within PT SUCOFINDO.

Based on this policy, structural positions within PT SUCOFINDO are required to submit LHKPN, namely:

1. Board of Directors;
2. Board of Commissioners;
3. Vice President of Strategic Business Unit (SBU);
4. Vice President of Internal Control Unit;
5. Head of Division;
6. Head of the Partnership and Community Development Program Unit (PKBL).

LHKPN Reporting Mechanism

The mechanism for reporting the assets of the Company's officers is carried out by referring to Law No. 28 of 1999 in which the organizer is obliged to:

1. Willing to be audited for wealth before, during, and after taking office;
2. Report and announce his wealth before and after taking office.



No	Nama Name	Jabatan Unit Kerja/ Sub Unit Kerja Position Work Unit/ Sub Work Unit	Status Pelaporan Reporting Status	Status LHKPN LHKPN Status
1	Agus Permadi	Kepala SBU Head of SBU	SBU Perdagangan, Industri dan Kelautan Sub Direktorat Layanan Industri SBU of Trade, Industry, and Marine Affairs, Sub-directorate of Industrial Services	Sudah Submitted
2	Ir Ambar Prawidiyanto, Mkkk	Kepala Divisi Division Head	Divisi Regional Barat Sub Direktorat Layanan Industri Western Regional Division, Sub-directorate of Industrial Services	Sudah Submitted
3	Dr. Anas Puji Istanto, S.h., M.h.	Komisaris Commissioner	Komisaris Commissioner	Sudah Submitted
4	Arifin, Se	Kepala Divisi Division Head	Divisi Sekretariat Perusahaan Corporate Secretariat Division	Sudah Submitted
5	Budi Utomo	Direktur Layanan Industri Director of Industry Services	Direksi Board of Directors	Sudah Submitted
6	Dani Pramantyo, St	Kepala SBU Head of SBU	SBU Laboratorium Sub Direktorat Layanan Sumber Daya Alam Laboratory SBU, Sub-directorate of Natural Resources Services	Sudah Submitted
7	Ir. Darwin Abas	Direktur Layanan Sumber Daya Alam Director of Natural Resources Services	Direksi Board of Directors	Sudah Submitted
8	David Elezaar Sonak S	Direktur Sumber Daya Manusia Director of Human Resources	Direksi Board of Directors	Sudah Submitted
9	Dedi Setiawan	Kepala Divisi Division Head	Divisi Keuangan & Akuntansi Finance & Accounting Division	Sudah Submitted
10	Dewi Fibriana K, Stp	Kepala Divisi Division Head	Divisi Human Capital Human Capital Division	Sudah Submitted
11	Dian Indra Waty	Kepala SBU Head of SBU	SBU Sertifikasi dan Eco Framework Sub Direktorat Layanan Industri SBU of Certification and Eco Framework, Sub-directorate of Industrial Services	Sudah Submitted
12	Ir Evi Afiatin, Msc., Maf	Direktur Keuangan dan Manajemen Risiko Director of Finance and Risk Management	Direksi Board of Directors	Sudah Submitted
13	Jarot Sembodo, Se., Mak., Ak., Ca., Pia., Ccrm	Kepala Satuan Pengawasan Intern Head of Internal Audit	Satuan Pengawasan Intern Internal Audit Unit	Sudah Submitted
14	Ir Jobi Triananda Hasjim, Msc	Direktur Utama President Director	Direktur Utama President Director	Sudah Submitted
15	Mahatma Gandhi	Komisaris Commissioner	Komisaris Commissioner	Sudah Submitted
16	Nanang Prasetyo	Kepala SBU Head of SBU	SBU Layanan Publik, Sumber Daya Alam dan Investasi Sub Direktorat Layanan Industri SBU of Public Services, Natural Resources, and Investment, Sub-directorate of Industrial Services	Sudah Submitted

No	Nama Name	Jabatan Unit Kerja/ Sub Unit Kerja Position Work Unit/ Sub Work Unit	Status Pelaporan Reporting Status	Status LHKPN LHKPN Status
17	Nur Efendi, S.t.	Kepala Divisi Division Head	Divisi Regional Timur Sub Direktorat Layanan Sumber Daya Alam Eastern Regional Division, Sub- directorate of Natural Resources Services	Sudah Submitted
18	Nurbeta Kurniawan, St	Kepala Divisi Division Head	Divisi Manajemen Strategis Dan Risiko Strategic and Risk Management Division	Sudah Submitted
19	Nuri Hidayat	Kepala Unit Unit Head	Unit Tanggung Jawab Sosial dan Lingkungan Social and Environmental Responsibility Unit	Sudah Submitted
20	Revi Agustian, St.,Mt	Kepala SBU Head of SBU	SBU Industri Sub Direktorat Layanan Industri Industrial SBU, Sub-directorate of Industrial Services	Sudah Submitted
21	- Susetiorini Adiningsih, S.t.p., Dipl.osh., Qrmp, Mm	Kepala Divisi Division Head	Divisi Umum dan Manajemen Aset General Affairs and Asset Management Division	Sudah Submitted
22	- Teguh Ura Kusumahadi, S.t.,M. ling	Kepala SBU Head of SBU	SBU Batubara Sub Direktorat Layanan Sumber Daya Alam Coal SBU, Sub-directorate of Natural Resources Services	Sudah Submitted
23	Tri Haryadi, Se	Kepala SBU Head of SBU	SBU Komoditi dan Solusi Perdagangan Sub Direktorat Layanan Industri SBU of Commodities and Trade Solutions, Sub-directorate of Industrial Services	Sudah Submitted
24	Urip Utama Putra, St	Kepala Divisi Division Head	Divisi Pengembangan Bisnis Korporat Corporate Business Development Division	Sudah Submitted
25	Wahyudi Arief, St,Mm	Kepala SBU Head of SBU	SBU Asset dan Energi Baru & Terbarukan Sub Direktorat Layanan Sumber Daya Alam SBU of Assets and New & Renewable Energy, Sub-directorate of Natural Resources Services	Sudah Submitted
26	Yudi Permana, S.kom., Mm	Kepala Divisi Division Head	Divisi Informasi dan Solusi Bisnis Information and Business Solutions Division	Sudah Submitted
27	Zainal Abidin, M.m.	Komisaris Commissioner	Komisaris Commissioner	Sudah Submitted
28	Zakir Mursalin	Kepala SBU Head of SBU	SBU Hulu Migas dan Produksi Migas Sub Direktorat Layanan Sumber Daya Alam SBU of Upstream Oil & Gas and Oil & Gas Production, Sub-directorate of Natural Resources Services	Sudah Submitted
29	Zulfikar Aspa	Kepala Divisi Division Head	Divisi Pemasaran dan Penjualan Korporat Corporate Marketing and Sales Division	Sudah Submitted



Pengungkapan Aspek Lainnya

Other Disclosure

Donasi Untuk Kegiatan Politik dan Kegiatan Sosial

Berdasarkan pedoman gratifikasi PT SUCOFINDO dalam Surat Keputusan Direksi No. 29/KD/2015 tentang Pedoman Pengendalian Gratifikasi, Perusahaan melarang para karyawan untuk memberikan kontribusi, yang berasal dari dana perusahaan, barang-barang dan fasilitas milik perusahaan, yang ditujukan untuk mendukung partai politik.

Penerapan larangan ini bertujuan untuk menciptakan independensi PT SUCOFINDO sebagai Perusahaan yang memiliki integritas dalam pengelolaan sesuai dengan aturan yang berlaku. Ketentuan pelarangan pemberian dana juga berguna untuk menghindari terjadinya benturan kepentingan dalam pengambilan keputusan serta mewujudkan pengelolaan anggaran yang transparan dan akuntabel sesuai peruntukan yang ditetapkan.

Pada tahun 2024, PT SUCOFINDO tidak melakukan pemberian dana untuk kegiatan politik atau kepada partai politik.

Pengungkapan Praktik *Bad Governance*

PT SUCOFINDO berkomitmen menerapkan Tata Kelola Perusahaan yang Baik (GCG) secara konsisten dengan mematuhi seluruh regulasi, melaksanakan kewajiban secara bertanggung jawab, dan menjaga integritas dalam setiap aktivitas. Seluruh organ perusahaan menjalankan perannya secara profesional untuk memastikan operasional bebas dari praktik tata kelola yang tidak etis (*bad corporate governance*).

Laporan atas Aktivitas Perusahaan yang Mencemari Lingkungan

Hingga akhir tahun 2024, Perusahaan tidak pernah mendapatkan adanya laporan atas aktivitas Perusahaan yang mencemari lingkungan.

Pengungkapan Pemenuhan Kewajiban Perpajakan

PT SUCOFINDO senantiasa memenuhi kewajiban perpajakan sesuai peraturan perundang-undangan, termasuk pelaporan dan pembayaran pajak penghasilan, pajak badan, serta pajak lainnya secara tepat waktu.

Ketidaksesuaian Penyajian Laporan Tahunan dan Laporan Keuangan dengan Peraturan yang Berlaku dan Standar Akuntansi Keuangan (SAK)

Berbagai informasi, analisa dan pembahasan kinerja pada laporan tahunan ini mengacu pada Laporan Keuangan Perusahaan untuk tahun-tahun yang berakhir 31 Desember 2023 dan 31 Desember 2024 yang telah diaudit oleh Kantor Akuntan Publik Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (PKF).

Donations for Political and Social Activities

In accordance with PT SUCOFINDO's gratification guidelines under the Board of Directors Decree No. 29/KD/2015 concerning Gratification Control Guidelines, the Company prohibits employees from making contributions—whether in the form of company funds, goods, or facilities—to support political parties.

The enforcement of this prohibition aims to maintain PT SUCOFINDO's independence and uphold integrity in management in line with applicable regulations. This restriction also helps prevent conflicts of interest in decision-making and ensures transparent and accountable budget management in accordance with its intended purpose.

In 2024, PT SUCOFINDO did not provide any funding for political activities or political parties.

Disclosure Of Bad Governance Practices

PT SUCOFINDO is committed to consistently applying Good Corporate Governance (GCG) by complying with all regulations, fulfilling obligations responsibly, and maintaining integrity in all activities. All corporate organs perform their roles professionally to ensure operations are free from unethical governance practices (*bad corporate governance*).

Reports of Company Activities Polluting the Environment

As of the end of 2024, the Company has not received any reports of activities causing environmental pollution.

Disclosure of Tax Compliance

PT SUCOFINDO consistently fulfills its tax obligations in accordance with prevailing laws and regulations, including the timely reporting and payment of income tax, corporate tax, and other applicable taxes.

Non-Compliance in the Presentation of the Annual Report and Financial Statements with Applicable Regulations and Financial Accounting Standards (SAK)

The various information, analyses, and performance discussions in this annual report refer to the Company's Financial Statements for the years ended December 31, 2023, and December 31, 2024, which have been audited by the Public Accounting Firm Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partners (PKF).

Laporan keuangan disusun dan disajikan sesuai Standar Akuntansi Keuangan (SAK) di Indonesia, yaitu Pernyataan Standar Akuntansi Keuangan (PSAK), yang mencakup Pernyataan dan Interpretasi yang dikeluarkan oleh Dewan Standar Akuntansi Keuangan ("DSAK") Ikatan Akuntan Indonesia.

Kasus Terkait dengan Buruh dan Karyawan

Sepanjang tahun 2024, tidak terdapat kasus hubungan industrial yang berkaitan dengan buruh atau karyawan.

Pengungkapan Segmen Operasi pada Laporan Keuangan

Segmen operasi PT SUCOFINDO disajikan dalam Laporan Keuangan Teraudit tahun 2024 catatan 33 (Informasi Segmen) melalui pengelompokan jenis usaha/produk sebagai bentuk pelaporan segmen operasi.

Kesesuaian Buku Laporan Tahunan dan Laporan Tahunan Digital

Laporan Tahunan PT SUCOFINDO Tahun 2024 yang disampaikan kepada pemegang saham dan pemangku kepentingan, serta diunggah pada situs web resmi Perusahaan, telah sesuai dengan versi cetak yang diterbitkan secara resmi.

The financial statements have been prepared and presented in accordance with the Financial Accounting Standards (SAK) in Indonesia, namely the Statements of Financial Accounting Standards (PSAK), which include Statements and Interpretations issued by the Financial Accounting Standards Board (DSAK) of the Indonesian Institute of Accountants.

Labor and Employee-Related Cases

Throughout 2024, there were no industrial relations cases involving labor or employees.

Disclosure of Operating Segments in the Financial Statements

PT SUCOFINDO's operating segments are presented in the Audited Financial Statements for 2024 under Note 33 (Segment Information), categorized by business/product type as part of the segment reporting.

Consistency of the Printed and Digital Annual Report

The 2024 Annual Report of PT SUCOFINDO, which was submitted to shareholders and stakeholders and uploaded to the Company's official website, is consistent with the officially published printed version.

06

Tanggung Jawab Sosial dan Lingkungan

Social and Environmental
Responsibility







Tentang Laporan

About the Report

PT SUCOFINDO terus memperkuat komitmennya terhadap transparansi dan keberlanjutan dengan menyelaraskan pencapaian ekonomi, sosial, dan lingkungan dalam setiap aspek operasional. Bentuk komitmen ini ditunjukkan melalui penerbitan Laporan Keberlanjutan pada Juni 2025, sebagai bagian yang tak terpisahkan dari Laporan Tahunan PT SUCOFINDO Tahun 2024. Laporan Keberlanjutan ini diterbitkan satu tahun sekali, memuat kebijakan, tantangan, pencapaian kinerja ekonomi, sosial dan lingkungan beserta dampaknya selama periode 1 Januari-31 Desember 2024. Cakupan laporan ini tidak termasuk Anak Perusahaan dan afiliasi yang didirikan oleh PT SUCOFINDO.

[GRI 2-2, 2-3]

Laporan ini sekaligus menggambarkan dukungan kami untuk capaian Tujuan Pembangunan Berkelanjutan (SDGs). Seluruh data kuantitatif dalam laporan ini ditampilkan dengan mengikuti prinsip daya banding (*comparability*) dengan menyajikan data selama tiga tahun terakhir. Dengan begitu, pengguna laporan dapat memantau tren dan menganalisis perkembangan kinerja keberlanjutan Perusahaan secara transparan. Seluruh data keuangan pada tabel disajikan dalam mata uang Rupiah, kecuali dinyatakan lain. Tidak terdapat data yang disajikan kembali pada laporan ini. [GRI 2-4]

Rujukan Laporan

PT SUCOFINDO bukan merupakan lembaga jasa keuangan, emiten, maupun perusahaan publik yang dikenai kewajiban melaporkan implementasi keberlanjutan sesuai Peraturan OJK Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Meskipun demikian, laporan ini disusun dengan mengadopsi regulasi tersebut, dengan pengungkapan sebagaimana diatur melalui Surat Edaran OJK Nomor 15//SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik. Selain itu, laporan ini juga mengacu pada standar global GRI Universal Standards 2021 dengan indeks GRI terlampir.

Verifikasi Pihak Independen

PT SUCOFINDO belum menunjuk pihak independen untuk melakukan verifikasi atas Laporan Keberlanjutan ini. Meskipun demikian, seluruh data operasional yang disajikan telah melalui sejumlah tahap verifikasi internal. Sementara seluruh data keuangan pada Laporan Keberlanjutan ini merujuk pada Laporan Keuangan konsolidasian yang telah diaudit Kantor Akuntan Publik untuk keperluan Laporan Tahunan. Secara keseluruhan, seluruh informasi pada Laporan Keberlanjutan ini telah disetujui Direksi. [GRI 2-5] [OJK G.1]

Tanggapan dan Umpan Balik

PT SUCOFINDO terbuka atas evaluasi dan masukan terkait kinerja keberlanjutan dari berbagai pihak, termasuk klien, mitra bisnis, regulator, dan pemangku kepentingan lainnya. Untuk Laporan Keberlanjutan tahun 2023, kami menerima/tidak menerima masukan dari para pemangku kepentingan. [OJK G.3]

PT SUCOFINDO continues to strengthen its commitment to transparency and sustainability by aligning economic, social, and environmental achievements across all aspects of its operations. This commitment is demonstrated through the publication of the Sustainability Report on xxx June 2025, as an integral part of PT SUCOFINDO's 2024 Annual Report. The Sustainability Report is published annually and presents the policies, challenges, and performance achievements in economic, social, and environmental aspects, along with their impacts, during the period of January 1 to December 31, 2024. The scope of this report excludes Subsidiaries and affiliates established by PT SUCOFINDO. [GRI 2-2, 2-3]

This report also reflects our support for the achievement of the Sustainable Development Goals (SDGs). All quantitative data in this report are presented in accordance with the principle of comparability by including data from the past three years, allowing report users to track trends and transparently analyze the development of the Company's sustainability performance. All financial data in the tables are presented in Indonesian Rupiah, unless otherwise stated. There is/no restated data presented in this report. [GRI 2-4]

Report Reference

PT SUCOFINDO is not a financial services institution, issuer, or public company that is subject to the obligation to report on sustainability implementation in accordance with Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. Nevertheless, this report has been prepared by adopting the provisions of the regulation, with disclosures as stipulated in the Financial Services Authority Circular Letter No. 15/SEOJK.04/2021 on the Form and Content of Annual Reports of Issuers or Public Companies. In addition, this report also refers to the global GRI Universal Standards 2021, with the GRI index attached.

Independent Verification

PT SUCOFINDO has not appointed an independent party to verify this Sustainability Report. However, all operational data presented has undergone several stages of internal verification. Meanwhile, all financial data in this Sustainability Report refers to the consolidated Financial Statements audited by a Public Accounting Firm for the purpose of the Annual Report. Overall, all information contained in this Sustainability Report has been approved by the Board of Directors. [GRI 2-5] [OJK G.1]

Responses and Feedback

PT SUCOFINDO welcomes evaluations and input regarding its sustainability performance from various parties, including clients, business partners, regulators, and other stakeholders. For the 2023 Sustainability Report, we received/did not receive feedback from stakeholders. [OJK G.3]

Guna meningkatkan kualitas pelaporan, PT SUCOFINDO mengundang seluruh pemangku kepentingan untuk menyampaikan pertanyaan, maupun memberikan masukan dan melakukan evaluasi atas Laporan Keberlanjutan ini melalui:

Kontak [GRI 2-3]

Sekretaris Perusahaan
PT SUCOFINDO

Jl. KH Guru Amin d/h Raya Pasar Minggu, Kav 34 RT.4/ RW.1,
Pancoran, Kec. Pancoran, Kota Jakarta Selatan
Telepon: (+62-21) 7983666, Ext 1116 dan 1124
WhatsApp: +62 811-8910-222
Faksimile : (+62-21) 7986473, 7983888
Email : customer.service@sucofindo.com

Topik Material

PT SUCOFINDO telah meninjau topik material tahun 2024 dengan melibatkan pemangku kepentingan internal dan eksternal, termasuk konsultan dan pengguna laporan. Peninjauan ini mengacu pada panduan GRI Standards Universal Tahun 2021, diselenggarakan pada Mei 2025.

To enhance the quality of reporting, PT SUCOFINDO invites all stakeholders to submit questions, provide input, and offer evaluations on this Sustainability Report through the following contact:

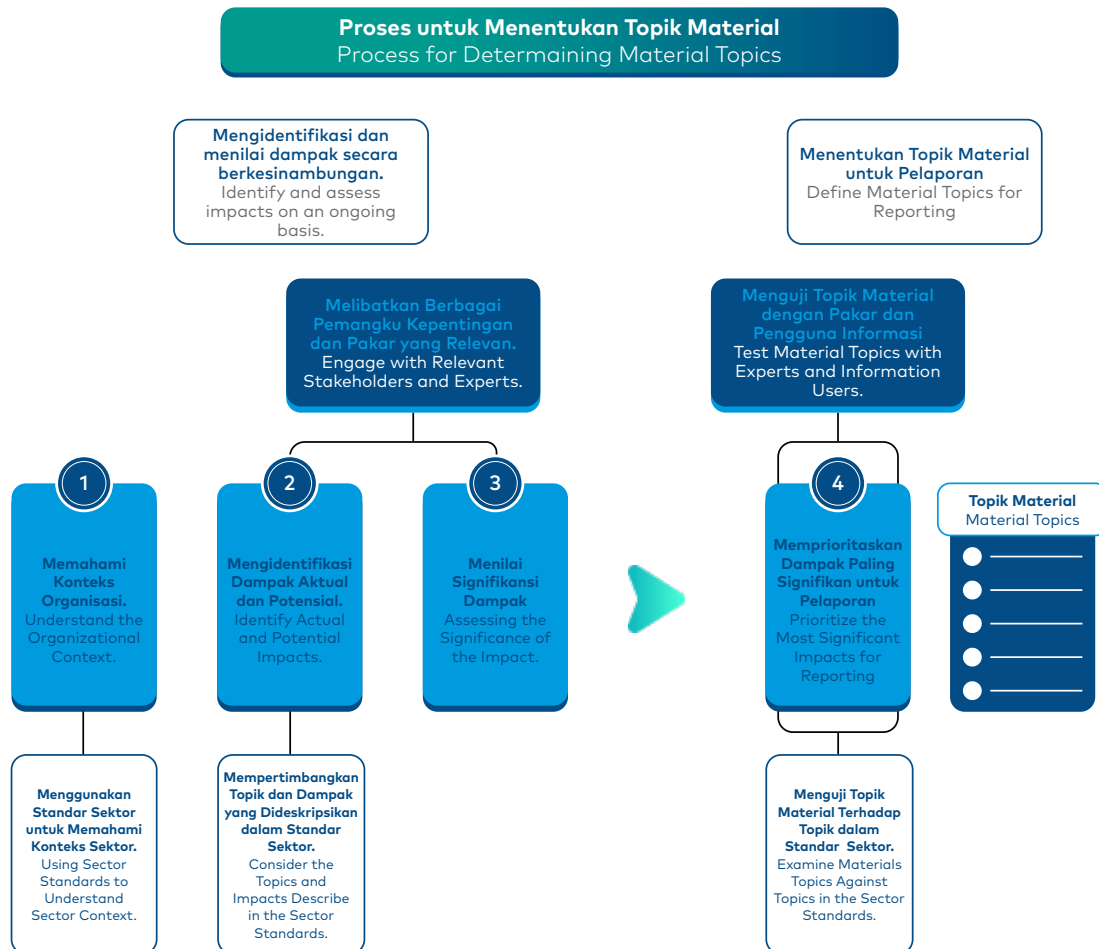
Contact [GRI 2-3]

Corporate Secretary
PT SUCOFINDO

Jl. KH Guru Amin (formerly Raya Pasar Minggu), Kav 34 RT.4/RW.1,
Pancoran, Pancoran District, South Jakarta City
Phone: (+62-21) 7983666, Ext. 1116 and 1124
WhatsApp: +62 811-8910-222
Facsimile: (+62-21) 7986473, 7983888
Email: customer.service@sucofindo.com

Material Topics

PT SUCOFINDO has reviewed the material topics for 2024 by engaging both internal and external stakeholders, including consultants and report users. This review was conducted with reference to the GRI Universal Standards 2021 guidelines and took place on May 2025.





Pada forum tersebut kami telah mengidentifikasi, menilai dampak secara berkelanjutan, dan memastikan risiko yang material dikelola secara terintegrasi sebagai peluang untuk mengatasi dampak keberlanjutan Perusahaan. Hasil peninjauan ini menghasilkan perubahan topik material untuk tahun 2024, sebagaimana dirinci pada tabel berikut ini. [GRI 3-1]

In the forum, we identified and assessed impacts in a sustainable manner, and ensured that the material risks are managed in an integrated manner as opportunities to address the Company's sustainability impact. The outcome of this review resulted in changes to the material topics for 2024, as detailed in the table below. [GRI 3-1]

Daftar Topik Material [GRI 3-2]

List of Material Topics [GRI 3-2]

No	Topik Material Material Topics	Pemangku Kepentingan Stakeholders	Alasan Materialitas Reason for Materiality	Indikator GRI GRI Indicators
Topik Ekonomi Economic Topic				
1	Anti Korupsi Anti Corruption	Pelanggan, Pemegang Saham dan Publik Customers, Shareholders, and the Public	Anti korupsi merupakan pilar utama dalam menjaga integritas dan kredibilitas operasional perusahaan. Sebagai BUMN dan lembaga jasa TIC, Perusahaan berkomitmen menjalankan usaha secara bersih dan transparan guna menjaga kepercayaan publik dan menciptakan tata kelola yang baik. Anti-corruption is a key pillar in maintaining the integrity and credibility of the company's operations. As a State-Owned Enterprise (SOE) and a TIC (Testing, Inspection, and Certification) service provider, the Company is committed to conducting its business in a clean and transparent manner to uphold public trust and promote good corporate governance.	GRI 205-1, 205-2, 205-3
Topik Sosial Social Topics				
2	Kesehatan dan Keselamatan Kerja Occupational Health and Safety	Pegawai, Mitra, Pelanggan, Publik Employees, Partners, Customers, Public	Kesehatan dan keselamatan kerja adalah aspek penting yang menjamin perlindungan bagi pegawai dan mitra kerja selama menjalankan aktivitas operasional. Upaya ini juga mendukung reputasi perusahaan sebagai penyedia layanan profesional dan bertanggung jawab. Occupational health and safety is a critical aspect that ensures protection for employees and partners during operational activities. These efforts also support the company's reputation as a professional and responsible service provider.	GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10.
3	Kualitas Pendidikan Quality of Education	Karyawan, Pelanggan Employees, Customers	Investasi pada pengembangan SDM menjadi kunci peningkatan kualitas layanan dan daya saing. Peningkatan kapasitas melalui pelatihan juga memperkuat peran Perusahaan sebagai mitra strategis pelanggan. Investment in human resource development is key to improving service quality and competitiveness. Capacity building through training also strengthens the Company's role as a strategic partner to its customers.	GRI 404-1, 404-2, 404-3

No	Topik Material Material Topics	Pemangku Kepentingan Stakeholders	Alasan Materialitas Reason for Materiality	Indikator GRI GRI Indicators
4	Kesetaraan Equality	Karyawan, Publik Employees, Public	Kesetaraan dalam kesempatan kerja dan perlakuan di tempat kerja memperkuat budaya kerja yang inklusif dan produktif. Kebijakan yang menghargai keberagaman juga mendukung pencapaian SDGs dan regulasi nasional seperti UU Disabilitas. Equality in employment opportunities and treatment in the workplace strengthens an inclusive and productive work culture. Policies that value diversity also support the achievement of the Sustainable Development Goals (SDGs) and national regulations such as the Disability Act.	GRI 405-1, 406-1
Topik Lingkungan Environmental Topic				
5	Pengelolaan Limbah Waste Management	Pelanggan, Publik Customers, Public	Pengelolaan limbah yang bertanggung jawab mengurangi dampak lingkungan dari aktivitas operasional dan mendukung kepatuhan terhadap peraturan lingkungan hidup. Responsible waste management reduces the environmental impact of operational activities and supports compliance with environmental regulations.	GRI 306-1, 306-2, 306-5,
6	Efisiensi Energi dan Pengurangan Emisi Energy Efficiency and Emission Reduction	Pelanggan, Publik Customers, Public	Merupakan komitmen Perusahaan sekaligus memperkuat perannya sebagai enabler transisi energi nasional melalui fungsi sebagai Lembaga Verifikasi dan Validasi (LVV) serta pelaku <i>offset</i> emisi untuk mendukung pencapaian target iklim Indonesia. This reflects the Company's commitment and strengthens its role as an enabler of the national energy transition through its function as a Verification and Validation Body (LVV) and as an emission offset participant to support Indonesia's climate targets.	GRI 302-1, 302-4, 302-5, 305-1, 305-2, 305-3, 305-4, 305-5



Strategi Keberlanjutan [OJK A.1] [GRI 2-22]

Sustainability Strategy

Berlandaskan visi dan misi perusahaan, strategi keberlanjutan SUCOFINDO difokuskan pada penciptaan nilai melalui pendekatan *People, Planet, dan Prosperity* (3P), yang terintegrasi dengan pencapaian Tujuan Pembangunan Berkelanjutan (SDGs). Pada tahun 2024, PT SUCOFINDO memperkuat strategi keberlanjutannya melalui penerapan Sistem Manajemen Terintegrasi *Environment, Social, Governance- Risk, Compliance* (ESG-RC) dan Anti Penyuapan. Kebijakan ini menjadi kerangka utama dalam menyusun program kerja, menetapkan sasaran mutu, dan memastikan setiap unit kerja berperan aktif dalam pencapaian kinerja lingkungan, sosial, dan tata kelola yang berkelanjutan. Selain itu, perusahaan fokus pada efisiensi keuangan melalui shared services, pengelolaan arus kas yang lebih baik, serta penguatan komunikasi korporat, pengawasan intern, dan pelaksanaan program TJSL yang terintegrasi di seluruh unit kerja.

Industri Testing, Inspection, and Certification (TIC) yang digeluti SUCOFINDO terbukti tangguh terhadap perubahan eksternal seperti kebijakan, ekonomi, sosial, maupun teknologi, serta mendapat dorongan dari tren keberlanjutan dan inovasi digital berbasis AI dan IoT. Dengan kinerja keuangan yang solid, tata kelola yang kuat, serta kemampuan adaptasi tinggi, PT SUCOFINDO terus memperkuat peran strategisnya dalam mendukung kepercayaan dan keberlanjutan bagi para pemangku kepentingan.

Guided by the Company's vision and mission, SUCOFINDO's sustainability strategy is centered on creating value through the People, Planet, and Prosperity (3P) approach, which is integrated with the achievement of the Sustainable Development Goals (SDGs). In 2024, PT SUCOFINDO strengthened its sustainability strategy through the implementation of an Integrated Management System encompassing Environment, Social, Governance – Risk, and Compliance (ESG-RC), as well as Anti-Bribery measures. This policy serves as the primary framework for developing work programs, setting quality targets, and ensuring that every business unit actively contributes to achieving sustainable environmental, social, and governance performance. In addition, PT SUCOFINDO emphasized financial efficiency through shared services, improved cash flow management, and stronger corporate communication, internal audit, and integrated CSR programs across all business units.

The Testing, Inspection, and Certification (TIC) industry in which SUCOFINDO operates remains resilient amid external dynamics such as regulatory, economic, social, and technological shifts, further driven by sustainability trends and digital innovation through AI and IoT. With solid financial growth, strong governance, and high adaptability, PT SUCOFINDO continues to strengthen its strategic role in fostering trust and advancing sustainability for all stakeholders.

Aspek Aspect	Strategi Strategy	Dukungan untuk SDGs Support for the SDGs
Lingkungan Environment	Mengintegrasikan pertimbangan lingkungan dalam perencanaan kerja unit, termasuk pengendalian dampak dan efisiensi sumber daya. Integrating environmental considerations into unit work planning, including impact control and resource efficiency	
Sosial Social	Mendorong kepatuhan terhadap hak asasi manusia, K3, serta pelibatan masyarakat melalui program TJSL yang terarah dan terukur. Promoting compliance with human rights and occupational health and safety (OHS), as well as community engagement through well-directed and measurable TJSL programs.	   
Governansi Governance	Menerapkan prinsip tata kelola yang baik melalui transparansi, akuntabilitas, dan integritas dalam setiap proses bisnis. Implementing good governance principles through transparency, accountability, and integrity in every business process.	
Risiko Risk	Mengelola risiko operasional, strategis, dan keberlanjutan secara terstruktur dan terdokumentasi di seluruh lini. Managing operational, strategic, and sustainability risks in a structured and well-documented manner across all levels.	
Kepatuhan Compliance	Memastikan seluruh kegiatan usaha mematuhi regulasi internal dan eksternal serta standar keberlanjutan yang berlaku. Ensuring full compliance of all business activities with internal and external regulations, along with applicable sustainability standards.	
Anti Penyuapan (SMAP) Anti-Bribery Management System (ABMS/SMAP)	Menegakkan budaya antikorupsi dan mencegah penyuapan melalui implementasi ISO 37001 di seluruh unit kerja. Promoting an anti-corruption culture and preventing bribery by implementing ISO 37001 throughout all business units.	

Ikhtisar Keberlanjutan

Sustainability Performance

Kinerja Ekonomi [OJK B.1]

Economic Performance

Uraian Description	Satuan Unit	2024	2023	2022
Jumlah produk/jasa yang ditawarkan Total Products/Services Provided	Jenis Items	142	142	173
Pendapatan Revenue	Jutaan Rupiah Million Rupiah	3.702.638	3.042.644	2.900.183
Laba Tahun Berjalan Profit of the Year	Jutaan Rupiah Million Rupiah	532.512	401.381	351.126
Jumlah pemasok lokal Number of local suppliers	entitas entities	539	452	393
Persentase Pemasok Lokal terhadap Keseluruhan Pemasok Percentage of Local Suppliers to Total Suppliers	%	100%	99.78%	100%

Kinerja Lingkungan [OJK B.2]

Environmental Performance

Uraian Description	Satuan Unit	2024	2023	2022
Penggunaan Energi Energy Consumption	Gigajoule	94.651,57	27.693,11	28.698,51
Intensitas Energi Berbasis Pendapatan Revenue-Based Energy Intensity	Gigajoule/ Rp Juta Gigajoule/Rp Million	0,0256	0,0091	0,0099
Emisi GRK yang Dihasilkan Generated GHG Emissions	TonCO ₂ e	16.306	10.485,04	7.526,71
Intensitas Emisi GRK Berbasis Pendapatan Revenue-Based GHG Emission Intensity	TonCO ₂ e/ Rp Juta TonCO ₂ e/ Rp Million	0,0035	0,0031	0,0024
Limbah Cair Non B3 diolah melalui Instalasi Pengolahan Air Limbah (WWTP) Non-hazardous liquid waste (non-B3) is treated through a Wastewater Treatment Plant (WWTP).	m ³ /hari m ³ /Day	223	7,97	10,43
Sampah padat dibuang ke TPA Solid waste is disposed of at a landfill	Kg	5.421	51.760	60.542



Kinerja Lingkungan [OJK B.2]

Environmental Performance

Uraian Description	Satuan Unit	2024	2023	2022
Upaya pelestarian keanekaragaman hayati Biodiversity Conservation Efforts	Proyek Project	1. Penyusunan master plan arboretum hutan kota Universitas Indonesia Preparation of the master plan for the UI urban forest arboretum 2. Pembuatan greenhouse di Kabupaten Gianyar Bali Construction of a greenhouse in Gianyar Regency, Bali.	Penanaman 2.021 pohon Planting of 2,021 trees.	Penanaman 1.066 pohon+ transplantasi terumbu karang. Planting of 1,066 trees and coral reef transplantation.

Penyusunan master plan arboretum hutan kota UI, pembuatan greenhouse kabupaten Gianyar Bali
Preparation of the master plan for the UI urban forest arboretum and construction of a greenhouse in Gianyar Regency, Bali.

Kinerja Sosial [OJK B.3]

Social Highlights

Uraian Description	Satuan Unit	2024	2023	2022
Jumlah perempuan yang menjabat sebagai manajer ke atas Number of Women in Managerial and Higher Positions	Orang People	86	70	66
Jumlah Jam Rata-Rata Pelatihan Average Training Hours	Jam/karyawan Hours/employee	46,3	-	-
Biaya Investasi Pengembangan Karyawan Investment of Employee Development	Rp juta Rp million	26.811	21.677	17.355
Jumlah Kecelakaan Kerja Number of Work Accidents	Kasus Case	3	Nihil	Nihil
Tingkat Kepuasan Konsumen Customer Satisfaction Index	%	91,07	88,97	87,66
Biaya Program CSR Cost of CSR Program	Rp juta Rp million	7.800	14.086	22.184
Penerima Manfaat Program CSR CSR Program Beneficiaries	Rp Juta Rp million	4.245	4.956	6.067
Data penerima program beasiswa Scholarship Program Recipient Data	Orang People	19	25	94

Visi, Misi, dan Nilai-nilai Keberlanjutan

[OJK C.1] [GRI 2-23]

Sebagai perusahaan yang bergerak di bidang inspeksi, pengujian, sertifikasi, konsultasi, dan pelatihan, PT SUCOFINDO menempatkan prinsip keberlanjutan sebagai bagian integral dari strategi bisnisnya. Komitmen ini tercermin secara menyeluruh dalam visi dan misi perusahaan. Visi untuk menjadi perusahaan kelas dunia yang andal dan terpercaya dijalankan dengan memperhatikan keseimbangan antara penciptaan nilai ekonomi, tanggung jawab sosial, dan pelestarian lingkungan.

Vision, Mission, and Values of Sustainability

[OJK C.1] [GRI 2-23]

As a company engaged in inspection, testing, certification, consultancy, and training services, SUCOFINDO embeds the principles of sustainability as an integral part of its business strategy. This commitment is thoroughly reflected in the Company's vision and mission. Its vision to become a reliable and trusted world-class company is pursued by maintaining a balance between economic value creation, social responsibility, and environmental preservation.

Misi perusahaan dalam menciptakan nilai bagi para pemangku kepentingan juga sejalan dengan tujuan pembangunan berkelanjutan, melalui layanan yang mendukung praktik usaha yang bertanggung jawab dan berkelanjutan.

Dalam menjalankan tanggung jawab terhadap keberlanjutan, SUCOFINDO menjadikan nilai-nilai AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif) sebagai fondasi budaya kerja yang terintegrasi dengan strategi keberlanjutan perusahaan. Nilai-nilai ini membentuk jati diri SUCOFINDO sekaligus menjadi pedoman dalam menciptakan kontribusi nyata bagi ekonomi, lingkungan, dan masyarakat.

Komitmen terhadap nilai Amanah diwujudkan melalui penerapan tata kelola perusahaan yang transparan, akuntabel, dan menjunjung tinggi integritas. Nilai Kompeten tercermin dalam penguatan kapasitas sumber daya manusia dan pengembangan inovasi layanan yang berkelanjutan. Melalui prinsip Harmonis, SUCOFINDO menjaga hubungan baik dengan masyarakat dan lingkungan sekitarnya sebagai bagian dari tanggung jawab sosial perusahaan. Nilai Loyal menjadi landasan bagi seluruh insan SUCOFINDO dalam menjaga mutu dan kepercayaan terhadap layanan yang diberikan. Sikap Adaptif mendorong perusahaan untuk responsif terhadap dinamika global, termasuk tantangan perubahan iklim dan transformasi industri. Sementara itu, semangat Kolaboratif diwujudkan melalui kemitraan strategis dengan berbagai pemangku kepentingan guna mendorong tercapainya Tujuan Pembangunan Berkelanjutan (SDGs).

Skala Usaha [OJK C.3] Business Scale

Uraian Description	Satuan Unit	2024	2023	2022
Jumlah Aset Total Assets	Rp juta Million Rp	5.238.734	4.642.116	4.282.208
Jumlah Liabilitas Total Liabilities	Rp juta Million Rp	1.303.891	1.121.124	1.073.597
Jumlah Ekuitas Total Equity	Rp juta Million Rp	3.934.843	3.520.992	3.208.612
Pendapatan Usaha Operating Revenues	Rp juta Million Rp	3.702.638	3.042.644	2.900.183
Laba Tahun Berjalan Profit for the Year to Date	Rp juta Million Rp	532.512	401.382	351.127

Selama tahun 2024, tidak ada perubahan yang berdampak signifikan pada PT SUCOFINDO, seperti pembukaan atau penutupan kantor cabang. [OJK C.6]

The Company's mission to create value for stakeholders also aligns with the Sustainable Development Goals (SDGs) through services that support responsible and sustainable business practices.

In fulfilling its sustainability responsibilities, SUCOFINDO adopts the core values of AKHLAK—Amanah (Trustworthy), Kompeten (Competent), Harmonis (Harmonious), Loyal, Adaptif (Adaptive), and Kolaboratif (Collaborative)—as the foundation of its work culture, integrated with the Company's sustainability strategy. These values define SUCOFINDO's identity and serve as a guiding principle in delivering tangible contributions to the economy, the environment, and society.

The commitment to the value of Amanah is demonstrated through the implementation of transparent, accountable, and integrity-based corporate governance. Kompeten is reflected in the continuous strengthening of human capital and the development of innovative and sustainable services. Through Harmonis, SUCOFINDO nurtures strong relationships with communities and the surrounding environment as part of its corporate social responsibility. Loyal serves as the foundation for all SUCOFINDO personnel in upholding service quality and trust. The Adaptif mindset drives the Company to remain responsive to global dynamics, including climate change challenges and industrial transformation. Meanwhile, the spirit of Kolaboratif is manifested through strategic partnerships with various stakeholders to advance the achievement of the Sustainable Development Goals (SDGs).

Throughout 2024, there were no significant changes affecting PT SUCOFINDO, such as the opening or closing of branch offices. [OJK C.6]



Tata Kelola Keberlanjutan

Sustainability Governance

Perusahaan meyakini bahwa keberlanjutan hanya dapat dicapai melalui tata kelola yang baik dan konsisten. Prinsip-prinsip *Good Corporate Governance* (GCG) menjadi dasar dalam memastikan bahwa seluruh inisiatif keberlanjutan dijalankan secara transparan, akuntabel, dan sesuai dengan peraturan yang berlaku.

Sebagai bagian dari komitmen terhadap keberlanjutan jangka panjang, Perusahaan terus memperkuat integritas dan kepatuhan dalam setiap proses pengambilan keputusan, termasuk dalam pelaksanaan program sosial, lingkungan, dan tata kelola (ESG). Dengan tata kelola yang selaras dengan nilai keberlanjutan, Perusahaan berupaya menjaga kepercayaan pemangku kepentingan serta mendukung tercapainya Tujuan Pembangunan Berkelanjutan (TPB).

Penanggung Jawab Penerapan Operasional Berkelanjutan [OJK E.1] [GRI 2-12, 2-13]

Sesuai fungsi dan wewenangnya, Direksi Perusahaan berperan aktif dalam memastikan integrasi prinsip keberlanjutan pada kebijakan dan pelaksanaan operasional Perusahaan. Komitmen ini diwujudkan melalui keterlibatan langsung Direksi dalam merumuskan strategi keberlanjutan Perusahaan serta memantau implementasi inisiatif keberlanjutan secara berkala. Hasil pemantauan dan evaluasi atas implementasi keberlanjutan, termasuk capaian dan tantangan keberlanjutan menjadi salah satu agenda dalam rapat koordinasi rutin Direksi dan Dewan Komisaris. Selain itu, Direksi turut meninjau topik materialitas yang dilaporkan dalam laporan ini. [GRI 2-14]

Untuk mendukung pelaksanaan keberlanjutan secara fungsional, Direksi menunjuk Sekretaris Perusahaan sebagai koordinator pelaporan dan komunikasi keberlanjutan, yang bekerja sama dengan unit kerja terkait. Pendekatan ini memungkinkan integrasi isu-isu ESG ke dalam proses pengambilan keputusan untuk mendukung tercapainya kinerja keberlanjutan yang terukur dan adaptif. Pada tahun 2024, Divisi Manajemen Strategis dan Risiko (MSR) menjadi fungsi yang membidangi ESG berdasarkan Surat Direktur Utama PT SUCOFINDO No. 1902/DRU-VI/TJSL/2024. Pelaksanaan ESG tidak hanya melibatkan satu Unit Kerja namun juga melibatkan Unit Tanggung Jawab Sosial dan Lingkungan yang memiliki tugas pokok dan fungsi sebagai pelaksana program *Environment* dan *Social*.

Pada tahun 2024, PT SUCOFINDO menginisiasi persiapan Divisi Manajemen Risiko dan Keberlanjutan yang berfungsi penuh pada tahun 2025.

The Company believes that sustainability can only be achieved through sound and consistent governance. The principles of *Good Corporate Governance* (GCG) serve as the foundation to ensure that all sustainability initiatives are implemented transparently, accountably, and in compliance with applicable regulations.

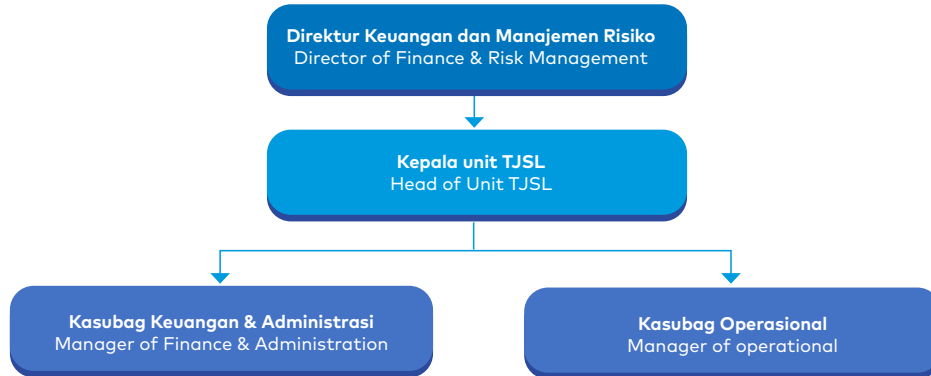
As part of its long-term sustainability commitment, the Company continues to strengthen integrity and compliance across all decision-making processes, including in the implementation of environmental, social, and governance (ESG) programs. Through governance practices aligned with sustainability values, the Company strives to maintain stakeholder trust and support the achievement of the Sustainable Development Goals (SDGs).

Person in Charge for Implementing Sustainable Operation [OJK E.1] [GRI 2-12, 2-13]

In accordance with its function and authority, the Board of Directors actively ensures the integration of sustainability principles into the Company's policies and operational implementation. This commitment is realized through the Board's direct involvement in formulating the Company's sustainability strategy and regularly monitoring the implementation of sustainability initiatives. The results of monitoring and evaluation of sustainability implementation, including achievements and challenges, are among the key agenda items in the routine coordination meetings between the Board of Directors and the Board of Commissioners. In addition, the Board of Directors also reviewed the material topics reported in this report. [GRI 2-14]

To support the functional execution of sustainability, the Board of Directors has appointed the Corporate Secretary as the coordinator for sustainability reporting and communication, working in collaboration with the relevant work units. This approach allows for the integration of ESG issues into the decision-making process to support the achievement of measurable and adaptive sustainable performance. In 2024, the Strategic and Risk Management Division (MSR) was designated as the function responsible for ESG matters, pursuant to the President Director's Decree of PT SUCOFINDO No. 1902/DRU-VI/TJSL/2024. The implementation of ESG initiatives involves not only a single Work Unit but also the Social and Environmental Responsibility Unit, which holds the primary duties and functions of executing *Environment* and *Social* programs.

In 2024, PT SUCOFINDO initiated the preparation of the Risk and Sustainability Management Division, which will be fully operational in 2025.



Pengembangan Kompetensi Keberlanjutan

[GRI 2-17]

Perusahaan meyakini bahwa keberlanjutan tidak hanya bergantung pada kebijakan dan strategi, tetapi juga pada kapasitas sumber daya manusia dalam memahami dan mengimplementasikan prinsip-prinsip keberlanjutan. Melalui pelatihan dan sosialisasi yang relevan, Perusahaan mendorong peningkatan literasi keberlanjutan di seluruh tingkatan organisasi, terutama pada manajemen puncak. Berikut ini pelatihan terkait isu-isu keberlanjutan yang diikuti oleh Direksi dan Dewan Komisaris.

Sustainability Competency Development

[GRI 2-17]

The Company believes that sustainability relies not only on policies and strategies but also on the capacity of human resources to understand and implement sustainability principles. Through relevant training and socialization, the Company promotes the enhancement of sustainability literacy across all organizational levels, especially among top management. The following are sustainability-related training programs attended by the Board of Directors, the Board of Commissioners, Committees, and relevant Board-level organizations.

Pelatihan dan Sertifikasi Keberlanjutan untuk Direksi dan Dewan Komisaris

Sustainability Training and Certification for the Board of Directors and the Board of Commissioners

Peserta Participant	Pelatihan/Sertifikasi Training/Certification	Waktu Penyelenggaraan Date	Durasi Penyelenggaraan Duration of the Program
Anas Puji Istanto, Komisaris	Pelatihan Bersama - ESG for Leader's Joint Training-ESG for Leaders	18-19 Desember 2024 December 18-19, 2024	16 jam 16 hours
Budi Utomo, Direktur Layanan Industri	Pelatihan Bersama - ESG for Leader's Joint Training-ESG for Leaders	18-19 Desember 2024 December 18-19, 2024	16 jam 16 hours

Selain itu, PT SUCOFINDO juga meningkatkan kompetensi karyawan atas isu-isu keberlanjutan melalui sejumlah pelatihan, antara lain mencakup pelatihan mengenai *Environmental, Social, and Governance (ESG) Reporting, International Sustainability and Carbon Certification (ISCC) Scheme, Sustainability For Organizational Resilience and Competitive Advantage, Environmental sustainability in Maritime transport Industry, Blockchain Technology in Climate Change and Sustainability*, dan sebagainya.

Furthermore, PT SUCOFINDO has also enhanced employee competencies on sustainability issues through a series of trainings, including but not limited to *Environmental, Social, and Governance (ESG) Reporting; International Sustainability and Carbon Certification (ISCC) Scheme; Sustainability for Organizational Resilience and Competitive Advantage; Environmental Sustainability in the Maritime Transport Industry; Blockchain Technology in Climate Change and Sustainability*; and others.



Program Pelatihan Training Program	Peserta Karyawan Laki-Laki (orang) Male Employees Participants (person)	Peserta Karyawan Perempuan (orang) Female Employees Participants (person)	Durasi Pelatihan (jam) Training Duration (hours)
Pelatihan Training	148	63	1.754,46
Sertifikasi terkait aspek keberlanjutan Sertifikasi terkait aspek keberlanjutan	9	6	320

Penilaian Risiko atas Implementasi Keberlanjutan [OJK E.3] [GRI 2-25]

Sebagai bagian dari upaya menjaga keberlangsungan usaha secara menyeluruh, PT SUCOFINDO menerapkan penilaian risiko yang tidak hanya mencakup aspek finansial dan operasional, tetapi juga lingkungan, sosial, dan tata kelola (ESG). Melalui kebijakan Sistem Manajemen Terintegrasi ESG-RC, perusahaan telah memetakan risiko-risiko strategis, menyusun peta risiko, dan menetapkan toleransi risiko yang disesuaikan dengan kapasitas organisasi.

Penilaian risiko dilakukan secara sistematis melalui aplikasi Enterprise Risk Management System (ERMS) yang mendukung identifikasi, analisis, evaluasi, dan penanganan risiko di seluruh unit kerja dan anak perusahaan. Proses ini juga memastikan risiko-risiko keberlanjutan, seperti dampak lingkungan, perubahan regulasi, dan ekspektasi pemangku kepentingan, dikelola secara tepat.

Selain itu, PT SUCOFINDO menjalankan *Risk Maturity Index (RMI)* sebagai alat ukur efektivitas manajemen risiko dan menyusun roadmap perbaikan berkelanjutan berdasarkan hasil penilaian tersebut. Langkah ini diperkuat oleh koordinasi peran antar lini dalam model tiga garis pertahanan (*three lines model*) serta peningkatan kompetensi organ pengelola risiko secara berkala.

Risk Assessment of Sustainability Implementation [OJK E.3] [GRI 2-25]

As part of its efforts to ensure overall business continuity, PT SUCOFINDO applies a risk assessment approach that covers not only financial and operational aspects but also Environmental, Social, and Governance (ESG) factors. Through the ESG-RC Integrated Management System policy, the company has identified strategic risks, developed a risk map, and established risk tolerance levels aligned with the organization's capacity.

Risk assessments are carried out systematically through the Enterprise Risk Management System (ERMS) application, which supports the identification, analysis, evaluation, and mitigation of risks across all work units and subsidiaries. This process also ensures that sustainability-related risks, such as environmental impacts, regulatory changes, and stakeholder expectations, are managed appropriately.

Furthermore, PT SUCOFINDO implements the Risk Maturity Index (RMI) as a tool to measure the effectiveness of risk management and develops a continuous improvement roadmap based on the assessment results. This initiative is reinforced by coordinated roles across lines of defense under the three lines model and by regularly enhancing the competencies of risk management personnel.

Kategori Risiko Risk Category	Peristiwa Risiko Risk Event	Dampak Impact	Pengendalian Internal dan/atau Rencana Mitigasi Internal Controls and/or Mitigation Plan
Sosial dan Lingkungan Social and Environment			
Sosial Social	Kecelakaan kerja berdampak ke masyarakat sekitar Occupational accidents with impacts on the surrounding community	Cedera pihak ketiga, tuntutan hukum, reputasi Third-party injuries, legal claims, reputational impact	SOP SMK3 Training/sosialisasi K3 Asuransi Tanggung gugat Komunikasi public (Humas) Occupational Health and Safety Management System (SMK3) SOP OHS Training / Awareness Programs Liability Insurance Public Communication (Public Relations)

Kategori Risiko Risk Category	Peristiwa Risiko Risk Event	Dampak Impact	Pengendalian Internal dan/atau Rencana Mitigasi Internal Controls and/or Mitigation Plan
	Kelangkaan kompetensi pegawai Shortage of Employee Competencies	Biaya operasional meningkat akibat penggunaan subkon dan tenaga ahli Increased operational costs due to the use of subcontractors and specialists	Penggunaan sumber daya bersama antar unit kerja atau entitas holding Program training/ lisensi pegawai yang sesuai kebutuhan pasar Shared use of resources among work units or holding entities Employee training/license programs aligned with market needs
	Pelanggaran hak pegawai (PT/Kontrak) Violation of employee rights (permanent/contract workers)	Tuntutan hukum dan temuan audit eksternal Hilangnya kepercayaan stakeholder Legal claims and external audit findings Loss of stakeholder trust	Kode etik Audit internal secara berkala WBS PKB Program Budaya Code of Ethics Periodic Internal Audits Work Breakdown Structure (WBS) Collective Labor Agreement (CLA) Cultural Programs
Lingkungan Environment	Risiko terpapar bahan kimia/radiasi/debu/kebisingan/fatigue Risk of exposure to chemicals, radiation, dust, noise, and fatigue	Sakit/cedera Menurunnya produktivitas pegawai Biaya pengobatan meningkat Illness/Injury Decreased employee productivity Increased medical expenses	Penggunaan APD Supervisi rutin SOP/Prosedur Training/sosialisasi K3 Use of Personal Protective Equipment (PPE) Regular Supervision SOPs/Procedures OHS Training/Awareness Programs
	Risiko kualitas udara di luar/dalam ruangan kerja tidak baik (melebihi ambang batas) Risk of poor air quality inside/outside the workplace (exceeding threshold limits)	Sistem pernapasan terganggu Respiratory problems	Meningkatkan budaya kerja aman Sosialisasi prosedur dan implementasi SMK3 Enhancing a culture of safe work practices Enhancing a safe work culture Socializing procedures and implementing the Occupational Health and Safety Management System (SMK3)
	Gangguan operasional akibat banjir di kantor cabang atau laboratorium Operational disruptions due to flooding at branch offices or laboratories	Kerusakan peralatan laboratorium/struktur bangunan kantor/asset Penundaan pelayanan kepada klien Kenaikan biaya perbaikan dan asuransi Damage to laboratory equipment, office building structures, or assets Delays in client services Increased repair and insurance costs	Pemilihan lokasi fasilitas berdasarkan analisa risiko iklim Sistem perlindungan infrastruktur (drainase, elevasi ruang peralatan) Pedoman SMKU/ Prosedur BCP/DRP untuk pemindahan layanan sementara Facility location selection based on climate risk analysis Infrastructure protection systems (drainage, equipment room elevation) SMKU Guidelines / BCP/DRP Procedures for temporary service relocation



Kategori Risiko Risk Category	Peristiwa Risiko Risk Event	Dampak Impact	Pengendalian Internal dan/atau Rencana Mitigasi Internal Controls and/or Mitigation Plan
	Gangguan supply listrik di kantor/laboratorium akibat cuaca ekstrem Power supply disruptions at offices/laboratories due to extreme weather	Kerusakan peralatan elektronik/ peralatan laboratorium Downtime kegiatan operasional Damage to electronic equipment/laboratory equipment Operational downtime	Pemasangan UPS dan genset cadangan Penggunaan sistem cloud dan backup data otomatis Koordinasi dengan PLN untuk prioritas pemulihan Installation of UPS and backup generators Use of cloud systems and automatic data backup Coordination with PLN for priority power restoration
	Gangguan kegiatan operasional (inspeksi lapangan/pengambilan sample/pengantaran sample atau hasil uji/inspeksi akibat perubahan iklim/cuaca ekstrem (angin topan, hujan deras) Operational disruptions (field inspections/sample collection/sample delivery or test results/inspections) due to climate change or extreme weather (typhoons, heavy rain)	Penundaan jadwal kegiatan operasional Potensi kecelakaan kerja di lapangan Delays in operational schedules Potential for workplace accidents in the field	Membuat SOP kerja aman untuk kondisi cuaca ekstrem Pelatihan/sosialisasi bagi petugas lapangan dalam mengelola risiko cuaca Developing safe work SOPs for extreme weather conditions Training/awareness programs for field personnel on managing weather-related risks
Hukum, Kepatuhan dan Reputasi Legal, Compliance, and Reputation			
Kepatuhan Compliance	Ketidakpatuhan terhadap regulasi transisi hijau nasional Non-compliance with national green transition regulations	Sanksi administrative, denda dan pencabutan ijin usaha Administrative sanctions, fines, and business license revocation	Pembentukan tim ESG Penetapan kebijakan internal untuk adaptasi regulasi Pelatihan tentang kebijakan karbon nasional Formation of an ESG team Establishment of internal policies for regulatory adaptation Training on national carbon policies
	Tidak dapat mengikuti tender yang mensyaratkan kinerja ESG Inability to participate in tenders requiring ESG performance	Hilangnya peluang proyek Penurunan pendapatan portofolio SERCO Loss of project opportunities Decline in SERCO portfolio revenue	Integrasi ESG ke dalam kebijakan dan SOP operasional Kolaborasi dengan mitra kerja yang sudah tersertifikasi hijau Integration of ESG into operational policies and SOPs Collaboration with partners who are already green-certified

Risiko Lingkungan – Sosial – Kepatuhan (ESG) yang diidentifikasi dalam laporan ini memiliki dampak langsung dan tidak langsung terhadap keberlanjutan Perusahaan. Dalam konteks lingkungan, kegagalan mengelola dampak operasional seperti pencemaran atau pengelolaan limbah dapat mengakibatkan sanksi regulasi, kehilangan izin, dan kerusakan reputasi yang mempengaruhi kelangsungan Bisnis Perusahaan. Dari sisi sosial, isu seperti penolakan masyarakat, pelanggaran hak pekerja, atau diskriminasi internal dapat menimbulkan konflik, mengurangi produktivitas, dan dapat menciptakan risiko litigasi

The Environmental – Social – Compliance (ESG) risks identified in this report have both direct and indirect impacts on the Company's sustainability. From an environmental perspective, failure to manage operational impacts such as pollution or waste management may result in regulatory sanctions, loss of permits, and reputational damage that affect the continuity of the Company's business. On the social side, issues such as community opposition, violations of workers' rights, or internal discrimination can lead to conflicts, reduced productivity, and potential litigation risks.

Sementara itu, kepatuhan terhadap prinsip-prinsip tata kelola yang baik termasuk transparansi, etika bisnis, dan integritas, menjadi fondasi utama untuk menarik Pelanggan/Mitra bisnis, mempertahankan kepercayaan stakeholder, dan memenangkan tender, terutama dari Perusahaan Pelanggan internasional/ multi company yang mensyaratkan kriteria ESG. Dengan demikian, manajemen risiko ESG yang efektif bukan hanya menjadi kewajiban hukum dan moral, tetapi juga merupakan strategi penting untuk mempertahankan daya saing dan keberlanjutan jangka panjang Perusahaan di tengah tuntutan regulasi dan ekspektasi pasar yang terus berkembang.

Khusus di cabang Semarang, dampak risiko terkait perubahan iklim telah diidentifikasi seperti curah hujan ekstrem, kenaikan permukaan laut, serta perubahan ketinggian muka tanah yang berpotensi menimbulkan disrupsi signifikan (gain/loss) pada kegiatan operasional Perusahaan secara keseluruhan. Relokasi laboratorium dan pemanfaatan kembali gedung lama dilakukan sebagai langkah mitigasi untuk mengurangi risiko operasional akibat meningkatnya curah hujan atas dampak perubahan iklim. Risiko tersebut menyebabkan potensi kehilangan pendapatan Perusahaan sebesar Rp498 juta dalam 1 bulan.

Hubungan dengan Pemangku Kepentingan

[OJK E.4] [GRI 2-29]

Perusahaan memahami, keterlibatan seluruh pemangku kepentingan sangat berperan mendorong kinerja keberlanjutan. Untuk itu, kami berusaha menjalin hubungan yang baik dengan seluruh pemangku kepentingan sebagai pihak-pihak yang memiliki pengaruh terhadap arah kebijakan maupun keberlanjutan operasional perusahaan. Perusahaan telah mengidentifikasi pemangku kepentingan sebagaimana dijelaskan pada tabel berikut ini.

Pelibatan Pemangku Kepentingan

Stakeholder Engagement

Pemangku Kepentingan Stakeholders	Basis Penetapan Assignment Base	Topik dan Isu Utama Key Topics and Issues	Pendekatan Approach	Frekuensi Pelibatan Frequency of Engagement
Pemegang Saham Shareholder	• Dependency • Responsibility • Influence • Diverse Perspective	Peningkatan Kinerja Perusahaan Improved Company Performance	RUPS GMS	Minimal 2 kali setahun At least 2 times a year
		Dukungan pada kepentingan pemegang saham Support for shareholder interests	• Rapat Kerja • Laporan-Laporan • Work Meetings • Reports	2 kali setahun 4 kali setahun 2 times a year 4 times a year

Meanwhile, adherence to good governance principles—including transparency, business ethics, and integrity—serves as a fundamental foundation to attract customers/business partners, maintain stakeholder trust, and win tenders, especially from international/multi-company clients that require ESG criteria. Therefore, effective ESG risk management is not only a legal and moral obligation but also a crucial strategy to sustain the Company's competitiveness and long-term sustainability amid evolving regulatory demands and market expectations.

Specifically in the Semarang branch, the impact of climate-related risks have been identified, such as extreme rainfall, sea level rise, and changes in ground elevation, which have the potential to cause significant disruption (gain/loss) to the Company's overall operations. The relocation of the laboratory and the reutilization of the old building are carried out as mitigation measures, providing an opportunity to reduce operational risks associated with increasing rainfall resulting from climate change. These risks could potentially cause the Company to lose Rp498 million in revenue in one month.

Stakeholders Relations [OJK E.4] [GRI 2-29]

The Company understands that stakeholder engagement is crucial in driving sustainability performance. Therefore, we strive to establish good relationships with all stakeholders, as they have an influence on the direction of policies and the sustainability of the Company's operations. The Company has identified stakeholders as outlined in the table below.



Pelibatan Pemangku Kepentingan

Stakeholder Engagement

Pemangku Kepentingan Stakeholders	Basis Penetapan Assignment Base	Topik dan Isu Utama Key Topics and Issues	Pendekatan Approach	Frekuensi Pelibatan Frequency of Engagement
Pegawai Employees	• Dependency • Responsibility • Tension • Influence • Diverse Perspective	Terjamin kesejahteraan pekerja beserta keluarganya Guaranteed welfare of workers and their families	• Serikat pekerja dan Perjanjian Kerja Bersama • Pendidikan dan Pelatihan • Trade unions and collective labor agreements • Education and Training	Minimal Munas 1 kali setahun Sesuai kebutuhan Minimum Munas 1 time a year As needed
		Suasana kerja yang kondusif, sehat dan aman Conducive, healthy and safe working atmosphere	• Forum tatap muka • Lomba inovasi • Face-to-face forums • Innovation competition	Minimal 4 kali setahun 1 kali setahun At least 4 times a year 1 time a year
		Jenjang karier dan penilaian kinerja yang jelas, setara dan tidak ada praktik diskriminasi Career path and performance appraisal that are clear, equal and no discriminatory practices	• Knowledge sharing • Survei kepuasan pegawai • Knowledge sharing • Employee satisfaction survey	Minimal 1 kali setahun/ unit kerja 1 kali setahun Minimum 1 time a year/ work unit 1 time a year
Pelanggan Customer	• Dependency • Responsibility • Tension • Influence • Diverse Perspective	Pelayanan jasa terbaik Best service	Rapat Koordinasi Coordination Meeting	Sesuai kebutuhan As needed
		Harga jasa yang bersaing dan efisien Competitive and efficient service prices	Komunikasi melalui media yang tersedia Communication through available media	Sesuai kebutuhan As needed
Pemasok Supplier	• Dependency • Responsibility • Influence • Diverse Perspective	Kepatuhan terhadap peraturan Regulatory compliance	Kontrak dan perjanjian Contracts and agreements	Sesuai kebutuhan As needed
		Pembayaran tepat Waktu Timely payment	Supplier gathering	1 kali setahun 1 time a year
		Proses evaluasi yang objektif Objective evaluation process	Penilaian kinerja pemasok Supplier performance appraisal	Minimal 1 kali per proyek Minimum 1 time per project
		Hubungan yang harmonis Harmonious relationship	Kuesioner dan survei Questionnaires and surveys	1 kali setahun 1 time a year

Pelibatan Pemangku Kepentingan

Stakeholder Engagement

Pemangku Kepentingan Stakeholders	Basis Penetapan Assignment Base	Topik dan Isu Utama Key Topics and Issues	Pendekatan Approach	Frekuensi Pelibatan Frequency of Engagement
Pemerintah Government	• Dependency • Responsibility • Tension • Influence • Diverse Perspective	Kepatuhan terhadap peraturan Regulatory compliance	Kepatuhan terhadap peraturan Regulatory compliance	Setiap saat Every time
		Kesehatan perusahaan Corporate health	Kesehatan perusahaan Corporate soundness	Setiap saat Every time
		Kontribusi ekonomi pada pemerintah (pajak dan penggunaan subsidi) Economic contribution to the government (taxes and use of subsidies)	Pembayaran pajak Tax Payment	Sesuai ketentuan perpajakan In accordance with tax provisions
Masyarakat Community	• Dependency • Responsibility • Tension • Influence • Diverse Perspective	Hubungan yang harmonis tanpa ada konflik A harmonious relationship without any conflict	Kegiatan Corporate Social Responsibility Corporate Social Responsibility Activities	Sesuai kebutuhan/ mengikuti ketentuan pemegang saham As needed/ follow shareholder requirements
		Dampak negatif terhadap lingkungan minimal Minimal negative impact on the environment	Program kemitraan Partnership program	Sesuai ketersediaan dana According to the availability of funds
		Hubungan yang harmonis Harmonious relationship	Pelatihan masyarakat Community training	Minimal 1 kali setahun At least 1 time a year
		Memperoleh akses informasi yang luas Gain access to broad information	Forum tatap muka Face-to-face forums	2-3 kali setahun 2-3 times a year
Media Massa Mass Media	• Responsibility • Influence • Diverse Perspective	Hubungan yang harmonis Harmonious relationship	Doorstop	3 kali setahun 3 times a year
		Memperoleh akses informasi yang luas Gain access to broad information	Media Gathering	1 kali setahun 1 time a year

Tantangan Implementasi Keberlanjutan [OJK E.5]

Selama tahun 2024, implementasi program keberlanjutan dihadapkan pada sejumlah tantangan, baik dari sisi eksternal maupun internal. Dari sisi eksternal, salah satu tantangan yang masih dihadapi adalah tingginya ekspektasi sebagian masyarakat terhadap bantuan dalam bentuk langsung seperti dana tunai, dibandingkan partisipasi dalam program pemberdayaan atau pelatihan. Beberapa program pelatihan juga belum sepenuhnya

Sustainability Implementation Challenges [OJK E.5]

In 2024, the implementation of sustainability programs faced a number of challenges, both externally and internally. Externally, one of the challenges still encountered was the high expectations from some segments of society for direct assistance in the form of cash, as opposed to participation in empowerment programs or training. Some training programs have not been fully accepted by all segments of society, particularly in the context of long-



diterima oleh seluruh segmen masyarakat, khususnya dalam konteks keterlibatan jangka panjang. Untuk mengatasi hal tersebut, Perusahaan mulai menerapkan pendekatan kolaboratif melalui kesepakatan awal, pendampingan intensif, serta pemantauan terhadap pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL).

Selain itu, PT SUCOFINDO juga memahami tantangan untuk mulai mengadopsi pelaporan standar **IFRS S1** dan **S2** sehingga diperlukan penguatan prosedur dan sistem informasi yang mendukung pengungkapan empat pilar keberlanjutan secara terintegrasi dan transparan.

Sementara dari sisi internal, tantangan yang dihadapi berkaitan dengan pemahaman dan kompetensi karyawan atas implementasi keberlanjutan. Namun, seiring berjalannya waktu, telah terjadi peningkatan kesadaran dan pemantauan yang lebih sistematis terhadap pelaksanaan program. Hal ini menjadi peluang bagi Perusahaan untuk terus memperkuat kapasitas internal, implementasi ke depan dapat berjalan lebih terukur dan berdampak.

term engagement. To address this, the Company has begun applying a collaborative approach through initial agreements, intensive mentoring, and monitoring of the implementation of the Corporate Social and Environmental Responsibility (TJSL) programs.

In addition, PT SUCOFINDO also recognizes the challenges of beginning to adopt the **IFRS S1** and **S2** reporting standards, thus requiring the strengthening of procedures and information systems to support the disclosure of the four sustainability pillars in an integrated and transparent manner.

Internally, the challenges faced are related to employees' understanding and competence regarding sustainability implementation. However, over time, there has been an increase in awareness and more systematic monitoring of program implementation. This has presented an opportunity for the Company to continue strengthening its internal capacity, so that future implementation can be more measurable and impactful.





Kinerja Keberlanjutan

Sustainability Performance

Kinerja keberlanjutan PT SUCOFINDO selama tahun 2024 mencerminkan upaya Perusahaan menjawab tantangan sekaligus menangkap peluang terkait keberlanjutan, seiring operasional yang semakin berwawasan lingkungan dan berdampak positif pada kehidupan sosial masyarakat. Hal itu tak lepas dari keterlibatan seluruh karyawan dalam mengimplementasikan budaya keberlanjutan dalam setiap aspek operasional.

Kegiatan Membangun Budaya Keberlanjutan

[OJK F.1] [GRI 2-24]

Budaya keberlanjutan PT SUCOFINDO dibangun dengan menanamkan nilai-nilai AKHLAK, yaitu Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif. Nilai-nilai ini menjadi landasan perilaku organisasi dalam mewujudkan praktik usaha yang bertanggung jawab secara sosial, lingkungan, dan tata kelola.

Sepanjang tahun 2024, PT SUCOFINDO melakukan internalisasi budaya keberlanjutan secara konsisten melalui berbagai saluran komunikasi dan interaksi, baik formal maupun informal. Sosialisasi dilakukan melalui media digital Perusahaan seperti situs web dan media sosial, serta dalam forum langsung bersama karyawan, mitra kerja, dan pemangku kepentingan eksternal.

Sejalan dengan upaya sosialisasi tersebut, implementasi budaya keberlanjutan diwujudkan melalui berbagai aktivitas yang mengedepankan prinsip kehati-hatian terhadap dampak lingkungan dan sosial. Hal ini tercermin dari keterlibatan aktif karyawan dalam menjalankan operasional kantor yang efisien dan bertanggung jawab terhadap penggunaan sumber daya, serta partisipasi dalam kegiatan Tanggung Jawab Sosial dan Lingkungan (TJSL).

Selain itu, PT SUCOFINDO juga menempatkan kesehatan dan keselamatan kerja (K3) sebagai bagian integral dari budaya kerja berkelanjutan. Lingkungan kerja yang aman, sehat, dan bebas dari risiko kecelakaan atau penyakit akibat kerja merupakan prioritas utama, sejalan dengan komitmen perusahaan terhadap kesejahteraan seluruh insan SUCOFINDO dan keberlangsungan operasional.

Kinerja Ekonomi Berkelanjutan

Dengan semangat keberlanjutan yang terintegrasi dalam budaya perusahaan, SUCOFINDO mampu mencatatkan kinerja ekonomi yang sehat dan berkelanjutan di tengah tantangan perekonomian global dan nasional. Sepanjang tahun 2024, Perusahaan mencatatkan pendapatan sebesar Rp3,7 triliun juta tumbuh 21,7% dibandingkan tahun 2023, dan memenuhi 97,68% dari target ditetapkan.

SUCOFINDO's sustainability performance in 2024 reflects the Company's efforts to address challenges while seizing opportunities related to sustainability, alongside increasingly environmentally-conscious operations that positively impact social life. This success is attributed to the involvement of all employees in implementing sustainability culture in every operational aspect.

Building the Sustainability Culture

[OJK F.1] [GRI 2-24]

PT SUCOFINDO's sustainability culture is built by instilling the AKHLAK values: Amanah (Trustworthy), Kompeten (Competent), Harmonis (Harmonious), Loyal (Loyal), Adaptif (Adaptable), and Kolaboratif (Collaborative). These values serve as the foundation for organizational behavior in achieving socially responsible, environmentally conscious, and governance-driven business practices.

Throughout 2024, PT SUCOFINDO consistently internalized the sustainability culture through various communication and interaction channels, both formal and informal. Socialization efforts were carried out through the Company's digital media, such as the website and social media platforms, as well as in direct forums with employees, business partners, and external stakeholders.

Aligned with these socialization efforts, the implementation of sustainability culture was realized through various activities that emphasized caution in terms of environmental and social impacts. This was reflected in the active involvement of employees in running efficient office operations, responsibly using resources, and participating in Corporate Social and Environmental Responsibility (TJSL) activities.

Furthermore, PT SUCOFINDO places occupational health and safety (K3) as an integral part of the sustainability work culture. A safe, healthy, and risk-free work environment from accidents or work-related illnesses is a top priority, in line with the Company's commitment to the well-being of all SUCOFINDO employees and operational sustainability.

Sustainable Economic Performance

With the spirit of sustainability integrated into the company's culture, SUCOFINDO was able to record a healthy and sustainable economic performance amidst the global and national economic challenges. Throughout 2024, the Company recorded a revenue of Rp3.7 trillion, growing by 21.7% compared to 2023, and meeting 97.68% of the set target.

Perbandingan Target dan Kinerja Operasional, Pendapatan, dan Laba Rugi [OJK F.2]

Comparison of Operational, Revenue, and Profit & Loss Performance Targets and Realization

Keterangan Description	Satuan Unit	Realisasi Realization	Target	Persentase capaian atas Target percentage of success compared to the goal	Realisasi 2023 Realization 2023	Realisasi 2022 Realization 2022	Pertumbuhan 2024-2023 (%) Growth 2024- 2023 (%)
Kinerja Produksi Performance of Production							
Jumlah jasa yang ditawarkan Total services offered	Jasa Service	129	142	90,8%	128	99	0,7%
Kinerja Keuangan Financial Performance							
Aset Assets	Jutaan Rupiah Million Rupiah	5.238.734	4.993.561	104,9%	4.642.116	4.282.208	12,9%
Ekuitas Equity	Jutaan Rupiah Million Rupiah	3.934.843	3.919.691	100,4%	3.520.992	3.208.612	11,8%
Pendapatan Revenue	Jutaan Rupiah Million Rupiah	3.702.638	3.791.250	97,7%	3.042.644	2.900.183	21,7%
Beban Pokok Pendapatan Cost of Revenue	Jutaan Rupiah Million Rupiah	2.715.767	2.770.565	98,0%	2.198.912	2.176.638	23,5%
Laba Tahun Berjalan Profit of the Year	Jutaan Rupiah Million Rupiah	532.512	475.806	111,9%	401.381	351.126	32,7%

Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi/Keuangan Berkelanjutan [OJK F.3]

PT SUCOFINDO berkomitmen untuk berperan aktif dalam mendukung pencapaian keberlanjutan nasional melalui penyediaan layanan inspeksi, pengujian, sertifikasi, konsultasi, dan pelatihan yang mengacu pada prinsip-prinsip keberlanjutan. Berbagai layanan yang kami sediakan, seperti sertifikasi energi terbarukan, pengelolaan sumber daya alam, pengelolaan limbah, bangunan hijau, serta sistem manajemen sosial dan lingkungan, dirancang untuk membantu dunia usaha memenuhi standar keberlanjutan yang diakui secara nasional dan internasional.

Comparison of Targets and Operational Performance, Portfolio, Financing or Investment Targets, Revenue, and Profit & Loss/Sustainable Finance [OJK F.3]

PT SUCOFINDO is committed to playing an active role in supporting national sustainability goals through the provision of inspection, testing, certification, consulting, and training services aligned with sustainability principles. The various services we provide, such as renewable energy certification, natural resource management, waste management, green buildings, and social and environmental management systems, are designed to assist businesses in meeting sustainability standards recognized nationally and internationally.



Dalam pelaksanaannya, layanan-layanan ini mendukung sektor-sektor utama dalam Taksonomi Keuangan Berkelanjutan Indonesia dan berkontribusi terhadap beberapa Tujuan Pembangunan Berkelanjutan (SDGs). PT SUCOFINDO berfungsi sebagai mitra terpercaya dalam memfasilitasi upaya keberlanjutan klien melalui proses audit, verifikasi, validasi, dan sertifikasi yang transparan dan terukur. PT SUCOFINDO juga telah memiliki Jasa Verifikasi & Validasi Gas Rumah Kaca (GRK) sebagai bagian dari upaya mendukung target dekarbonisasi nasional.

Selain itu, PT SUCOFINDO didukung oleh lebih dari 65 laboratorium yang tersebar di seluruh Indonesia. Fasilitas ini mencakup layanan uji lingkungan, laboratorium makanan, pemantauan kualitas udara dan air, pengujian tak merusak (NDT), kalibrasi alat kesehatan, SPARING KLHK, fumigasi, kalibrasi tangki, serta kalibrasi alat ukur lainnya—yang semuanya berperan penting dalam memastikan kepatuhan industri terhadap regulasi teknis dan standar keberlanjutan.

Pada tahun 2024, PT SUCOFINDO telah melayani kegiatan validasi dan verifikasi perusahaan dalam perdagangan karbon di Sistem Registri Nasional (SRN), setelah resmi meraih akreditasi sebagai Lembaga Validasi dan Verifikasi (LVV) dan informasi Gas Rumah Kaca (GRK) dari Komite Akreditasi Nasional (KAN) dengan Nomor LVV-005-IDN yang ditetapkan tanggal 6 Juli 2023. Dengan begitu, PT SUCOFINDO dapat membantu perusahaan melakukan dekarbonisasi dan mendukung agenda pembangunan rendah karbon nasional.

In its implementation, these services support key sectors within the Indonesian Sustainable Finance Taxonomy and contribute to several Sustainable Development Goals (SDGs). PT SUCOFINDO acts as a trusted partner in facilitating clients' sustainability efforts through transparent and measurable audit, verification, validation, and certification processes. PT SUCOFINDO has also established Greenhouse Gas (GHG) Verification & Validation services as part of efforts to support national decarbonization targets.

Additionally, PT SUCOFINDO is supported by more than 65 laboratories across Indonesia. These facilities offer services such as environmental testing, food laboratories, air and water quality monitoring, non-destructive testing (NDT), medical device calibration, KLHK SPARING, fumigation, tank calibration, and calibration of other measuring instruments—each playing a crucial role in ensuring industry compliance with technical regulations and sustainability standards.

In 2024, PT SUCOFINDO provided validation and verification services for companies engaged in carbon trading through the National Registry System (Sistem Registri Nasional/SRN), following its official accreditation as a Validation and Verification Body (Lembaga Validasi dan Verifikasi/LVV) and Greenhouse Gas (GHG) information provider by the National Accreditation Committee (Komite Akreditasi Nasional/KAN), under accreditation number LVV-005-IDN, granted on July 6, 2023. This accreditation enables PT SUCOFINDO to assist companies in implementing decarbonization initiatives and supporting the national low-carbon development agenda.

Sektor Prioritas Priority Sectors	Layanan Sertifikasi/Verifikasi SUCOFINDO SUCOFINDO Certification/Verification Services	Dukungan Singkat Brief Support
Energi Energy	- Audit Energi - ISO 50001 (Manajemen Energi) - Verifikasi Transisi Energi - Green Gold Label (Biomassa) - Validasi dan verifikasi GRK di sektor energi - Energy Audit - ISO 50001 (Energy Management) - Energy Transition Verification - Green Gold Label (Biomass) - GHG Validation and Verification in the Energy Sector	Membantu transisi energi bersih, efisiensi energi, dan pemanfaatan energi terbarukan. Assists in clean energy transition, energy efficiency, and renewable energy utilization.
Limbah Waste	- Audit Air dan Limbah - Monitoring Limbah - PROPER (Evaluasi Kinerja Lingkungan) - Waste Management Plan - Water and Waste Audit - Waste Monitoring - PROPER (Environmental Performance Evaluation) - Waste Management Plan	Mendukung pengelolaan air, limbah industri, dan pengurangan beban pencemaran. Supports water and industrial waste management, as well as pollution load reduction.

Sektor Prioritas Priority Sectors	Layanan Sertifikasi/Verifikasi SUCOFINDO SUCOFINDO Certification/Verification Services	Dukungan Singkat Brief Support
IPPU	• ISO 14001 (Lingkungan) • ISertifikasi Industri Hijau • Verifikasi dan validasi Emisi Gas Rumah Kaca) • Ekolabel • ISO 14001 (Environment) • Green Industry Certification • GHG Emission Verification and Validation • Eco-label	Membantu industri mengurangi emisi dari proses produksi dan mengelola lingkungan operasional. Helps industries reduce emissions from production processes and manage their operational environment.
Pertanian Agriculture	• ISPO (Sertifikasi Sawit Berkelanjutan) • Produk Organik Certification • ISPO (Sustainable Palm Oil Certification) • Organic Products Certification	Mendukung pertanian berkelanjutan dan pengelolaan lahan rendah emisi. Supports sustainable agriculture and low-emission land management.
FOLU	• SVLK (Legalitas dan Kelestarian Kayu) • Environmental Baseline Assessment (EBA) • Verifikasi dan Validasi aksi mitigasi sektor kehutanan • Konsultansi Persetujuan Kawasan Hutan • Rancangan Teknis Reklamasi Pascatambang • Rancangan Teknis Rehabilitasi DAS • SVLK (Timber Legality and Sustainability) • Environmental Baseline Assessment (EBA) • Forest Mitigation Action Verification and Validation • Forest Area Approval Consulting • Post-Mining Reclamation Technical Design • Watershed Rehabilitation Technical Design	• Mendukung konservasi kehutanan, legalitas kayu lestari, dan penggunaan lahan berkelanjutan. • Mendukung pemilik proyek untuk mendokumentasikan kondisi lingkungan sebelum suatu proyek dimulai. • Mendukung akuntabilitas pencapaian target penurunan emisi GRK serta memastikan efektivitas implementasi kegiatan sesuai standar dan regulasi yang berlaku. • Mendukung industri dalam pendampingan teknis dan administratif dalam proses perizinan penggunaan kawasan hutan untuk kepentingan non-kehutanan sesuai ketentuan perundang-undangan. • Mendukung pemulihan fungsi lingkungan dan lahan bekas tambang agar sesuai dengan peruntukan dan keberlanjutan ekologis, sosial, serta ekonomi. • Mendukung pemulihan fungsi ekologis daerah aliran sungai serta pemenuhan kewajiban reklamasi sesuai ketentuan peraturan perundang-undangan. • Supports forest conservation, sustainable timber legality, and sustainable land use. • Assists project owners in documenting environmental conditions before starting a project. • Supports accountability in achieving GHG emission reduction targets and ensures the effectiveness of implementation activities in accordance with applicable standards and regulations. • Provides technical and administrative assistance to industries in the forest area usage permitting process for non-forestry purposes in compliance with legal requirements. • Supports the environmental function recovery and reclamation of former mining lands to align with ecological, social, and economic sustainability. • Supports the ecological function recovery of river basins and ensures compliance with reclamation obligations in accordance with legal regulations.



Beragamnya layanan PT SUCOFINDO di bidang keberlanjutan semakin diminati pasar. Kontribusi pendapatan di bidang keberlanjutan selama tahun 2024 mencapai 18,5% dari total pendapatan jasa layanan Perusahaan. Layanan pengujian sampling, analisis, dan monitoring untuk kualitas air dan udara, serta jasa konsultasi terkait lingkungan berkontribusi paling besar terhadap pendapatan Perusahaan pada segmen layanan di bidang keberlanjutan.

The diverse range of PT SUCOFINDO's sustainability-related services is increasingly gaining market interest. In 2024, revenue from sustainability services contributed 18.5% of the Company's total service income. Sampling, analysis, and monitoring services for water and air quality, along with environmental consulting services, were the largest contributors to the Company's revenue within the sustainability service segment.

Perbandingan Target dan Kinerja Produksi Berkelanjutan, Investasi, Pendapatan, dan Laba Rugi [F.3]

Comparison of Target and Sustainable Production Performance, Investment, Revenue, and Profit and Loss

Keterangan Description	Satuan unit	Realisasi Realization	Target Target	Persentase capaian atas Target Percentage of Achievement Against Target	Realisasi 2023 Realization 2023	Realisasi 2022 Realization 2022	Pertumbuhan 2024-2023 (%) Growth (%) 2024-2023
Kinerja Produksi Production Performance							
Jumlah produk sertifikasi terkait keberlanjutan Total number of sustainability-related certification products	Jasa Services	24	-	-	26	25	(0,07)
Kinerja Keuangan Financial Performance							
Pendapatan Revenue	Jutaan Rupiah Million Rupiah	691.032	88.000	785,26	585.442	480.213	18,03
Laba Tahun Berjalan Profit of the Year	Jutaan Rupiah Million Rupiah	172.758	22.000	785,26	146.360	120.053	18,03
Investasi untuk pengembangan produk dan jasa keberlanjutan (modal kerja) Investment in the development of sustainability products and services (working capital)	Jutaan Rupiah Million Rupiah	4.264	-	-	2.115	4.173	101,61

Distribusi Nilai Ekonomi

Upaya PT SUCOFINDO meningkatkan kinerja keuangan berdampak pada nilai ekonomi langsung yang didistribusikan kepada para pemangku kepentingan. Nilai ekonomi langsung adalah pendapatan yang diperoleh dari aktivitas bisnis Perusahaan, yang kemudian dialokasikan dalam berbagai bentuk kontribusi. Nilai ekonomi yang didistribusikan mencakup pembayaran gaji karyawan, pajak, dividen, biaya pemasok, biaya lingkungan, serta investasi sosial melalui program *Corporate Social Responsibility* (CSR). Sementara itu, nilai ekonomi yang disimpan digunakan sebagai modal pengembangan bisnis guna memperkuat daya saing Perusahaan di masa mendatang.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan [GRI 201-1]

Economic Value Generated and Distributed

Keterangan Description	Satuan Unit	2024	2023	2022
Nilai Ekonomi diperoleh Economic Value Generated				
Pendapatan Operasional Operating Revenue	Rp juta Rp million	3.702.638	3.042.644	2.900.183
Bagian laba ventura Bersama Share of Joint Venture Profit	Rp juta Rp million	151.120	135.031	130.673
Pendapatan/(Beban) lain-lain bersih Other Income/(Expense) Net	Rp juta Rp million	19.447	(4.550)	19.653
Jumlah Nilai Ekonomi Langsung Dihasilkan Total Direct Economic Value Generated	Rp juta Rp million	3.873.205	3.173.125	3.050.509
Nilai Ekonomi yang didistribusikan Economic Value Distributed				
Beban Pokok Pendapatan Cost of Goods Sold	Rp juta Rp million	(2.715.767)	(2.198.912)	(2.176.638)
Beban Pemasaran Marketing Expenses	Rp juta Rp million	(24.770)	(18.075)	(15.115)
Beban Umum dan Administrasi General and Administrative Expenses	Rp juta Rp million	(426.565)	(417.022)	(396.561)
Beban Pengembangan Development Expenses	Rp juta Rp million	(12.425)	(8.584)	(8.314)
Beban Bunga Pinjaman Interest Expenses	Rp juta Rp million	-	-	-
Beban Pajak Penghasilan Bersih Net Income Tax Expenses	Rp juta Rp million	(161.166)	(129.150)	(102.754)
Pengeluaran untuk Pemerintah (Dividen) Expenditure to the Government (Dividends)	Rp juta Rp million	(89.047)	(76.808)	(26.316)

Distribution of Economic Values

SUCOFINDO's efforts to improve financial performance have an impact on the direct economic value distributed to stakeholders. The direct economic value refers to the revenue generated from the company's business activities, which is then allocated in various forms of contributions. The distributed economic value includes employee salaries, taxes, dividends, supplier costs, environmental costs, and social investments through Corporate Social Responsibility (CSR) programs. Meanwhile, the retained economic value is used as capital for business development to strengthen the company's competitiveness in the future.



Nilai Ekonomi yang Dihasilkan dan Didistribusikan [GRI 201-1]

Economic Value Generated and Distributed

Keterangan Description	Satuan Unit	2024	2023	2022
Pengeluaran untuk Masyarakat (CSR & TJSL BUMN) Expenditure to the Community (CSR & BUMN CSR Activities)	Rp juta Rp million	(12.759)	(14.086)	(22.184)
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	Rp juta Rp million	(3.442.499)	(2.862.637)	(2.747.882)*
Jumlah Nilai Ekonomi yang Ditahan Total Economic Value Retained	Rp juta Rp million	430.706	310.488	302.627*

*) Termasuk di dalamnya beban pegawai, beban kantor dan diklat, beban fasilitas dan properti intern, beban penyusutan, beban tenaga ahli, beban umum, beban perjalanan dinas, dan beban operasional

*) Includes personnel expenses, office and training expenses, internal facilities and property expenses, depreciation expenses, expert expenses, general expenses, official travel expenses, and operating expenses.

Pelibatan Pemasok Lokal

Dalam menjalankan kegiatan usahanya, Perusahaan memprioritaskan kerja sama dengan pemasok lokal yang beroperasi di Indonesia. Selama tahun 2024, Perusahaan bekerja sama dengan 36 mitra pemasok lokal dengan proporsi pembayaran untuk pemasok lokal sebesar 100% total.

Local Supplier Engagement

In carrying out its business activities, the Company prioritizes cooperation with local suppliers operating in Indonesia. Throughout 2024, the Company collaborated with 36 local supplier partners, with the payment proportion to local suppliers accounting for 100% of the total.

Uraian Description	2024	2023	2022
Jumlah pemasok lokal Number of local suppliers	539	452	393
Persentase jumlah pemasok lokal terhadap total Percentage of local suppliers to total suppliers	100%	99.78%	100%
Persentase pembayaran kepada pemasok lokal terhadap total Percentage of payments to local suppliers to total payments	100%	100%	100%

Perpajakan

Sebagai bagian dari BUMN, PT SUCOFINDO berkomitmen mendukung pembangunan nasional melalui kepatuhan terhadap peraturan perpajakan. Pengelolaan pajak berada di bawah Divisi Keuangan dan Akuntansi yang bertanggung jawab langsung kepada Direktur Keuangan dan Manajemen Risiko, yang sekaligus merupakan badan tata kelola tertinggi yang berwenang dalam peninjauan dan persetujuan strategi pajak perusahaan.

[GRI 207-1, 207-2]

Perusahaan juga berupaya menghindari pelanggaran perpajakan untuk menghindari risiko sanksi administratif maupun pidana. Dalam rangka pengelolaan risiko, sosialisasi perpajakan dilakukan

Taxation

As part of the state-owned enterprises (BUMN), PT SUCOFINDO is committed to supporting national development through compliance with tax regulations. Tax management is overseen by the Finance and Accounting Division, which reports directly to the Director of Finance and Risk Management, the highest governance body responsible for reviewing and approving the company's tax strategy. [GRI 207-1, 207-2]

The company also strives to avoid tax violations to mitigate the risks of administrative or criminal sanctions. As part of risk

secara rutin kepada seluruh karyawan melalui Zoom *meeting*, email, dan rapat koordinasi di tingkat cabang dan unit bisnis.

[GRI 207-1]

Hingga 31 Desember 2024, PT SUCOFINDO telah memenuhi seluruh kewajiban perpajakan sesuai ketentuan yang berlaku tanpa menerima peringatan atau sanksi signifikan. Karena hanya beroperasi di Indonesia, seluruh pelaporan perpajakan dilakukan di dalam negeri. Rincian pajak yang dibayarkan selama tahun 2024 disajikan sebagai berikut:

Kontribusi Pajak dan Dividen untuk Negara

Tax and Dividend Contribution to the State

Uraian Description	2024	2023	2022
PPh Pasal 21 PPh Article 21	76.731	71.832	71.544
PPh Pasal 21 Final PPh Article 21 Final	2.376	3.765	3.733
PPh Pasal 22 PPh Article 22	6.553	4.354	3.508
PPh Pasal 23 PPh Article 23	11.972	10.567	7.327
PPh Pasal 4 (2) PPh Article 4 (2)	5.311	1.760	1.377
PPh Pasal 26 PPh Article 26	671	984	1.807
PPh Pasal 25 PPh Article 25	70.419	43.972	34.743
PPh Pasal 29 PPh Article 29	21.181	18.022	-
PPN Masa Periodic Value Added Tax	140.520	123.807	122.461
PPN Pungut Collected Value Added Tax	97.115	83.397	55.527
Jumlah Pajak yang Dibayarkan Total Taxes Paid	432.849	362.461	302.027
Dividen Dividends	89.047	76.808	26.316
Jumlah Pembayaran Pajak dan Dividen Total Tax and Dividend Payments	521.896	439.269	302.027

Anti-Korupsi

Anti-korupsi merupakan pilar utama dalam menjaga integritas dan kredibilitas operasional PT SUCOFINDO. Sebagai BUMN dan lembaga jasa TIC (*Testing, Inspection, and Certification*), perusahaan berkomitmen menjalankan usaha secara bersih dan transparan guna menjaga kepercayaan publik dan menciptakan tata kelola yang baik.

management, tax socialization is conducted regularly to all employees through Zoom meetings, emails, and coordination meetings at the branch and business unit levels. [GRI 207-1]

As of December 31, 2024, PT SUCOFINDO has met all tax obligations in accordance with applicable regulations without receiving any significant warnings or sanctions. Since the company operates only in Indonesia, all tax reporting is conducted domestically. A breakdown of taxes paid during 2024 is presented as follows:

Anti Corruption

Anti-corruption is a fundamental pillar in maintaining the integrity and credibility of PT SUCOFINDO's operations. As a State-Owned Enterprise (SOE) and a TIC (*Testing, Inspection, and Certification*) service provider, the Company is committed to conducting business in a clean and transparent manner to uphold public trust and promote sound corporate governance.



Sejak tahun 2020, PT SUCOFINDO telah mengadopsi Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001:2016, termasuk menyusun pedoman internal seperti Pedoman SMAP, Pengendalian Gratifikasi, dan *Whistle Blowing System* (WBS). Penerapan sistem ini diperkuat melalui audit internal dan eksternal secara berkala. [GRI 3-3]

Perusahaan juga memahami, korupsi tidak hanya merugikan negara dan masyarakat, tetapi juga mengancam kelangsungan pembangunan dan memperlebar kesenjangan sosial. Sebagai bentuk komitmen terhadap pemberantasan korupsi, Perusahaan mendukung sepenuhnya kebijakan dan langkah penegakan hukum oleh instansi terkait seperti KPK, Kepolisian, dan Kejaksaan dan secara aktif berkomunikasi dengan media untuk mengelola citra publiknya, menangani baik liputan positif maupun negatif yang berkaitan dengan korupsi atau penipuan. [GRI 3-3]

Perusahaan melalui Unit PT SUCOFINDO International Certification Services juga berperan sebagai lembaga sertifikasi yang telah diakreditasi oleh Komite Akreditasi Nasional (KAN), termasuk untuk sertifikasi SNI ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan. Hingga akhir 2024, Perusahaan telah menerbitkan ribuan sertifikat anti-korupsi dan anti-penyuapan bagi klien yang telah memenuhi persyaratan dalam penerapan standar tersebut.

Pemetaan Risiko dan Mitigasi

Perusahaan telah mengidentifikasi area berisiko tinggi korupsi seperti pengadaan dan TJSL. Mitigasi dilakukan melalui penguatan sistem pengawasan, tata kelola perusahaan yang baik, serta prosedur pelaporan pelanggaran. [GRI 205-1]

Sosialisasi dan Pelatihan

Selama tahun 2024, seluruh jajaran Direksi, Dewan Komisaris, dan 100% karyawan telah menerima sosialisasi kebijakan antikorupsi melalui berbagai media, termasuk secara daring. Selain itu, sebanyak lima karyawan dari masing-masing unit kritikal telah mengikuti pelatihan anti-korupsi. Sosialisasi juga menjangkau mitra dan vendor melalui program daring. [GRI 205-2]

Saluran Pelaporan

Perusahaan memiliki platform *Whistle Blowing System* (WBS) yang dapat diakses melalui website (<https://wbs.sucofindo.co.id>). Melalui kanal tersebut, seluruh pemangku kepentingan dapat melaporkan dugaan pelanggaran secara anonim dan aman. Setiap laporan akan ditinjau oleh SPI dan Komite Audit. Selama periode pelaporan, tidak terdapat insiden korupsi yang dilaporkan, baik di internal perusahaan maupun oleh mitra. Oleh karena itu, tidak diperlukan tindakan korektif khusus. [GRI 205-3]

Since 2020, PT SUCOFINDO has adopted the Anti-Bribery Management System (SMAP) based on SNI ISO 37001:2016, which includes the development of internal guidelines such as the SMAP Manual, Gratification Control Policy, and the Whistleblowing System (WBS). The implementation of this system is strengthened through regular internal and external audits. [GRI 3-3]

The Company also recognizes that corruption not only harms the state and society but also threatens the sustainability of development and exacerbates social inequality. As a form of its commitment to combating corruption, the Company fully supports enforcement policies and legal actions undertaken by relevant authorities such as the Corruption Eradication Commission (KPK), the National Police, and the Attorney General's Office and actively communicating with the media to manage its public image, addressing both positive and negative coverage related to corruption or fraud [GRI 3-3]

Through its PT SUCOFINDO International Certification Services Unit, the Company also acts as a certification body accredited by the National Accreditation Committee (KAN), including for SNI ISO 37001:2016 certification on Anti-Bribery Management Systems. By the end of 2024, the Company had issued thousands of anti-corruption and anti-bribery certificates to clients that met the requirements for implementing this standard.

Risk Mapping and Mitigation

The Company has identified high-risk areas for corruption, such as procurement, human resources, finance, and Social and Environmental Responsibility. Mitigation is carried out through enhanced oversight systems, strong corporate governance, and well-defined violation reporting procedures. [GRI 205-1]

Awareness and Training

Throughout 2024, all members of the Board of Directors, Board of Commissioners, and 100% of employees received anti-corruption policy briefings through various channels, including online platforms. In addition, a total of five employees from each critical unit have undergone anti-corruption training. Awareness programs also reached partners and vendors via online sessions. [GRI 205-2]

Reporting Channels

The Company operates a Whistleblowing System (WBS) accessible through its website (<https://wbs.sucofindo.co.id>). This platform allows all stakeholders to report suspected violations anonymously and securely. Each report will be reviewed by the SPI and the Audit Committee. During the reporting period, no incidents of corruption were reported, either internally within the Company or by external partners. As such, no specific corrective actions were required. [GRI 205-3]

Kinerja Lingkungan Hidup

PT SUCOFINDO berkomitmen untuk turut berkontribusi dalam inisiatif dan kebijakan yang berpihak pada lingkungan hidup. Komitmen ini sejalan dengan pandangan bahwa lingkungan yang sehat merupakan hak dasar setiap warga negara, sebagaimana diatur dalam Pasal 28H Ayat 1 UUD 1945.

Sebagai bentuk nyata, PT SUCOFINDO secara konsisten mematuhi ketentuan lingkungan dalam pembangunan dan pengoperasian kantor, laboratorium, serta fasilitas pendukung lainnya. Prinsip ramah lingkungan diterapkan dalam aktivitas operasional sehari-hari melalui pengelolaan yang bertanggung jawab atas energi, air, limbah, emisi, dan penggunaan material. Perusahaan juga mengadopsi prinsip 3R (*Reduce, Reuse, Recycle*) sebagai dasar pengelolaan sumber daya. Seluruh upaya ini dilengkapi dengan pelaporan rutin kepada otoritas lingkungan terkait, sebagai bentuk transparansi dan akuntabilitas atas praktik perlindungan dan pengelolaan lingkungan hidup yang dijalankan.

Sejak tahun 2012, PT SUCOFINDO telah menerapkan ISO 14001 sebagai kerangka kerja dalam membangun sistem manajemen lingkungan yang terarah dan efektif. Standar internasional ini menjadi panduan bagi perusahaan dalam mengidentifikasi, mengelola, dan mengendalikan dampak lingkungan dari seluruh aktivitas usaha. Implementasi ISO 14001 diharapkan membawa berbagai manfaat strategis. Di antaranya adalah pengurangan risiko pencemaran, minimnya keluhan dari masyarakat, peningkatan efisiensi operasional, penguatan kepatuhan terhadap regulasi lingkungan, serta peningkatan kepuasan pelanggan dan citra perusahaan.

Biaya Lingkungan Hidup [OJK F.4]

Biaya lingkungan hidup PT SUCOFINDO ditujukan untuk berbagai kegiatan terkait pengelolaan lingkungan, termasuk pemantauan kualitas air limbah dan air sungai, pengelolaan sampah, program TJSL Bina Lingkungan, serta jasa pengelolaan limbah oleh pihak ketiga. Hingga 31 Desember 2024, Perusahaan telah membayar biaya lingkungan hidup sebesar Rp186,83 juta. Adapun alokasi biaya lingkungan hidup pada tahun 2023 mencapai Rp722 juta dengan realisasi sebesar Rp882,62 juta.

Environmental Performance

PT SUCOFINDO is committed to contributing to initiatives and policies that prioritize environmental protection. This commitment aligns with the view that a healthy environment is a fundamental right for every citizen, as outlined in Article 28H Paragraph 1 of the 1945 Constitution of the Republic of Indonesia.

As a concrete manifestation of this commitment, PT SUCOFINDO consistently adheres to environmental regulations in the development and operation of offices, laboratories, and other supporting facilities. Environmentally friendly principles are applied in daily operational activities through responsible management of energy, water, waste, emissions, and material use. The company also adopts the 3R (*Reduce, Reuse, Recycle*) principle as a basis for resource management. All of these efforts are supplemented with regular reporting to relevant environmental authorities, ensuring transparency and accountability in environmental protection and management practices.

Since 2012, PT SUCOFINDO has implemented ISO 14001 as a framework to establish a structured and effective environmental management system. This international standard serves as a guide for the company to identify, manage, and control the environmental impacts of its business activities. The implementation of ISO 14001 is expected to bring various strategic benefits, including reduced pollution risks, minimal complaints from the public, improved operational efficiency, strengthened compliance with environmental regulations, as well as increased customer satisfaction and corporate image.

Environmental Costs [OJK F.4]

PT SUCOFINDO's environmental costs are allocated for various activities related to environmental management, including monitoring wastewater and river water quality, waste management, TJSL Bina Lingkungan programs, and third-party waste management services. As of December 31, 2024, the company has incurred environmental costs amounting to Rp98,228,000. The environmental cost allocation for 2023 reached Rp722 million, with actual expenses amounting to Rp882.62 million.

Keterangan Description	Jumlah Total
Biaya perizinan lingkungan Environmental Licensing Costs	Rp14.228.000
Biaya pengelolaan sampah Waste Management Costs	Rp84.000.000
Biaya pembelian listrik REC REC Electricity Purchase Costs	-
Biaya pembelian air PDAM PDAM Water Purchase Costs	-
Biaya kegiatan konservasi atau penanaman pohon Conservation or Tree Planting Activity Costs	Rp88.608.500
Jumlah Total	Rp186.836.500*

*) Biaya meliputi kantor pusat
*) Costs includes head office



Penggunaan Material yang Ramah Lingkungan [OJK F.5]

PT SUCOFINDO berkomitmen mengintegrasikan prinsip keberlanjutan ke dalam operasional perusahaan, termasuk dalam pemilihan dan penggunaan material. Komitmen ini diwujudkan melalui langkah-langkah nyata yang bertujuan mengurangi dampak lingkungan, terutama pada kegiatan perkantoran dan operasional non-laboratorium.

Beberapa inisiatif yang telah dijalankan antara lain penggunaan kertas bersertifikasi ramah lingkungan untuk berbagai keperluan seperti laporan, kalender, dan merchandise perusahaan. Selain itu, Perusahaan juga menggunakan lampu LED di berbagai fasilitas. Lampu LED tidak mengandung bahan beracun sehingga relatif lebih mudah didaur ulang tanpa menimbulkan dampak negatif bagi lingkungan.

Dalam hal pemasaran dan komunikasi, PT SUCOFINDO mengoptimalkan saluran digital untuk mengurangi penggunaan bahan cetak yang berlebihan. Untuk kebutuhan logistik dan dokumentasi internal, pendekatan efisiensi juga diterapkan melalui pemilihan material yang lebih hemat sumber daya dan mudah didaur ulang.

Adapun sebagian besar material khusus dalam layanan pengujian bersifat teknis dan belum sepenuhnya dapat digantikan dengan alternatif hijau. Meskipun demikian, Perusahaan terus mengeksplorasi opsi-opsi pengganti yang lebih aman bagi lingkungan, tanpa mengurangi mutu layanan yang diberikan.

Use of Environmentally Friendly Materials

[OJK F.5]

PT SUCOFINDO is committed to integrating sustainability principles into its operations, including the selection and use of materials. This commitment is manifested through tangible steps aimed at reducing environmental impacts, particularly in office activities and non-laboratory operations.

Some of the initiatives already implemented include the use of environmentally certified paper for various purposes such as reports, calendars, and company merchandise. Additionally, the company uses LED lights in various facilities. LED lights do not contain toxic materials and are relatively easier to recycle without causing negative environmental impacts.

In terms of marketing and communication, PT SUCOFINDO optimizes digital channels to reduce excessive use of printed materials. For logistics and internal documentation needs, an efficiency approach is also applied through the selection of resource-efficient materials that are easy to recycle.

Furthermore, most of the special materials used in testing services are technical and have not yet been fully replaced with greener alternatives. However, the company continues to explore substitute options that are safer for the environment without compromising the quality of the services provided.

Keterangan Description	Satuan Unit	Jumlah Total
Kertas sertifikasi ramah lingkungan Environmentally Friendly Certification Paper	Rim Ream	3.360

Pengelolaan Energi

Dalam menjalankan operasional, Perusahaan menggunakan dua sumber energi utama, yaitu listrik dan bahan bakar minyak (BBM). Listrik dimanfaatkan tidak hanya untuk penerangan, tetapi juga untuk mengoperasikan berbagai perangkat dan fasilitas elektronik di kantor dan laboratorium. Sebagai mitigasi risiko gangguan pasokan listrik, Perusahaan menyiapkan genset berbahan bakar solar yang dilengkapi dengan sistem UPS. Selain itu, BBM jenis bensin digunakan untuk mendukung operasional kendaraan dinas perusahaan.

Perusahaan memahami, aktivitas operasional masih bergantung pada pasokan energi bahan bakar dan listrik yang bersumber dari energi fosil sehingga berdampak langsung pada jejak lingkungan Perusahaan. Untuk itu, Perusahaan mengelola konsumsi energi secara bertanggung jawab dan berupaya meningkatkan efisiensi penggunaannya. [GRI 3-3]

Energy Management

In its operations, the Company utilizes two main energy sources: electricity and fuel. Electricity is used not only for lighting but also to operate various devices and electronic facilities in offices and laboratories. As a mitigation measure against the risk of power supply disruptions, the Company has prepared diesel-powered generators equipped with an uninterruptible power supply (UPS) system. Additionally, gasoline is used to support the operation of the company's official vehicles

The Company recognizes that its operational activities still rely on fuel and electricity supplies derived from fossil energy, which directly impacts its environmental footprint. Accordingly, the Company manages energy consumption responsibly and strives

Pemakaian Energi dan Intensitasnya [OJK F.6, F.7] [GRI 302-1]

Energy Consumption and Intensity

Keterangan Description	Satuan Unit	Jumlah Total		
		2024*	2023**	2022***
Energi tidak terbarukan Non-renewable Energy				
BBM (pertalite) Fuel (pertalite)	Liter	677.303	432.430	45.180
	GJoule	22.358,71	17.382,66	1.816,13
Solar	Liter	644.198	3550	9.150
	GJoule	23.015,75	8.676,66	367,8
Listrik PLN Electricity from PLN	kWH	13.496.845	8.477.155,37	7.365.160
	GJoule	48,588.64	30.517,76	26.514,58
Gas LPG (LPG hanya ada di lab) LPG (only in the lab)	kg	14.030	5.218,00	-
	GJoule	687,47	260,60	-
Total energi tidak terbarukan Total Non-renewable Energy	GJoule	94.651,57	27.693,11	18.780
Pendapatan Revenue	Rp juta Rp million	3.702.638	3.042.644	2.900.183
Jumlah Karyawan Number of Employees	Orang Persons	3.009	2.982	867
Intensitas Energi berbasis pendapatan Energy Intensity based on Revenue	GJoule/Rp juta GJoule/Rp million	0,0256	0,0091	0,0065
Intensitas Energi berbasis karyawan Energy Intensity based on Employees	GJoule/Orang GJoule/Persons	31,456	9,289	21,661

*) Cakupan Data Kantor Pusat, Laboratorium Sentral Cibitung dan seluruh Cabang kecuali Cabang Bandung, Cabang Bontang, Cabang Kendari, Cabang Pontianak, Cabang Sangatta, dan Cabang Timika.

**) Cakupan data Kantor Pusat, Laboratorium Cibitung dan Kantor-kantor Cabang Utama.

***) Cakupan data: Kantor Pusat Jakarta.

*) Data coverage includes the Head Office, Central Laboratory in Cibitung, and all branches except the Bandung Branch, Bontang Branch, Kendari Branch, Pontianak Branch, Sangatta Branch, and Timika Branch.

**) Data coverage includes the Head Office, Cibitung Laboratory, and Main Branch Offices.

***) Data coverage: Jakarta Head Office.

Upaya dan Pencapaian Efisiensi dan Penggunaan Energi Terbarukan

[OJK F.7] [GRI 302-4, 302-5]

Perusahaan konsisten menjalankan kebijakan efisiensi energi sebagai bagian dari komitmen terhadap operasional yang berkelanjutan. Untuk efisiensi listrik, perusahaan telah menggunakan lampu LED sejak tahun 2017. Selain itu, pengaturan operasional penerangan dan pendingin ruangan dilakukan secara bertahap mulai pukul 17.30 WIB, dengan pemadaman menyeluruh setelah pukul 19.00 WIB, kecuali pada area koridor dan satu unit lift.

Efisiensi penggunaan BBM dilakukan melalui optimalisasi teknologi digital, seperti pelaksanaan rapat secara daring untuk mengurangi kebutuhan perjalanan dinas dan penggunaan kendaraan operasional. Di samping itu, Perusahaan juga melakukan perawatan kendaraan secara berkala guna menjaga efisiensi pembakaran bahan bakar.

to improve its efficiency. [GRI 3-3]

Energy Efficiency and Renewable Energy Initiatives and Achievements [OJK F.7] [GRI 302-4, 302-5]

The Company remains committed to energy efficiency as part of its sustainable operational practices. Since 2017, LED lighting has been implemented throughout the office premises to improve electricity efficiency. Additionally, the operation of lighting and air conditioning systems is regulated gradually starting at 5:30 p.m. WIB, with complete shutdown by 7:00 p.m., except in corridor areas and one elevator unit.

To optimize fuel consumption, the Company has adopted digital technologies to minimize business travel, including conducting meetings virtually. Operational vehicles are also maintained regularly to ensure optimal fuel combustion efficiency.



Kebijakan penghematan energi ini tidak hanya mendukung efisiensi biaya, tetapi juga turut berkontribusi dalam menurunkan emisi gas rumah kaca, sejalan dengan Instruksi Presiden Republik Indonesia Nomor 13 Tahun 2011 tentang Penghematan Energi dan Air.

Emisi GRK [GRI 305-1, 305-2, 305-3, 305-4, 305-5]

Perusahaan menghasilkan emisi gas rumah kaca dari penggunaan bahan bakar dan listrik untuk menjalankan kegiatan operasional. Sebagai wujud komitmen PT SUCOFINDO memperbaiki pengukuran emisi GRK dari tahun ke tahun, kami memperluas cakupan data emisi GRK pada tahun 2024 meliputi kantor pusat, laboratorium sentral Cibitung dan seluruh cabang kecuali kantor cabang Bandung, Bontang, Kendari, Pontianak, Sangatta, dan Timika. [GRI3-3]

Cakupan pengukuran yang bertambah luas dibandingkan tahun 2023 menghasilkan perhitungan jumlah emisi GRK tahun 2024 yang lebih besar.

These energy-saving measures not only contribute to cost efficiency but also support the reduction of greenhouse gas (GHG) emissions, in line with Presidential Instruction of the Republic of Indonesia No. 13 of 2011 on Energy and Water Efficiency.

Greenhouse Gas Emissions

[GRI 305-1, 305-2, 305-3, 305-4, 305-5]

The Company generates greenhouse gas (GHG) emissions from the use of fuel and electricity in its operational activities. As part of PT SUCOFINDO's ongoing commitment to improving the accuracy of GHG emission measurements year over year, we expanded the scope of GHG emissions data in 2024 to include the head office, the Cibitung Central Laboratory, and all branch offices—excluding the Bandung, Bontang, Kendari, Pontianak, Sangatta, and Timika branches. [GRI 3-3]

This broader measurement coverage compared to 2023 has resulted in a higher reported GHG emission total for 2024.

Emisi GRK yang Dihasilkan dan Intensitas Emisi [OJK F.11] [GRI 305-1, 305-2, 305-3, 305-4]

GHG Emissions and Emission Intensity

Keterangan Description	Satuan Unit	2024*	2023**	2022***
Scope 1' Cakupan 1				
Bensin ² Gasoline	TonCO ₂ e	1.629	988,91	103,26
Solar ² Diesel	TonCO ₂ e	1.702	575,79	40
Gas LPG ²	Ton CO ₂ e	38	15,57	N/A
Scope 2³ Cakupan 2				
Listrik PLN ⁴ Electricity (PLN)	TonCO ₂ e	11.283,39	8.477,16	7.365,16
Scope 3 Cakupan 3				
Perjalanan Dinas menggunakan Pesawat Business Air Travel	TonCO ₂ e	1.653,23	427,61	18,29
Total Emisi CO ₂ yang dihasilkan Total CO ₂ Emissions Generated	Ton CO ₂ e	16.306	10.485.04	7.526,71
Pendapatan operasional Operating Revenue	Rp juta Rp million	3.214.077	3.042.644	2.900.183

Emisi GRK yang Dihasilkan dan Intensitas Emisi [OJK F.11] [GRI 305-1, 305-2, 305-3, 305-4]

GHG Emissions and Emission Intensity

Keterangan Description	Satuan Unit	2024*	2023**	2022***
Intensitas Emisi Emission Intensity	Ton CO ₂ e/Rp juta TonCO ₂ e/Rp million	0,0035	0,0031	0,0024

*) Emisi Cakupan 1 Tahun 2024 dihitung dari data aktivitas penggunaan Solar, Bensin dan Gas (LPG) di Kantor Pusat, Laboratorium Sentral Cibitung dan seluruh Cabang kecuali Cabang Bandung, Cabang Bontang, Cabang Kendari, Cabang Pontianak, Cabang Sangatta, dan Cabang Timika.

**) Cakupan data Kantor Pusat. Laboratorium Cibitung dan Kantor-kantor Cabang Utama.

***) Cakupan data: Kantor Pusat Jakarta.

*) Data coverage includes the Head Office, Central Laboratory in Cibitung, and all branches except the Bandung Branch, Bontang Branch, Kendari Branch, Pontianak Branch, Sangatta Branch, and Timika Branch.

**) Data coverage includes the Head Office, Cibitung Laboratory, and Main Branch Offices.

***) Data coverage: Jakarta Head Office.

PT SUCOFINDO mengukur pengurangan emisi GRK sebagai bagian dari metrik kinerja keberlanjutan. Upaya ini sejalan dengan inisiatif efisiensi energi yang telah menjadi bagian dari budaya kerja dan operasional perusahaan.

PT SUCOFINDO measures GHG emission reductions as part of its sustainability performance metrics. These efforts align with energy efficiency initiatives that have become an integral part of the company's work culture and operations.

Lebih dari itu, PT SUCOFINDO juga berperan aktif dalam mendukung penguatan ekosistem Nilai Ekonomi Karbon (NEK) di Indonesia. Tidak hanya bertindak sebagai Lembaga Verifikasi dan Validasi (LVV), Perusahaan juga mengambil langkah konkret melalui pembelian Sertifikat Pengurangan Emisi GRK (SPE-GRK) dari proyek-proyek energi bersih di dalam negeri. Seluruh transaksi dilakukan secara resmi melalui platform SRN dan IDXCarbon.

Beyond this, PT SUCOFINDO also plays an active role in supporting the development of Indonesia's Carbon Economic Value (NEK) ecosystem. In addition to acting as a Verification and Validation Body (LVV), the company has taken concrete steps by purchasing Greenhouse Gas Emission Reduction Certificates (SPE-GRK) from domestic clean energy projects. All transactions are conducted officially through the SRN and IDXCarbon platforms.

Selama tahun 2024, PT SUCOFINDO melakukan pembelian 6 SPE-GRK dengan total 2.004 ton CO₂ agar dapat melakukan offset karbon saat dibutuhkan. Perusahaan juga melakukan audit emisi GRK atas kegiatan internal seperti ENSIA 2024 dan Rapat Pimpinan Nasional (RAPIMNAS) 2024 untuk di-offset pada tahun 2025.

In 2024, PT SUCOFINDO purchased 6 Greenhouse Gas Emission Reduction Certificates (SPE-GRK), totaling 2,004 tons of CO₂, to enable carbon offsetting when needed. The company also conducted GHG emission audits for internal activities such as ENSIA 2024 and the 2024 National Leadership Meeting (RAPIMNAS), which are planned to be offset in 2025.

Langkah ini mencerminkan komitmen nyata PT SUCOFINDO dalam mendukung target dekarbonisasi nasional serta memperkuat peran dunia usaha dalam transisi menuju ekonomi hijau. [OJK F.12] [GRI 305-5]

This initiative reflects PT SUCOFINDO's strong commitment to supporting national decarbonization targets and reinforcing the role of the business sector in the transition toward a green economy. [OJK F.12] [GRI 305-5]

No.	Sertifikat Pengurangan Emisi Indonesia (SPEI)	Jenis SPEI	Jumlah SPEI (setara tCO ₂ e) Total SPEI (in tCO ₂ e equivalent)
1	Konversi Dari Pembangkit Single Cycle Menjadi Combined Cycle (Add On) PLTGU Grati Blok 2 SRN ID 22454 Indonesia 2021	Indonesia Technology Based Solution Authorized (ID TBSA)	312
2	Pengoperasian Pembangkit Listrik Baru Berbahan Bakar Gas Bumi PLTGU Priok Blok 4 SRN ID 17421 Indonesia 2021	Indonesia Technology Based Solution Authorized (ID TBSA)	624
3	Pengoperasian Pembangkit Listrik Tenaga Air Minihidro (PLTM) Gunung Wugul SRN ID 16887 Indonesia 2022	Indonesia Technology Based Solution Authorized Renewable Energy (IDTBSA-RE)	195



No.	Sertifikat Pengurangan Emisi Indonesia (SPEI)	Jenis SPEI	Jumlah SPEI (setara tCO ₂ e) Total SPEI (in tCO ₂ e equivalent)
4	Pembangunan Pembangkit Listrik Baru Berbahan Bakar Gas Bumi PLTGU Blok 3 PJB Muara Karang SRN ID 10867 Indonesia 2022	Indonesia Technology Based Solution (IDTBS)	400
5	[Pertamina NRE] Proyek Lahendong Unit 5 & Unit 6 PT Pertamina Geothermal Energy Tbk SRN ID 14464 Indonesia 2020	Indonesia Technology Based Solution Authorized Renewable Energy (IDTBS-RE)	200
6	Pengoperasian Pembangkit Listrik Tenaga Air Mini Hidro (PLTM) Gunung Wugul SRN ID 16887 Indonesia 2022	Indonesia Technology Based Solution Authorized Renewable Energy (IDTBS-RE)	273
Jumlah Total			2.004

Pemakaian Air [OJK F.8]

Perusahaan memerlukan air bersih untuk mendukung berbagai kebutuhan domestik, seperti wudhu, penggunaan toilet, pencucian peralatan termasuk alat laboratorium, kendaraan, serta penyiraman tanaman. Sumber air yang digunakan berasal dari Perusahaan Daerah Air Minum (PDAM) dan air tanah (*deep well*). Mengingat keterbatasan pasokan air baku—baik karena pencemaran sumber air permukaan maupun meningkatnya eksploitasi air tanah untuk berbagai sektor—Perusahaan senantiasa berupaya menggunakan air secara efisien.

Upaya efisiensi dilakukan melalui kampanye penggunaan air secara bijak kepada seluruh pegawai, serta pemantauan berkala terhadap jaringan pipa dan keran air. Jika ditemukan kebocoran atau kerusakan pada pipa maupun valve, tindakan perbaikan atau penggantian dilakukan segera. Kebijakan ini tidak hanya diterapkan di kantor pusat, tetapi juga di seluruh unit dan kantor cabang di berbagai wilayah.

Water Usage [OJK F.8]

The Company requires clean water to support various domestic needs, including ablution, toilet use, cleaning of equipment—such as laboratory tools and vehicles—and plant watering. Water is sourced from the Regional Water Utility (PDAM) and groundwater (*deep wells*). Given the limited availability of raw water—due to surface water pollution and the increasing exploitation of groundwater across various sectors—the Company consistently strives to use water efficiently.

Efficiency efforts include awareness campaigns on wise water usage among all employees, as well as regular monitoring of pipelines and water faucets. In the event of leaks or damage to pipes or valves, immediate repair or replacement is carried out. This policy is enforced not only at the head office but also across all units and branch offices throughout the country.

Sumber Air Water Source	Satuan Unit	Jumlah 2024 2024 Total	2023	2022
Air tanah Groundwater	meter ³	19.164*	32.690	1.9379
Air PDAM Water from PDAM	meter ³	81.994*	2.617.283*	43.908

*) Lingkup: Kantor Pusat, Lab. Cibitung, Cabang Jakarta, Surabaya, Banjarmasin, Bandar Lampung, Bandung, Batam, Bengkulu, Cilacap, Cilegon, Cirebon, Dumai, Jambi, Padang, Palembang, Pekanbaru, Samarinda, Tarakan

*) Lingkup: Kantor Pusat, Lab. Cibitung, Cabang Jakarta, Surabaya, Banjarmasin, Bandar Lampung, Bandung, Batam, Bengkulu, Cilacap, Cilegon, Cirebon, Dumai, Jambi, Padang, Palembang, Pekanbaru, Samarinda, Tarakan

Pengelolaan Limbah dan Efluen

[GRI 306-1, 306-2, 306-5]

PT SUCOFINDO berkomitmen untuk mengelola limbah secara bertanggung jawab sebagai bagian dari upaya mencegah pencemaran lingkungan, baik terhadap tanah, air, maupun udara. Dalam operasionalnya, Perusahaan menghasilkan berbagai jenis limbah, meliputi limbah padat, cair, serta limbah B3 dan

Waste and Effluent Management

[GRI 306-1, 306-2, 306-5]

PT SUCOFINDO is committed to responsible waste management as part of its efforts to prevent environmental pollution—whether to soil, water, or air. In its operations, the Company generates various types of waste, including solid and liquid waste, both hazardous (B3) and non-hazardous (non-B3). All waste is

non-B3. Seluruh limbah dikelola sesuai dengan ketentuan peraturan perundang-undangan dan jenisnya masing-masing, sebagai wujud kepatuhan dan kontribusi terhadap perlindungan lingkungan. [GRI 3-3]

Sebagai perusahaan jasa pengujian dan laboratorium, sebagian besar limbah yang dihasilkan berasal dari bahan kimia organik dan anorganik yang digunakan sebagai media uji. Bahan-bahan ini bersifat sekali pakai dan setelah digunakan dikategorikan sebagai limbah B3. Limbah tersebut tidak dapat digunakan kembali, dan dikelola secara khusus melalui pihak ketiga berizin yang memiliki kompetensi dalam pengangkutan dan pemusnahan limbah sesuai standar Kementerian Lingkungan Hidup dan Kehutanan (KLHK).

Dalam kapasitasnya sebagai Lembaga Pengujian Halal (LPH), SUCOFINDO juga menerima sampel bahan uji untuk berbagai kategori produk, seperti makanan, minuman, kosmetik, obat-obatan, hingga produk biologi dan rekayasa genetik. Setelah proses pengujian selesai, seluruh sisa bahan dikategorikan sebagai limbah dan tidak digunakan ulang maupun didaur ulang. Penanganannya mengikuti prinsip kehati-hatian dan protokol limbah laboratorium.

Untuk limbah cair, termasuk air limbah domestik dan kegiatan laboratorium, SUCOFINDO telah membangun sistem Instalasi Pengolahan Air Limbah (IPAL) di sejumlah lokasi. Sebelum dibuang ke saluran umum, air limbah terlebih dahulu diproses agar memenuhi baku mutu lingkungan. Dengan sistem ini, air limbah yang dilepas aman dan tidak menimbulkan pencemaran. Selama periode pelaporan, tidak terdapat pengaduan dari masyarakat terkait dampak air limbah SUCOFINDO terhadap badan air di sekitarnya. [OJK F.16]

Selain itu, PT SUCOFINDO juga menghasilkan limbah domestik berupa sampah organik dan anorganik dari kegiatan perkantoran. Sampah non-B3 tersebut dipilah dan dikelola sesuai prosedur internal dan didukung oleh kerja sama dengan pihak ketiga untuk pengangkutan dan pemanfaatan akhir. [OJK F.14]

Dengan sistem pengelolaan yang terstandar dan pelaporan berkala kepada otoritas terkait, PT SUCOFINDO terus memperkuat praktik pengelolaan limbah yang bertanggung jawab sebagai bagian dari kontribusi terhadap lingkungan yang bersih dan sehat. [OJK F.13, F.14] Selama tahun 2024, tidak ada tumpahan limbah yang terjadi serta membahayakan lingkungan dan masyarakat. [OJK F.14, F.15]

managed in accordance with applicable laws and regulations and based on its classification, reflecting SUCOFINDO's compliance and contribution to environmental protection. [GRI 3-3]

As a testing and laboratory service company, most of the waste produced originates from organic and inorganic chemicals used as testing media. These materials are single-use and, after utilization, are categorized as hazardous waste (B3). Such waste cannot be reused and is handled specifically through licensed third parties with the competence to transport and dispose of waste in accordance with standards set by the Ministry of Environment and Forestry (MoEF).

As a Halal Testing Institution (LPH), SUCOFINDO also receives test samples for various product categories, such as food, beverages, cosmetics, pharmaceuticals, as well as biological and genetically engineered products. Upon completion of the testing process, all residual materials are classified as waste and are neither reused nor recycled. Their handling follows stringent caution and laboratory waste protocols.

For liquid waste, including domestic wastewater and laboratory effluents, SUCOFINDO has developed Wastewater Treatment Plant (WWTP) systems at several locations. Before being discharged into public drains, wastewater is treated to meet environmental quality standards. With this system, released wastewater is safe and non-polluting. During the reporting period, no complaints were received from the public regarding the impact of SUCOFINDO's wastewater on surrounding water bodies. [OJK F.16]

In addition, PT SUCOFINDO generates domestic waste in the form of organic and inorganic waste from office activities. This non-hazardous waste is sorted and managed according to internal procedures, supported by partnerships with third parties for transportation and final processing. [OJK F.14]

Through standardized management systems and periodic reporting to the relevant authorities, PT SUCOFINDO continues to strengthen responsible waste management practices as part of its contribution to a cleaner and healthier environment. [OJK F.13, F.14] Throughout 2024, there were no waste spills that occurred or posed a threat to the environment and the community. [OJK F.14, F.15]



Limbah yang dihasilkan [OJK F.13] [GRI 306-1]

Waste Generated [OJK F.13] [GRI 306-1]

Kategori Description	Satuan Unit	2024	2023	2022 ²
Limbah yang dihasilkan dari Laboratorium Waste generated from laboratory				
Limbah Non B3 Padat Non-Hazardous Solid Waste	m ³	60,387	157.482 ³	420
Limbah Non B3 Cair Non-Hazardous Solid Waste	m ³ /hari m ³ /day	223	7,97 ⁴	10,43
Limbah B3 Padat Solid Hazardous Waste	kg	5,721	3.086 ⁴	7,271
Limbah B3 Cair Liquid hazardous waste	liter	25,772	21.919 ⁵	16,08
Sampah yang Dihasilkan dari Aktivitas Perkantoran Waste Generated from Office Activities				
Sampah organik Organic waste	kg	93,985	-	-
Sampah anorganik Inorganic waste	kg	150,884	-	-
Sampah B3 padat Hazardous Solid Waste (B3)	kg	5,421	5702	-
Sampah B3 Cair Hazardous Liquid Waste (B3)	liter	3,413	19840	-
¹ Data mencakup kantor pusat, Lab. Cibitung, Cabang Jakarta, Surabaya, Banjarmasin, Bandar Lampung, Bandung, Batam, Bengkulu, Cilacap, Cilegon, Cirebon, Dumai, Jambi, Medan, Padang, Palembang, Pekanbaru, Balikpapan, Samarinda, Tarakan ² Data mencakup Laboratorium Cibitung ³ Data mencakup Kantor Cabang Utama Jakarta, Laboratorium Surabaya, Kantor Cabang Utama Banjarmasin termasuk laboratorium ⁴ Data mencakup Laboratorium Cibitung, Laboratorium Surabaya, Kantor Cabang Utama Banjarmasin termasuk laboratorium ⁵ Laboratorium Cibitung, Kantor Cabang Utama Jakarta, Kantor Cabang Utama Surabaya, Laboratorium Surabaya, Kantor Cabang Utama Banjarmasin ¹ Data includes the head office, Cibitung Laboratory, and branches in Jakarta, Surabaya, Banjarmasin, Bandar Lampung, Bandung, Batam, Bengkulu, Cilacap, Cilegon, Cirebon, Dumai, Jambi, Medan, Padang, Palembang, Pekanbaru, Balikpapan, Samarinda, and Tarakan. ² Data includes Cibitung Laboratory. ³ Data includes the main branch office in Jakarta, Surabaya Laboratory, and the main branch office in Banjarmasin including its laboratory. ⁴ Data includes Cibitung Laboratory, Surabaya Laboratory, and the main branch office in Banjarmasin including its laboratory. ⁵ Data includes Cibitung Laboratory, main branch offices in Jakarta and Surabaya, Surabaya Laboratory, and the main branch office in Banjarmasin.				

Pengelolaan Limbah dan Sampah

[OJK F.15] [GRI 306-2]

Seluruh limbah dan sampah B3 dikelola oleh pihak ketiga yang berizin, sedangkan limbah dan sampah non B3 yang dihasilkan telah dikelola dengan cara sebagai berikut:

Waste and Trash Management [OJK F.15] [GRI 306-2]

All hazardous and toxic (B3) waste is managed by licensed third-party service providers. Meanwhile, non-hazardous (non-B3) waste and trash generated by the Company are managed through the following methods:

Pengelolaan sampah non B3 Management of non-hazardous waste	Satuan Unit	2024	2023	2022
Limbah Cair Non B3 diolah melalui Instalasi Pengolahan Air Limbah (WWTP) Non-Hazardous Liquid Waste is processed through a Wastewater Treatment Plant (WWTP).	m ³ /hari m ³ /day	223	7,97	10,43
Sampah padat non B3 yang didaur ulang Non-hazardous solid waste that is recycled	Kg	-	-	-
Sampah padat non B3 yang diolah menjadi kompos Non-hazardous solid waste processed into compost	Kg	-	156	143
Sampah padat dibuang ke TPA [GRI 306-5] Solid waste is disposed of at the landfill.	Kg	5,421	51,76	60,542

Upaya Mengurangi Sampah

Perusahaan berkomitmen mengurangi timbulan sampah domestik, khususnya limbah padat non-B3, melalui penerapan prinsip 3R (*Reduce, Reuse, Recycle*). Penggunaan kertas dikendalikan dengan mengoptimalkan sistem digital berbasis web. Jika pencetakan diperlukan, efisiensi dilakukan dengan pemeriksaan naskah sebelum cetak, pencetakan bolak-balik, atau menggunakan sisi kosong kertas bekas. Kertas yang tidak terpakai dihancurkan dan diserahkan ke pihak ketiga untuk didaur ulang.

Adapun untuk mengurangi limbah plastik, PT SUCOFINDO menerapkan kebijakan ramah lingkungan sejak 1 April 2023 melalui memorandum Direktur Utama. Kebijakan tersebut melarang penggunaan botol air sekali pakai, styrofoam, alat makan dan kantong plastik, serta mendorong penggunaan tumbler dan tas guna ulang dalam aktivitas kerja maupun kegiatan internal.

Dalam mendukung pemilahan dan pengelolaan sampah, perusahaan juga menyediakan tempat sampah terpisah untuk sampah organik dan non-organik di seluruh area kantor. Sampah dikumpulkan dan dibuang oleh pihak ketiga yang ditunjuk, dengan biaya pengelolaan khusus yang telah dialokasikan.

Waste Reduction Efforts

The Company is committed to reducing domestic waste generation, particularly non-hazardous solid waste, by implementing the 3R principles (*Reduce, Reuse, Recycle*). Paper usage is controlled through the optimization of web-based digital systems. When printing is necessary, efficiency is ensured by proofreading before printing, double-sided printing, or using the blank side of used paper. Unused paper is shredded and handed over to a third party for recycling.

To reduce plastic waste, PT SUCOFINDO has implemented an environmentally friendly policy effective April 1, 2023, through a memorandum from the President Director. The policy prohibits the use of single-use water bottles, styrofoam, plastic utensils, and plastic bags, and promotes the use of tumblers and reusable bags during work and internal activities.

To support waste segregation and management, the Company has also provided separate bins for organic and non-organic waste throughout office areas. Waste is collected and disposed of by an appointed third party, with designated management costs already allocated.



Keanekaragaman Hayati

Biodiversity



Berdasarkan hasil pemetaan hingga akhir 2024, tidak terdapat kantor operasional PT SUCOFINDO yang berlokasi di dekat kawasan lindung atau wilayah dengan keanekaragaman hayati tinggi di luar hutan lindung. Dengan demikian, tidak ditemukan dampak negatif yang signifikan terhadap ekosistem setempat akibat kegiatan operasional perusahaan. [OJK F.9]

Meskipun demikian, Perusahaan menaruh perhatian terhadap pelestarian keanekaragaman hayati, mencakup flora, fauna, mikroorganisme, genetiknya, serta ekosistem dan proses ekologis yang membentuk lingkungan hidup. Perusahaan meyakini bahwa keberlanjutan hayati mendukung ketahanan pangan, ekonomi, serta sumber daya genetik untuk masa depan.

Sebagai wujud nyata, PT SUCOFINDO menjalankan Program Penghijauan Lingkungan sebagai bagian dari pilar lingkungan TJSL BUMN. Pada Tahun 2024, dana sebesar Rp 88,60 juta telah dialokasikan untuk Arboretum Hutan Kota UI, meningkat 63% dibanding tahun sebelumnya sebesar Rp 54,20 juta. Arboretum merupakan upaya pengendalian perubahan iklim melalui kegiatan konservasi untuk meningkatkan carbon enclave di Kawasan Hutan Kota UI. Selain itu, perusahaan juga melakukan penanaman dan pemeliharaan pohon di area perkantoran, termasuk jenis-jenis seperti tabebuaya, mahoni, palem, alpukat, bambu, jambang, dan lainnya. [OJK F.10]

Based on the mapping results up to the end of 2024, there are no PT SUCOFINDO operational offices located near protected areas or regions with high biodiversity outside of conservation forests. Therefore, no significant negative impacts on local ecosystems have been identified due to the company's operational activities. [OJK F.9]

However, the company remains committed to the preservation of biodiversity, which includes flora, fauna, microorganisms, their genetics, and ecosystems, as well as the ecological processes that form the living environment. The company believes that biological sustainability supports food security, the economy, and genetic resources for the future.

As a concrete action, PT SUCOFINDO runs an Environmental Greening Program as part of the BUMN's environmental TJSL pillar. In 2024, a budget of Rp88.60 million was allocated to this program, a significant increase compared to the previous year's allocation of Rp179 million. In addition, the company has planted and maintained trees in office areas, including species such as tabebuaya, mahogany, palm, avocado, bamboo, jambang, and others. [OJK F.10]

Mekanisme Pengaduan Masalah Lingkungan Hidup

Sebagai bagian dari komitmen terhadap kepatuhan regulasi dan tanggung jawab lingkungan, PT SUCOFINDO menyediakan mekanisme pengaduan terkait isu lingkungan hidup. Saluran pengaduan dapat diakses melalui telepon, surat, atau email, dan setiap laporan yang masuk akan ditindaklanjuti oleh unit atau divisi terkait. Mekanisme ini merupakan bagian dari upaya PT SUCOFINDO untuk meminimalkan potensi dampak lingkungan dari kegiatan operasional. Hingga 31 Desember 2024, tidak terdapat pengaduan lingkungan yang diterima oleh perusahaan.

[OJK F.16]

Kinerja Sosial

Kinerja Sosial PT SUCOFINDO mencerminkan komitmen perusahaan dalam memenuhi tanggung jawabnya terhadap dampak akibat kebijakan dan keputusan manajemen pada masyarakat dan lingkungan sekitar operasional perusahaan dengan mempertimbangkan harapan pemangku kepentingan, baik dari internal maupun eksternal perusahaan. Pemangku kepentingan internal mencakup pemegang saham, manajemen, dan seluruh karyawan lintas fungsi dan tingkatan. Sementara itu, pihak eksternal meliputi pelanggan, mitra kerja, pemerintah, media, masyarakat sekitar wilayah operasional, serta pelaksanaan program TJSL.

Keterlibatan Komunitas dan Relawan dalam Aktivitas Terkait Pengelolaan Sumber Daya Manusia.

PT SUCOFINDO (PERSERO) mengintegrasikan keterlibatan komunitas dan relawan dalam program Tanggung Jawab Sosial dan Lingkungan (TJSL) sebagai bagian dari pengelolaan sumber daya manusia. Program ini meliputi edukasi lingkungan, pelestarian sumber daya alam, dan pengembangan masyarakat lokal yang berada di sekitar wilayah operasional perusahaan. Karyawan turut berpartisipasi sebagai relawan dalam berbagai kegiatan sosial, yang memperkuat keterikatan perusahaan dengan masyarakat sekaligus mendorong peningkatan budaya kerja berbasis nilai sosial.

Mengingat karakteristik pemangku kepentingan yang beragam, bentuk aktivitas sosial yang dijalankan pun bervariasi, yaitu mencakup isu ketenagakerjaan, kesehatan dan keselamatan kerja (K3), pemenuhan hak asasi manusia, tanggung jawab terhadap produk dan layanan, inovasi, serta keterlibatan masyarakat. Keberhasilan PT SUCOFINDO dalam aspek sosial sangat dipengaruhi oleh keakuratan dalam memetakan kebutuhan para pemangku kepentingan dan menyusun pendekatan yang responsif terhadap ekspektasi mereka.

Membangun SDM Berkualitas

Bagi Perusahaan, karyawan merupakan aset penting dalam mewujudkan operasional bisnis yang berkelanjutan karena mereka

Environmental Complaints Mechanism

As part of its commitment to regulatory compliance and environmental responsibility, PT SUCOFINDO provides a complaints mechanism related to environmental issues. The complaint channels can be accessed via phone, mail, or email, and each incoming report will be followed up by the relevant unit or division. This mechanism is part of SUCOFINDO's efforts to minimize the potential environmental impacts of its operational activities. As of December 31, 2024, no environmental complaints were received by the company. [OJK F.16]

Social Performance

PT SUCOFINDO's social performance reflects the Company's commitment to fulfilling its responsibilities regarding the impact of management policies and decisions on the community and the environment surrounding its operations. This commitment takes into account the expectations of stakeholders, both internal and external. Internal stakeholders include shareholders, management, and all employees across functions and levels. External stakeholders comprise customers, business partners, government, media, local communities around operational areas, as well as the implementation of the Company's Social and Environmental Responsibility (TJSL) programs.

Community and Volunteer Involvement in Activities Related to Human Resource Management.

PT SUCOFINDO (PERSERO) integrates community and volunteer involvement in its Social and Environmental Responsibility (TJSL) program as part of human resource management. This program includes environmental education, natural resource conservation, and the development of local communities located around the company's operational areas. Employees participate as volunteers in various social activities, which strengthen the company's ties with the community while promoting a work culture based on social values.

Given the diverse characteristics of stakeholders, the social activities carried out vary, addressing issues such as labor, health and safety (K3), human rights, product and service responsibility, innovation, and community involvement. PT SUCOFINDO's success in the social aspect is highly influenced by the accuracy in mapping stakeholder needs and creating a responsive approach to their expectations.

Building Quality Human Resources

For the Company, employees are an important asset in realizing sustainable business operations because they are selected



adalah personel terpilih dengan kompetensi tinggi, loyalitas, serta visi yang sejalan dengan Perusahaan sehingga menjadi ujung tombak pencapaian target dan kinerja sebagaimana ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan sekaligus penopang kemajuan PT SUCOFINDO (PERSERO), yang juga memiliki kebijakan Hak Asasi Manusia (HAM) mendukung prinsip nondiskriminasi, kebebasan berserikat, dan kesejahteraan karyawan, dengan penilaian risiko HAM dilakukan melalui identifikasi potensi pelanggaran dalam kegiatan operasional dan hubungan kerja, termasuk perlindungan terhadap pelecehan, diskriminasi, dan hak normatif karyawan, yang diintegrasikan dalam dokumen pedoman GCG dan perilaku etis perusahaan.

Untuk mengelola karyawan, Perusahaan memberikan tugas dan tanggung jawab kepada Divisi Human Capital yang dipimpin seorang Kepala Divisi dan bertanggung jawab langsung kepada Direktur Sumber Daya Manusia. Dalam hal ini, Kepala Divisi bertanggung jawab dalam merumuskan strategi, kebijakan, dan program pengembangan bagi seluruh karyawan, sekaligus mengevaluasi berbagai kebijakan yang sudah berjalan agar bisa dilakukan perbaikan apabila ada yang dinilai kurang. Melalui mekanisme seperti itu, Perusahaan optimistis bisa menghadirkan karyawan unggul, memiliki kapasitas, dedikasi dan loyalitas sehingga bisa menjadi tulang punggung perusahaan.

Kesempatan yang Setara

Komitmen Perusahaan terhadap karyawan dimulai sejak proses rekrutmen yang adil dan berlandaskan prinsip kesetaraan kesempatan bagi setiap individu yang memenuhi standar serta kebutuhan Perusahaan. Proses ini dilakukan tanpa membedakan gender, ras, suku, atau agama yang tidak berkaitan dengan kinerja karyawan. Prinsip yang sama juga diterapkan dalam seluruh aspek manajemen karyawan, termasuk penempatan, penilaian kinerja, dan pengembangan kompetensi, yang didasarkan pada pertimbangan objektif sesuai dengan kebutuhan unit kerja serta profil kompetensi masing-masing karyawan. [OJK F.18] [GRI 3-3]

Selain sebagai bentuk kepatuhan terhadap Undang-Undang No. 13 tahun 2003 tentang Ketenagakerjaan, penghormatan atas prinsip kesetaraan dan non-diskriminasi tersebut sesuai dengan Konvensi ILO No.: 111/1958 tentang Diskriminasi dalam Kerja dan Jabatan (*Discrimination in Respect of Employment and Occupation*), serta Panduan Kesetaraan dan Non Diskriminasi di Tempat Kerja di Indonesia (Kementerian Tenaga Kerja dan Transmigrasi RI). Konsistensi PT SUCOFINDO dalam menerapkan kesetaraan kesempatan bekerja atau non-diskriminasi membawa hasil dengan tidak adanya insiden diskriminasi sehingga tidak perlu ada tindakan perbaikan selama tahun pelaporan. [GRI 406-1]

Hingga 31 Desember 2024, jumlah karyawan perempuan mencapai 25,23% dari total karyawan tetap, sesuai dengan ketersediaan tenaga kerja di lingkup industri yang masih didominasi karyawan laki-laki, mengikuti karakteristik industri.

Perusahaan juga telah memastikan bahwa tidak ada pekerja anak di seluruh wilayah operasionalnya. Sesuai dengan Undang-

personnel with high competence, loyalty, and a vision that is in line with the Company, thus becoming the spearhead for achieving the targets and performance as stipulated in the Company's Work Plan and Budget as well as supporting the progress of PT SUCOFINDO (PERSERO), which also has a Human Rights (HR) policy that supports the principles of non-discrimination, freedom of association, and employee welfare. HR risk assessment is carried out through the identification of potential violations in operational activities and employment relationships, including protection against harassment, discrimination, and normative employee rights, which are integrated into the GCG guidelines and corporate ethical behavior documents.

To manage its employees, the company assigns responsibilities to the Human Capital Division, led by a Division Head who reports directly to the Director of Human Resources. The Division Head is responsible for formulating strategies, policies, and development programs for all employees, while also evaluating ongoing policies to make improvements if necessary. Through such mechanisms, the company is confident that it can produce outstanding employees who have the capacity, dedication, and loyalty to become the backbone of the company.

Equal Opportunity

The company's commitment to employees begins with a fair recruitment process based on equal opportunity for every individual who meets the company's standards and requirements. This process is carried out without distinguishing gender, race, ethnicity, or religion that is irrelevant to employee performance. The same principle applies to all aspects of employee management, including placement, performance assessments, and competency development, which are based on objective considerations according to the needs of the work unit and the competency profile of each employee. [OJK F.18] [GRI 3-3]

In addition to complying with the Labor Law No. 13 of 2003, respect for equality and non-discrimination principles is in line with ILO Convention No. 111/1958 on Discrimination in Employment and Occupation, and the Guidelines on Equality and Non-Discrimination in the Workplace in Indonesia (Ministry of Manpower and Transmigration RI). PT SUCOFINDO's consistency in applying equal employment opportunities or non-discrimination resulted in no incidents of discrimination requiring corrective actions during the reporting year. [GRI 406-1]

As of December 31, 2024, the percentage of female employees reached 25.23% of the total permanent employees, in line with the availability of the workforce in the industry, which is still predominantly male.

The company has also ensured that no child labor exists across its operational areas. In accordance with the Labor Law No. 13

Undang Ketenagakerjaan No. 13 Tahun 2013, Perusahaan menetapkan usia minimum bekerja adalah 18 tahun. Ketentuan tentang usia karyawan di PT SUCOFINDO juga selaras dengan Undang-Undang Republik Indonesia Nomor 20 Tahun 1999 tentang Pengesahan ILO Convention No. 138 Concerning Minimum Age for Admission to Employment (Konvensi ILO Mengenai Usia Minimum untuk Diperbolehkan Bekerja), dan Undang-Undang Republik Indonesia Nomor 1 Tahun 2000 tentang Pengesahan ILO Convention No. 182 Concerning The Prohibition And Immediate Action for The Elimination of the Worst Forms of Child Labour (Konvensi ILO No. 182 Mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak). [OJK F.19]

Sejalan dengan dukungan menghapus pekerja anak, PT SUCOFINDO juga memiliki sikap yang sama terhadap praktik kerja paksa dan perbudakan modern sebagai salah satu bentuk penghormatan atas Hak Asasi Manusia (HAM) di tempat kerja. Perusahaan menerapkan sistem kerja lima hari dalam seminggu dengan durasi 8 jam per hari, atau total 40 jam per minggu. Setiap pekerjaan di luar jam kerja normal diatur melalui sistem lembur yang dibayar sesuai ketentuan yang berlaku. Kebijakan ini merupakan bagian dari perlindungan hak karyawan dan telah dituangkan dalam Peraturan Perusahaan yang disosialisasikan dan disepakati bersama. [OJK F.19]

Komunitas Generation Next

Perusahaan membentuk komunitas SCI-GenNext sebagai wadah bagi generasi muda perusahaan untuk mengembangkan jiwa kepemimpinan, inovasi, kewirausahaan, serta semangat kebangsaan yang berlandaskan nilai-nilai Pancasila dan UUD 1945.

Sepanjang tahun 2024, SCI-GenNext aktif berkontribusi dalam berbagai kegiatan internal dan eksternal, antara lain :

of 2013, the company has set the minimum working age at 18 years. This provision on employee age is also consistent with the Indonesian Law No. 20 of 1999 on the Ratification of ILO Convention No. 138 Concerning Minimum Age for Admission to Employment, and Indonesian Law No. 1 of 2000 on the Ratification of ILO Convention No. 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (ILO Convention No. 182 on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour). [OJK F.19]

In line with the support for eliminating child labor, PT SUCOFINDO also adopts a similar stance regarding forced labour and modern slavery as part of its respect for human rights (HR) in the workplace. The company applies a five-day workweek system with eight-hour workdays, totaling 40 hours per week. Any work beyond normal hours is regulated through an overtime system that is paid in accordance with applicable regulations. This policy is part of employee rights protection and has been documented in the Company Regulations, which have been socialized and mutually agreed upon. [OJK F.19]

Generation Next Community

The company formed the SCI-GenNext community as a platform for the younger generation of the company to develop leadership, innovation, entrepreneurship, and a sense of nationalism based on the values of Pancasila and the 1945 Constitution.

Throughout 2024, SCI-GenNext actively contributed to various internal and external activities, including:

Nama Kegiatan/Program Name of Activity/Program	Tanggal Pelaksanaan Date of Implementation	Lokasi Pelaksanaan Location of Implementation	Jumlah Peserta Number of Participants	Keterangan Description
*BUMN NEXT GEN 2024: Talkshow, Stand Up Comedy, Music Performance	13 Februari, 2024 February 13, 2024	City Hall, PIM 3	6	Eksternal External
BUMN Corporate Communication & Sustainability Summit	7 Maret, 2024 March 7, 2024	Tennis Indoor Senayan	16	Eksternal External
ID Survey Nongkrong Keliling	8 Maret, 2024 March 8, 2024	Graha Surveyor Indonesia	20	Internal
BUMN Learning Festival	15 Oktober, 2024 October 15, 2024	Kementrian BUMN	1	Eksternal External
Relawan Bakti BUMN Batch VII	17 Februari, 2025 February 17, 2025		10	Eksternal External



Nama Kegiatan/Program Name of Activity/Program	Tanggal Pelaksanaan Date of Implementation	Lokasi Pelaksanaan Location of Implementation	Jumlah Peserta Number of Participants	Keterangan Description
Next Gen Leadership BUMN, Muda Series - Jejak Masa Depan Series 2	27 Februari, 2025 February 27, 2025	Pelindo Tower, Tanjung Priok	2	Eksternal External
Sobat Aksi Ramadhan SUCOFINDO	19 Maret, 2025 March 19, 2025	Musholla Al-Hikmah, Tangerang	5	

Komunitas Srikandi PT SUCOFINDO

Untuk mendukung kesetaraan dan pemberdayaan pegawai perempuan, PT SUCOFINDO membentuk komunitas Srikandi melalui Keputusan Direksi No. 9/KD/2022. Komunitas Srikandi PT SUCOFINDO dibentuk sebagai wadah pemberdayaan perempuan untuk saling mendukung dalam berkarya dan berprestasi di lingkungan perusahaan. Inisiatif ini sejalan dengan arahan Presiden Republik Indonesia mengenai keterwakilan perempuan hingga 30% di parlemen, serta kebijakan Menteri BUMN yang mendorong keterlibatan perempuan hingga 15% di jajaran struktural hingga tingkat direksi.

Sebagai bentuk komitmen perusahaan terhadap kesetaraan gender dan pengembangan kepemimpinan perempuan, Direksi PT SUCOFINDO menetapkan Keputusan Nomor 9/KD/2023 tentang Pembentukan Komunitas Srikandi untuk periode 1 Juni 2023 hingga 31 Mei 2025. Penunjukan pengurus komunitas ini juga tertuang dalam Memo Direktur Sumber Daya Manusia Nomor 1113/DRSDM-V/HC/2023 tertanggal 19 Mei 2023.

Sepanjang tahun 2024, Srikandi PT SUCOFINDO menyelenggarakan berbagai kegiatan, antara lain sosialisasi workplace mental health bekerja sama dengan Divisi Human Capital serta melakukan penyuluhan makanan bergizi kepada ibu dan anak, berkolaborasi dengan Unit TJSL.

Komite Olahraga dan Kesenian (KORSINDO)

Untuk mendukung kesehatan fisik dan mental karyawan, PT SUCOFINDO membentuk KORSINDO (Komite Olahraga dan Kesenian SUCOFINDO). Organisasi ini menjadi sarana pengembangan minat dan kebugaran pegawai melalui berbagai aktivitas olahraga dan seni.

Kegiatan yang difasilitasi KORSINDO mencakup berbagai cabang, seperti tenis lapangan, tenis meja, futsal, badminton, lari, bersepeda, senam aerobik, basket, biliard, golf, dan line dance. Inisiatif ini mendorong terciptanya lingkungan kerja yang sehat, seimbang, dan lebih produktif.

Srikandi PT SUCOFINDO Community

To support gender equality and the empowerment of female employees, PT SUCOFINDO established the Srikandi community through Director's Decision No. 9/KD/2022. The Srikandi community was formed as a platform for women's empowerment, fostering mutual support in achieving professional success within the company. This initiative aligns with the directive of the President of the Republic of Indonesia to achieve 30% female representation in parliament, as well as the policy of the Minister of State-Owned Enterprises (SOEs) to increase female participation in structural positions up to the board of directors level by at least 15%.

As a form of the company's commitment to gender equality and female leadership development, the Board of Directors of PT SUCOFINDO issued Decree No. 9/KD/2023 concerning the Establishment of the Srikandi Community for the period from June 1, 2023, to May 31, 2025. The appointment of the community's leadership was further detailed in a memorandum from the Director of Human Capital, Memo No. 1113/DRSDM-V/HC/2023, dated May 19, 2023.

Throughout 2024, Srikandi PT SUCOFINDO organized various initiatives, including workplace mental health awareness in collaboration with the Human Capital Division, and nutritional education programs for mothers and children in partnership with the Social and Environmental Responsibility Unit (TJSL).

Sports and Arts Committee (KORSINDO)

To support the physical and mental health of employees, PT SUCOFINDO established KORSINDO (SUCOFINDO Sports and Arts Committee). This organization serves as a facility for developing employees' interests and fitness through various sports and arts activities.

The activities facilitated by KORSINDO include a wide range of sports, such as tennis, table tennis, futsal, badminton, running, cycling, aerobics, basketball, billiards, golf, and line dance. This initiative encourages the creation of a healthy, balanced, and more productive work environment.

Rekrutmen Penyandang Disabilitas Tahun 2024

Sejalan dengan semangat inklusi dan bentuk kepatuhan terhadap Undang-Undang No. 8 Tahun 2016 tentang Penyandang Disabilitas, Perusahaan telah merekrut 40 pegawai disabilitas sepanjang tahun 2024. Jumlah ini mencerminkan 71,4% dari target kuota 2% total pegawai sesuai dengan blueprint yang ditetapkan perusahaan.

Penerapan Kebijakan Respectful Workplace Policy (RWP)

Sebagai tindak lanjut dari Surat Edaran Menteri BUMN No. SE-3/MBU/04/2022 tentang perilaku saling menghargai di tempat kerja, PT SUCOFINDO menetapkan Keputusan Direksi No. 2/KD/2023 tentang Kebijakan Respectful Workplace Policy (RWP). Kebijakan ini bertujuan menciptakan lingkungan kerja yang bebas dari tindakan diskriminatif, agresif, tidak pantas, maupun bentuk pelecehan lainnya. Perusahaan juga memiliki Kebijakan Keberagaman melalui aspirasi pemegang saham, yang telah menetapkan target representatif wanita dan talenta muda.

Seluruh insan PT SUCOFINDO diwajibkan menjaga suasana kerja yang menjunjung tinggi rasa saling menghormati, kolaboratif, terbuka, aman, dan setara. Kebijakan ini juga menjadi bagian dari strategi perusahaan yang menjaga keberagaman dan inklusi, produktivitas, perekrutan dan retensi, menolak perundungan dan pelecehan.

Sosialisasi kebijakan RWP dilakukan melalui berbagai forum internal, antara lain:

1. ID Survey Sharing Series, dengan fokus pada penerapan RWP untuk menciptakan produktivitas.
2. Video edukatif dan materi induksi bagi karyawan baru untuk membangun pemahaman sejak awal.

Hingga akhir 2024, komitmen terhadap keberagaman juga tercermin dalam data talenta. Persentase pegawai perempuan dengan klasifikasi talenta "Berhasil" dan "Unggul" tercatat sebesar 28,3%, sementara perempuan yang menduduki posisi struktural mencapai 2,8%.

Remunerasi dan Tunjangan Karyawan

PT SUCOFINDO menjunjung tinggi hak karyawan atas remunerasi yang adil dan setara. Sistem pengupahan disusun berdasarkan prinsip keadilan, daya saing industri, serta pencapaian kinerja individu. Perusahaan telah menerapkan kebijakan tanpa diskriminasi, sehingga setiap karyawan mendapatkan perlakuan yang setara tanpa membedakan gender, ras, agama, atau latar belakang lainnya. Oleh karena itu, perbedaan besaran upah semata-mata didasarkan pada kontribusi dan hasil kerja.

Perusahaan menetapkan remunerasi karyawan mencakup upah pokok, tunjangan, manfaat tambahan, dan bonus, sebagaimana diatur dalam Perjanjian Kerja Bersama (PKB) dan Undang-Undang Ketenagakerjaan. Selain remunerasi, PT SUCOFINDO juga menyediakan manfaat jangka panjang seperti Jaminan

Recruitment of Persons with Disabilities in 2024

In line with the spirit of inclusion and compliance with Law No. 8 of 2016 on Persons with Disabilities, the company recruited 40 employees with disabilities throughout 2024. This number represents 71.4% of the 2% quota target for total employees, as set by the company's blueprint.

Implementation of Respectful Workplace Policy (RWP)

As a follow-up to the Circular Letter of the Minister of BUMN No. SE-3/MBU/04/2022 on mutual respect behavior in the workplace, PT SUCOFINDO established Director's Decision No. 2/KD/2023 on the Respectful Workplace Policy (RWP). This is the key policy to create a work environment free from discriminatory, aggressive, inappropriate actions, or other forms of harassment. The company also has a Diversity Policy through shareholder aspirations, which has set targets for female representation and young talent.

All PT SUCOFINDO employees are required to maintain a work atmosphere that upholds mutual respect, collaboration, openness, safety, and equality. This policy is also part of the company strategies that maintain diversity and inclusion, productivity, recruitment and retention, and reject bullying and harassment.

The RWP policy was socialized through various internal forums, including:

1. ID Survey Sharing Series, focusing on the application of RWP to enhance productivity.
2. Educational videos and induction materials for new employees to foster understanding from the outset.

As of the end of 2024, the company's commitment to diversity is also reflected in talent data. The percentage of female employees classified as "Successful" and "Excellent" is 28.3%, while females in structural positions reach 2.8%.

Employee Remuneration and Benefits

PT SUCOFINDO upholds employees' right to fair and equitable remuneration. The compensation system is based on principles of fairness, industry competitiveness, and individual performance achievements. The company has implemented a non-discriminatory policy, ensuring equal treatment for all employees, regardless of gender, race, religion, or other backgrounds unrelated to performance. Therefore, differences in pay are solely based on contribution and work results.

The company sets employee remuneration to include base wages, allowances, additional benefits, and bonuses, as stipulated in the Collective Labor Agreement (PKB) and the national employment standards. In addition to remuneration, PT SUCOFINDO also provides long-term benefits such as Old Age Insurance (JHT),



Hari Tua (JHT), Tunjangan Hari Tua (THT), dan program pensiun melalui kemitraan dengan Jiwasraya dan BPJS Ketenagakerjaan. Jenis tunjangan yang diterima karyawan menyesuaikan dengan status kepegawaian masing-masing, dan seluruh kebijakan ini dirancang untuk memberikan kepastian, motivasi, serta perlindungan bagi seluruh insan PT SUCOFINDO. Berikut ini perbedaan jenis tunjangan yang diterima karyawan berdasarkan status kepegawaiannya.

Old Age Allowance (THT), and pension programs through partnerships with Jiwasraya and BPJS Ketenagakerjaan. The types of allowances received by employees vary according to their employment status, and all these policies are designed to provide certainty, motivation, and protection for all PT SUCOFINDO employees. The following table outlines the differences in the types of benefits received by employees based on their employment status.

Komponen Penghasilan dan Manfaat Income and Benefits Components	Pegawai Tetap Permanent Employees	Pegawai Tidak Tetap Non-Permanent Employees
Gaji Pokok/Honor Basic Salary/Honorarium	✓	✓
Tunjangan Jabatan Position Allowance	✓	-
Tunjangan Pangkat Rank Allowance	✓	-
Tunjangan Transport Transport Allowance	✓	✓
Tunjangan Perumahan Housing Allowance	✓	-
Tunjangan Hari Raya Holiday Allowance	✓	✓
Tunjangan Cuti Tahunan Annual Leave Allowance	✓	-
Pemberian Hak Cuti Leave Entitlement	✓	✓
Cuti hamil, melahirkan, gugur kandungan Maternity, Childbirth, and Miscarriage Leave	✓	✓
Program Kesehatan [GRI 403-6] Health Program		
1. Rawat Inap Inpatient Care	✓	-
2. Tunjangan Rawat Jalan Outpatient Care Allowance	✓	-
3. Penggantian Biaya Persalinan Maternity Cost Reimbursement	✓	-
4. Penggantian Kaca Mata Glasses Reimbursement	✓	✓
5. Penggantian Gigi Dental Reimbursement	✓	✓
6. Kepesertaan Program BPJS BPJS Program Membership	✓	✓

Kebijakan Cuti Karyawan

PT SUCOFINDO menjamin pemenuhan hak cuti bagi seluruh karyawan sesuai dengan ketentuan yang berlaku dalam Perjanjian Kerja Bersama (PKB) 2022–2024, termasuk cuti sakit, cuti tahunan, cuti melahirkan, serta cuti karena alasan pribadi atau keluarga.

Employee Leave Policy

PT SUCOFINDO guarantees the fulfillment of leave entitlements for all employees in accordance with the provisions outlined in the 2022–2024 Collective Labor Agreement (PKB), including sick leave, annual leave, maternity leave, and leave for personal or family reasons.

Khusus bagi karyawan perempuan, PT SUCOFINDO memberikan hak cuti haid dan melahirkan sebagai bentuk perlindungan kesehatan dan kesejahteraan. Cuti haid diberikan pada hari pertama dan kedua saat haid disertai keluhan, dengan melampirkan surat keterangan dokter. Cuti melahirkan bagi pegawai perempuan diberikan selama tiga bulan, yaitu 1,5 bulan sebelum dan 1,5 bulan setelah persalinan. Sementara itu, karyawan pria juga diberikan cuti selama dua hari kerja saat istri melahirkan atau mengalami keguguran.

Sepanjang tahun 2024, sebanyak 94 karyawan perempuan mengambil cuti melahirkan, dan 79 orang di antaranya (84%) kembali bekerja setelah masa cuti berakhir hingga 12 bulan setelahnya. Untuk cuti mendampingi istri melahirkan atau mengalami keguguran, sebanyak 105 karyawan laki-laki mengambil haknya pada periode yang sama, dengan 91 orang di antaranya (86,6%) tercatat tetap aktif bekerja satu tahun setelah cuti.

Upah Minimum Regional

PT SUCOFINDO menetapkan struktur upah dengan mengacu pada prinsip kelayakan dan kepatuhan terhadap regulasi ketenagakerjaan. Upah karyawan tetap pada level terendah disesuaikan dengan kebutuhan hidup layak, mempertimbangkan harga kebutuhan pokok, tingkat inflasi, dan kondisi ekonomi di masing-masing wilayah operasional. Kebijakan ini merujuk pada ketentuan nasional, termasuk Peraturan Menteri Ketenagakerjaan Nomor 18 Tahun 2022 tentang Penetapan Upah Minimum Tahun 2023.

Pemberian upah di PT SUCOFINDO tidak membedakan jenis kelamin. Setiap karyawan, baik pria maupun wanita, memperoleh hak yang sama atas upah berdasarkan jabatan dan kinerja. Perbedaan upah, bila ada, semata-mata didasarkan pada kontribusi dan capaian individu. Rasio standar upah antara karyawan pria dan wanita adalah 1:1, yang menunjukkan tidak adanya kesenjangan berbasis gender. Informasi terkait rasio standar upah terhadap upah minimum regional disajikan dalam tabel berikut. [OJK F.20] [GRI 405-2]

Specifically, for female employees, PT SUCOFINDO provides menstrual and maternity leave as part of its health and welfare protection measures. Menstrual leave is granted on the first and second days of menstruation if accompanied by complaints, with a doctor's certificate required. Maternity leave for female employees is provided for three months, consisting of 1.5 months before and 1.5 months after childbirth. Meanwhile, male employees are entitled to two working days of leave when their spouse gives birth or experiences a miscarriage.

Throughout 2024, 94 female employees took maternity leave, and all of them (100%) returned to work after the leave ended. Of this number, 79 individuals (84%) continued working for up to 12 months thereafter. For paternal leave, 105 male employees exercised their entitlement during the same period, and all of them also returned to work, with 91 individuals (86,6%) remaining active one year after their leave.

Regional Minimum Wage

PT SUCOFINDO establishes its wage structure based on the principles of fairness and compliance with labor regulations. The minimum wage for employees at the lowest level is adjusted to the cost of living requirements, taking into account the cost of basic goods, inflation rates, and economic conditions in each operational region. This policy refers to national regulations, including the Minister of Manpower Regulation No. 18 of 2022 on the Determination of the 2023 Minimum Wage.

PT SUCOFINDO does not discriminate based on gender when determining wages. All employees, both male and female, receive equal wages based on their position and performance. Any differences in wages, if any, are based solely on individual contributions and achievements. The standard wage ratio between male and female employees is 1:1, indicating that there is no gender-based gap. Information regarding the standard wage ratio to the regional minimum wage is presented in the following table. [OJK F.20] [GRI 405-2]

Perbandingan imbal jasa karyawan dengan upah minimum regional di seluruh wilayah operasional SUCOFINDO

Comparison of Employee Compensation with Regional Minimum Wage Across SUCOFINDO's Operational Areas

Lokasi Kerja Work Location	UMR 2024 Regional Minimum Wage (UMR) 2024	Gaji Karyawan dengan tingkat terendah Employee Salary at the Lowest Level		Rasio gaji Karyawan dengan tk terendah thd UMR Ratio of Lowest-Level Employee Salary to the Regional Minimum Wage (UMR)	
		Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Cabang Balikpapan	Rp3.475.595,00	Rp4.678.000,00	Rp5.663.200,00	1:1,346	1:1,629
Cabang Bandar Lampung	Rp2.716.496,00	Rp3.738.100,00	Rp5.516.800,00	1:1,376	1:2,031
Cabang Bandung	Rp4.209.309,00	Rp4.209.309,00	Rp4.678.000,00	1:1,000	1:1,111



Perbandingan imbal jasa karyawan dengan upah minimum regional di seluruh wilayah operasional SUCOFINDO

Comparison of Employee Compensation with Regional Minimum Wage Across SUCOFINDO's Operational Areas

Lokasi Kerja Work Location	UMR 2024 Regional Minimum Wage (UMR) 2024	Gaji Karyawan dengan tingkat terendah Employee Salary at the Lowest Level		Rasio gaji Karyawan dengan tk terendah thd UMR Ratio of Lowest-Level Employee Salary to the Regional Minimum Wage (UMR)	
Cabang Banjarmasin	Rp3.282.906,00	Rp4.008.700,00	Rp4.387.800,00	1:1,221	1:1,337
Cabang Batam	Rp4.685.050,00	Rp4.853.500,00	Rp4.685.050,00	1:1,036	1:1,000
Cabang Batulicin	Rp3.286.538,00	Rp3.835.900,00	Rp5.663.200,00	1:1,167	1:1,723
Cabang Bekasi	Rp5.219.263,00	Rp5.219.263,00	Rp5.219.263,00	1:1,000	1:1,000
Cabang Bengkulu	Rp2.701.256,00	Rp4.517.400,00	Rp4.991.900,00	1:1,672	1:1,848
Cabang Bontang	Rp3.549.308,00	Rp4.546.300,00	Rp4.387.800,00	1:1,281	1:1,236
Cabang Cilacap	Rp2.479.106,00	Rp4.165.000,00	Rp4.663.700,00	1:1,680	1:1,881
Cabang Cilegon	Rp4.815.102,00	Rp4.815.102,00	Rp4.815.102,00	1:1,000	1:1,000
Cabang Cirebon	Rp2.533.038,00	Rp4.678.000,00	Rp4.311.600,00	1:1,847	1:1,702
Cabang Denpasar	Rp3.096.823,00	Rp4.678.000,00	Rp5.034.000,00	1:1,511	1:1,626
Cabang Dumai	Rp3.867.295,00	Rp4.387.800,00	Rp4.663.700,00	1:1,135	1:1,162
Cabang Jakarta	Rp5.067.381,00	Rp5.067.381,00	Rp5.067.381,00	1:1,000	1:1,000
Cabang Jambi	Rp3.387.064,00	Rp4.894.700,00	Rp3.934.800,00	1:1,1445	1:1,162
Cabang Kendari	Rp2.885.964,00	Rp4.227.700,00	Rp8.903.600,00	1:1,465	1:3,085
Cabang Makassar	Rp3.643.321,00	Rp4.200.400,00	Rp3.835.900,00	1:1,153	1:1,053
Cabang Medan	Rp3.769.082,00	Rp4.587.500,00	Rp4.387.800,00	1:1,217	1:1,164
Cabang Padang	Rp2.811.449,00	Rp4.227.700,00	Rp6.079.200,00	1:1,504	1:2,162
Cabang Palembang	Rp3.677.591,00	Rp4.084.900,00	Rp4.813.500,00	1:1,111	1:1,309
Cabang Pekanbaru	Rp3.451.584,00	Rp3.967.500,00	Rp4.311.600,00	1:1,149	1:1,249
Cabang Pontianak	Rp2.702.616,00	Rp4.008.700,00	Rp3.759.700,00	1:1,483	1:1,391
Cabang Samarinda	Rp3.497.124,00	Rp4.081.100,00	Rp4.387.800,00	1:1,167	1:1,255
Cabang Sangatta	Rp3.515.324,00	Rp3.967.500,00	Rp5.307.300,00	1:1,129	1:1,510
Cabang Semarang	Rp3.243.969,00	Rp4.008.700,00	Rp3.934.800,00	1:1,236	1:1,213
Cabang Surabaya	Rp2.165.244,00	Rp4.678.000,00	Rp5.035.700,00	1:2,16	1:2,326
Cabang Tarakan	Rp4.188.174,00	Rp4.188.174,00	Rp4.188.174,00	1:1,000	1:1,000
Cabang Timika	Rp4.024.270,00	Rp4.165.000,00	Rp6.716.600,00	1:1,035	1:1,669
Kantor Pusat	Rp5.067.381,00	Rp5.305.200,00	Rp5.067.381,00	1:1,047	1:1,000
SBU Kantor Pusat	Rp5.067.381,00	Rp5.067.381,00	Rp5.067.381,00	1:1,000	1:1,000
SBU Lab Cibitung	Rp5.219.263,00	Rp5.219.263,00	Rp5.219.263,00	1:1,000	1:1,000

Manajemen Karier dan Penilaian Kinerja

PT SUCOFINDO menjalankan sistem manajemen karir untuk menilai kinerja karyawan secara berkala sekaligus mendukung pengembangan karier yang adil dan terbuka. Proses ini bertujuan menyelaraskan minat individu dengan kebutuhan organisasi, serta memberikan kesempatan setara tanpa membedakan suku, agama, ras, gender, atau pandangan politik.

[OJK F.18]

Penilaian kinerja dilakukan melalui tiga tahap utama:

1. Performance Planning

Penetapan KPI dimulai dari tingkat unit kerja hingga pegawai pelaksana, dituangkan dalam formulir yang disepakati dan ditandatangani bersama.

2. Performance Coaching

Monitoring dan pembinaan dilakukan setidaknya dua kali setahun untuk memastikan pencapaian KPI berjalan sesuai rencana.

3. Performance Evaluation & Calibration

Evaluasi dilakukan secara berkala oleh atasan langsung berdasarkan realisasi kinerja dan bukti pendukung. Hasilnya dikalibrasi dalam rapat struktural unit kerja untuk menetapkan Nilai Kinerja Individu (NKI) yang menjadi dasar pemberian insentif dan pengembangan karier.

Berdasarkan proses penilaian tersebut, Perusahaan mampu menjawab tantangan dalam mengakselerasi suksesi kepemimpinan perusahaan, sekaligus mengisi posisi-posisi kritis yang efektif untuk mendukung pencapaian kinerja dan target-target perusahaan. Penilaian kinerja dilakukan terhadap seluruh pekerja (100%) yang bermuara pada tiga kemungkinan, yaitu promosi, rotasi, atau demosi, sebagaimana tabel di bawah ini.

Career Management and Performance Evaluation

PT SUCOFINDO implements an individual performance management system to assess employee performance regularly while supporting fair and open career development. This process aims to align individual interests with organizational needs and provide equal opportunities, without distinction based on ethnicity, religion, race, gender, or political views. [OJK F.18]

Performance evaluation is carried out through three main stages:

1. Performance Planning

KPI establishment starts from the work unit level to the operational employee, documented in a form agreed upon and signed jointly.

2. Performance Coaching

Monitoring and coaching are conducted at least twice a year to ensure KPI achievement progresses as planned.

3. Performance Evaluation & Calibration

Evaluation is conducted periodically by direct supervisors based on actual performance and supporting evidence. The results are calibrated in a work unit structural meeting to determine the Individual Performance Score (NKI), which serves as the basis for incentives and career development.

Based on this evaluation process, the company is able to address the challenge of accelerating leadership succession, as well as filling critical positions that are essential to achieving the company's performance and targets. Performance evaluations are conducted for all individual performance (100%), leading to three possible outcomes: promotion, rotation, or demotion, as outlined in the table below.

Jenis Kelamin Gender	Promosi Promotion			Rotasi Rotation			Demosi Demotion		
	2024	2023	2022	2024	2022	2021	2024	2023	2022
Laki-laki Male	259	203	256	181	153	140	0	0	0
Perempuan Female	80	83	97	70	35	38	0	0	0
Total	339	286	353	251	188	178	0	0	0



Promosi jabatan yang berlaku di perusahaan

Kebijakan promosi jabatan di PT SUCOFINDO (PERSERO) dilaksanakan melalui dua mekanisme utama. Pertama, internal rekrut yang berlaku bagi pegawai fungsional, dimana proses seleksi dilakukan secara internal dan terbuka bagi pegawai yang memenuhi persyaratan perusahaan (PT). Kedua, minat karir yang diperuntukkan bagi pegawai struktural pada tingkatan top manajemen, dengan penilaian berdasarkan kompetensi, kinerja, serta kebutuhan jabatan, dan tetap harus memenuhi persyaratan perusahaan (PT). Khusus untuk promosi struktural ke tingkat jabatan yang lebih tinggi, Perusahaan menerapkan mekanisme Penugasan interim selama 3 hingga 12 bulan, untuk memastikan karyawan tersebut dapat melaksanakan tugasnya dengan baik. Selama masa penugasan interim, kinerja pegawai dievaluasi oleh Kepala Unit Kerja dan hasilnya menjadi dasar disposisi Direktur yang mensupervisi untuk penetapan jabatan secara definitif.

Lingkungan Bekerja yang Layak dan Aman

[OJK F.21]

Kesehatan dan keselamatan kerja adalah aspek penting yang menjamin perlindungan bagi pegawai dan mitra kerja selama menjalankan aktivitas operasional. Upaya ini juga mendukung reputasi perusahaan sebagai penyedia layanan profesional dan bertanggung jawab. Oleh karena itu, Perusahaan berkomitmen menciptakan lingkungan kerja yang aman, sehat, dan layak sebagai bagian dari penerapan prinsip Keselamatan dan Kesehatan Kerja (K3).

Lingkungan kerja yang memenuhi standar K3 diyakini mampu meningkatkan produktivitas serta mendukung kinerja karyawan secara berkelanjutan. Untuk itu, PT SUCOFINDO mematuhi seluruh ketentuan perundang-undangan terkait, termasuk Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja dan Undang-Undang No. 23 Tahun 1992 tentang Kesehatan.

[GRI 3-3]

Fokus perusahaan tidak hanya pada pencegahan kecelakaan kerja melalui upaya "zero accident", tetapi juga pada pengendalian risiko penyakit akibat kerja. Dalam hal ini, Perusahaan mengacu pada Peraturan Presiden No. 7 Tahun 2019 yang mengatur definisi dan penanganan penyakit akibat kondisi kerja dan lingkungan kerja. [GRI 3-3]

Komitmen terhadap K3 telah dituangkan dalam Perjanjian Kerja Bersama (PKB) antara perusahaan dan serikat pekerja, yang memuat perlindungan atas keselamatan, kesehatan, serta martabat tenaga kerja. Nilai-nilai K3 turut diperkuat melalui Pedoman Etika dan Tata Perilaku Perusahaan, guna memastikan budaya keselamatan dan kepedulian lingkungan menjadi bagian dari perilaku kerja seluruh insan PT SUCOFINDO. [GRI 3-3]

Promotion Policies Applicable in The Company

Promotion policies at PT SUCOFINDO (PERSERO) are implemented through two main mechanisms. First, internal recruitment applicable to functional employees, where the selection process is conducted internally and is open to employees who meet the company's requirements. Second, career interest, which is intended for structural employees at the top management levels, with assessments based on competence, performance, and job requirements, and must still meet company requirements (PT). Specifically for structural promotions to higher-level positions, the Company implements an interim assignment mechanism for a period of 3 to 12 months to ensure that the employee is able to perform their duties effectively. During the interim assignment period, the employee's performance is evaluated by the Head of the Work Unit, and the results serve as the basis for the supervising Director's disposition in determining the definitive appointment to the position.

Safe and Healthy Working Environment

[OJK F.21]

Occupational health and safety is a critical aspect that ensures protection for employees and partners during operational activities. This effort also supports the company's reputation as a professional and responsible service provider. Therefore, The company is committed to creating a safe, healthy, and suitable work environment as part of the implementation of Occupational Health and Safety (OHS) principles.

A work environment that meets OHS standards is believed to enhance productivity and support sustainable employee performance. To this end, PT SUCOFINDO complies with all relevant laws, including Law No. 1 of 1970 on Occupational Safety and Law No. 23 of 1992 on Health. [GRI 3-3]

The company's focus is not only on accident prevention through the "zero accident" initiative but also on controlling the risks of occupational diseases. In this regard, the company refers to Presidential Regulation No. 7 of 2019, which regulates the definition and management of diseases resulting from working conditions and the work environment. [GRI 3-3]

Commitment to OHS has been outlined in the Collective Labor Agreement (PKB) between the company and the labor union, which includes protection for safety, health, and workers' dignity. OHS values are further reinforced through the Company's Code of Ethics and Conduct Guidelines to ensure that safety culture and environmental awareness become integral parts of the work behavior of all PT SUCOFINDO employees. [GRI 3-3]

Seluruh kebijakan tersebut dijalankan guna memastikan bahwa setiap karyawan, serta individu lain yang berada di lokasi kerja, terlindungi keselamatannya dan dapat bekerja dalam kondisi yang mendukung kesejahteraan dan produktivitas.

Sistem Manajemen K3/Sistem Manajemen Kesehatan dan Keselamatan Tempat Kerja

Perusahaan memahami potensi risiko kerja yang tergolong tinggi dan telah menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) secara menyeluruh di seluruh unit operasional, mencakup seluruh pegawai. Sistem ini dirancang untuk melindungi tenaga kerja dari risiko kecelakaan dan penyakit akibat kerja, sekaligus menciptakan lingkungan kerja yang aman dan produktif. Adapun, Perusahaan melakukan identifikasi potensi bahaya dan penilaian risiko K3 untuk seluruh pekerjaan berdasarkan prosedur kerja. Penerapan SMK3 dilakukan sesuai ketentuan Permenaker No. 26 Tahun 2014 dan PP No. 50 Tahun 2012, yang menjadi dasar pengelolaan risiko kerja secara sistematis. [GRI 403-1, 403-8]

Sebagai bagian dari implementasi, PT SUCOFINDO menyusun Rencana K3 yang melibatkan Ahli K3, Panitia Pembina K3 (P2K3), perwakilan pekerja, dan pihak terkait lainnya.

P2K3 telah dibentuk di Kantor Pusat dan seluruh cabang. Hingga 31 Desember 2024, jumlah anggota P2K3 di Kantor Pusat sebanyak 17 orang, terdiri dari 6 perwakilan karyawan dan 11 perwakilan manajemen. Kepengurusan ini telah disahkan oleh Dinas Tenaga Kerja dan Transmigrasi Provinsi DKI Jakarta pada 25 Oktober 2023. [GRI 403-4]

Sebagai bagian dari mitigasi risiko, PT SUCOFINDO juga melakukan pemetaan pekerjaan berdasarkan tingkat potensi bahaya. Hasil pemetaan menunjukkan bahwa pekerja laboratorium, khususnya safety risk assessment dan inspektur untuk NDT (non destructive test) memiliki risiko tinggi. Berdasarkan hasil pemetaan tersebut, sekaligus untuk mendukung terselenggaranya praktik kerja yang aman, Perusahaan menyiapkan Alat Pelindung Diri (APD) dengan spesifikasi khusus. [GRI 403-2]

Perusahaan juga terus meningkatkan kesadaran keselamatan (*safety awareness*) di kalangan karyawan untuk mendukung pencapaian target *zero accident* dan mencegah penyakit akibat kerja. Upaya ini dilakukan dengan mengacu pada peraturan SMK3 dan diperkuat melalui sertifikasi resmi. Hingga akhir 2024, sebanyak 28 cabang telah memperoleh sertifikasi SMK3, sementara sertifikasi ISO 45001:2018 juga telah diraih sebagai bukti komitmen terhadap standar keselamatan internasional.

Perusahaan juga telah menerapkan SNI ISO 14001:2015 di dua unit kerja cabang sebagai bagian dari pengelolaan lingkungan kerja yang aman dan berkelanjutan, serta berencana memperluas penerapan ke cabang lain secara bertahap.

All these policies are implemented to ensure that every employee, as well as any other individuals on the work site, are protected and can work in conditions that support their well-being and productivity.

Occupational Health and Safety Management System/Workplace Health and Safety Management

The company recognizes the high potential risks in the workplace and has implemented the Occupational Health and Safety Management System (OHSMS) comprehensively across all operational units, covering all employees. This system is designed to protect the workforce from the risks of accidents and occupational diseases, while also creating a safe and productive work environment. The Company identifies potential hazards and assesses occupational health and safety risks for all work based on work procedures. The implementation of OHSMS is carried out in accordance with the provisions of Minister of Manpower Regulation No. 26 Tahun 2014 and Government Regulation No. 50 of 2012, which serve as the basis for systematic work risk management. [GRI 403-1, 403-8]

As part of the implementation, PT SUCOFINDO has developed an OHS plan involving OHS experts, the OHS Steering Committee (P2K3), worker representatives, and other relevant parties.

The P2K3 has been established at the Head Office and all branches. As of December 31, 2024, the number of P2K3 members at the Head Office is 17 persons, consisting of 6 employee representatives and 11 management representatives. This management team was officially approved by the Manpower and Transmigration Office of DKI Jakarta Province on October 25, 2023. [GRI 403-4]

As part of risk mitigation, PT SUCOFINDO also conducts job mapping based on the level of hazard potential. The results of the mapping show that laboratory workers, especially those involved in safety risk assessments and inspectors for NDT (Non-Destructive Testing), are at high risk. Based on these results, and to support the implementation of safe work practices, the company provides Personal Protective Equipment (PPE) with specific specifications. [GRI 403-2]

The company also continues to raise safety awareness among employees to support the achievement of the zero-accident target and prevent occupational diseases. This effort is carried out in accordance with OHSMS regulations and strengthened through official certifications. By the end of 2024, 28 branches had obtained OHSMS certification, and ISO 45001:2018 certification had also been achieved as evidence of the company's commitment to international safety standards.

The company has also implemented SNI ISO 14001:2015 in two branch units as part of managing a safe and sustainable work environment and plans to gradually expand its implementation to other branches.



Evaluasi Efektivitas Promosi Tempat Kerja yang Aman dan Sehat

- Tersedia klinik dan dokter di kantor pusat guna memberikan layanan medis dasar, pemeriksaan kesehatan, serta mendukung program Medical Check Up (MCU) tahunan dan penanganan kesehatan karyawan.
- Pemberian fasilitas kesehatan untuk pekerja wanita berupa ruang laktasi guna memberdayakan karyawan perempuan dan mendukung keseimbangan antara kehidupan kerja dan keluarga serta merencanakan pembuatan ruang ramah anak untuk dukungan terhadap lingkungan kerja yang inklusif dan mendukung kesejahteraan keluarga karyawan perempuan.
- Tersedianya fasilitas dan komunitas olahraga bagi karyawan guna mempererat solidaritas antar karyawan sekaligus menjaga kebugaran fisik karyawan.
- Donor darah rutin setiap 3 bulan untuk mendukung kesehatan dan solidaritas sosial karyawan.
- Sosialisasi dan edukasi perihal unsafe action dan unsafe condition yang beresifat wajib untuk seluruh karyawan.
- Pelaksanaan program terkait *Health and Wellbeing* yang dilakukan setiap bulan bagi seluruh karyawan.
- Melaksanakan kegiatan edukasi terkait kesehatan.

Fasilitas K3

PT SUCOFINDO melengkapi ruang dan fasilitas kerjanya dengan berbagai peralatan penunjang keselamatan, sekaligus sebagai langkah antisipasi apabila terjadi situasi darurat, antara lain:

[GRI 403-6, 403-7]

1. APAR;
2. Hydrant;
3. Klinik/Dokter Hiperkes;
4. Kotak P3K;
5. Alat Pelindung Diri;
6. Sprinkler;
7. Smoke Detector;
8. Jalur Evakuasi;
9. Safety Sign;
10. Heat detector;
11. Assembly Point;
12. Tandu;
13. Kursi Roda;
14. Breathing Apparatus;
15. Baju dan sepatu pemadam;
16. Respirator; dan
17. Alat pembuka paksa (kampak).

Selama tahun 2024, tercatat tiga insiden kecelakaan kerja ringan, sebagaimana dijelaskan pada tabel berikut ini, dan tidak ada penyakit akibat kerja yang menyebabkan kematian maupun kasus kesehatan lainnya. [GRI 403-10]

Evaluation of the Effectiveness of Safe and Healthy Workplace Promotion

- A clinic and doctors are available at the head office to provide basic medical services, health checkups, and support for annual medical checkups (MCU) and quick and efficient employee health care.
- Provision of health facilities for working mothers in the form of lactation rooms to empower female employees and support work-life balance, and planned to build a child-friendly rooms to support an inclusive work environment and support the welfare of female employees' families.
- Provision of sports facilities and communities for employees to strengthen solidarity among employees while maintaining their physical fitness.
- Regular blood donation every 3 months to support employee health and social solidarity.
- Socialization and education regarding unsafe actions and unsafe conditions which are mandatory for all employees.
- Conducting monthly Health and Wellbeing program for all employees.
- Conducting health-related educational activities.

Facilities Of OHS

PT SUCOFINDO equips its workplace and work facilities with various safety support equipment, as well as anticipatory measures in the event of an emergency situation, including:

[GRI 403-6, 403-7]

1. Fire extinguisher;
2. Hydrant;
3. Hyperhealth Clinic/Doctor;
4. P3K Box;
5. Personal Protective Equipment;
6. Sprinkler;
7. Smoke Detector;
8. Evacuation Route;
9. Safety Sign;
10. Heat detector;
11. Assembly Point;
12. Stretcher;
13. Wheelchairs;
14. Breathing Apparatus;
15. Fire clothes and shoes;
16. Respirator;
17. Forced opening device (axe)

In 2024, three minor work accidents were recorded, as detailed in the following table. There were no work-related illnesses resulting in death or other health-related cases. [GRI 403-10]

Data Kecelakaan Kerja [GRI 403-9]

Occupational Accident Data

Kecelakaan kerja Type of Accident	Satuan Unit	Jumlah Total
kecelakaan ringan Minor accidents	Orang Persons	3
kecelakaan yang menyebabkan hari hilang Accidents resulting in lost workdays	Orang Persons	0
kecelakaan yang menyebabkan kematian Accidents resulting in fatalities	Orang Persons	0
Jumlah hari yang hilang karena kecelakaan kerja Total lost workdays due to occupational accidents	Hari Days	0
Frekuensi kecelakaan kerja dari total pegawai Accident frequency per total employees	Kasus Cases	0
Persentase kecelakaan kerja yang berakibat cedera serius dan fatal dari pegawai Percentage of occupational accidents resulting in serious injury and fatalities from employees	%	0

Pelatihan Khusus K3 [GRI 403-5]

Selain menyediakan sarana dan prasarana pendukung K3, PT SUCOFINDO juga berkomitmen memperkuat kompetensi tim K3 melalui berbagai program pelatihan. Sepanjang tahun pelaporan, sejumlah pelatihan K3 telah diselenggarakan untuk meningkatkan kapasitas dan kesiapsiagaan karyawan, mencakup:

1. Ahli K3 Elevator dan Escalator
2. Ahli K3 Kebakaran Level A
3. Ahli K3 Kebakaran Level B
4. Ahli K3 Kebakaran Level C
5. Ahli K3 Kebakaran Level C B A
6. Ahli K3 Kebakaran Level D
7. Ahli K3 Kimia
8. Ahli K3 Konstruksi
9. Ahli K3 Lingkungan Kerja (HIMU)
10. Ahli K3 Listrik
11. Ahli K3 Pesawat Angkat dan Pesawat Angkut (PAPA)
12. Ahli K3 Pesawat Tenaga dan Produksi
13. Ahli K3 Pesawat Uap Dan Bejana Tekan
14. Ahli K3 Pesawat Uap dan Bejana tekan (Ak3 PUBT)
15. Ahli K3 Umum
16. Ahli K3L Seismik
17. AK3 Pesawat Tenaga dan Produksi (PTP)
18. Auditor SMK3
19. P3K
20. SMK3

Special OHS Training [GRI 403-5]

In addition to providing Occupational Health and Safety (OHS) facilities and infrastructure, PT SUCOFINDO is also committed to strengthening the competencies of its OHS team through various training programs. Throughout the reporting year, several OHS training sessions were conducted to enhance employee capacity and preparedness, covering the following areas:

1. Occupational Safety Expert for Elevators and Escalators
2. Fire Safety Expert Level A
3. Fire Safety Expert Level B
4. Fire Safety Expert Level C
5. Fire Safety Expert Levels C, B, and A
6. Fire Safety Expert Level D
7. Chemical Safety Expert
8. Construction Safety Expert
9. Occupational Environmental Safety Expert (HIMU)
10. Electrical Safety Expert
11. Lifting and Transport Equipment Safety Expert (PAPA)
12. Power and Production Equipment Safety Expert
13. Steam Boiler and Pressure Vessel Safety Expert
14. Steam Boiler and Pressure Vessel Safety Expert (Ak3 PUBT)
15. General Occupational Safety Expert
16. Seismic HSE (Health, Safety, and Environment) Expert
17. Power and Production Equipment Safety Expert (PTP)
18. SMK3 Auditor
19. First Aid Officer (P3K)
20. Occupational Health and Safety Management System (SMK3)



Program Pelatihan Training Program	Peserta Karyawan Laki-Laki (orang) Male Employees (participants)	Peserta Karyawan Perempuan (orang) Female Employees (participants)	Durasi Pelatihan (jam) Training Duration (hours)
Pelatihan Training	15	4	504
Sertifikasi terkait K3 OHS-related Certification	150	41	11608

Audit SMK3

Pada tahun 2024 PT SUCOFINDO melakukan audit SMK3 sebagai bentuk kepatuhan terhadap berbagai regulasi, khususnya Peraturan Menteri Ketenagakerjaan Republik Indonesia Nomor 26 Tahun 2014 tentang Penyelenggaraan Penilaian Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja. Audit tersebut dilaksanakan oleh auditor internal maupun eksternal untuk memastikan objektivitas, transparansi, serta kesesuaian penerapan dengan standar yang berlaku.

Audit dilakukan untuk mengukur hasil kegiatan yang telah direncanakan dan dilaksanakan dalam penerapan SMK3 di Perusahaan. Audit SMK3 dilakukan oleh Lembaga Audit SMK3, dan hasilnya menjadi bahan pertimbangan Perusahaan dalam melaksanakan perbaikan dan penyempurnaan implementasi K3.

29 Unit Kerja PT SUCOFINDO telah mendapatkan sertifikasi SMK3. Sebanyak 8 cabang melakukan resertifikasi menggunakan 166 kriteria pada tahun 2024 dengan hasil sebagai berikut:

SMK3 Audit

In 2024, PT SUCOFINDO conducted an SMK3 audit as a form of compliance with various regulations, particularly Regulation of the Minister of Manpower of the Republic of Indonesia Number 26 of 2014 concerning the Implementation of the Occupational Safety and Health Management System Assessment. The audit was conducted by both internal and external auditors to ensure objectivity, transparency, and compliance with applicable standards.

The audit was carried out to assess the outcomes of planned and executed activities in the implementation of SMK3 within the Company. The SMK3 audit was conducted by an accredited SMK3 Audit Institution, and the results serve as a basis for the Company to improve and enhance its OHS implementation.

29 Work Units of PT SUCOFINDO have obtained SMK3 certification. A total of 8 branches underwent recertification using 166 criteria in 2024, with the following results:

Nama Unit Kerja Name of Work Unit	Tingkat Audit Audit Level	Kategori Kritis Critical Category	Kategori Mayor Major Category	Kategori Minor Minor Category	Skor Akhir Final Score
SUCOFINDO Area Cibitung (SBU Laboratorium, Laboratorium Mineral & Cabang Bekasi)	Lanjutan Advanced	-	-	8	95,18
PT SUCOFINDO Cabang Denpasar	Lanjutan Advanced	-	-	7	95,78
PT SUCOFINDO Cabang Tarakan	Lanjutan Advanced	-	-	7	95,78
PT SUCOFINDO Cabang Makasar	Lanjutan Advanced	-	-	8	95,18
PT SUCOFINDO Cabang Cirebon	Lanjutan Advanced	-	-	9	94,57
PT SUCOFINDO Cabang Cilegon	Lanjutan Advanced	-	-	14	91,56
PT SUCOFINDO Cabang Bontang	Lanjutan Advanced	-	-	12	92,77

Nama Unit Kerja Name of Work Unit	Tingkat Audit Audit Level	Kategori Kritis Critical Category	Kategori Mayor Major Category	Kategori Minor Minor Category	Skor Akhir Final Score
PT SUCOFINDO Cabang Batam	Lanjutan Advanced	-	-	13	92,16

Sertifikasi dan Penguatan Sistem K3 Tahun 2024

PT SUCOFINDO terus memperkuat penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sebagai bagian dari pemenuhan Kriteria Penilaian Kinerja Unggul (KPKU) yang ditetapkan Kementerian BUMN. Sistem ini diterapkan secara profesional untuk mendukung layanan berkualitas tinggi dengan daya saing yang berkelanjutan.

Hingga tahun 2024, PT SUCOFINDO telah menerapkan berbagai standar internasional, antara lain:

1. ISO 14001:2004 – Sistem Manajemen Lingkungan
2. ISO/IEC17020:2012 – Sistem Manajemen Lembaga Inspeksi
3. ISO/IEC 17025:2005 – Kompetensi Laboratorium Pengujian dan Kalibrasi
4. ISO 45001:2018 – Sistem Manajemen Keselamatan dan Kesehatan Kerja

Topik K3 dalam Perjanjian Kerja Bersama (PKB)

PT SUCOFINDO juga menjamin perlindungan karyawan melalui pengaturan topik keselamatan dan kesehatan kerja dalam Perjanjian Kerja Bersama (PKB) 2022–2024. Pengaturan ini mencakup hak memperoleh perlindungan atas K3 dan kewajiban perusahaan maupun pegawai dalam K3..

Beberapa topik utama dalam PKB antara lain ialah Jaminan Pemeliharaan Kesehatan (Pasal 36), serta Keselamatan dan Kesehatan Kerja (Bab IX, Pasal 55). Kebijakan ini memastikan setiap karyawan memiliki panduan dan perlindungan yang jelas dalam menghadapi risiko kerja, sekaligus menciptakan lingkungan kerja yang aman dan menenangkan.

Pelatihan dan Pengembangan Kemampuan Karyawan [OJK F.22]

Peningkatan kapasitas karyawan menjadi bagian penting dalam mendukung kinerja dan pertumbuhan berkelanjutan serta rencana peningkatan kemampuan tenaga kerja PT SUCOFINDO. Untuk itu, perusahaan secara rutin menyelenggarakan program pelatihan dan pendidikan, baik secara internal maupun eksternal. Seluruh karyawan diberikan kesempatan yang setara untuk mengikuti pengembangan kompetensi sesuai bidangnya. [GRI 3-3]

Occupational Health and Safety System Certification and Strengthening in 2024

PT SUCOFINDO continues to strengthen the implementation of the Occupational Health and Safety Management System (SMK3) as part of fulfilling the Excellent Performance Assessment Criteria (KPKU) set by the Ministry of State-Owned Enterprises. This system is applied professionally to support high-quality services with sustainable competitiveness.

As of 2024, PT SUCOFINDO has adopted several international standards, including:

1. ISO 14001:2004 – Environmental Management System
2. OHSAS 18001:2007 – Occupational Health and Safety Management System
3. ISO/IEC 17025:2005 – Competence of Testing and Calibration Laboratories
4. ISO 45001:2018 – Occupational Health and Safety Management System

OHS Topics in the Collective Labor Agreement (CLA)

PT SUCOFINDO also ensures employee protection by incorporating occupational health and safety topics into the 2022–2024 Collective Labor Agreement (CLA). These provisions cover the right to health maintenance and procedures for addressing work-related accidents or health issues.

Key OHS-related articles in the CLA include Health Maintenance Guarantee (Article 36), and Occupational Health and Safety (Chapter IX, Article 55). This policy ensures that each employee has clear guidance and protection in managing workplace risks, while fostering a safe and secure working environment.

Employee Training and Capability Development [OJK F.22]

Enhancing employee capabilities is a vital part of support workforce planning to enhance skills shortage PT SUCOFINDO's performance and sustainable growth. To this end, the Company regularly conducts training and education programs, both internally and externally. All employees are given equal opportunities to develop their competencies in line with their areas of work. [GRI 3-3]



Pengelolaan program pelatihan berada di bawah tanggung jawab Bagian Pelatihan dan Manajemen Karir. Unit ini berperan strategis dalam menyiapkan sumber daya manusia yang kompeten, produktif, dan selaras dengan kebutuhan bisnis perusahaan. Dalam hal ini, Perusahaan telah memiliki PT SUCOFINDO Center for Learning and Development (SCLD), yang memiliki peran yang cukup strategis dalam proses pengembangan kompetensi karyawan. [GRI 3-3]

Selain untuk menunjang akselerasi bisnis, penyelenggaraan program pengembangan kompetensi di PT SUCOFINDO merupakan bentuk dan dukungan konkret terhadap proses pengembangan perusahaan. Dalam implementasinya, pengembangan kompetensi ditujukan untuk pengembangan individu, peningkatan kinerja dan keberhasilan karier, serta pengembangan manajemen, yang pelaksanaannya mengikuti kebutuhan Perusahaan.

Melalui ID SURVEY INSTITUTE (IDSI) sebagai unit pelaksana pengembangan kapasitas internal, adapun bentuk implementasi yang dijalankan meliputi:

1. Pemetaan Kebutuhan Kompetensi

Perencanaan tenaga kerja diawali dengan proses identifikasi dan pemetaan kebutuhan kompetensi berdasarkan:

- Analisis jabatan dan fungsi kerja
- Evaluasi kinerja individu dan unit kerja
- Proyeksi kebutuhan bisnis jangka pendek dan jangka panjang
- Penyesuaian terhadap standar kompetensi Holding BUMN dan regulasi eksternal.

2. Pelatihan Berbasis LMS

Pengembangan keterampilan dilaksanakan melalui sistem Learning Management System (LMS) yang memungkinkan pelatihan dilakukan secara digital, terstruktur, dan terdokumentasi. Pendekatan ini dirancang untuk memastikan bahwa karyawan tidak hanya memahami konsep, tetapi juga mampu mengimplementasikan keterampilan secara nyata di lapangan.

3. Integrasi dengan Roadmap SDM Holding.

Strategi pengembangan tenaga kerja pada Perusahaan juga diintegrasikan dengan *roadmap* pengembangan SDM Holding BUMN, guna memastikan:

- Keselarasan arah kebijakan pengembangan kompetensi
- Pemenuhan standar keterampilan yang berlaku secara korporat
- Kesiapan SDM dalam mendukung transformasi bisnis dan digitalisasi

4. Monitoring dan Evaluasi Berkelanjutan

Setiap program pelatihan dilengkapi dengan sistem monitoring dan evaluasi yang mencakup:

- Penilaian efektivitas pelatihan
- Umpan balik peserta dan atasan langsung
- Pengukuran dampak terhadap kinerja dan produktivitas

Training programs are managed by the Training and Career Management Division, which plays a strategic role in preparing competent and productive human resources that align with the Company's business needs. In this regard, the Company has established the PT SUCOFINDO Center for Learning and Development (SCLD), which plays a strategic role in the employee competency development process. [GRI 3-3]

Beyond supporting business acceleration, PTSUCOFINDO's competency development programs represent concrete support for the Company's broader development initiatives. The competency development initiatives focus on individual development, performance enhancement, career success, and management development, and are implemented based on the Company's needs.

Through the ID SURVEY INSTITUTE (IDSI) as the implementing unit for internal capacity building, the forms of implementation carried out include:

1. Competency Needs Mapping

Workforce planning begins with the process of identifying and mapping competency needs based on:

- Job and work function analysis
- Individual and work unit performance evaluations
- Short-term and long-term business needs projections
- Adjustments to state-owned holding company competency standards and external regulations.

2. LMS-Based Training

Skill development is carried out through a Learning Management System (LMS) that enables training to be conducted digitally, in a structured and documented manner. This approach is designed to ensure that employees not only understand the concepts but are also able to implement the skills in the field.

3. Integration with the Holding's HR Roadmap.

The workforce development strategy at the Company is also integrated with the SOE Holding's HR development roadmap to ensure:

- Alignment of competency development policy directions
- Compliance with applicable corporate skill standards
- HR readiness in supporting business transformation and digitalization

4. Continuous Monitoring and Evaluation

Each training program is equipped with a monitoring and evaluation system that includes:

- Assessment of training effectiveness
- Feedback from participants and immediate supervisors
- Measurement of impact on performance and productivity

- Hasil evaluasi digunakan sebagai dasar untuk perbaikan program, penyesuaian metode, dan pengembangan lanjutan sesuai kebutuhan organisasi

- Evaluation results are used as a basis for program improvement, method adjustments, and further development in accordance with organizational needs

Selama tahun 2024, PT SUCOFINDO telah melaksanakan program pendidikan dan pelatihan bagi karyawan yang difokuskan pada pelatihan Ahli K3, Green, Surveyor Batubara/Mineral, Inspektur Migas, dan pelatihan lainnya yang mendukung kegiatan supporting dan operasional Perusahaan. [GRI 404-2]

In 2023, PT SUCOFINDO implemented employee education and training programs focusing Occupational Health and Safety (K3) experts, Green training, Coal/Mineral Surveyors, Oil and Gas Inspectors, and other trainings that support the Company's operational and supporting activities. [GRI 404-2]

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan (jam/pegawai) Average training hours per employee during the Reporting Year (hours/employee)	Jumlah pegawai yang ikut serta dalam program pelatihan Number of employees participating in training programs	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%) Percentage of employees participating in training programs (%)
46,3	2.834	94%

Pengembangan sumber daya manusia merupakan prioritas strategis Perusahaan untuk mendukung pencapaian target perusahaan, baik jangka pendek maupun jangka panjang. Sepanjang tahun 2024, PT SUCOFINDO mengalokasikan anggaran pengembangan SDM sebesar Rp26,81 miliar lebih tinggi dibandingkan tahun 2023 sebesar Rp16,25 miliar. Hingga 31 Desember 2024, sebanyak 607 program pelatihan telah dilaksanakan dengan melibatkan 2.834 peserta dari karyawan, mencatat rata-rata jam pelatihan per tahun tercatat sebesar 46,3 jam per karyawan. [GRI 404-1]

Human capital development is a strategic priority for the Company to support the achievement of both short-term and long-term corporate goals. Throughout 2024, PT SUCOFINDO allocated a human capital development budget of Rp26.81 billion, which was higher compared to Rp16.25 billion in 2023. As of December 31, 2024, a total of 607 training programs had been conducted, involving 2,834 employee participants, with an average of 46.3 training hours per employee per year. [GRI 404-1]

Perusahaan tidak menggunakan konsultan atau pihak ketiga dalam pengembangan kemampuan manajemen sumber daya manusia. Dengan demikian, perusahaan tidak menanggung biaya tambahan yang biasanya terkait dengan penggunaan jasa konsultan, seperti honor profesional, biaya proyek, maupun kontrak pendampingan jangka panjang.

The company does not engage external consultants or contractors in developing its human resource management capabilities. As a result, the organization avoids the additional costs typically associated with consultancy services, such as professional fees, project-based charges, and long-term advisory retainers.



Pelatihan untuk Pegawai [OJK F.22] [GRI 404-1]

Employee Training

Uraian Description	Jumlah Pekerja yang Memperoleh Pelatihan Number of Employees Who Received Training			Jam Pelatihan Training Hours			Rata-rata Jam Pelatihan Setiap Pekerja Average Training Hours per Worker		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Keseluruhan Total	2.832	3.020	2.955	147.092,16	41.329	51.251	4,63	13,67	17,34
Berdasarkan Gender Based on Gender									
Laki-laki Male	2.016	2.225	2.191	110.612,69	28.974	37.856	12,77	13,02	17,28
Perempuan Female	816	795	764	36.479,47	12.355	13.395	10,53	15,54	17,53
Berdasarkan kategori jabatan karyawan Based on employee position category									
Manajemen Management	421	363	348	21.179,05	6.931	6.988	13,89	19,09	20,08
Staf Staff	2.411	2.657	2.607	125.913,11	34.398	44.263	11,63	12,95	16,98

Efektivitas dari pelatihan yang telah diberikan kepada karyawan.

Sebagai bagian dari strategi pengembangan sumber daya manusia, PT SUCOFINDO (PERSERO) secara konsisten melaksanakan program pelatihan yang bertujuan untuk meningkatkan kompetensi, produktivitas, dan kesiapan karyawan dalam menghadapi tantangan operasional dan strategis. Efektivitas pelatihan yang telah diberikan diukur melalui pendekatan monitoring dan evaluasi, yang mencakup aspek kuantitatif dan kualitatif.

Effectiveness of training provided to employees.

As part of its human resource development strategy, PT SUCOFINDO (PERSERO) consistently implements training programs aimed at improving employee competence, productivity, and readiness in facing operational and strategic challenges. The effectiveness of the training provided is measured through a continuous monitoring and evaluation approach, which covers both quantitative and qualitative aspects. karyawan dalam menghadapi tantangan operasional dan strategis. Efektivitas pelatihan yang telah diberikan diukur melalui pendekatan monitoring dan evaluasi, yang mencakup aspek kuantitatif dan kualitatif.

1

Metode Evaluasi Pelatihan Training Evaluation Methods

Evaluasi pelatihan dilakukan melalui beberapa tahapan, antara lain:

- Feedback peserta melalui survei pasca pelatihan, yang mencerminkan tingkat kepuasan, relevansi materi, dan efektivitas penyampaian.
- Observasi kinerja pasca pelatihan oleh atasan langsung, untuk menilai penerapan keterampilan yang diperoleh dalam konteks pekerjaan.
- Analisis dampak terhadap produktivitas, termasuk peningkatan output kerja, efisiensi proses, dan kontribusi terhadap target unit kerja.

Training evaluation is carried out in several stages, including:

- Participant feedback through post-training surveys, which reflect the level of satisfaction, relevance of the material, and effectiveness of delivery.
- Post-training performance observation by immediate supervisors to assess the application of acquired skills in the work context.
- Analysis of the impact on productivity, including increased work output, process efficiency, and contribution to work unit targets.

2

Hasil yang Dicapai Achieved Results

Berdasarkan hasil evaluasi, pelatihan yang telah dilaksanakan menunjukkan dampak positif terhadap:

- Peningkatan produktivitas kerja, terutama pada unit-unit yang mengikuti pelatihan teknis dan manajerial secara intensif.
- Motivasi dan keterlibatan karyawan, yang tercermin dari partisipasi aktif dalam program pengembangan dan inisiatif kerja.
- Kepuasan kerja, khususnya pada karyawan yang merasa didukung dalam pengembangan karier dan kompetensi profesional.

Based on the evaluation results, the training that has been implemented has shown a positive impact on:

- Increased work productivity, especially in units that underwent intensive technical and managerial training.
- Employee motivation and engagement, as reflected in active participation in development programs and work initiatives.
- Job satisfaction, especially among employees who feel supported in their career development and professional competence.

3

Tantangan yang Dihadapi Challenges Faced

Meskipun pelatihan memberikan hasil yang signifikan, terdapat beberapa kendala yang masih perlu diatasi, antara lain:

- Keterbatasan waktu pelaksanaan, terutama bagi unit kerja dengan beban operasional tinggi.
- Gangguan teknis pada sistem Learning Management System (LMS) yang sesekali mempengaruhi akses dan kelancaran proses pembelajaran daring.
- Penyesuaian jadwal pelatihan, yang memerlukan koordinasi lintas unit agar tidak mengganggu operasional harian.

Although the training has yielded significant results, there are several obstacles that still need to be overcome, including:

- Limited time for implementation, especially for work units with high operational loads.
- Technical disruptions to the Learning Management System (LMS) that occasionally affect access and the smooth running of the online learning process.
- Adjustments to the training schedule, which require cross-unit coordination so as not to disrupt daily operations.

4

Dokumentasi dan Pengakuan Formal Documentation and Formal Recognition

Setiap pelatihan yang diikuti oleh karyawan didokumentasikan secara resmi melalui:

- Sertifikat pelatihan, yang menjadi bukti partisipasi dan pencapaian kompetensi.
- Rekaman pelatihan dalam sistem LMS, yang dapat diakses sebagai referensi pengembangan berkelanjutan.
- Pengakuan dalam sistem penilaian kinerja dan promosi jabatan, di mana pelatihan menjadi salah satu indikator dalam proses pengembangan karier.

Every training course taken by employees is officially documented through:

- Training certificates, which serve as proof of participation and achievement of competencies.
- Training records in the LMS system, which can be accessed as a reference for continuous development.
- Recognition in the performance appraisal and promotion system, where training is one of the indicators in the career development process.



Tinjauan Kinerja [GRI 404-3]

Setelah memperoleh pengembangan kapasitas melalui berbagai program pelatihan, penting bagi perusahaan untuk memastikan efektivitas dan dampak dari peningkatan kompetensi tersebut. Oleh karena itu, PT SUCOFINDO secara rutin menyelenggarakan tinjauan kinerja sebagai bagian dari upaya evaluasi dan pembinaan berkelanjutan terhadap seluruh karyawan. Tinjauan ini menjadi sarana untuk mengukur kontribusi individu maupun tim terhadap pencapaian tujuan perusahaan, sekaligus sebagai dasar pengambilan keputusan terkait pengembangan karier dan peningkatan kinerja.

Proses penilaian kinerja pegawai PT SUCOFINDO terdiri dari tiga tahap utama. Pertama, Performance Planning, yaitu penurunan KPI dari pimpinan unit kerja hingga ke level paling bawah yang disepakati bersama dan dituangkan dalam Form KPI. Kedua, Performance Coaching, berupa monitoring dan pembinaan atas pencapaian KPI secara berkala, minimal dua kali setahun. Ketiga, Performance Evaluation & Calibration, yaitu evaluasi capaian individu berdasarkan bukti kinerja, yang kemudian difinalisasi dalam rapat kalibrasi untuk menetapkan Nilai Kinerja Individu (NKI) sebagai dasar pemberian insentif dan pengembangan lebih lanjut.

Melalui proses penilaian kinerja yang komprehensif, PT SUCOFINDO mampu merespons tantangan dalam mempercepat suksesi kepemimpinan serta mengisi posisi-posisi strategis secara efektif guna mendukung pencapaian target dan kinerja perusahaan. Penilaian kinerja dilakukan terhadap seluruh pekerja (100%) yang bermuara pada tiga kemungkinan, yaitu promosi, rotasi, atau demosi, sebagaimana dirinci pada tabel di bawah ini.

Promosi, Rotasi, Demosi Pegawai Tahun 2022-2024 Employee Promotion, Rotation, Demotion 2022-2024

Jenis Kelamin Gender	Promosi Promotion			Rotasi Rotation			Demosi Demotion		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Laki-laki Male	259	203	256	181	153	140	-	-	-
Perempuan Female	80	83	97	70	35	38	-	-	-
Jumlah Total	339	286	353	251	188	178	-	-	-

Kontribusi kepada Masyarakat

Dampak Operasi terhadap Masyarakat Sekitar

[OJK F.23]

PT SUCOFINDO berkomitmen menjalankan kegiatan usaha secara patuh terhadap seluruh regulasi di bidang ekonomi, lingkungan, dan sosial. Komitmen ini dilandasi prinsip bahwa keberadaan perusahaan tidak boleh menimbulkan dampak

Performance Review [GRI 404-3]

After capacity building through various training programs, it is essential for the Company to ensure the effectiveness and impact of the competency improvements. Therefore, PT SUCOFINDO routinely conducts performance reviews as part of ongoing evaluation and development efforts for all employees. These reviews serve as a tool to measure individual and team contributions toward achieving the Company's objectives, as well as a basis for career development decisions and performance enhancement.

The employee performance assessment process at PT SUCOFINDO consists of three main stages. First, Performance Planning, which involves cascading KPIs from unit leaders down to the lowest level, mutually agreed upon and documented in the KPI Form. Second, Performance Coaching, which entails regular monitoring and guidance on KPI achievements at least twice a year. Third, Performance Evaluation & Calibration, where individual achievements are evaluated based on performance evidence and finalized in a calibration meeting to determine the Individual Performance Score (NKI), serving as the basis for incentive allocation and further development.

Through this comprehensive performance assessment process, PT SUCOFINDO is able to effectively respond to challenges in accelerating leadership succession and filling strategic positions to support the Company's targets and overall performance. Performance evaluations are conducted for 100% of employees, resulting in three possible outcomes: promotion, rotation, or demotion, as detailed in the table below.

Contribution to the Community

Operational Impact on Surrounding Communities [OJK F.23]

negatif, melainkan memberikan manfaat nyata bagi masyarakat.

Berdasarkan evaluasi internal, operasional PT SUCOFINDO tidak menimbulkan gangguan bagi lingkungan sekitar. Sebaliknya, kehadiran perusahaan memberikan kontribusi positif, antara lain melalui penyediaan lapangan kerja, peluang kemitraan bagi penyedia barang dan jasa lokal, serta pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang dirancang sesuai dengan kebutuhan masyarakat. Serta pelaksanaan program TJSL yang dirancang sesuai dengan kebutuhan masyarakat, seperti : Bantuan Sembako dan Perlengkapan Sekolah, Mudik Gratis, Bencana Alam, dan Makan Bergizi Gratis.

Layanan Pengaduan Masyarakat [OJK F.24]

Sebagai wujud komitmen terhadap pelayanan prima dan transparansi, PT SUCOFINDO menyediakan berbagai saluran pengaduan bagi pelanggan maupun masyarakat. Saluran ini menampung keluhan, pertanyaan, kritik, saran, serta permintaan informasi terkait produk dan layanan perusahaan. Layanan pengaduan dapat diakses melalui:

1. Customer service di seluruh titik layanan, baik Kantor Pusat maupun cabang
2. Hotline: (+62 21) 7983-666
3. Email: customerservice@sucofindo.co.id
4. Media sosial resmi:
 - a. Facebook: facebook.com/SUCOFINDO
 - b. Twitter: twitter.com/SUCOFINDO
 - c. Instagram: instagram.com/SUCOFINDOOFFICIAL
 - d. YouTube: youtube.com/SUCOFINDO

Perusahaan telah memiliki mekanisme tindak lanjut pengaduan yang tertuang dalam prosedur internal. Selama tahun 2024, PT SUCOFINDO menerima 7 pengaduan yang seluruhnya telah diselesaikan dengan baik (100%). Jumlah ini mengalami menurun signifikan dari tahun sebelumnya sebanyak 28 pengaduan. Adapun terkait jumlah insiden keamanan siber, Perusahaan tidak mencatat adanya insiden terkait pelanggaran privasi dan data, atau kehilangan informasi pelanggan.

PT SUCOFINDO is committed to conducting its business activities in full compliance with all applicable economic, environmental, and social regulations. This commitment is rooted in the principle that the Company's presence must not cause harm but instead deliver tangible benefits to the community.

Based on internal evaluations, PT SUCOFINDO's operations do not disrupt the surrounding environment. On the contrary, the Company's presence contributes positively through job creation, partnership opportunities for local goods and service providers, and the implementation of Social and Environmental Responsibility (TJSL) programs tailored to community needs. As well as the implementation of Social and Environmental Responsibility (TJSL) programs designed to meet community needs, such as: distribution of basic food supplies and school equipment, free homecoming travel (Mudik), disaster relief, and free nutritious meals.

Public Complaint Services [OJK F.24]

As a manifestation of its commitment to excellent and transparent service, PT SUCOFINDO provides various complaint channels for both customers and the general public. These channels accommodate complaints, inquiries, criticism, suggestions, and information requests regarding the Company's products and services. The complaint services can be accessed through:

1. Customer service available at all service points, including the Head Office and branches
2. Hotline: (+62 21) 7983-666
3. Email: customerservice@sucofindo.co.id
4. Official social media:
 - a. Facebook: facebook.com/SUCOFINDO
 - b. Twitter: twitter.com/SUCOFINDO
 - c. Instagram: instagram.com/SUCOFINDOOFFICIAL
 - d. YouTube: youtube.com/SUCOFINDO

The Company has established a complaint follow-up mechanism set out in its internal procedures. In 2024, PT SUCOFINDO received a total of 7 complaints, all of which were fully resolved (100%). This represents a significant decrease from the previous year's total of 28 complaints. With regard to the number of cyber security incidents, the Company recorded no incidents related to privacy and data breaches, nor any loss of customer information.

2024		
Pengaduan terkait layanan Complaints related to services	2	Penagihan Billing
		Pemasaran dan Penjualan Marketing and Sales
Pengaduan teknis Technical complaints	5	Pelaksanaan Penyampaian Hasil Pekerjaan Execution and Delivery of Work Results
Pengaduan kebocoran data Data breach complaints	-	

PT SUCOFINDO berkomitmen menjaga kerahasiaan data pelanggan dan hanya menggunakan informasi tersebut berdasarkan persetujuan. Hingga akhir tahun pelaporan,

PT SUCOFINDO is committed to safeguarding customer data



tidak tercatat adanya dampak negatif signifikan dari layanan perusahaan di bidang Testing, Inspection, and Certification (TIC), maupun penarikan produk atau jasa dari pasar.

Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) [OJK F.25]

Perusahaan telah melaksanakan berbagai kegiatan Tanggung Jawab Lingkungan dan Sosial (TJSL), termasuk keterlibatan masyarakat, inisiatif sukarela, pendanaan, serta pencapaian yang diperoleh melalui upaya-upaya tersebut, antara lain:

1	Bantuan Air Bersih Clean Water Assistance	Dusun Bugelsampang, Kecamatan Bojong, Kabupaten Cilacap Bugelsampang Village, Bojong District, Cilacap Regency	September 2024	1 Wilayah RT 1 RT Area	Rp120.000.000	 TPB 6 (Air Bersih dan Sanitasi Layak) SDG 6 (Clean Water and Sanitation)
2	Bantuan Sarana Pendidikan Education Facilities Assistance	5 Lokasi (Jakarta Utara, Jakarta Timur, Bogor, Bandung Yogyakarta) 5 Locations (North Jakarta, East Jakarta, Bogor, Bandung, Yogyakarta)	Februari - Desember 2024 February - December 2024	5 Yayasan 5 Foundations	Rp162.300.000	 TPB 4 (Pendidikan Berkualitas) SDG 4 (Quality Education)
3	Beasiswa Pendidikan Education Scholarships	Kantor Pusat, Lab Cibitung dan 9 Cabang SUCOFINDO Head Office, Cibitung Lab, and 9 SUCOFINDO Branches	Juli 2024 Desember 2024 July - December 2024	40 anak 40 children	Rp110.400.000	
4	Program Beasiswa Yayasan BUMN Untuk Indonesia BUMN Scholarships for Indonesia Foundation Program	Kantor Pusat dan 16 Cabang Head Office and 16 Branches	Oktober 2024 October 2024	680 anak 680 children	Rp364.000.000	
5	Pelatihan Peningkatan Kompetensi Tenaga Kerja Usia Produktif Competency Enhancement Training for Productive Age Workforce	Jabotabek	November 2024	30 orang 30 people	Rp188.300.000	

confidentiality and only using such information with prior consent. As of the end of the reporting year, there were no significant negative impacts recorded from the Company's services in the Testing, Inspection, and Certification (TIC) sector, nor any product or service recalls from the market.

Environmental and Social Responsibility (TJSL) [OJK F.25]

The Company has carried out various Environmental and Social Responsibility (TJSL) activities, including community involvement, voluntary initiatives, funding, and the results achieved through these efforts, among others:

6	Pengendalian Sampah di Lingkungan Perusahaan Waste Management Control in Company Environment	Gianyar, Bali	Oktober sd Desember 2024 October - December 2024	375 orang 375 people	Rp100.000.000	 TPB 12 (Konsumsi dan Produksi yang Bertanggung Jawab) TPB 13 (Penanganan Perubahan Iklim) SDG 12 (Responsible Consumption and Production) SDG 13 (Climate Action)
7	Penerapan Teknologi Ramah Lingkungan (Optimalisasi Potensi Biogas TPA) Implementation of Environmentally Friendly Technology (Optimization of Biogas Potential from Landfills)	Kebumen	Agustus sd Oktober 2024 August - October 2024	57 KK 57 Families	Rp100.000.000	 TPB 13 (Penanganan Perubahan Iklim) SDG 13 (Climate Action)
8	Program Penghijauan & Pelestarian Lingkungan Greenery & Environmental Conservation Program	Hutan Kota UI, Depok UI City Forest, Depok	September sd Oktober 2024 September - October 2024	300 pohon 300 trees	Rp88.600.000	
9	Peningkatan Kapasitas UMK MSME Capacity Building	Jabotabek, Cabang SUCOFINDO Jabodetabek, SUCOFINDO Branches	Maret sd Desember 2024 March - December 2024	229 UMK 229 MSMEs	Rp469.000.000	 TPB 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) SDG 8 (Decent Work and Economic Growth)
10	Kegiatan Promosi, Eksibisi & Pameran UMK MSME Promotion, Exhibitions & Fairs	Jabotabek, Cabang SUCOFINDO Jabodetabek, SUCOFINDO Branches	April sd Desember 2024 April - December 2024	25 UMK 25 MSMEs	Rp264.000.000	

Perusahaan memastikan inisiatif keberlanjutan memberikan dampak nyata. Telah dilakukan perhitungan SROI untuk beberapa program yang dilaksanakan pada tahun sebelumnya, Program Bantuan Instalasi Air Bersih sebesar 1,83, Bantuan pengadaan PLTS di Desa Kretek Kecamatan Rowokele adalah sebesar 1,84, serta Pengadaan biogas di TPA Kaligending adalah sebesar 1,54. Hal ini menunjukkan bahwa program bantuan TJSL tersebut layak. Sehingga keputusan TJSL SUCOFINDO menjalankan kegiatan ini sudah tepat.

The company ensures that its sustainability initiatives have a tangible impact. SROI calculations have been carried out for several programmes implemented in the previous year: the Clean Water Installation Assistance Programme at 1.83, the PLTS Procurement Assistance in Kretek Village, Rowokele Subdistrict at 1.84, and the Biogas Procurement at the Kaligending Landfill at 1.54. This demonstrates that the TJSL assistance programmes are worthwhile. Therefore, SUCOFINDO's decision to carry out these activities is appropriate.



Tanggung Jawab Produk dan Jasa

Perlakuan Setara kepada Pelanggan [OJK F.17]

Perusahaan memahami Pelanggan sebagai pemangku kepentingan utama yang berperan besar dalam pertumbuhan dan keberlanjutan bisnis PT SUCOFINDO. Kepercayaan pelanggan menjadi pondasi utama dalam menjaga kesinambungan usaha, sehingga perusahaan terus berupaya memberikan layanan dan produk terbaik secara konsisten.

Perusahaan menjunjung tinggi prinsip kesetaraan dalam setiap interaksi dengan pelanggan. Seluruh konsumen dilayani tanpa diskriminasi berdasarkan suku, agama, ras, warna kulit, atau latar belakang politik. Komitmen ini sejalan dengan amanat Pasal 7 huruf c Undang-Undang Perlindungan Konsumen, yang menegaskan bahwa pelaku usaha wajib memberikan pelayanan yang benar, jujur, dan tidak diskriminatif kepada konsumen.

Sebagai bagian dari komitmen PT SUCOFINDO Kantor Pusat terhadap prinsip keberlanjutan dan inklusi, khususnya dalam memastikan aksesibilitas bagi penyandang disabilitas, fasilitas ruang pertemuan di kantor telah dirancang untuk memenuhi standar aksesibilitas. Beberapa fasilitas yang tersedia antara lain:

1. Area Parkir Khusus Disabilitas

Tersedia 1 (satu) unit area parkir khusus yang diperuntukkan bagi tamu atau pengguna berkebutuhan khusus, guna memudahkan akses langsung ke area gedung.

2. Pintu Masuk Khusus Disabilitas

Pintu masuk utama (*lobby* utama) dan *lobby* B1 PT SUCOFINDO telah dilengkapi dengan *access gate* khusus disabilitas, mempermudah mobilitas pengguna kursi roda atau alat bantu jalan lainnya.

3. Toilet Khusus Disabilitas

PT SUCOFINDO menyediakan Fasilitas toilet khusus bagi penyandang disabilitas tersedia di lantai 1, baik untuk laki-laki maupun perempuan, dengan desain yang mendukung kenyamanan dan kemandirian pengguna.

4. RAMP Disabilitas

Gedung SUCOFINDO Kantor Pusat dilengkapi dengan RAMP (landai) khusus untuk pengguna kursi roda, sebagai alternatif pengganti tangga, sehingga memudahkan akses ke berbagai area pertemuan di dalam gedung.

5. Penyediaan Kursi Roda

PT SUCOFINDO Kantor Pusat juga menyediakan kursi roda bagi tamu disabilitas yang memerlukan, sebagai bentuk pelayanan inklusif dan responsif terhadap kebutuhan pengunjung.

Inovasi Layanan dan Pengembangan produk.

[OJK F.26]

Sejalan dengan upaya untuk menjawab keinginan dan harapan konsumen yang terus berkembang, PT SUCOFINDO terus berupaya melakukan inovasi dalam produk dan layanan, pemasaran dan distribusi. Setiap tahun, Perusahaan secara aktif

Product and Service Responsibility

Equal Treatment of Customers [OJK F.17]

The Company understands that Customers are key stakeholders who play a significant role in the growth and sustainability of PT SUCOFINDO's business. Customer trust is the foundation for maintaining business continuity, and therefore, the company continues to strive to provide the best services and products consistently.

The Company upholds the principle of equality in every interaction with customers. All consumers are served without discrimination based on ethnicity, religion, race, skin color, or political background. This commitment is in line with the mandate of Article 7 letter c of the Consumer Protection Law, which emphasizes that business actors must provide correct, honest, and non-discriminatory service to consumers.

Sebagai bagian dari komitmen PT SUCOFINDO Kantor Pusat terhadap prinsip keberlanjutan dan inklusi, khususnya dalam memastikan aksesibilitas bagi penyandang disabilitas, fasilitas ruang pertemuan di kantor telah dirancang untuk memenuhi standar aksesibilitas. Beberapa fasilitas yang tersedia antara lain:

1. Dedicated Parking Area for Persons with Disabilities

One designated parking space is available for guests or users with special needs, providing direct access to the building area.

2. Disability-Specific Access Gates

The main entrance (main lobby) and B1 lobby of PT SUCOFINDO are equipped with access gates specifically designed for persons with disabilities, facilitating mobility for wheelchair users or those with other assistive devices.

3. Disability-Friendly Restrooms

PT SUCOFINDO provides specially designed restrooms for persons with disabilities on the first floor, available for both male and female users, with features that ensure comfort and independence.

4. Disability Access Ramps

The SUCOFINDO Head Office building is equipped with dedicated ramps for wheelchair users as an alternative to stairs, allowing easier access to various meeting areas within the building.

5. Wheelchair Availability

PT SUCOFINDO's Head Office also provides wheelchairs for guests with disabilities in need, as part of its inclusive and responsive visitor service approach.

Service Innovation and Product Development

[OJK F.26]

In line with efforts to meet the evolving needs and expectations of customers, PT SUCOFINDO continuously strives to innovate its products and services, as well as its marketing and distribution strategies. Each year, the Company actively develops new services

mengembangkan layanan jasa baru melalui chamber inovasi yang dapat berasal dari kebutuhan pelanggan yang diusulkan oleh unit kerja, ajang perlombaan inovasi internal, ataupun adanya peraturan baru dari pemerintah. Perusahaan selalu memastikan kesiapan layanan dan jasa baru sebelum peluncuran ke pasar.

Setiap layanan baru melewati tahap inkubasi, yaitu proses uji coba terbatas bersama klien, hingga layanan tersebut dipastikan aman, siap secara teknis dan operasional, tanpa tindakan korektif yang belum diselesaikan, dan menangani masalah-masalah kunci yang terkait dengan kesiapan operasional. [OUK F.27] Setelah itu, layanan diserahkan dari Unit Pengembangan Jasa kepada Unit Portofolio Jasa untuk dikomersialisasikan. Adapun strategi pemasaran atau komersialisasi dilakukan melalui berbagai saluran, termasuk sosialisasi kepada pelanggan potensial, kerja sama dengan asosiasi industri, serta pemanfaatan platform digital sebagai media promosi. Selama tahun 2024, PT SUCOFINDO mengembangkan model bisnis baru yaitu pada klasifikasi bisnis hijau, layanan digital TIC, dan jasa laboratorium.

Bisnis Hijau

Model bisnis hijau berfokus pada keberlanjutan lingkungan. Pada sektor bisnis lingkungan, potensi market size industri TIC di Indonesia diproyeksikan akan terus bertumbuh dengan nilai CAGR sebesar 6,2% hingga tahun 2029, maka dari itu Perusahaan juga telah mengidentifikasi layanan baru seperti penjaminan laporan keberlanjutan. Hal ini sejalan dengan pengembangan/pengayaan jasa PT SUCOFINDO Tahun 2024 yaitu pada bidang:

1. Energi baru terbarukan

PT SUCOFINDO mengembangkan jasa technical due diligence untuk pembangkit listrik tenaga surya (PLTS) dan pengujian & Kajian Kualitas Biomassa yang menjadi bahan bakar alternatif yang berkelanjutan.

2. Emisi GRK

PT SUCOFINDO menjadi lembaga verifikasi/validasi emisi GRK dan Nilai Ekonomi Karbon (NEK) yang terakreditasi oleh Komite Akreditasi Nasional (KAN).

3. Produk Ramah Lingkungan

PT SUCOFINDO mengembangkan jasa yang berfokus memberikan layanan jasa sertifikasi label hijau kepada produk, layanan/perusahaan yang telah memenuhi standar keberlanjutan dan ramah lingkungan mulai dari pertanian yang berkelanjutan, produk konsumen hingga teknologi hemat energi seperti sertifikasi Green Gold Label, Sertifikasi Sistem Manajemen Energi ruang lingkup pertambangan

Digital TIC

Model layanan bisnis baru berbagai digital TIC berfokus pada sektor oil, gas and energy serta construction and infrastructure. Pada sektor bisnis oil, gas and energy, potensi market size industri TIC di Indonesia diproyeksikan akan terus bertumbuh dengan nilai CAGR sebesar 6% hingga tahun 2029. Sedangkan untuk sektor

through its innovation chamber, which may be generated from customer needs proposed by work units, internal innovation competitions, or new government regulations. The Company always ensures that new services are ready before launching them to the market.

Every new service undergoes an incubation stage, which includes limited trial runs with clients, until the service is ensured to be safe, technically and operationally ready, with no outstanding corrective actions, addressing key issues related to operational readiness. [OUK F.27] Once this stage is complete, the service is handed over from the Service Development Unit to the Service Portfolio Unit for commercialization. The marketing or commercialization strategy is carried out through various channels, including outreach to potential customers, partnerships with industry associations, and the use of digital platforms as promotional media. Throughout 2024, PT SUCOFINDO developed new business models in the areas of green business classification, digital TIC (Testing, Inspection, and Certification) services, and laboratory services.

Green Business

The green business model focuses on environmental sustainability. In the environmental sector, the market potential for the TIC (Testing, Inspection, and Certification) industry in Indonesia is projected to continue growing, with a CAGR of 6.2% through 2029, therefore the Company has also identified new services such as sustainability reporting assurance. This aligns with PT SUCOFINDO's 2024 service development and enhancement efforts in the following areas:

1. Renewable Energy

PT SUCOFINDO is developing technical due diligence services for solar power plants (PLTS) as well as testing and assessment services for biomass quality, which is used as a sustainable alternative fuel source.

2. Greenhouse Gas (GHG) Emissions

PT SUCOFINDO has become an accredited verification and validation body for greenhouse gas (GHG) emissions and Carbon Economic Value (NEK) certified by KAN.

3. Environmentally Friendly Products

PT SUCOFINDO is developing services focused on certifying green labels for products, services, or companies that meet sustainability and environmental standards—ranging from sustainable agriculture and consumer products to energy-efficient technologies. This includes certifications such as the Green Gold Label and Energy Management System Certification within the mining sector.

Digital TIC

The new digital TIC (Testing, Inspection, and Certification) service model focuses on the oil, gas, and energy sectors, as well as the construction and infrastructure sectors. In the oil, gas, and energy sector, the market potential for the TIC industry in Indonesia is projected to grow with a CAGR of 6% through 2029. In the



construction and infrastructure potensi market size industri TIC di Indonesia diproyeksikan akan terus bertumbuh dengan nilai CAGR sebesar 5,2% hingga tahun 2029. Hal ini sejalan dengan pengembangan/pengayaan jasa PT SUCOFINDO Tahun 2024 yaitu Jasa pengecekan dengan menggunakan metode themovisi pada Jasa Konsultansi Pelaksanaan Manajemen Konstruksi, Jasa Konsultansi Smart Asset Monitoring System Peralatan Konstruksi, Pemetaan Sawit Digital, Aplikasi Pengumpulan Data Perikanan Budidaya, dll.

Sementara pada layanan sektor berbasis Teknologi Informasi sendiri, PT SUCOFINDO telah mengembangkan berbagai layanan jasa seiring dengan kemajuan teknologi di era digitalisasi. Secara garis besar layanan jasa tersebut dibagi berdasarkan dua kategori, diantaranya adalah:

1. **Jasa Internet of Things (IoT) dan Artificial Intelligence (AI)**

Internet of Things (IoT) merupakan sebuah konsep jaringan antar perangkat keras yang memiliki sensor dengan *software*, dan konektivitas untuk mengambil dan bertukar data. Perangkat yang termasuk ke dalam IoT biasanya memiliki manfaat untuk membantu pengguna di berbagai ranah industri. IoT dapat berinteraksi dengan perangkat-perangkat dibawah kendali sistem yang tersentralisasi, dan memungkinkan untuk memonitor juga mengontrol secara real-time, serta membantu suatu proses otomatisasi pekerjaan.

Kecerdasan buatan atau yang biasa disebut dengan *Artificial Intelligence* (AI) merupakan upaya membuat sesuatu agar memiliki akal pikir layaknya seorang manusia. Maka, suatu objek yang tidak memiliki akal dapat melakukan tindakan seperti speech recognition, pengambilan keputusan, penyelesaian masalah, hingga belajar dari pengalaman. Hal tersebut dapat terjadi karena AI memproses jutaan data dan menganalisisnya secara *real-time* untuk mengidentifikasi suatu pola sehingga dapat membuat prediksi ataupun memberikan rekomendasi yang baik.

Dalam layanan jasa ini PT SUCOFINDO telah berperan aktif dalam mendukung setiap program pemerintah ataupun kebutuhan pelanggan melalui jasa pemantauan terintegrasi seperti SPARING (Sistem Pemantauan Kualitas Air Limbah Secara Terus Menerus dan Dalam Jaringan) Kementerian Lingkungan Hidup dan Kehutanan, CEMS (Continuous Emission Monitoring System), SPAS (Stasiun Pengawas Air Sungai), dan jasa lainnya.

2. **Jasa Solusi Bisnis (Enterprise Solution)**

Jasa Solusi Bisnis (*Enterprise Solution*) adalah layanan yang membantu bisnis dalam berbagai aspek, mulai dari perencanaan strategi, pengembangan sistem, hingga implementasi teknologi. Jasa ini membantu perusahaan untuk meningkatkan efisiensi, mengurangi biaya, dan meningkatkan daya saing di pasar.

Enterprise Solutions tidak hanya menawarkan solusi *off-the-shelf*, tetapi juga menyediakan solusi TI yang

construction and infrastructure sector, it is expected to grow with a CAGR of 5.2% over the same period. This growth aligns with PT SUCOFINDO's 2024 service development and enhancement efforts, which include Inspection services using thermographic (thermovision) methods in construction management consultancy services. Consultancy services for Smart Asset Monitoring Systems for construction equipment. Digital palm plantation mapping Data collection applications for aquaculture fisheries And other similar digital innovations

In response to rapid technological advancements and the ongoing digital transformation, PT SUCOFINDO has strategically expanded its portfolio of Information Technology-based services. These services are primarily structured into two core categories:

1. **Internet of Things (IoT) and Artificial Intelligence (AI) Services**

The Internet of Things (IoT) is a concept involving a network of interconnected hardware devices equipped with sensors, software, and connectivity to collect and exchange data. Devices categorized under IoT are typically designed to assist users across various industrial sectors. IoT systems can interact with other devices under centralized control, enabling real-time monitoring and control, as well as facilitating the automation of work processes.

Artificial Intelligence (AI) refers to the simulation of human cognitive functions by machines, enabling them to perform complex tasks such as speech recognition, decision-making, problem-solving, and experiential learning. By analyzing extensive datasets in real time, AI systems identify patterns that support accurate predictions and informed recommendations.

PT SUCOFINDO actively supports government initiatives and client requirements through the provision of integrated monitoring services. Key implementations include: SPARING (Continuous Networked Wastewater Quality Monitoring System), in collaboration with the Ministry of Environment and Forestry Continuous Emission Monitoring System (CEMS), River Water Monitoring Stations (SPAS) and other specialized environmental and industrial monitoring solutions

2. **Enterprise Solution Services**

Enterprise Solution Services assist organizations in addressing comprehensive business challenges through strategic planning, customized system development, and effective technology implementation. These services enhance operational efficiency, reduce costs, and strengthen competitive positioning in the market.

Enterprise Solutions not only offer off-the-shelf solutions but also provide customized and integrated IT solutions

disesuaikan dan terintegrasi dengan kebutuhan unik, lingkungan, dan preferensi teknologi setiap pelanggan. Ini memastikan bahwa setiap bisnis dapat mengadopsi teknologi dengan cara yang paling efektif dan efisien.

PT SUCOFINDO hadir layanan ini sebagai solusi bisnis dalam bidang Teknologi Informasi bagi pelanggan untuk menjawab berbagai kebutuhan bisnis yang terus berkembang. Dari mulai konsultasi berbasis IT yang menyediakan saran serta rekomendasi yang sesuai dengan kebutuhan bisnis, hingga pengembangan sistem yang bertujuan membangun sistem yang disesuaikan dengan kebutuhan bisnis, seperti ERP, CRM, dan sistem manajemen lainnya.

Implementasi Teknologi juga kami hadirkan untuk memastikan bahwa teknologi yang dipilih dapat diimplementasikan dengan baik dan efektif. Layanan Integrasi Sistem dapat mengintegrasikan berbagai sistem dan aplikasi yang ada di dalam Perusahaan, sehingga dapat membantu mengotomatisasi berbagai proses bisnis, seperti proses logistik dan pembayaran.

Dan yang terakhir adalah kehadiran PT SUCOFINDO dalam layanan jasa Keamanan Siber, dimana People, Process, and Technology merupakan satu kesatuan yang saling ketergantungan untuk menciptakan Sistem Keamanan Siber yang berkelanjutan. Sebagai salah satu BUMN, tentunya PT SUCOFINDO juga memiliki tanggung jawab untuk berperan aktif mendukung pemerintah dalam menghadapi berbagai serangan siber yang kerap mengancam kedaulatan negara.

Laboratorium

Salah satu strategi bisnis PT SUCOFINDO dengan melakukan eksplorasi jasa-jasa laboratorium. Pengembangan/pengayaan jasa laboratorium berfokus pada sektor lingkungan, ketahanan pangan & pertanian, kesehatan, energi & ketenagalistrikan, minyak & gas dan pertambangan.

Hal ini sejalan dengan pengembangan/pengayaan jasa PT SUCOFINDO Tahun 2024 yaitu

1. Ketahanan Pangan & Pertanian

Dalam menghadapi isu tantangan ketahanan pangan & pertanian, memastikan produk halal di Indonesia yang menjadi salah satu program Pemerintah. PT SUCOFINDO hadir untuk menyediakan berbagai layanan terkait pengujian kualitas & keamanan produk pangan dalam rangka memastikan pertanian yang berkelanjutan dan kehalalan produk. Salah satunya Verifikasi Pemenuhan Persyaratan EFSA - rPET sebagai bahan kontak pangan.

2. Kesehatan

Dalam menghadapi isu dan tantangan mengenai kesehatan di Indonesia mencakup sistem kesehatan, layanan kesehatan dan kualitas hidup masyarakat. PT SUCOFINDO hadir untuk menyediakan berbagai layanan terkait pengujian

tailored to the unique needs, environments, and technological preferences of each customer. This ensures that every business can adopt technology in the most effective and efficient manner.

PT SUCOFINDO delivers tailored IT solutions that are fully integrated with the unique operational environments and technological preferences of clients. Our approach ensures optimal technology adoption and maximizes business value. Service offerings include IT consultancy providing strategic advice and recommendations aligned with specific business objectives. Development of customized systems such as Enterprise Resource Planning (ERP), Customer Relationship Management (CRM), and other management platforms.

We also ensure the implementation of technology to guarantee that the selected technology can be effectively and successfully adopted. Our System Integration Services enable the integration of various systems and applications within the Company, supporting the automation of multiple business processes, such as logistics and payment systems.

Last but not least, PT SUCOFINDO's presence in Cybersecurity Services underscores its commitment to integrating People, Process, and Technology as interdependent components essential to building a sustainable Cybersecurity System. As a State-Owned Enterprise, PT SUCOFINDO also bears the responsibility of actively supporting the government in addressing various cyber threats that frequently endanger national sovereignty.

Laboratory

One of PT SUCOFINDO's business strategies is to explore and expand its laboratory service offerings. The development and enrichment of laboratory services are focused on key sectors such as environment, food security and agriculture, health, energy and electricity, oil and gas, and mining.

This is in line with PT SUCOFINDO's 2024 service development initiatives, including:

1. Food Security & Agriculture

To address the challenges of food security and agriculture and to support the government's halal product assurance program, PT SUCOFINDO provides a range of services related to food quality and safety testing. These services aim to ensure sustainable agriculture and the halal status of products. One example is the verification of compliance with EFSA requirements for rPET (recycled polyethylene terephthalate) as a food contact material.

2. Health

In response to the issues and challenges surrounding health in Indonesia—including the healthcare system, services, and the quality of life—PT SUCOFINDO offers a range of services related to the testing and calibration of medical



& kalibrasi alat kesehatan dan pengujian pada peralatan telekomunikasi. Salah satunya Pengujian Endotoksin pada Air Hemodialisa dan Alat Kesehatan.

3. Lingkungan

Pengembangan jasa pengujian pada pengelolaan limbah dan kualitas udara serta emisi di multisektor. Salah satunya Pengujian Metal Fume/ Welding Fume pada Udara Lingkungan Kerja.

Dampak Produk dan Jasa [OJK F.28]

Setiap layanan yang disediakan oleh PT SUCOFINDO secara fundamental mendukung praktik berkelanjutan bagi klien di berbagai sektor.

- Layanan inspeksi dan sertifikasi memastikan bahwa produk dan proses tidak hanya memenuhi standar kualitas, tetapi juga standar lingkungan dan sosial yang relevan. Hal ini secara langsung mengurangi dampak negatif operasional klien. Contohnya adalah sertifikasi produk yang memenuhi kriteria bahan baku berkelanjutan atau kemasan ramah lingkungan.
- Pengujian dan analisis memungkinkan klien untuk memantau dan mengelola emisi, limbah, dan kualitas lingkungan kerja mereka dengan lebih efektif, sehingga mendukung kepatuhan klien atas regulasi dan inisiatif keberlanjutan yang proaktif.
- Jasa konsultasi ESG dan lingkungan, seperti AMDAL dan PROPER, secara langsung membimbing klien menuju praktik bisnis yang lebih berkelanjutan dan bertanggung jawab.
- Pelatihan K3 dan manajemen keamanan meningkatkan kesejahteraan pekerja dan mengurangi risiko sosial di seluruh rantai pasok klien.

Dalam penyediaan produk dan jasa ini, PT SUCOFINDO berkomitmen untuk senantiasa menghormati hak-hak konsumen, sebagaimana diatur dalam Undang-Undang No. 8 Tahun 1999 tentang Perlindungan Konsumen. Undang-undang tersebut mengatur bahwa setiap konsumen berhak menerima informasi yang jelas dan jujur, mendapatkan layanan yang adil dan tidak diskriminatif, serta memiliki hak untuk menyampaikan keluhan dan memperoleh ganti rugi jika produk atau jasa yang diterima tidak sesuai kesepakatan. Komitmen ini menjadi dasar bagi PT SUCOFINDO dalam membangun hubungan yang transparan, bertanggung jawab, dan berorientasi pada kepuasan pelanggan.

Informasi Produk dan Layanan

PT SUCOFINDO berkomitmen memberikan produk dan layanan berkualitas sebagai bentuk penghormatan terhadap hak-hak konsumen, sebagaimana diatur dalam Undang-Undang No. 8 Tahun 1999 tentang Perlindungan Konsumen. Undang-undang tersebut mengatur bahwa setiap konsumen berhak menerima informasi yang jelas dan jujur, mendapatkan layanan yang adil dan tidak diskriminatif, serta memiliki hak untuk menyampaikan keluhan dan memperoleh ganti rugi jika produk atau jasa yang diterima tidak sesuai kesepakatan.

devices, as well as testing of telecommunications equipment. One such service includes endotoxin testing in hemodialysis water and medical devices.

3. Environment

PT SUCOFINDO is expanding its testing services in the areas of waste management, air quality, and emissions across multiple sectors. One notable service is the testing of metal fumes/welding fumes in workplace air environments.

Product and Service Impact [OJK F.28]

Every service provided by PT SUCOFINDO fundamentally supports sustainable practices for clients across various sectors.

- Inspection and certification services ensure that products and processes not only meet quality standards but also comply with relevant environmental and social standards. This directly reduces the negative operational impacts of clients. For example, product certification may verify the use of sustainable raw materials or environmentally friendly packaging.
- Testing and analysis services enable clients to more effectively monitor and manage their emissions, waste, and workplace environmental quality, thereby supporting their compliance with regulations and proactive sustainability initiatives.
- ESG and environmental consulting services, such as Environmental Impact Assessments (AMDAL) and the Environmental Performance Rating Program (PROPER), directly guide clients toward more sustainable and responsible business practices.
- Occupational health and safety (OHS) training and security management enhance employee well-being and reduce social risks throughout the clients' supply chains.

In the provision of its products and services, PT SUCOFINDO is committed to consistently respecting consumer rights, as stipulated in Law No. 8 of 1999 on Consumer Protection. This law guarantees that every consumer has the right to receive clear and honest information, to obtain fair and non-discriminatory services, and to file complaints and receive compensation if the products or services provided do not meet agreed terms. This commitment serves as the foundation for PT SUCOFINDO in building transparent, responsible, and customer satisfaction-oriented relationships.

Product and Service Information

PT SUCOFINDO is committed to providing quality products and services as a form of respect for consumers' rights, as stipulated in Law No. 8 of 1999 on Consumer Protection. The law stipulates that every consumer is entitled to clear and honest information, fair and non-discriminatory service, and the right to file complaints and obtain compensation if the products or services received do not meet the agreement.

Perusahaan senantiasa memberikan informasi yang lengkap tentang produk dan layanan yang ditawarkan, sekaligus menyiapkan saluran informasi apabila ada konsumen/pelanggan yang menghendaki informasi yang lebih lengkap. Tak hanya itu, Perusahaan juga mengikuti kaidah-kaidah komunikasi pemasaran yang baik dalam menawarkan produk dan jasa, termasuk saat mengiklankan, melakukan promosi atau sponsor kepada pihak lain. Sesuai dengan prinsip pemasaran yang adil dan bertanggung jawab, PT SUCOFINDO menghindari segala klaim yang berlebihan dan tidak jujur. Perusahaan tidak berkeinginan untuk mengambil keuntungan dari kurangnya pengetahuan konsumen tentang produk dan jasa yang ditawarkan.

Upaya menyampaikan informasi mengenai produk dan layanan yang ditawarkan, PT SUCOFINDO memanfaatkan berbagai media. Dengan begitu, konsumen/calon pelanggan/pelanggan akan memperoleh informasi secara mudah dan jelas mengenai produk dan layanan yang ditawarkan Perusahaan. Adapun media yang digunakan untuk menyampaikan informasi produk dan jasa tersebut antara lain website, pameran, brosur, *company profile*, dan media sosial. [OJK F.28]

Selama tahun 2024, tidak ada penghentian layanan yang disebabkan oleh ketidakpatuhan atas hukum dan membahayakan konsumen. [OJK F.29] [GRI 2-27]

Survei Kepuasan Pelanggan [OJK F.30]

PT SUCOFINDO berkomitmen untuk terus memberikan produk dan layanan terbaik guna menjaga dan meningkatkan kepuasan pelanggan. Sebagai bentuk evaluasi dan perbaikan berkelanjutan, perusahaan secara rutin melakukan survei kepuasan pelanggan guna mengukur Indeks Kepuasan Pelanggan (IKP). Pada tahun 2024, survei dilaksanakan selama bulan Agustus hingga September dengan melibatkan 826 responden dari berbagai unit kerja di seluruh Indonesia. Hasil survei menunjukkan nilai IKP sebesar 91,07% meningkat dibandingkan tahun 2023 yang tercatat 88,97%. Capaian ini merupakan nilai IKP tertinggi dalam sembilan tahun terakhir dan mencerminkan peningkatan kualitas layanan perusahaan.

PT SUCOFINDO akan terus mengupayakan perbaikan layanan untuk menjaga kepercayaan dan loyalitas pelanggan di masa mendatang.

The Company always provides complete information about the products and services offered, while also providing information channels if consumers/customers require more detailed information. Furthermore, the Company adheres to good marketing communication principles when offering products and services, including when advertising, promoting, or sponsoring others. In accordance with the principles of fair and responsible marketing, PT SUCOFINDO avoids making exaggerated and dishonest claims. The Company also does not seek to profit from consumers' lack of knowledge about the products and services offered.

To communicate information about the products and services offered, PT SUCOFINDO utilizes various media. This allows consumers/prospective customers/customers to easily and clearly access information regarding the Company's products and services. The media used to convey information about the products and services include the website, exhibitions, brochures, company profile, and social media. [OJK F.28]

During 2024, there were no service disruptions caused by non-compliance with the law or actions that endangered consumers. [OJK F.29] [GRI 2-27]

Customer Satisfaction Survey [OJK F.30]

PT SUCOFINDO is committed to continuously providing the best products and services to maintain and improve customer satisfaction. As a form of evaluation and continuous improvement, the company regularly conducts customer satisfaction surveys to measure the Customer Satisfaction Index (CSI). In 2024, the survey was conducted from August to September, involving 826 respondents from various work units across Indonesia. The survey results showed a CSI value of 91.07%, an increase compared to 2023, which recorded 88.97%. This achievement represents the highest CSI value in the last nine years and reflects the improvement in the company's service quality.

PT SUCOFINDO will continue to strive for service improvements to maintain customer trust and loyalty in the future.

	2024	2023	2022
Tingkat kepuasan pelanggan Customer Satisfaction Index	91.07%	88.97%	87.66%



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Lembar Umpan Balik (G.2)

Feedback Sheet

Terima kasih kepada Bapak/Ibu/Saudara yang telah membaca Laporan Keberlanjutan PT SUCOFINDO Tahun 2023. Untuk meningkatkan kualitas isi laporan keberlanjutan pada tahun berikutnya, kami berharap Bapak/Ibu/Saudara bersedia mengisi Lembar Umpan Balik ini dengan memberi tanda ✓ pada salah satu jawaban atau mengisi titik-titik yang tersedia, kemudian mengirimkannya kepada kami.

Thank you to you for reading the Sustainability Report of PT SUCOFINDO in 2023. To improve the quality of the content of the sustainability report in the following year, we hope that you will be willing to fill out this Feedback Sheet by ✓ on one of the answers or fill in the available points, then send it to us.

Data Diri Personal Data

Nama (bila berkenan)

Name (if you like) : _____

Institusi/Perusahaan

Institution/Company : _____

Telp/HP

Phone/HP : _____

Golongan Pemangku Kepentingan (beri tanda ✓ yang sesuai)

Stakeholder Groups (mark ✓ appropriately)

☐ Pemegang Saham | Shareholders

☐ Pemerintah | Government

☐ Pegawai | Employees

☐ Masyarakat | Community

☐ Pelanggan | Customers

☐ Media Massa | Mass Media

☐ Pemasok | Supplier

☐ Lain-lain, mohon sebutkan

Others, please specify: _____

Mohon pilih jawaban yang paling sesuai dengan memberi tanda ✓

Please select the most appropriate answer by marking ✓

1. Laporan ini bermanfaat bagi Anda:

This report is beneficial to you:

☐ Sangat Tidak Setuju
Strongly disagree

☐ Tidak Setuju
Disagree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Setuju
Strongly Agree

2. Laporan ini telah menggambarkan kinerja Perusahaan dan dukungannya terhadap pembangunan berkelanjutan di Indonesia

This report has described the Company's performance and its support for the sustainable development in Indonesia

☐ Sangat Tidak Setuju
Strongly disagree

☐ Tidak Setuju
Disagree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Setuju
Strongly Agree

3. Laporan ini mudah dimengerti dan dipahami:

The report is easy to understand and understand

☐ Sangat Tidak Setuju
Strongly disagree

☐ Tidak Setuju
Disagree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Setuju
Strongly Agree

4. Materi dan data dalam laporan ini sudah cukup lengkap.:

The material and data in this report are quite complete:

☐ Sangat Tidak Setuju
Strongly disagree

☐ Tidak Setuju
Disagree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Setuju
Strongly Agree



5. Laporan ini meningkatkan kepercayaan Anda terhadap kinerja keberlanjutan PT SUCOFINDO

This report increases your confidence in PT SUCOFINDO sustainability performance

☐ Sangat Tidak Setuju
Strongly disagree

☐ Tidak Setuju
Disagree

☐ Netral
Neutral

☐ Setuju
Agree

☐ Sangat Setuju
Strongly Agree

Mohon berkenan mengisi:

Please fill in:

Informasi apa yang paling bermanfaat dari Laporan Keberlanjutan ini?

What is the most useful information from this Sustainability Report?

Informasi apa yang dinilai kurang bermanfaat dari Laporan Keberlanjutan ini?

What information is considered less useful from this Sustainability Report?

Informasi apa yang dinilai masih kurang dari Laporan Keberlanjutan ini dan perlu ditambahkan pada Laporan Keberlanjutan mendatang?

What information is still missing from this Sustainability Report and needs to be added to future Sustainability Reports?

Terima kasih atas partisipasi Bapak/Ibu/Saudara. Mohon agar lembar ini dikirimkan ke alamat berikut:

Thank you for your participation. Please have this sheet sent to the following address:

Sekretariat Perusahaan
Corporate Secretary

Kantor Pusat PT SUCOFINDO

GRAHA SUCOFINDO 7th Floor
Jl. KH Guru Amin dh Jl. Raya Pasar Minggu
Kav. 34 Jakarta 12780
Phone: (+62-21) 798 3666 Ext: 1116, 1124
Fax: (+62-21) 798 6473, 798 3888
Email: customer.service@sucofindo.co.id
Web: www.sucofindo.co.id

Referensi POJK No. 51/POJK.03/2017 & SEOJK No. 16/SEOJK.04/2021 dan Indeks Isi Standar GRI 2021

Reference POJK No. 51/POJK.03/2017 & SEOJK No. 16/SEOJK.04/2021 and GRI Standards 2021

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Indeks Global Reporting Initiative (GRI) 2021

Indeks Global Reporting Initiative (GRI) 2021

Pernyataan penggunaan
Statement of use

PT SUCOFINDO telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari hingga 31 Desember 2024 dengan referensi pada Standar GRI.
PT SUCOFINDO has reported the information cited in this GRI content index for the period 1 January – 31 December 2024 with reference to the GRI Standards.

GRI 1 yang digunakan
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**PT SUPERINTENDING COMPANY OF INDONESIA
DAN ENTITAS ANAK/*SUBSIDIARIES***

**LAPORAN KEUANGAN KONSOLIDASIAN/
*CONSOLIDATED FINANCIAL STATEMENTS***

**31 DESEMBER 2024 DAN 2023/
*31 DECEMBER 2024 AND 2023***

DAN/*AND*

**LAPORAN AUDITOR INDEPENDEN/
*INDEPENDENT AUDITORS' REPORT***

SURAT PERNYATAAN DIREKSI
No: 0488/DRU-II/SPI/2025
TENTANG TANGGUNG JAWAB
ATAS LAPORAN KEUANGAN
KONSOLIDASIAN
PT SUPERINTENDING COMPANY OF
INDONESIA DAN ENTITAS ANAK
31 DESEMBER 2024

BOARD OF DIRECTOR'S STATEMENT
No: 0488/DRU-II/SPI/2025
REGARDING RESPONSIBILITY
FOR THE CONSOLIDATED FINANCIAL
STATEMENTS
PT SUPERINTENDING COMPANY OF
INDONESIA AND ITS SUBSIDIARIES
AS OF 31 DECEMBER 2024

Kami yang bertanda tangan di bawah ini:

We, the undersigned:

1. Nama	:	JOBI TRIANANDA	:	1. Name
Alamat kantor	:	Jalan Raya Pasar Minggu Kav. 34 Jakarta 12780	:	Office address
Alamat rumah	:	Kav. DKI Blok V No.5 RT.005 RW.001	:	Residential address
	:	Meruya Utara, Kembangan, Jakarta Barat	:	
Nomor telepon	:	021 – 7893666 ext 1801	:	Phone number
Jabatan	:	Direktur Utama/ President Director	:	Position
2. Nama	:	EVI AFIATIN	:	2. Name
Alamat kantor	:	Jalan Raya Pasar Minggu Kav. 34 Jakarta 12780	:	Office address
Alamat rumah	:	Jalan Tembakau Raya No.26 RT.03 RW.01	:	Residential address
	:	Pejaten Timur, Pasar Minggu, Jakarta Selatan	:	
Nomor telepon	:	021 – 7893666 ext 1805	:	Phone number
Jabatan	:	Direktur Keuangan dan Manajemen Risiko/	:	Position
	:	Finance and Risk Management Director	:	

menyatakan bahwa :

state that :

1. Kami bertanggung jawab atas penyusunan dan penyajian laporan keuangan konsolidasian;	1. We are responsible for the preparation and presentation of the consolidated financial statements;
2. Laporan keuangan konsolidasian telah disusun dan disajikan dengan basis akuntansi sesuai dengan Standar Akuntansi Keuangan di Indonesia;	2. The consolidated financial statements have been prepared and presented on the basis of accounting in accordance with Indonesian Financial Accounting Standards;
3. a. Semua informasi dalam laporan keuangan konsolidasian telah dimuat secara lengkap dan benar;	3. a. All information has been fully and correctly disclosed in the consolidated financial statement;
b. Laporan keuangan konsolidasian tidak mengandung informasi atau fakta material yang tidak benar, dan tidak menghilangkan informasi atau fakta material;	b. The consolidated financial statements do not contain false material information or facts, nor do not they omit material information or facts;
4. Kami bertanggung jawab atas sistem pengendalian internal Grup.	4. We are responsible for the Group's internal control systems.

Demikian pernyataan ini dibuat dengan sebenarnya.

Thus this statement is made truthfully.

Atas nama dan mewakili Dewan Direksi/ *For and on behalf of the Board of Directors*
Jakarta, 13 Februari/February 2025

JOBI TRIANANDA
Direktur Utama/
President Director

EVI AFIATIN
Direktur Keuangan dan Manajemen Risiko/
Finance and Risk Management Director



LAPORAN AUDITOR INDEPENDEN

**Laporan No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025**

**Pemegang Saham, Dewan Komisaris,
dan Dewan Direksi**

PT Superintending Company of Indonesia

Opini

Kami telah mengaudit laporan keuangan konsolidasian PT Superintending Company of Indonesia dan Entitas Anaknya ("Grup"), yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2024, serta laporan laba rugi dan penghasilan komprehensif lain konsolidasian, laporan perubahan ekuitas konsolidasian, dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, serta catatan atas laporan keuangan konsolidasian, termasuk informasi kebijakan akuntansi material.

Menurut opini kami, laporan keuangan konsolidasian terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian Grup tanggal 31 Desember 2024, serta kinerja keuangan konsolidasian dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Basis Opini

Kami melaksanakan audit kami berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Tanggung jawab kami menurut standar tersebut diuraikan lebih lanjut dalam paragraf Tanggung Jawab Auditor terhadap Audit atas Laporan Keuangan Konsolidasian pada laporan kami. Kami independen terhadap Grup berdasarkan ketentuan etika yang relevan dalam audit kami atas laporan keuangan konsolidasian di Indonesia, dan kami telah memenuhi tanggung jawab etika lainnya berdasarkan ketentuan tersebut. Kami yakin bahwa bukti audit yang telah kami peroleh adalah cukup dan tepat untuk menyediakan suatu basis bagi opini audit kami.

INDEPENDENT AUDITOR'S REPORT

**Report No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025**

**The Shareholders, Board of Commissioners
and Board of Directors**

PT Superintending Company of Indonesia

Opinion

We have audited the consolidated financial statements of PT Superintending Company of Indonesia and its subsidiaries (the "Group"), which comprise the consolidated statement of financial position as at 31 December 2024, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity, and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at 31 December 2024, and its consolidated financial performance and its consolidated cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

Basis for Opinion

We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements paragraph of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Indonesia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



LAPORAN AUDITOR INDEPENDEN (lanjutan)

**Laporan No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025 (lanjutan)**

Tanggung Jawab Manajemen dan Pihak yang Bertanggung Jawab atas Tata Kelola terhadap Laporan Keuangan Konsolidasian

Manajemen bertanggung jawab atas penyusunan dan penyajian wajar laporan keuangan konsolidasian tersebut sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan atas pengendalian internal yang dianggap perlu oleh manajemen untuk memungkinkan penyusunan laporan keuangan konsolidasian yang bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan.

Dalam penyusunan laporan keuangan konsolidasian, manajemen bertanggung jawab untuk menilai kemampuan Grup dalam mempertahankan kelangsungan usahanya, mengungkapkan, sesuai dengan kondisinya, hal-hal yang berkaitan dengan kelangsungan usaha, dan menggunakan basis akuntansi kelangsungan usaha, kecuali manajemen memiliki intensi untuk melikuidasi Grup atau menghentikan operasi, atau tidak memiliki alternatif yang realistis selain melaksanakannya.

Pihak yang bertanggung jawab atas tata kelola bertanggung jawab untuk mengawasi proses pelaporan keuangan Grup.

Tanggung Jawab Auditor terhadap Audit atas Laporan Keuangan Konsolidasian

Tujuan kami adalah untuk memperoleh keyakinan memadai tentang apakah laporan keuangan konsolidasian secara keseluruhan bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan, dan untuk menerbitkan laporan auditor yang mencakup opini kami. Keyakinan memadai merupakan suatu tingkat keyakinan tinggi, namun bukan merupakan suatu jaminan bahwa audit yang dilaksanakan berdasarkan Standar Audit akan selalu mendeteksi kesalahan penyajian material ketika hal tersebut ada. Kesalahan penyajian dapat disebabkan oleh kecurangan maupun kesalahan dan dianggap material jika, baik secara individual maupun secara agregat, dapat diekspektasikan secara wajar akan memengaruhi keputusan ekonomi yang diambil oleh pengguna berdasarkan laporan keuangan konsolidasian tersebut.

INDEPENDENT AUDITOR'S REPORT (continued)

**Report No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025 (continued)**

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Indonesian Financial Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standard on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

**PKF****Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan****LAPORAN AUDITOR INDEPENDEN (lanjutan)****Laporan No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025 (lanjutan)****Tanggung Jawab Auditor terhadap Audit atas
Laporan Keuangan Konsolidasian (lanjutan)**

Sebagai bagian dari suatu audit berdasarkan Standar Audit, kami menerapkan pertimbangan profesional dan mempertahankan skeptisisme profesional selama audit. Kami juga:

- Mengidentifikasi dan menilai risiko kesalahan penyajian material dalam laporan keuangan konsolidasian, baik yang disebabkan oleh kecurangan maupun kesalahan, mendesain dan melaksanakan prosedur audit yang responsif terhadap risiko tersebut, serta memperoleh bukti audit yang cukup dan tepat untuk menyediakan basis bagi opini kami. Risiko tidak terdeteksinya kesalahan penyajian material yang disebabkan oleh kecurangan lebih tinggi dari yang disebabkan oleh kesalahan, karena kecurangan dapat melibatkan kolusi, pemalsuan, penghilangan secara sengaja, pernyataan salah, atau pengabaian pengendalian internal.
- Memperoleh suatu pemahaman tentang pengendalian internal yang relevan dengan audit untuk mendesain prosedur audit yang tepat sesuai dengan kondisinya, tetapi bukan untuk tujuan menyatakan opini atas keefektifitasan pengendalian internal Grup.
- Mengevaluasi ketepatan kebijakan akuntansi yang digunakan serta kewajaran estimasi akuntansi dan pengungkapan terkait yang dibuat oleh manajemen.

INDEPENDENT AUDITOR'S REPORT (continued)**Report No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025 (continued)****Auditor's Responsibilities for the Audit of the
Consolidated Financial Statements (continued)**

As part of an audit in accordance with Standard on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- *Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.*
- *Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.*
- *Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.*



PKF

Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan

LAPORAN AUDITOR INDEPENDEN (lanjutan)

**Laporan No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025** (lanjutan)

**Tanggung Jawab Auditor terhadap Audit atas
Laporan Keuangan Konsolidasian** (lanjutan)

Sebagai bagian dari suatu audit berdasarkan Standar Audit, kami menerapkan pertimbangan profesional dan mempertahankan skeptisisme profesional selama audit. Kami juga: (lanjutan)

- Menyimpulkan ketepatan penggunaan basis akuntansi kelangsungan usaha oleh Manajemen dan, berdasarkan bukti audit yang diperoleh, apakah terdapat suatu ketidakpastian material yang terkait dengan peristiwa atau kondisi yang dapat menyebabkan keraguan signifikan atas kemampuan Grup untuk mempertahankan kelangsungan usahanya. Ketika kami menyimpulkan bahwa terdapat suatu ketidakpastian material, kami diharuskan untuk menarik perhatian dalam laporan auditor kami ke pengungkapan terkait dalam laporan keuangan konsolidasian atau, jika pengungkapan tersebut tidak memadai, harus menentukan apakah perlu untuk memodifikasi opini kami. Kesimpulan kami didasarkan pada bukti audit yang diperoleh hingga tanggal laporan auditor kami. Namun, peristiwa atau kondisi masa depan dapat menyebabkan Grup tidak dapat mempertahankan kelangsungan usaha.
- Mengevaluasi penyajian, struktur, dan isi laporan keuangan konsolidasian secara keseluruhan, termasuk pengungkapannya, dan apakah laporan keuangan konsolidasian mencerminkan transaksi dan peristiwa yang mendasarinya dengan suatu cara yang mencapai penyajian wajar.
- Memeroleh bukti audit yang cukup dan tepat terkait informasi keuangan entitas atau aktivitas bisnis dalam Grup untuk menyatakan opini atas laporan keuangan konsolidasian. Kami bertanggung jawab atas arahan, supervisi, dan pelaksanaan audit grup. Kami tetap bertanggung jawab sepenuhnya atas opini audit kami.

INDEPENDENT AUDITOR'S REPORT (continued)

**Report No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025** (continued)

**Auditor's Responsibilities for the Audit of the
Consolidated Financial Statements** (continued)

As part of an audit in accordance with Standard on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit. We also: (continued)

- *Conclude on the appropriateness of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.*
- *Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.*
- *Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.*



PKF

**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN (lanjutan)

**Laporan No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025 (lanjutan)**

**Tanggung Jawab Auditor terhadap Audit atas
Laporan Keuangan Konsolidasian (lanjutan)**

Kami mengomunikasikan kepada pihak yang bertanggung jawab atas tata kelola mengenai, antara lain, ruang lingkup dan saat yang direncanakan atas audit, serta temuan audit signifikan, termasuk setiap defisiensi signifikan dalam pengendalian internal yang teridentifikasi oleh kami selama audit.

INDEPENDENT AUDITOR'S REPORT (continued)

**Report No.: 00145/2.1133/AU.1/11/1152-
5/1/II/2025 (continued)**

**Auditor's Responsibilities for the Audit of the
Consolidated Financial Statements (continued)**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan

Nancy Rameli, CPA

Izin Akuntan Publik/*License of Public Accountant* No. AP.1152



13 Februari/*February* 2025

The original financial statements
included herein is in Indonesian language

**PT SUPERINTENDING COMPANY OF INDONESIA
DAN ENTITAS ANAK
LAPORAN POSISI KEUANGAN
KONSOLIDASIAN
31 DESEMBER 2024 DAN 2023**
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT SUPERINTENDING COMPANY OF INDONESIA
AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF
FINANCIAL POSITION
31 DECEMBER 2024 AND 2023**
(Expressed in Rupiah, unless otherwise stated)

ASET	Catatan/ Notes	2024	2023	ASSETS
Aset lancar				Current assets
Kas dan setara kas	4	1.830.843.126.233	1.733.953.529.111	Cash and cash equivalents
Piutang usaha	5	590.769.834.016	404.585.479.132	Trade receivables
Pendapatan akan diterima	6	644.815.923.482	465.864.943.878	Accrued revenues
Piutang lain-lain	7	8.496.957.757	7.417.950.906	Other receivables
Uang muka kerja	8	15.534.894.826	8.481.293.081	Advance payments
Persediaan	9	27.304.891.235	24.943.014.872	Inventories
Beban dibayar di muka	10	95.087.277.417	55.518.093.475	Prepaid expenses
Pajak dibayar di muka	11a	15.954.350.620	15.496.923.793	Prepaid taxes
Jumlah aset lancar		3.228.807.255.586	2.716.261.228.248	Total current assets
Aset tidak lancar				Non-current assets
Aset pajak tangguhan	11d	138.342.567.905	145.760.884.917	Deferred tax assets
Investasi pada entitas asosiasi dan ventura bersama	12	34.426.864.880	38.342.116.732	Investment in associates and joint ventures
Properti investasi	13	48.899.713.940	51.212.102.330	Investment properties
Aset hak-guna		2.708.469.396	6.211.719.794	Right-of-use assets
Aset tetap	14	1.768.447.857.805	1.661.985.846.636	Fixed assets
Aset lainnya	15	17.101.176.267	22.341.607.295	Other assets
Jumlah aset tidak lancar		2.009.926.650.193	1.925.854.277.704	Total non-current assets
JUMLAH ASET		5.238.733.905.779	4.642.115.505.952	TOTAL ASSETS

Catatan atas laporan keuangan konsolidasian merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian.

The accompanying notes to consolidated financial statements form an integral part of these consolidated financial statements.

**PT SUPERINTENDING COMPANY OF INDONESIA
DAN ENTITAS ANAK
LAPORAN POSISI KEUANGAN
KONSOLIDASIAN (lanjutan)
31 DESEMBER 2024 DAN 2023**
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT SUPERINTENDING COMPANY OF INDONESIA
AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF
FINANCIAL POSITION (continued)
31 DECEMBER 2024 AND 2023**
(Expressed in Rupiah, unless otherwise stated)

	Catatan/ Notes	2024	2023	
LIABILITAS DAN EKUITAS				LIABILITIES AND EQUITY
LIABILITAS				LIABILITIES
Liabilitas jangka pendek				Short-term liabilities
Utang usaha	16	270.342.075.901	235.116.435.400	Trade payables
Uang muka penjualan		82.777.390.501	62.074.209.085	Sales advances
Pendapatan diterima di muka		15.344.415.790	4.719.296.347	Unearned revenues
Beban akrual	17	452.798.825.683	302.476.575.747	Accrued expenses
Utang pajak	11b	72.050.830.395	64.117.172.442	Taxes payable
Liabilitas jangka pendek lainnya	18	29.993.279.645	42.801.767.385	Other short-term liabilities
Jumlah liabilitas jangka pendek		923.306.817.915	711.305.456.406	Total short-term liabilities
Liabilitas jangka panjang				Long-term liabilities
Imbalan pascakerja	19	376.285.702.957	404.326.551.407	Post-employment benefit obligations
Liabilitas jangka panjang lainnya	20	4.298.000.257	5.491.497.141	Other long-term liabilities
Jumlah liabilitas jangka panjang		380.583.703.214	409.818.048.548	Total long-term liabilities
JUMLAH LIABILITAS		1.303.890.521.129	1.121.123.504.954	TOTAL LIABILITIES
EKUITAS				EQUITY
Ekuitas yang dapat diatribusikan kepada pemilik entitas induk				Equity attributable to owners of the parent entity
Modal saham - nilai nominal Rp1.000.000 per saham (Modal dasar - 1.200.000 saham, ditempatkan dan disetor penuh 300.000 saham)	22	300.000.000.000	300.000.000.000	Capital stocks-par value of Rp1,000,000 per shares (Authorized capital - 1,200,000 shares, issued and fully paid 300,000 shares)
Tambahan modal disetor lainnya	23	1.141.257.304	1.141.257.304	Other additional paid-in capital
Saldo laba				Retained earnings
Ditentukan penggunaannya		2.614.913.747.300	2.303.249.611.568	Appropriated
Belum ditentukan penggunaannya		531.991.173.564	400.711.427.610	Unappropriated
Penghasilan komprehensif lainnya		485.146.608.327	514.755.094.488	Other comprehensive income
Jumlah ekuitas yang dapat diatribusikan kepada pemilik entitas induk		3.933.192.786.495	3.519.857.390.970	Total equity attributable to owners of parent entity
Kepentingan non-pengendali	21	1.650.598.155	1.134.610.028	Non-controlling interest
JUMLAH EKUITAS		3.934.843.384.650	3.520.992.000.998	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS		5.238.733.905.779	4.642.115.505.952	TOTAL LIABILITIES AND EQUITY

Catatan atas laporan keuangan konsolidasian merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian.

The accompanying notes to consolidated financial statements form an integral part of these consolidated financial statements.

**PT SUPERINTENDING COMPANY OF INDONESIA
DAN ENTITAS ANAK
LAPORAN LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2024 DAN 2023**
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT SUPERINTENDING COMPANY OF INDONESIA
AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF PROFIT OR
LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEARS ENDED
31 DECEMBER 2024 AND 2023**
(Expressed in Rupiah, unless otherwise stated)

	Catatan/ Notes	2024	2023	
Pendapatan	25	3.702.637.562.317	3.042.643.642.750	Revenues
Beban pokok pendapatan	26	(2.715.767.179.891)	(2.198.912.235.883)	Cost of revenues
LABA BRUTO		<u>986.870.382.426</u>	<u>843.731.406.867</u>	GROSS PROFIT
Beban pemasaran	28	(24.769.909.727)	(18.074.882.104)	Selling expenses
Beban umum dan administrasi	29	(426.564.764.467)	(417.022.112.158)	General and administrative expenses
Beban pengembangan	30	(12.425.009.667)	(8.584.132.741)	Development expenses
Bagian laba ventura bersama	27	151.119.935.994	135.030.776.628	Share of profit in joint ventures
Pendapatan/(beban) lain-lain, bersih	31	<u>19.447.156.286</u>	<u>(4.549.925.533)</u>	Other income/(expenses), net
LABA SEBELUM PAJAK PENGHASILAN		693.677.790.845	530.531.130.959	PROFIT BEFORE INCOME TAX
BEBAN PAJAK PENGHASILAN	11c	<u>(161.165.685.279)</u>	<u>(129.150.376.594)</u>	INCOME TAX EXPENSES
LABA TAHUN BERJALAN		<u>532.512.105.566</u>	<u>401.380.754.365</u>	PROFIT FOR THE YEAR
PENGHASILAN KOMPREHENSIF LAIN				OTHER COMPREHENSIVE INCOME
Pos-pos yang tidak akan direklasifikasi ke laba rugi:				Item that will not be reclassified to profit and losses:
Pengukuran kembali liabilitas imbalan pascakerja		(37.965.935.944)	(15.632.714.585)	Remeasurement of post-employment benefit obligations
Pajak penghasilan terkait		<u>8.352.505.908</u>	<u>3.439.197.209</u>	Related income tax
JUMLAH PENGHASILAN KOMPREHENSIF TAHUN BERJALAN		<u>502.898.675.530</u>	<u>389.187.236.989</u>	TOTAL COMPREHENSIVE INCOME FOR THE YEAR
LABA TAHUN BERJALAN DIATRIBUSIKAN KEPADA:				PROFIT FOR THE YEAR ATTRIBUTABLE TO:
Pemilik entitas induk		531.991.173.564	400.711.427.610	Owners of parent entity
Kepentingan non-pengendali		<u>520.932.002</u>	<u>669.326.755</u>	Non-controlling interest
JUMLAH		<u>532.512.105.566</u>	<u>401.380.754.365</u>	TOTAL
PENGHASILAN KOMPREHENSIF TAHUN BERJALAN DIATRIBUSIKAN KEPADA:				COMPREHENSIVE INCOME FOR THE YEAR ATTRIBUTABLE TO:
Pemilik entitas induk		502.382.687.403	388.511.271.199	Owners of parent entity
Kepentingan non-pengendali		<u>515.988.127</u>	<u>675.965.790</u>	Non-controlling interest
JUMLAH		<u>502.898.675.530</u>	<u>389.187.236.989</u>	TOTAL

Catatan atas laporan keuangan konsolidasian merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian.

The accompanying notes to consolidated financial statements form an integral part of these consolidated financial statements.

**PT SUPERINTENDING COMPANY OF INDONESIA DAN ENTITAS ANAK
LAPORAN PERUBAHAN EKUITAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR 31 DESEMBER 2024 DAN 2023**
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

PT SUPERINTENDING COMPANY OF INDONESIA AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY
FOR THE YEARS ENDED 31 DECEMBER 2024 AND 2023
(Expressed in Rupiah, unless otherwise stated)

(Disajikan dalam Rupiah, kecuali dinyatakan lain)

	Ekuitas yang dapat diatribusikan kepada pemilik entitas induk/ Total equity attributable to owner of the parent				Penghasilan komprehensif lainnya/ Other comprehensive income				Kepentingan non-pengendal/ Non-controlling interest		
	Modal saham/ Capital stock	Tambahan modal disetor lainnya/ Other additional paid-in capital	Cadangan umum/ General reserves	Saldo laba belum ditentukan penggunaannya/ Retained earnings unappropriated	Revaluasi aset/ Assets revaluation	Investasi yang tersedia untuk dijual/ Available for sale investment	Pengukuran kembali liabilitas pascakerja/ Imbalan pascakerja/ Remeasurement of post-employment benefit obligations		Laba tahun berjalan/ Profit for the year	Penghasilan komprehensif lainnya/ Other comprehensive income	
							Jumlah/ Total	Jumlah/ Total			
Saldo 1 Januari 2023	300.000.000.000	1.141.257.304	2.029.663.641.760	350.393.747.185	1.211.295.376.309	18.982.880.000	(703.323.005.410)	3.208.153.897.148	630.431.032	(171.786.794)	Balance as of 1 January 2023
Div iden	-	-	-	(76.807.777.377)	-	-	-	(76.807.777.377)	-	-	Dividend
Cadangan umum	-	-	273.585.969.808	(273.585.969.808)	-	-	-	-	-	-	General reserve
Laba bersih tahun berjalan	-	-	-	400.711.427.610	-	-	-	400.711.427.610	669.326.755	-	Net income for the year
Pengukuran kembali dari liabilitas imbalan pascakerja	-	-	-	-	-	-	(12.200.156.411)	(12.200.156.411)	-	6.639.035	Remeasurement of post-employment benefit obligations
Saldo 31 Desember 2023	300.000.000.000	1.141.257.304	2.303.249.611.568	400.711.427.610	1.211.295.376.309	18.982.880.000	(715.523.161.821)	3.519.857.390.970	1.299.757.767	(185.147.759)	Balance as of 31 December 2023
Div iden	-	-	-	(89.047.291.878)	-	-	-	(89.047.291.878)	-	-	Dividend
Cadangan umum	-	-	311.664.135.732	(311.664.135.732)	-	-	-	-	-	-	General reserve
Laba bersih tahun berjalan	-	-	-	531.991.173.564	-	-	-	531.991.173.564	520.932.002	-	Net income for the year
Pengukuran kembali dari liabilitas imbalan pascakerja	-	-	-	-	-	-	(29.608.486.161)	(29.608.486.161)	-	(4.943.875)	Remeasurement of post-employment benefit obligations
Saldo 31 Desember 2024	300.000.000.000	1.141.257.304	2.614.913.747.300	531.991.173.564	1.211.295.376.309	18.982.880.000	(745.131.647.982)	3.833.192.786.495	1.820.689.789	(170.091.634)	Balance as of 31 December 2024

Catatan atas laporan keuangan konsolidasian merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian.

The accompanying notes to consolidated financial statements form an integral part of these consolidated financial statements.

The original financial statements
included herein is in Indonesian language

**PT SUPERINTENDING COMPANY OF INDONESIA
DAN ENTITAS ANAK
LAPORAN ARUS KAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2024 DAN 2023**
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT SUPERINTENDING COMPANY OF INDONESIA
AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED
31 DECEMBER 2024 AND 2023**
(Expressed in Rupiah, unless otherwise stated)

	2024	2023	
Arus kas dari aktivitas operasi			Cash flows from operating activities
Penerimaan dari pelanggan	3.339.418.007.658	2.888.318.011.031	Cash receipts from customers
Pembayaran kepada pemasok	(1.604.212.892.881)	(1.272.631.619.394)	Cash payments to suppliers
Pembayaran kas kepada pihak ketiga	(195.255.799.191)	(90.645.015.370)	Cash payments to third parties
Pembayaran kepada karyawan	(1.316.150.688.314)	(1.283.314.815.792)	Payment to employees
Penerimaan bunga	60.885.720.276	40.738.874.340	Interest received
Arus kas bersih diperoleh dari aktivitas operasi	284.684.347.548	282.465.434.815	Net cash flows provided by operating activities
Arus kas dari aktivitas investasi			Cash flows from investing activities
Penerimaan dividen dari ventura bersama	155.035.187.846	128.067.990.430	Dividend received from joint venture
Perolehan aset tetap	(262.291.580.211)	(176.122.907.940)	Acquisitions of fixed assets
Aset lainnya	1.284.590.888	(2.144.644.802)	Other assets
Arus kas bersih yang digunakan untuk aktivitas investasi	(105.971.801.477)	(50.199.562.312)	Net cash flows used in investing activities
Arus kas dari aktivitas pendanaan			Cash flows from financing activities
Dividen	(89.047.291.878)	(76.807.777.377)	Dividend
Pembayaran liabilitas sewa	(3.262.528.587)	(4.943.905.774)	Payment of lease liabilities
Arus kas bersih yang digunakan untuk aktivitas pendanaan	(92.309.820.465)	(81.751.683.151)	Net cash flows used in financing activities
Kenaikan bersih kas dan setara kas	86.402.725.606	150.514.189.352	Net increase in cash and cash equivalents
Pengaruh selisih kurs kas dan setara kas	10.486.871.516	(1.868.225.400)	Foreign exchange difference on cash and cash equivalents
Kas dan setara kas awal tahun	1.733.953.529.111	1.585.307.565.159	Cash and cash equivalents beginning of the year
Kas dan setara kas akhir tahun	1.830.843.126.233	1.733.953.529.111	Cash and cash equivalents at end of the year
	2024	2023	
TRANSAKSI NON-KAS			NON-CASH TRANSACTIONS
Perolehan aset hak-guna melalui sewa	1.512.830.577	1.052.238.076	Acquisition of right-of-use assets through lease liabilities
Perolehan aset tetap melalui utang	11.943.074.230	33.119.595.577	Acquisition of fixed assets through payables

Catatan atas laporan keuangan konsolidasian merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian.

The accompanying notes to consolidated financial statements form an integral part of these consolidated financial statements.

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1. UMUM

a. Pendirian dan informasi lainnya

PT Superintending Company of Indonesia, sebelumnya bernama PT Superintending Company of Indonesia (Persero), yang disebut pula dengan nama PT Sucofindo ("Perusahaan"), didirikan dengan akta No. 42 tanggal 22 Oktober 1956 yang dibuat dihadapan Notaris Johan Arifin Lumban Tobing Sutan Arifin, S.H., yang telah disahkan oleh Menteri Kehakiman berdasarkan Surat Penetapan No. J.A.5/100/8 tanggal 12 Desember 1957 dan telah diumumkan dalam Berita Negara No. 31 tanggal 18 April 1958 serta tambahan Berita Negara No. 293 tahun 1958. Dalam perkembangannya, telah terjadi beberapa kali perubahan atas akta pendirian Perusahaan dan terakhir diubah dengan Akta Notaris Indah Prastiti Extensia, S.H., di Jakarta No. 04 tanggal 8 Agustus 2022 berkaitan dengan perubahan kegiatan usaha Perusahaan. Akta ini telah disahkan oleh Menteri Hukum dan Hak Asasi Manusia dengan Surat No. AHU-0062354.AH.01.02.TAHUN 2022 tanggal 1 September 2022.

Bidang layanan pokok Perusahaan adalah sebagai berikut:

Inspeksi dan audit

Perusahaan menyediakan jasa pemeriksaan kuantitas dan kualitas produk/komoditas pertanian, kehutanan dan perikanan, makanan, industri, pertambangan, minyak dan gas serta produk konsumen. Secara umum, berbagai layanan tersebut ditujukan untuk melindungi kepentingan pihak-pihak terkait dan untuk memastikan kepatuhan terhadap standar teknis untuk produk/komoditas perdagangan, serta layanan audit untuk memastikan kapasitas dan kemampuan calon pemasok.

1. GENERAL

a. Establishment and other information

PT Superintending Company of Indonesia, formerly under the name of PT Superintending Company of Indonesia (Persero) also known as PT Sucofindo Indonesia (the "Company"), was established in accordance with Notarial Deed No. 42 dated 22 October 1956 made in the presence of Notary Johan Arifin Lumban Tobing Sutan Arifin, S.H., which was approved by the Minister of Justice of the Republic of Indonesia under his decree No. J.A.5/100/8 dated 12 December 1957 and was published in the State Gazette of the Republic of Indonesia No. 31 dated 18 April 1958 in the supplement No. 293 of 1958. In its development, the Company's Articles of Association have been amended several times and the latest amendment was notarized under Notarial Deed of Indah Prastiti Extensia, S.H. in Jakarta No. 04 dated 8 August 2022 regarding the changes of the Company's business activities. The deed was approved by Minister Law and Human Right with Letter No. AHU-0062354.AH.01.02.TAHUN 2022 dated 1 September 2022.

The Company's principal service areas are as follows:

Inspection and audits

The Company provides inspection services of quantity and quality of products/commodities of agriculture, forestry and fisheries, food, industries, mining, oil and gas, and consumer products. Generally, the range of services are aimed at protecting the parties concerned and ensuring compliance with technical standards for trading products/commodities, as well as auditing services to ensure the capacity and capabilities of potential suppliers.

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1. UMUM (lanjutan)

a. Pendirian dan informasi lainnya (lanjutan)

Bidang layanan pokok Perusahaan adalah sebagai berikut: (lanjutan)

Pengujian dan analisis

Perusahaan memiliki fasilitas pengujian dan analisis lengkap untuk mendapatkan data yang akurat terhadap aspek kualitas dan keamanan produk. Laboratorium Perusahaan memiliki kapasitas untuk melakukan pengujian kimia, mikrobiologi, kalibrasi, listrik dan elektronika, serta pengujian teknis lainnya. Saat ini Perusahaan sedang mengembangkan pengujian dalam teknologi nano.

Sertifikasi

Perusahaan menyediakan layanan sertifikasi yang mencakup sertifikasi sistem manajemen dan sertifikasi produk. Skema sertifikasi yang tersedia adalah *International Organization for Standardization* ("ISO") 9000, ISO 14000, "*Occupational Health and Safety Assessment Series*" ("OHSAS") 18000, *Social Accountability* ("SA") 8000, *Roundtable on Sustainable Palm Oil* ("RSPO"), *Hazard Analysis Critical Point* ("HAACP"), *Pengelolaan Hutan Berkelanjutan*, *Chain of Custody* dan *Legal Source*. Sertifikasi produk diantaranya meliputi sertifikasi produk listrik dan elektronika, pupuk dan produk kimia, makanan dan minuman, baja serta komoditas pertanian.

Konsultasi

Perusahaan memiliki layanan konsultasi sistem manajemen, analisa dampak lingkungan, sistem informasi, kandungan produk lokal, pengembangan wilayah, infrastruktur dan penggunaan lahan. Interaksi Perusahaan yang luas dengan pelaku berbagai lini bisnis memungkinkan Perusahaan untuk berbagi pengalaman dengan dukungan para pakar yang dimiliki.

1. GENERAL (continued)

a. Establishment and other information (continued)

The Company's principal service areas are as follows: (continued)

Testing and analysis

The Company has complete testing and analysis facilities to obtain accurate data on products quality and safety aspects. The Company's laboratory has the capacity to conduct chemical, microbiological, calibration, electrical and electronics testing, as well as other technical testings. Currently, the Company is developed the testing in nano technology.

Certification

The Company provides certification services that include management system certification and product certification. Available certification schemes are International Organization for Standardization ("ISO") 9000, ISO 14000, "Occupational Health and Safety Assessment Series" ("OHSAS") 18000, Social Accountability ("SA") 8000, Roundtable on Sustainable Palm Oil ("RSPO"), Hazard Analysis Critical Point ("HAACP"), Sustainable Forest Management, Chain of Custody and Legal Source. Product certification covers the certification for electrical and electronics products, fertilizer and chemical products, food and beverages, steel and agricultural commodities.

Consultations

The Company provides management system consulting, environmental impact analysis, information systems, local product content, regional development, infrastructure and land usage services. The Company's wide interaction with various lines of business enables the Company to share experience with the support of experts at its disposal.

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1. UMUM (lanjutan)

a. Pendirian dan informasi lainnya (lanjutan)

Bidang layanan pokok Perusahaan adalah sebagai berikut: (lanjutan)

Pelatihan

Layanan pelatihan Perusahaan memberikan kontribusi pengetahuan dan kemampuan dalam berbagai aspek bisnis seperti sistem manajemen, termasuk kualitas kesehatan dan keselamatan kerja, HAACP dan manajemen keamanan. Selain itu, Perusahaan menyediakan pelatihan tanggap darurat dan pengoperasian alat berat. Pelatihan ini dirancang sesuai dengan kebutuhan pelanggan. Perusahaan memiliki semua fasilitas pelatihan yang dibutuhkan untuk mendapatkan hasil maksimal dari program pelatihan tersebut.

Sesuai dengan Keputusan Direksi No. 9/KD/2024 tanggal 27 Agustus 2024 perihal struktur organisasi, tugas pokok, dan fungsi unit kerja, struktur organisasi Perusahaan terdiri dari Satuan Pengawasan Intern (SPI), *Strategic Transformation Office* (STO), 10 Unit Kerja Divisi, 10 Unit Bisnis, Unit Tanggung Jawab Sosial dan Lingkungan ("TJSL"), Unit Halal, Unit Bisnis Teknologi, Unit Kesehatan dan Unit Keselamatan Kerja dan Lingkungan ("K3L"), 16 cabang Wilayah Regional Barat dan 13 cabang Wilayah Regional Timur dengan rincian sebagai berikut:

1. Satuan Pengawasan Intern (SPI);
2. *Strategic Transformation Office* (STO)
3. Divisi *Human Capital* (Divisi HC);
4. Divisi Informasi dan Solusi Bisnis (Divisi ISB);
5. Divisi Keuangan dan Akuntansi (Divisi KAK);
6. Divisi Manajemen Strategis dan Risiko (Divisi MSR);
7. Divisi Pemasaran dan Penjualan Korporat (Divisi PPK);
8. Divisi Pengembangan Bisnis Korporat (Divisi PBK);
9. Divisi Sekretariat Perusahaan (Divisi SEKPER);

1. GENERAL (continued)

a. Establishment and other information (continued)

The Company's principal service areas are as follows: (continued)

Training

Training services by the Company contribute to the knowledge and skills in various business aspects such as management systems, including quality, health and safety, HAACP and security management. In addition, the Company provides training for emergency response and operation of heavy equipment. These training programs are designed according to specific customer's requirements. The Company has all the necessary training facilities to get the most out of training programs.

According to the Directors Decision No. 9/KD/2024 dated 27 August 2024 on the organizational structure, main tasks and functions of the Company's task force, the Company's organizational structure consists of Internal Control Unit, *Strategic Transformation Office*, 10 Divisions of Work Unit, 10 Business Units, Social and Environmental Responsibility ("TJSL") Unit, Halal Unit, Business Technology Unit, Occupational Health and Environmental and Safety ("K3L") Unit, 16 branches for the West Regional Area and 13 branches for the East Regional Area, with the details are as follows:

1. Internal Control Unit;
2. *Strategic Transformation Office*
3. Human Capital Division (HC Division);
4. Information and Business Solution Division (ISB Division);
5. Accounting and Finance Division (KAK Division);
6. Strategic and Risk Management Division (MSR Division);
7. Marketing and Corporate Sales Division (PPK Division);
8. Business and Corporate Development Division (PBK Division);
9. Corporate Secretary Division (SEKPER Division);

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1. UMUM (lanjutan)

a. Pendirian dan informasi lainnya (lanjutan)

Sesuai dengan Keputusan Direksi No. 9/KD/2024 tanggal 27 Agustus 2024 perihal struktur organisasi, tugas pokok, dan fungsi unit kerja, struktur organisasi Perusahaan terdiri dari Satuan Pengawasan Intern (SPI), Strategic Transformation Office (STO), 10 Unit Kerja Divisi, 10 Unit Bisnis, Unit Tanggung Jawab Sosial dan Lingkungan ("TJSL"), Unit Halal, Unit Bisnis Teknologi, Unit Kesehatan dan Unit Keselamatan Kerja dan Lingkungan ("K3L"), 16 cabang Wilayah Regional Barat dan 13 cabang Wilayah Regional Timur dengan rincian sebagai berikut: (lanjutan)

10. Divisi Umum dan Manajemen Aset (Divisi UMA);
11. SBU Aset dan Energi Baru & Terbarukan (SBU AEBT);
12. SBU Batubara (SBU BTBR);
13. SBU Hulu Migas dan Produk Migas (SBU HMPM);
14. SBU Industri (SBU IND);
15. SBU Komoditi dan Solusi Perdagangan (SBU KSP);
16. SBU Laboratorium (SBU LAB);
17. SBU Layanan Publik, Sumber Daya Alam dan Investasi (SBU LSI);
18. SBU Mineral (SBU MIN);
19. SBU Perdagangan, Industri dan Kelautan (SBU PIK);
20. SBU Sertifikasi dan *Eco-Framework* (SBU SERCO);
21. Unit TJSL;
22. Unit Halal;
23. Unit Bisnis dan Teknologi (BISTEK);
24. Unit K3L;
25. Cabang Wilayah Regional Barat (16 cabang); dan
26. Cabang Wilayah Regional Timur (13 cabang).

1. GENERAL (continued)

a. Establishment and other information (continued)

According to the Directors Decision No. 9/KD/2024 dated 27 August 2024 on the organizational structure, main tasks and functions of the Company's task force, the Company's organizational structure consists of Internal Control Unit, Strategic Transformation Office, 10 Divisions of Work Unit, 10 Business Units, Social and Environmental Responsibility ("TJSL") Unit, Halal Unit, Business Technology Unit, Occupational Health and Environmental and Safety ("K3L") Unit, 16 branches for the West Regional Area and 13 branches for the East Regional Area, with the details are as follows: (continued)

10. General and Asset Management Division (UMA Division);
11. Asset and New and Renewable Energy Business Unit (SBU AEBT);
12. Coal Business Unit (SBU BTBR);
13. Upstream Oil and Gas Products Business Unit (SBU HMPM);
14. Industry Business Unit (SBU IND);
15. Commodity and Trade Solution Business Unit (SBU KSP);
16. Laboratory Business Unit (SBU LAB);
17. Public Service, Natural Resources and Investment Business Unit (SBU LSI);
18. Mineral Business Unit (SBU MIN);
19. Trading, Industry and Marine Business Unit (SBU PIK);
20. Certification and *Eco-Framework* Business Unit (SBU SERCO);
21. TJSL Unit;
22. Halal Unit;
23. Business and Technology Unit (BISTEK);
24. K3L Unit;
25. East Regional Area Branches (16 branches); and
26. East Regional Area Branches (13 branches).

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1. UMUM (lanjutan)

a. Pendirian dan informasi lainnya (lanjutan)

Maksud dan tujuan Perusahaan adalah:

- i. Melakukan usaha dibidang jasa survei dan inspeksi serta optimalisasi pemanfaatan sumber daya yang dimiliki Perusahaan untuk menghasilkan barang dan atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan/mengejar keuntungan guna meningkatkan nilai Perusahaan dengan menerapkan prinsip-prinsip Perseroan Terbatas.
- ii. Untuk mencapai maksud dan tujuan tersebut di atas, Perusahaan dapat melaksanakan kegiatan usaha utama sebagai berikut:
 1. Pemeriksaan (inspeksi), pengawasan (supervisi), pengkajian, pemantauan, pengujian, verifikasi yang berkenaan dan berkaitan dengan lapangan usaha Indonesia (KBLI) secara umum;
 2. Survei keadaan barang muatan, sarana dan prasarana angkutan darat, laut dan udara berikut perlengkapannya;
 3. Sertifikasi, audit dan *assessment* yang berkenaan dengan manajemen;
 4. Bantuan teknik dan konsultasi yang berkaitan dan berkenaan; dan
 5. Penunjang kegiatan pertambangan, pertanian, perindustrian, perdagangan dan kesehatan.

Selain kegiatan usaha utama, Perusahaan dapat melakukan kegiatan usaha dalam rangka optimalisasi pemanfaatan sumber daya yang dimiliki untuk jasa penyewaan dan pengusahaan sarana dan prasarana yang dimiliki Perusahaan.

Kantor pusat Perusahaan berlokasi di Graha Sucofindo Jl. Raya Pasar Minggu Kav. 34, Jakarta, Indonesia.

Perusahaan mempunyai karyawan tetap sebanyak 3.122 dan 2.979 pada tanggal 31 Desember 2024 dan 2023 (tidak diaudit).

1. GENERAL (continued)

a. Establishment and other information (continued)

The objectives of the Company are:

- i. *Running business in survey and inspection services as well as optimizing the utilization of the Company's resources to produce high quality and competitive goods and or services to earn/pursue profit in order to increase the value of the Company by applying the principles of Limited Liabilities Company.*
- ii. *To achieve the aforementioned objectives, the Company can carry out main business activities as follows:*
 1. *Examination (inspection), supervision, assessment, monitoring, testing, verification related to business fields in Indonesia (KBLI) in general;*
 2. *Survey of cargo condition, facilities and infrastructure of land, sea and air transport and their equipment;*
 3. *Certification, auditing and assessment with regard to the management;*
 4. *Relevant technical assistance and consultancy; and*
 5. *Support for mining, agriculture, industry, trade and health activities.*

In addition to the main business activities, the Company may carry out business activities in order to optimize the utilization of its resources in rental services and utilization of facilities and infrastructure owned by the Company.

The Company's head office is located at Graha Sucofindo Jl. Raya Pasar Minggu Kav. 34, Jakarta, Indonesia.

The Company has 3,122 and 2,979 permanent employees as at 31 December 2024 and 2023 (unaudited).

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1. UMUM (lanjutan)

b. Dewan komisaris, direksi dan komite audit

Berdasarkan Akta Notaris Indah Prastiti Extensia, S.H. No. 04 dan 05 tanggal 3 April 2024 tentang Pernyataan Keputusan Para Pemegang Saham Perusahaan, susunan Dewan Komisaris dan Direksi pada tanggal 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024
Dewan Komisaris:	
Komisaris Utama :	Moga Simatupang
Komisaris Independen :	Zainal Abidin
Komisaris Independen :	Mahatma Gandhi
Komisaris :	Adi Budiarmo
Komisaris :	Anas Puji Istanto
Komisaris :	-
Dewan Direksi:	
Direktur Utama :	Jobi Triananda
Direktur Layanan Industri :	Budi Utomo
Direktur Layanan Sumber Daya Alam :	Darwin Abas
Direktur Komersial :	-
Direktur Keuangan dan Manajemen Risiko :	Evi Afiatin
Direktur Sumber Daya Manusia :	David Elezaar
	Sonak Sidjabat

Susunan Komite Audit Perusahaan pada tanggal 31 Desember 2024 dan 2023 adalah:

	2024
Komite Audit:	
Ketua :	Zainal Abidin
Anggota :	Nizar Kauzar Arifin
Anggota :	Nur Abdillah

1. GENERAL (continued)

b. Board of commissioners, directors and audit committees

Based on the Notarial Deed of Indah Prastiti Extensia, S.H. No. 04 and 05 dated 3 April 2024 concerning Circular Resolution of the Company's Shareholders, the composition of the Board of Commissioners and Directors as at 31 December 2024 and 2023 are as follows:

	2023	
Board of Commissioners:		
Veri Anggrijono :		President Commissioner
Zainal Abidin :		Independent Commissioner
- :		Independent Commissioner
Adi Budiarmo :		Commissioner
Aditya Dhanwantara :		Commissioner
Himawan Hariyoga :		
Djojokusumo :		Commissioner
Board of Directors:		
Jobi Triananda :		President Director
- :		Industrial Services Director
- :		Natural Resources Services Director
Darwin Abas :		Commercial Director
Budi Hartanto :		Finance and Risk Management Director
Johanes Nanang :		Human Resources Director
Marjianto :		

The composition of the Company's Audit Committees as of 31 December 2024 and 2023 are as follows:

	2023	
Audit Committees:		
Zainal Abidin :		Chairman
Nizar Kauzar Arifin :		Member
Nur Abdillah :		Member

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1. UMUM (lanjutan)

c. Entitas anak, asosiasi dan pengaturan bersama

Perusahaan melakukan investasi dalam bentuk penyertaan saham kepada beberapa entitas dengan komposisi kepemilikan sebagai berikut:

Entitas/ Entities	Domisili/ Domicile	Bisnis utama/ Main business	Persentase kepemilikan/ Percentage of ownership		Jumlah aset/ Total assets	
			2024	2023	2024	2023
<u>Entitas anak/Subsidiaries</u>						
PT Sucofindo Advisory Utama ("SAU")	Jakarta	Jasa/Services	91,43%	91,43%	46.171.661.280	49.198.264.954
PT Sucofindo Episi ("EPISI")	Jakarta	Pembangunan, Perdagangan, dan Jasa/Construction, Trade, and Services	95,00%	95,00%	83.109.328.559	72.439.771.594
<u>Entitas asosiasi/Associates</u>						
PT SPRINT Consultant	Jakarta	Jasa/Services	19,00%	19,00%	5.392.902.858	5.785.041.606
PT Surveyor Indonesia ("SI")	Jakarta	Jasa/Services	4,48%	4,48%	2.623.036.198.531	2.341.611.542.696
<u>Ventura bersama/Joint venture</u>						
Kerjasama Operasi ("KSO")						
PT Sucofindo - PT Surveyor Indonesia	Jakarta	Jasa/Services	50,00%	50,00%	531.332.866.009	408.351.385.843
<u>Operasi bersama/Joint operation</u>						
KSO PT Sucofindo -						
PT Varuna Tirta Prakasya (Persero)	Jakarta	Jasa/Services	50,00%	50,00%	-	-

Laporan keuangan konsolidasian terdiri dari laporan keuangan Perusahaan dan entitas anak ("Grup").

1. PT Sucofindo Advisory Utama

PT Sucofindo Advisory Utama ("SAU") semula bernama PT Sucofindo Appraisal Utama didirikan dengan nama PT Sucofindo Nissesa Appraisal berdasarkan Akta Notaris No. 19 tanggal 31 Januari 2000 Sovyedi Andasasmita, S.H. Akta tersebut telah mendapat pengesahan dari Departemen Kehakiman Menteri Hukum dan Perundang-undangan Republik Indonesia dengan Keputusan No. C-14684HT.01.01.Th2000 tanggal 20 Juli 2000.

1. GENERAL (continued)

c. Subsidiaries, associates and joint arrangements

The Company has investment in shares of stock in several entities with composition of ownership as follows:

The accompanying consolidated financial statements comprise the financial statements of the Company and its subsidiaries (the "Group").

1. PT Sucofindo Advisory Utama

PT Sucofindo Advisory Utama ("SAU"), formerly named PT Sucofindo Appraisal Utama was established under the name of PT Sucofindo Nissesa Appraisal based on Notarial Deed No. 19 dated 31 January 2000 made in the presence of Notary Sovyedi Andasasmita, S.H. The deed was approved by the Minister of Law and Legislation through the decree No. C-14684HT.01.01.Th2000 dated 20 July 2000.

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c. Entitas anak, asosiasi dan pengaturan bersama (lanjutan)

1. PT Sucofindo Advisory Utama (lanjutan)

Anggaran dasar SAU telah beberapa kali mengalami perubahan. Perubahan terakhir sehubungan dengan maksud dan tujuan serta kegiatan usaha SAU sebagaimana dimuat dalam Akta Pernyataan Keputusan Rapat Perusahaan Terbatas No. 21 tanggal 24 Februari 2020 yang dibuat di hadapan notaris Indah Prastiti Extensia, S.H., Notaris di Jakarta.

Sesuai dengan pasal 3 Anggaran Dasar, ruang lingkup SAU sebagai berikut:

- Aktivitas penunjang pertambangan minyak bumi, gas alam dan penggalian lainnya;
- Aktivitas pemrograman komputer;
- Aktivitas konsultasi pariwisata; transportasi, keamanan informasi, dan konsultasi manajemen lainnya;
- Aktivitas arsitektur, keinsinyuran dan konsultasi;
- Penelitian dan pengembangan ilmu pertanian dan peternakan;
- Penelitian pasar;
- Aktivitas profesional, ilmiah dan teknis;
- Penyelenggara pertemuan, perjalanan insentif, konferensi dan pameran;
- *Event organizer*;
- Jasa pendidikan manajemen dan perbankan;
- Pendidikan lainnya swasta;
- Kegiatan penunjang pendidikan.

1. GENERAL (continued)

c. Subsidiaries, associates and joint arrangements (continued)

1. PT Sucofindo Advisory Utama (continued)

SAU's articles of association have been amended several times. The latest amendment was in connection with the goals and objectives SAU's business activities as stipulated in the Deed of Resolutions of the Limited Liability Company No. 21 dated 24 February 2020 of Indah Prastiti Extensia, S.H., a Notary in Jakarta.

In accordance with article 3 of the Articles of Association, the scope of SAU is as follows:

- Supporting activities for petroleum, natural gas and other mining activities;
- Computer program activities;
- Tourism, transportation, information security, and other management consulting activities;
- Architectural, engineering and consulting activities;
- Research and development of agricultural and animal sciences;
- Market research;
- Professional, scientific and technical activities;
- Organizing meetings, incentive trips, conferences and exhibitions;
- Event organizer;
- Management and banking education services;
- Other private education;
- Educational support activities.

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c. Entitas anak, asosiasi dan pengaturan bersama (lanjutan)

2. PT Sucofindo Episi

PT Sucofindo Episi ("Episi") didirikan dengan Akta No. 4 tanggal 12 Maret 2002 yang dibuat dihadapan Notaris Sovyedi Andasasmita, S.H. Akta perubahan terakhir adalah Akta No. 11 tanggal 17 November 2020 dengan notaris yang Indah Prastiti Extensia, S.H., dan perubahan akta tersebut telah mendapat pengesahan dari Kementerian Hukum Hak Asasi Manusia Republik Indonesia dengan keputusan Menteri Hukum dan Hak Asasi Manusia No. AHU-0079751.AH.01.02. Tahun 2020 tanggal 29 November 2020.

Sesuai dengan Anggaran Dasarnya, maksud dan tujuan EPISI adalah berusaha dalam bidang:

- Aktivitas Penyedia Gabungan Jasa Penunjang Fasilitas;
- Konstruksi;
- Penyiapan dan Pengolahan Lahan;
- Instalasi;
- Pertambangan Minyak Bumi dan Gas Alam;
- Pengusahaan Tenaga Panas Bumi;
- Aktivitas Penunjang Pertambangan dan Penggalian Lainnya;
- Industri Produk dari Hasil Kilang Minyak Bumi;
- Aktivitas Telekomunikasi;
- Perdagangan Besar Mesin, Peralatan dan Perlengkapan Lainnya;
- Industri Mesin;
- Penelitian dan Pengembangan Teknologi dan Rekayasa;
- Aktivitas Keinsinyuran dan Konsultasi Teknis;
- Aktivitas Konsultasi Komputer dan Manajemen Fasilitas Komputer Lainnya;
- Aktivitas Pengolahan Data dan *Hosting*;

1. GENERAL (continued)

c. Subsidiaries, associates and joint arrangements (continued)

2. PT Sucofindo Episi

PT Sucofindo Episi ("Episi") was established based on Deed No. 4 dated 12 March 2002, drawn before Notary Sovyedi Andasasmita, S.H. The most recent amendment stated in Deed No. 11 dated 17 November 2020 made in the presence of Indah Prastiti Extensia, S.H., and was approved by the Ministry of Justice and Human Rights of the Republic of Indonesia under the decree of the Minister of Law and Human Rights No. AHU-0079751.AH.01.02. Year 2020 dated 29 November 2020.

In accordance with its Articles of Association, the purposes and objectives of EPISI are to engage in:

- Activities of Joint Facility Support Service Providers;
- Construction;
- Land Preparation and Processing;
- Installation;
- Mining for Petroleum and Natural Gas;
- Geothermal Energy Business;
- Mining Supporting Activities and Other Excavation;
- Petroleum Refinery Products Industry;
- Telecommunication Activities;
- Wholesaler of Machinery, Equipment and Other Equipment;
- Machinery Industry;
- Research and Development in Technology and Engineering;
- Engineering Activities and Technical Consulting;
- Computer Consulting Activities and Other Computer Facility Management;
- Data Processing and Hosting Activities;

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2. PT Sucofindo Episi (lanjutan)

Sesuai dengan Anggaran Dasarnya, maksud dan tujuan EPISI adalah berusaha dalam bidang: (lanjutan)

- Penyediaan Sumber Daya Manusia dan Manajemen Fungsi Sumber Daya Manusia;
- Pengelolaan dan Pembuangan Air Limbah;
- Kebersihan Umum Bangunan dan Industri Lainnya;
- Jasa Pemupukan, Penanaman Bibit dan Pengendalian Hama dan Gulma;
- Jasa Penunjang Pertanian, Peternakan dan Kehutanan Lainnya;
- Pergudangan dan Penyimpanan Lainnya;
- Perdagangan Besar Atas dasar Balas Jasa (Fee) atau Kontrak;
- Perdagangan Besar Susu dan Produk Susu;
- Perdagangan Besar Daging dan Daging Olahan;
- Perdagangan Besar Hasil Olahan Perikanan;
- Perdagangan Besar Minyak dan Lemak Nabati & Hewani;
- Perdagangan Besar Kopi, Teh, dan Kakao;
- Perdagangan Besar Beras;
- Perdagangan Besar Telur dan Hasil Olahan Telur;
- Perdagangan Besar Hasil Pertanian;
- Perdagangan Besar Alat Laboratorium, Farmasi, dan Kedokteran;
- Perdagangan Besar Makanan dan Minuman Lainnya.

1. GENERAL (continued)

c. Subsidiaries, associates and joint arrangements (continued)

2. PT Sucofindo Episi (continued)

In accordance with its Articles of Association, the purposes and objectives of EPISI are to engage in: (continued)

- *Human Resources Provision and Management of Human Resources Functions;*
- *Wastewater Management and Disposal;*
- *General Cleaning of Buildings and Other Industries;*
- *Fertilization Services, Seeds Planting and Controlling Pests and Weeds;*
- *Agriculture, Animal Husbandry and Other Forestry Support Services;*
- *Warehousing and Other Storage;*
- *Wholesale on the Basis of Remuneration (Fee) or Contract;*
- *Wholesale of Milk and Milk Products;*
- *Wholesale of Meat and Processed Meat;*
- *Wholesale of Processed Fisheries Products;*
- *Wholesale of Vegetable & Animal Oils and Fats;*
- *Wholesale of Coffee, Tea and Cocoa;*
- *Wholesale Rice;*
- *Wholesale of Eggs and Egg Processed Products;*
- *Wholesale of Agricultural Products;*
- *Wholesale of Laboratory, Pharmaceutical and Medical Equipment;*
- *Wholesale of Food and Other Beverages.*

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c. Entitas anak, asosiasi dan pengaturan bersama (lanjutan)

3. PT SPRINT Konsultan

Penyertaan pada PT SPRINT Konsultan pada tahun 1997 merupakan penyertaan modal sebesar Rp47.500.000 atau 19% dari seluruh modal saham disetor entitas. Entitas didirikan dengan Akta Notaris No. 9 tanggal 9 Februari 1997, dibuat di hadapan Agus Hashim Ahmad, S.H. dan mulai beroperasi tahun 1997.

4. Ventura Bersama PT Sucofindo - PT Surveyor Indonesia

Perusahaan memiliki penyertaan saham pada Kerjasama Operasi Perusahaan - PT Surveyor Indonesia ("KSO SCI - SI") sebesar 50% sesuai Akta No. 21 tanggal 22 Juli 2009 untuk Kegiatan Verifikasi atau Penelusuran Teknis Impor (VPTI). Kegiatan tersebut terdiri dari beberapa jenis program antara lain besi, tekstil dan produk tekstil, bus dan bukan bus, beras, garam dan lain-lain.

5. Kerjasama Operasi PT Sucofindo - PT Varuna Tirta Prakasya (Persero)

Perusahaan memiliki penyertaan saham pada Kerjasama Operasi Perusahaan - PT Varuna Tirta Prakasya (Persero) ("KSO SCI - VTP") sebesar 50% sesuai Akta No. 10 tanggal 5 September 2019 Notaris Indah Prastiti Extensia, S.H., tentang pekerjaan manajemen logistik dan transportasi.

Berdasarkan Rapat Umum Para Pihak tanggal 15 Januari 2024, KSO SCI - VTP diperpanjang sampai dengan selesainya pemenuhan seluruh hak dan kewajiban serta tanggung jawab para pihak atau alasan lain yang disepakati secara tertulis oleh para pihak.

1. GENERAL (continued)

c. Subsidiaries, associates and joint arrangements (continued)

3. PT SPRINT Konsultan

Investment in PT SPRINT Konsultan in 1997 represents a capital investment amounting to Rp47,500,000 or 19% of the entity's total paid-up capital. The Entity was established based on Deed No. 9 dated 9 February 1997, drawn before Agus Hashim Ahmad, S.H., and became operational in 1997.

4. Joint Venture of PT Sucofindo - PT Surveyor Indonesia

The Company has investment in a Joint Venture between the Company - PT Surveyor Indonesia ("KSO SCI - SI") by 50% in accordance with Deed No. 21 dated 22 July 2009 for the Activity of Import Verification or Technical Tracing (VPTI). These activities consist of several types of programs, such as iron, textiles and textile products, buses and non-buses, rice, salt, and others.

5. Joint Operation of PT Sucofindo - PT Varuna Tirta Prakasya (Persero)

The Company has investment in a Joint Operation between the Company - PT Varuna Tirta Prakasya (Persero) ("KSO SCI - VTP") by 50% in accordance with Deed No. 10 dated 5 September 2019 Notary Indah Prastiti Extensia, S.H., regarding activity of logistic and transportation management.

Pursuant to the General Meeting of the Parties dated 15 January 2024, KSO SCI - VTP is extended until settlement of all rights, obligations and responsibilities of the parties or for other reasons agreed by the parties.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL**

**a. Kepatuhan terhadap Standar Akuntansi
Keuangan ("SAK")**

Laporan keuangan konsolidasian Perusahaan telah disusun dan disajikan sesuai dengan SAK di Indonesia yang meliputi Pernyataan Standar Akuntansi Keuangan ("PSAK") dan Interpretasi Standar Akuntansi Keuangan ("ISAK") yang diterbitkan oleh Dewan Standar Akuntansi Keuangan Ikatan Akuntan Indonesia ("DSAK-IAI").

b. Dasar penyusunan laporan keuangan konsolidasian

Laporan keuangan konsolidasian disusun dan disajikan berdasarkan asumsi kelangsungan usaha serta atas dasar akrual, kecuali laporan arus kas. Dasar pengukuran dalam penyusunan laporan keuangan konsolidasian ini adalah konsep biaya perolehan, kecuali beberapa akun tertentu yang didasarkan pengukuran lain sebagaimana dijelaskan dalam kebijakan akuntansi masing-masing akun tersebut. Biaya perolehan umumnya didasarkan pada nilai wajar imbalan yang diserahkan dalam pertukaran aset.

Laporan arus kas disajikan dengan metode langsung dengan mengelompokkan arus kas dalam aktivitas operasi, investasi dan pendanaan.

Kebijakan akuntansi telah diterapkan secara konsisten dengan laporan keuangan konsolidasian yang berakhir 31 Desember 2024, yang telah sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Mata uang penyajian yang digunakan dalam penyusunan laporan keuangan konsolidasian ini adalah Rupiah yang merupakan mata uang fungsional Grup.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION**

**a. Compliance with the Financial Accounting
Standards ("SAK")**

The Company's consolidated financial statements have been prepared and presented in accordance with Indonesian SAK which comprises statement of Financial Accounting Standards ("PSAK") and the Interpretation of Financial Accounting Standards ("ISAK") issued by Financial Accounting Standards Board of the Institute of Indonesia Chartered Accountants ("DSAK-IAI").

**b. Basis of preparation of the consolidated
financial statements**

The consolidated financial statements have been prepared and presented based on going concern assumption and accrual basis of accounting, except for the statements of cash flows. Basis of measurement in preparation of these consolidated financial statements is the historical costs concept, except for certain accounts which have been prepared on the basis of other measurements as described in their respective policies. Historical cost is generally based on the fair value of the conducting in exchange for assets.

The financial statements of cash flows are prepared using the direct method by classifying cash flows into operating, investing and financing activities.

The accounting policies applied are consistent with those of the consolidated financial statements ended 31 December 2024, which conform to the Indonesian Financial Accounting Standards.

The presentation currency of the preparation of the consolidated financial statements is Rupiah which is the functional currency of the Group.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

c. Perubahan atas PSAK dan ISAK

Standar akuntansi revisian berikut, yang relevan untuk Grup, berlaku efektif sejak tanggal 1 Januari 2024 dan tidak memiliki pengaruh material terhadap laporan keuangan konsolidasian Grup:

- Amendemen PSAK 107 "Instrumen Keuangan: Pengungkapan"
- Amendemen PSAK 116 "Sewa"
- Amendemen PSAK 201 "Penyajian Laporan Keuangan"
- Amendemen PSAK 207 "Laporan Arus Kas"

Standar akuntansi revisian berikut yang telah diterbitkan dan relevan untuk Grup berlaku efektif sejak tanggal 1 Januari 2025 dan belum diterapkan secara dini oleh Grup:

- Amendemen PSAK 221 "Pengaruh Perubahan Kurs Valuta Asing"

Pada tanggal pengesahan laporan keuangan konsolidasian, Grup sedang mempertimbangkan implikasi dari penerapan standar tersebut, terhadap laporan keuangan konsolidasian Grup.

d. Aset dan liabilitas keuangan

Aset keuangan

Grup mengklasifikasikan aset keuangannya dalam kategori:

- i. Aset keuangan yang diukur pada nilai wajar melalui laporan laba rugi atau melalui penghasilan komprehensif lain;
- ii. Aset keuangan yang diukur dengan biaya diamortisasi.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

c. Changes to the PSAK and ISAK

The following revised accounting standards, which are relevant to the Group, are effective from 1 January 2024 and do not result in material impact to the Group's consolidated financial statements:

- Amendment to PSAK 107 "Financial Instruments: Disclosure"
- Amendment to PSAK 116 "Leases"
- Amendment to PSAK 201 "Presentation Financial Statements"
- Amendment to PSAK 207 "Cashflow Statements"

The following revised accounting standards issued and relevant to the Group are effective from 1 January 2025 and have not been early adopted by the Group:

- Amendment to PSAK 221 "The Effect of Changes in Foreign Exchange Rates"

As at the authorization date of these consolidated financial statements, the Group is assessing the implication of the above standards, to the Group's consolidated financial statements.

d. Financial assets and liabilities

Financial assets

The Group classifies its financial assets in the following categories:

- i. Financial assets at fair value through statements of profit or loss or other comprehensive income;
- ii. Financial assets at amortized cost.

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MATERIAL (lanjutan)**

d. Aset dan liabilitas keuangan (lanjutan)

Aset keuangan (lanjutan)

Klasifikasi dan pengukuran aset keuangan harus didasarkan pada bisnis model dan arus kas kontraktual - apakah semata dari pembayaran pokok dan bunga. Manajemen menentukan klasifikasi aset keuangan tersebut pada pengakuan awal dan tidak bisa melakukan perubahan setelah penerapan awal tersebut.

Pada tanggal 31 Desember 2024, Grup memiliki aset keuangan yang diklasifikasikan sebagai aset keuangan yang diukur dengan biaya diamortisasi. Aset keuangan yang diukur dengan biaya diamortisasi meliputi kas dan setara kas, piutang usaha, pendapatan akan diterima, dan piutang lain-lain.

Aset keuangan

Aset keuangan diklasifikasikan sebagai aset lancar, jika jatuh tempo dalam waktu 12 bulan, jika tidak maka aset keuangan ini diklasifikasikan sebagai aset tidak lancar.

Aset keuangan yang diukur dengan biaya diamortisasi pada awalnya diakui sebesar nilai wajarnya ditambah dengan biaya-biaya transaksi dan selanjutnya diukur pada biaya perolehan diamortisasi dengan menggunakan metode suku bunga efektif.

Penurunan nilai aset keuangan

Pada setiap periode pelaporan, Grup menilai apakah risiko kredit dari instrumen keuangan telah meningkat secara signifikan sejak pengakuan awal. Ketika melakukan penilaian, Grup menggunakan perubahan atas risiko gagal bayar yang terjadi sepanjang perkiraan usia instrumen keuangan daripada perubahan atas kerugian kredit ekspektasian.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

d. Financial assets and liabilities (continued)

Financial assets (continued)

Classification and measurement of financial assets are based on business model and contractual cash flows - whether from solely payment of principal and interest. Management determines the classification of its financial assets at initial recognition and cannot change the classification already made at initial application.

On 31 December 2024, the Group has financial assets classified as financial assets at amortized cost. Financial assets at amortized cost consist of cash and cash equivalents, trade receivables, accrued revenues and other receivables.

Financial assets

Financial assets in this category are classified as current assets, if expected to be settled within 12 months, otherwise they are classified as non-current assets.

Financial assets at amortized cost are recognized initially at fair value plus transaction costs and subsequently measured at amortized cost using the effective interest rate method.

Impairment of financial assets

At each reporting date, the Group assess whether the credit risk on a financial instrument has increase significantly since initial recognition. When making the assessment, the Group use the change in the risk of a default occurring over the expected life of the financial instrument instead of the change in the amount of expected credit losses.

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MATERIAL (lanjutan)**

d. Aset dan liabilitas keuangan (lanjutan)

Penurunan nilai aset keuangan (lanjutan)

Dalam melakukan penilaian, Grup membandingkan antara risiko gagal bayar yang terjadi atas instrumen keuangan pada saat periode pelaporan dengan risiko gagal bayar yang terjadi atas instrumen keuangan pada saat pengakuan awal dan mempertimbangkan kewajaran serta ketersediaan informasi, yang tersedia tanpa biaya atau usaha pada saat tanggal pelaporan terkait dengan kejadian masa lalu, kondisi terkini dan perkiraan atas kondisi ekonomi di masa depan, yang mengindikasikan kenaikan risiko kredit sejak pengakuan awal.

Grup menerapkan metode yang disederhanakan untuk mengukur kerugian kredit ekspektasian tersebut terhadap piutang usaha, piutang lain-lain, dan pendapatan akan diterima tanpa komponen pendanaan yang signifikan.

Liabilitas keuangan

Liabilitas keuangan dalam lingkup PSAK 109 diklasifikasikan sebagai berikut:

- i. Liabilitas keuangan yang diukur dengan biaya diamortisasi;
- ii. Liabilitas keuangan yang diukur dengan nilai wajar melalui laba rugi atau melalui penghasilan komprehensif lain.

Grup menentukan klasifikasi liabilitas keuangan mereka pada saat pengakuan awal.

Grup memiliki liabilitas keuangan yang diklasifikasikan dalam liabilitas keuangan yang diukur dengan biaya perolehan diamortisasi. Seluruh liabilitas keuangan diakui pada awalnya sebesar nilai wajar dan, dalam hal pinjaman dan utang, termasuk biaya transaksi yang dapat diatribusikan secara langsung dan selanjutnya diukur pada biaya perolehan diamortisasi dengan menggunakan metode suku bunga efektif. Amortisasi suku bunga efektif termasuk di dalam biaya keuangan dalam laporan laba rugi.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

d. Financial assets and liabilities (continued)

Impairment of financial assets (continued)

To make that assessment, the Group compare the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition and consider reasonable and supportable information, that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions, that is indicative of significant increases in credit risk since initial recognition.

The Group applied a simplified approach to measure such expected credit loss for trade receivables, other receivables, and accrued revenue without significant financing component.

Financial liabilities

Financial liabilities within the scope of PSAK 109 are classifies as follows:

- i. Financial liabilities at amortized cost;
- ii. Financial liabilities at fair value through profit and loss (FVTPL) or other comprehensive income (FVOCI).

The Group determines the classification of its financial liabilities at initial recognition.

The Group has financial liabilities classified into the financial liabilities measured at amortized cost. All financial liabilities are recognized initially at fair value and, in the case of loans and borrowings, inclusive of directly attributable transaction costs and subsequently measured at amortized cost using the effective interest rate method. The amortization of the effective interest rate is included in finance costs in the profit or loss.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

d. Aset dan liabilitas keuangan (lanjutan)

Liabilitas keuangan (lanjutan)

Liabilitas keuangan yang diukur pada biaya perolehan diamortisasi antara lain utang usaha, liabilitas jangka pendek lainnya dan beban akrual. Liabilitas keuangan diklasifikasikan sebagai liabilitas jangka panjang jika jatuh tempo melebihi 12 bulan dan sebagai liabilitas jangka pendek jika jatuh tempo yang tersisa kurang dari 12 bulan.

Pemberhentian pengakuan atas liabilitas keuangan

Liabilitas keuangan dihentikan pengakuannya jika liabilitas yang ditetapkan dalam kontrak dilepaskan atau dibatalkan atau kedaluwarsa.

Jika suatu liabilitas keuangan yang ada digantikan dengan liabilitas yang lain pada keadaan yang secara substansial berbeda, atau berdasarkan suatu liabilitas yang ada yang secara substansial telah diubah, maka pertukaran atau modifikasi tersebut diperlakukan sebagai penghentian pengakuan liabilitas awal dan pengakuan liabilitas baru, dan perbedaan nilai tercatat masing-masing diakui dalam laporan laba rugi.

Instrumen keuangan disalinghapus

Aset keuangan dan liabilitas keuangan disalinghapus dan nilai netonya disajikan dalam laporan posisi keuangan jika memiliki hak yang berkekuatan hukum untuk melakukan saling hapus atas jumlah yang telah diakui tersebut dan berniat untuk menyelesaikan secara neto atau untuk merealisasikan aset dan menyelesaikan liabilitasnya secara simultan. Hak saling hapus tidak kontingen atas peristiwa di masa depan dan dapat dipaksakan secara hukum dalam situasi bisnis yang normal dan dalam peristiwa gagal bayar, atau peristiwa kepailitan atau kebangkrutan Grup atau pihak lawan.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

d. Financial assets and liabilities (continued)

Financial liabilities (continued)

Financial liabilities measured at amortized cost are trade payables, other short-term liabilities and accrued expenses. Financial liabilities are classified as non-current liabilities when the remaining maturity is more than 12 months, and as current liabilities when the remaining maturity is less than 12 months.

Derecognition of financial liabilities

Financial liabilities are derecognized when the obligation under the liability is discharged or cancelled or expired.

Where an existing financial liability is replaced by another liability with substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as derecognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amount is recognized in the statements of profit or loss.

Offsetting financial instruments

Financial assets and liabilities are offset and the net amount is reported in the statement of financial position when there is a legally enforceable right to offset the recognized amounts and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously. The legally enforceable right must not be contingent on future events and must be enforceable in the normal course of business and in the event of default, insolvency or bankruptcy of the Group or the counterparties.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

e. Prinsip-prinsip konsolidasian

Laporan keuangan konsolidasian meliputi laporan keuangan Perusahaan dan entitas anak seperti disebutkan pada Catatan 2c.

Entitas anak adalah suatu entitas dimana Perusahaan memiliki pengendalian. Perusahaan mengendalikan entitas lain ketika Perusahaan terekspos atau memiliki hak atas imbal hasil variabel dari keterlibatannya dengan entitas dan memiliki kemampuan untuk mempengaruhi imbal hasil tersebut melalui kekuasaannya atas entitas.

Entitas anak dikonsolidasikan secara penuh sejak tanggal pengendalian dialihkan kepada Perusahaan. Entitas anak tidak dikonsolidasikan sejak tanggal Perusahaan kehilangan pengendalian.

Perubahan dalam bagian kepemilikan entitas induk pada entitas anak yang tidak mengakibatkan hilangnya pengendalian dicatat sebagai transaksi ekuitas. Ketika pengendalian atas entitas anak hilang, bagian kepemilikan yang tersisa di entitas tersebut diukur kembali pada nilai wajarnya dan keuntungan atau kerugian yang dihasilkan diakui langsung dalam ekuitas dan diatribusikan pada pemilik dari entitas induk.

Kebijakan akuntansi yang dipakai dalam penyajian laporan keuangan konsolidasian telah diterapkan secara konsisten oleh entitas anak, kecuali dinyatakan secara khusus.

Seluruh transaksi material antar perusahaan, saldo keuntungan dan kerugian Perusahaan dan entitas anak yang belum direalisasikan dan material, dieliminasi.

Grup mengatribusikan laba rugi dan setiap komponen dari penghasilan komprehensif lain kepada pemilik entitas induk dan kepentingan non-pengendali meskipun hal tersebut mengakibatkan kepentingan non-pengendali memiliki saldo defisit. Grup menyajikan kepentingan non-pengendali di ekuitas dalam laporan posisi keuangan konsolidasian, terpisah dari ekuitas pemilik entitas induk.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

e. Principles of consolidation

The consolidated financial statements include the financial statements of the Company and its subsidiaries as described in Note 2c.

Subsidiary is an entity over which the Company has control. The Company controls an entity when the Company is exposed or has rights to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

Subsidiaries fully consolidated from the date when the control is transferred to the Company. Subsidiaries are deconsolidated from the date when that control ceases.

Changes in the ownership of the parent entity in the subsidiary that do not result in loss of control is accounted for as equity transactions. When control over a previous subsidiary is lost, the remaining interest in entity is remeasured at fair value and the resulting gain or loss are recognized directly in equity and attributed to the owners of the parent entity.

The accounting policies used in presenting the consolidated financial statements have been consistently applied by the subsidiary, unless otherwise stated.

All material intercompany transaction, balance unrealized surplus or deficits on transaction between the Company and its subsidiaries, are eliminated.

The Group attributed the profit or loss and each component of other comprehensive income to the owners of the parent and non-controlling interest even though this results in the non-controlling interests having a deficit balance. The Group presents non-controlling interest in equity in the consolidated statement of financial position, separately from the equity owners of the parent.

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e. Prinsip-prinsip konsolidasian (lanjutan)

Jika Perusahaan kehilangan pengendalian, maka Perusahaan:

- i. Menghentikan pengakuan aset (termasuk *goodwill*) dan liabilitas entitas anak pada jumlah tercatatnya ketika pengendalian hilang;
- ii. Menghentikan pengakuan jumlah tercatat setiap kepentingan non-pengendali pada entitas anak terdahulu ketika pengendalian hilang (termasuk setiap komponen penghasilan komprehensif lain yang diatribusikan pada kepentingan non-pengendali);
- iii. Mengakui nilai wajar pembayaran yang diterima (jika ada) dari transaksi, peristiwa, atau keadaan yang mengakibatkan hilangnya pengendalian;
- iv. Mengakui sisa investasi pada entitas anak terdahulu pada nilai wajarnya pada tanggal hilangnya pengendalian;
- v. Mereklasifikasi ke laba rugi, atau mengalihkan secara langsung ke saldo laba jika disyaratkan oleh SAK lain, jumlah yang diakui dalam penghasilan komprehensif lain dalam kaitan dengan entitas anak;
- vi. Mengakui perbedaan apapun yang dihasilkan sebagai keuntungan atau kerugian dalam laba rugi yang diatribusikan kepada entitas induk.

f. Penggunaan estimasi

Penyusunan laporan keuangan konsolidasian sesuai dengan SAK Indonesia mengharuskan Grup untuk membuat estimasi dan asumsi yang mempengaruhi jumlah aset dan liabilitas dan pengungkapan aset dan liabilitas kontinjensi pada tanggal laporan keuangan konsolidasian serta jumlah pendapatan dan beban yang dilaporkan selama periode pelaporan. Hasil yang sebenarnya (aktual) mungkin berbeda dari jumlah yang diestimasi tersebut.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

e. Principles of consolidation (continued)

If the Company loses control, the Company:

- i. Derecognizes the assets (including goodwill) and liabilities of the subsidiary at their carrying amounts at the date when control is lost;*
- ii. Derecognizes the carrying amount of any non-controlling interests in the former subsidiary at the date when control is lost (including any components of other comprehensive income attributable to them);*
- iii. Recognizes the fair value of the consideration received (if any) from the transaction, event or circumstances that resulted in the loss of control;*
- iv. Recognizes any investment retained in the former subsidiary at fair value at the date when control is lost;*
- v. Reclassifies to profit or loss, or transfer directly to retained earnings if required by other SAK, the amount recognized in other comprehensive income in relation to the subsidiary;*
- vi. Recognizes any resulting difference as a gain or loss attributable to the parent.*

f. Use of estimates

The preparation of consolidated financial statements in accordance with Indonesian SAK requires the Group to use estimates and assumptions that affect the amounts of assets and liabilities reported and disclosure of contingent assets and liabilities on the date of the consolidated financial statements as well as the amounts of revenues and expenses reported in the reporting period. Actual results may differ from those estimates.

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g. Transaksi dan saldo dalam mata uang asing

Dalam menyiapkan laporan keuangan konsolidasian, setiap entitas di dalam Grup melakukan pencatatan dengan menggunakan mata uang dari lingkungan ekonomi utama di mana entitas beroperasi ("mata uang fungsional"). Mata uang fungsional Grup adalah Rupiah.

Transaksi-transaksi dalam mata uang asing selama tahun berjalan dicatat dalam Rupiah dengan kurs spot antara Rupiah dan valuta asing pada tanggal transaksi. Pada akhir periode pelaporan, pos moneter dalam mata uang asing dijabarkan ke dalam Rupiah menggunakan kurs penutup, yaitu kurs tengah Bank Indonesia pada 31 Desember 2024 dan 2023 sebagai berikut:

	2024
1 Dolar Amerika Serikat ("USD")	16.162
1 Dolar Singapura ("SGD")	11.919
1 Euro ("EUR")	16.851

Selisih kurs yang timbul dari penyelesaian pos moneter dan dari penjabaran pos moneter dalam mata uang asing diakui dalam laba rugi.

h. Transaksi dengan pihak-pihak berelasi

Pihak berelasi adalah orang atau entitas yang terkait dengan entitas pelapor:

a. Orang atau anggota keluarga terdekat mempunyai relasi dengan entitas pelapor jika orang tersebut:

- i. Memiliki pengendalian atau pengendalian bersama atas entitas pelapor;
- ii. Memiliki pengaruh signifikan atas entitas pelapor; atau
- iii. Personil manajemen kunci entitas pelapor atau entitas induk dari entitas pelapor.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

g. Transactions and balances in foreign currency

In preparing the consolidated financial statements, each of the entities within the Group keep records by using the currency of the primary economic environment in which the entity operates ("the functional currency"). The functional currency of the Group is Rupiah.

Transactions during the year in foreign currency are recorded in Rupiah by applying to the foreign currency amount using the spot exchange rate between Rupiah and the foreign currency at the date of transactions. At the end of reporting period, foreign currency monetary items are translated to Rupiah using the closing rate, videlicet middle rate of Bank of Indonesia at 31 December 2024 and 2023 as follows:

	2023	
1 Dolar Amerika Serikat ("USD")	15.416	1 United States Dollar ("USD")
1 Dolar Singapura ("SGD")	11.712	1 Singapore Dollar ("SGD")
1 Euro ("EUR")	17.140	1 Euro ("EUR")

Exchange differences arising on the settlement of monetary items or on translating monetary items in foreign currencies are recognized in profit or loss.

h. Transactions with related parties

Related parties is person or entity that is related to the reporting entity:

a. A person or close member of the person's family is related to a reporting entity if that person:

- i. Has control or joint control over the reporting entity;
- ii. Has significant influence over the reporting entity; or
- iii. Is a member of the key management personnel of the reporting entity or of a parent entity of the reporting entity.

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MATERIAL (lanjutan)**

**h. Transaksi dengan pihak-pihak berelasi
(lanjutan)**

b. Suatu entitas berelasi dengan entitas pelapor jika memenuhi salah satu hal berikut:

- i. Entitas dan entitas pelapor adalah anggota dari kelompok usaha yang sama (artinya entitas induk, entitas anak, dan entitas anak berikutnya saling berelasi dengan entitas lain);
- ii. Satu entitas adalah entitas asosiasi atau ventura bersama dari entitas lain (atau entitas asosiasi atau ventura bersama yang merupakan anggota suatu kelompok usaha, yang mana entitas lain tersebut adalah anggotanya);
- iii. Kedua entitas tersebut adalah ventura bersama dari pihak ketiga yang sama;
- iv. Satu entitas adalah ventura bersama dari entitas ketiga dan entitas yang lain adalah entitas asosiasi dari entitas ketiga;
- v. Entitas tersebut adalah suatu program imbalan pascakerja untuk imbalan kerja dari salah satu entitas pelapor atau entitas yang terkait dengan entitas pelapor. Jika entitas pelapor adalah entitas yang menyelenggarakan program tersebut, maka entitas sponsor juga berelasi dengan entitas pelapor;
- vi. Entitas yang dikendalikan atau dikendalikan bersama oleh orang yang diidentifikasi dalam huruf (a); atau;
- vii. Orang yang diidentifikasi dalam huruf (a) (i) memiliki pengaruh signifikan atas entitas atau merupakan personil manajemen kunci entitas (atau entitas induk dari entitas).
- viii. Entitas, atau anggota dari kelompok dimana entitas merupakan bagian dari kelompok tersebut, menyediakan jasa personil manajemen kunci kepada entitas pelapor atau kepada entitas induk dari entitas pelapor.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

**h. Transactions with related parties
(continued)**

b. An entity is related to the reporting entity if any of the following conditions applies:

- i. The entity and the reporting entity are members of the same Company (which means that each parent, subsidiary and fellow subsidiary is related to the others);
- ii. One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a Company of which the other entity is a member);
- iii. Both entities are joint ventures of the same third party;
- iv. One entity is a joint venture of a third entity and the other entity is an associate of the third entity;
- v. The entity is a post-employment benefit plan for the benefit of employees of either the reporting entity, or an entity related to the reporting entity. If the reporting entity in itself such a plan, the sponsoring employers are also related to the reporting entity;
- vi. The entity is controlled or jointly controlled by a person identified in (a); or;
- vii. A person identified in (a) (i) has significant influence over the entity or is a member of the key management personnel of the entity (or a parent of the entity).
- viii. The entity, or any member of which it is a part, provides key management personnel services to the reporting entity or to the parent of the reporting entity.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

i. Kas dan setara kas

Kas dan setara kas termasuk kas, kas di bank dan lembaga keuangan lainnya (rekening giro), dan deposito berjangka yang jatuh tempo dalam jangka waktu 3 bulan atau kurang pada saat penempatan yang tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya.

j. Persediaan

Persediaan meliputi semua barang/bahan perlengkapan yang dibutuhkan untuk melaksanakan jasa operasi dan administrasi Grup, yang terdiri dari bahan operasi dan alat tulis kantor.

Biaya perolehan persediaan dilakukan berdasarkan metode harga perolehan rata-rata. Khusus untuk bahan operasi laboratorium dicatat terlebih dahulu dalam "biaya bahan operasi" (*supplies expense*), dan pada akhir periode untuk kepentingan pelaporan dilakukan penyesuaian untuk barang-barang yang sisa ke dalam akun "persediaan bahan operasi".

Persediaan disajikan sebesar nilai yang lebih rendah antara harga perolehan dan nilai bersih yang dapat direalisasikan.

Setiap penurunan nilai persediaan di bawah biaya perolehan menjadi nilai realisasi neto dan seluruh kerugian persediaan diakui sebagai beban pada periode terjadinya penurunan atau kerugian tersebut. Setiap pemulihan kembali penurunan nilai persediaan karena peningkatan kembali nilai realisasi neto, diakui sebagai pengurangan terhadap jumlah beban persediaan pada periode terjadinya pemulihan tersebut.

**2. MATERIAL ACCOUNTING
INFORMATION (continued)**

i. Cash and cash equivalents

Cash and cash equivalents are cash on hand, cash in banks and other financial institution (current account), and time deposits with maturity periods of 3 months or less at the time of placement that are not used as collateral or are not restricted.

j. Inventories

Inventories include all materials and equipment necessary to carry out Group's operations service and administration, which consist of operating materials and stationery.

Inventory cost is based on average cost method. Materials specific to laboratory operations are initially recorded as supplies expense, and at the end of the period for reporting purposes, unused items will be adjusted into "operational materials inventory" account.

Inventories are recognized at the lower of cost and realizable value.

The amount of any write-down of inventories to net realisable value and all losses of inventories shall be recognized as an expense in the period the write-down or loss occurs. The amount of any reversal of any write-down of inventories, arising from an increase in net realizable value, is recognized as a reduction in the amount of inventories recognized as an expense in the period in which the reversal occurs.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

k. Penyertaan saham

Penyertaan Perusahaan pada saham yang diterbitkan entitas lain (entitas asosiasi) dicatat berdasarkan besarnya kepemilikan saham dan signifikannya pengaruh yang dimiliki Perusahaan. Besaran penyertaan akan menentukan penggunaan metode yang digunakan oleh Perusahaan untuk mencatat metode investasi, dimana metode tersebut terdiri dari:

1. Metode ekuitas (*equity method*) diterapkan untuk penyertaan pada entitas asosiasi dimana Perusahaan memiliki penyertaan 20% atau lebih atas modal ditempatkan dan memiliki pengaruh yang signifikan. Penyertaan dinyatakan berdasarkan harga perolehan yang disesuaikan setiap tahun dengan bagian laba (rugi) entitas asosiasi sesuai dengan persentase kepemilikan. Dividen tunai (kas) dicatat sebagai pengurang atas nilai penyertaan. Bagian atas laba (rugi) tiap tahun disesuaikan dengan amortisasi atas selisih antara harga perolehan dan bagian Entitas atas nilai wajar neto yang dapat diidentifikasi.
2. Metode harga perolehan (*cost method*) diterapkan pada entitas dimana Perusahaan memiliki penyertaan kurang dari 20% dari modal ditempatkan atau pada penyertaan yang bersifat sementara, dan Perusahaan tidak mempunyai pengaruh yang signifikan. Harga perolehan mencakup biaya yang dikeluarkan untuk jasa profesional lainnya. Apabila menurut pendapat Manajemen terdapat penurunan yang permanen atas nilai penyertaan maka penyisihan atas penurunan nilai saham akan dibentuk. Pendapatan dividen dicatat dalam laporan laba (rugi) periode berjalan pada saat dividen diterima.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

k. Investments in shares

The Company's investment in shares issued by other entities (associates) is recorded based on the amount of shares held and the significance of influence of the Company. The portion of investment will determine the method used by the Company to record its investments, the methods are as follows:

1. *Equity method is applied to investments in associates where the Company holds an interest of 20% or more of the issued share capital and the Company has significant influence. Investments are stated at acquisition cost adjusted each year by the net income (loss) of associated companies in accordance with the percentage of ownership. A cash dividend (cash) is recorded as a reduction of investments. Portion of profit (loss) per year is adjusted for the amortization of the difference between the cost of acquisition and the fair value of the identifiable net.*
2. *Cost method is applied if the Company holds an interest of less than 20% of the Entity's issued capital or on temporary investments, and the Company has no significant influence. The acquisition costs include costs incurred for other professional services. If Management believes there is a permanent decline in the value of investments, the allowance for decline in value of shares will be provided. Dividend income is recorded in current income statement when the dividend is received.*

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MATERIAL** (lanjutan)

k. Penyertaan saham (lanjutan)

Kerugian yang menjadi bagian dari pemegang saham minoritas pada suatu entitas anak dapat melebihi bagiannya dalam modal disetor. Kelebihan tersebut dan kerugian lebih lanjut yang menjadi bagian pemegang saham minoritas harus dibebankan kepada pemegang saham mayoritas, kecuali terdapat liabilitas yang mengikat pemegang saham minoritas untuk menutupi kerugian tersebut dan pemegang saham minoritas mampu memenuhi liabilitasnya. Apabila pada periode selanjutnya entitas anak melaporkan laba, maka laba tersebut harus terlebih dahulu dialokasikan kepada pemegang saham mayoritas sampai seluruh bagian kerugian pemegang saham minoritas yang dibebankan kepada pemegang saham mayoritas dapat ditutup.

l. Pengaturan bersama

Menurut PSAK No. 111, pengaturan bersama diklasifikasikan sebagai operasi bersama atau ventura bersama bergantung pada hak dan kewajiban kontraktual para investor. Pada tanggal pelaporan, Grup memiliki operasi bersama dan ventura bersama.

1. Operasi bersama

Operasi bersama adalah salah satu jenis pengaturan bersama dimana para pihak yang memiliki pengendalian bersama dalam sebuah pengaturan memiliki hak atas aset, kewajiban atas liabilitas, terkait dengan pengaturan tersebut.

Grup memiliki kepemilikan dalam operasi bersama dimana Grup termasuk salah satu pihak yang memiliki pengendalian bersama (operator bersama), atau pihak yang berpartisipasi tidak memiliki pengendalian bersama atas operasi bersama tersebut.

**2. MATERIAL ACCOUNTING
INFORMATION** (continued)

k. Investments in shares (continued)

Losses applicable to the minority shareholders of the subsidiary may exceed the paid-up capital. The excess and any further losses applicable to the minority shareholders should be charged to the majority shareholder, unless there is a binding obligation of minority shareholders to cover such losses and the minority shareholders are able to meet their liabilities. If the subsidiary subsequently reports profits, such profits shall be allocated to the majority interest until the entire loss of minority shareholders charged to majority shareholders can be closed.

l. Joint arrangements

Under PSAK No. 111, investments in joint arrangements are classified as either joint operations or joint ventures depending on the contractual rights and obligations of each investor. At the reporting date, the Group has joint operations and joint ventures.

1. Joint operations

A joint operation is a type of joint arrangement whereby the parties own joint control of the arrangement that have rights to the assets and obligations for the liabilities, relating to the arrangement.

The Group has interests in several joint operation whereby the Group includes as a party which have joint control of a joint operation (joint operator), or as party that participate in, but do not have joint control of, a joint operation.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

1. Pengaturan bersama (lanjutan)

1. Operasi bersama (lanjutan)

Sehubungan dengan kepentingannya dalam operasi bersama bagian kepemilikan dalam operasi bersama, Grup mengakui:

- i. Aset, mencakup bagiannya atas setiap aset yang dimiliki bersama;
- ii. Liabilitas, mencakup bagiannya atas liabilitas yang terjadi bersama;
- iii. Pendapatan dari penjualan bagiannya atas output yang dihasilkan dari operasi bersama;
- iv. Bagiannya atas pendapatan dari penjualan output oleh operasi bersama; dan
- v. Beban, mencakup bagiannya atas setiap beban yang terjadi secara bersama-sama.

Ketika Grup melakukan transaksi dengan operasi bersama, dimana Grup merupakan salah satu operator bersama, maka Grup mengakui keuntungan dan kerugian yang dihasilkan dari transaksi tersebut hanya sebatas kepentingan para pihak lain dalam operasi bersama tersebut.

2. Ventura bersama

Ventura bersama dicatat menggunakan metode ekuitas. Dalam metode ekuitas, kepentingan dalam ventura bersama diakui pada biaya perolehan dan disesuaikan selanjutnya untuk mengakui bagian Grup atas laba rugi dan penghasilan komprehensif lain pasca perolehan. Ketika bagian grup atas rugi dalam ventura bersama sama dengan atau melebihi kepentingannya dalam ventura bersama (dimana termasuk kepentingan jangka panjang, dalam substansinya membentuk bagian dari investasi bersih Grup dalam ventura bersama), Grup tidak mengakui kerugian selanjutnya, kecuali telah menjadi kewajiban atau telah melakukan pembayaran atas nama ventura bersama.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

1. Joint arrangements (continued)

1. Joint operations (continued)

In relation to its interests in joint operations, the Group recognizes its:

- i. Assets, including its share of any assets held jointly;*
- ii. Liabilities, including its share of any liabilities incurred jointly;*
- iii. Revenue from the sale of its share of the output arising from the joint operation;*
- iv. Share of the revenue from the sale of the output by the joint operation; and*
- v. Expenses, including its share of any expenses incurred jointly.*

When the Group enters into a transaction with a joint operation in which it is a joint operator, the Group shall recognize gains and losses resulting from such transaction only for interests in the joint operation.

2. Joint ventures

Joint ventures are accounted using the equity method. Under the equity method, interests in joint ventures are initially recognized at cost and adjusted thereafter to recognize the acquisition profits or losses and movements in other comprehensive income. When venture equals or exceeds its interests in the joint ventures (which includes any long-term interests that, in net investment in the joint ventures), the Group does not recognize further losses, unless it has incurred obligations or made payments on behalf of the joint ventures.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

l. Pengaturan bersama (lanjutan)

2. Ventura bersama (lanjutan)

Keuntungan yang belum terealisasi atas transaksi antara Grup dan ventura bersama dieliminasi sebesar kepentingan Grup dalam ventura bersama. Kerugian yang belum terealisasi juga dieliminasi kecuali transaksi tersebut memberikan bukti adanya penurunan nilai aset yang dialihkan. Kebijakan akuntansi ventura bersama telah diubah jika diperlukan untuk memastikan konsistensi dari kebijakan yang diterapkan oleh Grup.

m. Beban dibayar di muka

Beban dibayar di muka adalah saldo pembayaran di muka yang dilakukan dalam suatu periode yang memiliki manfaat di periode yang akan datang. Beban dibayar di muka akan diakui sebagai beban pada tahun berjalan sesuai dengan manfaat pada tahun tersebut dan pada saat masa manfaatnya berakhir.

n. Properti investasi

Properti investasi adalah properti (tanah atau bangunan atau bagian dari suatu bangunan atau kedua-duanya) yang dikuasai oleh pemilik atau penyewa melalui sewa pembiayaan untuk menghasilkan sewa atau untuk kenaikan nilai atau kedua-duanya, dan tidak untuk digunakan dalam produksi atau penyediaan barang atau jasa atau untuk tujuan administratif; atau dijual dalam kegiatan usaha sehari-hari.

Properti investasi diakui sebagai aset jika dan hanya jika besar kemungkinan manfaat ekonomi masa depan yang terkait dengan properti investasi akan mengalir ke entitas; dan biaya perolehan properti investasi dapat diukur dengan andal.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

l. Joint arrangements (continued)

2. Joint ventures (continued)

Unrealised gains on transactions between the Group and its joint ventures are eliminated for the portion ventures. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Accounting policies of the joint ventures have been changed where necessary to ensure consistency with the policies adopted by the Group.

m. Prepaid expenses

Prepaid expenses are payments made in advances in a period that has benefits in the next period. Prepaid expenses will be paid in the current year in accordance with the benefits in this year and when the benefits expire.

n. Investment properties

Investment properties are properties (land or a building or part of a building or both) held by the owner or the lessee under a finance lease to earn rentals or for capital appreciation or both, rather than for use in the production or supply of goods or services or for administrative purposes; or sale in the daily business activities.

Investment property is recognized as an asset when, and only when it is probable that the future economic benefits that are associated with the investment property will flow to the entity; and the cost of the investment property can be measured reliably.

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MATERIAL (lanjutan)**

n. Properti investasi (lanjutan)

Properti investasi pada awalnya diukur sebesar biaya perolehan, meliputi harga harga pembelian dan setiap pengeluaran yang dapat diatribusikan secara langsung (biaya jasa hukum, pajak pengalihan properti, dan biaya transaksi lain). Biaya transaksi termasuk dalam pengukuran awal tersebut.

Biaya pemeliharaan dan perbaikan dibebankan pada laba rugi pada saat terjadinya, sedangkan pemugaran dan penambahan dikapitalisasi.

Pengalihan ke properti investasi dilakukan jika, dan hanya jika, terdapat perubahan penggunaan yang ditunjukkan dengan berakhirnya pemakaian oleh pemilik dan dimulainya sewa operasi kepada pihak lain. Pengalihan dari properti investasi dilakukan jika, dan hanya jika, terdapat perubahan penggunaan yang ditunjukkan dengan dimulainya penggunaan oleh pemilik dan dimulainya pengembangan untuk dijual.

Properti investasi dihentikan pengakuannya pada saat dilepaskan atau ketika tidak digunakan lagi secara permanen dan tidak memiliki manfaat ekonomik masa depan yang diperkirakan dari pelepasannya. Keuntungan atau kerugian yang timbul dari penghentian atau pelepasan ditentukan dari selisih antara hasil neto pelepasan dan jumlah tercatat aset, dan diakui dalam laba rugi pada periode terjadinya penghentian atau pelepasan.

o. Aset tetap

Aset tetap dinyatakan sebesar biaya perolehan. Batas minimum kapitalisasi untuk pengadaan aset tetap sebesar Rp10.000.000 untuk aset tetap yang bermasa guna lebih dari satu tahun, sedangkan pengadaan barang bermasa guna kurang dari satu tahun dibebankan sebagai biaya.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

n. Investment properties (continued)

An investment property shall be measured initially at its cost, comprises its purchase price and any directly attributable expenditure (professional fees for legal services, property transfer taxes and other transaction costs). Transaction costs are included in the initial measurement.

Maintenance and repairment costs are charged to profit or loss as incurred, while renewals and betterments are capitalized.

Transfer to investment property made when, and only when, there is a change in use, evidenced by end of owner-occupation and commencement of an operating lease to another party. Transfer from investment property made when, and only when, there is a change in use, evidenced by commencement of owner-occupation and commencement of development with a view to sale.

An investment property is derecognized on disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from its disposal. Gains or losses arising from the retirement or disposal are determined as the difference between the net disposal proceeds and the carrying amount of the asset, and are recognized in profit or loss in the period of the retirement or disposal.

o. Fixed assets

Fixed assets are carried at acquisition cost. The minimum capitalization for the procurement of fixed assets amounts to Rp10,000,000 for fixed assets with economic lives of more than one year and otherwise they are charged as expenses.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

o. Aset tetap (lanjutan)

Kecuali hak atas tanah yang tidak disusutkan, aset tetap disusutkan secara bulanan dimulai sejak awal bulan berikutnya setelah dicatat. Penyusutan aset tetap dilakukan berdasarkan metode garis lurus dengan tarif penyusutan yang sesuai dengan taksiran masa manfaat ekonomik tanpa nilai sisa sejak tanggal aset tersebut siap digunakan dengan penjelasan sebagai berikut:

	Masa manfaat (tahun)/ Useful life (years)
Bangunan	20
Peralatan/mesin	8
Peralatan operasi	4 - 6
Kendaraan	4
Peralatan/perabot kantor	4
Peralatan sistem informasi	3

Akumulasi biaya perolehan yang akan dipindahkan ke masing-masing pos aset tetap yang sesuai pada saat aset tersebut selesai dikerjakan atau siap digunakan dan disusutkan sejak beroperasi.

Aset tetap yang sedang dikonstruksi disajikan sebagai bagian aset tetap sebagai "Aset dalam Pelaksanaan" dan dinyatakan sebesar biaya perolehannya. Semua biaya, termasuk biaya pinjaman yang terjadi sehubungan dengan konstruksi aset tersebut dikapitalisasi sebagai bagian dari biaya perolehan aset tetap dalam konstruksi.

Biaya perolehan aset dalam pelaksanaan tidak termasuk setiap laba internal, jumlah tidak normal dari biaya pemborosan yang terjadi dalam pemakaian bahan baku, tenaga kerja atau sumber daya lain.

Biaya pemeliharaan dan perbaikan aset tetap dibebankan dalam laporan laba rugi dan penghasilan komprehensif lain pada saat terjadinya. Sedangkan pemugaran aset tetap dalam jumlah material dikapitalisasi.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

o. Fixed assets (continued)

Except for land rights, fixed assets are depreciated on a monthly basis since it is recorded. Depreciation of fixed assets is calculated using the straight-line method over the estimated useful lives with no salvage value since the date the asset is ready for use, as follows:

Buildings
Equipment/machineries
Operation equipments
Vehicles
Furniture/office equipment
Information system tools

The accumulated costs will be transferred to the respective fixed assets items at the time the asset is completed or ready for use and are depreciated from the start of its operation.

Fixed assets under construction are presented as part of fixed assets as "Assets in Progress" and stated at acquisition cost. All costs, including borrowing costs incurred in connection with the construction of the asset is capitalized as part of the acquisition cost of property and equipment construction in progress.

The acquisition cost of assets in progress does not include any internal profits, the amount of the fee is not normal that occurs from waste in the use of raw materials, labor or other resources.

The cost of maintenance and repairs of fixed assets is charged to the statements of profit or loss and other comprehensive income as incurred. Meanwhile significant renovations of fixed assets are capitalized.

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MATERIAL (lanjutan)**

o. Aset tetap (lanjutan)

Nilai tercatat dari suatu aset tetap dihentikan pengakuannya pada saat pelepasan atau ketika tidak terdapat lagi manfaat ekonomik masa depan yang diharapkan dari penggunaan atau pelepasannya. Keuntungan atau kerugian yang timbul dari penghentian pengakuan tersebut (yang ditentukan sebesar selisih antara jumlah hasil pelepasan neto, jika ada, dan jumlah tercatatnya) dimasukkan dalam laba rugi pada saat penghentian pengakuan tersebut dilakukan.

Pada akhir periode pelaporan, Grup melakukan penelaahan berkala atas masa manfaat, nilai residu, metode penyusutan, dan sisa umur pemakaian berdasarkan kondisi teknis.

p. Penurunan nilai aset

Pada setiap akhir periode pelaporan, Grup menilai apakah terdapat indikasi aset mengalami penurunan nilai. Jika terdapat indikasi tersebut, Grup mengestimasi jumlah terpulihkan aset tersebut. Jumlah terpulihkan ditentukan atas suatu aset individual, dan jika tidak memungkinkan, Grup menentukan jumlah terpulihkan dari unit penghasil kas dari aset tersebut.

Jumlah terpulihkan adalah jumlah yang lebih tinggi antara nilai wajar dikurangi biaya pelepasan dengan nilai pakainya. Nilai pakai adalah nilai kini dari arus kas yang diharapkan akan diterima dari aset atau unit penghasil kas.

Nilai kini dihitung dengan menggunakan tingkat diskonto sebelum pajak yang mencerminkan nilai waktu uang dan risiko spesifik atas aset atau unit yang penurunan nilainya diukur.

Jika, dan hanya jika, jumlah terpulihkan aset lebih kecil dari jumlah tercatatnya, maka jumlah tercatat aset diturunkan menjadi sebesar jumlah terpulihkan. Penurunan tersebut adalah rugi penurunan nilai dan segera diakui dalam laba rugi.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

o. Fixed assets (continued)

The carrying amount of an item of fixed assets is derecognized on disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising from derecognition (that determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item) is included in profit or loss when item is derecognized.

At the end of each reporting period, the Group made regular review of the useful lives, residual values, depreciation method and residual life based on the technical conditions.

p. Impairment of assets

At the end of each reporting period, the Group assesses whether there is any indication that an asset may be impaired. If any such indication exists, the Group shall estimate the recoverable amount of the asset. Recoverable amount is determined for an individual asset, if its is not possible, the Group determines the recoverable amount of the asset's cash-generating unit.

The recoverable amount is the higher of fair value less costs to sell and its value in use. Value in use is the present value of the estimated future cash flows of the asset or cash generating unit.

Present values are computed using pre-tax discount rates that reflect the time value of money and the risks specific to the asset or unit whose impairment is being measured.

If and only if, the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset shall be reduced to its recoverable amount. The reduction is an impairment loss and is recognized immediately in profit or loss.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL** (lanjutan)

p. Penurunan nilai aset (lanjutan)

Rugi penurunan nilai yang telah diakui dalam periode sebelumnya untuk aset selain goodwill dibalik jika, dan hanya jika, terdapat perubahan estimasi yang digunakan untuk menentukan jumlah terpulihkan aset tersebut sejak rugi penurunan nilai terakhir diakui.

Jika demikian, jumlah tercatat aset dinaikan ke jumlah terpulihkannya. Kenaikan ini merupakan suatu pembalikan rugi penurunan nilai.

q. Imbalan kerja

Imbalan pascakerja

Grup mengakui liabilitas imbalan pascakerja yang tidak didanai sesuai dengan Peraturan Perusahaan, Peraturan Pemerintah No.35/2021 dan Undang-Undang Cipta Kerja No.6/2023. Berdasarkan PSAK 219 (Revisi 2018), beban imbalan pascakerja ditentukan dengan metode penilaian aktuaris "Projected Unit Credit".

Grup mengakui jumlah liabilitas imbalan pasti neto sebesar nilai kini kewajiban imbalan pasti pada akhir periode pelaporan dikurangi nilai wajar aset program yang dihitung oleh aktuaris independen dengan menggunakan metode *Projected Unit Credit*. Nilai kini kewajiban imbalan pasti ditentukan dengan mendiskontokan imbalan tersebut.

Grup mencatat tidak hanya kewajiban hukum berdasarkan persyaratan formal program imbalan pasti, tetapi juga kewajiban konstruktif yang timbul dari praktik informal entitas.

Biaya jasa kini, biaya jasa lalu dan keuntungan atau kerugian atas penyelesaian, serta bunga neto atas liabilitas (aset) imbalan pasti neto diakui dalam laba rugi.

**2. MATERIAL ACCOUNTING
INFORMATION** (continued)

p. Impairment of assets (continued)

An impairment loss recognized in prior period for an asset other than goodwill is reversed if, and only if, there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognized.

If this is the case, the carrying amount of the asset shall be increased to its recoverable amount. That increase is a reversal of an impairment loss.

q. Employee benefits

Post-employment benefit obligations

The Group recognizes liabilities for non funded post-employment benefits obligations in accordance with the Company Regulation, Government Regulation No.35/2021 and Omnibus Law No.6/2023. Under PSAK 219 (Revised 2018), post-employment benefits expense is determined using the actuarial valuation method with "Projected Unit Credit".

The Group recognizes the amount of the net defined benefit liability at the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets which calculated by independent actuaries using the Projected Unit Credit method. Present value benefit obligation is determined by discounting the benefit.

The Group account not only for its legal obligation under the formal terms of a defined benefit plan, but also for any constructive obligation that arises from the entity's informal practices.

Current service cost, past service cost and gain or loss on settlement, and net interests on the net defined benefit liability (asset) are recognized in profit and loss.

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MATERIAL (lanjutan)**

q. Imbalan kerja (lanjutan)

Imbalan pascakerja (lanjutan)

Pengukuran kembali atas liabilitas (aset) imbalan pasti neto yang terdiri dari keuntungan dan kerugian aktuarial, imbal hasil atas aset program dan setiap perubahan dampak batas atas aset diakui sebagai penghasilan komprehensif lain.

Program imbalan jangka panjang lainnya

Imbalan jangka panjang lainnya dihitung dengan metode *projected unit credit* dan didiskontokan ke nilai kini. Grup memberikan imbalan penghargaan masa bakti berupa emas.

r. Pengakuan pendapatan dan beban

Pendapatan dari kontrak dengan pelanggan

Grup melakukan penerapan PSAK 115 yang mensyaratkan pengakuan pendapatan harus memenuhi 5 langkah analisa sebagai berikut:

1. Identifikasi kontrak dengan pelanggan;
2. Identifikasi kewajiban pelaksanaan dalam kontrak. Kewajiban pelaksanaan merupakan janji-janji dalam kontrak untuk menyerahkan jasa yang memiliki karakteristik berbeda ke pelanggan;
3. Penetapan harga transaksi. Harga transaksi merupakan jumlah imbalan yang berhak diperoleh suatu entitas sebagai kompensasi atas diteruskannya jasa yang dijanjikan ke pelanggan. Jika imbalan yang dijanjikan di kontrak mengandung suatu jumlah yang bersifat variabel, maka Grup membuat estimasi jumlah imbalan tersebut sebesar jumlah yang diharapkan berhak diterima atas diteruskannya barang atau jasa yang dijanjikan ke pelanggan dikurangi dengan estimasi jumlah jaminan kinerja jasa yang akan dibayarkan selama periode kontrak;

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

q. Employee benefits (continued)

Post-employment benefit obligations (continued)

The remeasurement of the net defined benefit liability (assets) comprises actuarial gains and losses, the return on plan assets, and any change in effect of the asset ceiling are recognized in other comprehensive income.

Other long-term employee benefit program

Other long-term employee benefit program calculated using the projected unit credit method and discounted to present value. The Group provides long service award benefit in form of gold.

r. Revenues and expenses recognition

Revenue from contracts with customers

The Group has applied PSAK 115, which requires revenue recognition to fulfill 5 steps of assessment as follows:

1. Identify contract(s) with customers;
2. Identify the performance obligations in the contract. Performance obligations are promises in contracts to transfer to a customer service that are distinct;
3. Determine the transaction price. Transaction price is the amount of consideration to which an entity expects to be entitled in exchange for transferring promised services to a customer. If the consideration promised in a contract includes a variable amount, the Group estimates the amount of consideration to which it expects to be entitled in exchange for transferring the promised goods or services to a customer less the estimated amount of service level guarantee which will be paid during the contract period;

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MATERIAL (lanjutan)**

**r. Pengakuan pendapatan dan beban
(lanjutan)**

Pendapatan dari kontrak dengan pelanggan
(lanjutan)

Grup melakukan penerapan PSAK 115 yang mensyaratkan pengakuan pendapatan harus memenuhi 5 langkah analisa sebagai berikut: (lanjutan)

4. Alokasi harga transaksi ke setiap kewajiban pelaksanaan dengan menggunakan dasar harga jual berdiri sendiri relatif dari setiap jasa berbeda yang dijanjikan di kontrak. Ketika tidak dapat diamati secara langsung, harga jual berdiri sendiri relatif diperkirakan berdasarkan biaya yang diharapkan ditambah margin;
5. Pengakuan pendapatan ketika kewajiban pelaksanaan telah dipenuhi dengan menyerahkan atau jasa yang dijanjikan ke pelanggan (ketika pelanggan telah memiliki kendali atas barang atau jasa tersebut). Kewajiban pelaksanaan dapat dipenuhi dengan cara sebagai berikut:
 - i. Suatu titik waktu (umumnya janji untuk menyerahkan jasa ke pelanggan); atau
 - ii. Suatu periode waktu (umumnya janji untuk menyerahkan jasa ke pelanggan). Untuk kewajiban pelaksanaan yang dipenuhi dalam suatu periode waktu, Grup memilih ukuran penyelesaian yang sesuai untuk penentuan jumlah pendapatan yang harus diakui karena telah terpenuhinya kewajiban pelaksanaan.

Pembayaran harga transaksi berbeda untuk setiap kontrak. Aset kontrak diakui ketika jumlah penerimaan dari pelanggan kurang dari saldo kewajiban pelaksanaan yang telah dipenuhi. Kewajiban kontrak diakui ketika jumlah penerimaan dari pelanggan lebih dari saldo kewajiban pelaksanaan yang telah dipenuhi. Aset kontrak disajikan dalam "Pendapatan Akan Diterima" dan liabilitas kontrak disajikan dalam "Uang Muka Penjualan" dan "Pendapatan Diterima Dimuka."

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

**r. Revenues and expenses recognition
(continued)**

Revenue from contracts with customers
(continued)

The Group has applied PSAK 115, which requires revenue recognition to fulfill 5 steps of assessment as follows: (continued)

4. Allocate the transaction price to each performance obligation on the basis of the relative stand-alone selling prices of each distinct services promised in the contract. Where those are not directly observable, the relative stand-alone selling price are estimated based on expected cost plus margin;
5. Recognize revenue when performance obligation is satisfied by transferring a promised services to a customer (which is when the customer obtains control of that goods or services). A performance obligation may be satisfied at the following:
 - i. Point in time (typically for promises to transfer services to a customer); or
 - ii. Over time (typically for promises to transfer services to a customer). For a performance obligation satisfied over time, the Group selects an appropriate measure of progress to determine the amount of revenue that should be recognized as the performance obligation is satisfied.

Payment of the transaction price is different for each contract. A contract asset is recognized once the consideration paid by customer is less than the balance of performance obligation which has been satisfied. A contract liability is recognized once the consideration paid by customer is more than the balance of performance obligation which has been satisfied. Contract assets are presented under "Accrued Revenues" and contract liabilities are presented under "Sales Advances" and "Unearned Revenues".

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

**r. Pengakuan pendapatan dan beban
(lanjutan)**

Pendapatan dari kontrak dengan pelanggan
(lanjutan)

Pendapatan jasa dapat diakui secara satu titik maupun secara suatu periode waktu berdasarkan hasil pekerjaan, tergantung kesepakatan dengan pelanggan.

Biaya penambahan yang secara langsung berhubungan untuk mendapatkan kontrak ("biaya untuk memperoleh") dan diharapkan dapat dipulihkan, biaya tersebut dengan demikian memenuhi syarat kapitalisasi berdasarkan PSAK 115 dan diakui sebagai "Biaya Kontrak". Beban tersebut diamortisasi dengan cara sistematis sejalan dengan penyerahan jasa yang terkait dengan aset tersebut.

Beban diakui pada saat terjadinya.

s. Perpajakan

Beban pajak adalah jumlah gabungan pajak kini dan pajak tangguhan yang diperhitungkan dalam menentukan laba rugi pada suatu periode. Pajak kini dan pajak tangguhan diakui dalam laba rugi, kecuali pajak penghasilan yang timbul dari transaksi atau peristiwa yang diakui dalam penghasilan komprehensif lain atau secara langsung di ekuitas. Dalam hal ini, pajak tersebut masing-masing diakui dalam penghasilan komprehensif lain atau ekuitas.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

**r. Revenues and expenses recognition
(continued)**

Revenue from contracts with customers
(continued)

Service revenue could be recognized either one time or over the time based on the work result, depending on the arrangement with customers.

The incremental costs that directly relate to obtaining a contract ("cost to obtain") and are expected to be recovered are eligible for capitalization under PSAK 115 and recognized as "Contract Costs". Such cost will be amortized on a systematic basis that is consistent with the transfer of the services to which such asset relates.

Expenses are recognized when they are incurred.

s. Taxation

Tax expense is the aggregate amount included in the determination of profit or loss for the period in respect of current tax and deferred tax. Current tax and deferred tax are recognized in profit or loss, except for income tax arising from transactions or events that are recognized in other comprehensive income or directly in equity. In this case, the tax is recognized in other comprehensive income or equity, respectively.

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s. Perpajakan (lanjutan)

Jumlah pajak kini untuk periode berjalan dan periode sebelumnya yang belum dibayar diakui sebagai liabilitas. Jika jumlah pajak yang telah dibayar untuk periode berjalan dan periode-periode sebelumnya melebihi jumlah pajak yang terutang untuk periode tersebut, maka kelebihannya diakui sebagai aset. Liabilitas (aset) pajak kini untuk periode berjalan dan periode sebelumnya diukur sebesar jumlah yang diperkirakan akan dibayar kepada (direstitusi dari) otoritas perpajakan, yang dihitung menggunakan tarif pajak (dan undang-undang pajak) yang telah berlaku atau secara substantif telah berlaku pada akhir periode pelaporan.

Manfaat terkait dengan rugi pajak yang dapat ditarik untuk memulihkan pajak kini dari periode sebelumnya diakui sebagai aset. Aset pajak tangguhan diakui untuk akumulasi rugi pajak belum dikompensasi dan kredit pajak belum dimanfaatkan sepanjang kemungkinan besar laba kena pajak masa depan akan tersedia untuk dimanfaatkan dengan rugi pajak belum dikompensasi dan kredit pajak belum dimanfaatkan.

Manfaat terkait dengan rugi pajak yang dapat ditarik untuk memulihkan pajak kini dari periode sebelumnya diakui sebagai aset.

Aset pajak tangguhan diakui untuk akumulasi rugi pajak belum dikompensasi dan kredit pajak belum dimanfaatkan sepanjang kemungkinan besar laba kena pajak masa depan akan tersedia untuk dimanfaatkan dengan rugi pajak belum dikompensasi dan kredit pajak belum dimanfaatkan.

Seluruh perbedaan temporer kena pajak diakui sebagai liabilitas pajak tangguhan, kecuali perbedaan temporer kena pajak yang berasal dari:

- Pengakuan awal goodwill; atau
- Pengakuan awal aset atau liabilitas dari transaksi yang bukan kombinasi bisnis dan pada saat transaksi tidak mempengaruhi laba akuntansi atau laba kena pajak (rugi pajak).

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

s. Taxation (continued)

Current tax for current and prior periods shall, to the extent unpaid, be recognized as a liability. If the amount already paid in respect of current and prior periods exceeds the amount due for those periods, the excess shall be recognized as an asset. Current tax liabilities (assets) for the current and prior periods shall be measured at the amount expected to be paid to (recovered from) the taxation authorities, using the tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

Tax benefits relating to tax loss that can be carried back to recover current tax of a previous periods is recognized as an asset. Deferred tax asset is recognized for the carry forward of unused tax losses and unused tax credit to the extent that it is probable that future taxable profit will be available against which the unused tax losses and unused tax credits can be utilized.

Benefits related to tax losses that can be withdrawn to recover current tax of prior periods is recognized as an asset.

Deferred tax asset is recognized for the carry forward of unused tax losses and unused tax credit to the extent that it is probable that future taxable profit will be available against which the unused tax losses and unused tax credits can be utilized.

A deferred tax liability shall be recognized for all taxable temporary differences, except to the taxable temporary differences arise from:

- The initial recognition of goodwill; or*
- The initial recognition of an asset or liability in a transaction which is not a business combination and at the time of the transaction, affects neither accounting profit nor taxable profit (tax loss).*

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

s. Perpajakan (lanjutan)

Aset dan liabilitas pajak tangguhan diukur dengan menggunakan aset pajak yang diharapkan berlaku ketika aset dipulihkan atau liabilitas diselesaikan, berdasarkan tarif pajak (dan peraturan pajak) yang telah berlaku atau secara substantif telah berlaku pada akhir periode pelaporan. Pengukuran aset dan liabilitas pajak tangguhan mencerminkan konsekuensi pajak yang sesuai dengan cara Grup memperkirakan, pada akhir periode pelaporan, untuk memulihkan atau menyelesaikan jumlah tercatat aset dan liabilitasnya.

Jumlah tercatat aset pajak tangguhan ditelaah ulang pada akhir periode pelaporan. Grup mengurangi jumlah tercatat aset pajak tangguhan jika kemungkinan besar laba kena pajak tidak lagi tersedia dalam jumlah yang memadai untuk mengkompensasikan sebagian atau seluruh aset pajak tangguhan tersebut. Setiap pengurangan tersebut dilakukan pembalikan atas aset pajak tangguhan hingga kemungkinan besar laba kena pajak yang tersedia jumlahnya memadai.

Grup melakukan saling hapus aset pajak tangguhan dan liabilitas pajak tangguhan jika dan hanya jika:

- a) Grup memiliki hak yang dapat dipaksakan secara aset untuk melakukan saling hapus aset pajak kini terhadap liabilitas pajak tangguhan; dan
- b) Aset pajak tangguhan dan liabilitas pajak tangguhan terkait dengan pajak penghasilan yang dikenakan oleh otoritas perpajakan yang sama atas:
 - i. Entitas kena pajak yang sama; atau
 - ii. Entitas kena pajak yang berbeda yang bermaksud untuk memulihkan aset dan liabilitas pajak kini dengan dasar neto, atau merealisasikan aset dan menyelesaikan liabilitas secara bersamaan, pada setiap periode masa depan di mana jumlah signifikan atas aset atau liabilitas pajak tangguhan diperkirakan untuk diselesaikan atau dipulihkan.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

s. Taxation (continued)

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period when the asset is realized or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period. The measurement of deferred tax liabilities and deferred tax assets shall reflect the tax consequences that would follow from the manner in which the Group expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

The carrying amount of a deferred tax asset is reviewed at the end of each reporting period. The Group shall reduce the carrying amount of a deferred tax asset to the extent that it is no longer probable that sufficient taxable profit will be available to allow the benefit of part or all of that deferred tax asset to be utilised. Any such reduction shall be reversed to the extent that it becomes probable that sufficient taxable profit will be available.

The Group offset deferred tax assets and deferred tax liabilities if, and only if:

- a) *The Group has a legally enforceable right to set off current tax assets against deferred tax liabilities; and*
- b) *The deferred tax assets and the deferred tax liabilities relate to income taxes levied by the same taxation authority on either:*
 - i. *The same taxable entity; or*
 - ii. *Different taxable entities which intend either to settle current tax liabilities and assets on a net basis, or to realize the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.*

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL (lanjutan)**

t. Sewa

Sebagai penyewa

Pada tanggal permulaan kontrak, Grup menilai apakah kontrak merupakan, atau mengandung, sewa. Suatu kontrak merupakan atau mengandung sewa jika kontrak tersebut memberikan hak untuk mengendalikan penggunaan aset identifikasian selama suatu jangka waktu untuk dipertukarkan dengan imbalan.

Untuk menilai apakah kontrak memberikan hak untuk mengendalikan penggunaan aset identifikasian, Grup harus menilai apakah:

- Grup memiliki hak untuk mengarahkan penggunaan aset identifikasian. Grup memiliki hak ini ketika Grup memiliki hak untuk pengambilan keputusan yang relevan tentang bagaimana dan untuk tujuan apa aset digunakan telah ditentukan sebelumnya dan:
 1. Grup memiliki hak untuk mengoperasikan aset;
 2. Grup telah mendesain aset dengan cara menetapkan sebelumnya bagaimana dan untuk tujuan apa aset akan digunakan selama periode penggunaan.

Pada tanggal insepisi atau pada penilaian kembali atas kontrak yang mengandung sebuah komponen sewa, Grup mengalokasikan imbalan dalam kontrak ke masing-masing komponen sewa berdasarkan harga tersendiri relatif dari komponen sewa dan harga tersendiri agregat dari komponen non-sewa.

Pada tanggal permulaan sewa, Grup mengakui aset hak-guna dan liabilitas sewa. Aset hak-guna diukur pada biaya perolehan, dimana meliputi jumlah pengukuran awal liabilitas sewa yang disesuaikan dengan pembayaran sewa yang dilakukan pada atau sebelum tanggal permulaan.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

t. Leases

As lessee

At the inception of a contract, the Group assesses whether the contract is, or contains, a lease. A contract is or contains a lease if the contract conveys the right to control the use of an identified assets for a period of time in exchange for consideration.

To assess whether a contract conveys the right to control the use of an identified asset, the Group shall assess whether:

- *The Group has the right to direct the use of the asset. The Group has this right when it has the decision-making rights that are the most relevant to changing how and for what purpose the asset is used are predetermined and:*
 - 1. The Group has the right to operate the asset;*
 - 2. The Group has designed the asset in a way that predetermined how and for what purpose it will be used.*

At the inception or on reassessment of a contract that contains a lease component, the Group allocates the consideration in the contract to each lease component on the basis of their relative stand-alone prices and the aggregate stand-alone price of the non-lease components.

The Group recognizes a right-of-use assets and a lease liability at the lease commencement date. The right-of-use assets are initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payment made at or before the commencement date.

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MATERIAL (lanjutan)**

t. Sewa (lanjutan)

Sebagai penyewa (lanjutan)

Aset hak-guna kemudian disusutkan menggunakan metode garis lurus dari tanggal permulaan hingga tanggal yang lebih awal antara akhir umur manfaat aset hak-guna atau akhir masa sewa.

Liabilitas sewa diukur pada nilai kini pembayaran sewa yang belum dibayar pada tanggal permulaan, didiskontokan dengan menggunakan suku bunga implisit dalam sewa atau jika suku bunga tersebut tidak dapat ditentukan, maka menggunakan suku bunga pinjaman inkremental. Pada umumnya, Grup menggunakan suku bunga pinjaman inkremental sebagai tingkat bunga diskonto.

Pembayaran sewa yang termasuk dalam pengukuran liabilitas sewa meliputi pembayaran berikut ini:

- pembayaran tetap, termasuk pembayaran tetap secara substansi;
- pembayaran sewa variabel yang bergantung pada indeks atau suku bunga yang pada awalnya diukur dengan menggunakan indeks atau suku bunga pada tanggal permulaan;
- pembayaran sewa variabel yang bergantung pada indeks atau suku bunga yang pada awalnya diukur dengan menggunakan indeks atau suku bunga pada tanggal permulaan;
- jumlah yang diperkirakan akan dibayarkan oleh penyewa dengan jaminan nilai residual;
- harga eksekusi opsi beli jika Grup cukup pasti untuk mengeksekusi opsi tersebut; dan
- penalti karena penghentian awal sewa kecuali jika Grup cukup pasti untuk tidak menghentikan lebih awal.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

t. Leases (continued)

As lessee (continued)

The right-of-use assets are subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use assets or the end of the lease term.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, using incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments, including in-substance fixed payments;
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee;
- the exercise price under a purchase option that the Group is reasonably certain to exercise; and
- penalties for early termination of a lease unless the Group is reasonably certain not to terminate early.

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MATERIAL (lanjutan)**

t. Sewa (lanjutan)

Sebagai penyewa (lanjutan)

Pembayaran sewa dialokasikan menjadi bagian pokok dan biaya keuangan. Biaya keuangan dibebankan pada laba rugi selama periode sewa sehingga menghasilkan tingkat suku bunga periodik yang konstan atas saldo liabilitas untuk setiap periode.

Grup menyajikan aset hak-guna sebagai "Aset hak-guna" dan liabilitas sewa sebagai bagian dalam "Liabilitas jangka panjang lainnya" di dalam laporan posisi keuangan.

Jika sewa mengalihkan kepemilikan aset pendasar kepada Grup pada akhir masa sewa atau jika biaya perolehan aset hak-guna merefleksikan Grup akan mengeksekusi opsi beli, maka Grup menyusutkan aset hak-guna dari tanggal permulaan hingga akhir umur manfaat aset pendasar. Jika tidak, maka Grup menyusutkan aset hak-guna dari tanggal permulaan hingga tanggal yang lebih awal antara akhir umur manfaat aset hak-guna atau akhir masa sewa.

Sewa jangka-pendek

Grup memutuskan untuk tidak mengakui aset hak-guna dan liabilitas sewa untuk sewa jangka-pendek yang memiliki masa sewa 12 bulan atau kurang. Grup mengakui pembayaran sewa atas sewa tersebut sebagai beban dengan dasar garis lurus selama masa sewa.

Modifikasi sewa

Grup mencatat modifikasi sewa sebagai sewa terpisah jika:

- modifikasi meningkatkan ruang lingkup sewa dengan menambahkan hak untuk menggunakan satu aset pendasar atau lebih; dan

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

t. Leases (continued)

As lessee (continued)

Each lease payment is allocated between the liability and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

The Group presents right-of-use assets as "Right-of-use assets" and lease liabilities as part of "Other long-term liabilities" in the statement of financial position.

If the lease transfers ownership of the underlying asset to the Group by the end of the lease term or if the cost of the right-of-use assets reflects that the Group will exercise a purchase option, the Group depreciates the right-of-use assets from the commencement date to the end of the useful life of the underlying asset. Otherwise, the Group depreciates the right-of-use assets from the commencement date to the earlier of the end of the useful life of the right-of-use assets or the end of the lease term.

Short-term leases

The Group has elected not to recognize right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less. The Group recognizes the leases payments associated with these leases as an expense on a straight-line basis over the lease term.

Lease modification

The Group account for a lease modification as a separate lease if both:

- *the modification increases the scope of the lease by adding the right to use one or more underlying assets; and*

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MATERIAL (lanjutan)**

t. Sewa (lanjutan)

Sebagai penyewa (lanjutan)

Modifikasi sewa (lanjutan)

Grup mencatat modifikasi sewa sebagai sewa terpisah jika: (lanjutan)

- imbalan sewa meningkat sebesar jumlah yang setara dengan harga tersendiri untuk peningkatan dalam ruang lingkup dan penyesuaian yang tepat pada harga tersendiri tersebut untuk merefleksikan kondisi kontrak tertentu.

Untuk modifikasi sewa yang tidak dicatat sebagai sewa terpisah, pada tanggal efektif modifikasi sewa, Grup:

- mengukur kembali dan mengalokasikan imbalan kontrak modifikasian;
- menentukan masa sewa dari sewa modifikasian;
- mengukur kembali liabilitas sewa dengan mendiskontokan pembayaran sewa revisian menggunakan tingkat diskonto revisian berdasarkan sisa umur sewa dan sisa pembayaran sewa dengan melakukan penyesuaian terhadap aset hak-guna. Tingkat diskonto revisian ditentukan sebagai suku bunga pinjaman inkremental Grup pada tanggal efektif modifikasi;
- menurunkan jumlah tercatat aset hak-guna untuk merefleksikan penghentian sebagian atau sepenuhnya sewa untuk modifikasi sewa yang menurunkan ruang lingkup sewa. Grup mengakui dalam laba rugi setiap laba rugi yang terkait dengan penghentian sebagian atau sepenuhnya sewa tersebut; dan
- membuat penyesuaian terkait dengan aset hak-guna untuk seluruh modifikasi sewa lainnya.

**2. MATERIAL ACCOUNTING POLICY
INFORMATION (continued)**

t. Leases (continued)

As lessee (continued)

Lease modification (continued)

The Group account for a lease modification as a separate lease if both: (continued)

- the consideration for the lease increases by an amount commensurate with the stand-alone price for the increase in scope and any appropriate adjustments to that stand-alone price to reflect the circumstances of the particular contract.

For a lease modification that is not accounted for as a separate lease, at the effective date of the lease modification, the Group:

- remeasure and allocate the consideration in the modified contract;
- determine the lease term of the modified lease;
- remeasure the lease liability by discounting the revised lease payments using a revised discount rate on the basis of the remaining lease term and the remaining lease payment with a corresponding adjustment to the right-of-use assets. The revised discount rate is determined as the Group's incremental borrowing rate at the effective date of the modification;
- decrease the carrying amount of the right-of-use asset to reflect the partial or full termination of the lease for lease modifications that decrease the scope of the lease. The Group recognize in profit or loss any gain or loss relating to the partial or full termination of the lease; and
- make a corresponding adjustment to the right-of-use assets for all other lease modifications.

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MATERIAL (lanjutan)**

t. Sewa (lanjutan)

Sebagai pemberi sewa

Ketika Grup bertindak sebagai penyewa, Grup mengklasifikasi masing-masing sewanya baik sewa operasi atau sewa pembiayaan.

Untuk mengklasifikasi masing-masing sewa, Grup membuat penilaian secara keseluruhan atas apakah sewa mengalihkan secara substansial seluruh risiko dan manfaat yang terkait dengan kepemilikan aset pendasar. Jika penilaian membuktikan hal tersebut, maka sewa diklasifikasikan sebagai sewa pembiayaan; jika tidak maka, merupakan sewa operasi. Sebagai bagian dari penilaian ini, Grup mempertimbangkan beberapa indikator seperti apakah masa sewa adalah sebagian besar dari umur ekonomik aset pendasar.

u. Peristiwa setelah periode pelaporan

Peristiwa setelah periode pelaporan yang menyediakan informasi tambahan tentang posisi Grup pada tanggal pelaporan dan diungkapkan dalam laporan keuangan konsolidasian. Peristiwa-peristiwa setelah periode pelaporan yang tidak dibukukan akan dijelaskan dalam catatan laporan keuangan, jika material.

v. Segmen operasi

Grup menyajikan segmen operasi berdasarkan informasi keuangan yang digunakan oleh pengambil keputusan operasional dalam menilai kinerja segmen dan menentukan alokasi sumber daya yang dimilikinya. Segmetasi berdasarkan aktivitas dari setiap kegiatan operasi entitas legal di dalam Grup.

**2. MATERIAL ACCOUNTING
INFORMATION (continued)**

t. Leases (continued)

As lessor

When the Group acts as a lessor, it shall classify each of its leases as either an operating lease or a finance lease.

To classify each lease, the Group makes an overall assessment of whether the lease transfers substantially all of the risks and rewards incidental to ownership of the underlying asset. If this is the case, then the lease is classified as a finance lease; if not, then it is an operating lease. As part of this assessment, the Group considers certain indicators such as whether the lease term is for the major part of the economic life of the underlying asset.

u. Event after reporting period

Events after reporting period which provide additional information regarding the Group's position as of reporting date are disclosed in the consolidated financial statements. Subsequent events which are not recognized will be explained in notes to the financial statement, if they are material.

v. Operating segment

The Group presented operating segments based on the financial information used by the chief operating decision maker in assessing the performance of segments and in the allocation of resources. The segments are based on the activities of each of the operating legal entities within the Group.

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**2. INFORMASI KEBIJAKAN AKUNTANSI
MATERIAL** (lanjutan)

v. Segmen operasi (lanjutan)

Segmen operasi adalah suatu komponen dari entitas:

- yang terlihat dalam aktivitas bisnis yang memperoleh pendapatan dan menimbulkan beban (termasuk pendapatan dan beban yang terkait dengan transaksi dengan komponen lain dari entitas yang sama);
- hasil operasinya dikaji ulang secara berkala oleh kepala operasional untuk pembuatan keputusan tentang sumber daya yang dialokasikan pada segmen tersebut dan menilai kinerjanya; dan
- tersedia informasi keuangan yang dapat dipisahkan.

**3. PERTIMBANGAN DAN ESTIMASI
AKUNTANSI YANG SIGNIFIKAN**

Sumber estimasi ketidakpastian

Informasi tentang asumsi utama yang dibuat mengenai masa depan dan sumber utama dari estimasi ketidakpastian lain pada akhir periode pelaporan, yang memiliki risiko signifikan yang mengakibatkan penyesuaian material terhadap jumlah tercatat aset dan liabilitas dalam periode pelaporan.

Cadangan penurunan nilai piutang

Grup membuat cadangan penurunan nilai berdasarkan analisa atas ketertagihan aset keuangan dengan metode yang disederhanakan untuk mengukur kerugian kredit ekspektasian tersebut terhadap piutang usaha, piutang lain-lain, dan pendapatan akan diterima tanpa komponen pendanaan yang signifikan. Penyisihan dibentuk terhadap aset keuangan apabila terdapat kejadian atau perubahan keadaan yang mengindikasikan bahwa saldo tersebut tidak akan tertagih. Identifikasi aset keuangan tidak tertagih memerlukan pertimbangan dan estimasi. Apabila ekspektasi berbeda dari estimasi awal, maka perbedaan ini akan berdampak terhadap nilai tercatat aset keuangan serta biaya piutang tak tertagih pada periode mana perubahan estimasi tersebut terjadi.

**2. MATERIAL ACCOUNTING
INFORMATION** (continued)

v. Operating segment (continued)

An operating segment is a component of the entity:

- that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to the transactions with other components of the same entity);
- whose operating results are regularly reviewed by chief operating decision maker to make decisions about resources to be allocated to the segment and assesses its performance; and
- for which separate financial information is available.

**3. CONSIDERATION AND SIGNIFICANT
ACCOUNTING ESTIMATES**

Sources of estimates uncertainty

Information of the major assumptions made is about the future and the major source of estimates uncertainty at the end of the reporting period, which have a significant risk of resulting in a material adjustment to the carrying amounts of assets and liabilities within the reporting period.

Allowance for impairment of receivables

The Group established allowance for impairment based on the analysis of the collectability of financial assets granted using a simplified approach to measure such expected credit loss for trade receivables, other receivables, and accrued revenues without significant financing component. Allowance is established against financial assets whenever events or changes in circumstances indicate that the balance will not be collectible. Identification of the uncollectible financial assets requires judgment and estimates. If the expectations differ from initial estimates, these differences will impact the carrying value of financial assets as well as the cost of bad debts in the period where the change in estimates occurs.

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**3. PERTIMBANGAN DAN ESTIMASI
AKUNTANSI YANG SIGNIFIKAN (lanjutan)**

**Taksiran masa manfaat ekonomik aset tetap
dan properti investasi**

Masa manfaat setiap aset tetap Grup ditentukan berdasarkan kegunaan yang diharapkan dari penggunaan aset tersebut. Estimasi ini ditentukan berdasarkan evaluasi teknis internal dan pengalaman Grup atas sejenis. Masa manfaat setiap aset direview secara periodik dan disesuaikan apabila prakiraan berbeda dengan estimasi sebelumnya karena keausan, keusangan teknis dan komersial, hukum atau keterbatasan lainnya atas pemakaian aset. Namun terdapat kemungkinan bahwa hasil operasi dimasa mendatang dapat dipengaruhi secara signifikan oleh perubahan atas jumlah serta periode pencatatan biaya yang diakibatkan karena perubahan faktor yang disebutkan diatas.

Perubahan masa manfaat aset tetap dapat mempengaruhi jumlah biaya penyusutan yang diakui dan penurunan nilai tercatat aset tetap dan properti investasi.

Pajak penghasilan

Grup mengakui liabilitas atas pajak penghasilan badan berdasarkan estimasi apakah akan terdapat tambahan pajak penghasilan badan.

Penurunan aset non-keuangan

Aset berwujud dan tidak berwujud, selain *goodwill*, dilakukan uji penurunan nilai ketika terdapat indikasi penurunan nilai. Sedangkan untuk *goodwill*, uji penurunan nilai harus dilakukan minimal setiap tahun, baik ada atau tidak adanya indikasi penurunan nilai. Penentuan nilai pakai aset memerlukan estimasi mengenai arus kas yang diharapkan untuk dihasilkan dari penggunaan aset (unit penghasil kas) dan penjualan aset tersebut serta tingkat diskonto yang sesuai untuk menentukan nilai sekarang.

Walaupun asumsi yang digunakan dalam mengestimasi nilai pakai aset yang tercermin dalam laporan keuangan dianggap telah sesuai dan wajar, namun perubahan signifikan atas asumsi ini akan berdampak material terhadap penentuan jumlah yang dapat dipulihkan dan akibatnya kerugian penurunan nilai yang timbul akan berdampak terhadap hasil usaha.

**3. CONSIDERATION AND SIGNIFICANT
ACCOUNTING ESTIMATES (continued)**

***Estimated future economic lives of fixed
assets and investment properties***

The useful life of assets is determined based on the Group's expected usefulness of the use of the assets. These estimates are determined based on internal technical evaluation and experience of the Group on similar items. The useful life of each asset is reviewed periodically and adjusted when the forecasts differ from previous estimates due to wear and tear, technical and commercial obsolescence, legal or other limitations on the use of assets. It is possible that future results of operations may be significantly affected by changes in the amount and the time of recording of the cost resulting from changes in the factors mentioned above.

Changes in useful lives of fixed assets may affect the amount of depreciation expense recognized and decrease of the carrying value of fixed assets and investment properties.

Income taxes

The Group records corporate income tax liabilities based on estimates of whether there will be additional corporate income tax.

Impairment of non-financial assets

Tangible and intangible assets, other than goodwill, are tested for impairment when there is indication of impairment. As for the goodwill, an impairment test must be performed at least annually, whether or not there is indication of impairment. Determining the value in use of assets requires estimates of the cash flows expected to result from the use of the asset (cash-generating unit) and the disposition of these assets as well as the appropriate discount rate to determine the present value.

Although the assumptions used in estimating the value in use of assets are reflected in the financial statements is considered appropriate and reasonable, significant changes in the assumptions would have a material effect on the determination of the recoverable amount and consequently the resulting impairment loss will have an impact on the results of operations.

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**3. PERTIMBANGAN DAN ESTIMASI
AKUNTANSI YANG SIGNIFIKAN (lanjutan)**

Liabilitas imbalan pascakerja

Penentuan liabilitas imbalan pascakerja tergantung pada pemilihan asumsi tertentu yang digunakan oleh aktuaris dalam menghitung jumlah liabilitas tersebut. Asumsi tersebut termasuk antara lain tingkat diskonto dan tingkat kenaikan gaji. Realisasi yang berbeda dari asumsi Grup diakumulasi dan diamortisasi selama periode mendatang dan akibatnya akan berpengaruh terhadap jumlah biaya serta liabilitas yang diakui di masa mendatang walaupun asumsi Grup dianggap tepat dan wajar, namun perubahan signifikan pada kenyataannya atas perubahan signifikan dalam asumsi yang digunakan dapat berpengaruh secara signifikan terhadap liabilitas imbalan pascakerja Grup.

Ketidakpastian kewajiban perpajakan

Pertimbangan dan asumsi dibutuhkan dalam menentukan penyisihan modal dan beban yang dapat dikurangkan dalam mengestimasi provisi pajak penghasilan Grup. Secara khusus, perhitungan beban pajak penghasilan Grup melibatkan penafsiran terhadap peraturan lainnya. Terdapat banyak transaksi dan perhitungan yang pajaknya tidak dalam kegiatan usaha normal.

Semua pertimbangan dan estimasi yang dibuat Manajemen seperti yang diungkapkan di atas dapat dipertanyakan oleh Direktorat Jenderal Pajak ("DJP") atau Auditor Pemerintah. Sebagai akibatnya, terjadi ketidakpastian dalam penentuan kewajiban pajak. Resolusi dari posisi pajak Grup dapat berlangsung bertahun-tahun dan sangat sulit untuk memprediksi hasil akhirnya. Apabila terdapat perbedaan perhitungan pajak dengan jumlah yang telah dicatat, perbedaan tersebut akan berdampak pada pajak penghasilan pajak tangguhan dalam periode dimana penentuan pajak tersebut dibuat. Asumsi pembentukan laba kena pajak di masa depan bergantung pada estimasi Manajemen untuk arus kas di masa depan. Hal ini bergantung pada estimasi rencana anggaran biaya, volume pendapatan, cadangan, beban usaha, dividen dan transaksi Manajemen lainnya di masa depan.

**3. CONSIDERATION AND SIGNIFICANT
ACCOUNTING ESTIMATES (continued)**

Post-employment benefit obligations

The determination of post-employment benefit Obligations depends on the selection of certain assumptions used by actuaries in calculating the amount of the liabilities. Those assumptions include discount rate and rate of salary increase. Realization which differs from the assumptions of the Group is accumulated and amortized over future periods and consequently will affect the amount of the costs and liabilities recognized in the future even though the assumptions of the Group are considered appropriate and reasonable, however, actual significant changes over significant changes in the assumptions used can significantly influence the Group's post-employment benefit obligations.

Uncertain tax obligation

Judgments and assumptions are required in determining allowance for capital and expenses which may be deducted in estimating the provision of the Group's income tax. In particular, calculation of the Group's income tax expenses includes interpretation of other regulations. There are various transactions and calculations that the tax is not in the normal course of business.

All judgments and assumptions made by the Management as described above may be questioned by the Directorate General of Taxation ("DJP") or the State Auditor. As a result, there is uncertainty in determining tax liabilities. The resolution of the Group tax position can take years and it is very difficult to predict the outcome. In the event that there is difference in the tax calculation and the recorded amount, such difference will affect the income tax and deferred tax in the period in which the tax is determined. Assumptions of future taxable profit formation depend on The Management's estimates for future cash flows. This depends on the estimated cost budget plan, revenue volume, allowances, operating expenses, dividends and other Management transactions in the future.

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**3. PERTIMBANGAN DAN ESTIMASI
AKUNTANSI YANG SIGNIFIKAN (lanjutan)**

**Ketidakpastian kewajiban perpajakan
(lanjutan)**

Dalam situasi tertentu, Grup tidak dapat menentukan secara pasti jumlah liabilitas pajak mereka pada saat ini atau masa depan karena kemungkinan adanya pemeriksaan dari otoritas perpajakan. Ketidakpastian timbul terkait dengan interpretasi dari peraturan perpajakan yang kompleks dan jumlah dan waktu dari penghasilan kena pajak di masa depan. Dalam menentukan jumlah yang harus diakui terkait dengan liabilitas pajak yang tidak pasti Grup menerapkan pertimbangan yang sama yang akan mereka gunakan dalam menentukan jumlah cadangan yang harus diakui sesuai dengan PSAK 237 (Revisi 2014) "Provisi Liabilitas Kontinjensi dan Aset Kontinjensi". Grup menganalisa semua posisi pajak terkait dengan pajak penghasilan untuk menentukan liabilitas pajak untuk beban yang belum diakui harus diakui.

Aset pajak tangguhan, termasuk yang timbul dari laba rugi fiskal, penyisihan modal dan perbedaan temporer, diakui hanya apabila dianggap lebih mungkin daripada tidak bahwa mereka dapat dipulihkan, dimana hal ini tergantung pada kecukupan pembentukan laba kena pajak di masa depan.

**3. CONSIDERATION AND SIGNIFICANT
ACCOUNTING ESTIMATES (continued)**

Uncertain tax obligation (continued)

In certain circumstances, the Group cannot determine the exact of its current or future tax liabilities because of the possibility of examination by the tax authorities. Uncertainties exist with respect to the interpretation of complex tax regulations and the amount and timing of taxable income in the future. In determining the amount to be recognized related to uncertain tax liabilities the Group applied the same considerations that they will use in determining the amount of reserves that must be recognized in accordance with PSAK 237 (Revised 2014), "Provisions of Contingent Liabilities and Contingent Assets". The Group analyzes all tax positions related to income taxes to determine the tax liability for unrecognized expenses which should be recognized.

Deferred tax assets, including those arising from fiscal gain or loss, capital allowances and temporary difference, are recognized only when deemed likely than not that they can be recovered, which depends on the adequacy of future taxable income formation.

4. KAS DAN SETARA KAS

	2024	2023
Kas		
Rupiah	113.347.904	212.314.476
Dolar Amerika Serikat	8.169.406	27.565.871
Jumlah kas	121.517.310	239.880.347
Kas di lembaga keuangan		
Pihak berelasi (Catatan 32)	594.169.405	3.076.169.405
Jumlah kas di lembaga keuangan	594.169.405	3.076.169.405
Bank		
Pihak berelasi (Catatan 32)	654.509.517.143	1.003.014.731.642
Pihak ketiga		
Rupiah		
Citibank Indonesia	7.008.715.691	3.698.314.913
Dolar Amerika Serikat		
Citibank Indonesia	43.609.206.684	23.924.432.804
Jumlah bank	705.127.439.518	1.030.637.479.359

4. CASH AND CASH EQUIVALENTS

Cash on hand
Rupiah
United States Dollar
Total cash on hand
Cash in financial institution
Related party (Note 32)
Total cash in financial institution
Cash in banks
Related parties (Note 32)
Third party
Rupiah
Citibank Indonesia
United States Dollar
Citibank Indonesia
Total cash in banks

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4. KAS DAN SETARA KAS (lanjutan)

4. CASH AND CASH EQUIVALENTS (continued)

	2024	2023	
Deposito			Time deposits
Pihak berelasi (Catatan 32)	1.125.000.000.000	700.000.000.000	Related parties (Note 32)
Jumlah	1.830.843.126.233	1.733.953.529.111	Total
Tingkat suku bunga per tahun			Interest rates per annum
Deposito			Time deposits
Rupiah	3,0% - 6,6%	3,0% - 5,6%	Rupiah

5. PIUTANG USAHA

5. TRADE RECEIVABLES

a. Rincian piutang usaha berdasarkan pelanggan adalah sebagai berikut:

a. Details of trade receivables per customers are as follows:

	2024	2023	
Pihak berelasi (Catatan 32)	292.061.470.541	203.664.174.070	Related parties (Note 32)
Pihak ketiga			Third parties
PT RedWhite Asia International	24.634.999.999	24.634.999.999	PT RedWhite Asia International
PT Kaltim Prima Coal	16.243.239.864	13.443.073.750	PT Kaltim Prima Coal
PT Alamtri Resources Indonesia Tbk	12.635.904.354	3.212.779.619	PT Alamtri Resources Indonesia Tbk
PT Chandra Asri Pacific Tbk	8.931.037.670	-	PT Chandra Asri Pacific Tbk
PT Indexim Coalindo	7.627.655.915	7.158.282.267	PT Indexim Coalindo
RDMP Balikpapan JO	6.886.956.608	890.498.765	RDMP Balikpapan JO
BP Berau Ltd.	5.389.677.534	-	BP Berau Ltd.
PT Borneo Indobara	5.233.733.125	3.927.232.336	PT Borneo Indobara
PT Gelombang Seismik Indonesia	5.207.693.080	5.207.693.080	PT Gelombang Seismik Indonesia
PT Berau Coal Energy Tbk	4.812.726.122	6.851.004.098	PT Berau Coal Energy Tbk
PT Hengjaya Mineralindo	4.424.076.092	2.833.142.904	PT Hengjaya Mineralindo
PT Indonesia Morowali Industrial Park	4.263.062.041	3.267.468.864	PT Indonesia Morowali Industrial Park
Lain-lain (di bawah Rp4.000.000.000)	289.530.935.443	256.020.984.782	Others (below Rp4,000,000,000)
	687.883.168.388	531.111.334.534	
Dikurangi penyisihan kerugian penurunan nilai	(97.113.334.372)	(126.525.855.402)	Less allowance of impairment losses
Jumlah	590.769.834.016	404.585.479.132	Total

b. Piutang usaha menurut jenis mata uang:

b. Trade receivables based on currencies:

	2024	2023	
Rupiah	667.410.082.159	512.148.693.314	Rupiah
Dolar Amerika Serikat	20.419.985.569	18.910.469.340	United States Dollar
Dolar Singapura	53.100.660	52.171.880	Singapore Dollar
Jumlah	687.883.168.388	531.111.334.534	Total

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5. PIUTANG USAHA (lanjutan)

5. TRADE RECEIVABLES (continued)

c. Berdasarkan analisa umur piutang, komposisi piutang usaha adalah sebagai berikut:

c. Based on the aging analysis, the composition of trade receivables is as follows:

	2024	2023	
Belum jatuh tempo	417.996.603.444	248.458.979.535	Not yet due
Lewat jatuh tempo:			Past due:
1-180 hari	144.369.384.052	134.144.470.702	1-180 days
181-365 hari	29.004.369.772	44.474.867.364	181-365 days
1-2 tahun	17.038.652.700	13.723.078.955	1-2 years
Lebih dari 2 tahun	79.474.158.420	90.309.937.978	More than 2 years
Jumlah	687.883.168.388	531.111.334.534	Total
Dikurangi penyisihan penurunan nilai	(97.113.334.372)	(126.525.855.402)	Less allowance of impairment
Bersih	590.769.834.016	404.585.479.132	Net

Manajemen berpendapat bahwa kerugian penurunan nilai piutang pihak ketiga cukup untuk menutup kerugian yang mungkin timbul dari tidak tertagihnya piutang tersebut.

Management believes that allowance for impairment losses on third parties receivables are adequate to cover possible losses from uncollectible accounts.

Mutasi penyisihan piutang usaha adalah sebagai berikut:

The movement of the allowance impairment of trade receivables is as follows:

	2024	2023	
Saldo awal	126.525.855.402	94.350.577.339	Beginning balance
Entitas induk			Parent entity
Penambahan	12.442.421.504	31.346.046.930	Addition
Penghapusan	(40.913.124.200)	-	Write-off
Entitas anak			Subsidiaries
Penambahan	255.335.243	1.049.497.991	Addition
Penghapusan	(1.184.900.440)	-	Write-off
Pemulihan	(12.253.137)	(220.266.858)	Recovery
Jumlah	97.113.334.372	126.525.855.402	Total

6. PENDAPATAN AKAN DITERIMA

6. ACCRUED REVENUES

Rincian pendapatan akan diterima adalah sebagai berikut:

Details of the accrued revenues are as follows:

	2024	2023	
Pihak berelasi (Catatan 32)	415.382.173.179	309.957.842.575	Related parties (Note 32)
Pihak ketiga			Third parties
PT APG Westkampar Indonesia	44.362.500.000	-	PT APG Westkampar Indonesia
PT Baradinamika Citra Lestari	24.581.638.786	24.581.638.786	PT Baradinamika Citra Lestari
PT Agro Industri Nasional	22.585.143.453	-	PT Agro Industri Nasional
PT Berau Coal Energy Tbk	19.998.615.888	10.040.608.844	PT Berau Coal Energy Tbk
BP Berau Ltd.	11.051.094.316	6.392.842.209	BP Berau Ltd.
PT Amman Mineral Nusa Tenggara	7.688.508.622	2.533.402.841	PT Amman Mineral Nusa Tenggara
PT Socfin Indonesia	3.358.572.400	1.169.286.200	PT Socfin Indonesia

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6. PENDAPATAN AKAN DITERIMA (lanjutan)

Rincian pendapatan akan diterima adalah sebagai berikut: (lanjutan)

	2024	2023
Pihak ketiga (lanjutan)		
PT Bumi Siak Pusako	3.348.266.250	-
PT Sorik Marapi Geothermal Power	3.197.860.600	4.901.196.000
Medco E&P Grissik Ltd.	3.964.815.317	1.451.660.000
Lain-lain (di bawah Rp3.000.000.000)	132.286.839.922	139.750.975.478
Jumlah	691.806.028.733	500.779.452.933
Dikurangi penyisihan penurunan nilai	(46.990.105.251)	(34.914.509.055)
Bersih	644.815.923.482	465.864.943.878

Rincian pendapatan akan diterima berdasarkan mata uang adalah sebagai berikut:

	2024	2023
Rupiah	689.357.622.464	497.935.606.424
Dolar Amerika Serikat	2.448.406.269	2.843.846.509
Jumlah	691.806.028.733	500.779.452.933

6. ACCRUED REVENUES (continued)

Details of the accrued revenues are as follows: (continued)

Third parties (continued)
PT Bumi Siak Pusako
PT Sorik Marapi Geothermal Power
Medco E&P Grissik Ltd.
Others (below Rp3,000,000,000)
Total
Less allowance of impairment
Net

Details of accrued income based on currencies are as follows:

Rupiah
United States Dollar
Total

7. PIUTANG LAIN-LAIN

	2024	2023
Pihak berelasi (Catatan 32)	7.552.818.756	7.080.926.790
Pihak ketiga		
Pegawai	914.198.498	334.947.540
Lain-lain	29.940.503	2.076.576
Jumlah	8.496.957.757	7.417.950.906

PT SPRINT Konsultan

Piutang PT SPRINT Konsultan pada tanggal 31 Desember 2024 dan 2023, masing-masing sebesar Rp6.420.663.055 dan Rp6.417.905.469 adalah piutang yang timbul dengan PT SPRINT Konsultan dari hubungan kegiatan, diantaranya adalah tagihan biaya pegawai perbantuan, tagihan biaya pemakaian aset tetap dan sebagainya.

7. OTHER RECEIVABLES

Related parties (Note 32)
Third parties
Employee
Others
Total

PT SPRINT Konsultan

Due from PT SPRINT Konsultan as of 31 December 2024 and 2023, amounting to Rp6,420,663,055 and Rp6,417,905,469, respectively, represents receivables related to PT SPRINT Konsultan from activities such as billing of additional employee expenses, charges of fixed assets used, and others.

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8. UANG MUKA KERJA

	2024	2023	
Uang muka kerja	14.823.498.155	8.243.198.643	Advance for projects
Uang muka pembelian	711.396.671	238.094.438	Advance for purchase
Jumlah	<u>15.534.894.826</u>	<u>8.481.293.081</u>	Total

Uang muka kerja merupakan uang muka kerja yang akan dipertanggungjawabkan atau diperhitungkan setelah selesainya pekerjaan bersangkutan.

8. ADVANCE PAYMENTS

Advances represent advance payment that will be accounted for or taken into account upon completion of the related work.

9. PERSEDIAAN

	2024	2023	
Bahan operasi	22.823.726.214	20.161.568.920	Operational materials
Perlengkapan	4.481.165.021	4.781.445.952	Supplies
Jumlah	<u>27.304.891.235</u>	<u>24.943.014.872</u>	Total

Persediaan tersebut berada pada lokasi-lokasi kerja Grup di seluruh Indonesia. Berdasarkan penelaahan terhadap kondisi persediaan pada akhir tahun, Manajemen Grup berpendapat bahwa nilai tercatat persediaan tidak melebihi nilai realisasi bersihnya.

9. INVENTORIES

Inventories are located at Group's work sites throughout Indonesia. Based on a review of the condition of inventories at the end of the year, the Group's Management believes that the carrying value of inventories does not exceed their net realizable value.

Persediaan Grup pada tanggal 31 Desember 2024 dan 2023 telah diasuransikan bersamaan dengan aset tetap (Catatan 14).

The Group's inventories as of 31 December 2024 and 2023 are insured with fixed assets (Note 14).

10. BEBAN DIBAYAR DI MUKA

	2024	2023	
Biaya pegawai:			Employee expenses:
Asuransi pegawai	1.929.933.005	370.751.579	Employee insurance
Biaya operasional:			Operational expenses:
Biaya operasional	48.923.268.228	40.998.657.636	Operational expenses
Penunjang operasional	41.107.120.959	12.702.654.966	Operational supporting
Biaya fasilitas:			Facilities expenses:
Perawatan	319.421.668	407.583.333	Maintenance
Asuransi	370.297.874	210.845.760	Insurance
Lain-lain	<u>2.437.235.683</u>	<u>827.600.201</u>	Others
Jumlah	<u>95.087.277.417</u>	<u>55.518.093.475</u>	Total

10. PREPAID EXPENSES

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11. PERPAJAKAN

11. TAXATION

a. Pajak dibayar di muka

a. Prepaid taxes

	2024	2023
Entitas anak:		
PPh pasal 28A	2.999.386.238	3.870.663.523
PPN masukan	12.954.964.382	11.626.260.270
Jumlah	<u>15.954.350.620</u>	<u>15.496.923.793</u>

Subsidiaries:
Income tax article 28A
VAT in
Total

b. Utang pajak

b. Taxes payable

	2024	2023
Entitas induk:		
PPh pasal 4(2)	602.259.906	270.426.787
PPh pasal 21	14.124.000.981	13.260.804.759
PPh pasal 22	1.151.703.257	825.189.840
PPh pasal 23	1.629.635.562	1.684.678.741
PPh pasal 25	5.868.304.704	-
PPh pasal 26	1.823.626	41.702.436
PPh pasal 29	19.601.406.123	26.448.108.982
PPN keluaran	10.736.050.326	3.869.255.340
PPN keluaran - Keppres 56 Wapu	15.971.793.962	15.033.862.804
PPN keluaran - impor (Pemanfaatan JKP)	1.002.994	22.812.523
	<u>69.687.981.441</u>	<u>61.456.842.212</u>
Entitas anak:		
PPh pasal 4(2)	21.241.173	153.659.235
PPh pasal 21	368.807.948	280.601.560
PPh pasal 23	351.810.255	455.899.064
PPh pasal 25	23.336.341	-
PPh pasal 29	372.337.856	280.036.094
Pajak lainnya	1.225.315.381	1.490.134.277
	<u>2.362.848.954</u>	<u>2.660.330.230</u>
Jumlah	<u>72.050.830.395</u>	<u>64.117.172.442</u>

Parent entity:
Income tax article 4(2)
Income tax article 21
Income tax article 22
Income tax article 23
Income tax article 25
Income tax article 26
Income tax article 29
VAT out
VAT out - Keppres 56 Wapu
VAT out - import
(JKP utilization)

Subsidiaries:
Income tax article 4(2)
Income tax article 21
Income tax article 23
Income tax article 25
Income tax article 29
Other taxes

Total

Rincian utang pajak lainnya adalah sebagai berikut:

Other taxes consist of:

	2024	2023
Entitas anak:		
Utang pajak lainnya PT Sucofindo Episi	1.225.315.381	1.490.134.277
Jumlah	<u>1.225.315.381</u>	<u>1.490.134.277</u>

Subsidiaries:
Other tax payable
PT Sucofindo Episi
Total

Utang pajak lainnya EPISI merupakan utang pajak atas Surat Ketetapan Pajak Kurang Bayar PPN tahun 2022 dan provisi atas ketidakpastian kewajiban perpajakan.

EPISI's other tax payables represent tax payable on the 2022 VAT Underpayment Tax Assessment Letters and provision for uncertain tax obligations.

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11. PERPAJAKAN (lanjutan)

11. TAXATION (continued)

c. Beban pajak penghasilan

c. Income tax expenses

	2024	2023	
Laba konsolidasi sebelum pajak penghasilan	693.677.790.845	530.531.130.959	Consolidated profit before income tax
Dikurangi laba entitas anak sebelum pajak penghasilan	(9.432.320.722)	(10.836.826.245)	Less income of subsidiaries before income tax
Laba sebelum pajak penghasilan Perusahaan	<u>684.245.470.123</u>	<u>519.694.304.714</u>	Profit before income tax of the Company
Perbedaan waktu:			Timing differences:
Liabilitas imbalan pascakerja	60.100.005.802	67.359.115.799	Post-employment benefit obligation
Penyisihan piutang tak tertagih	24.518.017.700	39.529.691.350	Allowance for doubtful receivables
Penyusutan aset tetap	9.022.680.387	4.522.929.120	Depreciation of fixed assets
Beban sewa	2.655.483.741	(1.402.200.938)	Rental expenses
Penghapusbukuan piutang tak tertagih	(40.913.124.200)	-	Write-off of doubtful receivables
Pembayaran imbalan pascakerja	(126.725.777.681)	(190.377.509.291)	Payment of post-employment benefits
	<u>(71.342.714.251)</u>	<u>(80.367.973.960)</u>	
Perbedaan permanen:			Permanent differences:
Beban operasi dan usaha properti	32.371.409.318	35.838.096.286	Operating and property expenses
Beban lainnya	29.754.604.841	-	Other expenses
Beban <i>canvassing</i>	19.564.044.332	19.612.687.779	Canvassing expenses
Beban pajak	11.653.309.201	13.743.946.795	Tax expenses
Beban perayaan	8.927.944.316	6.165.751.842	Celebration expenses
Beban pajak final	6.942.986.259	5.277.339.215	Final tax expenses
Beban relasi	6.031.585.305	4.218.128.779	Relation expenses
Beban rekreasi dan olahraga	3.275.918.803	2.806.563.554	Recreation and sport expenses
Beban klaim	3.065.392.756	6.380.878.148	Claim expenses
TJSL	2.791.841.386	3.718.896.417	TJSL
<i>Corporate Social Responsibility</i>	1.690.659.528	1.438.798.062	Corporate Social Responsibility
Beban penagihan	971.888.865	774.484.459	Billing expenses
Beban representasi	829.569.945	332.033.631	Representation expenses
Pendapatan dividen	(2.551.832.779)	(2.317.628.254)	Dividend income
Pendapatan jasa properti	(23.636.626.719)	(22.669.910.253)	Income from property service
			Interest of deposit and current account
Bunga deposito dan jasa giro	(60.806.503.005)	(40.667.609.752)	
	<u>40.876.192.352</u>	<u>34.652.456.708</u>	
Penghasilan kena pajak	<u>653.778.948.224</u>	<u>473.978.787.462</u>	Taxable income
Penghasilan kena pajak (dibulatkan)	<u>653.778.948.000</u>	<u>473.978.787.000</u>	Taxable income (rounded)
Beban pajak kini	<u>143.831.368.560</u>	<u>104.275.333.140</u>	Current tax expense
Dikurangi:			Less:
Pajak penghasilan			Income tax
Pasal 23	59.077.264.749	33.855.676.688	Article 23
Pasal 25	70.419.656.448	43.971.547.470	Article 25
	<u>129.496.921.197</u>	<u>77.827.224.158</u>	
Kurang bayar pajak	<u>14.334.447.363</u>	<u>26.448.108.982</u>	Underpayment tax

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11. PERPAJAKAN (lanjutan)

11. TAXATION (continued)

c. Beban pajak penghasilan (lanjutan)

c. Income tax expenses (continued)

	2024	2023	
Entitas induk:			Parent entity:
Pajak kini	(143.831.368.560)	(104.275.333.140)	Current income tax
Penyesuaian tahun-tahun sebelumnya *)	-	(5.269.542.490)	Adjustment in respect to prior years *)
Pajak tangguhan	(15.695.397.136)	(17.680.954.271)	Deferred tax
Entitas anak:			Subsidiaries:
Pajak kini	(1.563.493.799)	(1.569.437.819)	Current income tax
Penyesuaian tahun-tahun sebelumnya *)	-	(625.868.617)	Adjustment in respect to prior years *)
Pajak tangguhan	(75.425.784)	270.759.743	Deferred tax
Beban pajak penghasilan - bersih	(161.165.685.279)	(129.150.376.594)	Income tax expenses - net

*) Penyesuaian tahun-tahun sebelumnya merupakan beban pajak tahun sebelumnya yang diakui di tahun berjalan berkaitan dengan koreksi-koreksi yang dikeluarkan oleh kantor pajak maupun berkaitan dengan koreksi pelaporan Surat Pemberitahuan Pajak (SPT).

*) Adjustment in respect to prior year represents prior year's tax expenses recognized in the current year in connection with the corrections issued by the tax office or related to corrections of Annual Tax Return (SPT).

d. Aset pajak tangguhan

d. Deferred tax assets

	2024				
	1 Januari/ January 2024	Dibebankan/ (dikreditkan) di laporan laba rugi/ Charged/ (credited) to profit or loss	Dibebankan/ (dikreditkan) pada penghasilan komprehensif lainnya/Charged/ (credited) to other comprehensive income	31 Desember/ December 2024	
Entitas induk:					Parent entity:
Penyisihan kerugian penurunan nilai	36.703.492.659	(3.606.923.430)	-	33.096.569.229	Allowance of impairment losses
Liabilitas imbalan pascakerja	87.936.212.645	(14.657.669.814)	8.354.132.093	81.632.674.924	Post-employment benefit obligations
Beban penyusutan aset tetap	11.169.629.007	1.984.989.685	-	13.154.618.692	Depreciation expenses of fixed asset
Beban sewa	321.276.619	584.206.423	-	905.483.042	Rental expenses
	136.130.610.930	(15.695.397.136)	8.354.132.093	128.789.345.887	
Entitas anak:					Subsidiaries:
Penyisihan kerugian penurunan nilai	8.395.346.546	(204.504.344)	-	8.190.842.202	Allowance of impairment losses
Liabilitas imbalan pascakerja	1.015.628.665	136.177.247	(1.626.185)	1.150.179.727	Post-employment benefit liabilities
Beban penyusutan aset tetap	70.141.055	(7.098.687)	-	63.042.368	Depreciation expenses of fixed asset
Penyisihan persediaan	149.157.721	-	-	149.157.721	Inventory allowance
	9.630.273.987	(75.425.784)	(1.626.185)	9.553.222.018	
Jumlah	145.760.884.917	(15.770.822.920)	8.352.505.908	138.342.567.905	Total

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11. PERPAJAKAN (lanjutan)

11. TAXATION (continued)

d. Aset pajak tangguhan (lanjutan)

d. Deferred tax assets (continued)

		2023			
	1 Januari/ January 2024	Dibebankan/ (dikreditkan) di laporan laba rugi/ Charged/ (credited) to profit or loss	Dibebankan/ (dikreditkan) pada penghasilan komprehensif lainnya/Charged/ (credited) to other comprehensive income	31 Desember/ December 2024	
Entitas induk:					Parent entity:
Penyisihan kerugian penurunan nilai	28.006.960.562	8.696.532.097	-	36.703.492.659	Allowance of impairment losses
Liabilitas imbalan pascakerja	111.523.835.383	(27.064.046.568)	3.476.423.830	87.936.212.645	Post-employment benefit obligations
Beban penyusutan aset tetap	10.174.584.601	995.044.406	-	11.169.629.007	Depreciation expenses of fixed asset
Beban sewa	629.760.825	(308.484.206)	-	321.276.619	Rental expenses
	<u>150.335.141.371</u>	<u>(17.680.954.271)</u>	<u>3.476.423.830</u>	<u>136.130.610.930</u>	
Entitas anak:					Subsidiaries:
Penyisihan kerugian penurunan nilai	8.212.915.697	182.430.849	-	8.395.346.546	Allowance of impairment losses
Liabilitas imbalan pascakerja	896.734.329	156.120.957	(37.226.621)	1.015.628.665	Post-employment benefit liabilities
Beban penyusutan aset tetap	114.411.276	(44.270.221)	-	70.141.055	Depreciation expenses of fixed asset
Penyisihan persediaan	149.157.721	-	-	149.157.721	Inventory allowance
Beban sewa	23.521.842	(23.521.842)	-	-	Rental expenses
	<u>9.396.740.865</u>	<u>270.759.743</u>	<u>(37.226.621)</u>	<u>9.630.273.987</u>	
Jumlah	<u>159.731.882.236</u>	<u>(17.410.194.528)</u>	<u>3.439.197.209</u>	<u>145.760.884.917</u>	Total

e. Surat ketetapan pajak

e. Tax assessment letters

Pada tanggal 19 Juni 2023, Perusahaan menerima Surat Ketetapan Pajak Lebih Bayar ("SKPLB") atas pajak penghasilan badan untuk tahun pajak 2021 senilai Rp10.172.046.127 dibandingkan dengan lebih bayar yang di klaim senilai Rp15.441.588.617. Perusahaan juga menerima Surat Ketetapan Pajak Kurang Bayar ("SKPKB") dan Surat Tagihan Pajak ("STP") atas beragam pajak lainnya senilai Rp13.743.946.795. Perusahaan menerima seluruh hasil SKPLB, SKPKB dan STP tersebut dan membebaskan selisihnya ke laba rugi tahun 2022 dan 2023. Sisa kurang bayar senilai Rp3.571.900.668 telah dibayarkan seluruhnya di bulan Juli 2023.

On 19 June 2023, the Company received an Overpayment Tax Assessment Letter ("SKPLB") for 2021 corporate income tax amounting to Rp10,172,046,127 as opposed to the overpayment claimed amounting to Rp15,441,588,617. The Company also received Underpayment Tax Assessment Letters ("SKPKB") and Tax Collection Letters ("STP") for other taxes amounting to Rp13,743,946,795. The Company accept the result of SKPLB, SKPKB and STP and charged the differences to 2022 and 2023 profit or loss. The remaining underpayment of Rp3,571,900,668 have been fully paid in July 2023.

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11. PERPAJAKAN (lanjutan)

e. Surat ketetapan pajak (lanjutan)

Pada tanggal 7 Februari 2024, EPISI menerima SKPKB atas pajak penghasilan badan untuk tahun 2020 senilai Rp22.324.426.510 dan denda senilai Rp9.429.837.757 dibandingkan dengan lebih bayar yang diklaim senilai Rp1.134.477.090. EPISI juga menerima beberapa SKPKB atas Pajak Pertambahan Nilai ("PPN"), beragam pajak penghasilan lainnya dan denda senilai Rp6.261.389.554. EPISI menerima sebagian SKPKB dan denda senilai Rp145.132.435 dan telah dibayarkan pada bulan April 2024. Pada tanggal 30 April 2024, EPISI mengajukan keberatan atas sisa SKPKB dan denda. Sampai dengan tanggal penerbitan laporan keuangan konsolidasian, EPISI belum menerima keputusan atas keberatan tersebut.

Pada tanggal 7 Februari 2024, EPISI menerima SKPKB atas pajak penghasilan badan untuk tahun 2021 senilai Rp30.854.031.251 dan denda senilai Rp12.958.693.125 dibandingkan dengan lebih bayar yang diklaim senilai Rp678.999.949. EPISI juga menerima beberapa SKPKB dan STP atas PPN, beragam pajak penghasilan lainnya dan denda senilai Rp7.596.525.601. EPISI menerima sebagian SKPKB dan denda senilai Rp61.037.137 dan telah dibayarkan pada bulan April 2024. Pada tanggal 30 April 2024, EPISI mengajukan keberatan atas sisa SKPKB dan denda. Sampai dengan tanggal penerbitan laporan keuangan konsolidasian, EPISI belum menerima keputusan atas keberatan tersebut.

Pada tanggal 4 April 2024, EPISI menerima SKPLB atas pajak penghasilan badan untuk tahun 2022 senilai Rp865.219.030, yang digunakan sebagai kompensasi atas sisa utang pajak tahun 2016. EPISI juga menerima beberapa SKPKB dan STP atas PPN, beragam pajak penghasilan lainnya dan denda senilai Rp792.612.380. EPISI menerima seluruh ketetapan tersebut dan membebaskan selisihnya ke laba rugi tahun berjalan. EPISI telah membayar sebagian kurang bayar senilai Rp120.000.000 pada Desember 2024.

11. TAXATION (continued)

e. Tax assessment letters (continued)

On 7 February 2024, EPISI received SKPKB for the 2020 corporate income tax amounting to Rp22,324,426,510 and a penalty of Rp9,429,837,757 as opposed to the overpayment claimed amounting to Rp1,134,477,090. EPISI also received several SKPKB for Value Added Taxes ("VAT"), other income taxes and penalties amounting to Rp6,261,389,554. EPISI partially accept the SKPKB and the penalty of Rp145,132,435 and paid in April 2024. On 30 April 2024, EPISI filed an objection to the remaining SKPKB and the penalty. As of the completion of these consolidated financial statements, EPISI has yet to receive the objection result.

On 7 February 2024, EPISI received SKPKB for the 2021 corporate income tax amounting to Rp30,854,031,251 and a penalty of Rp12,958,693,125 as opposed to the overpayment claimed amounting to Rp678,999,949. EPISI also received several SKPKB VAT, other income taxes and penalties amounting to Rp7,596,525,601. EPISI partially accept the SKPKB and the penalty of Rp61,037,137 and paid in April 2024. On 30 April 2024, EPISI filed an objection to the remaining SKPKB and the penalty. As of the completion of these consolidated financial statements, EPISI has yet to receive the objection result.

On 4 April 2024, EPISI received SKPLB for the 2022 corporate income tax amounting to Rp865,219,030, which was used to offset the remaining tax payable in 2016. EPISI also received several SKPKB and STP for VAT, other income taxes and penalties amounting to Rp792,612,380. EPISI accepted the result and charged the differences to the current year profit or loss. EPISI partially paid the underpayment of Rp120,000,000 in December 2024.

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**12. INVESTASI PADA ENTITAS ASOSIASI DAN
VENTURA BERSAMA**

	2024	2023
Penyertaan saham		
PT Surveyor Indonesia	20.102.880.000	20.102.880.000
PT SPRINT Konsultan	47.500.000	47.500.000
	20.150.380.000	20.150.380.000
Penyertaan pada ventura bersama		
KSO SCI - SI	14.276.484.880	18.191.736.732
Jumlah	34.426.864.880	38.342.116.732

*Investment in share
PT Surveyor Indonesia
PT SPRINT Konsultan*

*Investment in joint venture
KSO SCI - SI*

Total

Penyertaan pada PT SPRINT Konsultan pada tahun 1997 merupakan penyertaan modal saham sebesar 19% dari seluruh modal yang disetor. Entitas ini didirikan dengan Akta Notaris No. 9 tanggal 9 Februari 1997 dibuat di hadapan Agus Hashim Ahmad, S.H., dan beroperasi mulai tahun 1997.

Investment in PT SPRINT Konsultan in 1997 represents a capital investment of 19% share of the total paid-up capital. It was established based on Notarial Deed No. 9 dated 9 February 1997 drawn before Agus Hashim Ahmad, S.H., and commenced its operations in 1997.

Penyertaan pada PT Surveyor Indonesia merupakan penyertaan Perusahaan sebesar 4,48% dari modal disetor PT Surveyor Indonesia.

Investment in PT Surveyor Indonesia is the Company's investment in shares amounting to 4.48% of paid-up capital of PT Surveyor Indonesia.

KSO SCI-SI adalah kegiatan yang dilakukan secara kerjasama antara kedua perusahaan, berdasarkan Akta No. 21 tanggal 22 Juli 2009. Kegiatan tersebut terdiri dari 8 (delapan) jenis program, antara lain besi, tekstil dan produk tekstil, bus dan bukan bus, beras, garam dan lain-lain.

KSO SCI-SI is an activity which is jointly carried out by both companies based on Deed No. 21 dated 22 July 2009. This activity consists of 8 (eight) types of programs, such as iron, textiles and textile products, buses and non-buses, rice, salt, and others.

Nama Perusahaan	1 Januari/ January 2024	Bagian atas laba bersih/ Portion in net income	Dividen/ Dividends	31 Desember/ December 2024	Name of Company
KSO SCI - SI	18.191.736.732	151.119.935.994	(155.035.187.846)	14.276.484.880	KSO SCI - SI
	18.191.736.732	151.119.935.994	(155.035.187.846)	14.276.484.880	

Nama Perusahaan	1 Januari/ January 2023	Bagian atas laba bersih/ Portion in net income	Dividen/ Dividends	31 Desember/ December 2023	Name of Company
KSO SCI - SI	11.228.950.534	135.030.776.628	(128.067.990.430)	18.191.736.732	KSO SCI - SI
	11.228.950.534	135.030.776.628	(128.067.990.430)	18.191.736.732	

Jangka waktu ventura bersama untuk semua program adalah tidak dibatasi, sesuai dengan Surat Keputusan Menteri Perindustrian dan Perdagangan. Jangka waktu berakhir apabila SK tersebut dicabut. Sesuai dengan Akta Perjanjian Kerjasama Operasi bahwa pembagian keuntungan untuk semua program tersebut ditetapkan masing-masing 50%.

Joint venture period for all programs is indefinite, in accordance with the Decree of the Minister of Industry and Trade. The respective period will expire upon the revocation of the Decree. In accordance with the Deed of Joint Operation Agreement, profit sharing for all of the programs is set at 50%, respectively.

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13. PROPERTI INVESTASI

13. INVESTMENT PROPERTIES

2024						
	1 Januari/ January 2024	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian/ Adjustment	31 Desember/ December 2024	
Biaya perolehan Bangunan	78.578.156.527	-	-	6.399.880.787	84.978.037.314	Acquisition cost Buildings
	78.578.156.527				84.978.037.314	
Akumulasi penyusutan Bangunan	(27.366.054.197)	(3.526.613.017)	-	(5.185.656.160)	(36.078.323.374)	Accumulated depreciation Buildings
	(27.366.054.197)				(36.078.323.374)	
Jumlah	51.212.102.330				48.899.713.940	Total
2023						
	1 Januari/ January 2023	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian/ Adjustment	31 Desember/ December 2023	
Biaya perolehan Bangunan	76.963.229.534	-	-	1.614.926.993	78.578.156.527	Acquisition cost Buildings
	76.963.229.534				78.578.156.527	
Akumulasi penyusutan Bangunan	(25.082.299.705)	(3.586.154.106)	-	1.302.399.614	(27.366.054.197)	Accumulated depreciation Buildings
	(25.082.299.705)				(27.366.054.197)	
Jumlah	51.880.929.829				51.212.102.330	Total

Rincian properti investasi yang disewakan berdasarkan lokasi kantor cabang adalah sebagai berikut:

The details of investment properties for lease based on branch office location are as follows:

Kantor cabang	Luas (m ²)/ Space (m ²)		Branch office
	2024	2023	
Kantor Pusat	6.989	7.275	Head Office
Cilegon	1.906	1.897	Cilegon
Surabaya	731	765	Surabaya
Makassar	681	513	Makassar
Semarang	529	845	Semarang
Bandar Lampung	406	356	Bandar Lampung
Pekanbaru	193	193	Pekanbaru
Balikpapan	104	249	Balikpapan
Palembang	62	62	Palembang
Jumlah	11.601	12.155	Total

Beban penyusutan untuk yang berakhir pada tanggal 31 Desember 2024 dan 2023 masing-masing sebagai berikut:

Depreciation expenses for the years ended 31 December 2024 and 2023 are as follows:

	2024	2023	
Beban penyusutan:			Depreciation expenses:
Beban operasi langsung	3.526.613.017	3.586.154.106	Direct operating expenses
Jumlah	3.526.613.017	3.586.154.106	Total

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14. ASET TETAP

14. FIXED ASSETS

Saldo rincian aset tetap pada tanggal
31 Desember 2024 dan 2023 adalah sebagai
berikut:

Fixed assets as of 31 December 2024 and 2023
are as follows:

	2024					
	1 Januari/ January 2024	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian/ Adjustment	31 Desember/ December 2024	
Biaya perolehan						Acquisition costs
Tanah	1.108.429.503.583	-	-	-	1.108.429.503.583	Land
Bangunan	388.086.115.603	14.644.187.754	-	(8.099.326.413)	394.630.976.944	Buildings
Peralatan/mesin	58.306.944.421	12.870.889.467	-	(1.903.980.000)	69.273.853.888	Equipment/machineries
Peralatan operasi	1.024.004.778.858	203.676.020.782	-	6.695.721.456	1.234.376.521.096	Operation equipments
Kendaraan	3.068.396.503	-	-	-	3.068.396.503	Vehicles
Peralatan/perabot kantor	68.745.158.231	4.455.031.259	-	166.188.170	73.366.377.660	Furnitures/office equipments
Peralatan sistem informasi	141.199.192.774	14.622.376.719	-	(299.604.000)	155.521.965.493	Information system equipments
	<u>2.791.840.089.973</u>	<u>250.268.505.981</u>	<u>-</u>	<u>(3.441.000.787)</u>	<u>3.038.667.595.167</u>	
Aset dalam pelaksanaan						Assets in progress
Tanah	-	80.000.000	-	-	80.000.000	Land
Bangunan	2.958.880.000	-	-	(2.958.880.000)	-	Buildings
	<u>2.958.880.000</u>	<u>80.000.000</u>	<u>-</u>	<u>(2.958.880.000)</u>	<u>80.000.000</u>	
Akumulasi penyusutan						Accumulated depreciation
Bangunan	(142.102.177.243)	(19.383.481.737)	-	5.286.450.115	(156.199.208.865)	Buildings
Peralatan/mesin	(40.364.150.970)	(4.102.711.101)	-	(223.404.730)	(44.690.266.801)	Equipment/machineries
Peralatan operasi	(781.684.657.014)	(91.977.359.544)	-	(7.006.341.999)	(880.668.358.557)	Operation equipments
Kendaraan	(3.068.396.482)	-	-	-	(3.068.396.482)	Vehicles
Peralatan/perabot kantor	(52.263.295.085)	(6.391.585.689)	-	(357.164.275)	(59.012.045.049)	Furnitures/office equipments
Peralatan sistem informasi	(113.330.446.543)	(20.784.936.646)	-	7.453.921.581	(126.661.461.608)	Information system equipments
	<u>(1.132.813.123.337)</u>	<u>(142.640.074.717)</u>	<u>-</u>	<u>5.153.460.692</u>	<u>(1.270.299.737.362)</u>	
Jumlah	<u>1.661.985.846.636</u>				<u>1.768.447.857.805</u>	Total

	2023					
	1 Januari/ January 2023	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian/ Adjustment	31 Desember/ December 2023	
Biaya perolehan						Acquisition costs
Tanah	1.108.429.503.583	-	-	-	1.108.429.503.583	Land
Bangunan	376.193.803.885	15.647.238.711	-	(3.754.926.993)	388.086.115.603	Buildings
Peralatan/mesin	51.064.286.794	11.287.316.027	-	(4.044.658.400)	58.306.944.421	Equipment/machineries
Peralatan operasi	890.888.304.670	126.822.009.542	-	6.294.464.646	1.024.004.778.858	Operation equipments
Kendaraan	3.068.396.503	-	-	-	3.068.396.503	Vehicles
Peralatan/perabot kantor	60.822.232.869	8.950.156.972	-	(1.027.231.610)	68.745.158.231	Furnitures/office equipments
Peralatan sistem informasi	125.745.861.386	15.069.866.388	-	383.465.000	141.199.192.774	Information system equipments
	<u>2.616.212.389.690</u>	<u>177.776.587.640</u>	<u>-</u>	<u>(2.148.887.357)</u>	<u>2.791.840.089.973</u>	
Aset dalam pelaksanaan						Assets in progress
Bangunan	418.000.000	2.540.880.000	-	-	2.958.880.000	Buildings
	<u>418.000.000</u>	<u>2.540.880.000</u>	<u>-</u>	<u>-</u>	<u>2.958.880.000</u>	
Akumulasi penyusutan						Accumulated depreciation
Bangunan	(122.550.226.915)	(18.651.967.384)	-	(899.982.944)	(142.102.177.243)	Buildings
Peralatan/mesin	(36.874.390.475)	(3.501.129.906)	-	11.369.411	(40.364.150.970)	Equipment/machineries
Peralatan operasi	(699.654.712.224)	(82.424.932.162)	-	394.987.372	(781.684.657.014)	Operation equipments
Kendaraan	(3.068.396.482)	-	-	-	(3.068.396.482)	Vehicles
Peralatan/perabot kantor	(46.543.464.240)	(5.547.995.964)	-	(171.834.881)	(52.263.295.085)	Furnitures/office equipments
Peralatan sistem informasi	(98.481.807.937)	(14.750.038.127)	-	(98.600.479)	(113.330.446.543)	Information system equipments
	<u>(1.007.172.998.273)</u>	<u>(124.876.063.543)</u>	<u>-</u>	<u>(764.061.521)</u>	<u>(1.132.813.123.337)</u>	
Jumlah	<u>1.609.457.391.417</u>				<u>1.661.985.846.636</u>	Total

Beban penyusutan untuk tahun-tahun yang
berakhir tanggal 31 Desember 2024 dan 2023
masing-masing sebagai berikut:

Depreciation expenses for the years ended
31 December 2024 and 2023 are as follows:

	2024	2023	
Beban penyusutan			Depreciation expenses
Operasi langsung	115.610.034.118	94.078.081.394	Direct operating
Operasi tidak langsung	9.134.034.973	15.465.391.912	Indirect operating
Umum dan administrasi	17.805.171.110	15.124.130.745	General and administrative
Pemasaran	57.525.742	152.167.406	Marketing
Pengembangan	33.308.774	56.292.086	Development
Jumlah	<u>142.640.074.717</u>	<u>124.876.063.543</u>	Total

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14. ASET TETAP (lanjutan)

Aset tetap dan persediaan Grup pada tanggal 31 Desember 2024 dan 2023 telah diasuransikan dengan nilai pertanggungan masing-masing sebesar Rp1.906.109.426.974 dan Rp1.548.735.588.487 terhadap risiko kebakaran dan risiko lainnya kepada PT Asuransi Sinar Mas, PT Asuransi Candi Utama, PT Asuransi Ramayana, PT Asuransi Intra Asia, PT Asuransi Jasindo, PT Jasaraharja Putera, PT Asuransi Asei Indonesia, PT Asuransi Bintang Tbk, PT Asuransi Umum Bumiputera Muda 1967, PT BRI Asuransi Indonesia, PT Asuransi Total Bersama, PT Asuransi Jasaraharja Putera dan PT Malacca Trust Wuwungan Insurance Tbk untuk jenis pertanggungan *property all risk*, gempa bumi, dan kebakaran.

Manajemen berpendapat bahwa tidak ada indikasi perubahan keadaan yang menyebabkan adanya penurunan nilai atas nilai tercatat aset tetap pada tanggal 31 Desember 2024 dan 2023.

14. FIXED ASSETS (continued)

The Group's fixed assets and inventories as of 31 December 2024 and 2023 are insured with coverage value amounting to Rp1,906,109,426,974 and Rp1,548,735,588,487, respectively against fire risk and other risks under insurance by PT Asuransi Sinar Mas, PT Asuransi Candi Utama, PT Asuransi Ramayana, PT Asuransi Intra Asia, PT Asuransi Jasindo, PT Jasaraharja Putera, PT Asuransi Asei Indonesia, PT Asuransi Bintang Tbk, PT Asuransi Umum Bumiputera Muda 1967, PT BRI Asuransi Indonesia, PT Asuransi Total Bersama, PT Asuransi Jasaraharja Putera and PT Malacca Trust Wuwungan Insurance Tbk for coverage of *property all risk*, earthquake, and fire.

Management believes that there is no indication of any change in the circumstances that resulted in impairment of the carrying amount of the fixed assets as of 31 December 2024 and 2023.

15. ASET LAINNYA

	2024	2023
Aset tidak aktif	25.386.071.626	25.386.071.626
Biaya pemenuhan kontrak	8.258.278.499	11.039.812.008
Hak atas tanah dan bangunan	4.914.333.185	4.859.284.589
Jaminan jangka panjang	177.065.000	324.484.548
Bank garansi	112.165.008	121.940.008
Piutang PT Qualitech Perdana	1.999.860.864	1.999.860.864
Penyisihan piutang PT Qualitech Perdana	(1.999.860.864)	(1.999.860.864)
Penyusutan aset tidak aktif	(23.916.216.405)	(23.916.216.405)
Lain-lain	2.169.479.354	4.526.230.921
Jumlah	17.101.176.267	22.341.607.295

Biaya pemenuhan kontrak pada tanggal 31 Desember 2024 dan 2023 sebesar Rp8.258.278.499 dan Rp11.039.812.008. Di dalamnya termasuk pembiayaan operasional program strategis pengembangan proyek penyelenggaraan informasi geospasial dasar dan jasa konsultan pendamping *project management office* (PMO) dalam persiapan implementasi informasi geospasial sebesar Rp4.671.048.183 dan Rp3.452.550.000 pada tanggal 31 Desember 2024 dan 2023.

15. OTHER ASSETS

	2024	2023	
	25.386.071.626	25.386.071.626	Inactive assets
	8.258.278.499	11.039.812.008	Costs to fulfil a contract
	4.914.333.185	4.859.284.589	Land and building rights
	177.065.000	324.484.548	Long-term guarantee
	112.165.008	121.940.008	Bank guarantee
	1.999.860.864	1.999.860.864	Receivables from PT Qualitech Perdana
	(1.999.860.864)	(1.999.860.864)	Allowance for receivables from PT Qualitech Perdana
	(23.916.216.405)	(23.916.216.405)	Accumulated depreciation of inactive assets
	2.169.479.354	4.526.230.921	Others
Jumlah	17.101.176.267	22.341.607.295	Total

Costs to fulfil a contract as of 31 December 2024 and 2023 amounted to Rp8,258,278,499 and Rp11,039,812,008. This includes operating funds to develop strategic programs of core geospatial information deployment projects and consulting services to accompany the project management office (PMO) in standardizing deployed geospatial information amounted to Rp4,671,048,183 and Rp3,452,550,000 as of 31 December 2024 and 2023.

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15. ASET LAINNYA (lanjutan)

Aset tidak aktif merupakan aset tetap dan persediaan yang sudah tidak digunakan.

Jaminan jangka panjang merupakan uang jaminan atas penambahan daya listrik, sambungan telepon, dan sebagainya.

Hak atas tanah dan bangunan dapat dijelaskan sebagai berikut:

	2024	2023
Hak atas tanah dan bangunan	6.717.123.772	6.374.761.272
Amortisasi	(1.802.790.587)	(1.515.476.683)
Jumlah	<u>4.914.333.185</u>	<u>4.859.284.589</u>

15. OTHER ASSETS (continued)

Inactive assets represent fixed assets and inventories that are not used.

Long-term deposits represent security deposits for additional electricity power, telephone lines, etc.

Land and building rights can be described as follows:

*Land and building rights
Amortization
Total*

16. UTANG USAHA

Rincian utang usaha berdasarkan pemasok adalah sebagai berikut:

	2024	2023
Pihak berelasi (Catatan 32)	16.339.664.895	15.661.648.777
Pihak ketiga	254.002.411.006	219.454.786.623
Jumlah	<u>270.342.075.901</u>	<u>235.116.435.400</u>

16. TRADE PAYABLES

The details of the payables based on the suppliers are as follows:

*Related parties (Note 32)
Third parties
Total*

17. BEBAN AKRUAL

	2024	2023
Biaya pegawai	171.200.070.730	128.980.129.827
Biaya operasional	162.092.340.547	128.675.442.790
Biaya umum	48.243.117.725	4.498.285.686
Biaya fasilitas	35.949.531.412	22.077.397.408
Biaya kantor	30.700.096.804	15.286.117.696
Biaya penelitian dan pengembangan	2.806.805.408	2.009.458.986
Biaya lainnya	1.806.863.057	949.743.354
Jumlah	<u>452.798.825.683</u>	<u>302.476.575.747</u>

17. ACCRUED EXPENSES

*Employee expenses
Operating expenses
General expenses
Facility expenses
Office expenses
Research and development expenses
Other expenses
Total*

18. LIABILITAS JANGKA PENDEK LAINNYA

	2024	2023
Pembelian aset tetap	21.176.521.347	33.119.595.577
Pegawai	3.196.553.851	3.181.679.955
Utang jaminan	79.764.147	414.377.922
Lain-lain	5.540.440.300	6.086.113.931
Jumlah	<u>29.993.279.645</u>	<u>42.801.767.385</u>

18. OTHER SHORT-TERM LIABILITIES

*Acquisition of fixed assets
Employees
Deposit payables
Others
Total*

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19. LIABILITAS IMBALAN PASCAKERJA

Perhitungan aktuarial dilakukan oleh Kantor Konsultan Aktuarial Bambang Sudradjat, aktuarial independen sesuai pernyataan aktuarial atas estimasi kewajiban imbalan pascakerja berdasarkan PSAK 219 (Revisi 2018), Program Jaminan Hari Tua (JHT), Tunjangan Hari Tua (THT), Peraturan Pemerintah No.35/2021, Undang-Undang Cipta Kerja No.6/2023 dan Peraturan Perusahaan (PP). Perhitungan aktuarial tersebut menggunakan asumsi-asumsi sebagai berikut:

	2024	2023	
Asumsi aktuarial:			Actuary's assumption:
Usia pensiun	56 tahun/years	56 tahun/years	Retirement age
Imbal hasil dari aset program	6,98% - 7,07%	6,55% - 6,56%	Expected return on plan assets
Tingkat diskonto	6,73% - 7,09%	6,28% - 6,66%	Discount rate
Kenaikan gaji	5,00% per tahun/ per annum	5,00% per tahun/ per annum	Increase of salary
Tingkat mortalitas	TMI - 2019	TMI - 2019	Mortality rate
Peluang cacat	1,00%	1,00%	Disability probability
Metode perhitungan	Projected Unit Credit	Projected Unit Credit	Calculation method

Grup mengikuti beberapa program imbalan pascakerja, perhitungan liabilitas imbalan pascakerja menurut aset program yang diikuti yaitu sebagai berikut:

The Group joins several post employment benefits programs, the calculation of post employment benefits liabilities according to asset of the respective program are as follows:

	2024	2023	
Program JHT dan THT	232.992.346.678	225.230.643.752	Employee provident fund and annuities program
Program UUK	117.463.726.512	159.399.200.479	Labor law regulation program
Program lainnya	25.829.629.767	19.696.707.176	Other program
Jumlah	<u>376.285.702.957</u>	<u>404.326.551.407</u>	Total

Jumlah yang diakui pada laporan posisi keuangan konsolidasi ditentukan sebagai berikut:

The amounts recognized in the consolidated statement of financial position are determined as follows:

	2024	2023	
Nilai kini cadangan imbalan pasti	495.393.447.450	639.331.730.582	Present value of defined benefit obligation
Nilai wajar aset program	(119.107.744.493)	(235.005.179.175)	Fair value of plan assets
Liabilitas pada laporan posisi keuangan konsolidasi	<u>376.285.702.957</u>	<u>404.326.551.407</u>	Liability in the consolidated statement of financial position

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**19. POST-EMPLOYMENT BENEFIT
OBLIGATIONS** (continued)

Perhitungan atas aset program tersebut adalah sebagai berikut:

The calculation of program asset is as follows:

a. Program THT/JHT

a. THT/JHT Programs

Mutasi aset program manfaat THT/JHT yang diakui di laporan posisi keuangan adalah sebagai berikut:

Movement of THT/JHT benefit recognized in the statement of financial position is as follows:

	2024	2023	
Kewajiban bersih pada awal tahun	225.230.643.752	322.332.177.275	Net liabilities at beginning of the year
Beban bersih yang diakui pada laba rugi	24.146.399.711	34.879.564.015	Net expenses recognized in the income statement
Biaya yang diakui pada komprehensif lainnya	66.497.707.407	16.939.535.268	The recognized of other comprehensive expense
Pembayaran manfaat	(82.882.404.192)	(148.920.632.806)	Benefit paid
Jumlah	232.992.346.678	225.230.643.752	Total

Perhitungan beban imbalan pascakerja karyawan yang diakui di laporan laba rugi adalah sebagai berikut:

The calculation of post-employment benefits expenses recognized in the statement of profit or loss is as follows:

	2024	2023	
Biaya jasa kini	10.792.672.271	14.675.261.626	Current service cost
Biaya bunga	27.676.724.911	33.020.863.411	Interest cost
Pengembalian aset program yang diharapkan	(14.322.997.471)	(12.816.561.022)	Expected on return on plan assets
Jumlah	24.146.399.711	34.879.564.015	Total

Perhitungan beban imbalan pascakerja karyawan program manfaat THT/JHT yang diakui di laba rugi komprehensif adalah sebagai berikut:

The calculation of post-employment benefits expense for program employee provided fund and annuities recognized in the other comprehensive income is as follows:

	2024	2023	
Kerugian aktuarial	24.691.140.422	36.663.879.967	Actuarial losses for year
Perubahan lainnya	41.806.566.985	(19.724.344.699)	Other changes
Jumlah	66.497.707.407	16.939.535.268	Total

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**19. POST-EMPLOYMENT BENEFIT
OBLIGATIONS** (continued)

b. Program UUK

Mutasi aset program manfaat UUK yang diakui di laporan posisi keuangan adalah sebagai berikut:

	2024	2023
Kewajiban bersih pada awal tahun	159.399.200.479	170.345.035.354
Beban bersih yang diakui pada laba rugi	26.288.658.070	29.455.171.602
Biaya yang diakui pada komprehensif lainnya	(28.531.771.463)	(1.306.820.683)
Kontribusi	(39.329.495.083)	(38.785.207.339)
Pembayaran manfaat	(362.865.491)	(308.978.455)
Jumlah	117.463.726.512	159.399.200.479

Net liabilities at the beginning of the year
Net expenses recognized in the income statement
The recognized of other comprehensive expense
Contribution
Benefit paid
Total

Perhitungan beban imbalan pascakerja karyawan program manfaat UUK yang diakui di laporan laba rugi adalah sebagai berikut:

	2024	2023
Biaya bunga	12.379.674.714	13.460.737.244
Beban jasa kini	16.072.680.883	17.966.291.482
Beban jasa lalu	(58.447.927)	-
Pengembalian aset program yang diharapkan	(2.105.249.600)	(1.971.857.124)
Jumlah	26.288.658.070	29.455.171.602

The calculation of post-employment benefits expense in accordance with UUK recognized in the statement of profit or loss is as follows:

Interest costs
Current service expenses
Past service cost
Expected return on plan assets
Total

Perhitungan beban imbalan kerja karyawan yang diakui di laba rugi komprehensif program manfaat UUK adalah sebagai berikut:

	2024	2023
Keuntungan aktuarial dari kewajiban	(30.533.516.408)	(3.397.113.893)
Perubahan lainnya	2.001.744.945	2.090.293.210
Jumlah	(28.531.771.463)	(1.306.820.683)

Calculation of employee benefits expense recognized in other comprehensive income for benefits program of UUK is as follows:

Recognized actuarial gain
Other movements
Total

c. Program manfaat lainnya

c. Other benefit program

	2024	2023
Liabilitas pada awal tahun	19.696.707.176	18.325.376.970
Beban yang diakui pada laba rugi	10.646.800.997	4.042.999.352
Pembayaran	(4.513.878.406)	(2.671.669.146)
Jumlah	25.829.629.767	19.696.707.176

Beginning balance of liabilities
Expenses recognized in the income statements
Payment
Total

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OBLIGATIONS** (continued)

c. Program manfaat lainnya (lanjutan)

c. Other benefit program (continued)

Perhitungan beban imbalan kerja karyawan yang diakui di laporan laba rugi program manfaat lainnya adalah sebagai berikut:

Calculation of employee benefits expense recognized in the statement of profit or loss for other benefit programs is as follows:

	2024	2023	
Biaya jasa kini	2.884.186.353	2.185.436.288	Current service cost
Biaya bunga	1.290.134.320	1.251.623.247	Interest cost
Kerugian aktuarial - kewajiban	6.472.480.324	605.939.817	Actuarial loss for year - obligation
Jumlah	<u>10.646.800.997</u>	<u>4.042.999.352</u>	Total

Sensitivitas liabilitas pensiun imbalan pasti untuk perubahan asumsi aktuarial pokok adalah sebagai berikut:

The sensitivity of the defined benefit pension obligations to changes in the principal actuarial assumptions are as follows:

**Dampak pada kewajiban imbalan pasti/
Impact on defined benefit obligation**

	Perubahan asumsi/ Change in assumption	Kenaikan asumsi/ Increase in assumption	Penurunan asumsi/Decrease in assumption	
2024				2024
Tingkat diskonto	1%	(21.717.418.324)	14.263.708.223	Discount rate
Tingkat kenaikan gaji	1%	13.012.958.365	(20.919.748.193)	Salary increase rate
2023				2023
Tingkat diskonto	1%	(21.204.007.733)	22.912.336.742	Discount rate
Tingkat kenaikan gaji	1%	22.014.827.796	(20.993.452.245)	Salary increase rate

Rata-rata durasi kewajiban imbalan pasti adalah 7,59 tahun (2023: 7,15 tahun).

The weighted average duration of the defined benefit obligations is 7.59 years (2023: 7.15 years).

Analisis jatuh tempo yang diharapkan dari manfaat pensiun tidak didiskontokan adalah sebagai berikut:

Expected maturity analysis of undiscounted pension benefits are as follows:

	2024	2023	
<1 tahun	93.946.364.616	117.252.966.165	<1 year
1-2 tahun	78.202.978.783	112.759.772.068	1-2 years
2-5 tahun	138.592.751.111	211.472.986.606	2-5 years
5-10 tahun	109.441.932.509	133.992.892.511	5-10 years
>10 tahun	851.514.377.900	737.805.187.986	>10 years

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20. LIABILITAS JANGKA PANJANG LAINNYA

20. OTHER LONG-TERM LIABILITIES

	2024	2023	
Liabilitas sewa	1.978.722.256	3.486.689.454	Lease liabilities
Utang jaminan/deposit	2.319.278.001	2.004.807.687	Long-term security/deposits
Jumlah	4.298.000.257	5.491.497.141	Total

Saldo utang jaminan/deposit jangka panjang adalah penerimaan uang jaminan dari para tenant atas kegiatan jasa properti.

Balance of long-term security/deposits represents deposit receipt from tenants on the property service activities.

21. KEPENTINGAN NON-PENGENDALI

21. NON-CONTROLLING INTERESTS

	2024	2023	
Kepentingan non-pengendali atas penghasilan komprehensif entitas anak			Non-controlling interest over subsidiaries' comprehensive income
Koperasi Pegawai 8,57%			Koperasi Pegawai with 8.57%
PT Sucofindo Advisory Utama	432.314.397	406.678.233	in PT Sucofindo Advisory Utama
Koperasi Pegawai 5%			Koperasi Pegawai with 5%
PT Sucofindo Episi	83.673.730	269.287.557	in PT Sucofindo Episi
Jumlah	515.988.127	675.965.790	Total
Kepentingan non-pengendali atas aset bersih			Non-controlling interest of net assets
Koperasi Pegawai 8,57%			Koperasi Pegawai with 8.57%
PT Sucofindo Advisory Utama	874.993.757	442.679.360	in PT Sucofindo Advisory Utama
Koperasi Pegawai 5%			Koperasi Pegawai with 5%
PT Sucofindo Episi	775.604.398	691.930.668	in PT Sucofindo Episi
Jumlah	1.650.598.155	1.134.610.028	Total

22. MODAL SAHAM

22. CAPITAL STOCKS

Berdasarkan Akta No. 60 tanggal 29 Maret 2019 Notaris Indah Prastiti Extensia, S.H., Notaris di Jakarta, menetapkan perubahan jenis saham pada Perusahaan yang semula tanpa seri menjadi saham Seri A Dwiwarna dan saham Seri B.

Based on Deed No. 60 dated 29 March 2019, Notary Indah Prastiti Extensia, S.H., Notary in Jakarta, determined changes in the type of shares in the Company from without series to of Dwiwarna Series A shares and Series B shares.

Modal dasar Perusahaan sebesar Rp1.200.000.000.000 terbagi atas 1.200.000 saham, terdiri dari:

The authorized capital of the Company amounting to Rp1,200,000,000,000 is divided into 1,200,000 shares, consisting of:

- 1 saham Seri A Dwiwarna dengan nilai nominal sebesar Rp1.000.000
- 1.999.999 saham Seri B dengan jumlah nilai nominal sebesar Rp1.999.999.000.000

- 1 Dwiwarna Series A share with a nominal value of Rp1,000,000
- 1,999,999 Series B shares with a total value of Rp1,999,999,000,000

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22. MODAL SAHAM (lanjutan)

Pada tanggal 31 Desember 2024 dan 2023, susunan pemegang saham adalah sebagai berikut:

22. CAPITAL STOCKS (continued)

As of 31 December 2024 and 2023 the composition of the Company's shareholders are as follows:

Pemegang saham	Jenis saham/ Type of share	2024 dan/and 2023			Shareholders
		Lembar saham/ Number of share	Persentase kepemilikan/ Percentage of ownership (%)	Modal saham yang ditempatkan dan disetor/ Issued and fully paid share capital	
Negara Republik Indonesia	Seri A Dwiwarna	1	0,00%	1.000.000	Republic of Indonesia
PT Biro Klasifikasi Indonesia (Persero)	Seri B	284.999	95,00%	284.999.000.000	PT Biro Klasifikasi Indonesia (Persero)
Societe Generale De Surveillance Holding A. Geneva ("SGS")	Seri B	15.000	5,00%	15.000.000.000	Societe Generale De Surveillance Holding A. Geneva ("SGS")
Jumlah		300.000	100,00%	300.000.000.000	Total

23. TAMBAHAN MODAL DISETOR LAINNYA

23. OTHER ADDITIONAL PAID-IN CAPITAL

	2024	2023	
Pengampunan pajak	772.228.515	772.228.515	Tax amnesty
Selisih nilai transaksi restrukturisasi entitas sepengendali	369.028.789	369.028.789	Difference in value from restructuring transaction of entities under common control
Jumlah	1.141.257.304	1.141.257.304	Total

Selisih nilai transaksi restrukturisasi entitas sepengendali pada tanggal 31 Desember 2024 dan 2023 sebesar Rp369.028.789 merupakan saldo atas perubahan struktur permodalan pada entitas anak Perusahaan di PT Sucofindo Advisory Utama. Kepemilikan saham Perusahaan semula sebesar 80%, pada tahun 2010 Perusahaan mengubah modal disetor sebesar Rp2.000.000.000 sehingga kepemilikan saham Perusahaan menjadi 91,43%.

Difference in value from restructuring transaction of entities under common control as of 31 December 2024 and 2023 of Rp369,028,789 is derived from the changes in the capital structure of a subsidiary PT Sucofindo Advisory Utama. Initially the Company's share ownership was originally 80% in 2010 the Company changed the paid-up capital of Rp2,000,000,000 that the Company's share ownership became 91.43%.

Pada tahun 2016, entitas anak berpartisipasi dalam Program Pengampunan Pajak sesuai dengan Undang-Undang No. 11 Tahun 2016 ("UU Pengampunan Pajak"). Entitas anak mengakui tambahan modal disetor terdiri dari aset tetap senilai Rp813.400.000.

In 2016, the subsidiaries participated in the Tax Amnesty Program in accordance with Law No. 11 Year 2016 ("UU Tax Amnesty"). The subsidiaries recognized additional paid-in capital from fixed assets amounting to Rp813,400,000.

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24. PENGGUNAAN LABA DAN CADANGAN

Berdasarkan Risalah Rapat Umum Pemegang Saham (RUPS) tentang Persetujuan Laporan Tahunan dan Pengesahan Laporan Keuangan Tahun Buku 2023 tanggal 8 Juli 2024 dengan menyetujui penetapan distribusi laba sebagai berikut:

	2024	2023
Laba setelah pajak tahun sebelumnya	400.711.427.610	350.393.747.185
Penggunaan laba bersih:		
Dividen	(89.047.291.878)	(76.807.777.377)
Cadangan	(311.664.135.732)	(273.585.969.808)
Jumlah	-	-

24. THE USAGE OF NET INCOME AND RESERVE

Based on the General Meeting of Shareholders concerning the Approval of Annual Report and Ratification of Financial Statements for the period of 2023 dated 8 July 2024 it is determined that the distribution of net income are as follows:

Prior years profit after tax
Usage of net income:
Dividend
Reserve
Total

25. PENDAPATAN

Pendapatan Grup untuk tahun yang berakhir pada tanggal 31 Desember 2024 dan 2023 terdiri dari:

25. REVENUES

The Group's revenues for the years ended 31 December 2024 and 2023 consist of:

	2024	2023
Entitas induk		
Pendapatan batubara	675.531.075.277	602.905.055.691
Pendapatan aset dan energi baru dan terbarukan	495.324.756.216	431.582.822.686
Pendapatan laboratorium	423.831.059.752	360.096.342.411
Pendapatan mineral	394.107.487.344	304.507.160.294
Pendapatan sertifikasi dan eco framework	328.692.512.108	272.365.858.872
Pendapatan layanan publik, sumber daya alam dan investasi	310.560.867.147	161.724.538.772
Pendapatan industri	301.003.902.135	247.149.180.331
Pendapatan perdagangan, industri dan kelautan	266.076.608.049	258.130.873.385
Pendapatan hulu migas dan produk migas	251.076.931.400	133.572.970.453
Pendapatan komoditi dan solusi perdagangan	184.160.931.048	167.816.027.908
Pendapatan properti	21.109.631.274	19.624.294.922
Entitas anak		
PT Sucofindo Episi	29.179.508.135	54.599.091.180
PT Sucofindo Advisory Utama	21.982.292.432	28.569.425.845
Jumlah	3.702.637.562.317	3.042.643.642.750

Parent entity
Coal's revenues
Assets and new and renewable energy's revenues
Laboratory's revenues
Mineral's revenues
Certification and eco framework's revenues
Public services, natural resources and investment's revenues
Industry's revenues
Trading, industry and marine's revenues
Upstream and oil and gas products's revenues
Commodity and trade solution's revenues
Property's revenues

Subsidiaries
PT Sucofindo Episi
PT Sucofindo Advisory Utama
Total

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26. BEBAN POKOK PENDAPATAN

Beban pokok pendapatan untuk tahun yang berakhir pada tanggal 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024	2023
Beban operasi		
Langsung	2.500.065.356.297	2.021.221.798.923
Tidak langsung	215.701.823.594	177.690.436.960
Jumlah	<u>2.715.767.179.891</u>	<u>2.198.912.235.883</u>

a. Beban operasi langsung

Beban operasi langsung untuk tahun yang berakhir pada tanggal 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024	2023
Beban pegawai	846.030.358.897	726.104.551.172
Beban operasional	639.405.975.241	429.771.152.829
Beban fasilitas dan properti internal	400.945.796.204	309.443.972.062
Beban tenaga ahli	209.600.454.535	191.679.845.891
Beban perjalanan dinas	162.357.869.230	144.154.718.632
Beban penyusutan	124.747.710.342	101.664.593.917
Beban kantor dan diklat	116.544.098.372	117.864.346.940
Beban umum	433.093.476	538.617.480
Jumlah	<u>2.500.065.356.297</u>	<u>2.021.221.798.923</u>

Beban operasi langsung berdasarkan portofolio untuk tahun yang berakhir pada tanggal 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024	2023
Beban aset dan energi baru dan terbarukan	424.231.153.730	370.852.141.176
Beban batubara	379.620.483.159	344.440.821.946
Beban layanan publik, sumber daya alam dan investasi	276.022.894.018	154.687.057.294
Beban laboratorium	253.126.830.486	216.685.027.585
Beban industri	227.979.710.515	171.919.089.743
Beban mineral	205.410.714.878	142.319.570.551
Beban sertifikasi dan eco framework	198.936.570.905	167.535.037.072
Beban hulu migas dan produk migas	178.223.849.324	79.018.920.045
Beban perdagangan, industri dan kelautan	135.185.629.104	128.623.448.155
Beban komoditi dan solusi perdagangan	109.604.230.930	111.391.414.016

26. COST OF REVENUES

Cost of revenue for the years ended 31 December 2024 and 2023 are as follows:

	2024	2023	
Operating expenses			
Direct	2.500.065.356.297	2.021.221.798.923	
Indirect	215.701.823.594	177.690.436.960	
Total	<u>2.715.767.179.891</u>	<u>2.198.912.235.883</u>	

a. Direct operating expenses

Direct operating expenses for the years ended 31 December 2024 and 2023 are as follows:

	2024	2023	
Employee expenses	846.030.358.897	726.104.551.172	
Operating expenses	639.405.975.241	429.771.152.829	
Facility and internal property expenses	400.945.796.204	309.443.972.062	
Professional expenses	209.600.454.535	191.679.845.891	
Business travel expenses	162.357.869.230	144.154.718.632	
Depreciation expenses	124.747.710.342	101.664.593.917	
Office and training expenses	116.544.098.372	117.864.346.940	
General expenses	433.093.476	538.617.480	
Total	<u>2.500.065.356.297</u>	<u>2.021.221.798.923</u>	

Direct operating expenses based on the portfolio for the years ended 31 December 2024 and 2023 are as follows:

	2024	2023	
New and renewable asset and energy expenses	424.231.153.730	370.852.141.176	
Coal expenses	379.620.483.159	344.440.821.946	
Public services, natural resources investment expenses	276.022.894.018	154.687.057.294	
Laboratory expenses	253.126.830.486	216.685.027.585	
Industry expenses	227.979.710.515	171.919.089.743	
Mineral expenses	205.410.714.878	142.319.570.551	
Certification and eco framework expenses	198.936.570.905	167.535.037.072	
Upstream and oil and gas products expenses	178.223.849.324	79.018.920.045	
Trading, industry and marine expenses	135.185.629.104	128.623.448.155	
Commodity and trade solution expenses	109.604.230.930	111.391.414.016	

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26. BEBAN POKOK PENDAPATAN (lanjutan)

a. Beban operasi langsung (lanjutan)

Beban operasi langsung berdasarkan portofolio untuk tahun yang berakhir pada tanggal 31 Desember 2024 dan 2023 adalah sebagai berikut: (lanjutan)

	2024
Beban properti	32.261.991.674
Beban lain-lain	-
Beban operasi - entitas anak	79.461.297.574
Jumlah	<u>2.500.065.356.297</u>

b. Beban operasi tidak langsung

Beban operasi tidak langsung untuk tahun yang berakhir pada tanggal 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024
Beban pegawai	158.756.633.674
Beban fasilitas dan properti internal	13.540.585.278
Beban tenaga ahli	12.380.268.808
Beban kantor dan diklat	9.662.509.254
Beban penyusutan	9.134.034.973
Beban umum	8.301.624.390
Beban perjalanan dinas	3.770.107.364
Beban operasional	156.059.853
Jumlah	<u>215.701.823.594</u>

Beban operasi tidak langsung berdasarkan portofolio untuk tahun yang berakhir pada 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024
Beban batubara	36.773.739.384
Beban aset dan energi baru dan terbarukan	33.685.498.717
Beban laboratorium	23.667.432.976
Beban layanan publik, sumber daya alam dan investasi	21.426.206.123
Beban mineral	20.699.895.445
Beban industri	19.125.707.820
Beban sertifikasi dan eco framework	18.493.722.382
Beban hulu migas dan produk migas	15.300.630.050
Beban perdagangan, industri dan kelautan	13.900.451.208

26. COST OF REVENUES (continued)

a. Direct operating expenses (continued)

Direct operating expenses based on the portfolio for the years ended 31 December 2024 and 2023 are as follows: (continued)

<u>2023</u>	
34.997.384.307	Property expenses
2.927.161	Other expenses
<u>98.748.959.872</u>	Operating expenses - subsidiaries
2.021.221.798.923	Total

b. Indirect operating expenses

Indirect operating expenses for the years ended 31 December 2024 and 2023 are as follows:

2023	
125.172.525.255	Employee expense
	Facility and internal property
13.294.935.570	expenses
12.512.306.186	Professional expenses
2.146.193.145	Office and training expenses
15.465.391.912	Depreciation expenses
6.211.909.576	General expenses
2.783.159.705	Business travel expenses
104.015.611	Operating expenses
177.690.436.960	Total

Indirect operating expenses based on the portfolio for the years ended 31 December 2024 and 2023 are as follows:

2023	
33.711.710.231	Coal expenses
30.078.536.836	New and renewable asset and energy expenses
20.577.003.466	Laboratory expenses
11.820.389.889	Public services, natural resources and investment expenses
15.539.288.122	Mineral expenses
15.373.271.624	Industry expenses
15.715.156.222	Certification and eco framework expenses
7.733.171.102	Upstream and oil and gas products expenses
13.604.837.660	Trading, industry and marine expenses

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26. BEBAN POKOK PENDAPATAN (lanjutan)

b. Beban operasi tidak langsung (lanjutan)

Beban operasi tidak langsung berdasarkan portofolio untuk tahun yang berakhir pada 31 Desember 2024 dan 2023 adalah sebagai berikut: (lanjutan)

	2024	2023
Beban komoditi dan solusi perdagangan	10.302.674.781	10.068.792.501
Beban properti	2.119.986.042	2.299.091.493
Beban operasi - entitas anak	205.878.666	1.169.187.814
Jumlah	215.701.823.594	177.690.436.960

26. COST OF REVENUES (continued)

b. Indirect operating expenses (continued)

Indirect operating expenses based on the portfolio for the years ended 31 December 2024 and 2023 are as follows: (continued)

Commodity and trade solution expenses
Property expenses
Operating expenses - subsidiaries
Total

27. BAGIAN LABA VENTURA BERSAMA

	2024	2023
Bagian laba ventura bersama Perusahaan dengan: PT Surveyor Indonesia	151.119.935.994	135.030.776.628
Jumlah	151.119.935.994	135.030.776.628

27. SHARE OF PROFIT IN JOINT VENTURE

Share of profit in joint venture the Company with:
PT Surveyor Indonesia
Total

Ventura bersama Perusahaan dengan PT Surveyor Indonesia merupakan kerjasama operasi dalam lingkup fasilitas industri dan perdagangan dengan *profit sharing system* secara proporsional masing-masing sebesar 50%.

Joint venture between the Company and PT Surveyor Indonesia represents a joint venture within the scope of industrial and trading facility with a proportional profit-sharing system of 50% for each party.

28. BEBAN PEMASARAN

Akun ini terdiri dari:

	2024	2023
Beban promosi	11.004.853.415	3.661.589.280
Beban pegawai	7.605.757.845	8.958.431.219
Beban kantor dan diklat	2.387.157.051	1.387.872.117
Beban fasilitas dan properti internal	1.888.005.379	1.774.995.900
Beban perjalanan dinas	1.082.188.260	974.208.036
Beban operasional	353.835.933	266.822.995
Beban tenaga ahli	286.618.678	800.280.384
Beban umum	103.967.424	98.514.767
Beban penyusutan	57.525.742	152.167.406
Jumlah	24.769.909.727	18.074.882.104

28. SELLING EXPENSES

This account consists of:

Promotion expenses
Employee expenses
Office and training expenses
Facility and internal property expenses
Business travel expenses
Operating expenses
Professional expenses
General expenses
Depreciation expenses
Total

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29. BEBAN UMUM DAN ADMINISTRASI

29. GENERAL AND ADMINISTRATIVE EXPENSES

Akun ini terdiri dari:

This account consists of:

	2024	2023	
Beban pegawai	261.386.259.847	272.263.469.230	Employee expenses
Beban kantor dan diklat	52.150.442.636	52.918.089.053	Office and training expenses
Beban fasilitas dan properti internal	34.067.514.530	32.559.349.060	Internal facility and property expenses
Beban tenaga ahli	24.265.815.984	18.991.408.137	Professional expenses
Beban umum	22.536.746.478	15.450.897.998	General expenses
Beban penyusutan	17.805.171.110	15.124.130.745	Depreciation expenses
Beban perjalanan dinas	13.751.152.192	9.248.199.944	Business travel expenses
Beban operasional	601.661.690	466.567.991	Operating expenses
Jumlah	426.564.764.467	417.022.112.158	Total

30. BEBAN PENGEMBANGAN

30. DEVELOPMENT EXPENSES

Akun ini terdiri dari:

This account consists of:

	2024	2023	
Beban fasilitas dan properti internal	5.043.307.185	4.532.364.158	Facility and internal property expenses
Beban kantor dan diklat	4.473.630.655	1.826.716.812	Office and training expenses
Beban pegawai	1.346.349.271	1.586.227.655	Employee expenses
Beban tenaga ahli	622.828.420	79.934.505	Professional expenses
Beban perjalanan dinas	548.968.864	483.697.523	Business travel expenses
Beban umum	356.616.498	18.900.000	General expenses
Beban penyusutan	33.308.774	56.292.088	Depreciation expenses
Jumlah	12.425.009.667	8.584.132.741	Total

31. PENDAPATAN/(BEBAN) LAIN-LAIN, BERSIH

31. OTHER INCOME/(EXPENSES), NET

	2024	2023	
Bunga deposito	46.589.681.046	28.283.556.601	Time deposit interest
Jasa giro	14.296.039.230	12.455.317.739	Current account interest
Laba/(rugi) selisih kurs	3.131.377.022	(1.892.559.629)	Gain/(loss) on foreign exchange
Dividen	2.551.832.779	2.317.628.254	Dividend
Penyisihan kerugian penurunan nilai	(24.773.352.942)	(41.328.486.327)	Allowance of impairment loss
Lainnya	(22.348.420.849)	(4.385.382.171)	Others
Jumlah	19.447.156.286	(4.549.925.533)	Total

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**32. IKHTISAR TRANSAKSI DENGAN PIHAK-
PIHAK BERELASI**

Rincian sifat dan jenis transaksi dengan pihak-
pihak berelasi sebagai berikut:

**32. SUMMARY OF RELATED PARTIES
TRANSACTION**

The nature and types of transactions with related
parties are as follows:

Pihak-pihak berelasi/ Related parties	Sifat hubungan/ Nature of the relationship	Sifat saldo akun/transaksi/ Nature of account/transaction balance
Societe Generale De Surveillance Holding SA Geneva	Entitas induk/Parent entity	Modal ditempatkan dan piutang lain-lain/Share capital and other receivables
Koperasi Pegawai Sucofindo	Memiliki kesamaan personel manajemen kunci/Having the same key management personnel	Piutang usaha, piutang lain-lain dan utang usaha/Trade receivables, other receivables and trade payables
PT Biro Klasifikasi Indonesia (Persero)	Entitas induk/Parent entity	Modal ditempatkan dan piutang lain-lain/Share capital and other receivables
PT SPRINT Konsultan	Entitas asosiasi/Associates	Investasi dalam saham dan piutang lain-lain/Investment in share and other receivables
Konsorsium PT BKI PT SUCOFINDO dan PT SI	Konsorsium/Consortium	Piutang usaha/Trade receivables
KSO SCI - SI	Ventura bersama/Joint venture	Investasi dan laba bagian ventura bersama/Investment and share of profit in joint venture
PT Surveyor Indonesia	Entitas asosiasi/Associate	Investasi dalam saham dan piutang lain-lain/Investment in share and other receivables
Pemerintah Daerah	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Piutang usaha/Trade receivables
Pemerintah Pusat	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Piutang usaha dan pendapatan akan diterima/Trade receivables and accrued revenues
PT Bank DKI	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Penempatan giro/Placement of current accounts
PT Bank Mandiri (Persero) Tbk dan entitas anak/and its subsidiaries	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Penempatan giro, deposito dan valuta asing/Placement of current accounts, deposits and foreign exchange
PT Bank Negara Indonesia (Persero) Tbk dan entitas anak/and its subsidiaries	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Penempatan giro, deposito dan valuta asing/Placement of current accounts, deposits and foreign exchange
PT Bank Pembangunan Daerah Jawa Barat dan Banten Tbk	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Penempatan deposito/Placement of deposits
PT Bank Pembangunan Daerah Jawa Timur Tbk	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Penempatan giro/Placement of current accounts
PT Bank Pembangunan Daerah Papua	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Penempatan giro/Placement of current accounts
PT Bank Rakyat Indonesia (Persero) Tbk dan entitas anak/and its subsidiaries	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Penempatan giro dan deposito, bank garansi dan valuta asing/Placement of current accounts and deposits, bank guarantees and foreign exchange
PT Bank Tabungan Negara (Persero) Tbk	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Penempatan deposito/Placement of deposits
PT Geo Dipa Energi	Pengendalian melalui Pemerintah Republik Indonesia/Control by the Government of Indonesia	Pendapatan akan diterima/Accrued revenues

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**32. IKHTISAR TRANSAKSI DENGAN PIHAK-
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**32. SUMMARY OF RELATED PARTIES
TRANSACTION (continued)**

Rincian sifat dan jenis transaksi dengan pihak-
pihak berelasi sebagai berikut: (lanjutan)

The nature and types of transactions with related
parties are as follows: (continued)

Pihak-pihak berelasi/ Related parties	Sifat hubungan/ Nature of the relationship	Sifat saldo akun/transaksi/ Nature of account/transaction balance
PT Kereta Api Indonesia (Persero) dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha dan pendapatan akan diterima/ <i>Trade receivables and accrued revenues</i>
PT Mineral Industri Indonesia (Persero) dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha dan pendapatan akan diterima/ <i>Trade receivables and accrued revenues</i>
PT Pelabuhan Indonesia (Persero) dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha dan pendapatan akan diterima/ <i>Trade receivables and accrued revenues</i>
PT Pelayaran Nasional Indonesia (Persero) dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha/ <i>Trade receivables</i>
PT Pembangunan Perumahan (Persero) Tbk dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha/ <i>Trade receivables</i>
PT Perkebunan Nusantara III (Persero) dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha dan pendapatan akan diterima/ <i>Trade receivables and accrued revenues</i>
PT Pertamina (Persero) dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha dan pendapatan akan diterima/ <i>Trade receivables and accrued revenues</i>
PT Perusahaan Listrik Negara (Persero) dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha dan pendapatan akan diterima/ <i>Trade receivables and accrued revenues</i>
PT Pos Indonesia (Persero)	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Penempatan giro/ <i>Placement of current accounts</i>
PT Pupuk Indonesia (Persero) dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha dan pendapatan akan diterima/ <i>Trade receivables and accrued revenues</i>
PT Semen Indonesia (Persero) Tbk dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Piutang usaha dan pendapatan akan diterima/ <i>Trade receivables and accrued revenues</i>
PT Telkom Indonesia (Persero) Tbk dan entitas anak/ <i>and its subsidiaries</i>	Pengendalian melalui Pemerintah Republik Indonesia/ <i>Control by the Government of Indonesia</i>	Utang usaha/ <i>Trade payables</i>

	2024	2023	Persentase terhadap jumlah aset/liabilitas/ Percentage of assets/liabilities		
			2024	2023	
Kas dan setara kas					Cash and cash equivalent
Bank					Cash in banks
Rupiah					Rupiah
PT Bank Mandiri (Persero) Tbk dan entitas anak	306.395.181.600	415.908.603.921	5,85%	8,96%	PT Bank Mandiri (Persero) Tbk and its subsidiaries
PT Bank Negara Indonesia (Persero) Tbk dan entitas anak	80.040.284.622	268.540.774.564	1,53%	5,78%	PT Bank Negara Indonesia (Persero) Tbk and its subsidiaries
PT Bank Rakyat Indonesia (Persero) Tbk dan entitas anak	76.309.873.645	151.612.035.437	1,46%	3,27%	PT Bank Rakyat Indonesia (Persero) Tbk and its subsidiaries
PT Bank Pembangunan Daerah Jawa Timur Tbk	810.478.024	2.238.900.591	0,02%	0,05%	PT Bank Pembangunan Daerah Jawa Timur Tbk
PT Bank Pembangunan Daerah Papua	144.614.445	144.395.077	0,00%	0,00%	PT Bank Pembangunan Daerah Papua
PT Bank DKI	2.086.500	2.266.500	0,00%	0,00%	PT Bank DKI

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**32. SUMMARY OF RELATED PARTIES
TRANSACTION (continued)**

			Persentase terhadap jumlah aset/liabilitas/ Percentage of assets/liabilities		
	2024	2023	2024	2023	
Dolar Amerika Serikat					United States Dollar
PT Bank Mandiri (Persero) Tbk dan entitas anak	125.606.885.238	147.207.370.382	2,40%	3,17%	PT Bank Mandiri (Persero) Tbk and its subsidiaries
PT Bank Rakyat Indonesia (Persero) Tbk dan entitas anak	62.262.542.458	12.345.875.706	1,19%	0,27%	PT Bank Rakyat Indonesia (Persero) Tbk and its subsidiaries
PT Bank Negara Indonesia (Persero) Tbk dan entitas anak	2.937.570.611	5.014.509.464	0,06%	0,11%	PT Bank Negara Indonesia (Persero) Tbk and its subsidiaries
Sub-jumlah	654.509.517.143	1.003.014.731.642	12,51%	21,61%	Sub-total
Kas di lembaga keuangan					Cash in financial institution
Rupiah					Rupiah
PT Pos Indonesia (Persero) dan entitas anak	594.169.405	3.076.169.405	0,01%	0,07%	PT Pos Indonesia (Persero) and its subsidiaries
Deposito					Time deposits
Rupiah					Rupiah
PT Bank Mandiri (Persero) Tbk dan entitas anak	325.000.000.000	275.000.000.000	6,20%	5,92%	PT Bank Mandiri (Persero) Tbk and its subsidiaries
PT Bank Negara Indonesia (Persero) Tbk dan entitas anak	100.000.000.000	200.000.000.000	1,91%	4,31%	PT Bank Negara Indonesia (Persero) Tbk and its subsidiaries
PT Bank Rakyat Indonesia (Persero) Tbk dan entitas anak	300.000.000.000	200.000.000.000	5,73%	4,31%	PT Bank Rakyat Indonesia (Persero) Tbk and its subsidiaries
PT Bank Tabungan Negara (Persero) Tbk PT Bank Pembangunan Daerah Jawa Barat dan Banten Tbk	300.000.000.000 100.000.000.000	25.000.000.000 -	5,73% 1,91%	0,54% 0,00%	PT Bank Tabungan Negara (Persero) Tbk PT Bank Pembangunan Daerah Jawa Barat dan Banten Tbk
Sub-jumlah	1.125.000.000.000	700.000.000.000	21,48%	15,08%	Sub-total
Jumlah	1.780.103.686.548	1.706.090.901.047	34,00%	36,76%	Total
Piutang usaha					Trade receivables
PT Pertamina (Persero) dan entitas anak	96.343.818.927	86.895.946.495	1,84%	1,87%	PT Pertamina (Persero) and its subsidiaries
Pemerintah Pusat	61.471.751.595	6.177.242.289	1,17%	1,17%	Pemerintah Pusat
PT Mineral Industri Indonesia (Persero) dan entitas anak	30.964.370.190	26.392.423.545	0,59%	0,59%	PT Mineral Industri Indonesia (Persero) and its subsidiaries
PT Perusahaan Listrik Negara (Persero) dan entitas anak	28.673.423.736	20.836.833.612	0,55%	0,55%	PT Perusahaan Listrik Negara (Persero) and its subsidiaries
PT Semen Indonesia (Persero) Tbk dan entitas anak	14.863.915.939	9.443.931.655	0,28%	0,28%	PT Semen Indonesia (Persero) Tbk and its subsidiaries
Koperasi Pegawai SUCOFINDO	5.808.122.637	5.845.731.145	0,11%	0,11%	Koperasi Pegawai SUCOFINDO
PT Pembangunan Perumahan (Persero) Tbk dan entitas anak	5.232.017.924	2.821.017.243	0,10%	0,10%	PT Pembangunan Perumahan (Persero) Tbk and its subsidiaries
PT Pupuk Indonesia (Persero) dan entitas anak	4.335.801.818	2.224.855.954	0,08%	0,08%	PT Pupuk Indonesia (Persero) and its subsidiaries
PT Perkebunan Nusantara III (Persero) dan entitas anak	4.265.792.256	4.882.177.326	0,08%	0,08%	PT Perkebunan Nusantara III (Persero) and its subsidiaries
PT Kereta Api Indonesia (Persero) dan entitas anak	4.187.003.496	3.622.550.675	0,08%	0,08%	PT Kereta Api Indonesia (Persero) and its subsidiaries
Konsorsium PT BKI, PT SUCOFINDO dan PT SI	3.202.973.705	2.605.852.747	0,06%	0,06%	Konsorsium PT BKI, PT SUCOFINDO and PT SI
PT Pelabuhan Indonesia (Persero) dan entitas anak	3.124.093.064	3.466.070.909	0,06%	0,06%	PT Pelabuhan Indonesia (Persero) and its subsidiaries
Pemerintah Daerah	3.072.467.110	5.424.658.655	0,06%	0,06%	Pemerintah Daerah
PT Pelayaran Nasional Indonesia (Persero) dan entitas anak	2.760.518.845	1.273.739.000	0,05%	0,05%	PT Pelayaran Nasional Indonesia (Persero) and its subsidiaries
Lain-lain (dibawah Rp2.500.000.000)	23.755.399.299	21.751.142.820	0,45%	0,45%	Others (below Rp2,500,000,000)
Jumlah	292.061.470.541	203.664.174.070	5,56%	5,56%	Total

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**32. IKHTISAR TRANSAKSI DENGAN PIHAK-
PIHAK BERELASI (lanjutan)**

**32. SUMMARY OF RELATED PARTIES
TRANSACTION (continued)**

			Persentase terhadap jumlah aset/liabilitas/ Percentage of assets/liabilities		
	2024	2023	2024	2023	
Pendapatan akan diterima					Accrued revenues
PT Pertamina (Persero) dan entitas anak	254.136.884.567	142.714.635.944	4,85%	3,07%	PT Pertamina (Persero) and its subsidiaries
PT Mineral Industri Indonesia (Persero) dan entitas anak	72.041.376.753	47.222.307.316	1,38%	1,02%	PT Mineral Industri Indonesia (Persero) and its subsidiaries
PT Perusahaan Listrik Negara (Persero) dan entitas anak	38.621.270.832	49.547.778.446	0,74%	1,07%	PT Perusahaan Listrik Negara (Persero) and its subsidiaries
Pemerintah Pusat	14.416.375.300	6.450.572.755	0,28%	0,14%	Pemerintah Pusat
PT Kereta Api Indonesia (Persero) dan entitas anak	5.899.478.708	3.049.771.864	0,11%	0,07%	PT Kereta Api Indonesia (Persero) and its subsidiaries
PT Pupuk Indonesia (Persero) dan entitas anak	4.864.620.690	3.064.762.729	0,09%	0,07%	PT Pupuk Indonesia (Persero) and its subsidiaries
PT Perkebunan Nusantara III (Persero) dan entitas anak	4.638.137.860	3.540.554.066	0,09%	0,08%	PT Perkebunan Nusantara III (Persero) and its subsidiaries
PT Pelabuhan Indonesia (Persero) dan entitas anak	4.414.202.873	6.673.361.330	0,08%	0,14%	PT Pelabuhan Indonesia (Persero) and its subsidiaries
PT Semen Indonesia (Persero) Tbk dan entitas anak	4.106.120.501	2.441.142.610	0,08%	0,05%	PT Semen Indonesia (Persero) Tbk and its subsidiaries
PT Geo Dipa Energi	2.960.000.000	2.800.134.235	0,06%	0,06%	PT Geo Dipa Energi
Lain-lain (dibawah Rp2.500.000.000)	9.283.705.095	42.452.821.280	0,18%	0,91%	Others (below Rp2,500,000,000)
Jumlah	415.382.173.179	309.957.842.575	7,94%	6,68%	Total
Piutang lain-lain					Other receivables
PT SPRINT Konsultan	6.420.663.055	6.417.905.469	0,12%	0,14%	PT SPRINT Konsultan
Societe Generale De Surveillance Holding A. Geneva	112.631.523	107.593.001	0,00%	0,00%	Societe Generale De Surveillance Holding A. Geneva
PT Surveyor Indonesia dan entitas anak	780.196.832	494.578.320	0,01%	0,01%	PT Surveyor Indonesia and its subsidiaries
PT Biro Klasifikasi Indonesia (Persero)	184.477.346	60.850.000	0,00%	0,00%	PT Biro Klasifikasi Indonesia (Persero)
Koperasi Pegawai SUKOFINDO	54.850.000	-	0,00%	0,00%	Koperasi Pegawai SUKOFINDO
Jumlah	7.552.818.756	7.080.926.790	0,13%	0,15%	Total
Utang usaha					Trade payables
Koperasi Pegawai SUKOFINDO	7.111.793.785	7.740.396.059	0,55%	0,69%	Koperasi Pegawai SUKOFINDO
PT Telkom Indonesia (Persero) Tbk dan entitas anak	5.515.614.808	4.243.877.435	0,42%	0,38%	PT Telkom Indonesia (Persero) Tbk and its subsidiaries
Lain-lain (dibawah Rp2.500.000.000)	3.712.256.302	3.677.375.283	0,28%	0,33%	Others (below Rp2,500,000,000)
Jumlah	16.339.664.895	15.661.648.777	1,25%	1,40%	Total

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33. INFORMASI SEGMENT

a. Segmen operasi

Segmen operasi Grup dikelompokkan berdasarkan jenis usaha/produk yang dihasilkan.

Informasi segmen berdasarkan jenis usaha/produk adalah sebagai berikut:

33. INFORMATION SEGMENT

a. Operation segment

The Group's operating segments are classified based on type of business/products.

Segment information based on type of business/product are as follows:

2024								
	Batubara/ Coal	Aset dan energi baru dan terbarukan/ New and renewable energy	Perdagangan, industri dan kelautan/ Trading, industry and marine	Komoditi dan solusi perdagangan/ Commodity and trade solution	Industri/ Industry	Laboratorium/ Laboratorium	Sertifikasi dan Eco Framework/ Certification and Eco Framework	
Pendapatan	675.531.075.277	497.177.292.153	266.076.608.049	184.160.931.048	301.003.902.135	423.913.059.752	328.753.012.108	Revenues
Beban pokok pendapatan	(420.618.888.224)	(466.813.098.336)	(151.804.423.552)	(121.259.493.263)	(252.496.581.281)	(277.984.904.942)	(218.887.868.742)	Cost of revenues
Laba bruto	254.912.187.053	30.364.193.817	114.272.184.497	62.901.437.785	48.507.320.854	145.928.154.810	109.865.143.366	Gross profit
Bagian laba ventura	-	-	-	-	-	-	-	Share of profit in joint venture
Beban usaha	(120.545.599.004)	(14.358.944.444)	(54.038.251.717)	(29.745.504.064)	(22.938.660.234)	(69.008.065.234)	(51.954.203.013)	Operating expenses
Laba usaha	134.366.588.049	16.005.249.373	60.233.932.780	33.155.933.721	25.568.660.620	76.920.089.576	57.910.940.353	Operating income
Pendapatan/(beban) lain-lain	-	-	-	-	-	-	-	Other income/(expenses)
Laba sebelum pajak penghasilan	134.366.588.049	16.005.249.373	60.233.932.780	33.155.933.721	25.568.660.620	76.920.089.576	57.910.940.353	Profit before income tax
Beban pajak penghasilan	(31.326.575.250)	(3.731.505.400)	(14.043.095.499)	(7.730.060.484)	(5.961.143.932)	(17.933.349.423)	(13.501.507.012)	Income tax expenses
Laba tahun berjalan	103.040.012.799	12.273.743.973	46.190.837.281	25.425.873.237	19.607.516.688	58.986.740.153	44.409.433.341	Profit for the year
2024								
	Mineral	Hulu migas dan produk migas/ Upstream and oil and gas product	Layanan publik, sumber daya alam dan investasi/ Public service, natural resources and investments	Lainnya/ Others	Anak perusahaan/ Subsidiaries	Eliminasi/ Eliminating	Jumlah/ Total	
Pendapatan	394.107.487.344	251.076.931.400	310.560.867.147	23.636.626.719	111.134.298.911	(64.494.529.726)	3.702.637.562.317	Revenues
Beban pokok pendapatan	(227.481.728.911)	(195.112.779.980)	(300.728.875.127)	(34.508.184.700)	(82.178.586.637)	34.108.233.804	(2.715.767.179.891)	Cost of revenues
Laba bruto	166.625.758.433	55.964.151.420	9.831.992.020	(10.871.557.981)	28.955.712.274	(30.386.295.922)	986.870.382.426	Gross profit
Bagian laba ventura	-	-	-	151.119.935.994	-	-	151.119.935.994	Share of profit in joint venture
Beban usaha	(78.795.769.210)	(26.464.925.956)	(4.649.457.451)	(5.141.058.511)	(17.588.523.172)	31.469.278.150	(463.759.683.860)	Operating expenses
Laba usaha	87.829.989.223	29.499.225.464	5.182.534.569	135.107.319.502	11.367.189.102	1.082.982.228	674.230.634.560	Operating income
Pendapatan/(beban) lain-lain	-	-	-	22.465.006.893	(3.017.850.608)	-	19.447.156.285	Other income/(expenses)
Laba sebelum pajak penghasilan	87.829.989.223	29.499.225.464	5.182.534.569	157.572.326.395	8.349.338.494	1.082.982.228	693.677.790.845	Profit before income tax
Beban pajak penghasilan	(20.476.911.757)	(6.877.526.026)	(1.208.269.568)	(36.736.821.345)	(1.638.919.583)	-	(161.165.685.279)	Income tax expenses
Laba tahun berjalan	67.353.077.466	22.621.699.438	3.974.265.001	120.835.505.050	6.710.418.911	1.082.982.228	532.512.105.566	Profit for the year
Aset segmen							5.238.733.905.779	Segment assets
Liabilitas segmen							1.303.890.521.129	Segment liabilities
2023								
	Batubara/ Coal	Aset dan energi baru dan terbarukan/ New and renewable energy	Perdagangan, industri dan kelautan/ Trading, industry and marine	Komoditi dan solusi perdagangan/ Commodity and trade solution	Industri/ Industry	Laboratorium/ Laboratorium	Sertifikasi dan Eco Framework/ Certification and Eco Framework	
Pendapatan	602.905.055.691	438.027.554.732	258.130.873.385	167.816.027.908	247.149.180.331	360.175.042.411	272.437.558.872	Revenues
Beban pokok pendapatan	(383.064.786.058)	(407.266.590.873)	(144.876.684.946)	(122.444.901.134)	(192.901.319.947)	(238.946.279.310)	(184.217.521.869)	Cost of revenues
Laba bruto	219.840.269.633	30.760.963.859	113.254.188.439	45.371.126.774	54.247.860.384	121.228.763.101	88.220.037.003	Gross profit
Bagian laba ventura	-	-	-	-	-	-	-	Share of profit in joint venture
Beban usaha	(112.759.981.145)	(15.777.845.026)	(58.090.085.926)	(23.271.657.227)	(27.824.691.647)	(62.180.386.989)	(45.249.624.765)	Operating expenses
Laba usaha	107.080.288.488	14.983.118.833	55.164.102.513	22.099.469.547	26.423.168.737	59.048.376.112	42.970.412.238	Operating income
Pendapatan/(beban) lain-lain	-	-	-	-	-	-	-	Other income/(expenses)
Laba sebelum pajak penghasilan	107.080.288.488	14.983.118.833	55.164.102.513	22.099.469.547	26.423.168.737	59.048.376.112	42.970.412.238	Profit before income tax
Beban pajak penghasilan	(23.129.038.528)	(3.236.311.161)	(11.915.289.643)	(4.773.422.726)	(5.707.329.485)	(12.754.281.721)	(9.281.487.137)	Income tax expenses
Laba tahun berjalan	83.951.249.960	11.746.807.672	43.248.812.870	17.326.046.821	20.715.839.252	46.294.094.391	33.688.925.101	Profit for the year

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33. INFORMASI SEGMENT (lanjutan)

a. Segmen operasi (lanjutan)

Informasi segmen berdasarkan jenis usaha/
produk adalah sebagai berikut: (lanjutan)

33. INFORMATION SEGMENT (continued)

a. Operation segment (continued)

Segment information based on type of
business/product are as follows: (continued)

2023								
	Mineral	Hulu migas dan produk migas/ Upstream and oil and gas product	Layanan publik, sumber daya alam dan investasi/ Public service, natural resources and investments	Lainnya/ Others	Anak perusahaan/ Subsidiaries	Eliminasi/ Eliminating	Jumlah/ Total	
Pendapatan	304.507.160.294	133.572.970.453	161.724.538.772	22.669.910.253	138.601.267.042	(65.073.497.394)	3.042.643.642.750	Revenues
Beban pokok pendapatan	(159.135.769.759)	(90.971.027.050)	(166.875.312.856)	(38.219.680.014)	(108.974.252.547)	38.981.890.480	(2.198.912.235.883)	Cost of revenues
Laba bruto	145.371.390.535	42.601.943.403	(5.150.774.084)	(15.549.769.761)	29.627.014.495	(26.091.606.914)	843.731.406.867	Gross profit
Bagian laba ventura	-	-	-	135.030.776.628	-	-	135.030.776.628	Share of profit in joint venture
Beban usaha	(74.563.569.646)	(21.851.293.864)	(2.641.923.564)	(7.974.251.855)	(16.504.440.030)	25.008.624.681	(443.681.127.003)	Operating expenses
Laba usaha	70.807.820.889	20.750.649.539	(7.792.697.648)	111.506.755.012	13.122.574.465	(1.082.982.233)	535.081.056.492	Operating income
Pendapatan/(beban) lain-lain	-	-	-	(3.347.159.546)	(1.202.765.987)	-	(4.549.925.533)	Other income/(expenses)
Laba sebelum pajak penghasilan	70.807.820.889	20.750.649.539	(7.792.697.648)	108.159.595.466	11.919.808.478	(1.082.982.233)	530.531.130.959	Profit before income tax
Beban pajak penghasilan	(15.294.288.431)	(4.482.081.431)	(1.683.200.585)	(34.969.099.053)	(1.924.546.693)	-	(129.150.376.594)	Income tax expenses
Laba tahun berjalan	55.513.532.458	16.268.568.108	(9.475.898.233)	73.190.496.413	9.995.261.785	(1.082.982.233)	401.380.754.365	Profit for the year
Aset segmen	-	-	-	-	-	-	4.642.115.505.952	Segment assets
Liabilitas segmen	-	-	-	-	-	-	1.121.123.504.954	Segment liabilities

34. PERIKATAN DAN PERJANJIAN PENTING

Perusahaan mengadakan Perjanjian Bank
Garansi pada PT Bank Rakyat Indonesia
(Persero) Tbk dengan perjanjian sebagai berikut:

- a. Fasilitas Bank Garansi pada PT Bank Rakyat
Indonesia (Persero) Tbk sesuai Addendum
Perjanjian Bank Garansi berdasarkan Akta
Notaris Yualita Widyadhari, S.H., M.Kn.
No. 50 tanggal 9 November 2022 dengan
ketentuan dan syarat-syarat sebagai berikut:

Fasilitas : Rp125.000.000.000
Tujuan : Penerbitan jaminan tender,
jaminan uang muka,
pelaksanaan dan
pemeliharaan.
Jangka waktu : 1 (satu tahun)
(12/06/2022 - 12/06/2023)
Jaminan : Saldo simpanan atas nama
debitur di bank sebesar
Rp125.000.000.000.

34. IMPORTANT ENGAGEMENTS AND AGREEMENTS

The Company entered into Bank Guarantee
Agreement with PT Bank Rakyat Indonesia
(Persero) Tbk, with details of agreements as
follows:

- a. Bank Guarantee Facility at PT Bank Rakyat
Indonesia (Persero) Tbk based on Addendum
on Bank Guarantee Agreement as stated in
Notarial Deed of Notary Yualita Widyadhari,
S.H., M.Kn. No. 50 dated 9 November 2022
with the proposed terms and conditions as
follows:

Facilities : Rp125,000,000,000
Purpose : Issuance of tender bonds,
advance payment bonds,
performance bonds and
maintenance bonds.
Period : 1 (one year)
(12/06/2022 - 12/06/2023)
Collaterals : The balance of deposits on
behalf of the debtor at the bank
is Rp125,000,000,000.

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**34. PERIKATAN DAN PERJANJIAN PENTING
(lanjutan)**

Perusahaan mengadakan Perjanjian Bank Garansi pada PT Bank Rakyat Indonesia (Persero) Tbk dengan perjanjian sebagai berikut: (lanjutan)

- b. Fasilitas Bank Garansi pada PT Bank Rakyat Indonesia (Persero) Tbk sesuai Addendum Perjanjian Bank Garansi berdasarkan Akta Notaris Yualita Widyadhari, S.H., M.Kn. No. 48 tanggal 26 Juli 2023 dengan ketentuan dan syarat-syarat sebagai berikut:

Fasilitas : Rp125.000.000.000
Tujuan : Penerbitan jaminan tender, jaminan uang muka, pelaksanaan dan pemeliharaan.
Jangka waktu : 1 (satu tahun)
(12/06/2023 - 12/06/2024)
Jaminan : Saldo simpanan atas nama debitur di bank sebesar Rp125.000.000.000.

- c. Fasilitas Bank Garansi pada PT Bank Rakyat Indonesia (Persero) Tbk sesuai Addendum Perjanjian Bank Garansi berdasarkan Akta No. 115 tanggal 28 Agustus 2024 dengan ketentuan dan syarat-syarat sebagai berikut:

Fasilitas : Rp125.000.000.000
Tujuan : Penerbitan jaminan tender, jaminan uang muka, pelaksanaan dan pemeliharaan.
Jangka waktu : 1 (satu tahun)
(12/06/2024 - 12/06/2025)
Jaminan : Saldo simpanan atas nama debitur di bank sebesar Rp125.000.000.000.

34. IMPORTANT ENGAGEMENTS AND AGREEMENTS (continued)

The Company entered into Bank Guarantee Agreement with PT Bank Rakyat Indonesia (Persero) Tbk, with details of agreements as follows: (continued)

- b. Bank Guarantee Facility at PT Bank Rakyat Indonesia (Persero) Tbk based on Addendum on Bank Guarantee Agreement as stated in Notarial Deed of Notary Yualita Widyadhari, S.H., M.Kn. No. 48 dated 26 July 2023 with the proposed terms and conditions as follows:

Facilities : Rp125,000,000,000
Purpose : Issuance of tender bonds, advance payment bonds, performance bonds and maintenance bonds.
Period : 1 (one year)
(12/06/2023 - 12/06/2024)
Collaterals : The balance of deposits on behalf of the debtor at the bank is Rp125,000,000,000.

- c. Bank Guarantee Facility at PT Bank Rakyat Indonesia (Persero) Tbk based on Addendum on Bank Guarantee Agreement as stated in Deed No. 115 dated 28 August 2024 with the proposed terms and conditions as follows:

Facilities : Rp125,000,000,000
Purpose : Issuance of tender bonds, advance payment bonds, performance bonds and maintenance bonds.
Period : 1 (one year)
(12/06/2024 - 12/06/2025)
Collaterals : The balance of deposits on behalf of the debtor at the bank is Rp125,000,000,000.

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35. ASET DAN LIABILITAS KEUANGAN

Informasi dibawah ini adalah kategori aset dan liabilitas keuangan dari Grup.

	2024	2023
Aset keuangan		
Kas dan setara kas	1.830.843.126.233	1.733.953.529.111
Piutang usaha	590.769.834.016	404.585.479.132
Piutang lain-lain	8.496.957.757	7.417.950.906
Pendapatan akan diterima	644.815.923.482	465.864.943.878
Jumlah	3.074.925.841.488	2.611.821.903.027
Liabilitas keuangan		
Utang usaha	270.342.075.901	235.116.435.400
Beban akrual	452.798.825.683	302.476.575.747
Liabilitas jangka pendek lainnya	29.993.279.645	42.801.767.385
Jumlah	753.134.181.229	580.394.778.532

35. FINANCIAL ASSETS AND LIABILITIES

The information presented below includes the categories of financial assets and liabilities of the Group.

Financial assets
Cash and cash equivalents
Trade receivables
Other receivables
Accrued revenues
Total
Financial liabilities
Trade payables
Accrued expenses
Other short-term liabilities
Total

36. NILAI WAJAR INSTRUMEN KEUANGAN

Nilai wajar didefinisikan sebagai jumlah dimana instrumen tersebut dapat dipertukarkan dalam transaksi ini antara pihak-pihak yang berkeinginan (*willing parties*) dan memiliki pengetahuan yang memadai melalui suatu transaksi yang wajar, selain dari penjualan yang dipaksakan atau likuidasi. Nilai wajar didapatkan dari kuotasi harga pasar atau ditentukan menggunakan model arus kas diskonto.

Tingkat 1

Nilai wajar diukur berdasarkan pada harga kuotasi (tidak disesuaikan) dalam pasar aktif untuk aset atau liabilitas sejenis.

Tingkat 2

Nilai wajar diukur berdasarkan teknik-teknik valuasi, dimana seluruh input yang mempunyai efek signifikan atas nilai wajar dapat diobservasi baik secara langsung maupun tidak langsung.

Tingkat 3

Nilai wajar diukur berdasarkan teknik-teknik valuasi, dimana seluruh input yang mempunyai efek signifikan atas nilai wajar tidak dapat diobservasi baik secara langsung maupun tidak langsung.

36. FINANCIAL INSTRUMENT FAIR VALUE

The fair value is defined as the amount at which the instrument could be exchanged in a current transaction between willing parties and have adequate knowledge through an arm's-length transaction, other than a forced or liquidation sale. Fair values are obtained from quoted market prices or determined using discounted cash flow models.

Level 1

The fair value is measured based on quoted prices (not adjusted) in active markets for similar assets or liabilities.

Level 2

The fair value is measured based on valuation techniques, whereas all inputs which have a significant effect in the fair value are observable, either directly or indirectly.

Level 3

The fair value is measured based on valuation techniques, whereas all inputs which have a significant effect in the fair value can not be observed either directly or indirectly.

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36. NILAI WAJAR INSTRUMEN KEUANGAN
(lanjutan)

Instrumen keuangan yang disajikan di dalam laporan posisi keuangan konsolidasian dicatat sebesar nilai wajar, sebaliknya disajikan pada nilai tercatat apabila total tersebut mendekati nilai wajarnya atau nilai wajarnya tidak dapat diukur secara handal. Metode-metode dan asumsi-asumsi di bawah ini digunakan untuk mengestimasi nilai wajar untuk masing-masing kelompok instrumen keuangan.

Nilai wajar aset dan liabilitas keuangan, beserta nilai tercatatnya, adalah sebagai berikut:

36. FINANCIAL INSTRUMENT FAIR VALUE
(continued)

Financial instruments presented in the consolidated statement of financial position are carried at fair value, on the contrary is presented on a total carrying value if the carrying value approach the fair value or fair value can not be measured reliably. The methods and assumptions below are used to estimate the fair value of each financial instrument group.

The fair values of financial assets and liabilities, together with the carrying amounts, are as follows:

	2024		2023		
	Nilai tercatat/ Carrying amount	Nilai wajar/ Fair value	Nilai tercatat/ Carrying amount	Nilai wajar/ Fair value	
Aset keuangan					Financial assets
Diukur dengan biaya perolehan					Measured at amortized cost
amortisasi					Cash and cash equivalents
Kas dan setara kas	1.830.843.126.233	1.830.843.126.233	1.733.953.529.111	1.733.953.529.111	Trade receivables
Piutang usaha	590.769.834.016	590.769.834.016	404.585.479.132	404.585.479.132	Other receivables
Piutang lain-lain	8.496.957.757	8.496.957.757	7.417.950.906	7.417.950.906	Accrued revenues
Pendapatan akan diterima	644.815.923.482	644.815.923.482	465.864.943.878	465.864.943.878	
Jumlah aset keuangan	3.074.925.841.488	3.074.925.841.488	2.611.821.903.027	2.611.821.903.027	Total financial assets
Liabilitas keuangan					Financial liabilities
Diukur dengan biaya perolehan					Measured at amortized cost
amortisasi					Trade payables
Utang usaha	270.342.075.901	270.342.075.901	235.116.435.400	235.116.435.400	Accrued expenses
Beban akrual	437.011.198.900	437.011.198.900	302.476.575.747	302.476.575.747	Other short-term liabilities
Liabilitas jangka pendek lainnya	29.993.279.645	29.993.279.645	42.801.767.385	42.801.767.385	
Jumlah liabilitas keuangan	737.346.554.446	737.346.554.446	580.394.778.532	580.394.778.532	Total financial liabilities

Nilai tercatat kas dan setara kas, piutang usaha, piutang lain-lain, pendapatan akan diterima, utang usaha, liabilitas jangka pendek lainnya, dan beban akrual mendekati nilai wajarnya karena bersifat jangka pendek. Nilai tercatat dari aset keuangan tidak lancar lainnya mendekati nilai wajarnya karena suku bunga deposito selalu dinilai ulang secara berkala.

Recorded values of cash and cash equivalents, trade receivables, other receivables, accrued revenues, trade payable, short-term liabilities, and accrued expenses approximate their fair values due to the short-term nature. The carrying amount of other noncurrent financial assets approximate their fair values because the interest rates on deposits are always reassessed periodically.

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**36. NILAI WAJAR INSTRUMEN KEUANGAN
(lanjutan)**

Manajemen risiko

Risiko utama dari instrumen keuangan Grup adalah risiko tingkat suku bunga, risiko mata uang asing, risiko kredit dan risiko likuiditas. Dewan Direksi menelaah dan menyetujui kebijakan untuk mengelola masing-masing risiko, sebagaimana dijelaskan secara rinci sebagai berikut:

a. Risiko tingkat suku bunga

Risiko tingkat suku bunga Grup terutama timbul dari pinjaman untuk tujuan modal kerja. Saat ini, Grup tidak mempunyai kebijakan formal lindung nilai atas risiko tingkat suku bunga.

Untuk kredit modal kerja, Grup berusaha mengurangi risiko tingkat suku bunganya dengan cara selalu melakukan pengawasan terhadap tingkat suku bunga yang berlaku di pasar.

b. Risiko mata uang asing

Risiko nilai tukar adalah risiko di mana nilai wajar atau arus kas kontraktual masa datang dari suatu instrumen keuangan akan terpengaruh akibat perubahan nilai tukar. Eksposur Grup yang terpengaruh risiko suku bunga terutama terkait dengan utang usaha.

Grup memiliki eksposur dalam mata uang asing yang timbul dari transaksi operasionalnya. Eksposur tersebut timbul karena transaksi yang bersangkutan dilakukan dalam mata uang selain mata uang fungsional unit operasional atau pihak lawan. Eksposur dalam mata uang asing Grup tersebut jumlahnya tidak material.

**36. FINANCIAL INSTRUMENT FAIR VALUE
(continued)**

Risk management

The main risk of the Group financial instruments is interest rate risk, foreign currency risk, credit risk and liquidity risk. The Board of Directors reviews and approves policies for managing each risk, as described in details as follows:

a. Interest rate risk

Interest rate risk mainly arises from the Group loan for working capital purposes. Currently, the Group has no formal hedging policy for the interest rate risk.

For working capital, the Group seeks to reduce its interest rate risk by always monitoring the interest rate prevailing in the market.

b. Foreign currency risk

Exchange rate risk is the risk that the fair value or future contractual cash flows of a financial instrument will be affected by changes in exchange rates. The Group exposure which is affected by interest rate risk is primarily related to trade payables.

The Group has foreign currency exposures arising from its operations. Such exposure arises because the relevant transactions conducted in currencies other than the functional currency of the operating unit or counterparts. Foreign currency exposure in the Group is immaterial.

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(lanjutan)

Manajemen risiko (lanjutan)

b. Risiko mata uang asing (lanjutan)

Berikut adalah posisi aset moneter dalam mata uang asing pada tanggal 31 Desember 2024 dan 2023:

36. FINANCIAL INSTRUMENT FAIR VALUE
(continued)

Risk management (continued)

b. Foreign currency risk (continued)

Below are the monetary assets denominated in foreign currencies as of 31 December 2024 and 2023:

2024				
	Dolar Amerika Serikat/ United States Dollar	Dolar Singapura/ Singapore Dollar	Ekuivalen Rupiah/ Equivalent in Rupiah	
Aset				Assets
Kas dan setara kas	14.504.663	-	234.424.374.397	Cash and cash equivalents
Piutang usaha	1.263.457	4.455	20.473.086.229	Trade receivables
Pendapatan akan diterima	151.492	-	2.448.406.269	Accrued revenues
Jumlah	15.919.612	4.455	257.345.866.895	Total
2023				
	Dolar Amerika Serikat/ United States Dollar	Dolar Singapura/ Singapore Dollar	Ekuivalen Rupiah/ Equivalent in Rupiah	
Aset				Assets
Kas dan setara kas	12.210.624	-	188.519.754.227	Cash and cash equivalents
Piutang usaha	1.224.851	4.455	18.962.641.220	Trade receivables
Pendapatan akan diterima	184.199	-	2.843.846.509	Accrued revenues
Jumlah	13.619.674	4.455	210.326.241.956	Total

c. Risiko kredit

Risiko kredit adalah risiko bahwa usaha akan mengalami kerugian yang timbul dari pelanggan atau pihak lawan akibat gagal memenuhi liabilitas kontraktualnya.

Manajemen berpendapat bahwa tidak terdapat risiko kredit yang terkonsentrasi secara signifikan. Grup mengendalikan risiko kredit dengan cara melakukan hubungan usaha dengan pihak lain yang memiliki kredibilitas, menetapkan kebijakan internal dalam melakukan verifikasi dan otorisasi kredit, serta memantau kolektibilitas piutang secara berkala untuk mengurangi eksposur piutang tak tertagih.

c. Credit risk

Credit risk is the risk that the business will incur a loss arising from customers or counterparts who default from their contractual obligations.

Management believes that there is no significant concentrations of credit risk. The Group controls credit risk by dealing only with others who have credibility, establish internal policies and verifying credit authorization, as well as monitor the collectibility of receivables on a regular basis to reduce exposure to doubtful accounts.

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**36. NILAI WAJAR INSTRUMEN KEUANGAN
(lanjutan)**

Manajemen risiko (lanjutan)

d. Risiko likuiditas

Risiko likuiditas adalah risiko kerugian yang timbul karena usaha tidak memiliki arus kas yang cukup untuk memenuhi liabilitasnya.

Dalam pengelolaan risiko likuiditas, Manajemen memantau dan menjaga total kas dan setara kas yang dianggap memadai untuk membiayai operasional kelompok usaha dan untuk mengatasi dampak fluktuasi arus kas. Manajemen juga melakukan evaluasi berkala atas proyeksi arus kas dan arus kas aktual, termasuk jadwal jatuh tempo utang, dan terus menerus melakukan penelaahan pasar keuangan untuk mendapatkan sumber pendanaan yang optimal.

Tabel di bawah ini merupakan jadwal jatuh tempo liabilitas keuangan Grup berdasarkan pembayaran kontraktual semula yang tidak didiskontokan:

2024						
	Kurang dari 1 tahun/ <i>Less than 1 year</i>	1 - 2 tahun/ 1 - 2 years	Lebih dari 2 tahun/ More than 2 years	Biaya transaksi atas utang/ Transaction cost for payables	Nilai tercatat/ Carrying amount	
Utang usaha	270.342.075.901	-	-	-	270.342.075.901	Trade payable
Beban akrual	452.798.825.683	-	-	-	452.798.825.683	Accrued expenses
Utang jangka pendek lainnya	29.993.279.645	-	-	-	29.993.279.645	Other short-term liabilities
Jumlah	<u>753.134.181.229</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>753.134.181.229</u>	Total
2023						
	Kurang dari 1 tahun/ <i>Less than 1 year</i>	1 - 2 tahun/ 1 - 2 years	Lebih dari 2 tahun/ More than 2 years	Biaya transaksi atas utang/ Transaction cost for payables	Nilai tercatat/ Carrying amount	
Utang usaha	235.116.435.400	-	-	-	235.116.435.400	Trade payable
Beban akrual	302.476.575.747	-	-	-	302.476.575.747	Accrued expenses
Utang jangka pendek lainnya	42.801.767.385	-	-	-	42.801.767.385	Other short-term liabilities
Jumlah	<u>580.394.778.532</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>580.394.778.532</u>	Total

Tujuan utama dari pengelolaan modal usaha adalah untuk memastikan bahwa Grup mempertahankan rasio modal yang sehat dalam rangka mendukung bisnis dan memaksimalkan nilai pemegang saham.

**36. FINANCIAL INSTRUMENT FAIR VALUE
(continued)**

Risk management (continued)

d. Liquidity risk

Liquidity risk is the risk of loss due to the fact that the business does not have sufficient cash flow to meet its liabilities.

In managing liquidity risk, the Management to monitors and maintains total cash and cash equivalents deemed adequate to finance the operations and the business group to address the impact of fluctuations in cash flows. Management also conducts periodic evaluations of cash flow projections and actual cash flows, including debt maturity profiles, and continuously conducts a review of financial markets to obtain the optimal funding sources.

The table below summarizes the maturity profiles of financial liabilities based on undiscounted original contractual payments of the Group:

The main purpose of the business capital management is to ensure that the Group maintains healthy capital ratios in order to support the business and maximize shareholder value.

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**36. NILAI WAJAR INSTRUMEN KEUANGAN
(lanjutan)**

Manajemen risiko (lanjutan)

d. Risiko likuiditas (lanjutan)

Grup mengelola struktur modal dan membuat penyesuaian terhadap struktur modal sehubungan dengan perubahan kondisi ekonomi. Grup memantau modalnya dengan menggunakan analisa *gearing ratio* (rasio utang terhadap modal), yakni membagi utang bersih terhadap total modal. Kebijakan Grup adalah menjaga *gearing ratio* pada kisaran *gearing ratio* Grup lain dalam industri sejenis di Indonesia. Utang bersih adalah total pinjaman dan utang (termasuk utang bank jangka pendek dan cerukan serta pinjaman jangka panjang sebagaimana disajikan dalam laporan posisi keuangan konsolidasian) dikurangi kas dan setara kas. Modal adalah ekuitas yang dapat diatribusikan kepada pemilik Entitas Induk, yang disajikan dalam laporan posisi keuangan konsolidasian.

**36. FINANCIAL INSTRUMENT FAIR VALUE
(continued)**

Risk management (continued)

d. Liquidity risk (continued)

The Group manages its capital structure and makes adjustments to the capital structure in light of changes in economic conditions. The Group monitors capital using a *gearing ratio* analysis (ratio of debt to equity), by dividing net debt to total capital. The Group's policy is to maintain a *gearing ratio* in the range of other companies in similar industries in Indonesia. Net debt is total loan and debt (including short-term bank loans and overdrafts and long-term loans as presented in the consolidated statement of financial position) less cash and cash equivalents. Capital is the equity attributable to Parent Entity, which is presented in the consolidated statement of financial position.

**37. IKHTISAR ASET DAN LIABILITAS DALAM
MATA UANG ASING**

**37. SUMMARY OF ASSETS AND LIABILITIES IN
FOREIGN CURRENCY**

	2024			
	SGD	EUR	USD	
Aset				Assets
Kas	-	-	505	Cash
Bank	-	-	14.504.158	Bank
Piutang usaha	4.455	-	1.263.457	Trade receivables
Pendapatan akan diterima	-	-	151.492	Accrued revenues
Jumlah	4.455	-	15.919.612	Total
Liabilitas				Liabilities
Utang usaha	-	24.420	55.285	Trade payables
Jumlah	-	24.420	55.285	Total
	2023			
	SGD	EUR	USD	
Aset				Assets
Kas	-	-	1.785	Cash
Bank	-	-	12.208.838	Bank
Piutang usaha	4.455	-	1.224.851	Trade receivables
Pendapatan akan diterima	-	-	184.199	Accrued revenues
Jumlah	4.455	-	13.619.673	Total
Liabilitas				Liabilities
Utang usaha	-	24.420	69.475	Trade payables
Jumlah	-	24.420	69.475	Total

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38. PROGRAM TJSL

Berdasarkan risalah rapat dan pembahasan rencana kerja dan anggaran tahun 2024 No. RIS-17/DSI.MBU.B/12/2023, Perusahaan mengesahkan Rencana Kerja Anggaran Pelaksanaan Program TJSL Tahun 2024 dengan jumlah Rp12.252.740.000.

Adapun rincian realisasi pelaksanaan program TJSL dari beban biaya Perusahaan sebagai berikut:

	2024	2023
Pilar Pembangunan Ekonomi	4.121.209.307	9.919.623.707
Pilar Pembangunan Sosial	6.238.412.666	3.659.089.207
Pilar Pembangunan Lingkungan	2.103.486.600	379.210.666
Pilar Pembangunan Hukum dan Tata Kelola	295.875.000	129.360.000
Jumlah	12.758.983.573	14.087.283.580

Based on the minutes of the meeting and discussion of the Company's 2024 work plan and budget No. RIS-17/DSI.MBU.B/12/2023 ratified the 2024 TJSL Program Implementation Budget Work Plan with a total of Rp12,252,740,000.

The details of the realization of the implementation of the TJSL program from the Company's costs are as follows:

Pillars of Economic Development
Pillars of Social Development
Pillars of Environmental Development
Pillars of Legal Development and Governance
Total

39. KONTINJENSI

Yayasan Forum Komunikasi dan Silaturahmi Purnabakti Sucofindo (FKSPS)

Pada tanggal 25 Mei 2022, terdapat gugatan perdata di Pengadilan Negeri Jakarta Selatan terhadap Perusahaan yang diajukan oleh Yayasan Forum Komunikasi dan Silaturahmi Purnabakti Sucofindo (FKSPS) dengan perkara No. 461/Pdt.G/2022/PN.Jkt.Sel mengenai perbuatan melawan hukum mengenai Restrukturisasi Polis Asuransi Program Tunjangan Hari Tua Karyawan dan Jaminan Hari Tua. Turut tergugat dalam kasus ini Menteri Badan Usaha Milik Negara qq Kementerian Badan Usaha Milik Negara, SGS, dan PT Asuransi Jiwasraya (Persero). Kerugian materil sebesar Rp1.588.596.595.094 dengan jumlah 768 orang dan kerugian imateriil sebesar Rp376.500.000.000 beserta harta benda berupa tanah dan bangunan yang terletak di:

- Graha Sucofindo, Jl. Raya Pasar Minggu No. Kav 16, RT.7/RW.9 Kec, Pancoran, Jakarta Selatan.
- Lavenue, Jl. Raya Pasar Minggu No. Kav. 16 RT.7/RW.9, Kec. Pancoran, Jakarta Selatan.

39. CONTINGENCY

Yayasan Forum Komunikasi dan Silaturahmi Purnabakti Sucofindo (FKSPS)

On 25 May 2022, there was a civil lawsuit with the South Jakarta District Court against the Company that was filed by the Yayasan Forum Komunikasi and Silaturahmi Purnabakti Sucofindo (FKSPS) case No. 461/Pdt.G/2022/PN.Jkt.Sel regarding unlawful acts regarding Insurance Policy Restructuring of Old Age Benefit Program and Old Age Protection. Co-defendants in this case were the Minister of State-Owned Enterprises qq the Ministry of State-Owned Enterprises, SGS, and PT Asuransi Jiwasraya (Persero). Material loss of Rp1,588,596,595,094 for a total of 768 people and immaterial losses of Rp376,500,000,000 along with property in the form of land and buildings located at:

- Graha Sucofindo, Jl. Raya Pasar Minggu No. Kav 16, RT.7/RW.9, Pancoran district, South Jakarta.
- Lavenue, Jl. Raya Pasar Minggu No. Kav. 16 RT.7/RW.9, Pancoran district, South Jakarta.

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39. KONTINJENSI (lanjutan)

**Yayasan Forum Komunikasi dan
Silaturahmi Purnabakti Sucofindo (FKSPS)**
(lanjutan)

- Gedung Lab Cibitung dan Cabang Bekasi, Jl. Arteri Tol Cibitung No. 1 Sukadanau, Cibitung, Gandasari, Kec. Cikarang Barat, Kabupaten Bekasi, Jawa Barat.
- Gedung Cilegon, Jl. Raya Serang No. 106, Sukmajaya Kec. Jombang, Kota Cilegon, Banten.

Sidang telah dilaksanakan sebanyak 27 (dua puluh tujuh) kali dengan sidang terakhir pada tanggal 13 Februari 2025. Sidang selanjutnya dijadwalkan pada tanggal 20 Februari 2025 dengan agenda pembuktian surat dari penggugat.

Sampai dengan tanggal penerbitan laporan keuangan konsolidasian, Perusahaan belum dapat memastikan timbulnya beban dan liabilitas yang penyelesaiannya dapat mengakibatkan arus kas keluar sumber daya Perusahaan, serta belum menentukan estimasi yang handal terkait liabilitas kontinjensi tersebut.

PT Luna Daya Sejahtera

Perusahaan dan PT Varuna Tirta Prakarsya (Persero) ("VTP") membentuk kerjasama operasi dengan nama KSO SCI-VTP. KSO SCI-VTP mendapatkan pekerjaan dari PT Luna Daya Sejahtera ("LDS") untuk pekerjaan pengiriman kayu akasia di wilayah Sumatera dan Kalimantan. KSO SCI-VTP mengalami permasalahan penagihan piutang senilai Rp130.140.941.600 atas pekerjaan tersebut karena LDS tidak bersedia melakukan pembayaran. Terkait hal tersebut, pada tanggal 14 Mei 2024, Perusahaan dan VTP mengajukan gugatan kepada LDS, Lilik Darwati Setyadjid dan Luna Puspita. Turut tergugat dalam kasus ini Alexander Victorworotikan dan Punov Michael Apituley.

Sidang telah dilaksanakan sebanyak 18 (delapan belas) kali. Sidang selanjutnya dijadwalkan pada tanggal 27 Februari 2025 dengan agenda pembuktian ahli dari para penggugat.

39. CONTINGENCY (continued)

**Yayasan Forum Komunikasi dan Silaturahmi
Purnabakti Sucofindo (FKSPS) (continued)**

- Cibitung Laboratory Building and Bekasi Branch, Jl. Arteri Tol Cibitung No. 1 Sukadanau, Cibitung, Gandasari, West Cikarang district, Bekasi, West Jawa.
- Cilegon Building, Jl. Raya Serang No. 106, Sukmajaya, Jombang district, Cilegon, Banten.

The trials have been held 27 (twenty-seven) times with the last trial on 13 February 2025. The next trial is scheduled for 20 February 2025 with the presentation of the plaintiff's written evidence on the agenda.

Until the completion of these consolidated financial statements the Company still has not yet ascertained the possibility of the occurrence of expense and liabilities whose settlement can result in outflows of Company resources and has not been able to determine reliable estimates regarding these contingent liabilities.

PT Luna Daya Sejahtera

The Company and PT Varuna Tirta Prakarsya (Persero) ("VTP") established a joint operation under the name KSO SCI-VTP. KSO SCI-VTP was assigned by PT Luna Daya Sejahtera ("LDS") to supply acacia wood in the Sumatra and Kalimantan regions. KSO SCI-VTP encountered difficulties in collecting the amount of Rp130,140,941,600 for this work due to LDS did not want to pay. In this regard, on 14 May 2024, the Company and VTP filed a lawsuit against LDS, Lilik Darwati Setyadjid and Luna Puspita. The co-defendants in this case are Alexander Victorworotikan and Punov Michael Apituley.

The trials have been held 18 (eighteen) times. The next trial is scheduled for 27 February 2025 with the presentation of expert testimony from the plaintiffs.

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**PT SUPERINTENDING COMPANY OF INDONESIA
AND SUBSIDIARIES
NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
31 DECEMBER 2024 AND 2023**
(Expressed in Rupiah, unless otherwise stated)

40. REKLASIFIKASI AKUN

Beberapa akun dalam laba rugi dan penghasilan komprehensif lain konsolidasian untuk tahun 2023 telah direklasifikasi. Sifat reklasifikasi dalam laporan laba rugi konsolidasian adalah mengubah penyajian beban penyisihan kerugian penurunan nilai.

Rincian reklasifikasi dari laporan keuangan tahun 2023 adalah sebagai berikut:

40. RECLASSIFICATION OF ACCOUNTS

Certain accounts in the consolidated statement of profit or loss and other comprehensive income for the year 2023 have been reclassified. The nature of the reclassification in the consolidated statement of profit or loss is to change the presentation of allowance of impairment loss.

The details of reclassifications of the 2023 financial statements are as follows:

	Dilaporkan sebelumnya/ As previously reported	Reklasifikasi/ Reclassification	Setelah reklasifikasi/ As reclassified	
LAPORAN LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN KONSOLIDASIAN				CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
Beban pokok pendapatan	(2.242.386.537.055)	43.474.301.172	(2.198.912.235.883)	Cost of revenue
LABA BRUTO	800.257.105.695	43.474.301.172	843.731.406.867	GROSS PROFIT
Beban umum dan administrasi	(414.876.297.313)	(2.145.814.845)	(417.022.112.158)	General and administrative expenses
Pendapatan/(beban) lain-lain, bersih	36.778.560.794	(41.328.486.327)	(4.549.925.533)	Other income/(expenses), net

**41. PENYUSUNAN DAN PENYELESAIAN
LAPORAN KEUANGAN KONSOLIDASIAN**

Manajemen Grup bertanggung jawab atas penyusunan laporan keuangan konsolidasian yang telah diselesaikan pada tanggal 13 Februari 2025.

**41. PREPARATION AND COMPLETION OF THE
CONSOLIDATED FINANCIAL STATEMENTS**

The Group's Management is responsible for the preparation and completion of the consolidated financial statement its that were completed on 13 February 2025.

2024 Laporan Tahunan dan Keberlanjutan

Annual and Sustainability Report



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