

# Synergy to Reach Sustainability and Beyond



**IDX**

Indonesia Stock Exchange

member of **wfe** WORLD FEDERATION  
OF EXCHANGES



**Sustainable  
Stock Exchanges**





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## Merti Kali

Merti Kali merupakan tradisi membersihkan sungai yang telah dilakukan turun-temurun oleh masyarakat Jawa. “Merti” yang dalam bahasa Jawa berarti memelihara dan “kali” yang berarti sungai menjadi salah satu bentuk komitmen masyarakat untuk melestarikan lingkungan dan tradisi para leluhur. Prinsip tersebut menginspirasi BEI untuk terus berkomitmen menanamkan aspek pelestarian lingkungan dalam setiap program-program kerja yang dilaksanakan dengan tujuan menghasilkan kinerja Perseroan yang berkelanjutan.

Merti Kali is a river cleaning tradition that has been carried out for generations by Javanese people. “Merti”, which in Javanese means to maintain, and “kali”, which means river, is a community effort to preserve both the environment and ancestral traditions. These principles inspired IDX to continue to be committed to instilling aspects of environmental conservation in every one of its work programs, with the aim being to generate sustainable Company performance.

# Penjelasan Tema

## Theme Explanation

### Synergy to Reach Sustainability and Beyond

Sinergi untuk Meraih Keberlanjutan dan Melampauinya

Tantangan global dari perubahan iklim dan pandemi COVID-19, masih berlangsung di berbagai negara termasuk Indonesia. Kesadaran masyarakat global terhadap hal tersebut semakin meningkat, sehingga diperlukan langkah bersama untuk menangani dampak negatif yang ditimbulkan di berbagai aspek. Tantangan global ini telah mendorong berbagai pihak, khususnya para investor global maupun dalam negeri, untuk semakin menyadari pentingnya keberlanjutan atas penerapan aspek *Environmental*, *Social*, dan *Governance* (ESG) dalam seluruh aktivitas bisnis dan pembangunan, sehingga pemulihan ekonomi dapat berlangsung secara berkelanjutan.

Tentunya dibutuhkan upaya bersama yang melibatkan seluruh pemangku kepentingan untuk dapat memasukkan inisiatif-inisiatif yang mendukung implementasi ESG serta turut mengintegrasikan Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals/SDGs*) dalam setiap kebijakan, strategi dan kegiatan bisnisnya. PT Bursa Efek Indonesia (BEI) mendorong sinergi dan kolaborasi bersama dengan pelaku pasar modal untuk terciptanya iklim investasi berkelanjutan jangka panjang. BEI telah bekerja sama dengan institusi-institusi lain seperti Pemerintah Pusat dan Daerah, Otoritas Jasa Keuangan (OJK), Bank Indonesia (BI), *Self Regulatory Organization* (PT Kliring Penjaminan Efek Indonesia/KPEI dan PT Kustodian Sentral Efek Indonesia/KSEI), Perusahaan Tercatat, Anggota Bursa, Ikatan Akuntan Indonesia (IAI), *Global Reporting Initiative* (GRI), Asosiasi Emiten Indonesia (AEI), *Indonesia Corporate Secretary Association* (ICSA), *Indonesia Business Coalition for Women Empowerment* (IBCWE), *Carbon Disclosure Project* (CDP), dan pemangku kepentingan lainnya, dalam rangka pengembangan pasar modal yang berkesinambungan. Hal tersebut bertujuan agar tercapai kelangsungan usaha Perseroan, serta pemulihan perekonomian dan keuangan berkelanjutan di Indonesia.

Numerous countries around the world, including Indonesia, are continuing with their ongoing efforts to deal with the effects of climate change and COVID-19 pandemic. Because this is a challenge that is global in nature, joint efforts are required to deal with the negative impacts of these issues. The situation has resulted in various parties (especially global and domestic investors) becoming increasingly aware of the importance of sustainability when it comes to the implementation of Environmental, Social and Governance (ESG) aspects in all business and development activities. This is done to ensure that economic recovery can happen in a sustainable manner.

At the same time, in order to truly ensure the efficacy of these joint efforts, all stakeholders at the end of the day need to take part in initiatives that support the implementation of ESG and to also integrate the aims of Sustainable Development Goals (SDGs) in every policy, strategy and business activity. Towards this end, Indonesia Stock Exchange (IDX) has always encouraged synergy and collaboration with capital market players to create an investment climate that has long-term sustainability. IDX has also collaborated with other institutions such as Central and Regional Governments, the Financial Services Authority (OJK), Bank Indonesia (BI), Self Regulatory Organization (Indonesian Central Securities Depository/KPEI and Indonesian Clearing and Guarantee Corporation/KSEI), Listed Companies, Exchange Members, Indonesian Institute of Accountants (IAI), the Global Reporting Initiative (GRI), the Association of Indonesian Issuers (AEI), the Indonesia Corporate Secretary Association (ICSA), the Indonesia Business Coalition for Women's Empowerment (IBCWE), Carbon Disclosure Project (CDP), and other stakeholders, in order to develop a sustainable capital markets. These collaborations are aimed at promoting the Company's business continuity. They are also designed to lead to sustainable economic and financial recovery in Indonesia.









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# Strategi Keberlanjutan

## Sustainability Strategy

### Komunitas Adat Bonokeling Bonokeling Indigenous Community

Kebersihan batin merupakan esensi kehidupan paling utama yang dianut oleh komunitas adat Bonokeling. Komunitas adat yang diikuti oleh masyarakat daerah di sekitar Banyumas, Jawa Tengah ini dikisahkan sebagai kelompok masyarakat yang merupakan keturunan

Kyai Bonokeling, Patih Kerajaan Pasirluhur yang dipercaya memiliki ilmu kebatinan tinggi. Salah satu ajaran penting Kyai Bonokeling ialah memahami pentingnya hubungan antar sesama manusia. BEI juga memprioritaskan hubungan antar sesama manusia melalui pengelolaan SDM berkelanjutan guna menghadirkan Bursa Efek yang inklusif dan berdaya saing.

Spiritual purity is the most important essence of life for the Bonokeling indigenous community. This indigenous community (located in Banyumas, Central Java) is described as a community group descended from Kyai Bonokeling of Pasirluhur Kingdom who is believed to be a great mystic. One of Kyai Bonokeling's important teachings was to understand the importance of human relationships. IDX has also prioritized human relations through its sustainable human resource management that has been designed in order to create an inclusive and competitive Stock Exchange.

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# Strategi Keberlanjutan

## Sustainability Strategy

Indonesia bersama masyarakat dunia telah menyatakan komitmennya untuk mendukung dan berkontribusi dalam pencapaian tujuan pembangunan berkelanjutan skala global dalam *Sustainable Development Goals* (SDGs). Komitmen dukungan terhadap pencapaian SDGs dikuatkan dengan penerbitan Peraturan Presiden (Perpres) No. 59 Tahun 2017 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan. Rumusan tersebut juga disebut dengan *Global Goals*, meliputi 3 (tiga) aspek dasar dalam prinsip keberlanjutan, yakni *Planet*, *People* dan *Profit* (3P), yang kemudian dijabarkan ke dalam 17 rumusan tujuan, sebagai berikut:

1) Tanpa kemiskinan; 2) Tanpa kelaparan; 3) Kehidupan sehat dan sejahtera; 4) Pendidikan berkualitas; 5) Kesenjangan gender; 6) Air bersih dan sanitasi yang layak; 7) Energi bersih dan terjangkau; 8) Pekerjaan layak dan pertumbuhan ekonomi; 9) Industri, inovasi dan infrastruktur; 10) Berkurangnya kesenjangan; 11) Kota dan pemukiman yang berkelanjutan; 12) Konsumsi dan produksi bertanggung jawab; 13) Penanganan perubahan iklim; 14) Ekosistem lautan; 15) Ekosistem daratan; 16) Perdamaian, keadilan dan kelembagaan yang tangguh; dan 17) Kemitraan untuk mencapai tujuan.

BEI sebagai bagian dari regulator di bidang pembangunan pasar modal Indonesia, turut berperan aktif dalam pengembangan keuangan berkelanjutan sekaligus upaya menindaklanjuti Perpres 59 Tahun 2017. Kontribusi dan peran serta ini melibatkan seluruh pemangku kepentingan utama baik Pemerintah, OJK, SRO, Perusahaan Tercatat, Anggota Bursa dan Partisipan, Asosiasi di bidang Pasar Modal, maupun Komunitas Investor. BEI membangun sinergi dengan KPEI dan KSEI untuk mendukung pencapaian SDGs melalui terlaksananya penerapan keuangan berkelanjutan.

Lebih lanjut, BEI telah melaksanakan inisiatif untuk merealisasikan serangkaian program keuangan berkelanjutan. Selain itu, untuk memperkuat komitmen terhadap keberlanjutan, BEI telah bergabung ke dalam inisiatif *Sustainable Stock Exchange* PBB sejak tanggal 18 April 2019. Inisiatif ini sebagai upaya BEI untuk terus mewujudkan pasar modal inklusif dan berdaya saing secara global serta mampu menjadi motor penggerak dalam perwujudan sektor ekonomi Indonesia yang sehat, stabil dan tumbuh secara berkesinambungan.

Secara sistematis untuk memperkuat program-program keuangan berkelanjutan, BEI telah menyusun Rencana Aksi Keuangan Berkelanjutan (RAKB) sesuai dengan Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 (POJK 51/2017) tentang Penerapan Keuangan Berkelanjutan bagi Lembaga

Indonesia and the world community have expressed their commitment to supporting and contributing to the achievement of global scale sustainable development goals in the Sustainable Development Goals (SDGs). The commitment was strengthened by the issuance of Presidential Regulation (Perpres) No. 59 of 2017 concerning the Implementation of the Achievement of the Sustainable Development Goals. The SDG is also called the Global Goals that cover 3 (three) basic aspects of the sustainability principles, namely Planet, People and Profit (3P), which are elaborated into 17 goal formulations, as follows:

1) No poverty; 2) Zero hunger; 3) Good health and well-being; 4) Quality education; 5) Gender equality; 6) Clean water and sanitation; 7) Affordable and clean energy; 8) Decent work and economic growth; 9) Industry, innovation and infrastructure; 10) Reduced inequalities; 11) Sustainable cities and communities; 12) Responsible consumption and production; 13) Climate action; 14) Live below water; 15) Live on land; 16) Peace, justice and strong institutions; and 17) Partnership for the goals.

As part of the regulator in Indonesian capital market development, IDX plays an active role in the development of sustainable finance as well as efforts to follow up on Presidential Regulation 59 of 2017. This contribution and participation involve all major stakeholders, including the Government, OJK, SROs, Listed Companies, Exchange Members and Participants, Associations in the Capital Market sector, as well as the Investor Community. IDX establishes synergy with KPEI and KSEI to support the achievement of SDGs through the implementation of sustainable finance.

Furthermore, IDX has implemented initiatives to realize a series of sustainable finance programs. To strengthen commitment to sustainability, IDX has joined the UN Sustainable Stock Exchange initiative since April 18, 2019. It is IDX's initiatives to create an inclusive and globally competitive capital market and to become a driving force in realizing the sound, stable and sustainably growing Indonesian economic sector.

To systematically strengthen sustainable finance programs, IDX has prepared a Sustainable Finance Action Plan (RAKB) in accordance with Financial Services Authority Regulation No. 51/POJK.03/2017 (POJK 51/2017) concerning the Implementation of Sustainable Finance for Financial Services Institutions,

Jasa Keuangan, Emiten dan Perusahaan Publik. RAKB ini merupakan landasan bagi BEI dalam menciptakan ekosistem pasar modal yang memberi perhatian terhadap pengembangan keuangan berkelanjutan.

### Visi dan Misi dalam Implementasi Keuangan Berkelanjutan (A.1)

BEI telah menyelaraskan program-program keuangan keberlanjutan pada Rencana Aksi Keuangan Berkelanjutan (RAKB) dengan Visi Perseroan, “Menciptakan infrastruktur pasar keuangan yang terpercaya dan kredibel untuk mewujudkan pasar yang teratur, wajar, dan efisien, serta dapat diakses oleh semua pemangku kepentingan melalui produk dan layanan yang inovatif”. Di samping itu, penyusunan RAKB Perseroan mengacu pada prinsip-prinsip yang diatur dalam POJK 51/2017 dan prinsip-prinsip keberlanjutan yang diakui secara global seperti *World Federation Exchanges* (WFE) dan SDGs.

### Target Rencana Aksi Keuangan Berkelanjutan

Rencana aksi keuangan berkelanjutan disusun dalam Buku RAKB BEI 2021 sesuai dengan serangkaian inisiatif strategis yang dituangkan dalam Rencana Strategis Jangka Panjang Perusahaan (RSJPP) BEI periode 2021 – 2025. Pada RAKB 2021, telah teridentifikasi sebanyak 47 Rencana Kegiatan dalam 6 (enam) Prioritas Program Keuangan Berkelanjutan.

### Pengelolaan Risiko dan Hasil yang Ingin Dicapai (A.2)

BEI merencanakan dan memitigasi risiko terhadap Rencana Aksi Keuangan Berkelanjutan (RAKB). Pengelolaan risiko dilakukan pada saat sebelum dilaksanakannya RAKB, saat pelaksanaan, dan saat terjadinya risiko (*problem/insiden*).

Selain dengan menetapkan mitigasi ketika RAKB tidak terlaksana sesuai program dan jadwal, manajemen risiko terlebih dahulu dilakukan dengan mengidentifikasi hal-hal (risiko) yang berpotensi mengganggu/menggagalkan terlaksananya RAKB sesuai waktu dan kualitas yang diinginkan dan mengidentifikasi kontrol untuk mencegah risiko tersebut terjadi dan mitigasi yang dilakukan jika risiko terjadi. Selama pelaksanaan RAKB juga dilakukan pengelolaan risiko dengan menjalankan kontrol pencegahan secara efektif dan konsisten agar risiko tidak terjadi. BEI akan melakukan tindak lanjut atas rencana mitigasi risiko sebagai berikut:

1. Menganalisis penyebab utama dari tidak terlaksananya rencana aksi dan melakukan pencarian solusi.
2. Mengkaji ulang indikator kinerja yang akan digunakan untuk rencana aksi tersebut pada tahun-tahun berikutnya agar tetap relevan dengan keadaan BEI.
3. Melakukan revisi atas Rencana Aksi Keuangan Berkelanjutan.

Issuers and Public Companies. RAKB is the basis for IDX in creating a capital market ecosystem that pays attention to the development of sustainable finance.

### Vision and Mission in the Implementation of Sustainable Finance (A.1)

IDX has aligned the sustainability financial programs in the Sustainable Finance Action Plan (RAKB) with the Company's Vision, namely “Creating a trusted and credible financial market infrastructure to deliver fair, orderly, and efficient market, accessible to all stakeholders through innovative products and services”. In addition, the preparation of the Company's RAKB refers to the principles regulated in POJK 51/2017 and globally recognized sustainability principles, such as the World Federation Exchanges (WFE) Sustainability Principles and SDGs.

### Sustainable Finance Action Plan Target

The sustainable finance action plan is stipulated in the 2021 IDX RAKB in accordance with a series of strategic initiatives as outlined in IDX Masterplan for the 2021 – 2025 period. In the 2021 RAKB, 47 Activity Plans have been identified in 6 (six) Priority Sustainable Finance Programs.

### Risk Management and Expected Results (A.2)

IDX planned and mitigated Sustainable Finance Action Plan (RAKB). Risk management is performed before and during the implementation of RAKB, and when the risks (problems/incidents) occur.

In addition, the Company determines mitigation when RAKB is not implemented according to the program and schedule, and it implements the risk management prior to identifying matters (risks) that potentially disrupt/terminate the implementation of RAKB that is according to the desired time and quality and identifying control to prevent the risks from happening, while mitigating the risks. During the implementation of RAKB, the Company also carries out risk control by implementing preventive control effectively and consistently so the risks do not occur. IDX will follow up on the risk mitigation plan as follows:

1. Analyze the main causes of the non-implementation of the action plan and search for solutions.
2. Review the performance indicators that will be used for the action plan in the following years, so that they remain relevant to IDX situation.
3. Revise the Sustainable Finance Action Plan.

Hal ini juga didukung oleh kebijakan strategis Perusahaan dengan penerapan Manajemen Risiko berbasis ISO 31000:2009 (*Risk Management — Principles and Guidelines*) yang dituangkan ke dalam Pedoman Manajemen Risiko BEI dan Petunjuk Pelaksanaan *Monitoring* Risiko BEI. Kategori risiko utama perusahaan mencakup:

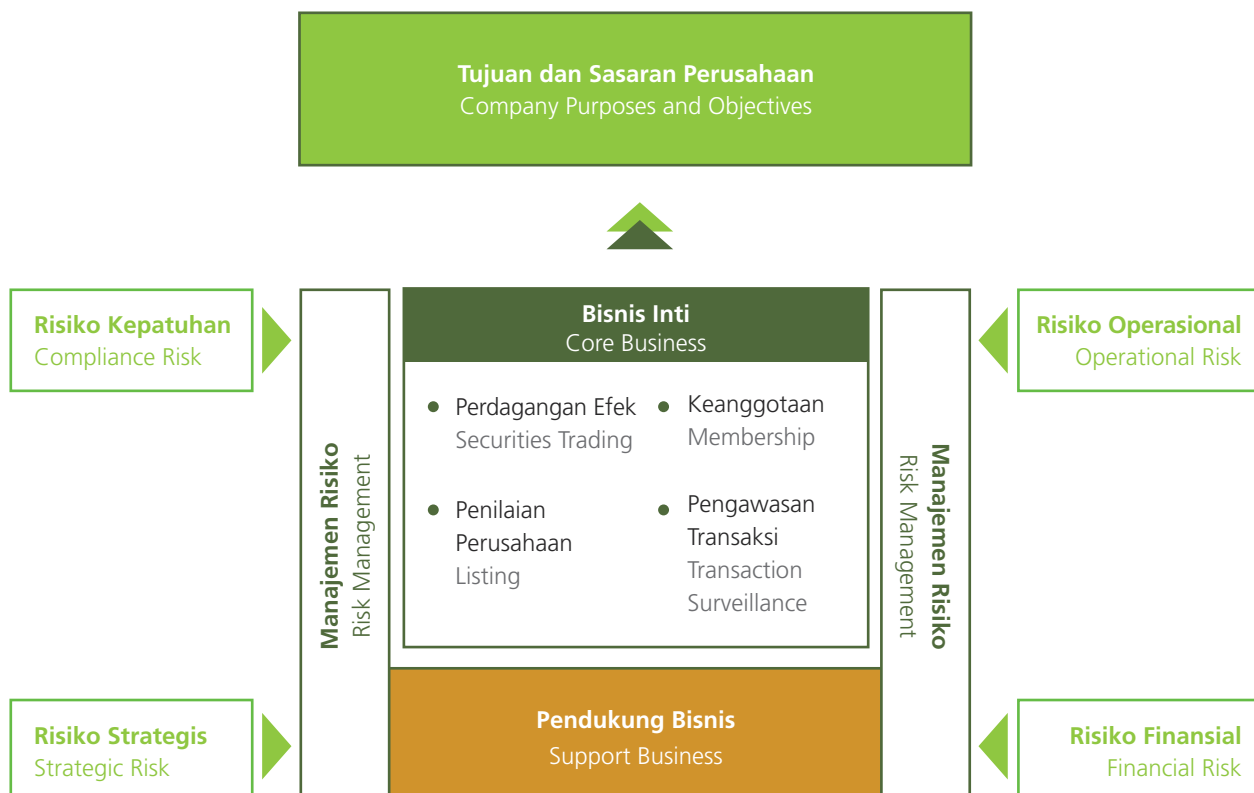
1. Risiko Strategis, merupakan jenis risiko yang berhubungan dengan ketidakpastian dalam aspek penetapan rencana kerja strategis, pelaksanaan rencana kerja strategis, reputasi perusahaan, dan tata kelola.
2. Risiko Operasional, merupakan risiko yang berhubungan dengan ketidakpastian dalam aspek pengelolaan tata kelola, operasional, sumber daya manusia, dan teknologi informasi.
3. Risiko Finansial, merupakan risiko yang berhubungan dengan ketidakpastian dalam aspek perubahan kondisi pasar, ekonomi, dan politik yang dapat mempengaruhi tujuan finansial Perusahaan.
4. Risiko Kepatuhan, merupakan risiko yang berhubungan dengan ketidakpastian dalam aspek tuntutan hukum (litigasi), dan peraturan pemerintah.

The risk mitigation plan is also supported by the Company's strategic policy with the implementation of Risk Management based on ISO 31000:2009 (*Risk Management — Principles and Guidelines*), which is outlined in IDX Risk Management Guidelines and IDX Risk Monitoring Implementation Guidelines. The Company's main risk categories include:

1. Strategic Risk, a type of risk related to uncertainty in aspects of determining strategic work plans, implementing strategic work plans, company reputation, and governance.
2. Operational Risk, a risk related to uncertainty in the aspects of governance management, operations, human resources, and information technology.
3. Financial Risk, a risk related to uncertainty in the aspects of capital market changes, economy, and politic that can impact the Company's financial purposes.
4. Compliance Risk, a risk related to uncertainty in the aspects of legal (litigation), and government regulation.

### Kategori Risiko Utama Perusahaan

### Company Main Risk Category





Agar risiko tersebut tidak mengancam/menggagalkan tujuan RAKB perusahaan, maka divisi/satuan melakukan proses pengelolaan risiko, dengan tahapan sebagai berikut:

1. Identifikasi

Tujuan dalam proses identifikasi risiko adalah untuk menetapkan potensial risiko (*risk event*) dari suatu ketidakpastian yang berpengaruh terhadap kemampuan Perusahaan dalam mencapai sasarannya serta upaya dalam memaksimalkan *shareholder value*.

2. Analisis

Analisis risiko merupakan proses pemilihan nilai skala *impact* dan skala *likelihood* sesuai dengan *risk criteria* yang berlaku. Pemilihan nilai skala ini mempertimbangkan kontrol, baik yang telah dilaksanakan ataupun kontrol yang masih dalam perencanaan.

3. Evaluasi

Proses evaluasi risiko dilihat sebagai potensi kemampuan Perusahaan untuk mengurangi atau mempertahankan tingkat *exposure* suatu risiko sehingga sesuai dengan *risk appetite* dan *risk tolerance* yang telah ditetapkan perusahaan.

Mitigasi risiko/kontrol untuk mengurangi tingkat *exposure* dikategorikan menjadi 2 (dua) kategori:

1. *Preventive control*

Kontrol yang bertujuan mengurangi kecenderungan skala *likelihood* (*likelihood justification*) dan terjadinya suatu risiko.

2. *Corrective control*

Kontrol yang bertujuan mengurangi skala *impact* (*impact justification*) jika suatu risiko benar-benar terjadi.

Dalam rangka untuk memastikan bahwa mitigasi risiko atau kontrol yang diterapkan telah efektif dan sesuai dengan perencanaan, BEI secara rutin melakukan kegiatan *monitoring* risiko 2 (dua) kali dalam setahun. Kegiatan ini bertujuan antara lain untuk memastikan bahwa seluruh lingkup BEI telah mengimplementasikan pengelolaan risiko, baik risiko terhadap proses bisnis/operasional, pencapaian sasaran Perusahaan, maupun aset informasi Perusahaan. Setiap pemilik risiko dapat melakukan *monitoring* sewaktu-waktu apabila terdapat perubahan kebijakan atau kejadian yang dapat mempengaruhi profil risikonya.

The divisions/units has made various efforts so those risks do not threaten/fail the objectives of the company's RAKB with the following stages:

1. Identification

The purpose of the risk identification process is to determine the potential risk (*risk event*) of an uncertainty that affects the Company's ability to achieve its goals and efforts to maximize shareholder value.

2. Analysis

Risk analysis is the process of selecting the impact and likelihood scale values according to the applicable risk criteria. The selection of this scale value takes into account both the implemented and in planning controls.

3. Evaluation

The risk evaluation process is defined as the potential ability of the Company to reduce or maintain the level of risk exposure, so that it is in accordance with the risk appetite and risk tolerance that has been determined by the company.

Risk mitigation/controls to reduce exposure levels are classified into 2 (two) categories:

1. Preventive control

Control that aims to reduce the likelihood scale tendency (*likelihood justification*) and the occurrence of a risk.

2. Corrective control

Control that aims to reduce the scale of impact (*impact justification*) if a risk does occur.

To ensure that the risk mitigation or control implemented is effective and in accordance with the plan, IDX routinely carries out risk monitoring activities 2 (two) times a year. This activity aims to ensure that the entire scope of IDX has implemented risk management, both risks to business/operational processes, the Company's target achievement, and information assets. Each risk owner can carry out monitoring at any time if there are policy changes or events that can affect his/her risk profile.

## Strategi Keberlanjutan sesuai Tujuan atau Strategi RAKB (A.3)

Pelaksanaan seluruh inisiatif strategis perusahaan mengacu pada Rencana Strategis Jangka Panjang Perusahaan (RSJPP) BEI periode 2021-2025 serta dituangkan dalam Rencana Kerja Anggaran Tahunan (RKAT) BEI pada setiap tahunnya. Pada RSJPP BEI 2021 – 2025, Perseroan beraspirasi “Menjadi Bursa kredibel yang menggerakkan pendalaman keuangan dan memberdayakan Indonesia menjadi ekonomi terbesar ke-5 pada tahun 2045”. Untuk mencapai aspirasi ini, BEI terus meningkatkan kinerja terhadap pilar bisnis atau sasaran strategis BEI untuk dapat menambah nilai ekonomi yang dihasilkan dan didistribusikan kepada para pemangku kepentingan. Pencapaian terhadap tujuan BEI dalam IDX-2025 *Goal Statement* dirumuskan dalam 3 (tiga) tahapan pelaksanaan strategi yakni:

1. Tahapan 1. *Strengthen the core*, yaitu: pendalaman pasar modal, meningkatkan efisiensi dan transparansi. Tahapan ini dilakukan melalui:
  - › Fokus pada pendalaman Pasar Modal Indonesia dan membangun kepercayaan dari pasar dalam hal keandalan dan kredibilitas.
  - › Permainan yang selektif pada produk/layanan/instrumen pasar baru untuk mendorong inovasi.
2. Tahapan 2. *Accelerate and diversify*, yaitu: memperluas produk yang ditawarkan kepada peserta, pendapatan dari ekuitas non tunai. Tahapan ini dilakukan melalui:
  - › Membangun kapasitas untuk mendukung pengembangan pasar di masa depan di luar mandat utama (misal, layanan tambahan, data, dan analitik).
  - › Meluncurkan dan mempromosikan produk atau instrumen “yang relatif lebih canggih” (yang membutuhkan tingkat pendalaman pasar yang lebih kuat).
3. Tahapan 3. *Deepening*, yaitu: menjadi entitas yang kompetitif dan dapat diandalkan dengan kredibilitas berkelas dunia. Tahapan ini dilakukan melalui:
  - › Mempercepat pengembangan Pasar Modal, termasuk partisipasi/kolaborasi dengan pemain internasional.
  - › Melanjutkan upaya pendalaman inovasi dan pasar untuk mempertahankan pertumbuhan.

## Sustainability Strategy according to RAKB Goals or Strategy (A.3)

The implementation of all company strategic initiatives refers to IDX Masterplan for the 2021-2025 period and is stated in IDX Annual Budget Work Plan (RKAT) every year. At IDX RSJPP 2021 – 2025, the Company aspires to “To become a credible Exchange that drives financial deepening, enabling Indonesia to become the 5<sup>th</sup> largest economy by 2045”. To achieve this aspiration, IDX continues to improve its performance against the business pillars or IDX’s strategic objectives to be able to add to the economic value generated and distributed to stakeholders. The achievement of IDX objectives in IDX-2025 Goal Statement is formulated in 3 (three) stages of strategy implementation, namely:

1. Phase 1. Strengthen the core, namely: deepening of the capital market, increasing efficiency and transparency. This stage is carried out through:
  - › Focus on deepening Indonesian Capital Market and building trust from the market in terms of reliability and credibility.
  - › Selective play on new products/services/market instruments to encourage innovation.
2. Phase 2. Accelerate and diversify, namely: expand the products offered to participants, income from non-cash equity. This stage is carried out through:
  - › Building capacity to support future market development beyond the primary mandate (e.g., ancillary services, data and analytics).
  - › Launching and promotion of “relatively more sophisticated” products or instruments (that require a stronger level of market deepening).
3. Phase 3. Deepening, namely: become a competitive and reliable company with world-class credibility. This stage is carried out through:
  - › Acceleration of the development of the Capital Market, including participation/collaboration with international players.
  - › Innovation and market deepening efforts to sustain growth.



## Pilar Pengembangan RSJPP BEI (2021-2025)

## IDX' Masterplan Development Pillar



Seluruh rangkaian inisiatif ini memberikan gambaran peran Bursa Efek sebagai agen pembangunan dan memiliki kaitan erat dengan upaya BEI dalam mewujudkan pembangunan ekonomi dan keuangan berkelanjutan sesuai dengan prinsip-prinsip ESG (*environmental, social and governance*) yang diakui di tingkat dunia. Sebagai upaya mencapai tujuan perusahaan, BEI telah menetapkan sasaran strategis perusahaan yang terbagi dalam 4 (empat) pilar pengembangan yakni sebagai berikut :

- 1. Meningkatkan efisiensi sebagai Bursa Efek dalam penggalangan dan aktivitas perdagangan untuk menarik partisipasi yang lebih besar.** Tujuan pilar pengembangan ini adalah untuk meningkatkan partisipasi publik dengan meningkatkan jumlah investor, meningkatkan jumlah perusahaan yang menggalang dana melalui Bursa, dan meningkatkan transaksi di Bursa.
- 2. Mengembangkan area pertumbuhan baru, termasuk**

The whole series of initiatives illustrates the role of the Stock Exchange as an agent of development and is closely related to IDX's efforts in realizing sustainable economic and financial development in accordance with the principles of ESG (*environmental, social and governance*), which are recognized internationally. In an effort to achieve the company's goals, IDX has set the company's strategic goals, which are divided into 4 (four) development pillars, namely as follows:

- 1. Increase efficiency as a Stock Exchange in raising and trading activities to attract greater participation.** The purpose of this development pillar is to increase public participation by increasing the number of investors, increasing the number of companies that raise funds through the Exchange, and increasing transactions on the Exchange.
- 2. Develop new growth areas, including the Shariah**

**Pasar Modal Syariah.** Tujuan pilar pengembangan ini yakni mengembangkan area pertumbuhan di masa depan yang berbasis perkembangan pasar dan/atau tren eksternal melalui area utama pengembangan pada produk reksadana yang diperdagangkan di Bursa (*Exchange-Traded Fund/ETF*), perluasan produk derivatif, serta meningkatkan literasi terhadap produk-produk syariah.

3. **Memperluas cakupan layanan perdagangan untuk memenuhi kebutuhan pelaku pasar.** Tujuan pilar pengembangan ini yakni menciptakan produk dan layanan yang dapat diandalkan untuk memenuhi kebutuhan dan mencapai kinerja keuangan berkelanjutan guna mendorong layanan yang *cost effective* bagi partisipan. Sementara itu, area utama pengembangan ini meliputi peluncuran indeks-indeks acuan baru yang dapat memenuhi kebutuhan pasar, meningkatkan monetisasi data serta peluncuran infrastruktur ETP/Sistem Penyelenggara Pasar Alternatif (SPPA) untuk pasar surat utang (Obligasi dan Sukuk) serta perluasan pada Pasar Uang dan Pasar Valas.
4. **Menjaga pasar yang teratur melalui tata kelola dan pengawasan berteknologi tinggi.** Tujuan pilar ini adalah untuk mewujudkan aktivitas pasar yang teratur, wajar dan efisien dengan memanfaatkan teknologi pengawasan serta menyediakan dukungan untuk memperluas jumlah perusahaan tercatat yang memenuhi standar *governance* internasional.

**Capital Market.** The purpose of this development pillar is to develop areas of future growth based on market developments and/or external trends through the main areas of development in Exchange-Traded Funds (ETFs), expansion of derivative products, as well as increasing literacy of sharia products.

3. **Expand the scope of trading services to meet the needs of market participants.** The purpose of this development pillar is to create reliable products and services to meet needs and achieve sustainable financial performance in order to encourage cost-effective services for participants. Meanwhile, the main areas of development include the launch of new reference indices that can meet market needs, increase data monetization and the launch of the ETP infrastructure/Alternative Market Organizing System (SPPA) for the debt securities (Bonds and Sukuk) market as well as expansion in the Money Market and Forex Market.
4. **Maintain an orderly market through high-tech governance and supervision.** The purpose of this pillar is to realize orderly, fair and efficient market activities by utilizing supervisory technology and support to expand the number of listed companies that meet international governance standards.







IDX

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# Ikhtisar Keberlanjutan

## Sustainability Highlights

### Pasar Apung

Sungai adalah sumber penghidupan bagi masyarakat Kalimantan. Tidak sekadar kaya akan sumber daya, sungai juga menopang kegiatan ekonomi masyarakat Kalimantan, khususnya masyarakat Banjarmasin, Kalimantan Selatan. Selama tiga abad lebih, Pasar Terapung Muara Kuin telah menjadi bukti mengapa pelestarian lingkungan dan kegiatan ekonomi harus berjalan beriringan. Hal tersebut menginspirasi BEI untuk terus menyediakan dan mengembangkan fasilitas perdagangan saham ramah lingkungan yang memberikan kontribusi positif dan berkelanjutan bagi Perseroan.

Rivers are a source of livelihood for the people of Kalimantan. Not only are these rivers rich in resources, they also support the economic activities of the people of Kalimantan, especially for the people of Banjarmasin, South Kalimantan. For more than three centuries, Muara Kuin Floating Market has served as a testament to why environmental conservation and economic activity must go hand in hand. This has inspired IDX to continue to provide and develop environmentally friendly share trading facilities that make positive and sustainable contributions to the Company.

02







# Aspek Ekonomi (B.1)

## Economic Aspect (B.1)

### Kinerja Ekonomi

### Economic Performance

Uraian	Satuan Unit	2021	2020	2019	Description
<b>Kinerja Operasional (Kuantitas Produksi)</b>		<b>Operational Performance (Production Quantity)</b>			
Perdagangan Saham		Stock Trading			
Volume	Miliar Saham Billion Shares	5.096,45	2.752,47	3.562,37	Volume
Nilai	Triliun Rupiah Trillion Rupiah	3.302,93	2.228,80	2.230,92	Value
Jumlah Transaksi	Ribuan Kali Thousand Times	319.821,16	163.937,98	114.857,10	Total Transaction
Perdagangan Obligasi		Bond Trading			
Surat Utang Negara	Miliar Rupiah Billion Rupiah	13.794.702,27	10.624.628,43	6.902.457,25	Government Securities
Surat Utang Negara – USD	Juta Million	-	0,004	-	Government Securities – USD
Obligasi Korporasi	Miliar Rupiah Billion Rupiah	342.987,08	377.544,30	388.435,48	Corporate Bond
Efek Beragun Aset	Miliar Rupiah Billion Rupiah	110,24	158,17	434,9	Asset-Backed Securities
Obligasi Korporasi - USD	Juta Million	0,269	0,036	-	Corporate Bond – USD
Produk Ramah Lingkungan	Indeks Index	4	2	1	Environmentally Friendly Product
Jumlah Produk yang Mengacu ke Indeks ESG BEI	Indeks Index	10	10	9	Number of Products under IDX ESG Index
Nilai Aktiva Bersih Produk yang Mengacu ke Indeks ESG BEI	Rupiah Rupiah	1.680.423.820.305	2.278.839.525.773	1.768.096.451.464	Product Net Asset Value under IDX ESG Index
Pemasok Lokal	Pemasok Supplier	66	144	157	Local Suppliers
<b>Kinerja Posisi Keuangan</b>		<b>Financial Position Performance</b>			
Aset	Juta Rupiah Million Rupiah	9.450.059	8.838.553	7.201.739	Asset
Liabilitas	Juta Rupiah Million Rupiah	3.453.510	3.728.697	2.754.251	Liabilities
Ekuitas	Juta Rupiah Million Rupiah	5.996.548	5.109.856	4.447.488	Equity
<b>Kinerja Laba Rugi</b>		<b>Profit or Loss Performance</b>			
Pendapatan	Juta Rupiah Million Rupiah	2.632.174	1.923.500	1.911.677	Revenue
Laba Sebelum Pajak Penghasilan	Juta Rupiah Million Rupiah	1.084.087	608.400	550.514	Profit Before Income Tax Expenses
Laba Bersih Tahun Berjalan	Juta Rupiah Million Rupiah	881.415	487.410	445.147	Profit for the Year
Jumlah Penghasilan Komprehensif Tahun Berjalan	Juta Rupiah Million Rupiah	886.827	534.262	482.703	Total Comprehensive Income for the Year

Uraian	Satuan Unit	2021	2020	2019	Description
Distribusi Nilai Ekonomi					Economic Value Distribution
Biaya Operasional	Juta Rupiah Million Rupiah	311.694	281.089	289.529	Operating Expenses
Gaji dan Tunjangan Karyawan	Juta Rupiah Million Rupiah	612.257	569.804	573.569	Salaries and Allowances
Biaya Pengembangan Pasar Modal	Juta Rupiah Million Rupiah	99.547	68.686	118.569	Capital Market Development Expenses
Pengeluaran Untuk Pemerintah (Pajak, Royalti, dsb)	Juta Rupiah Million Rupiah	206.082	114.264	104.060	Expenses for Government (Tax, Royalty, etc)
Pengeluaran Untuk Masyarakat (Dana CSR)	Juta Rupiah Million Rupiah	35.073 *	2.074	2.271	Expenses for Community (CSR Fund)
Kontribusi Ke OJK	Juta Rupiah Million Rupiah	326.585	231.931	223.058	Contribution to OJK

\* Peningkatan yang terjadi dikarenakan pada tahun 2021 terdapat kegiatan donasi dari *fee transaction* selama 5 hari bursa. Perhitungan berdasarkan Laporan Keuangan BEI *stand alone*.

\* The increase in 2021 was due to donation activities from transactions fee for 5 days of exchange. The calculation is based on a stand-alone IDX Financial Statement.

## Aspek Lingkungan Hidup (B.2)

### Environment Aspect (B.2)

#### Konsumsi Energi

#### Energy Consumption

Sumber Energi	Satuan Unit	2021	2020	2019	Source of Energy
Penggunaan Energi					Use of Energy
BBM (Premium)	Liter	13.885,36	12.577,29	23.226,63	Gasoline (Premium)
	Gj**	458,22	415,05*	766,48*	
Listrik	kWh	1.839.691,10	1.837.366,80	2.042.224,60	Electricity
	Gj**	6.622,89	6.614,52	7.352,01	
Penambahan (Penurunan) Konsumsi Energi					Increase (Decrease) Energy Consumption
BBM	Liter	1.308,07	(10.649,34)	(9.799,60)	Gasoline
Listrik	kWh	2.324,3	(204.857,80)	(14.612,41)	Electricity

\* Data disajikan kembali

\*\* Kementerian Lingkungan Hidup - Metode Penghitungan GRK (Energi), 2012 dan Dirjen Listrik Kementerian ESDM – Pedoman GRK, 2018

\* Data restated

\*\* Ministry of Environment - GRK Calculation Method (Energy), 2012 and Director General of Electricity Ministry of Energy and Mineral Resources – GRK Guidelines, 2018



Pengeluaran Emisi CO<sub>2</sub>Reduced CO<sub>2</sub> Emission

Sumber Emisi	Satuan Unit	2021	2020*	2019*	Emission
Cakupan 1 (BBM)**	ton CO <sub>2</sub> eq	36	32	60	Scope 1 (Gasoline)**
Cakupan 2 (Listrik)***	ton CO <sub>2</sub> eq	1.718	1.716	1.907	Scope 2 (Electricity)***
Cakupan 3 (Perjalanan Dinas)	ton CO <sub>2</sub> eq	7	-	-	Scope 3 (Business Travel)
Total Emisi		1.761	1.749	1.968	Total Emission

\* Data disajikan ulang

\*\* Pedoman teknis penghitungan *baseline* emisi GRK sektor berbasis energi, Bappenas, 2014\*\*\* Dirjen EBTKE Kementerian ESDM, *Average grid emission factor* untuk Indonesia 2017 = 0,934 kg CO<sub>2</sub> eq/kWh

\* Data restated

\*\* Technical guideline for calculating GRK emission baseline for energy-based sectors, Bappenas, 2014

\*\*\* Director General of EBTKE Ministry of Energy and Mineral Resource, *Average grid emission factor* for Indonesia 2017 = 0.934 kg CO<sub>2</sub> eq/kWh.

## Konsumsi Air dan Material

## Water and Material Consumption

Sumber	Satuan Unit	2021	2020	2019	Source
<b>Penggunaan Energi</b>					<b>Use of Energy</b>
PDAM	m <sup>3</sup>	582	980	2.548	Local Water Companies
	Liter	582.000	980.000	2.548.000	
Penghematan Air	m <sup>3</sup>	398	1.568	449	Water Conservation
	Liter	398.000	1.568.000	449.000	
Penggunaan Material Kertas	Rim	92	660	2.670	Paper Consumption
Penghematan Material Kertas*	Rim	568	2.010	-	Paper Conservation*

\* Penurunan penggunaan kertas akibat dari pandemi yang mengakibatkan digitalisasi terhadap kegiatan surat menyurat.

\* The increase in organic waste is caused by the commencement of Work from Office measure.

## Limbah

## Waste

Limbah yang Dihasilkan	Satuan Unit	2021	2020	2019	Waste Produced
<b>Limbah Padat</b>					<b>Solid Waste</b>
Limbah B3	kg	nihil	nihil	nihil	Hazardous Waste
Limbah Non B3					Non-Hazardous Waste
- Organik (Basah)	Kantong (60 cm x 100 cm)	1.011**	281	3.086	Organic (Wet)
	Bag (60 cm x 100 cm)				
	kg*	20.220	5.620	61.720	
- Anorganik (Kertas)	Kantong (60 cm x 100 cm)	526	873	5.167	Inorganic (Paper)
	Bag (60 cm x 100 cm)				
	kg*	10.520	17.460	103.340	
Total Limbah Non B3	kg	30.740	23.080	165.060	Total Non-Hazardous Waste
Efluen	m <sup>3</sup>	582	980	2.548	Effluent
<b>Selisih Penambahan (Pengurangan) Limbah dan Efluen</b>					<b>Difference in Addition (Reduction) of Waste and Effluent</b>
1. Limbah Padat	kg	7.660	(141.980)	1.700	Solid Waste
2. Efluen	m <sup>3</sup>	(398)	(1.568)	2.548	Effluent

\* 1 kantong (60 cm x 100 cm) = 20 kg

\*\* Peningkatan limbah organik karena sudah mulai diberlakukannya *Work from Office* (WFO).

\* 1 bag (60 cm x 100 cm) = 20 kg

\*\* The increase in organic waste was due to the commencement of Work from Office (WFO).

# Aspek Sosial (B.3)

## Social Aspect (B.3)

### Kinerja Sosial

### Economic Performance

Uraian	Satuan Unit	2021	2020	2019	Description
Ketenagakerjaan					Employment
Jumlah Karyawan	Orang People	586	572	573	Total Employee
Karyawan Tetap	Orang People	538	533	491	Permanent Employee
Karyawan Tidak Tetap/ Kontrak	Orang People	48	39	82	Contract Employee
Tingkat Retensi Karyawan	Orang People	95%	95%	94%	Employee Retention Rate
Pengembangan Kompetensi Karyawan	Kegiatan Activities	469	356	382	Employee Competency Development
In-House Training	Juta Rupiah Million Rupiah	2.685	2.245	3.025	In-House Training
Public Training	Juta Rupiah Million Rupiah	1.307	1.254	1.908	Public Training
Beasiswa & Bantuan Pendidikan	Juta Rupiah Million Rupiah	878	819	1.213	Scholarship & Educational Assistance
Pengaduan Karyawan di Kantor	Aduan Complaint	0	0	0	Employee Grievances at the Office
Kecelakaan Kerja	Kasus Case	Nihil Nil	Nihil Nil	Nihil Nil	Work Accidents
Kinerja Sosial					Social Performance
Penyaluran Dana CSR Kemasyarakatan	Juta Rupiah Million Rupiah	1.620 (Anggaran BEI IDX Budget)  30.398 (CSR HUT Pasar Modal dari fee transaksi dan donatur Capital Market Anniversary CSR from transaction fee and donations)	592 (Anggaran BEI   IDX Budget) 450 (Matching Donation)	317	Community CSR Fund Distribution
Mitra penyaluran Dana CSR	Mitra Partner	35	21	20	CSR Fund Distribution Partners
Konsumen					Consumer
Kepuasan Pelanggan	%	84,03%	82,37%	82,02%	Customer Satisfaction
Keluhan Pelanggan	Keluhan Complaint	26	79*	68	Customer Complaint
Pelaporan Whistleblowing System	Laporan Report	25	-	-	Whistleblowing System Reporting

\* Data disajikan kembali.

\* Data has been restated.



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# Penjelasan Direksi

## Board of Directors Explanation

### Tarian Selamat Datang

#### Welcome Dance

Tari Selamat Datang merupakan tarian tradisional khas suku Papua. Tarian yang dibawakan penari laki-laki dan perempuan untuk menyambut tamu ini memiliki makna penghormatan, rasa syukur, dan kebahagiaan masyarakat dalam menyambut para tamunya. Sikap keramahmatan tersebut juga menjadi nilai yang dijunjung tinggi BEI dalam memberikan pelayanan berkualitas kepada pelanggan sebagai bentuk komitmen Perseroan terhadap para konsumennya.

Tarian Selamat Datang (or “Welcome Dances”) is a traditional Papuan dance. This type of dance, which is performed by male and female dancers to welcome guests, symbolizes respect, gratitude, and community happiness in welcoming guests. This hospitality attitude is also a value that is upheld by IDX in its providing of quality services to customers as a form of the Company’s commitment to its customers.

03









# Penjelasan Direksi (102-14)

## Board of Directors Explanation (102-14)

Para pemegang saham dan pemangku kepentingan yang terhormat,

Perekonomian Indonesia hingga akhir 2021 masih mengalami tekanan akibat pandemi COVID-19. Hal ini terutama disebabkan oleh munculnya varian baru dari virus COVID-19, yaitu varian Delta dan Omicron yang lebih menular dibandingkan dengan varian-varian COVID-19 lainnya. Meski demikian, ekonomi nasional sepanjang 2021 menorehkan kinerja yang luar biasa, di mana mampu bertumbuh sebesar 3,69% (yoy) atau jauh membaik dibanding tahun 2020 yang masih berkontraksi sebesar -2,07% (yoy).

Prestasi membanggakan ini tentu saja berkat sinergi Pemerintah dengan para pemangku kepentingan, salah satunya Bank Indonesia, dalam berbagai upaya kebijakan demi percepatan proses pemulihan ekonomi pada tahun 2021. BI memperkirakan pertumbuhan positif ekonomi Indonesia yang berada dalam kisaran proyeksi yaitu 3,2% sampai dengan 4,0%. Proyeksi ini antara lain ditunjang dengan inflasi yang dinilai BI berada di level rendah, stabilitas nilai tukar Rupiah yang terjaga dengan baik, dan posisi cadangan devisa Indonesia yang tetap tinggi sebesar US\$144,9 miliar atau setara dengan pembiayaan 8,0 bulan impor atau 7,8 bulan impor dan pembayaran utang luar negeri pemerintah. Sehingga BI pun memutuskan untuk tetap mempertahankan suku bunga acuan BI 7-Day Reverse Repo Rate (BI7DRR) pada akhir 2021 sebagaimana level yang ditetapkan sejak Februari 2021, yakni 3,50%.

Dear shareholders and stakeholders,

As of the end of 2021, Indonesian economy was still in unfavorable condition due to COVID-19 pandemic. It was worsened with the emergence of the new COVID-19 variants, such as Delta and Omicron which are more contagious than other COVID-19 variants. However, Indonesian economy throughout 2021 has performed an outstanding result. The growth was recorded at 3.69% (yoy), which was better than the 2020 performance of -2.07% (yoy).

The favorable result was supported by the synergy between Government and stakeholders, especially Bank Indonesia in planning and executing various policies to accelerate economic recovery process in 2021. BI has estimated that Indonesia's positive economic growth would be around 3.2% to 4.0%. This projection has been supported by inflation (BI suggesting it as a low level inflation), the stability of Rupiah's exchange rate and the position of Indonesia's foreign exchange reserves, which remained high at US\$144.9 billion (or the equivalent to 8.0 months of imports or 7 months of financing), and payments of government foreign debts. Thus, BI has decided to maintain its end-of-2021 BI 7-Day Reverse Repo Rate (BI7DRR) at the same level of 3.50% which had been established since February 2021.



**Risa E. Rustam**  
**Direktur Keuangan dan**  
**Sumber Daya Manusia**  
 Finance and Human Resources Director

Upaya pemulihan ekonomi yang terus berlangsung akan tetap didasarkan pada kerangka sinergi dan inovasi kebijakan dengan akselerasi vaksinasi dan pembukaan sektor prioritas ekonomi sebagai prasyarat utamanya. Sinergi antara Bank Indonesia dengan Pemerintah Pusat dan Daerah, Komite Stabilitas Sistem Keuangan (KSSK), perbankan, dan dunia usaha akan terus diperkuat untuk meningkatkan kinerja perekonomian nasional yang berkesinambungan. Inovasi bauran kebijakan akan senantiasa diselaraskan dengan perkembangan kondisi global, domestik, serta kebijakan fiskal untuk mendukung berlanjutnya reformasi struktural. Penguatan sinergi dan inovasi tersebut akan mengukuhkan momentum kebangkitan dan optimisme pemulihan ekonomi ke depan.

Terlepas dari berbagai tantangan dan dinamika yang terjadi sepanjang tahun 2021, BEI tetap berhasil mempertahankan pencapaian kinerja, khususnya kinerja keberlanjutan. Untuk itu, suatu kehormatan bagi kami untuk menyampaikan capaian-capaian kinerja keberlanjutan, baik pada aspek ekonomi, lingkungan, dan sosial kemasyarakatan melalui Laporan Keberlanjutan PT Bursa Efek Indonesia (BEI) tahun buku 2021. Dalam penyusunan laporan ini, kami mengacu pada Peraturan OJK Nomor 51/OJK.03/2017 dan Pedoman Pelaporan Keberlanjutan *GRI Standards*.

The nation's ongoing economic recovery efforts will continue to be based on frameworks of policy synergy and innovation, with the acceleration of vaccination and the opening of priority sectors of the economy serving as the main prerequisites of this recovery plan. Synergy between BI, central and regional governments, the Financial System Stability Committee (KSSK), the banking sector and the business world will continue to be strengthened to improve the national economy's sustainability performance. Policy innovations will always be aligned with developments in global, domestic and fiscal policies to support continued structural reforms. The strengthening of these synergies and innovations will strengthen the momentum of revival and provide optimism for future economic recovery.

Despite the various challenges and dynamics brought about by 2021, Indonesia Stock Exchange still managed to maintain its level of performance, especially in terms of sustainability performance. Thus, it has been an honor for us to present our own social, environmental and economic sustainability performance achievements through this PT Bursa Efek Indonesia (IDX) Sustainability Report for the 2021 fiscal year. In preparing this report, we used Financial Services Authority (OJK) Regulation No. 51/OJK.03/2017 and the GRI Standards Sustainability Reporting Guidelines as points of reference.



## KEBIJAKAN UNTUK MERESPON TANTANGAN DALAM PEMENUHAN STRATEGI KEBERLANJUTAN (D.1) (GRI 102-14)

Pandemi COVID-19 yang berlanjut hingga akhir 2021 dengan kemunculan varian *Delta* dan *Omicron*, masih memberikan dampak dan pengaruh signifikan pada seluruh sendi kehidupan masyarakat, baik secara nasional maupun global. Guncangan yang ditimbulkan dari wabah ini mampu menimbulkan perubahan iklim usaha yang berawal dari krisis kesehatan yang meluas hingga ke krisis ekonomi.

Dalam merespon tantangan global pada industri pasar modal akibat adanya wabah pandemi COVID-19, BEI telah melakukan berbagai terobosan melalui kebijakan-kebijakan ke bursa yang adaptif dan sejalan dengan kebijakan pemerintah terhadap perubahan iklim bisnis di era pandemi COVID-19. BEI memastikan keberlanjutan industri pasar modal melalui terciptanya transaksi perdagangan efek yang teratur, wajar, efisien, dan mudah diakses oleh seluruh pemangku kepentingan.

Perusahaan turut berperan penting dalam pengembangan keuangan berkelanjutan dengan melibatkan seluruh pemangku kepentingan utama meliputi Pemerintah, Otoritas Jasa Keuangan (OJK), Self-Regulatory Organizations (SRO), Perusahaan Tercatat, Anggota Bursa dan Partisipan, Asosiasi di bidang Pasar Modal, serta kalangan investor. Selain itu, sebagai penyelenggara dan penyedia sistem dan sarana perdagangan efek serta regulasi pendukungnya, BEI juga bersinergi dengan KPEI dan KSEI untuk mendukung terlaksananya penerapan keuangan berkelanjutan.

### Nilai Keberlanjutan dalam Pelaksanaan Program Berkelanjutan

BEI menggunakan beberapa acuan terkait dengan *sustainability* untuk menerjemahkan nilai keberlanjutan ke dalam penyusunan serta pelaksanaan program atau inisiatif terkait keuangan berkelanjutan. Acuan tersebut mengadopsi standar internasional seperti *World Federation of Exchanges* (WFE) dan *Sustainable Development Goals* (SDGs) yang terkait dengan ke bursa oleh *Sustainable Stock Exchange* (SSE).

## POLICIES FOR RESPONDING TO CHALLENGES FOR FULFILLING OUR SUSTAINABILITY STRATEGY (D.1) (GRI 102-14)

Throughout 2021, COVID-19 has emerged its latest variants Delta and Omicrons that continue to have a significant impact and influence on all aspects of people's lives, both nationally and globally. The pandemic has caused such tremendous shock, changing business climate.

In responding to global challenges in the capital market industry that have come as a result of COVID-19 pandemic, IDX has made various breakthroughs through adaptive exchange policies that were in line with government policies that called for changing the business climate in COVID-19 pandemic era. IDX ensured the sustainability of the capital market industry through the creation of orderly, fair, efficient and accessible securities trading transactions for all stakeholders.

The Company also played an important role in the development of sustainable finance by involving all key stakeholders, including the Government, the Financial Services Authority (OJK), Self-Regulatory Organizations (SRO), Listed Companies, Exchange Members and Participants, Associations in the Capital Market, and investors. In addition, as the organizer and provider of securities trading systems and facilities as well as supporting regulations, IDX has also synergized with Indonesian Clearing and Guarantee Corporation (KPEI) and Indonesian Central Securities Depository (KSEI) to support the implementation of sustainable finance.

### The Value of Sustainability in Implementing Sustainable Programs

IDX uses several sustainability references to instill the value of sustainability into the implementation of programs and initiatives related to sustainable finance. These reference adopt international standards, such as the World Federation of Exchanges (WFE) and the Sustainable Development Goals (SDGs) related to exchanges by the Sustainable Stock Exchange (SSE).

### WFE Sustainability Principles

1. Exchanges will work to educate participants in the **exchange ecosystem** about the importance of sustainability issues.
2. Exchanges will **promote** the enhanced availability of investor-relevant, **decision-useful ESG information**.
3. Exchanges will **actively engage with stakeholders** to advance the sustainable finance agenda.
4. Exchanges will **provide markets and products** that **support** the scaling-up of **sustainable finance** and reorientation of financial flows.
5. Exchanges will **establish effective internal governance** and **operational processes** and policies to support their **sustainability efforts**.

### Sustainability Development Goals (SDGs) for Stock Exchange



SSE menjadi wadah bagi Bursa Efek yang dapat mendorong terciptanya transparansi atas aktivitas perusahaan yang berkontribusi terhadap penyelesaian masalah terkait aspek *Environmental, Social* dan *Governance* (ESG) sehingga dapat mendorong investasi yang berkelanjutan. SSE telah memberikan panduan bagi bursa untuk mendukung pencapaian tujuan pembangunan berkelanjutan melalui beberapa SDGs utama yang relevan dengan fungsi Bursa Efek. Sementara itu, BEI telah menetapkan target terhadap pencapaian SDG utama tersebut, yaitu:

1. Target SDG#5  
Menjamin partisipasi penuh dan efektif perempuan dan kesempatan yang sama untuk kepemimpinan di semua tingkat pengambilan keputusan dalam kehidupan politik, ekonomi dan publik.
2. Target SDG#8  
Menggalakkan kebijakan pembangunan yang mendukung kegiatan produktif, penciptaan lapangan kerja layak, kewirausahaan, kreativitas dan inovasi, dan mendorong formalisasi dan pertumbuhan usaha mikro, kecil, dan menengah, termasuk melalui akses terhadap jasa keuangan.
3. Target SDG#10  
Memperbaiki regulasi dan pengawasan pasar dan lembaga keuangan global, dan memperkuat pelaksanaan regulasinya.
4. Target SDG#12  
Mendorong perusahaan, terutama perusahaan besar dan trans-nasional, untuk mengadopsi praktik berkelanjutan dan mengintegrasikan informasi keberlanjutan ke dalam siklus pelaporan mereka.

SSE has served as a forum for IDX that encourages transparency in the Company's activities that contributes to solving problems in Environmental, Social and Governance (ESG) aspects as a means of encouraging sustainable investment. SSE has provided guidance for IDX to support the achievement of SDGs through several key SDG points relevant to the function of Stock Exchange. Meanwhile, IDX has set targets for the main SDGs, namely:

1. Target SDG#5  
Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.
2. Target SDG#8  
Promote development policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage formalization and growth of micro, small and middle enterprises through, among others, access to financial services.
3. Target SDG#10  
Redevelop the regulations and monitoring of global financial markets and institutions, and reinforce the implementation of such regulations.
4. Target SDG#12  
Encourage companies, especially large and trans-national companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.



## 5. Target SDG#13

Meningkatkan pendidikan, penumbuhan kesadaran, serta kapasitas manusia dan kelembagaan terkait mitigasi, adaptasi, pengurangan dampak dan peringatan dini perubahan iklim.

## 6. Target SDG#17

Meningkatkan Kemitraan Global untuk Pembangunan Berkelanjutan, dilengkapi dengan kemitraan *multi-stakeholder* yang memobilisasi dan berbagi pengetahuan, keahlian, teknologi dan sumber daya keuangan, untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan di semua negara, khususnya negara berkembang.

Dalam pencapaian SGD #5 tentang kesetaraan gender, BEI turut menggaungkan kesetaraan gender dalam dunia kerja. Hal ini diperkuat dengan keikutsertaan BEI dalam kegiatan webinar *Ring the Bell for Gender Equality 2021* yang terselenggara pada 9 Maret 2021. Kegiatan ini diselenggarakan oleh UN Women, Indonesia Global Compact Network (IGCN), dan Indonesia Business Coalition for Women Empowerment (IBCWE), dengan dukungan Bursa Efek Indonesia (BEI) dan International Finance Corporation. Selain itu, BEI bersama dengan IBCWE mengapresiasi perusahaan-perusahaan tercatat dan anggota bursa yang telah menerapkan kesetaraan gender dalam kegiatan di semua sektor bisnisnya.

Pada pencapaian SDG #8 tentang pekerjaan layak dan pertumbuhan ekonomi, BEI telah memberikan kontribusi terhadap pertumbuhan ekonomi melalui peningkatan transaksi bursa dan pembayaran pajak dan royalti untuk pembangunan ekonomi. Hal ini terlihat dari peningkatan signifikan transaksi perdagangan saham di bursa tahun 2021 sebesar 95,09% dengan total transaksi perdagangan saham setahun sebanyak 319.821 ribu kali dan nilai transaksi mencapai Rp3.302,93 triliun. Lebih lanjut, dari total transaksi tersebut, Investor ritel berhasil mendominasi dengan porsi transaksi mencapai lebih dari 56%. Pertumbuhan investor ritel saham tahun 2021 ditopang oleh kalangan milenial atau investor pada rentang usia di bawah 40 tahun dengan jumlah mereka mencapai 2,7 juta investor atau sebesar 88% dari total investor ritel baru. Salah satu upaya BEI dalam peningkatan pekerjaan yang layak dan pertumbuhan ekonomi adalah menyediakan papan akselerasi untuk mencatatkan saham bagi Emiten dengan Aset Skala Kecil atau Emiten dengan Aset Skala Menengah. Papan Akselerasi telah dimanfaatkan oleh 15 perusahaan sebagai mekanisme penghimpunan dana di Pasar Modal.

BEI sebagai SRO, turut berperan dalam pencapaian SDG #10 tentang mengurangi kesenjangan dengan menerbitkan berbagai peraturan di pasar modal yang bermanfaat dan memberikan perlakuan pengaturan kegiatan kebuarsaan yang sama bagi

## 5. Target SDG#13

Improve education, awareness, and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

## 6. Target SDG#17

Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.

The Company's success in achieving SGD #5 on gender equality has the effect of promoting gender equality in IDX's workplace. This commitment is bolstered with the participation of IDX in the Ring the Bell for Gender Equality 2021 webinar on March 9, 2021. This activity was organized by UN Women, the Indonesia Global Compact Network (IGCN), and the Indonesia Business Coalition for Women's Empowerment (IBCWE), which was supported by IDX and the International Finance Corporation. In addition, IDX together with IBCWE extend its appreciation for listed companies and stock exchange members that have implemented gender equality in their activities in all business sectors.

Meanwhile, in achieving SDG #8 on decent work and economic growth, IDX is committed to contributing to economic growth by increasing stock exchange transactions and paying taxes and royalties for economic development. This initiatives have resulted in the significant increase in stock trading transactions at IDX in 2021 by 95.09%, with a total stock trading transaction of 319,821 thousand times a year and a transaction value reaching Rp3,302.93 trillion. Furthermore, of all the total transactions, retail investors managed to dominate with a transaction portion exceeding 56%. The growth of retail stock investors in 2021 was supported by Millennials (or investors under 40 years), reaching 2.7 million investors or 88% of the total new retail investors. IDX is committed to improving decent work and economic growth by providing acceleration board to record shares for Issuers with Small-Scale Assets or Issuers with Medium-Scale Assets. The Acceleration Board has been harnessed by 15 companies as a fundraising mechanism at the Capital Market.

As an SRO, IDX has played a role in achieving SDG #10 on reducing inequality by issuing various regulations on the capital market that were beneficial and provided the same regulatory treatment for statutory activities for stock exchange

anggota bursa. BEI selaku SRO terus melakukan penyempurnaan peraturan, pengawasan pasar, penegakan peraturan dalam mewujudkan pasar yang teratur, wajar, dan efisien. Dalam mewujudkan investasi berkelanjutan, dan mendorong tersedianya Sustainability Report dari Perusahaan Tercatat, BEI bekerja sama dengan instansi terkait untuk menyediakan serangkaian *capacity building* bagi Perusahaan Tercatat. Sementara itu, peran BEI dalam pencapaian SDG #12 tentang konsumsi dan produk yang bertanggung jawab tercermin pada upaya Perseroan menyediakan produk yang bursa bervariasi dan berkualitas, yakni saham, obligasi dan/atau sukuk (surat utang), ETF, DIRE, DINFRA, EBA, Futures dan produk pasar modal lainnya yang sesuai dengan kebutuhan dari masing-masing pelanggan. BEI juga melakukan pengembangan dukungan layanan seperti pembaharuan Sistem *Centralized Trading Platform* (CTP), *Decision Support System* (DSS), *IDXNet-SPE Enhancement* Integrasi dengan Sistem KSEI, Klasifikasi Industri Baru BEI (IDX-IC), dokumen pencatatan secara elektronik (*e-Registration*), dan *Securities Lending and Borrowing* (SLB) KPEI.

Dalam pencapaian SDG #13 tentang penanganan perubahan iklim, BEI berkomitmen untuk mengendalikan penggunaan energi yang efisien dan upaya pengurangan emisi dalam kegiatan perkantoran Perseroan. Di samping itu, BEI mendorong perusahaan tercatat dan anggota bursa untuk membangun ekosistem investasi yang berkelanjutan melalui penyediaan Nilai ESG, Indeks IDX ESG Leader, *Green Bond* dan program Indeks saham *Sustainable and Responsible Investment* – Keanekaragaman Hayati Indonesia (SRI)-KEHATI, ESGS KEHATI, dan ESGQ KEHATI.

Sementara itu, peran BEI tahun 2021 dalam pencapaian SDG #17 tentang kemitraan untuk mencapai tujuan, diwujudkan dengan berbagai kegiatan yang melibatkan masyarakat berupa pemberian bantuan sembako, kegiatan pemberdayaan ekonomi masyarakat dan sebagainya. Kegiatan ini juga terselenggara dengan sinergi bersama KPEI dan KSEI, partner dan mitra binaan penyalur dana CSR.

Selain itu, BEI secara bertahap dan konsisten telah mengadopsi 8 (delapan) prinsip keuangan berkelanjutan pada ketentuan POJK No. 51/POJK.03/2017 ke dalam visi, misi, rencana strategis dan program kerja berlanjutan. Prinsip-prinsip keuangan keberlanjutan tersebut yaitu:

1. Prinsip Investasi Bertanggung Jawab: pendekatan investasi keuangan pada proyek dan inisiatif pembangunan berkelanjutan.
2. Prinsip Strategi dan Praktik Bisnis Berkelanjutan: meminimalkan dampak negatif dari kebijakan dan penerapan strategi bisnis oleh Lembaga Jasa Keuangan (LJK)
3. Prinsip Pengelolaan Risiko Sosial dan Lingkungan Hidup: pengintegrasian aspek tanggung jawab sosial serta perlindungan dan pengelolaan lingkungan hidup dalam manajemen risiko.

members. As an SRO, IDX continues to improve regulation, market monitoring, as well as regulation enforcement in realizing organized, fair, and efficient market. In actualizing sustainable investment, and providing Sustainability Report of Listed Companies, IDX cooperated with related institutions to provide capacity building program for the Listed Companies. Meanwhile, IDX managed to realize SDG #12 on responsibility for consumption and production. It is our endeavors to provide various and quality stock products, namely stocks, bonds and/or sukuk (debt securities), ETFs, REITs, Infrastructure Investment Funds (DINFRA), Asset-Backed Securities (EBAs), Futures and other capital market products that meet the needs of each customer. IDX also developed various support services, including updating of the Centralized Trading Platform (CTP) System, Decision Support System (DSS), *IDXNet-SPE Enhancement* Integration with the KSEI System, *IDX New Industry Classification* (IDX-IC), electronic registration documents (*e-Registration*), and *Securities Lending and Borrowing* (SLB) KPEI.

In achieving SDG #13 on climate change management, in 2021, IDX was committed to controlling its efficient use of energy and reducing emissions in the Company's office activities. In addition, IDX encouraged listed companies and stock exchange members to build a sustainable investment ecosystem through the provision of ESG Value, IDX ESG Leader Index, Green Bonds and the Sustainable and Responsible Investment (SRI) Indonesian Biodiversity (KEHATI), ESGS KEHATI, and ESGQ KEHATI programs.

Meanwhile, the role of IDX in achieving SDG #17 regarding partnerships to achieve goals in 2021 was realized through various activities that involved the community in the form of providing basic food assistance, community economic empowerment activities and so on. These activities in 2021 were also held in synergy with KPEI, KSEI, partners and fostered partners for distributing CSR funds.

In addition, IDX has gradually and consistently adopted 8 (eight) principles of sustainable finance in its provisions of Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 into its vision, mission, strategic plan and continuous work program. The principles of sustainability finance include:

1. Principle of Responsible Investment: An approach to financial investment in sustainable development projects and initiatives.
2. Principle of Sustainable Business Strategy and Practice: Minimizing the negative impact of the policies and business strategies of Financial Services Institutions.
3. Principle of Social and Environmental Risk Management: Integrating aspects of social responsibility and environmental protection and management into risk management.

4. Prinsip Tata Kelola: penerapan tata kelola pada aspek tanggung jawab sosial serta perlindungan dan pengelolaan lingkungan hidup yang transparan, akuntabel, bertanggung jawab, independen, setara dan wajar.
5. Prinsip Komunikasi yang Informatif: penggunaan model komunikasi yang tepat terkait strategi organisasi, tata kelola, kinerja, dan prospek usaha kepada seluruh pemangku kepentingan.
6. Prinsip Inklusif: pemerataan akses produk dan/atau jasa LJK, Emiten dan Perusahaan Publik bagi masyarakat.
7. Prinsip Pengembangan Sektor Unggulan Prioritas: memberikan porsi yang lebih besar pada sektor unggulan yang menjadi prioritas untuk mencapai tujuan pembangunan berkelanjutan termasuk upaya mitigasi dan adaptasi terhadap perubahan iklim.
8. Prinsip Koordinasi dan Kolaborasi: peningkatan koordinasi dan kolaborasi seluruh pemangku kepentingan sektor jasa keuangan.

Dari delapan prinsip yang terdapat pada POJK 51, BEI menerjemahkan dalam pengembangan dan pelaksanaan program-program terkait keuangan berkelanjutan seperti berikut ini:

1. Prinsip Strategi dan Praktik Bisnis Berkelanjutan: pengembangan produk maupun layanan yang dilakukan oleh BEI seperti, peluncuran indeks terkait ESG, penerapan klasifikasi industri baru (IDX-IC), pengembangan Sistem Penyelenggara Pasar Alternatif (SPPA), implementasi e-IPO hingga implementasi protokol baru.
2. Prinsip Tata Kelola: BEI menyampaikan laporan rutin operasional perusahaan secara elektronik kepada para *stakeholder*, serta penyampaian Laporan Tahunan melalui akses *One Drive*.
3. Prinsip Komunikasi yang Informatif: BEI telah melakukan penyesuaian media komunikasi yang digunakan untuk melakukan sosialisasi kepada AB, Perusahaan Tercatat maupun investor menjadi melalui media *online* dan tetap secara rutin mengadakan pertemuan sepanjang tahun 2021.
4. Prinsip Koordinasi dan Kolaborasi: BEI senantiasa mengadakan seminar atau sosialisasi kepada *stakeholder* terkait dengan *Sustainability*. BEI mengadakan kegiatan tersebut dengan bekerjasama dengan beberapa asosiasi terkait seperti Global Reporting Initiative (GRI), Indonesian Business Coalition for Women Empowerment (IBCWE), dan Task-Force on Climate-Related Financial Disclosures (TCFD).

BEI menjadikan nilai-nilai dan prinsip keberlanjutan sebagai panduan dalam merespon isu-isu keberlanjutan melalui langkah-langkah strategis dan *monitoring* serta evaluasi pelaksanaan program-program keuangan berkelanjutan.

4. Principle of Governance: Implementation of governance in social responsibility and environmental protection and management that are transparent, accountable, responsible, independent, equal and fair.
5. Principle of Informative Communication: Making use of appropriate communication models related to organizational strategy, governance, performance, and business prospects to all stakeholders.
6. Principle of Inclusiveness: Providing the public with equal access to products and/or services of Financial Service Institutions, Issuers and Public Companies.
7. Principle of Developing Priority Leading Sectors: To give a larger portion to prioritized leading sectors to achieve sustainable development goals that include mitigation and adaptation to climate change.
8. Principle of Coordination and Collaboration: Improving coordination and collaboration between all stakeholders in the financial services sector.

IDX has translated these eight principles into the development and implementation of sustainable finance programs that include:

1. Principle of Sustainable Business Strategy and Practice: Product and service development of IDX, such as the launch of ESG-related indexes, the implementation of new industry classifications (IDX-IC), the development of Alternative Market Organizing Systems (SPPA), the implementation of e-IPO, as well as the implementation of new protocols.
2. Principle of Governance: IDX has submitted regular operational reports of the Company electronically to stakeholders, and has also submitted its Annual Reports through One Drive.
3. Principle of Informative Communication: IDX has adjusted its communication media to disseminate information to EM, Listed Companies and investors through online media and continued to hold regular meetings throughout 2021.
4. Principle of Coordination and Collaboration: IDX has held seminars or dissemination to stakeholders related to Sustainability. In organizing the activities, IDX has collaborated with several related associations, such as the Global Reporting Initiative (GRI), Indonesian Business Coalition for Women Empowerment (IBCWE), and the Task-Force on Climate-Related Financial Disclosures (TCFD).

IDX uses sustainability values and principles as a guide in responding to sustainability issues through the use of strategic steps and monitoring and evaluating the implementation of sustainable finance programs.



## Respon terhadap Isu-isu Keuangan Berkelanjutan

Sepanjang tahun 2021 pelaksanaan RAKB masih dipengaruhi oleh adanya pandemi COVID-19. Hal ini mempengaruhi pelaksanaan beberapa Rencana Aksi seperti pengembangan IT yang memerlukan pelaksanaan *testing/deployment system*. Namun, BEI tetap berupaya untuk melakukan pelaksanaan RAKB sesuai dengan perencanaan sebelumnya. Kedepannya, BEI akan tetap melaksanakan sejumlah inisiatif dengan senantiasa melakukan penyesuaian proses pelaksanaan di era pandemi COVID-19.

Untuk setiap kegiatan Perusahaan yang sudah bertransformasi menuju keberlanjutan, BEI selalu mengedepankan bahwa seluruh tujuan dan risiko dalam pencapaiannya sudah diases dengan menyeluruh. Hal ini untuk memastikan bahwa BEI tetap dapat menjaga kualitas produk dan layanan kepada *stakeholder* BEI.

Selain itu, BEI senantiasa melakukan proses *monitoring* setiap semester terhadap pelaksanaan program keuangan berkelanjutan sehingga diharapkan permasalahan yang timbul akan lebih mudah untuk diidentifikasi dan dapat segera dikoreksi. Setelah itu, tentunya BEI dapat melakukan perbaikan pada saat penyusunan rencana aksi keuangan berkelanjutan untuk tahun berikutnya. Kemudian, BEI juga dapat mengeluarkan kebijakan internal yang dapat diterapkan untuk mempermudah pelaksanaan keuangan berkelanjutan.

## Komitmen Pimpinan dalam Penerapan Keuangan Berkelanjutan

BEI telah berkomitmen untuk memberikan kontribusi terhadap penerapan keuangan berkelanjutan serta mengedepankan keselarasan antara aspek ekonomi, sosial, dan lingkungan hidup. Komitmen ini ditunjukkan BEI dengan bergabung sebagai *Sustainable Stock Exchange* sejak 18 April 2019. Selain itu, BEI juga telah melakukan penyusunan Rencana Aksi Keuangan Berkelanjutan untuk tahun 2020 dan tahun 2021.

Selanjutnya, BEI juga telah memiliki beberapa produk terkait *sustainability* seperti *Green Bonds*, beberapa *Green Index*: SRI-KEHATI, ESG Leaders, ESGS KEHATI, dan ESGQ KEHATI serta ETF terkait ESG. Direksi juga senantiasa memberikan dukungan kepada Karyawan BEI dalam melaksanakan sosialisasi dan edukasi kepada para pemangku kepentingan yang diharapkan dapat meningkatkan *awareness* terkait Keuangan Berkelanjutan di lingkungan Pasar Modal.

## The Response of Sustainable Finance Issues

Throughout 2021, the implementation of the Company's Sustainable Finance Action Plan (RAKB) was still affected by COVID-19 pandemic. It affected the implementation of several Action Plans, such as IT development that required the implementation of systems testing/deployment. Nevertheless, IDX continued to implement the RAKB in accordance with its previous plans. Going forward, IDX will continue to carry out initiatives that constantly makes adjustments to its implementation process in the era of COVID-19 pandemic.

IDX always assesses all objectives and risks towards the achievements, especially the Company's activities that have been transformed towards sustainability. This was done to ensure that IDX could maintain the quality of its products and services to IDX stakeholders.

In addition, IDX continued to conduct a monitoring process on the implementation of its sustainable finance program every semester, which is expected to help IDX to identify and evaluate the problems arise. Afterwards, IDX can make improvements during the RAKB preparation process for the following year. IDX could also issue internal policies that could be implemented to facilitate the implementation of sustainable finance.

## IDX's Leadership's Commitment in the Implementation of Sustainable Finance

IDX is committed to contributing to the implementation of sustainable finance and promoting synergy between economic, social, and environmental aspects. IDX has demonstrated this commitment by participating in the Sustainable Stock Exchange since April 18, 2019. In addition, IDX has also prepared Sustainable Finance Action Plans for 2020 and 2021.

Furthermore, IDX also has several sustainability-related products, such as Green Bonds, several Green Indexes: SRI-KEHATI, ESG Leaders, ESGS KEHATI, ESGQ KEHATI, and ETFs related to ESG. The Board of Directors has also continued to provide its support to IDX employees in carrying out dissemination and education to stakeholders. These efforts were expected to raise awareness on Sustainable Finance in the Capital Market environment.

## Pencapaian Kinerja Keberlanjutan Aspek Ekonomi, Lingkungan dan Sosial

### 1. Aspek Ekonomi

Secara umum, kinerja aspek ekonomi meningkat terlihat dari pencapaian pendapatan dan laba bersih tahun berjalan tahun 2021. BEI telah membukukan pendapatan sebesar Rp2,63 triliun atau tumbuh 36,84% dan pencapaian laba bersih tahun berjalan sebesar Rp881,42 miliar atau tumbuh 78,19%. Realisasi pendapatan lebih tinggi dibandingkan posisi pendapatan tahun sebelumnya sebesar Rp1,92 triliun, sedangkan posisi laba tahun berjalan di tahun sebelumnya sebesar Rp487,41 miliar.

Pertumbuhan kinerja keuangan ini sejalan dengan peningkatan kinerja operasional yang tergambar dari aktifitas transaksi ke bursa baik transaksi perdagangan saham maupun transaksi perdagangan obligasi. Jumlah transaksi perdagangan saham tahun 2021 mencapai 319.821 ribu kali atau naik 95,09% dibandingkan jumlah transaksi perdagangan saham tahun 2020 sebanyak 164 juta kali. Sementara jumlah transaksi perdagangan obligasi untuk surat utang negara tahun 2021 mencapai Rp13.794,70 triliun, naik sebesar 29,84% dibandingkan transaksi yang sama tahun 2020 mencapai Rp10.624,63 triliun.

### 2. Aspek Lingkungan

BEI senantiasa meningkatkan efisiensi konsumsi energi di kantor pusat melalui upaya mengatur pemakaian energi listrik di kantor, konsumsi BBM untuk transportasi yang pada akhirnya dapat berdampak pada pengurangan emisi CO<sub>2</sub>, pengelolaan penggunaan air di kantor pusat, serta pengelolaan limbah di kantor pusat. Di tahun 2021, BEI masih melanjutkan inisiatif dengan memberikan himbauan kepada karyawan untuk tidak menggunakan bahan plastik dan styrofoam pada makanan di setiap pantry BEI, serta telah melakukan pemasangan tempat sampah yang dibagi berdasarkan pengelolaan limbahnya. Selanjutnya, pembuangan limbah juga sudah dikelompokkan berdasarkan warna kantong yang berbeda-beda (Biru: Kertas, Oren: Plastik dan Hijau: Organik) dan sampai saat ini belum ada perubahan ketentuan penanganan limbah oleh Pihak Gedung di seluruh Kawasan SCBD.

### 3. Aspek Sosial

BEI telah melaksanakan beberapa kegiatan tanggung jawab sosial perusahaan (CSR) dibidang sosial, kesehatan dan pendidikan, terutama terkait penanganan COVID-19. Dalam pelaksanaannya, BEI bekerjasama dengan KPEI, KSEI serta institusi di industri Pasar Modal lainnya seperti Perusahaan Tercatat, Anggota Bursa, dan Asosiasi Pasar Modal. Selain itu, di tahun 2021 juga, BEI menambah anggaran program CSR COVID-19 yang berasal dari fee transaksi Bursa dan fee jasa

## Achievements in Economic, Environmental and Social Sustainability Performance

### 1. Economic Aspect

In general, the Company's economic aspect has increased, as reflected in the revenue and net profits for 2021. IDX recorded a revenue of Rp2.63 trillion, or a growth of 36.84%. IDX's net profit for the year was Rp881.42 billion, an increase of 78.19%. Revenue realization was higher than the previous year's revenue of Rp1.92 trillion, while the profit position in the previous year was Rp487.41 billion.

This growth in financial performance was in line with an increase in operational performance as reflected in stock exchange transaction activities, both stock trading transactions and bond-trading transactions. The number of share trading transactions in 2021 reached 319,821 thousand times, an increase of 95.09% compared to the 164 million times in stock trading transactions in 2020. Meanwhile, the number of bond trading transactions for government bonds in 2021 reached Rp13,794.70 trillion, an increase of 29.84% compared to the same transactions in 2020. which reached Rp 10,624.63 trillion.

### 2. Environmental Aspect

IDX continued to improve the efficiency of its energy consumption at its head office by regulating use of electrical energy throughout its office activities, consumption of fuel for transportation (which in turn can have an impact on reducing CO<sub>2</sub> emissions), use of water at the head office, and managing waste at the head office. In 2021, IDX continued its initiative by giving advice to employees not to use plastic and styrofoam in serving food in every IDX pantry, and has installed waste bins according to waste management categories. Furthermore, waste disposal efforts have also been classified based on different bag colors (Blue: Paper, Orange: Plastic and Green: Organic). In the mean time, there has been no change in the provisions for handling waste by the Building Party throughout the SCBD Area.

### 3. Social Aspect

IDX has carried out several corporate social responsibility (CSR) activities in social, health and education fields, particularly related to the handling of COVID-19. IDX cooperated with KPEI, KSEI and other institutions in the Capital Market industry, such as Listed Companies, Exchange Members, and Capital Market Associations. In addition, IDX also increased its budget for its COVID-19 CSR programs in 2021. This budget came from Exchange transaction fees and

kustodian selama 5 hari Bursa di tahun 2021 (9 Agustus, 17 September, 28 Oktober, 10 November, 30 Desember). Donasi tersebut selanjutnya dialokasikan untuk beberapa hal seperti:

- › Bantuan kepada Petugas Taman Pemakaman Umum (TPU)
- › Santunan Ahli Waris Tenaga Kesehatan
- › Sentra Vaksinasi
- › Gerakan Oksigen untuk Indonesia melalui donasi *oxygen concentrator*
- › Bantuan Rumah Sakit Darurat COVID-19 (RSDC) melalui PADK Kemenkes
- › Donor Darah dan Donor Plasma Konvalesen
- › Peralatan dan Perlengkapan PMI
- › Ambulans dan Rumah Sakit Apung (dokter lee)
- › Perlengkapan dan Peralatan untuk Rumah Sakit Umum dan Fasyankes.

### Tantangan dalam Menerapkan Keuangan Berkelanjutan

Dalam penerapan keuangan berkelanjutan tentunya masih terdapat tantangan yang dihadapi, keterbatasan regulasi serta panduan pelaksanaan keuangan berkelanjutan di Indonesia serta adanya pandemi COVID-19 sejak awal tahun 2020 tentu berpengaruh terhadap proses pelaksanaan program tersebut. Namun, BEI senantiasa mencari peluang positif yang bisa didapatkan dari adanya tantangan tersebut.

## PENERAPAN KEUANGAN BERKELANJUTAN (D.2)

### Pencapaian Kinerja Penerapan Keberlanjutan Terhadap Target

Di tahun 2021, BEI mengidentifikasi sebanyak 47 Rencana Aksi atau Kegiatan terkait Keuangan Berkelanjutan yang tertuang dalam Buku Rencana Aksi Keuangan Berkelanjutan (RAKB). Rencana aksi yang tertulis dikelompokkan ke dalam 6 (enam) prioritas utama yakni:

1. Pengembangan Kapasitas Internal, kegiatannya seperti:
  - › Pelatihan internal terkait penerapan Keuangan Berkelanjutan
  - › Sarana dan prasarana pekerjaan yang layak bagi karyawan (penyediaan *Employee Assistance Program* (EAP), *financial clinic*, program pensiun, dan lain-lain)
2. Pengelolaan Operasional Perusahaan yang Berkelanjutan:
  - › Implementasi *Smart Office* melalui: penerapan Microsoft 365 oleh seluruh karyawan dan *video conference*
  - › Pengembangan *IDX Workflow*
  - › Pengembangan e-RKAT; dan
  - › Penerapan aktivitas ramah lingkungan di kantor: hemat air, pemilahan sampah dan lain-lain.

custodial service fees for 5 Exchange days in 2021 (August 9, September 17, October 28, November 10, December 30).

The donations were then allocated for several events, such as:

- › Assistance for Public Cemetery Officers
- › Compensation for Families of Health Workers
- › Vaccination Centers
- › Oxygen Movement for Indonesia through oxygen concentrator donations
- › COVID-19 Emergency Hospital Assistance (RSDC) through the Ministry of Health's Center for Health Determinant Analysis (PADK)
- › Convalescent Blood Donors and Plasma Donors
- › Indonesia Red Cross (PMI) Equipment and Supplies
- › Ambulances and Floating Hospitals
- › Accessories and Equipment for General Hospitals and Health Facilities.

### Challenges in Implementing Sustainable Finance

The Company has to deal with challenges in the implementation of sustainable finance, including the limitations of regulations and guidelines for implementing sustainable finance in Indonesia, as well as COVID-19 pandemic that affected the implementation of the programs. Nevertheless, IDX has always anticipated the positive opportunities from those challenges.

## SUSTAINABLE FINANCE IMPLEMENTATION (D.2)

### Sustainability Implementation: Targets towards Results

In 2021, IDX identified 47 action plans related to Sustainable Finance as contained in its Sustainable Finance Action Plan Book (RAKB). These action plans were classified into 6 (six) main priorities, namely:

1. Development of Internal Capacity and activities:
  - › Internal training related to the implementation of Sustainable Finance
  - › Decent work facilities and infrastructure for employees (providing Employee Assistance Programs, financial clinic, pension programs, and others)
2. Sustainable Management of Company Operations:
  - › Implementation of Smart Offices with Microsoft 365 by all employees and video conferencing
  - › IDX Workflow Development
  - › Development of e-RKAT (E-Annual Work Plan and Budget); and
  - › Implementation of environmentally friendly activities in the office: saving water, sorting waste, etc.



3. Peningkatan Literasi dan Inklusi Keuangan yang Berkelanjutan untuk *Stakeholders*:
    - › Penyelenggaraan Rangkaian ESG *Capital Market Exhibition & Showcase* (CMSE)
    - › Implementasi *Whistleblowing System* (WBS)
    - › Kerjasama dengan berbagai institusi dan asosiasi dalam mensosialisasikan implementasi keuangan Berkelanjutan (GRI, Yayasan Kehati, TCFD, dan lain-lain)
  4. Pengembangan Produk dan Layanan Kebursa-an yang Berkelanjutan:
    - › Peluncuran Indeks terkait ESG
    - › *Enhancement* SPPA
    - › *Enhancement* e-IPO
    - › Peluncuran Microsite ESG; dan berbagai pengembangan produk lainnya
  5. Penyesuaian Tata Kelola yang Sesuai dengan Prinsip Keuangan Berkelanjutan:
    - › *Surveillance Audit Visit* (SAV) ISO 9001:2015 mengenai Sistem Manajemen Mutu
    - › *Re-certification Audit Visit* (RAV) ISO 27001:2013 mengenai Sistem Manajemen Keamanan Informasi
    - › Recertification Audit ISO 22301:2019 mengenai Sistem Manajemen Kelangsungan Usaha
    - › Implementasi dan Sertifikasi Sistem Manajemen Anti Penyuapan (SMAP) berbasis SNI ISO 37001
    - › *Review* dan penyesuaian prosedur kerja seluruh divisi
    - › *Review* dan penyesuaian Pedoman Tata Kelola Perusahaan
  6. Tanggung Jawab Sosial dan Lingkungan Sesuai dengan Prinsip Koordinasi dan Kolaborasi  
 Dalam rangka meningkatkan nilai tambah bagi segenap *stakeholders*, BEI mengimplementasikan program Tanggung Jawab Sosial dan Lingkungan sebagai bagian yang tak terpisahkan dari aktivitas Perusahaan. Implementasi dari Tanggung Jawab Sosial Perusahaan BEI berlandaskan pada konsep berkelanjutan yang mengacu pada penerapan SDG (*Sustainable Development Goals*) dan selaras dengan pengembangan bisnis BEI. Rincian kegiatan yang dilakukan BEI yaitu:
    - › Pendidikan  
 Mencakup pemberian bantuan dana, pelaksanaan edukasi perencanaan keuangan dan investasi di pasar modal, pembangunan dan renovasi sarana belajar, serta dukungan terhadap kegiatan ataupun yang bertujuan untuk meningkatkan kualitas pendidikan di Indonesia yang dilaksanakan oleh institusi-institusi pendidikan, seperti namun tidak terbatas kepada:
      - » Lembaga pendidikan formal seperti sekolah dan universitas.
      - » Organisasi pelajar dan mahasiswa.
      - » Pendidik mencakup guru, dosen dan wali murid.
3. Improvement of Sustainable Financial Literacy and Inclusion for Stakeholders:
    - › Organizing the ESG Capital Market Exhibition & Showcase (CMSE) Series
    - › Implementation of a Whistleblowing System (WBS)
    - › Cooperation with various institutions and associations in disseminating the implementation of Sustainable finance (GRI, Kehati Foundation, TCFD, and others)
  4. Continuous Development of Exchange Products and Services:
    - › Launch of ESG related Indexes
    - › SPPA Enhancement
    - › e-IPOs Enhancement
    - › Launch of the ESG Microsite and various other product developments
  5. Adjustment of Governance in accordance with the Principles of Sustainable Finance:
    - › Surveillance Audit Visit (SAV) ISO 9001:2015 regarding Quality Management Systems
    - › Recertification Audit Visit (RAV) ISO 27001:2013 regarding Information Security Management Systems
    - › Recertification Audit (RAV) ISO 22301:2019 regarding Business Continuity Management Systems
    - › Implementation and Certification of an Anti-Bribery Management System (SMAP) based on SNI ISO 37001
    - › Review and adjustment of work procedures for all divisions
    - › Review and adjustment of Corporate Governance Guidelines
  6. Social and Environmental Responsibility in accordance with the Principle of Coordination and Collaboration  
 In order to boost added value for all stakeholders, IDX has implemented a Social and Environmental Responsibility program as an integral part of the Company's activities. The implementation of IDX's CSR is based on a sustainable concept that refers to the implementation of SDGs (Sustainable Development Goals) and is in line with IDX's business development. The details of the Company's CSR activities are as follows:
    - › Education  
 This includes the provision of financial assistance, implementation of financial planning education and investment in the capital market, construction and renovation of learning facilities, and support for activities to improve the quality of education in Indonesia carried out by educational institutions, such as but not limited to:
      - » Formal educational institutions, such as schools and universities.
      - » Student and student organizations.
      - » Educators, such as teachers, lecturers and guardians of students.

- › Kepedulian Sosial  
Mencakup sektor sosial secara luas, termasuk namun tidak terbatas kepada bantuan bencana alam, bantuan kebutuhan pokok masyarakat, bantuan pengembangan ekonomi masyarakat, bantuan terkait kesehatan masyarakat, bantuan kepada kaum difabel, bantuan perbaikan fasilitas umum, dan bantuan pembangunan rumah ibadah.
- › Pelestarian Lingkungan Hidup  
Pelestarian lingkungan mencakup upaya-upaya untuk mempertahankan dan memperbaiki kualitas lingkungan, termasuk penghijauan dan penanaman pohon, perbaikan sarana prasarana terkait dengan lingkungan, solusi persoalan sampah, dan lain-lain.

Hingga akhir tahun 2021, seluruh kegiatan dari masing – masing prioritas telah berjalan sesuai dengan rencana awal dan diikuti oleh peserta yang diharapkan pada masing-masing kegiatan.

### Prestasi dan Tantangan Selama Periode Pelaporan

Selain secara rutin melakukan kegiatan sosialisasi dan edukasi terkait Keuangan Berkelanjutan kepada *stakeholders* Pasar Modal Indonesia. Di tahun 2021, BEI berhasil meluncurkan sejumlah inisiatif seperti peluncuran 2 indeks baru terkait ESG yakni ESG Sector Leaders IDX KEHATI (ESGSKEHATI) dan ESG Quality 45 IDX KEHATI (ESGQKEHATI) pada 20 Desember 2021 dan peluncuran *Microsite* ESG sebagai bentuk kerjasama antar SRO di tahun 2021 dalam meningkatkan *awareness* terkait implementasi ESG. Selain itu, BEI juga telah menjadi TCFD *Supporters* sejak Juni 2021 di antara 2.300 TCFD *supporter* lain yang terdiri dari berbagai perusahaan, institusi finansial dan pemerintah di dunia.

### STRATEGI PENCAPAIAN TARGET (D.3)

#### Pengelolaan Risiko atas Penerapan Keuangan Berkelanjutan

Dalam rangka memastikan bahwa mitigasi risiko/kontrol yang diterapkan telah efektif dan sesuai dengan perencanaan, BEI melakukan kegiatan *monitoring* risiko secara rutin, yaitu *monitoring* risiko awal tahun dan *monitoring* risiko berkelanjutan setiap 2 bulan. Setiap divisi sebagai pemilik risiko juga melakukan *monitoring* risiko setiap waktu apabila terdapat perubahan proses bisnis, kebijakan internal, peraturan/kebijakan dari pihak otoritas atau karena hal lain yang dapat mempengaruhi profil risikonya.

Melalui langkah-langkah mitigasi risiko terhadap pandemi COVID-19, Manajemen telah melakukan serangkaian perubahan kebijakan agar perusahaan tetap dapat memenuhi target

- › Social Concern  
This covers a broad social sector that includes (but is not limited to) natural disaster assistance, assistance for basic community needs, assistance for community economic development, assistance related to public health, assistance to people with disabilities, assistance for repairing public facilities, and assistance for building houses of worship.
- › Environmental Conservation  
Environmental conservation is actualized through initiatives to maintain and improve environmental quality, including reforestation and tree planting, improvement of infrastructure related to the environment, solutions to waste problems, and others.

As of the end of 2021, all prioritized activities have been completed as planned and it was enrolled by participants

### Achievements and Challenges During the Reporting Period

Besides a regular dissemination and education activities on Sustainable Finance to Indonesian Capital Market stakeholders, IDX also successfully launched several initiatives in 2021, including launch of two new ESG-related indices: the ESG Sector Leaders IDX KEHATI (ESGSKEHATI) and ESG Quality 45 IDX KEHATI (ESGQKEHATI) on December 20, 2021, as well as the launch of the ESG Microsite as a form of collaboration between SROs in 2021. In addition, IDX has also become a TCFD supporter since June 2021 among 2,300 other TCFD supporters consisting of various companies, financial institutions and governments in the world.

### TARGET ACHIEVEMENT STRATEGIES (D.3)

#### Risk Management on the Implementation of Sustainable Finance

In order to ensure that the Company's risk mitigation/controls are effective and implemented according to plan, IDX has carried out regular risk monitoring activities at the beginning of the year through continuous risk monitoring activities every 2 months. As a risk owner, each division also monitors risk at any time if there are changes in business processes, internal policies, regulations/policies from the authorities or other reasons that may affect their risk profiles.

Through risk mitigation measures in handling COVID-19 pandemic, IDX's management has made a series of policy changes that allowed the Company to meet its targets. In

yang telah ditetapkan. Selain itu, Direksi terus berkoordinasi dan berkonsultasi dengan Dewan Komisaris dan Otoritas Jasa Keuangan dalam mengambil langkah-langkah strategis.

## Pemanfaatan Peluang dan Prospek Usaha

Setelah di tahun 2020 banyak terjadi penyesuaian bagi BEI maupun eksternal BEI karena adanya pandemi COVID-19, tahun 2021 pun dengan kondisi yang sama BEI sudah jauh lebih bisa beradaptasi dengan ditandai dengan pencapaian positif yang terjadi sepanjang 2021.

Sama seperti tahun sebelumnya, pemanfaatan internet menjadi tonggak utama dalam kehidupan sehari-hari masyarakat. Pada awalnya aktivitas yang mengandalkan kunjungan *offline* sangat terpuruk oleh kebijakan pembatasan kegiatan masyarakat, namun berkat hadirnya layanan daring, semua bisa diatasi sehingga masyarakat pun tetap bisa untuk memenuhi kebutuhannya. Cepatnya adaptasi terhadap internet oleh masyarakat Indonesia selama tahun 2020 dan 2021 di berbagai lini, mulai dari pendidikan dasar hingga tinggi serta bisnis, menjadikan peluang BEI dapat melakukan pengembangan.

Kami melihat, salah satu kegiatan Keuangan Berkelanjutan yang dapat dilakukan Perusahaan Besar untuk menangani kondisi ekonomi sosial ini adalah pendampingan kepada Usaha Mikro Kecil dan Menengah untuk dapat *survive* menghadapi *new normal* yang berbasis internet dan minim interaksi *offline* ini.

Pemanfaatan Teknologi Informasi khususnya *online socialization*, *online meeting*, dan *webinar* dalam lini bisnis BEI terbukti meningkatkan *output* dari proses sebelumnya yang masih *offline*. Lonjakan jumlah Investor Pasar Modal baru sepanjang 2021 – yang juga merupakan peningkatan tertinggi dalam 5 tahun terakhir, tidak lepas dari tetap terselenggaranya edukasi dan sosialisasi Pasar Modal secara masif melalui media sosial, komunitas dan kelas-kelas Sekolah Pasar Modal (SPM) *online*. Dengan melakukan sosialisasi dan edukasi secara virtual, jumlah partisipannya pun jadi lebih banyak, karena mereka tidak harus hadir secara fisik, dan biayanya pun juga lebih murah. Hasilnya pun cukup memuaskan, dengan meningkatnya partisipasi investor ritel domestik. Sepanjang 2021, terjadi total peningkatan investor hampir 2 kali lipat dari tahun sebelumnya. Jumlah investor saham didominasi usia muda dengan proporsi kurang lebih 80%, rata-rata di bawah 40 tahun dan dari generasi *millennials* dan Z.

In addition, the Board of Directors continued to coordinate and consult with the Board of Commissioners and the Financial Services Authority in taking strategic steps.

## Capitalizing on Business Opportunities and Prospects

Ever since 2020, there have been many adjustments made to IDX as a result of COVID-19 pandemic. In 2021, IDX continued to remain adaptable. This has led to a number of positive achievements throughout 2021.

The Company considers that the use of internet is inseparable from the daily life of community. In the beginning, offline activities were badly affected by policies that restricted community activities. However, people used online service to meet their personal needs. The way Indonesian public has adapted to the internet throughout 2020 and 2021 in various aspects of life (ranging from basic needs to higher education and business) has been ripe for opportunities.

We believe that large companies can handle social and economic conditions through various Sustainable Finance activities, such as assistance to Micro, Small and Medium Enterprises, so that they can survive in the internet-based new normal and restricted offline interaction condition.

IDX's efforts to utilize Information Technology, particularly online socialization, online meetings, and webinars in IDX business line, have increased the output of the previous process which was still offline. The surge in the number of new Capital Market Investors throughout 2021 – which is also the highest increase in the last 5 years, cannot be separated from the continued implementation of massive Capital Market education and socialization through social media, communities and online Capital Market School (SPM) classes. Socialization and virtual education have increased the number of participants, because they do not need to be physically present, and the cost is also cheaper. The result is quite satisfactory, with the increasing participation of domestic retail investors. Throughout 2021, the number of investors has almost doubled from the previous year. The number of stock investors was dominated by young people with a proportion of approximately 80%, on average under 40 years old and from the millennials and Z generations.



### Kondisi Eksternal ELS (Ekonomi, Lingkungan, dan Sosial) Berpotensi Terhadap Keberlanjutan

Kondisi ekonomi yang masih dalam tahap pemulihan akibat adanya pandemi COVID-19 baik dari sisi perdagangan, konsumsi, manajemen kebijakan terkait dengan vaksin di Indonesia tentunya dapat mempengaruhi kondisi ekonomi serta kebijakan yang dijalankan oleh BEI. Selain itu, BEI tentu akan terus berfokus untuk memberikan bantuan sosial di bidang kesehatan namun BEI juga akan tetap memberikan bantuan pada bidang lain seperti pendidikan, dan lainnya. Dari sisi lingkungan, aktivitas *Hybrid-Working-Arrangement* yang akan dimulai pada 2022 tentunya mempengaruhi penggunaan listrik, air, serta BBM yang digunakan oleh BEI, hal ini dapat membantu perusahaan untuk lebih meningkatkan efisiensi dalam penggunaan hal-hal tersebut.

### PENUTUP

Seluruh jajaran Direksi mengucapkan terima kasih sebesar-besarnya kepada seluruh anggota bursa, emiten, perusahaan publik, pemangku kepentingan, serta mitra bisnis atas kerja sama sepanjang tahun 2021. Apresiasi mendalam ditujukan khususnya kepada Dewan Komisaris, komite-komite terkait, serta seluruh karyawan yang turut berkontribusi dalam mendukung tumbuh kembang perusahaan. Apresiasi juga kami sampaikan kepada pemerintah, pihak regulator, serta masyarakat luas atas segala dukungan yang senantiasa mendorong kemajuan dan keberlanjutan perusahaan.

### External Conditions (Economic, Environmental, and Social) and Sustainability Potential

The economy, trade and consumption are still recovering due to COVID-19 pandemic. This can affect the economic conditions as well as the policies implemented by IDX. In addition, IDX will continue to focus on providing social assistance in the health sector, and will continue to provide assistance to other sectors such as education, and others. In terms of the environment, the *Hybrid-Working-Arrangement* activity which will start in 2022 will affect the use of electricity, water, and fuel used by IDX. This can help the Company to increase efficiency in the use of these things.

### CLOSING

All members of the Board of Directors would like to express our deepest gratitude to all members of the Stock Exchange, issuers, public companies, stakeholders, and business partners for their cooperation throughout 2021. We extend a deep sense of appreciation, especially to the Board of Commissioners, related committees, and all employees who participated in supporting the growth and development of the Company. We also would like to express our appreciation to the government, regulators, and the wider community for all their support in contributing to the progress and sustainability of the Company.

Atas nama Direksi,  
On behalf of the Board of Directors

PT Bursa Efek Indonesia  
Indonesia Stock Exchange



**Risa E. Rustam**

Direktur Keuangan dan Sumber Daya Manusia  
Finance and Human Resources Director



IDX

Indonesia Stock Exchange

member of  WORLD FEDERATION  
OF EXCHANGES

# Profil Perusahaan

## Company Profile

### Gebogan

Gebogan atau Pajegan adalah sebutan untuk sesaji yang digunakan oleh umat Hindu Bali. Sesaji yang terdiri dari rangkaian buah-buahan, hasil panen, dan bunga-bunga ini disusun bertingkat dan diletakkan di atas kepala oleh perempuan untuk dibawa menuju pura, sebagai bentuk persembahan kepada Sang Pencipta. Meski Gebogan memiliki tinggi beragam, nilai Gebogan tidak ditentukan dari tinggi rendahnya Gebogan tersebut, melainkan dari rasa ikhlas dalam menunjukkan rasa syukur atas berkah yang diterima.

Gebogan (or Pajegan) is a term used to describe offerings made by Balinese Hindus. The offerings consist of a series of fruits, crops, and flowers that are arranged in tiers and placed on top of a person's head by women that are to be brought to temples as a form of offering to the Creator. Although a Gebogan is offered in various heights, the value of a specific Gebogan is not determined by the height of the Gebogan itself, but rather by the sense of sincerity in showing gratitude for the blessings received.

04









# Identitas Perusahaan (C.2)

Corporate Identity (C.2)

## Nama Perusahaan

Company Name

PT Bursa Efek Indonesia (BEI)  
Indonesia Stock Exchange (IDX)

[GRI 102-1]

## Kepemilikan Saham

Share Ownership

104 Pemegang Saham  
104 Shareholders

## Tanggal Berdiri

Date of Establishment

4 Desember 1991  
December 4, 1991

## Modal Dasar

Authorized Capital

Rp27.000.000.000

## Dasar Hukum Pendirian

Legal Basis of Establishment

Akta No. 27 tanggal 4 Desember 1991, dibuat oleh Notaris Ny. Poerbaningsih Adi Warsito, S.H., yang diubah dengan Akta No. 6 tanggal 14 November 2007, dibuat oleh Notaris Dr. A. Partomuan Pohan, S.H., LL.M. dan terakhir kali diubah dengan Akta No. 55 tanggal 28 Juli 2021, dibuat oleh Notaris Ashoya Ratam, S.H., M.Kn.

Deed No. 27 dated December 4, 1991, made by Notary Mrs. Poerbaningsih Adi Warsito, S.H., as amended by Deed No. 6 dated November 14, 2007, made by Notary Dr. A. Partomuan Pohan, S.H., LL.M. and was last amended by Deed No. 55 dated July 28, 2021, made by Notary Ashoya Ratam, S.H., M.Kn.

## Modal Ditempatkan dan Disetor Penuh

Subscribed and Fully Paid-Up Capital

Rp14.040.000.000

## Jumlah Karyawan

Total Employees

586 karyawan per 31 Desember 2021  
586 employees as of December 31, 2021

## Bentuk Badan Hukum

Legal Entity Form

Perseroan Terbatas, Perusahaan Publik  
Limited Company, Public Company

[GRI 102-5]

## Alamat Kantor Pusat

Head Office Address

PT Bursa Efek Indonesia (BEI)  
Gedung Bursa Efek Indonesia, Tower I, Lt. 6  
Jl. Jenderal Sudirman Kav. 52-53, Jakarta 12190

[GRI 102-3]

## Kegiatan Usaha

Business Activities

Pengembangan Pasar Modal Indonesia  
Development of the Indonesia Capital Market

Penyelenggaraan perdagangan efek yang teratur, wajar dan efisien  
Organizing an orderly, fair and efficient securities trading

[GRI 102-2]

## Pusat Informasi dan Pelayanan Lainnya

Information Center and Other Services

Telepon (Tel) : (62-21) 515-0515  
Faksimil (Fax.) : (62-21) 515-0330  
Email : corsec@idx.co.id  
Website : www.idx.co.id

# Visi, Misi, Nilai Keberlanjutan, dan Sasaran Strategis (C.1) [GRI 102-16]

Vision, Mission, Sustainability Values, and Strategic Objectives (C.1)[GRI 102-16]

Visi, Misi dan Nilai Keberlanjutan Perseroan sebagaimana Visi, Misi dan Nilai Budaya yang tertuang dalam Rencana Aksi Keuangan Berkelanjutan dan Rencana Kerja dan Anggaran Tahunan Perusahaan.

The Company's Vision, Mission and Sustainability Values are as stated in the Vision, Mission and Cultural Values contained in the Sustainable Finance Action Plan and the Company's Annual Work Plan and Budget.

## VISI

### VISION

**Menjadi Bursa yang Kompetitif dengan Kredibilitas Tingkat Dunia**

To Become an Acknowledged and Credible World-Class Exchange

## MISI

### MISSION

**Menciptakan infrastruktur pasar keuangan yang terpercaya dan kredibel untuk mewujudkan pasar yang wajar, teratur, dan efisien, serta dapat diakses oleh semua pemangku kepentingan melalui produk dan layanan yang inovatif**

Creating a trusted and credible financial market infrastructure to deliver fair, orderly and efficient market, accessible to all stakeholders through innovative products and services

## Nilai-nilai Perusahaan | Corporate Values

**1**

### Teamwork

Senantiasa bekerja sama secara sinergis untuk mencapai tujuan bersama

**2**

### Integrity

Konsistensi antara pikiran, ucapan, dan tindakan dengan selalu menjunjung tinggi kejujuran, transportasi dan independensi sesuai dengan Nilai-nilai perusahaan dan norma yang berlaku

**3**

### Professionalism

Menunjukkan sikap, *appearance* dan kompetensi dengan penuh tanggung jawab untuk memberikan hasil terbaik

**4**

### Service Excellence

Senantiasa memberikan layanan terbaik bagi *stakeholders*

**1**

### Teamwork

Always work together in synergy to achieve common goals

**2**

### Integrity

Consistency between thoughts, words, and actions by always upholding honesty, transportation and independence in accordance with company values and applicable norms

**3**

### Professionalism

Demonstrate attitude, appearance and competence with full responsibility to provide the best results

**4**

### Service Excellence

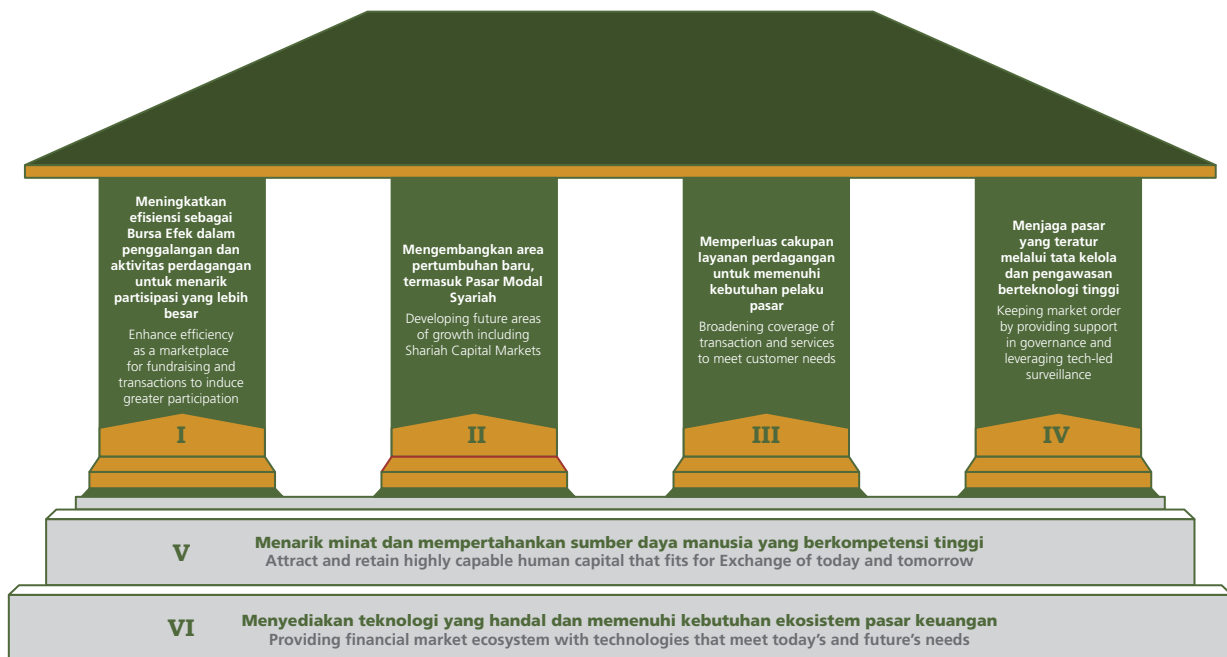
Always provide the best services to *stakeholders*



## IDX 2025 Goal Statement | IDX 2025 Goal Statement

Menjadi Bursa kredibel yang menggerakkan pendalaman keuangan dan memberdayakan Indonesia menjadi ekonomi terbesar ke-5 pada tahun 2045

To become a credible Exchange that drives financial deepening, enabling Indonesia to become the 5<sup>th</sup> largest economy by 2045





# Skala Usaha (C.3)[GRI 102-7]

## Business Scale (C.3)[GRI 102-7]

Skala usaha Perusahaan berkaitan dengan total aset dan total liabilitas, jumlah karyawan yang dibagi menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan, persentase kepemilikan saham dan wilayah operasional diuraikan pada tabel berikut:

The Company's business scale on total assets and total liabilities, number of employees divided by gender, position, age, education, and employment status, percentage of share ownership and operational area is described in the following table:

**Tabel Skala Usaha**

Table of Business Scale

Ringkasan Skala Usaha Business Scale Summary	Satuan Unit	2021	2020	2019
<b>a. Informasi Keuangan</b> Financial Information				
<b>1) Jumlah Aset</b> Total Asset	<b>Miliar Rupiah</b> Billion Rupiah	<b>9.450</b>	<b>8.839</b>	<b>7.202</b>
<b>2) Jumlah Liabilitas</b> Total Liabilities	<b>Miliar Rupiah</b> Billion Rupiah	<b>3.454</b>	<b>3.729</b>	<b>2.754</b>
<b>3) Jumlah Ekuitas</b> Total Equity	<b>Miliar Rupiah</b> Billion Rupiah	<b>5.997</b>	<b>5.110</b>	<b>4.447</b>
<b>4) Pendapatan/Penjualan</b> Revenue/Sales	<b>Miliar Rupiah</b> Billion Rupiah	<b>2.632</b>	<b>1.924</b>	<b>1.912</b>
<b>b. Jumlah Karyawan*</b> Total Employees*	<b>Orang</b> People	<b>586</b>	<b>572</b>	<b>573</b>
<b>c. Kepemilikan Saham Terbesar*</b> Biggest Share Ownership*	<b>Anggota Bursa</b> Exchange Members	<b>104</b>	<b>98</b>	<b>106</b>
<b>d. Wilayah Operasional*</b> Operational Area*	<b>Kantor termasuk Galeri</b> Office, including Gallery	<b>660</b>	<b>536</b>	<b>496</b>
<b>e. Jumlah Produk/Layanan</b> Total Products/Services	<b>Jenis</b> Type	<b>3 layanan</b> <b>8 Produk</b> 3 services 8 products	<b>3 layanan</b> <b>8 Produk</b> 3 services 8 products	<b>3 layanan</b> <b>8 Produk</b> 3 services 8 products

\*) Informasi lebih lengkap disampaikan secara terpisah | More detailed information is stated separately

## Informasi Karyawan [GRI 102-8]

Jumlah karyawan BEI hingga akhir tahun 2021 sebanyak 586 orang, bertambah 14 orang dibanding jumlah karyawan tahun 2020 sebanyak 572 orang. Selain itu, Perseroan juga merekrut pemegang pada tahun 2021 sebanyak 83 orang. Komposisi karyawan selama 3 periode selengkapnya disajikan dalam tabel berikut:

## Employee Information [GRI 102-8]

In 2021, total IDX employees were 586 people, an increase of 14 compared to the number of employees in 2020 of 572. In addition, the Company also recruited 83 apprentices throughout 2021. The full composition of employees for 3 periods is presented in the following table:

### Karyawan Berdasarkan Status Kontrak Kerja Kepegawaian dan Jenis Kelamin (Orang)

Employees Based on Employment Contract Status and Gender (Person)

Status	2021			2020			2019		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Karyawan Tetap Permanent Employees	314	224	538	320	213	533	300	191	491
Karyawan Tidak Tetap (Kontrak) Contract Employees	26	22	48	13	26	39	33	49	82
<b>Jumlah Total</b>	<b>340</b>	<b>246</b>	<b>586</b>	<b>333</b>	<b>239</b>	<b>572</b>	<b>333</b>	<b>333</b>	<b>573</b>

### Karyawan Berdasarkan Kontrak Kerja Kepegawaian dan Wilayah (Orang)

Employees Based on Employment Work Contract and Region (Person)

Status	2021			2020			2019		
	HO*	KP*	Jumlah Total	HO*	KP*	Jumlah Total	HO*	KP*	Jumlah Total
Karyawan Tetap Permanent Employees	462	76	538	463	70	533	431	60	491
Karyawan Tidak Tetap (Kontrak) Contract Employees	35	13	48	22	17	39	55	27	82
<b>Jumlah Total</b>	<b>497</b>	<b>89</b>	<b>586</b>	<b>485</b>	<b>87</b>	<b>572</b>	<b>486</b>	<b>87</b>	<b>573</b>

\*) HO= Kantor Pusat/Head Office, KP= Kantor Perwakilan/Representative Office

### Karyawan Berdasarkan Jabatan (Level Organisasi) (Orang)

Employee Based on Position (Organizational Level) (Person)

Status	2021			2020			2019		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Kepala Divisi Head of Division	18	8	26	18	8	26	18	8	26
Advisor Advisor	3	2	5	3	2	5	3	2	5
Kepala Unit Head of Unit	51	30	81	50	29	79	50	29	79
Expert dan Spesialis, dan "Kepala Kantor Perwakilan" Expert and Specialist, and "Head Representative Office"	47	25	72	44	24	68	39	23	62
Staff Staff	200	181	381	192	174	366	191	175	366
Non-Staff Non-Staff	21	0	21	26	2	28	32	3	35
<b>Jumlah Total</b>	<b>340</b>	<b>246</b>	<b>586</b>	<b>333</b>	<b>239</b>	<b>572</b>	<b>333</b>	<b>333</b>	<b>573</b>

**Karyawan Berdasarkan Usia (Orang)**

Employee Based on Age (Person)

Status	2021			2020			2019		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
>40 Tahun >40 Years old	88	51	139	96	48	144	98	49	147
30-40 Tahun 30-40 Years old	160	102	262	146	93	239	135	80	215
<30 Tahun <30 Years old	92	93	185	91	98	189	100	111	211
<b>Jumlah</b> Total	<b>340</b>	<b>246</b>	<b>586</b>	<b>333</b>	<b>239</b>	<b>572</b>	<b>333</b>	<b>240</b>	<b>573</b>

**Karyawan Berdasarkan Pendidikan (orang)**

Employee Based on Education (Person)

Status	2021			2020			2019		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
S2 dan S3 Master and Doctoral	112	57	169	101	52	153	34	85	119
S1 Bachelor	191	163	354	192	160	352	190	183	373
D4/D3 Diploma	8	26	34	7	23	30	10	28	38
SMA Senior High School	27	2	29	33	4	37	38	5	43
<b>Jumlah</b> Total	<b>338</b>	<b>248</b>	<b>586</b>	<b>333</b>	<b>239</b>	<b>572</b>	<b>272</b>	<b>301</b>	<b>573</b>

**Kepemilikan Saham [GRI 102-5]**

Kepemilikan saham atas Perseroan ditentukan berdasarkan jumlah anggota bursa sebagai pemegang saham. Hingga akhir tahun 2021, jumlah pemegang saham sebanyak 104 anggota.

**Share Ownership [GRI 102-5]**

Share ownership of the Company is determined based on the number of stock exchange members as shareholders. As of the end of 2021, the number of shareholders was 104 members.

**Tabel Kepemilikan Saham**

Table of Share Ownership

Kepemilikan	Satuan Unit	2021	2020	2019
Anggota Bursa Exchange Member	Anggota Member	104	98	106
<b>Jumlah Kepemilikan</b> Total Ownership	<b>%</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Wilayah Operasional [GRI 102-4]**

Wilayah operasional mencakup wilayah operasi BEI di seluruh wilayah Indonesia dan entitas anak. Pengelolaan wilayah operasi meliputi kantor pusat, kantor perwakilan dan galeri investasi, sementara wilayah operasi entitas anak disajikan dalam tabel berikut:

**Operational Area [GRI 102-4]**

IDX's operational area includes its operating area in Indonesia and subsidiaries. The management of operating areas includes the head office, representative offices, and investment galleries, while the operating areas of subsidiaries are presented in the following table:



Tabel Wilayah Operasional (Kantor)

Table of Operational Area (Office)

Wilayah Operasional Operational Area	2021	2020	2019
<b>Kantor Pusat</b> Head Office	1	1	1
<b>Kantor Perwakilan</b> Representative Office	30	30	30
<b>Galeri Investasi BEI</b> IDX Investment Galleries	629	505	465
<b>Jumlah Wilayah Operasi BEI</b> Total IDX Operational Area	<b>660</b>	<b>536</b>	<b>496</b>
<b>Entitas Anak</b> Subsidiaries			
PT Kliring Penjaminan Efek Indonesia (KPEI)	1	1	1
PT Kustodian Sentral Efek Indonesia (KSEI)	1	1	1
PT Penilai Harga Efek Indonesia (PHEI)	1	1	1
PT Pemeringkat Efek Indonesia (PEFINDO)	1	1	1
PT Penyelenggara Program Perlindungan Investor Efek Indonesia (P3IEI)	1	1	1
PT Tivi Bursa Indonesia (IDX Channel)	1	1	1
PT Pendanaan Efek Indonesia (PEI)	1	1	1
PT IDX Solusi Teknologi Informasi (IDXSTI)	1	1	1
PT PEFINDO Biro Kredit (PBK)	1	1	1
PT Indonesian Capital Market Electronic Library (TICMI)	1	1	1



# Produk, Layanan, dan Kegiatan Usaha (C.4)[Gri 102-2]

## Product, Service, and Business Activity (C.4)[Gri 102-2]

Sesuai dengan Pasal 3 Anggaran Dasar Perusahaan, maksud dan tujuan serta kegiatan usaha pendirian Perusahaan adalah sebagai berikut:

1. Menunjang kebijakan Pemerintah dalam pengembangan pasar modal sebagai alternatif sumber pembiayaan untuk mendukung dunia usaha dalam rangka Pembangunan Nasional.
2. Memberikan kesempatan yang lebih luas kepada masyarakat untuk ikut memiliki berbagai macam efek di samping memberikan kesempatan yang lebih luas bagi dunia usaha untuk menarik dana dengan cara menawarkan efek yang dikeluarkannya kepada masyarakat melalui pasar modal.
3. Menyelenggarakan perdagangan efek yang teratur, wajar, dan efisien.

Untuk menjalankan anggaran dasar tersebut, maka Perusahaan memiliki 3 layanan utama, yaitu:

1. Layanan Pencatatan
2. Layanan Perdagangan Efek
3. Layanan Keanggotaan

Adapun produk yang dapat diakses oleh masyarakat melalui Perusahaan antara lain:

1. Efek Bersifat Ekuitas
2. Efek Bersifat Utang dan Sukuk
3. Reksa Dana dan Exchange Traded Fund (ETF)
4. Dana Investasi Real Estat (DIRE)
5. Dana Infrastruktur (DINFRA)
6. Produk Derivatif
7. Indeks Saham
8. Layanan Data BEI

Selain itu BEI juga berperan sebagai Penyelenggara Pasar Alternatif (PPA) dengan menyelenggarakan perdagangan *organized Over the Counter* (OTC) untuk perdagangan Efek bersifat Utang dan/atau Sukuk.

In accordance with Article 3 of the Company's Articles of Association, the aims and objectives as well as the business activities of establishing the Company are as follows:

1. To support the Government in the development of the capital market as an alternative source of financing to support the business industry in relation to National Development.
2. To provide vast opportunities to the public in obtaining various kinds of securities as well as to facilitate the business industry in raising funds by offering its stocks to the public through capital market.
3. To establish a regular, fair, and efficient securities trading activities.

To carry out the articles of association, the Company has 3 main services, namely:

1. Listing Service
2. Securities Trading Service
3. Membership Service

The products that can be accessed by the public through the Company include:

1. Equity Listing
2. Bonds and Corporate Sukuk
3. Mutual Funds and Exchange Traded Fund (ETF)
4. Real Estate Investment Trust (REIT)
5. Infrastructure Fund (DINFRA)
6. Derivative Product
7. Stock Index
8. IDX Data Service

In addition, IDX also serves as Alternatif Market Trading System (PPA) by organizing Over the Counter (OTC)-organized trade for Bonds and/or Sukuk trading.

# Pasar yang Dilayani [GRI 102-6]

## Market Served [GRI 102-6]

Pasar yang dilayani merupakan bagian dari pasar tersedia yang telah memenuhi persyaratan (*qualified available market*) yang dimasuki oleh perusahaan. Pasar yang dilayani oleh BEI adalah pasar modal yang memperdagangkan saham dan efek, sebagaimana dijelaskan dalam tabel berikut:

The market served is part of the available market that has met the requirements (*qualified available market*) where the Company operates. IDX's served market is the capital market that trades shares and securities, as described in the following table:

Uraian Information	Keterangan Description
<b>Lokasi geografis tempat produk/jasa ditawarkan</b> Geographical location where the product/service is offered	<b>Secara posisi, letak geografis produk dan layanan ke bursa berada baik di kantor operasional dan galeri investasi BEI. Namun secara lingkup kemudahan akses, produk dan layanan ke bursa tersebut dapat diakses oleh pemangku kepentingan baik dari dalam maupun luar negeri secara <i>real time</i>.</b> According to the position, the geographic location of the stock exchange products and services is in the operational office and IDX investment gallery. However, in simple terms, access, exchange products and services can be accessed by stakeholders both from within and outside the country in real time.
<b>Sektor yang dilayani</b> Sector served	<b>Sektor yang dilayani mencakup pencatatan saham, perdagangan saham, perdagangan efek dan keanggotaan bursa.</b> Sectors served include stock listing, stock trading, securities trading and exchange membership.
<b>Jenis pelanggan dan penerima manfaat</b> Type of customers and beneficiaries	<b>Pelanggan dari produk dan layanan BEI mencakup perusahaan terbuka dan emiten yang menjadi anggota bursa.</b> Customers of IDX's products and services include publicly traded companies and issuers who are members of the exchange.

# Keanggotaan Pada Asosiasi (C.5)[GRI 102-13]

## Membership In Associate (C.5)[GRI 102-13]

BEI memiliki peranan penting untuk memperkuat pasar modal Indonesia sebelum bersaing di kawasan regional dan global. Dalam rangka mendukung peran dan posisi Perusahaan di bidang pasar modal, BEI berpartisipasi dan terlibat aktif pada forum organisasi dan asosiasi di level internasional. Hal ini sejalan dengan Visi BEI dan upaya untuk *best practice* serta *benchmarking* di tingkat dunia. Keanggotaan asosiasi sampai dengan tahun 2021, antara lain:

IDX has an important role to strengthen Indonesian capital market before competing in the regional and global region. To support the Company's role and position in the capital market sector, IDX participates and is actively involved in organizational and association forums at the international level. This is in line with IDX vision and efforts for *best practice* and *benchmarking* at the global level. Association membership until 2021 includes:



No	Nama Asosiasi Associate	Posisi Position	Skala Asosiasi Associate Scale
1	The International Organization of Securities Commissions (IOSCO)	Affiliate Member	Internasional International
2	World Federation of Exchanges (WFE)	Member	Internasional International
3	Asian & Oceanian Stock Exchange Federation (AOSEF)	Member	Internasional International
4	International Capital Market Association (ICMA)	Member	Internasional International
5	Organization of Islamic Cooperation – Exchange	Member	Internasional International
6	Climate Bond Initiatives (CBI)	Partner	Internasional International
7	XBRL International (XII) Direct Member	Member	Internasional International
8	United Nations's Sustainable Stock Exchanges (SSE)	Partner Exchange	Internasional International
9	ASEAN Exchanges	Member	Internasional International
10	United Nations Global Compact (UNGC)	Participants	Internasional International
11	Indonesian Business Coalition for Women Empowerment (IBCWE)	Honorary Member	Nasional National

\*) Skala Nasional atau Internasional | National or International Scale

## Perubahan Bersifat Signifikan (C.6)[GRI 102-10]

Significant Change (C.6)[GRI 102-10]

Perubahan yang terjadi dan bersifat signifikan terhadap perusahaan baik pada aspek keuangan ataupun aspek operasional pada tahun 2021, antara lain:

The significant changes in the financial and operational aspects of the Company in 2021 is described in the following table:

No	Kategori Category	Satuan Unit	2021	2020
1	<b>Wilayah Operasional</b> Operational Area			
	Galeri Investasi BEI IDX Investment Galleries	Galeri Gallery	629	505
2	<b>Pemasok</b> Suppliers			
	Pemasok Lokal Local Suppliers	Pemasok Supplier	66	144
	Pemasok Non Lokal Non-Local Suppliers	Pemasok Supplier	2	3

# Rantai Pasokan [GRI 102-9]

## Supply Chain [GRI 102-9]

Pengusahaan operasional Perseroan sangat berkaitan dengan rantai pasokan baik yang berupa barang maupun jasa. BEI mengelola rantai pasokan melalui prosedur pengadaan mengacu pada prinsip-prinsip tata kelola yang baik, dengan mencakup kewenangan, batas persetujuan, klasifikasi, serta pembagian tugas dan tanggung jawab. Hal ini diperkuat melalui penerbitan Surat Keputusan Direksi Nomor Kep-00001/BEI/01-2020 tentang Pedoman Pengadaan Barang dan/atau Jasa yang Tersentralisasi. Secara berkala, BEI melakukan program evaluasi kinerja para mitra pemasok untuk memastikan *output* pekerjaan memenuhi persyaratan kualitas yang ditetapkan.

Dalam rangka menjaga pengadaan yang dapat dipertanggungjawabkan, pengelolaan melibatkan 2 (dua) divisi yang berbeda, yaitu Divisi Umum dan Divisi User. Proses pengadaan dilakukan secara transparan dan akuntabel. Sementara pengadaan untuk pasokan infrastruktur pasar modal yang berupa produk-produk berteknologi tinggi, baik sistem *software* maupun *hardware*, dilaksanakan sesuai permintaan Direktorat Teknologi dan Manajemen Risiko dan diputuskan melalui pembahasan yang melibatkan Direksi beserta tim pengadaan.

Selanjutnya Divisi Umum melakukan evaluasi mulai dari tahapan proses sampai dengan penyampaian hasil pekerjaan sesuai kontrak kerja. Hasil evaluasi ini dipergunakan sebagai dasar penilaian untuk proses seleksi berikutnya dan penetapan daftar rekanan kerja. Dalam pelaksanaan kebijakan pengadaan barang dan jasa, BEI memastikan praktik tata kelola perusahaan yang baik dengan memperhatikan beberapa aspek, antara lain:

1. Pelaksanaan prinsip keterbukaan dan menghindari benturan kepentingan.
2. Fokus pada tujuan untuk mendapatkan tingkat mutu barang atau jasa terbaik serta efisiensi pembelian yang optimal melalui perbandingan mutu dan tingkat harga yang ditawarkan oleh dan pemasok.

Selama tahun 2021, BEI telah melakukan proses pengadaan mencapai Rp127,96 miliar. Proses pengadaan ini melibatkan rantai pasokan sebanyak 68 pemasok.

Pada SOP Pengadaan yang dimiliki Perseroan juga telah berkontribusi terhadap meminimalisir dampak lingkungan. SOP pengadaan di BEI mengatur mengenai pengurangan pemakaian kertas dalam hal penerimaan proposal dari pemasok/vendor (diterima secara *online*), dokumen legal pemasok/vendor (*softcopy*), semua dokumen internal pengadaan dilakukan

The Company's operational operations are closely related to the supply chain, both in the form of goods and services. IDX manages the supply chain through procurement procedures referring to the principles of good governance, including authority, approval limits, classification, and division of tasks and responsibilities. This is emphasized with the issuance of the Decree of the Board of Directors Number Kep-00001/BEI/01-2020 concerning the Guidelines for the Procurement of Centralized Goods and/or Services. IDX periodically conducts a performance evaluation program on its supplier partners to ensure that the output of work meets the specified quality requirements.

To maintain accountable procurement, the management involves 2 (two) different divisions, namely General Affairs Division and user division. The procurement process is carried out in a transparent and accountable manner. Meanwhile, procurement for the supply of capital market infrastructure in the form of high-tech products, both software and hardware systems, is carried out according to the request of the Directorate of Technology and Risk Management and decided through discussions involving the Board of Directors and the procurement team.

Furthermore, the General Affair Division evaluates the stages of the process, such as from the delivery of the results of the work according and the work contract. The results of this evaluation are used as the basis for the assessment for the next selection process and the determination of the list of partners. In implementing the policy for the procurement of goods and services, IDX ensures good corporate governance practices by taking into account several aspects, including:

1. Implementation of the principle of transparency and avoiding conflicts of interest.
2. Focus on the objective of obtaining the best level of quality of goods or services as well as optimal purchasing efficiency through comparison of quality and price levels offered by and suppliers.

In 2021, IDX has carried out the procurement process amounted to Rp127.96 billion. This procurement process involves 68 suppliers.

The Company's Procurement SOP has contributed to minimizing the environmental impact. It also regulates the reduce of paper use, including the paper proposal sent by suppliers/vendors (received online), legal document from suppliers/vendors (*softcopy*), and all procurement internal documents, which are all communicated online (via email). In addition, the

secara *online* (melalui email). Selain itu, Perseroan juga melaksanakan meeting dengan pemasok/vendor secara *online*, sehingga dapat mengurangi beban listrik, AC, dan kertas karena berita acara dan persetujuannya dilakukan melalui email.

Perusahaan juga memiliki inisiatif untuk mengelola risiko K3 pemasok/vendor yang beroperasi di fasilitas Perusahaan dengan menerapkan prosedur bagi pemasok/vendor terkait pencegahan COVID-19 dan petunjuk lain yang berlaku lainnya yang terdapat pada IDX New Normal Protocol.

Company also holds online meeting with suppliers/vendors, thus reducing the electricity cost, the use of AC, and paper since its minutes of meeting and agreement are conducted through email.

The Company has initiative to manage OHS policy for suppliers/vendors that operate in the Company's facilities by applying the procedure of COVID-19 prevention and other applicable instructions that are contained in the IDX New Normal Protocol.

#### Tabel Rantai Pasokan

Table of Supply Chain

Uraian Description	Satuan Unit	2021	2020	2019
Nilai Transaksi Transaction Value	Juta Rupiah Million Rupiah	106.288,58	114.777,48	116.834,98
Nilai Pengadaan Procurement Value	Juta Rupiah Million Rupiah	127.959,92	136.774,74	149.770,63
Pemasok Suppliers				
Lokal Local	Pemasok Supplier	66	144	157
Non Lokal Non-Local	Pemasok Supplier	2	3	2

## Penghargaan (GRI 102-12)

### Award (GRI 102-12)



Bursa Efek Indonesia meraih Penghargaan GIFA sebagai The Best Islamic Capital Market.

Indonesia Stock Exchange won the GIFA Award as The Best Islamic Capital Market.



Bursa Efek Indonesia mendapatkan penghargaan untuk wajib pajak yang memberikan kontribusi pajak terbesar yang dilakukan di Kantor Pelayanan Pajak Perusahaan Masuk Bursa (KPP PMB), Direktorat Jenderal Pajak-Kementerian Keuangan.

Indonesia Stock Exchange was given a taxpayer award. IDX contributed the largest tax in Stock Exchange Company Tax Service Office (KPP PMB), Directorate General of Taxes-Ministry of Finance.





IDX

Indonesia Stock Exchange

member of  WORLD FEDERATION  
OF EXCHANGES

# Tentang Laporan Keberlanjutan

## About Sustainability Report

### Seren Taun

Seren Taun merupakan upacara syukuran masyarakat petani Cigugur, Jawa Barat atas berkah di bidang pertanian selama setahun, juga sebagai doa untuk berkah pertanian di tahun berikutnya. Upacara yang dilaksanakan selama tujuh hari berturut-turut ini diisi oleh berbagai rangkaian prosesi yang ditutup oleh ritual Ngajayak Pare, iring-iringan rombongan pembawa hasil bumi yang melimpah dan meriah sebagai wujud kekayaan alam Bumi Pasundan. Upacara Seren Taun merefleksikan pentingnya nilai kebersamaan dan gotong royong bagi masyarakat Sunda.

Seren Taun is a thanksgiving ceremony for the farming community of Cigugur, West Java. It is designed to celebrate blessings in agriculture for the previous year and serves to also deliver prayers for the blessings of agriculture for the coming year. The ceremony, which was held for seven consecutive days, is filled with a series of processions that end with a Ngajayak Pare ritual, with a group procession carrying crops as a manifestation of the planet's natural wealth. The Seren Taun ceremony reflects the importance of the value of togetherness and mutual cooperation for the Sundanese people.

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# Tentang Laporan Keberlanjutan

## About Sustainability Report



Penerbitan Laporan Keberlanjutan 2021 bertujuan untuk memberikan nilai tambah kepada para pemangku kepentingan dengan melaporkan berbagai program dan partisipasi yang dilakukan BEI dalam menjaga keberlanjutan bisnis di bidang pasar modal. Selain itu, laporan ini sebagai bentuk penerapan POJK No. 51 Tahun 2017, sekaligus menjadi bagian tidak terpisahkan dari Laporan Tahunan pada periode pelaporan 2021. (GRI 101)

Sebagaimana laporan tahun sebelumnya, laporan ini ditujukan untuk pemangku kepentingan Bursa Efek Indonesia meliputi pemegang saham, Pemerintah/Otoritas Jasa Keuangan, Legislator, Investor, Perusahaan Tercatat, Anggota Bursa, Karyawan, mitra usaha/SRO, mitra pemasok (vendor, *supplier*, konsultan), masyarakat, konsumen, media massa, dan pihak-pihak lainnya yang berkepentingan sebagai dasar dalam pengambilan keputusan. Melalui laporan ini, pemangku kepentingan juga dapat menilai sejauh mana BEI telah menunaikan kewajiban tanggung jawab sosial dan lingkungan seperti yang diamanatkan peraturan perundangan yang berlaku. Untuk itu, BEI berkomitmen untuk terus melaporkan kinerja keberlanjutan melalui Laporan Keberlanjutan yang disusun dengan siklus secara berkala setiap tahun.

The issuance of the 2021 Sustainability Report aims to provide added value to stakeholders by reporting the Company's various programs and participations in maintaining business sustainability in the capital market sector. In addition, this report is our commitment to implementing POJK No. 51 of 2017, and is an integral part of the Annual Report for the 2021 reporting period. (GRI 101)

As in the previous year's report, this report is intended for Indonesian Stock Exchange stakeholders, including shareholders, Government/Financial Services Authority, Legislators, Investors, Listed Companies, Exchange Members, Employees, business partners/SROs, supplier partners (vendors, suppliers, consultants), society, consumers, mass media, and other interested parties as a basis for decision making. Through this report, stakeholders can also assess the capabilities of IDX in fulfilling its social and environmental responsibilities as mandated by the applicable laws and regulations. To that end, IDX is committed to consistently reporting its sustainability performance through a Sustainability Report, which is prepared on a regular basis every year.



### Periode, Siklus dan Cakupan Laporan (GRI 102-50)(GRI 102-51)(GRI 102-52)(GRI 102-45)

Laporan ini disusun secara periodik dengan siklus setahun sekali dan sebagai Laporan Keberlanjutan tahun keempat. Periode pelaporan keberlanjutan ini mengungkapkan data dan informasi mulai 1 Januari 2021 hingga 31 Desember 2021. Laporan Keberlanjutan pertama diterbitkan pada tahun 2019 dan terakhir kali pada tahun 2021.

Laporan Keberlanjutan ini berisi informasi dan data kinerja ekonomi, sosial, dan lingkungan BEI tahun 2021. Tidak terdapat perubahan signifikan dan penyajian ulang atas data yang disajikan dari periode pelaporan sebelumnya, mengingat tidak ada perubahan signifikan terhadap kegiatan operasional BEI selama tahun pelaporan. Isi data dan informasi disajikan dengan perbandingan kinerja tahun sebelumnya. Lingkup pelaporan data dan informasi yang disajikan berasal dari BEI dan entitas anak, untuk data keuangan berasal dari laporan keuangan *audited* konsolidasi BEI dan entitas anak yaitu PT Kliring Penjaminan Efek Indonesia (KPEI), PT Penilai Harga Efek Jasa pengolahan dan Indonesia (PHEI), PT Indonesian Capital Market Electronic Library (I-CAMEL), PT Penyelenggara Program Perlindungan Investor Efek Indonesia (PPPIEI), PT Pendanaan Efek Indonesia (PEI), PT IDX Solusi Teknologi Informasi (ISTI).

Dalam melaporkan data keuangan, Perseroan mengikuti Pernyataan Standar Akuntansi Keuangan (PSAK) Indonesia. Sedangkan untuk data-data keberlanjutan, Perseroan menggunakan teknik pengukuran data yang berlaku dengan mengacu pada program-program dalam Rencana Aksi Keuangan Berkelanjutan (RAKB).

Laporan menyajikan data dan informasi dalam bentuk narasi dan data numerik sesuai dengan konteksnya. Untuk memudahkan pemangku kepentingan asing dalam memperoleh data dan informasi keberlanjutan, maka laporan ini disajikan dalam 2 (dua) bahasa yaitu bahasa Indonesia dan bahasa Inggris.

### Standar dan Pedoman Pelaporan (GRI 102-54)(GRI 102-55)

Penyusunan Laporan keberlanjutan ini mengacu pada ketentuan Peraturan Otoritas Jasa Keuangan (OJK) No. 51/POJK.03/2017 (POJK 51/2017) tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Selain itu, Laporan Keberlanjutan 2021 disusun menggunakan persyaratan pelaporan dalam *Global Reporting Initiative* (GRI) *Standards* dengan opsi *Core*.

### Report Period, Cycle and Scope (GRI 102-50) (GRI 102-51)(GRI 102-52)(GRI 102-45)

This report is prepared once a year and is a fourth year Sustainability Report. It also discloses data and information from January 1, 2021 to December 31, 2021. The first Sustainability Report was published in 2019 and the last time in 2021.

This Sustainability Report contains information and data on the economic, social and environmental performance of IDX in 2021. During the reporting year, there were not significant changes and restatements of the data presented from the previous reporting period, and there were also no significant changes in IDX's operational activities during the reporting year. The contents of data and information are presented with a comparison of the previous year's performance. IDX and its subsidiaries are responsible for presenting scope of data report and information, while IDX consolidated financial statement is presented by PT Kliring Penjaminan Efek Indonesia (KPEI), PT Penilai Harga Efek Jasa pengolahan dan Indonesia (PHEI), PT Indonesian Capital Market Electronic Library (I-CAMEL), PT Penyelenggara Program Perlindungan Investor Efek Indonesia (PPPIEI), PT Pendanaan Efek Indonesia (PEI), and PT IDX Solusi Teknologi Informasi (ISTI).

In reporting financial data, the Company follows the Indonesian Financial Accounting Standards Statement (PSAK). For sustainability data, the Company uses the applicable data measurement technique based on the programs in the Sustainable Finance Action Plan (RAKB).

The report presents data and information in the form of narrative and numerical data according to the context. To facilitate foreign stakeholders in obtaining sustainability data and information, this report is presented in 2 (two) languages, namely Indonesian and English.

### Reporting Standards and Guidelines (GRI 102-54)(GRI 102-55)

The preparation of the sustainability report refers to the provisions of the Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017 (POJK 51/2017) concerning the Implementation of Sustainable Finance for Financial Service Institutions, Issuers, and Public Companies. In addition, the 2021 Sustainability Report was prepared using the reporting requirements in the *Global Reporting Initiative* (GRI) *Standards* with the *Core* option.

Laporan ini dilengkapi dengan tanda khusus berupa kode indeks GRI pada halaman yang relevan terhadap informasi pengungkapan umum dan pengungkapan khusus sebagai topik material, agar para pembaca dapat dengan mudah menemukan informasi terkait untuk setiap indikator. Selain itu kami melengkapi laporan ini dengan daftar indeks POJK 51/2017 dan indeks GRI *Standards "Core"*.

### Penyajian Kembali dan Perubahan Informasi dalam Pelaporan (GRI 102-48)(GRI 102-49)

Seluruh data keuangan dalam Laporan ini menggunakan denominasi Rupiah, kecuali diindikasikan lain dan sudah diaudit oleh Kantor Akuntan Publik sesuai dengan keperluan penyusunan Laporan Keuangan dan Laporan Tahunan Perseroan. Data kuantitatif dalam Laporan ini disajikan dengan menggunakan prinsip perbandingan minimal dalam dua tahun berturut-turut. Dengan demikian, pembaca Laporan dapat melakukan analisis terhadap kecenderungan kinerja Perseroan.

Dalam laporan ini tidak dilakukan penyajian kembali atas data perbandingan yang telah dilaporkan di tahun sebelumnya terkait perluasan lingkup laporan, reklasifikasi, perubahan cara perhitungan, serta perhitungan yang lebih komprehensif. Perubahan informasi hanya berkaitan dengan hasil penetapan topik material.

### Penetapan Topik Material dan Batasan Topik (GRI 102-46)

Laporan memuat informasi kinerja keberlanjutan Perseroan tahun 2021 sesuai dengan ketentuan dalam POJK 51/2017 dan GRI Standard terkait pengungkapan topik umum serta pengungkapan topik khusus. Batasan pelaporan data dan informasi yang disajikan berasal dari Perseroan, dan entitas anak.

Proses penetapan isi Laporan dilakukan sesuai dengan prinsip – prinsip yang ditetapkan oleh Standar GRI, yakni: *Stakeholders inclusiveness* (pelibatan pemangku kepentingan); *Materiality* (materialitas); *Sustainability context* (konteks keberlanjutan) dan *Completeness* (kelengkapan).

This report is equipped with a special mark in the form of the GRI index code on pages relevant to general disclosure information and specific disclosures as material topics, so that readers can easily find relevant information for each indicator. In addition, we complement this report with a list of the POJK 51/2017 index and the GRI Standards "Core" index.

### Restatements and Changes of Information in Reporting (GRI 102-48)(GRI 102-49)

All financial data in this report is denominated in Rupiah, unless otherwise indicated and has been audited by a Public Accounting Firm in accordance with the purposes of preparing the Company's Financial Statements and Annual Reports. The quantitative data in this Report are presented using the principle of comparison for at least two consecutive years. Thus, the readers of the Report can analyze the trend of the Company's performance.

In this report, there is no restatement of comparative data that has been reported in the previous year related to the expansion of the scope of the report, reclassification, changes in calculation methods, and more comprehensive calculations. Changes in information only relate to the results of determining material topics.

### Determination of Material Topics and Topic Boundaries (GRI 102-46)

The report contains information on the Company's sustainability performance in 2021 in accordance with the provisions in POJK 51/2017 and the GRI Standard regarding the disclosure of general topics and the disclosure of special topics. The Company and its subsidiaries set limitation of reporting data and information in this report.

In determining the contents of the Report, the Company refers to the principles that are set out by the GRI Standards, namely: Stakeholder inclusiveness; Materiality; Sustainability context; and Completeness.

Prinsip penetapan konten laporan ini didasarkan pada 4 (empat) prinsip, sesuai dengan panduan GRI, yaitu:

#### 1. Inklusivitas Pemangku Kepentingan

Proses penyusunan laporan melibatkan pemangku Kepentingan dalam penentuan topik material yang diungkapkan dalam laporan ini melalui *Focus Group Discussion* dan Uji Materialitas.

#### 2. Konteks Keberlanjutan

Konten dalam laporan ini adalah isu atau topik yang berhubungan dengan konteks keberlanjutan, meliputi topik ekonomi, lingkungan dan sosial.

#### 3. Materialitas

Proses penyusunan laporan dimulai dengan penentuan isi laporan melalui prosedur penetapan materialitas dengan terlebih dulu mengidentifikasi topik spesifik, kemudian menetapkan bobot dari masing-masing topik tersebut melalui uji materialitas sehingga didapat topik yang material, yakni topik yang kami nilai relevan, menjadi prioritas dan penting untuk disampaikan.

#### 4. Lengkap

Proses penyusunan laporan dilengkapi dengan pengujian atas topik yang material, mencakup ketersediaan data maupun penetapan batasan (*boundary*) sehingga mencerminkan dampak ekonomi, lingkungan dan sosial yang signifikan.

Sementara itu, dalam menentukan topik dan isi laporan, kami merujuk pada panduan GRI yang menentukan 4 (empat) yaitu:

#### 1. Identifikasi

Kami melakukan identifikasi terhadap topik-topik yang material/penting dan menetapkan batasan.

#### 2. Prioritas

Kami membuat prioritas atas topik-topik yang telah diidentifikasi pada langkah sebelumnya.

#### 3. Validasi

Kami melakukan validasi atas topik-topik yang dinilai material tersebut.

#### 4. Review

Kami melakukan *review* atas Laporan setelah diterbitkan guna meningkatkan kualitas Laporan tahun berikutnya.

The determination principle of the content of this report is based on 4 (four) principles, in accordance with the GRI guidelines, namely:

#### 1. Stakeholder Inclusivity

Stakeholders are involved in preparing the report and determining the material topics disclosed in this report through Focus Group Discussions and Materiality Tests.

#### 2. Sustainability Context

The content in this report is an issue or topic related to sustainability, including economic, environmental and social topics.

#### 3. Materiality

The preparation of this report begins with determining the content using materiality procedure by initially identifying specific topics, and determining the weight of each topic through a materiality test. It results in the material topics that are relevant, prioritized, and important to convey.

#### 4. Complete

The report preparation process is complemented by testing on material topics, including the availability of data and setting boundaries, so that they reflect significant economic, environmental and social impacts.

Meanwhile, in determining the topic and content of the report, we refer to the GRI guidelines, which specify 4 (four) aspects, namely:

#### 1. Identification

We identify material/important topics and set boundaries.

#### 2. Priority

We prioritize the topics identified in the previous step.

#### 3. Validation

We validate the topics assessed by the material.

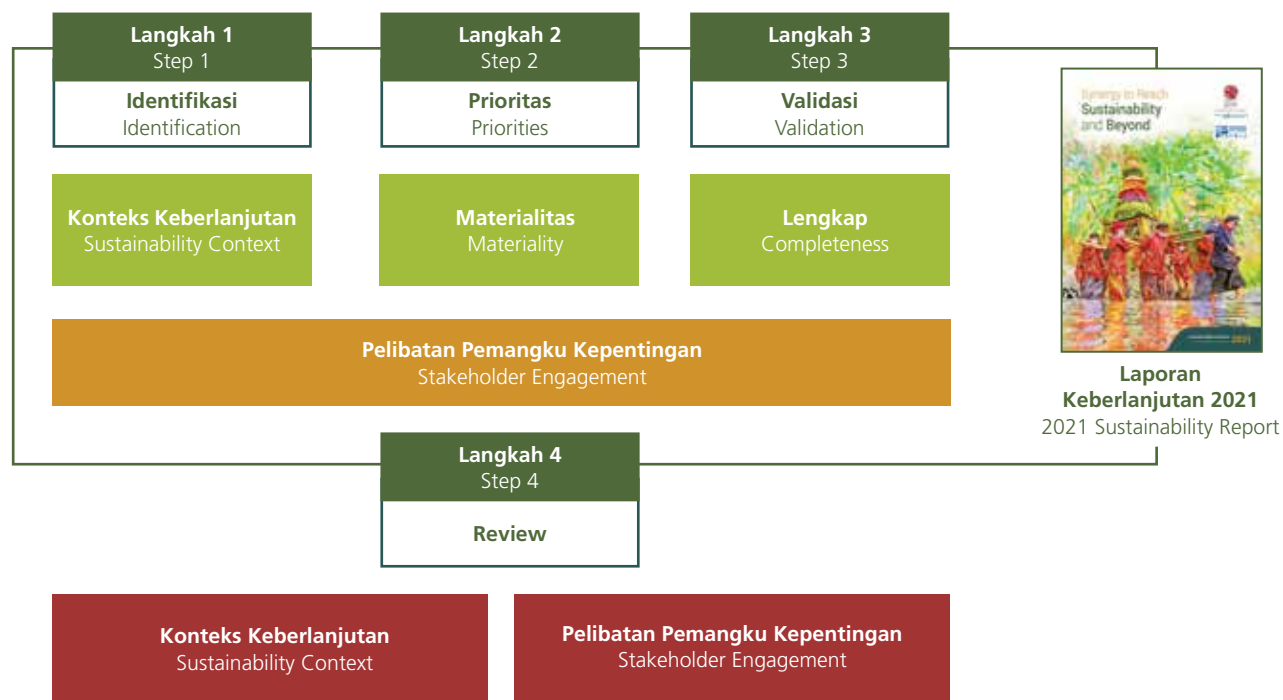
#### 4. Review

We review the Report after it is published in order to improve the quality of the Report for the following year.



Langkah dalam menetapkan konten laporan dapat digambarkan dalam Bagan Alur Proses Penetapan Konten Laporan sebagai berikut:

The steps in defining report content can be illustrated in the Report Content Determination Process Flowchart as follows:



### Daftar Topik Material (GRI 102-47)

Perseroan telah melakukan kajian dampak material dalam menentukan topik-topik material dengan membentuk grup diskusi internal tentang dampak operasional terhadap para pemangku kepentingan utama dengan mempertimbangkan masukan dari beberapa pihak eksternal. Topik material yang dimuat dalam laporan ini ditetapkan setelah dilakukan pembahasan dalam *Focus Group Discussion* (FGD) melalui platform virtual meeting pada tanggal 14 Februari 2022 dan selanjutnya dilakukan uji materialitas.

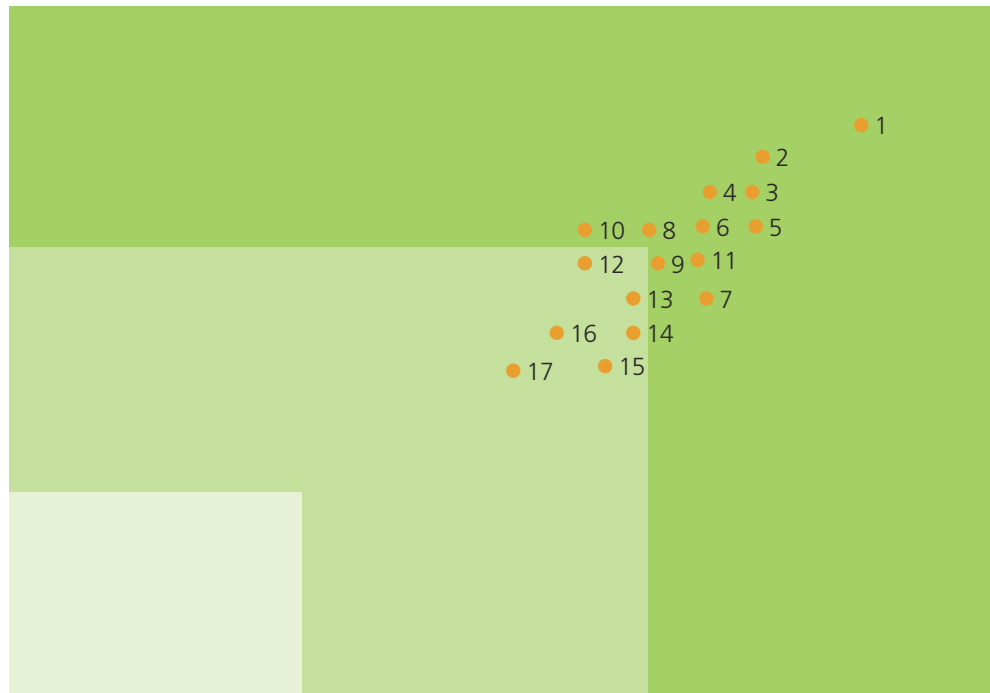
Dalam FGD tersebut, BEI menentukan topik-topik yang prioritas dan relevan untuk disampaikan berdasarkan signifikansi pengaruh topik kepada pemangku kepentingan dan signifikansi dampak ekonomi, sosial dan lingkungan terhadap pemangku kepentingan. Topik pilihan tersebut disajikan dalam matriks berikut.

### List of Material Topics (GRI 102-47)

The Company has conducted a material impact study in determining material topics by forming an internal discussion group on the operational impact on key stakeholders by considering input from several external parties. The material topics in this report were determined after discussions were held in a Focus Group Discussion (FGD) through a virtual meeting platform on February 14, 2022 and a materiality test can be carried out.

In the FGD, IDX determines priority and relevant topics to be submitted based on the significance of the influence of the topic to stakeholders and the significance of the economic, social and environmental impacts on stakeholders. The selected topics are presented in the following matrix.

**Pengaruh pada Penilaian & Keputusan Pemangku Kepentingan**  
Influence on Stakeholder Assessment & Decisions



**Signifikansi Dampak Ekonomi Lingkungan dan Sosial**  
Significance of Economic, Environmental and Social Impacts

**Keterangan**

1. Kinerja Ekonomi
2. Kepatuhan Sosial Ekonomi
3. Anti Korupsi
4. Kesehatan dan Keselamatan Kerja
5. Pelatihan dan Pendidikan
6. Privasi Pelanggan
7. Kepegawaian
8. Dampak Ekonomi Tidak Langsung
9. Energi
10. Keanekaragaman dan Kesempatan Setara
11. Kesehatan dan Keselamatan Pelanggan
12. Pemasaran dan Pelabelan
13. Limbah
14. Emisi
15. Air dan Efluen
16. Masyarakat Lokal
17. Praktik Pengadaan

**Description**

1. Economic Performance
2. Socio-Economic Compliance
3. Anti-Corruption
4. Occupational Health and Safety
5. Training and Education
6. Customer Privacy
7. Employment
8. Indirect Economic Impact
9. Energy
10. Diversity and Equal Opportunity
11. Customer Health and Safety
12. Marketing and Labeling
13. Waste
14. Emission
15. Water and Effluent
16. Local Community
17. Procurement Practice

Tabel Daftar Topik Material

Table of Material Topic List

Topik Material Material Topic	Dasar Pengungkapan Basis of Disclosure	Indeks GRI Standard GRI Standard Index	Batasan Limitation	
			Internal	Eksternal External
Aspek Ekonomi Economic Aspect				
1. Kinerja Ekonomi Economic Performance	Berdampak signifikan pada pemangku kepentingan Significant impact on stakeholders	201-1, 201-3	✓	
2. Dampak Ekonomi Tidak Langsung Indirect Economic Impact	Berdampak signifikan pada pemangku kepentingan Significant impact on stakeholders	203-1, 203-2	✓	
3. Anti Korupsi Anti Corruption	Berdampak pada kesinambungan usaha Impact on business continuity	205-1	✓	
Aspek Lingkungan (seri300 ) Environmental Aspect (series300)				
4. Energi Energy	Berdampak pada keberlanjutan Impact on sustainability	302-1, 302-4	✓	
Aspek Sosial (seri 400) Social Aspect (series 400)				
5. Ketenagakerjaan Employment	Berdampak signifikan pada pemangku kepentingan dan bagi kesinambungan usaha Significant impact on stakeholders and for business sustainability	401-1, 401-2, 401-3	✓	
6. Kesehatan dan Keselamatan Kerja Occupational Health and Safety	Berdampak signifikan pada pemangku kepentingan dan bagi kesinambungan usaha Significant impact on stakeholders and for business sustainability	403-1, 403-2	✓	✓
7. Pelatihan dan Pendidikan Training and Education	Berdampak signifikan pada pemangku kepentingan dan bagi kesinambungan usaha Significant impact on stakeholders and for business sustainability	404-1, 404-2	✓	✓
8. Keanekaragaman dan Kesempatan Setara Diversity and Equal Opportunity	Berdampak signifikan pada pemangku kepentingan Significant impact on stakeholders	405-1, 405-2	✓	
9. Tanggung Jawab Konsumen Consumer Responsibility	Berdampak signifikan pada pemangku kepentingan dan bagi kesinambungan usaha Significant impact on stakeholders and for business sustainability	418-1	✓	
10.Sosial Ekonomi Socio-Economic	Berdampak signifikan pada pemangku kepentingan dan bagi kesinambungan usaha Significant impact on stakeholders and for business sustainability	419-1	✓	
Sektor Jasa Keuangan Financial Services Sector				
Peningkatan Kapasitas Capacity Upgrade	Berdampak signifikan pada kesinambungan dan keberlanjutan usaha Significant impact on business continuity and sustainability	FS16	✓	✓



### Assurance (GRI 102-56)

BEI terus berupaya meningkatkan kualitas laporan yang disajikan. Atas Laporan Keberlanjutan 2021, BEI belum menugaskan pihak independen dari eksternal untuk melakukan jasa *assurance* atas Laporan Keberlanjutan 2021, namun demikian untuk menjamin kredibilitas dan kualitas informasi yang tercantum dalam laporan ini, seluruh isi dan data telah melalui tahap verifikasi internal. Namun demikian, BEI terus berkomitmen untuk melaporkan kinerja keberlanjutan dan meningkatkan kualitas pelaporan sesuai indeks *Global Reporting Initiative* (GRI) dan POJK 51/2017 melalui laporan keberlanjutan BEI.

### Umpan Balik & Akses Informasi (GRI 102-53)

BEI mengharapkan saran dan umpan balik dari para pembaca untuk perbaikan Laporan Keberlanjutan periode mendatang. Penyampaian saran maupun umpan balik mengenai laporan ini dapat ditujukan kepada BEI dengan informasi kontak sebagai berikut:

### Assurance (GRI 102-56)

IDX continues to improve the quality of the report. Regarding the 2021 Sustainability Report, IDX has not assigned an external independent party to provide assurance services for the 2021 Sustainability Report. However, to ensure the credibility and quality of the information contained in this report, all contents and data have gone through the internal verification stage. IDX is consistently committed to reporting sustainability performance and improving reporting quality according to the Global Reporting Initiative (GRI) index and POJK 51/2017 through IDX sustainability report.

### Feedback & Information Access (GRI 102-53)

IDX expects suggestions and feedback from readers to improve the Sustainability Report for the next period. All suggestions or feedback on this report can be submitted to IDX through the following contact information:

#### Kontak Perusahaan Company Contact



#### Kantor Pusat | Head Office

PT Bursa Efek Indonesia (BEI)  
Indonesia Stock Exchange (IDX)

#### Sekretaris Perusahaan Corporate Secretary

Gedung Bursa Efek Indonesia, Tower I, Lt. 6  
Jl. Jenderal Sudirman Kav. 52-53, Jakarta 12190

Tel. : (62-21) 515-0515  
Fax. : (62-21) 515-0330  
Website : [www.idx.co.id](http://www.idx.co.id)  
Email : [corsec@idx.co.id](mailto:corsec@idx.co.id)



IDX

Indonesia Stock Exchange

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OF EXCHANGES

# Tata Kelola Keberlanjutan

## Sustainability Governance

### Tari Piring

#### Plate Dance

Tari Piring merupakan seni tari tradisional yang berasal dari Solok, Sumatra Barat. Sesuai namanya, jenis kesenian ini menampilkan penari dengan gerakan dinamis, mengayunkan piring di telapak tangan dengan cepat tanpa membiarkan satu piring pun terjatuh. Keahlian dan kepercayaan diri para penari piring ini tercermin melalui komitmen BEI dalam meningkatkan kredibilitas untuk mengembangkan program-program keuangan berkelanjutan.

Tari Piring (Plate Dance) is a traditional dance art originating from Solok, West Sumatra. As the name implies, this type of art features dancers with fast and dynamic movements, swinging plates in the palm of their hands without letting a single plate fall. The skill and confidence of the plate dancers is reflected in IDX's commitment to boosting its credibility for developing sustainable finance programs.

06









Penerapan prinsip-prinsip *Good Corporate Governance* (GCG) berkontribusi signifikan dalam meningkatkan kinerja sebuah perusahaan, memberikan kondisi kerja yang setara, dan menghormati kepentingan setiap pemangku kepentingan. BEI meyakini dengan penerapan GCG akan menguntungkan semua pemangku kepentingan. Mengingat pentingnya GCG di lingkungan sebuah perusahaan, BEI berkomitmen menerapkannya secara menyeluruh dengan mengacu pada hukum dan perundang-undangan yang berlaku. (GRI 103-1)

Good Corporate Governance (GCG) implementation contributes significantly in improving a company's performance, provides more equal working conditions, and respects the interests of each stakeholder. IDX believes that GCG implementation will benefit all stakeholders. Given the importance of GCG in a company's environment, IDX is committed to implementing it thoroughly with reference to applicable laws and regulations. (GRI 103-1)

## Komitmen GCG

### GCG Commitment

Komitmen BEI terhadap praktik tata kelola keberlanjutan, sejalan dengan peran dan posisi strategis BEI sebagai fasilitator dan regulator pasar modal di Indonesia. Langkah ini bertujuan untuk menjadi Bursa Efek yang sehat dan berdaya saing global serta menjadikan BEI sebagai *role model* bagi anggota bursa dalam penerapan tata kelola keberlanjutan. Komitmen ini diperkuat dalam aspirasi dan tujuan BEI "Menjadi Bursa kredibel yang menggerakkan pendalaman keuangan dan memberdayakan Indonesia menjadi ekonomi terbesar ke 5 pada tahun 2045". (GRI 103-2)

IDX's commitment to sustainable governance practices is in line with IDX's strategic role and position as a facilitator and regulator of the capital market in Indonesia. This commitment aims to help IDX become a healthy and globally competitive Stock Exchange and to turn it into a role model for exchange members in its implementing of sustainable governance. This commitment is reinforced in IDX's aspiration and goal, which is to "To become a credible exchange that drives financial deepening and empowers Indonesia to become the 5<sup>th</sup> largest economy by 2045". (GRI 103-2)

BEI telah menetapkan kebijakan Tata Kelola Perusahaan yang baik (GCG) dan Pedoman Etika (*Code of Conduct*) beserta Pedoman, Piagam dan Prosedur Tata Kelola yang lainnya, untuk menguatkan komitmen penerapan GCG. Penerapan GCG di BEI juga mengacu pada prinsip-prinsip yang dikeluarkan oleh *International Organization of Securities Commissions* (IOSCO), sehingga praktik-praktik GCG terbaik di bursa internasional dapat diimplementasikan. Selain itu, BEI mendorong penerapan konsep ESG (*Environmental, Social, Governance*) bagi perusahaan tercatat, emiten dan anggota bursa. Hal ini diharapkan dapat meningkatkan praktik terkait lingkungan, sosial dan tata kelola emiten dalam penerapan investasi berkelanjutan di Indonesia. (GRI 103-3)

IDX has established Good Corporate Governance (GCG) policies and Code of Conduct as well as other Governance Guidelines, Charters and Procedures, to strengthen its commitment to implementing GCG. The implementation of GCG on IDX uses principles issued by the International Organization of Securities Commissions (IOSCO) as reference so that the best GCG practices on international exchanges can be implemented. In addition, IDX encourages ESG (Environmental, Social, Governance) implementation for listed companies, issuers and stock exchange members. IDX hopes that this will improve practices related to the environment, social and governance for issuers in implementing sustainable investment in Indonesia. (GRI 103-3)

# Struktur GCG & Penanggungjawab Penerapan Keuangan Berkelanjutan (E.1)[GRI 102-18]

GCG Structure & Responsibility for Sustainable Finance Implementation (E.1)[GRI 102-18]



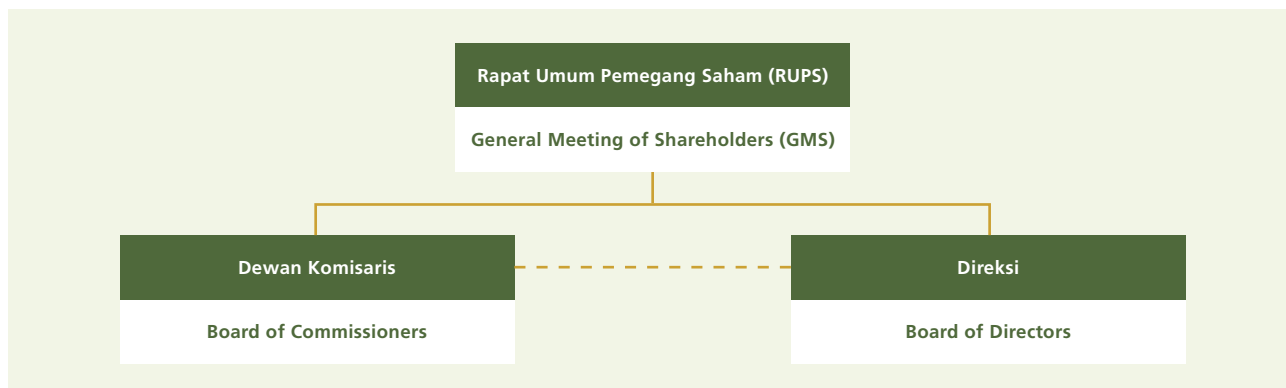
Tata Kelola Perusahaan mencakup struktur dan mekanisme pedoman yang mengatur pengelolaan sebuah perusahaan agar dapat menciptakan nilai ekonomi jangka panjang dan berkelanjutan bagi pemegang saham dan pemangku kepentingan. Struktur tata kelola perusahaan BEI terdiri dari organ utama yang meliputi Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi, serta organ pendukung yang antara lain meliputi Komite-Komite Dewan Komisaris, Sekretaris Perusahaan, Pemeriksa Internal, Komite-Komite Direksi, Pemeriksa Eksternal dan Manajemen Risiko. Organ-organ tersebut dapat menjalankan tugas dan fungsinya secara efektif sesuai dengan prinsip-prinsip tata kelola yang baik dan mekanisme GCG yang telah diatur di BEI.

Corporate Governance includes the structure and guiding mechanisms that govern the management of a company in order to create long-term economic value and sustainability for shareholders and stakeholders. IDX's corporate governance structure consists of the main organs, which include the General Meeting of Shareholders (GMS), the Board of Commissioners and the Board of Directors, as well as supporting organs that include the Committees of the Board of Commissioners, the Corporate Secretary, the Internal Auditor, the Committees of the Board of Directors, and the External Auditor, and Risk Management. These organs can carry out their duties and functions effectively in accordance with the principles of good governance that IDX regulates.



## STRUKTUR GCG

### GCG STRUCTURE



## ORGAN PENDUKUNG

### SUPPORTING ORGANS



## PRINSIP GCG

### GCG PRINCIPLES



## KOMITMEN GCG

### GCG COMMITMENT





# Rapat Umum Pemegang Saham (RUPS)

## General Meeting of Shareholders (GMS)

RUPS adalah forum pengambilan keputusan tertinggi bagi para pemegang saham yang memiliki kewenangan eksklusif untuk memperoleh keterangan mengenai Perseroan dari Direksi maupun Komisaris, serta mewakili Perseroan dalam mengambil keputusan dengan memperhatikan kepentingan perusahaan, ketentuan dalam Anggaran Dasar serta peraturan perundangan yang berlaku. RUPS memiliki semua kewenangan yang tidak didelegasikan kepada Dewan Komisaris dan Direksi.

RUPS dalam Perusahaan terdiri dari:

- RUPS Tahunan yang diselenggarakan setiap tahun buku selambat-lambatnya 6 (enam) bulan setelah tahun buku Perusahaan ditutup.
- RUPS Luar Biasa yaitu Rapat Umum Pemegang Saham yang diadakan sewaktu-waktu berdasarkan kebutuhan.

BEI telah mengadakan 2 (dua) kali RUPS selama tahun 2021, yaitu RUPS Tahunan sebanyak 1 (satu) kali dan RUPS Luar Biasa sebanyak 1 (satu) kali. RUPS Tahunan diselenggarakan pada tanggal 29 Juni 2021 dihadiri oleh 104 pemegang saham atau 100% pemegang saham yang memiliki hak suara. Adapun RUPS Luar Biasa diselenggarakan pada tanggal 27 Oktober 2021 dihadiri oleh 104 pemegang saham atau 100% pemegang saham yang memiliki hak suara.

The GMS is the highest decision-making forum for shareholders with exclusive authority to obtain information regarding the Company from the Board of Directors and Commissioners, as well as represent the Company in making decisions by taking into account the interests of the company, the provisions in the Articles of Association and applicable laws and regulations. The GMS has all powers that are not delegated to the Board of Commissioners and the Board of Directors.

The GMS in the Company consists of:

- Annual GMS, which is held every financial year no later than 6 (six) months after the closing of the Company's financial year.
- Extraordinary GMS, namely, the General Meeting of Shareholders, which is held from time to time based on need.

IDX has held 2 (two) GMSes in 2021, namely, 1 (one) Annual GMS and 1 (one) Extraordinary GMS. The Annual GMS was held on June 29, 2021, attended by 104 shareholders or 100% of shareholders with voting rights. The Extraordinary GMS was held on October 27, 2021, attended by 104 shareholders or 100% of shareholders with voting rights.

# Dewan Komisaris (E.1)

## Board of Commissioners (E.1)

Dewan Komisaris adalah salah satu organ utama Perseroan yang memiliki tanggung jawab secara kolektif kolegial untuk melakukan pengawasan dan memberikan saran/nasihat kepada Direksi sesuai dengan Anggaran Dasar dan ketentuan yang berlaku. Pengangkatan dan/atau penggantian anggota Dewan Komisaris dilakukan melalui RUPS setelah menjalani penilaian kemampuan dan kepatutan yang dilakukan oleh Komite Penilaian Kemampuan dan Kepatutan yang dibentuk oleh Kepala Eksekutif Pengawas Pasar Modal OJK.

### Komposisi Dewan Komisaris

Anggota Dewan Komisaris BEI menjabat selama 3 (tiga) tahun sesuai dengan Anggaran Dasar BEI dan Peraturan Otoritas Jasa Keuangan Nomor 58/POJK.04/2016. Dewan Komisaris beranggotakan 5 (Lima) orang. Dewan Komisaris diketuai oleh seorang Komisaris Utama. Dewan Komisaris telah melakukan pembagian tugas pengawasan yang diputuskan secara internal oleh Dewan Komisaris.

Adapun komposisi Dewan Komisaris BEI per 31 Desember 2021 adalah sebagai berikut:

The Board of Commissioners is one of the main organs of the Company which has collegial collective responsibility to supervise and provide advice to the Board of Directors in accordance with the Articles of Association and applicable regulations. The appointment and/or replacement of members of the Board of Commissioners is carried out through the GMS after undergoing a fit and proper test conducted by the Compliance and Capability Assessment Committee formed by the Chief Executive of the Financial Services Authority (OJK) Capital Market Supervision.

### Composition of the Board of Commissioners

Members of IDX's Board of Commissioners serve for 3 (three) years in accordance with IDX's Articles of Association and Financial Services Authority Regulation Number 58/POJK.04/2016. The Board of Commissioners consists of 5 (five) people. The Board of Commissioners is chaired by a President Commissioner. The Board of Commissioners has carried out the division of supervisory duties which are decided internally by the Board of Commissioners.

The composition of IDX's Board of Commissioners as of December 31, 2021 is as follows:

Nama Name	Jabatan Position	Periode Menjabat Period of Service
John A. Prasetyo	Komisaris Utama President Commissioner	Sejak 21 Juni 2017 Since June 21, 2017
M. Noor Rachman	Komisaris Commissioner	Sejak 25 Oktober 2018 Since October 25, 2018
Heru Handayanto	Komisaris Commissioner	Sejak 30 Juni 2020 Since June 30, 2020
Karman Pamurahardjo	Komisaris Commissioner	Sejak 30 Juni 2020 Since June 30, 2020
Pandu Patria Sjahrir	Komisaris Commissioner	Sejak 30 Juni 2020 Since June 30, 2020

### Tugas dan Tanggung Jawab Dewan Komisaris

Berdasarkan Anggaran Dasar Perusahaan, tugas dan tanggung jawab Dewan Komisaris adalah sebagai berikut:

1. Melakukan pengawasan atas kebijakan Direksi serta memberikan rekomendasi kepada Direksi dalam menjalankan pengurusan Perseroan.

### Duties and Responsibilities of the Board of Commissioners

Based on the Company's Articles of Association, the duties and responsibilities of the Board of Commissioners are as follows:

1. Supervise the policies of the Board of Directors and provide recommendations to the Board of Directors in carrying out the management of the Company.

2. Melakukan tugas yang secara khusus diberikan menurut Anggaran Dasar, peraturan perundangan yang berlaku dan/atau berdasarkan keputusan RUPS.
3. Melakukan tindakan untuk kepentingan Perseroan dan bertanggung jawab kepada RUPS.
4. Memberikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku sebelumnya kepada RUPS.
5. Menyelenggarakan rapat Dewan Komisaris sekurang-kurangnya 1 (satu) bulan sekali.
6. Menyimpan salinan berita acara rapat Dewan Komisaris yang dibuat oleh Sekretariat Dewan Komisaris.
7. Meneliti dan menelaah Laporan Tahunan yang dipersiapkan oleh Direksi serta menandatangani laporan tersebut. Penelaahan laporan tahunan dilakukan sebelum pelaksanaan RUPS.
8. Meninjau Rencana Kerja Jangka Panjang, Rencana Kerja dan Anggaran Tahunan Perseroan sebelum dibahas ke RUPS.
9. Mengawasi pelaksanaan Rencana Kerja dan Anggaran Tahunan (RKAT) serta menyampaikan hasil penilaian serta pendapatnya kepada RUPS.
10. Mengikuti perkembangan kegiatan Perseroan dan segera melaporkan kepada RUPS apabila Perseroan menunjukkan gejala kemunduran yang signifikan disertai saran mengenai langkah perbaikan yang harus ditempuh.
11. Memantau efektivitas praktik GCG, manajemen risiko dan pengendalian internal serta pelaksanaan *Corporate Social Responsibility* (CSR) yang diterapkan Perseroan.
12. Menetapkan *Key Performance Indicator* (KPI) Direksi termasuk masing-masing individu anggota Direksi pada awal tahun kerja.
13. Mengusulkan penunjukan Auditor Eksternal dari Kantor Akuntan Publik atas rekomendasi Komite Audit untuk melakukan audit atas laporan keuangan Perseroan untuk mendapatkan persetujuan RUPS.
14. Melakukan evaluasi terhadap kinerja Direksi.
15. Mengawasi dan memberi masukan terhadap system evaluasi kinerja dan remunerasi Dewan Komisaris, Direksi dan manajemen senior setelah mempertimbangkan hasil kajian Komite Remunerasi yang selanjutnya diajukan untuk memperoleh persetujuan RUPS.
16. Melakukan *review* Piagam Dewan Komisaris dan Direksi secara periodik.
17. Meningkatkan kompetensi dan pengetahuan secara berkesinambungan.
18. Melaporkan kepada Perseroan mengenai kepemilikan saham yang dimilikinya dan/atau keluarganya.
19. Memberikan putusan terhadap Usulan Perbuatan Hukum Direksi yang memerlukan persetujuan tertulis.
2. Perform tasks specifically assigned according to the Articles of Association, applicable laws and/or based on the resolutions of the GMS.
3. Take action for the benefit of the Company and be responsible to the GMS.
4. Provide reports on supervisory duties that have been carried out during the previous financial year to the GMS.
5. Hold a meeting of the Board of Commissioners at least once a month.
6. Keep a copy of the minutes of the meeting of the Board of Commissioners made by the Secretariat of the Board of Commissioners.
7. Researching and reviewing Annual Reports prepared by the Board of Directors and signing these reports. The review of the annual report is carried out prior to the implementation of the GMS.
8. Reviewing the Company's Long-Term Work Plan, Work Plan and Annual Budget before being discussed in the GMS.
9. Supervise the implementation of the Annual Work Plan and Budget (RKAT) and submit the results of the assessment and opinions to the GMS.
10. Follow the development of the Company's activities and immediately report to the GMS if the Company shows symptoms of a significant setback accompanied by suggestions on corrective steps that must be taken.
11. Monitor the effectiveness of GCG practices, risk management and internal control as well as the implementation of Corporate Social Responsibility (CSR) implemented by the Company.
12. Establish Key Performance Indicators (KPI) for the Board of Directors including each individual member of the Board of Directors at the beginning of the working year.
13. Propose the appointment of an External Auditor from the Public Accounting Firm under the recommendation of the Audit Committee to audit the Company's financial statements for approval from the GMS.
14. To evaluate the performance of the Board of Directors.
15. Supervise and provide input on the performance evaluation and remuneration system for the Board of Commissioners, Board of Directors and senior management after considering the results of the Remuneration Committee review, which will then be submitted for approval by the GMS.
16. Reviewing the Charter of the Board of Commissioners and the Board of Directors periodically.
17. Increasing competence and knowledge on an ongoing basis.
18. Report to the Company regarding the ownership of shares owned by them and/or their family members.
19. Provide decisions on the Proposed Legal Action of the Board of Directors, which requires written approval.



# Direksi (E.1)

## Board of Directors (E.1)

Direksi adalah salah satu organ utama Perseroan yang memiliki tugas dan tanggung jawab secara kolektif dalam menjalankan kegiatan operasional BEI. Tugas utama Direksi adalah bertindak dan mewakili untuk dan atas nama Perusahaan. Direksi melaksanakan tugas dan tanggung jawabnya untuk kepentingan BEI dalam mencapai visi dan misi serta tujuan Perseroan. Direksi juga memiliki tanggung jawab untuk mewakili Perseroan, baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar.

### Komposisi Direksi

Semua anggota Direksi memiliki integritas, kompetensi, reputasi dan pengalaman serta keahlian yang dibutuhkan dalam menjalankan fungsi dan tugasnya masing-masing. Pengangkatan dan/atau penggantian anggota Direksi dilakukan oleh RUPS setelah lulus Uji Kemampuan dan Kepatutan oleh OJK. Di akhir tahun 2021, Direksi terdiri dari 7 (tujuh) orang dengan komposisi sebagai berikut:

The Board of Directors is one of the main organs of the Company that has collegiate duties and responsibilities in carrying out IDX operational activities. The main duty of the Board of Directors is to act and represent for and on behalf of the Company. The Board of Directors carries out its duties and responsibilities for the benefit of IDX in achieving its vision and mission as well as the objectives of the Company. The Board of Directors also has the responsibility to represent the Company, both inside and outside the court in accordance with the provisions of the Articles of Association.

### Composition of the Board of Directors

All members of the Board of Directors have integrity, competence, reputation and experience as well as the expertise needed to carry out their respective functions and duties. The appointment and/or replacement of members of the Board of Directors is carried out by the GMS after passing a Fit and Proper Test from the OJK. As of the end of 2021, the Board of Directors consists of 7 (seven) people with the following composition:

Nama Name	Jabatan Position	Periode Menjabat Period of Service
Inarno Djajadi	Direktur Utama President Director	Sejak 29 Juni 2018 Since June 29, 2018
I Gede Nyoman Yetna	Direktur Penilaian Perusahaan Director of Listing	Sejak 29 Juni 2018 Since June 29, 2018
Laksono W. Widodo	Direktur Perdagangan dan Pengaturan Anggota Bursa Director of Trading and Regulation of Exchange Members	Sejak 29 Juni 2018 Since June 29, 2018
Kristian S. Manullang	Direktur Pengawasan Transaksi dan Kepatuhan Director of Transaction Supervision and Compliance	Sejak 29 Juni 2018 Since June 29, 2018
Fithri Hadi	Direktur Teknologi Informasi dan Manajemen Risiko Director of Information Technology and Risk Management	Sejak 29 Juni 2018 Since June 29, 2018
Hasan Fawzi	Direktur Pengembangan Director of Development	Sejak 29 Juni 2018 Since June 29, 2018
Risa E. Rustam	Direktur Keuangan dan Sumber Daya Manusia Director of Finance and Human Resources	Sejak 29 Juni 2018 Since June 29, 2018

## Tugas dan Tanggung Jawab Direksi

Berdasarkan Anggaran Dasar Perusahaan, tugas dan tanggung jawab Direksi adalah sebagai berikut:

1. Mengimplementasikan visi, misi dan rencana strategis perusahaan dalam bentuk Rencana Kerja Jangka Panjang dan Rencana Kerja Jangka Pendek Perseroan.
2. Menjabarkan Rencana Kerja Jangka Pendek dalam suatu anggaran tahunan menjadi Rencana Kerja dan Anggaran Tahunan (RKAT) yang berfungsi sebagai pedoman Perseroan dalam melaksanakan aktivitas operasional.
3. Mengelola Perseroan sesuai dengan kewenangan dan tanggung jawabnya sebagaimana diatur dalam peraturan perundang-undangan yang berlaku dan Anggaran Dasar.
4. Menerapkan prinsip-prinsip *good corporate governance*.
5. Memiliki kewajiban untuk meningkatkan kompetensi dan pengetahuan secara terus menerus dalam rangka mengelola Perseroan secara profesional.
6. Mengendalikan sumber daya yang dimiliki Perseroan secara efektif dan efisien.
7. Mewakili Perseroan baik di dalam maupun di luar pengadilan.
8. Membangun sistem pengendalian internal dan manajemen risiko.
9. Menyelenggarakan Rapat Direksi Perseroan secara berkala dan dengan waktu yang memadai.
10. Menetapkan struktur organisasi Perseroan lengkap dengan rincian tugas setiap divisi dan unit kerja.
11. Mengadakan dan menyimpan Daftar Pemegang Saham (DPS).
12. Menyelenggarakan pembukuan Perseroan yang didukung dengan pengendalian internal yang efektif.
13. Menyimpan risalah dan pembukuan Perseroan.
14. Menyusun laporan tahunan untuk diajukan kepada RUPS yang ditandatangani oleh semua anggota Direksi dan Dewan Komisaris.
15. Melakukan pemanggilan kepada pemegang saham sebelum menyelenggarakan RUPS sesuai ketentuan Anggaran Dasar.
16. Menyelenggarakan RUPS tahunan selambatnya 6 (enam) bulan sejak ditutupnya tahun buku Perseroan dan menyelenggarakan RUPS lainnya sesuai dengan keperluan Perseroan, khususnya untuk persetujuan rencana kerja dan anggaran yang wajib dilaksanakan selambatnya pada tanggal 31 Oktober setiap tahunnya.
17. Melaksanakan keputusan RUPS, sepanjang tidak bertentangan dengan kepentingan Perseroan.
18. Memberikan semua keterangan yang diperlukan sehubungan dengan semua informasi yang diperlukan oleh Dewan Komisaris. Keterangan atau informasi dapat disampaikan melalui rapat bulanan Dewan Komisaris atau permintaan Dewan Komisaris sewaktu-waktu.

## Duties and Responsibilities of the Board of Directors

Based on the Company's Articles of Association, the duties and responsibilities of the Board of Directors are as follows:

1. Implement the company's vision, mission and strategic plans in the form of the Company's Long Term Work Plan and Short Term Work Plan.
2. Elaborating the Short Term Work Plan in an annual budget into an Annual Work Plan and Budget (RKAT), which serves as a guideline for the Company in carrying out operational activities.
3. Manage the Company in accordance with its authorities and responsibilities as stipulated in the applicable laws and regulations and the Articles of Association.
4. Applying the principles of good corporate governance.
5. Have the obligation to continuously improve competence and knowledge to manage the Company professionally.
6. Controlling the resources owned by the Company effectively and efficiently.
7. Representing the Company both inside and outside the court.
8. Build an internal control system and risk management.
9. Holding the Company's Board of Directors Meeting regularly and with an adequate amount of time.
10. Determine the organizational structure of the Company, complete with details of the duties of each division and work unit.
11. Organize and maintain a Register of Shareholders (DPS).
12. Organizing the bookkeeping of the Company with the support of effective internal control.
13. Keep the minutes and books of the Company.
14. Prepare an annual report to be submitted to the GMS signed by all members of the Board of Directors and Board of Commissioners.
15. To summon shareholders prior to holding the GMS in accordance with the provisions of the Articles of Association.
16. Holding an annual GMS no later than 6 (six) months after the closing of the Company's financial year and holding other GMSes in accordance with the needs of the Company, in particular for approval of work plans and budgets which must be carried out no later than October 31 each year.
17. Implement GMS decisions, as long as they do not conflict with the interests of the Company.
18. Provide all necessary information in relation to all information required by the Board of Commissioners. Information can be submitted through the monthly meeting of the Board of Commissioners or at the request of the Board of Commissioners at any time.

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| <p>19. Memperhatikan kepentingan yang wajar dari pemangku kepentingan Perseroan.</p> <p>20. Menyampaikan pertanggungjawaban atas kepengurusan Perseroan berupa laporan keuangan, laporan kegiatan Perseroan, dan laporan pelaksanaan GCG. Laporan tahunan harus memperoleh persetujuan RUPS, sedangkan laporan keuangan harus memperoleh pengesahan RUPS dan Otoritas Jasa Keuangan.</p> <p>21. Bertanggung jawab secara kolektif dalam hal kepailitan yang terjadi karena kesalahan atau kelalaian Direksi jika kekayaan Perseroan tidak cukup untuk menutupi kerugian akibat kepailitan tersebut.</p> <p>22. Melaporkan kepada Perseroan segala potensi konflik kepentingan yang dapat menyebabkan Direksi tidak independen dalam mengambil keputusan.</p> <p>23. Melaporkan kepada Perseroan mengenai saham yang dimiliki anggota Direksi yang bersangkutan dan/atau keluarganya dalam Perseroan dan Perseroan lain untuk selanjutnya dicatat dalam daftar khusus.</p> | <p>19. Taking into consideration the reasonable interests of the Company's stakeholders.</p> <p>20. Delivering accountability for the management of the Company in the form of financial reports, reports on the activities of the Company, and reports on the implementation of GCG. The annual report must obtain the approval of the GMS, while the financial report must obtain the approval of the GMS and the Financial Services Authority.</p> <p>21. Collectively be responsible in the event of bankruptcy that occurs due to the fault or negligence of the Board of Directors if the Company's assets are not sufficient to cover its losses due to its bankruptcy.</p> <p>22. Report to the Company any potential conflicts of interest that may cause the Board of Directors to be not independent in making decisions.</p> <p>23. Report to the Company regarding the shares owned by relevant members of the Board of Directors and/or his family members in the Company and other companies to be further recorded in a special register.</p> |
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# Pejabat Penanggung Jawab Keberlanjutan (E.1)

## Officers in Charge of Sustainability Implementation (E.1)

BEI telah menyusun RAKB dalam rangka menindaklanjuti Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017. Direksi secara khusus bertanggung jawab atas permasalahan Lingkungan, Sosial dan Tata Kelola (LST) terkait program-program keuangan berkelanjutan sesuai dengan RAKB. Sementara Komisaris bertanggung jawab untuk mengawasi permasalahan LST. Selain itu, BEI telah menetapkan alokasi sumber daya manusia yang terlibat dalam pelaksanaan program keuangan berkelanjutan. Perseroan telah melibatkan berbagai divisi beserta lingkup tugas dan wewenangnya meliputi: Sekretaris Perusahaan, Divisi Pengelolaan Strategi Perusahaan dan Anak Usaha, Divisi Pengembangan Bisnis, Divisi Layanan dan Pengembangan Perusahaan Tercatat, Divisi Pengaturan dan Pemantauan Anggota Bursa dan Partisipan, Divisi Pengembangan Pasar, Divisi Sumber Daya Manusia, Divisi Umum, Divisi Keuangan dan Akuntansi, Divisi Manajemen Risiko dan Divisi Operasional Teknologi Informasi.

IDX has prepared Sustainable Finance Action Plan (RAKB) in order to follow up on Financial Services Authority Regulation No. 51/POJK.03/2017. The Board of Directors is directly responsible for the issue of Environment, Social, and Governance (ESG) on the sustainable financial programs according to the RAKB. Meanwhile, the Board of Commissioners is in charge of monitoring the ESG issues. In addition, IDX has determined the allocation of human resources involved in implementing its sustainable finance program. The Company has involved various divisions for this task (and has considered their scope of duties and authorities) including: Corporate Secretary, the Strategic Management of the Company and Subsidiaries Division, Business Development Division, the Service and Development of Listed Company Division, the Division for the Management and Monitoring of Exchange Members and Participants, Market Development Division, Resources Division Human, General Division, Finance and Accounting Division, Risk Management Division and Information Technology Operations Division.

### Tugas dan Wewenang Penanggung Jawab Pelaksanaan Keberlanjutan

#### Duties and Authorities of the Officers in Charge of Sustainability Implementation

Nama Name	Tugas dan Wewenang Duties and Authorities
<b>Direksi</b> Board of Directors	<b>Bertanggung jawab terhadap pengelolaan Program Aksi Keuangan Berkelanjutan di BEI secara keseluruhan</b> Responsible for the overall management of the Sustainable Finance Action Program on IDX
<b>Divisi Sekretaris Perusahaan</b> Corporate Secretary Division	<ul style="list-style-type: none"> <li>• Bertanggung jawab kepada Direksi atas pengelolaan Program Aksi Keuangan Berkelanjutan di BEI secara keseluruhan.</li> <li>• Mengkoordinasikan pelaksanaan Program Aksi Keuangan Berkelanjutan di BEI dengan pihak-pihak terkait.</li> <li>• Menyusun Sustainable Report Tahunan BEI.</li> <li>• Answers to the Board of Directors for the overall management of the Sustainable Finance Action Program for IDX.</li> <li>• Coordinate the implementation of the Sustainable Finance Action Program on IDX with related parties.</li> <li>• Compile IDX's Annual Sustainable Report.</li> </ul>
<b>Divisi Pengelolaan Strategi Perusahaan dan Anak Usaha</b> Strategic Management of the Company and Subsidiaries Division	<ul style="list-style-type: none"> <li>• Bertanggung jawab dalam pengembangan dan penyusunan Rencana Strategis Jangka Panjang Perusahaan (RSJPP).</li> <li>• Melakukan koordinasi dan memberikan dukungan dalam penyusunan Rencana Aksi Keuangan Berkelanjutan.</li> <li>• Melakukan <i>monitoring</i> pelaksanaan dan realisasi Aksi Keuangan Berkelanjutan.</li> <li>• Responsible for the development and preparation of the Company's Long Term Strategic Plan (RSJPP).</li> <li>• Coordinate and provide support in the preparation of the Sustainable Finance Action Plan.</li> <li>• Monitoring the implementation and realization of Sustainable Finance Actions.</li> </ul>

## Tugas dan Wewenang Penanggung Jawab Pelaksanaan Keberlanjutan

Duties and Authorities of the Officers in Charge of Sustainability Implementation

Nama Name	Tugas dan Wewenang Duties and Authorities
<b>Divisi Pengembangan Bisnis</b> Business Development Division	<ul style="list-style-type: none"> <li>• Penyusunan konsep/ide pengembangan bisnis dan produk yang bersifat strategis dan <i>corporate wide</i> untuk mendukung keuangan berkelanjutan.</li> <li>• Melakukan koordinasi dengan pihak-pihak terkait dalam pengembangan bisnis dan produk yang mendukung keuangan berkelanjutan.</li> <li>• Melakukan <i>monitoring</i> untuk memastikan manfaat pengembangan bisnis dan produk yang mendukung keuangan berkelanjutan.</li> <li>• Formulation of strategic and corporate wide business and product development concepts/ideas to support sustainable finance.</li> <li>• Coordinate with related parties in developing business and products that support sustainable finance.</li> <li>• Conduct monitoring to ensure the benefits of developing business and products that support sustainable finance.</li> </ul>
<b>Divisi Pengembangan Pasar</b> Market Development Division	<ul style="list-style-type: none"> <li>• Melaksanakan kegiatan sosialisasi dan edukasi pasar modal meliputi kegiatan Edukasi Publik, Kunjungan BEI, Sekolah Pasar Modal (SPM), Forum Investor, expo atau pameran, dan Paparan Publik.</li> <li>• Mendirikan Galeri Investasi-BEI untuk memberikan dukungan pada kegiatan sosialisasi dan edukasi yang dilakukan di GI-BEI, serta melakukan pembinaan terhadap pengurus GI-BEI dan komunitas Kelompok Studi Pasar Modal (KSPM) yang ada di GI-BEI.</li> <li>• Bekerja sama dengan pihak eksternal seperti TICMI, IBPA, dan SIPF dalam kegiatan sosialisasi dan edukasi pasar modal.</li> <li>• Carry out capital market socialization and education activities including Public Education activities, IDX visits, Capital Market Schools (SPM), Investor Forums, expos or exhibitions, and Public Expos.</li> <li>• Establish IDX Investment Gallery (GI-BEI) to provide support for outreach and education activities carried out at the GI-BEI, as well as to provide guidance to the GI-BEI management and the Capital Market Study Group (KSPM) community at the GI-BEI.</li> <li>• Cooperating with external parties such as TICMI, IBPA, and SIPF in capital market socialization and education activities.</li> </ul>
<b>Divisi Layanan &amp; Pengembangan Perusahaan Tercatat</b> Service & Development of the Listed Company Division	<p>Bertanggung jawab dalam pelaksanaan dan pengembangan program aksi keberlanjutan yang terkait dengan Perusahaan Tercatat dan Calon Perusahaan Tercatat dengan kategori program yaitu:</p> <ul style="list-style-type: none"> <li>• Awareness (Marketing Tools, Panduan, Himbauan)</li> <li>• Capacity Building (Seminar)</li> <li>• Infrastructure (Peraturan dan Sistem)</li> <li>• Partnership (AEI, ICSA, GRI, ACGS)</li> <li>• Initiative (IDXIncubator)</li> </ul> <p>Responsibility for the implementation and development of sustainability action programs related to the Listed Company and Prospective Listed Companies with the following program categories:</p> <ul style="list-style-type: none"> <li>• Awareness (Marketing Tools, Guidelines, Advice)</li> <li>• Capacity Building (Seminar)</li> <li>• Infrastructure (Regulations and Systems)</li> <li>• Partnerships (AEI, ICSA, GRI, ACGS)</li> <li>• Initiatives (IDXIncubator)</li> </ul>
<b>Divisi Umum</b> General Division	<p>Mendukung pelaksanaan program aksi keuangan berkelanjutan yang berfokus pada program internal perusahaan.</p> <p>Support the implementation of a sustainable finance action program that focuses on company internal programs.</p>

### Tugas dan Wewenang Penanggung Jawab Pelaksanaan Keberlanjutan

Duties and Authorities of the Officers in Charge of Sustainability Implementation

Nama Name	Tugas dan Wewenang Duties and Authorities
<b>Divisi Pengaturan dan Pemantauan Anggota Bursa dan Partisipan</b> Division of Regulation and Monitoring of Exchange Members and Participants	<p><b>Mendukung pelaksanaan program aksi keuangan berkelanjutan melalui kegiatan sosialisasi kepada Anggota Bursa dan Partisipan dalam rangka:</b></p> <ul style="list-style-type: none"> <li>• Peningkatan kapasitas dan kualitas SDM demi tercapainya peningkatan kepatuhan terhadap ketentuan peraturan perundang-undangan;</li> <li>• Meningkatkan transparansi atas praktik tata kelola perusahaan serta nilai etika yang berlaku umum untuk menurunkan tingkat risiko Anggota Bursa; dan</li> <li>• Penambahan perizinan baru untuk mendukung pengembangan produk ke bursa.</li> </ul> <p>Support the implementation of sustainable finance action programs through outreach activities to Exchange Members and Participants in order to:</p> <ul style="list-style-type: none"> <li>• Increase the capacity and quality of human resources in order to achieve increased compliance with the provisions of laws and regulations;</li> <li>• Improve transparency of corporate governance practices and generally accepted ethical values to reduce the risk level of Exchange Members; and</li> <li>• Add new licenses to support the development of stock exchange products.</li> </ul>
<b>Divisi Manajemen Risiko</b> Risk Management Division	<p><b>Melakukan pengelolaan risiko perusahaan yang mencakup perencanaan, pengukuran, pemantauan serta pengendalian risiko secara sistematis dan terintegrasi.</b></p> <p>Performing corporate risk management which includes planning, measuring, monitoring and controlling risk in a systematic and integrated manner.</p>
<b>Divisi Operasional Teknologi Informasi</b> Information Technology Operations Division	<p><b>Menjaga <i>availability</i> sistem perdagangan dan perkantoran.</b></p> <p>Maintain the availability of trade and office systems.</p>
<b>Divisi Sumber Daya Manusia</b> Human Resources Division	<p><b>Mendukung pelaksanaan program aksi keuangan berkelanjutan melalui kegiatan pengembangan dan internalisasi program budaya serta penguatan kapasitas organisasi.</b></p> <p>Support the implementation of sustainable finance action programs through development and internalization of cultural programs and strengthening of organizational capacity.</p>
<b>Divisi Keuangan dan Akuntansi</b> Finance and Accounting Division	<p><b>Mendukung pelaksanaan program aksi keuangan berkelanjutan melalui penganggaran, pengelolaan keuangan (investasi) dan <i>monitoring</i> realisasi anggaran kegiatan keuangan berkelanjutan.</b></p> <p>Support the implementation of sustainable finance action programs through budgeting, management finance (investment) and monitoring of budget realization for sustainable finance activities.</p>



# Program Pengembangan Dewan Komisaris, Direksi dan Pejabat/Unit Penanggung Jawab Keberlanjutan (E.2)

Development Program for the Board of Commissioners, Board of Directors and Officers/Units Responsible for Sustainability (E.2)

BEI telah mengatur pelaksanaan program pengembangan kompetensi bagi Anggota Dewan Komisaris dan Direksi serta pejabat atau unit penanggung jawab keberlanjutan. Setiap Anggota Dewan Komisaris dan Direksi diberikan kesempatan dalam mengikuti program pengembangan. Begitu juga bagi pejabat atau unit penanggung jawab keberlanjutan diberikan kesempatan untuk mengikuti program pengembangan kompetensi. Berikut realisasi pelaksanaan program pengembangan yaitu:

IDX has regulated the implementation of competency development programs for Members of the Board of Commissioners and Board of Directors as well as officers or units in charge of sustainability. Each member of the Board of Commissioners and Board of Directors is given the opportunity to participate in these development programs. Likewise, officials or units in charge of sustainability are given the opportunity to participate in competency development programs. The following is the realization of the implementation of these development programs:

**Tabel Program Pengembangan Anggota Dewan Komisaris**  
Board of Commissioners Member Development Program Table

Dewan Komisaris Board of Commissioners	Program Pendidikan/Training Education/Training Program	Waktu Date	Penyelenggara Organizer	Tempat Location
John A. Prasetyo	<b>OJK: Pertemuan Tahunan Industrial Jasa Keuangan 2021 "Momentum Reformasi Sektor Jasa Keuangan Pasca Covid-19 dalam Mempercepat Pemulihan Ekonomi Nasional yang Inklusif."</b>  OJK: Financial Services Industry Annual Meeting 2021 "Momentum for Post-Covid-19 Financial Services Sector Reform to Accelerate Inclusive National Economic Recovery."	<b>15 Januari 2021</b> January 15, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>OJK: Sharing Session terkait Sovereign Wealth Fund (SWF)</b>  OJK: Sharing Session related to Sovereign Wealth Fund (SWF)	<b>02 Februari 2021</b> February 02, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>CNBC Economic Outlook 2021 "Menuju Pemulihan Ekonomi Indonesia 2021"</b>  CNBC Economic Outlook 2021 "Towards Indonesian Economic Recovery 2021"	<b>25 Februari 2021</b> February 25, 2021	<b>CNBC</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Dewan Komisaris**  
Board of Commissioners Member Development Program Table

Dewan Komisaris Board of Commissioners	Program Pendidikan/Training Education/Training Program	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>MNC Group Investor Forum 2021: "Recovery Story after the Big Reset"</b>  MNC Group Investor Forum 2021: "Recovery Story after the Big Reset"	<b>02 Maret 2021</b> March 02, 2021	<b>MNC Group Investor Forum 2021</b>	<b>Virtual</b>
	<b>ALUMNAS: Indonesia Economic, Investment, and Development "The Great Reset and Future Prospect"</b>  ALUMNAS: Indonesia Economic, Investment, and Development "The Great Reset and Future Prospect"	<b>03 Maret 2021</b> March 13, 2021	<b>ALUMNAS</b>	<b>Virtual</b>
	<b>LPPI: Penguatan Tata Kelola di Pasar Modal</b>  LPPI: Strengthening Governance in the Capital Market	<b>18 Maret 2021</b> March 18, 2021	<b>LPPI</b>	<b>Virtual</b>
	<b>The Economist Indonesia Summit 2021 "Towards a sustainable recovery"</b>  The Economist Indonesia Summit 2021 "Towards a sustainable recovery"	<b>30 Maret 2021</b> March 30, 2021	<b>The Economist Indonesia Summit 2021</b>	<b>Virtual</b>
	<b>Forbes Asia CEO Webinar: "The Way Forward"</b>  Forbes Asia CEO Webinar: "The Way Forward"	<b>30 Maret 2021</b> March 30, 2021	<b>Forbes Asia</b>	<b>Virtual</b>
	<b>AT Kearney Unlocking Next Wave of Digital Growth "Beyond Metropolitan Indonesia"</b>  AT Kearney: Unlocking Next Wave of Digital Growth "Beyond Metropolitan Indonesia"	<b>31 Maret 2021</b> March 31, 2021	<b>AT Kearney</b>	<b>Virtual</b>
	<b>General Atlantic Investor Summit: Fireside chat with Dr. Condoleezza Rice, former U.S. Secretary of State</b>  General Atlantic Investor Summit: Fireside chat with Dr. Condoleezza Rice, former U.S. Secretary of State	<b>16 April 2021</b> April 16, 2021	<b>General Atlantic Investor Summit</b>	<b>Virtual</b>
	<b>Singapore Stock Exchange Front seats: Conversations in Global Finance with Chairman &amp; CEO of American Financial Exchange &amp; CEO FTSE Russell</b>  Singapore Stock Exchange Front seats: Conversations in Global Finance with Chairman & CEO of American Financial Exchange & CEO of FTSE Russell	<b>22 April 2021 dan 11 Mei 2021</b> April 22, 2021 and May 11, 2021	<b>Singapore Stock Exchange</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Dewan Komisaris**  
Board of Commissioners Member Development Program Table

Dewan Komisaris Board of Commissioners	Program Pendidikan/Training Education/Training Program	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Verdhana Expert Series: "Cryptocurrencies a generational investment opportunity"</b>	<b>27 April 2021</b> April 27, 2021	<b>Verdhana Expert</b>	<b>Virtual</b>
	Verdhana Expert Series: "Cryptocurrencies a generational investment opportunity"			
	<b>BEI: Sharing Session "Sovereign Wealth Fund (SWF) dan Kaitannya dengan Pasar Modal Indonesia"</b>	<b>10 Juni 2021</b> June 10, 2021	<b>BEI</b>	<b>Virtual</b>
	IDX: Sharing Session "Sovereign Wealth Fund (SWF) and its Relation to Indonesian Capital Market"			
	<b>Investor Daily Summit 2021: "Mengakselerasi Momentum Pertumbuhan"</b>	<b>13 Juli 2021</b> July 13, 2021	<b>Investor Daily</b>	<b>Virtual</b>
	Investor Daily Summit 2021: "Accelerating Growth Momentum"			
	<b>Wong Partnership: Indonesia's Plan to Fight Covid-19 with Optimism: New Developments on Indonesia's Investment Regime, its Newly Established Sovereign Wealth Fund and Other Important Highlights.</b>	<b>16 Juli 2021</b> July 16, 2021	<b>Wong Partnership</b>	<b>Virtual</b>
	Wong Partnership: Indonesia's Plan to Fight Covid-19 with Optimism: New Developments on Indonesia's Investment Regime, its Newly Established Sovereign Wealth Fund and Other Important Highlights.			
	<b>OJK, BEI, KPEI, KSEI: ESG Capital Market Summit "Pursuing Sustainable Finance in Indonesia Capital Market".</b>	<b>27 Juli 2021</b> July 27, 2021	<b>OJK &amp; SRO</b>	<b>Virtual</b>
	OJK, IDX, Indonesian Clearing Guarantee Corporation (KPEI), Indonesian Central Securities Depository (KSEI): ESG Capital Market Summit "Pursuing Sustainable Finance in Indonesia's Capital Market".			
	<b>BEI: Presentasi Market Place untuk Crypto Carbon</b>	<b>28 Juli 2021</b> July 28, 2021	<b>BEI IDX</b>	<b>Virtual</b>
	IDX: Market Place Presentation for Crypto Carbon			
	<b>Kementerian Keuangan : Pembahasan Perdagangan Karbon.</b>	<b>30 Juli 2021</b> July 30, 2021	<b>Kementerian Keuangan Finance Ministry</b>	<b>Virtual</b>
	Ministry of Finance: Discussion on Carbon Trading.			



**Tabel Program Pengembangan Anggota Dewan Komisaris**  
Board of Commissioners Member Development Program Table

Dewan Komisaris Board of Commissioners	Program Pendidikan/Training Education/Training Program	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>OJK, BEI, KPEI, KSEI: CEO Networking 2021 "Stepping up to Regain the Economic Growth"</b>	<b>16 November 2021</b> November 16, 2021	<b>OJK &amp; SRO</b>	<b>Virtual</b>
	OJK, ISX, KPEI, KSEI: CEO Networking 2021 "Stepping up to Regain the Economic Growth"			
	<b>BCA Cash Management Webinar: "Continuous Pursuit of Excellence"</b>	<b>24 November 2021</b> November 24, 2021	<b>BCA</b>	<b>Virtual</b>
	BCA Cash Management Webinar: "Continuous Pursuit of Excellence"			
	<b>KSEI: Environment, Social and Governance Khususnya Carbon Trading</b>	<b>30 November 2021</b> November 30, 2021	<b>KSEI</b>	<b>Virtual</b>
	KSEI: Environment, Social and Governance Especially Carbon Trading			
<b>M. Noor Rachman</b>	<b>Falcon: Sosialisasi HPP – KUP, PPh, PPN, Pajak Karbon &amp; Cukai</b>	<b>02 Desember 2021</b> December 02, 2021	<b>Falcon</b>	<b>Virtual</b>
	Falcon: Socialization of HPP – KUP, PPh, VAT, Carbon & Excise Tax			
	<b>Launching Inovasi Edukasi Digital :</b>	<b>12 Maret 2021</b> March 12, 2021	<b>BEI IDX</b>	<b>Virtual</b>
	Launching of Digital Education Innovations:			
	<b>Sharing Session "Sovereign Wealth Fund (SWF) dan Kaitannya dengan Pasar Modal Indonesia"</b>	<b>10 Juni 2021</b> June 10, 2021	<b>BEI IDX</b>	<b>Virtual</b>
	Sharing Session "Sovereign Wealth Fund (SWF) and its Relation to Indonesian Capital Market"			
	<b>Environment Social and Governance</b>	<b>27 Juli 2021</b> July 27, 2021	<b>BEI IDX</b>	<b>Virtual</b>
	<b>Public Expose Live 2021</b>	<b>6-10 September 2021</b> September 6-10, 2021	<b>BEI IDX</b>	<b>Virtual</b>
	<b>Webinar "Tanggung Jawab Komite Audit Saat Perseroan Tersangkut Masalah Hukum Terkait Laporan Keuangan"</b>	<b>23 September 2021</b> September 23, 2021	<b>IKAI (Ikatan Komite Audit Indonesia)</b>  IKAI (Indonesian Audit Committee Association)	<b>Virtual</b>
	Webinar "Responsibility of the Audit Committee When the Company Is Involved in Legal Issues Related to Financial Statements"			
	<b>Capital Market Summit &amp; Expo (CMSE) 2021</b>	<b>14-16 Oktober 2021</b> October 14-16, 2021	<b>BEI IDX</b>	<b>Virtual</b>
	<b>CEO Networking 2021</b>	<b>16 November 2021</b> November 16, 2021	<b>BEI IDX</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Dewan Komisaris**  
Board of Commissioners Member Development Program Table

Dewan Komisaris Board of Commissioners	Program Pendidikan/Training Education/Training Program	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Sinergi dan Kolaborasi Pasar Modal untuk Negeri</b>  Capital Market Synergy and Collaboration for the Country	<b>15 Desember 2021</b> December 15, 2021	<b>BEI IDX</b>	<b>Virtual</b>
Pandu Patria Sjahir	<b><i>Navigating the Opportunities in the New Economy</i></b>	<b>20 Agustus 2021</b> August 20, 2021	<b>Forbes Indonesia &amp; DBS</b>	<b>Virtual</b>
	<b><i>Talk Show Invest Your Future Treasure Chest</i></b>	<b>2 Oktober 2021</b> October 2, 2021	<b>School for Cool Indonesia</b>	<b>Virtual</b>
	<b><i>Indonesia Knowledge Forum</i></b>	<b>7 Oktober 2021</b> October 7, 2021	<b>BCA Learning Service</b>	<b>Virtual</b>
Heru Handayanto	<b>Kerangka GCG Perusahaan Efek Sesuai POJK No. 57/2017, Penerapan Tata Kelola Perusahaan Efek yang Melakukan Kegiatan Usaha sebagai Penjamin Emisi Efek dan Perantara Pedagang Efek</b>  GCG Framework for Securities Companies in accordance with POJK No. 57/2017, Implementation of Good Corporate Governance for Securities Conducting Business as Underwriters and Broker-Dealers	<b>18 Maret 2021</b> March 18, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>Sarasehan Akselerasi Pemulihan Ekonomi Nasional – Temu Stakeholder</b>  Workshop on Acceleration of National Economic Recovery – Stakeholder Meeting	<b>09 April 21</b> April 09, 2021	<b>KCP PEN</b>	<b>Virtual</b>
	<b>Kuliah Umum Pengelolaan Risiko Usaha</b>  Public Lecture on Business Risk Management	<b>25 Mei 2021</b> May 25, 2021	<b>Konsultan Consultant</b>	<b>Virtual</b>
	<b><i>Delivering Actionable Insight with Analytic Process Automation In The Office Of Finance</i></b>	<b>8 Juni 2021</b> June 8, 2021	<b>Konsultan Consultant</b>	<b>Virtual</b>
	<b><i>Three Line Defence – Compliance</i></b>	<b>23 Juni 2021</b> June 23, 2021	<b>Konsultan Consultant</b>	<b>Virtual</b>
	<b>Sosialisasi Awareness Sistem Manajemen Anti Penyuapan (SMAP)</b>  Anti-Bribery Management System Awareness Socialization (SMAP)	<b>21 Juli 2021</b> July 21, 2021	<b>Konsultan Consultant</b>	<b>Virtual</b>
	<b><i>Stock Market Opportunities During and Post Pandemic, UI Investment Class</i></b>	<b>25 Juli 2021</b> July 25, 2021	<b>Universitas Indonesia University of Indonesia</b>	<b>Virtual</b>
	<b><i>Health Talk Vaksin Covid &amp; Informasi Mengenai Varian COVID-19</i></b>  Health Talk Covid Vaccine & Information Regarding COVID-19 Variants	<b>28 Juli 2021</b> July 28, 2021	<b>BEI IDX</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Dewan Komisaris**  
Board of Commissioners Member Development Program Table

Dewan Komisaris Board of Commissioners	Program Pendidikan/Training Education/Training Program	Waktu Date	Penyelenggara Organizer	Tempat Location
	<i>Financial Independence - Who Wants To Be A Billionaire</i>	<b>25 Agustus 2021</b> August 25, 2021	<b>Konsultan</b> Consultant	<b>Virtual</b>
	<b>Penawaran Umum melalui Sistem Electronic Initial Public Offering (E-IPO), PPL APE</b>  Public Offering through Electronic Initial Public Offering (E-IPO) System, PPL APE	<b>27 September 21</b> September 27, 2021	<b>TICMI</b>	<b>Virtual</b>
	<b>Pembicara di Pelatihan Pasar Modal kepada Kejagung</b>  Speaker at the Capital Market Training to the AGO	<b>11 Oktober 2021</b> October 11, 2021	<b>Kejagung</b> AGO	<b>Virtual</b>
	<b>Diskusi Tata Cara Penjualan Surat Berharga yang Diperdagangkan di Lembaga Jasa Keuangan Pasar Modal</b>  Discussion of Procedures for Selling Securities Traded in Capital Market Financial Services Institutions	<b>18 Oktober 2021</b> October 18, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>Seminar &amp; Workshop Penyusunan Rencana Aksi Nasional (RAN) SDGS</b>  Seminar & Workshop on Preparation of the National Action Plan (RAN) for SDGS	<b>12 - 13 Oktober 2021</b> October 12-13, 2021	<b>Bappenas</b> National Development Planning Agency	<b>Virtual</b>
	<b>Narasumber pada Pelatihan Program Sertifikasi Pengawas Pasar Modal OJK</b>  Speaker at OJK Capital Market Supervisory Certification Program Training	<b>2 Desember 2021</b> December 2, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>SWA - Best CFO &amp; Pembicara 20" - "CFO Leadership in the New Era of Business"</b>  SWA - Best CFO & Speaker 20" - "CFO Leadership in the New Era of Business"	<b>13 Desember 2021</b> December 13, 2021	<b>SWA</b>	<b>Virtual</b>
	<b>Kerangka GCG Perusahaan Efek Sesuai POJK No. 57/2017, Penerapan Tata Kelola Perusahaan Efek yang Melakukan Kegiatan Usaha sebagai Penjamin Emisi Efek dan Perantara Pedagang Efek</b>  GCG Framework for Securities Companies in accordance with POJK No. 57/2017, Implementation of Good Corporate Governance for Securities Conducting Business as Underwriters and Broker-Dealers	<b>18 Maret 2021</b> March 18, 2021	<b>OJK</b>	<b>Virtual</b>



Tabel Program Pengembangan Anggota Dewan Komisaris

Board of Commissioners Member Development Program Table

Dewan Komisaris Board of Commissioners	Program Pendidikan/Training Education/Training Program	Waktu Date	Penyelenggara Organizer	Tempat Location
Karman Pamurahardjo	<b>"Peluang dan Tantangan Lembaga Pengelola Investasi (LPI) atau <i>Sovereign Wealth Fund</i> (SWF) dalam Mendukung Pembangunan secara Berkelanjutan"</b> "Opportunities and Challenges for Indonesia Investment Authority (INA) or Sovereign Wealth Fund (SWF) in Supporting Sustainable Development"	<b>25 Februari 2021</b> February 25, 2021	ISEI	Virtual
	<b>Awareness SNI ISO 37001 dan Implementasi Sistem Manajemen Anti Penyuapan Pada Sektor Jasa Keuangan</b> Awareness of SNI ISO 37001 and Implementation of Anti-Bribery Management System in the Financial Services Sector	<b>8 April 2021</b> April 8, 2021	OJK & GPAP	Virtual
	<b>CEO Networking 2021 yang bertemakan "<i>Stepping up to Regain the Economic Growth</i>"</b> CEO Networking 2021 with the theme "Stepping up to Regain the Economic Growth"	<b>16 November 2021</b> November 16, 2021	BEI IDX	Virtual
	<b>"Optimalisasi Potensi Perusahaan pada Era Kenormalan Baru melalui IPO"</b> "Optimizing Company Potential in the New Normal Era through IPO"	<b>24 November 2021</b> November 24, 2021	BEI IDX	Virtual
	<b>Seminar dengan topik terkait <i>Environment, Social and Governance</i>, khususnya <i>Carbon Trading</i></b> Seminar with topics related to Environment, Social and Governance, especially Carbon Trading	<b>30 November 2021</b> November 30, 2021	KSEI	Virtual

Tabel Program Pengembangan Anggota Direksi

Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
Inarno Djajadi (Direktur Utama) Inarno Djajadi (President Director)	<b>Opening Speech pada Pembukaan IKAHI-APGAKUM</b> Opening Speech at the Opening of IKAHI-APGAKUM	<b>12 Januari 2021</b> January 12, 2021	IKAH-APGAKUM	Virtual
	<b>Narasumber pada Kompas 100 CEO Forum</b> Speaker at Kompas 100 CEO Forum	<b>21 Januari 2021</b> January 21, 2021	Kompas	Virtual
	<b>Keynote Speech pada 7<sup>th</sup> Economic Forum</b> Keynote Speech at the 7 <sup>th</sup> Economic Forum	<b>22 Januari 2021</b> January 22, 2021	7 <sup>th</sup> Economic Forum	Virtual

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Narasumber pada BRI Group Economic Outlook 2021</b> Speaker at BRI Group Economic Outlook 2021	<b>28 Januari 2021</b> January 28, 2021	<b>BRI Group</b>	<b>Virtual</b>
	<b>Webinar with Primus Fenomena Milenial Investasi saham</b> Webinar with Primus Fenomena Millennial Stock Investment	<b>04 Februari 2021</b> February 04, 2021	<b>Berita Satu</b>	<b>Virtual</b>
	<b>Guest speaker pada The 20<sup>th</sup> ICMSS</b> Guest speaker at The 20 <sup>th</sup> ICMSS	<b>18 Februari 2021</b> February 18, 2021	<b>ICMSS</b>	<b>Virtual</b>
	<b>Keynote Speech Webinar Sinarmas Sekuritas: Cerdas ambil keputusan ditengah Tren Investasi</b> Sinarmas Sekuritas Webinar Keynote Speech: Smart decision making in the midst of Investment Trends	<b>18 Februari 2021</b> February 18, 2021	<b>Sinarmas Sekuritas</b>	<b>Virtual</b>
	<b>Webinar ISEI Hibah Kompetensi Kewirausahaan ISEI Jakarta</b> ISEI Webinar Entrepreneurship Competency Grant for ISEI Jakarta	<b>19 Februari 2021</b> February 19, 2021	<b>ISEI Jakarta</b>	<b>Virtual</b>
	<b>Webinar Peluang dan Tantangan LPI atau SWF dalam Mendukung Pembangunan Secara Berkelanjutan</b> LPI or SWF Opportunities and Challenges Webinar in Supporting Sustainable Development	<b>25 Februari 2021</b> February 25, 2021	<b>ISEI Jakarta</b>	<b>Virtual</b>
	<b>Narasumber pada Webinar Edukasi Keuangan bagi Mahasiswa Universitas Papua</b> Speaker at the Financial Education Webinar for Papua University Students	<b>18 Maret 2021</b> March 18, 2021	<b>Universitas Papua Papua University</b>	<b>Virtual</b>
	<b>Webinar IBS Peran pasar Modal Indonesia dalam Pemulihan Ekonomi Nasional 2021</b> IBS Webinar The Role of Indonesian Capital Market in the 2021 National Economic Recovery	<b>18 Maret 2021</b> March 18, 2021	<b>IBS</b>	<b>Virtual</b>
	<b>Asean Exchanges CEO Meeting</b>	<b>30 Maret 2021</b> March 30, 2021	<b>Asean Exchanges CEO Meeting</b>	<b>Virtual</b>
	<b>Narasumber pada IDX Channel Sharia Fair 2021</b> Speaker at IDX Channel Sharia Fair 2021	<b>06 April 2021</b> April 06, 2021	<b>IDX Channel</b>	<b>Virtual</b>
	<b>Sambutan pada Webinar &amp; Launching buku "Lead By CSV" Creating Shared Value</b> Welcome Speech at the Webinar & Launching of the book "Lead By CSV" Creating Shared Value	<b>07 April 2021</b> April 07, 2021	<b>Yayasan SRI-KEHATI SRI-KEHATI Foundation</b>	<b>Virtual</b>
	<b>Talkshow BEI News Terkait 1 Dekade Kebangkitan Pasar Modal Syariah Indonesia di Metro TV</b> IDX News Talkshow Regarding 1 Decade of the Revival of Indonesian Sharia Capital Market on Metro TV	<b>08 April 2021</b> April 08, 2021	<b>Metro TV</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Diskusi Online: Mekanisme hubungan Dewan Komisaris &amp; Direksi Entitas Induk dengan Entitas Anak dari Prospektif Dewan Komisaris Perusahaan Induk</b> Online Discussion: Mechanism of the relationship between the Board of Commissioners & Directors of the Parent Entity with Subsidiaries from the Prospective Board of Commissioners of the Parent Company	<b>21 April 2021</b> April 21, 2021	<b>Konsultan</b> Consultant	<b>Virtual</b>
	<b>Sambutan pada Kegiatan ETFeat 2021</b> Welcome Speech at the 2021 ETFeat Event	<b>11 Juni 2021</b> June 11, 2021	<b>ETFeat 2021</b>	<b>Virtual</b>
	<b>Sambutan pada Webinar Investment Outlook 2021 MNC</b> Welcome Speech to the MNC Investment Outlook 2021 Webinar	<b>01 Juli 2021</b> July 01, 2021	<b>MNC</b>	<b>Virtual</b>
	<b>ESG Capital Market Summit</b>	<b>27 Juli 2021</b> July 27, 2021	<b>BEI IDX</b>	<b>Virtual</b>
	<b>Webinar ISEI Prospek Ekonomi DKI Jakarta pasca Vaksinasi dalam Perspektif Milenial</b> ISEI Webinar Economic Prospects of DKI Jakarta Post Vaccination in Millennial Perspectives	<b>09 Agustus 2021</b> August 09, 2021	<b>ISEI Jakarta</b>	<b>Virtual</b>
	<b>Webinar AEI Restrukturisasi Perusahaan, Financial dan Legal Strategy</b> Webinar AEI on Corporate Restructuring, Financial and Legal Strategy	<b>13 Agustus 2021</b> August 13, 2021	<b>AEI</b>	<b>Virtual</b>
	<b>Undangan Bekraf Bersama Menteri Keuangan: Pengembangan dan Penguatan Sektor Keuangan</b> Invitation to Creative Economy Agency (Bekraf) with the Minister of Finance: Development and Strengthening of the Financial Sector	<b>25 Agustus 2021</b> August 25, 2021	<b>Bekraf</b> Creative Economy Agency	<b>Virtual</b>
	<b>Webinar ISEI 2 Peranan Perguruan Tinggi dan DUDI Lm Implementasi MBKM</b> ISEI Webinar 2 The Role of Universities and DUDI in the Implementation of MBKM	<b>06 September 2021</b> September 06, 2021	<b>ISEI Jakarta</b>	<b>Virtual</b>
	<b>Asean Exchanges CEO Meeting hosted by Philippine Stock Exchange</b>	<b>21 September 2021</b> September 21, 2021	<b>Philippine Stock Exchange</b>	<b>Virtual</b>
	<b>Webinar ISEI 3 Pendanaan hijau dan pemulihan ekonomi nasional</b> ISEI Webinar 3 green funding and national economic recovery	<b>30 September 2021</b> September 30, 2021	<b>ISEI Jakarta</b>	<b>Virtual</b>
	<b>The 7<sup>th</sup> IFA international Conference</b>	<b>06 Oktober 2021</b> October 06, 2021	<b>IFA</b>	<b>Virtual</b>



**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
I Gede Nyoman Yetna (Direktur Penilaian Perusahaan) I Gede Nyoman Yetna (Director of Corporate Appraisal)	<i>Press conference SimInvestlab “Fast track to become First Class Investor”</i> SimInvestlab press conference “Fast track to become First Class Investor”	<b>07 Oktober 2021</b> October 07, 2021	<b>Sinarmas Sekuritas</b>	<b>Virtual</b>
	<i>Seminar Economic &amp; Capital Market Outlook 2022</i>	<b>09 November 2021</b> November 09, 2021	<i>Economic &amp; Capital Market Outlook 2022</i>	<b>Virtual</b>
	<b>CEON 2021</b>	<b>16 November 2021</b> November 16, 2021	<b>CEON 2021</b>	<b>Virtual</b>
	<b>Kompas 100 CEO Forum</b>	<b>18 November 2021</b> November 18, 2021	<b>Kompas</b>	<b>Virtual</b>
	<b>Seminar Online Asosiasi Dana Pensiunan Indonesia</b> Indonesian Pension Fund Association Online Seminar	<b>20 Desember 2021</b> December 20, 2021	<b>Asosiasi Dana Pensiunan Indonesia</b> Indonesian Pension Fund Association	<b>Virtual</b>
	<i>Opening Speech Workshop Go Public Asosiasi Manajemen Indonesia</i>	<b>26 Maret 2021</b> March 26, 2021	<b>BEI IDX</b>	<b>Online</b>
	<b>Dosen Tamu Fakultas Ekonomi dan Bisnis Universitas Indonesia - The Role of External Governance Mechanisms in Improving GCG in Indonesia</b> Visiting Lecturer of the Faculty of Economics and Business, University of Indonesia - The Role of External Governance Mechanisms in Improving GCG in Indonesia	<b>5 April 21</b> April 5, 2021	<b>Universitas Indonesia</b> University of Indonesia	<b>Online</b>
	<b>Narasumber pada IICD Event - The 10th ACGS Implementation : Road to ESG in Indonesia</b> Speaker at IICD Event - The 10th ACGS Implementation : Road to ESG in Indonesia	<b>27 Mei 2021</b> May 27, 2021	<b>IICD</b>	<b>Online</b>
	<i>Opening Speech Webinar - IDX-GRI - CDP Beginner Seminar : Introduction to TCFD and SDGS</i>	<b>2 Juni 2021</b> June 2, 2021	<b>CDP</b>	<b>Online</b>
	<i>Opening Speech Online Go Public Workshop : Road to Initial Public Offering - KPP Madya Jakarta Barat, Jakarta Timur dan Jakarta Utara</i> Opening Speech Online Go Public Workshop : Road to Initial Public Offering - KPP Madya West Jakarta, East Jakarta and North Jakarta	<b>15 Juli 2021</b> July 15, 2021	<b>BEI IDX</b>	<b>Online</b>
	<i>Opening Speech Online Go Public Workshop : Road to Initial Public Offering - KPP Madya Jakarta Selatan I, Jakarta Selatan 2 dan Jakarta Pusat</i> Opening Speech Online Go Public Workshop : Road to Initial Public Offering - KPP Madya South Jakarta I, South Jakarta 2 and Central Jakarta	<b>22 Juli 2021</b> July 22, 2021	<b>BEI IDX</b>	<b>Online</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Narasumber pada ESG Capital Market Exhibition &amp; Showcase 2021 di Metro TV</b> Speaker at ESG Capital Market Exhibition & Showcase 2021 on Metro TV	<b>26 Juli 2021</b> July 26, 2021	<b>Metro TV</b>	<b>Online</b>
	<b>Narasumber pada ESG Capital Market Exhibition &amp; Showcase 2021 di IDX Channel</b> Speaker at ESG Capital Market Exhibition & Showcase 2021 on IDX Channel	<b>26 Juli 2021</b> July 26, 2021	<b>IDX Channel</b>	<b>Online</b>
	<b>Opening Speech Go Public Online Seminar bersama ASBANDA - Peran Pasar Modal dalam Penguatan Struktur Permodalan Perbankan Daerah</b> Opening Speech Go Public Online Seminar with ASBANDA - The Role of the Capital Market in Strengthening Regional Banking Capital Structure	<b>5 Agustus 2021</b> August 5, 2021	<b>BEI IDX</b>	<b>Online</b>
	<b>Narasumber pada ICMSE: Welcoming Tech IPOs: Trend Challenges, Opportunities and Regulatory Perspective</b> Speaker at ICMSE: Welcoming Tech IPOs: Trend Challenges, Opportunities and Regulatory Perspectives	<b>15 Oktober 2021</b> October 15, 2021	<b>ICMSE</b>	<b>Online</b>
	<b>Narasumber pada di Fakultas Ekonomi dan Bisnis Universitas Udayana - Capital Market Overview, Tech Companies dan Topik-Topik Riset Terkini di Bidang Pasar Modal</b> Speaker at the Faculty of Economics and Business, Udayana University - Capital Market Overview, Tech Companies and Recent Research Topics in the Capital Market	<b>8 November 2021</b> November 8, 2021	<b>Universitas Udayana Udayana University</b>	<b>Online</b>
	<b>CEO Networking 2021</b>	<b>16 November 2021</b> November 16, 2021	<b>CEO Networking 2021</b>	<b>Online</b>
	<b>Opening Speech: webinar EY - Funding Growth Through IPO bersama EY Indonesia</b> Opening Speech: EY webinar - Funding Growth Through IPO with EY Indonesia	<b>17 November 2021</b> November 17, 2021	<b>EY Indonesia</b>	<b>Online</b>
	<b>Opening Speech: Capital Market Webinar - TCFD in Finance</b>	<b>1 Desember 2021</b> December 1, 2021	<b>cdp</b>	<b>Online</b>
	<b>Narasumber pada TICMI - Kegiatan Program Sertifikasi Pengawas Pasar Modal Level Deputi Direktur Otoritas Jasa Keuangan</b> Speaker at TICMI - Capital Market Supervisory Certification Program Activities at Deputy Director Level of the Financial Services Authority	<b>1 Desember 2021</b> December 1, 2021	<b>TICMI</b>	<b>Offline - Jakarta</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
Laksono W. Widodo (Direktur Perdagangan dan Pengaturan Anggota Bursa) Laksono W. Widodo (Director of Trading and Arrangement of Exchange Members)	<b>Opening Speech: Go Public Online Seminar bersama DDTC</b> Opening Speech: Go Public Online Seminar with DDTC	<b>2 Desember 2021</b> December 2, 2021	<b>BEI</b>	<b>Online</b>
	<b>Opening Speech: IDX - Deloitte Webinar "Enhancing your IPO Preparation for a Successful Listing Journey"</b>	<b>7 Desember 2021</b> December 7, 2021	<b>BEI – Deloitte</b> IDX - Deloitte	<b>Online</b>
	<b>Narasumber pada Bisnis Indonesia - Business Challenges 2022</b> Speaker at Bisnis Indonesia - Business Challenges 2022	<b>15 Desember 2021</b> December 15, 2021	<b>Bisnis Indonesia</b>	<b>Offline - Jakarta</b>
	<b>Keynote Speaker pada Webinar P3KPI: Persiapan Initial Public Offering (IPO) tahun 2022 dan Aspek Perpajakannya sesuai UU Harmonisasi Peraturan Perpajakan</b> Keynote Speaker at P3KPI Webinar: Preparation for the 2022 Initial Public Offering (IPO) and its Taxation Aspects according to the Law on Harmonization of Tax Regulations	<b>16 Desember 2021</b> December 16, 2021	<b>P3KPI</b>	<b>Offline - Jakarta</b>
	<b>Opening Speech pada Sosialisasi Go Public bersama Kementerian Investasi/BKPM "Two Years of Pandemic: What Go Public Can Offer"</b> Opening Speech on Go Public Socialization with the Ministry of Investment/BKPM "Two Years of Pandemic: What Go Public Can Offer"	<b>18 November 2021</b> November 18, 2021	<b>BEI</b> IDX	<b>Online</b>
	<b>Opening Speech pada Sosialisasi Go Public bersama DJP</b> Opening Speech on Go Public Socialization with DGT	<b>20 Agustus 2021</b> August 20, 2021	<b>BEI</b> IDX	<b>Pre-Recorded</b>
	<b>JP Morgan Conference</b>	<b>04 Februari 2021</b> February 04, 2021	<b>JP Morgan</b>	<b>Zoom</b>
	<b>Interview CNBC Asia</b>	<b>08 Februari 2021</b> February 08, 2021	<b>CNBC Asia</b>	<b>Zoom</b>
	<b>Verdhana Virtual Event: Expert Series</b>	<b>09 Februari 2021</b> February 09, 2021	<b>Verdhana Sekuritas</b>	<b>Zoom</b>
	<b>Speaker on Capital Market Seminar: Adapting to Market Uncertainties</b>	<b>18 Februari 2021</b> February 18, 2021	<b>ICMSS</b>	<b>Zoom</b>
	<b>Opening Speech on MOST Award 2021</b>	<b>24 Februari 2021</b> February 24, 2021	<b>Mandiri Sekuritas</b>	<b>Zoom</b>
	<b>Narasumber CNBC Indonesia</b> Speaker at CNBC Indonesia	<b>26 Februari 2021</b> February 26, 2021	<b>CNBC Indonesia</b>	<b>Zoom</b>
	<b>Narasumber CNBC Indonesia Live "AFTER 10"</b> Speaker at CNBC Indonesia Live "AFTER 10"	<b>02 Maret 2021</b> 02 March, 2021	<b>CNBC Indonesia</b>	<b>Zoom</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Keynote speech "Online Go Public Workshop" ARSSI (Asosiasi Rumah Sakit Swasta Indonesia)</b> Keynote speech "Online Go Public Workshop" ARSSI (Association of Indonesian Private Hospitals)	<b>25 Maret 2021</b> March 25, 2021	<b>BEI IDX</b>	<b>Zoom</b>
	<b>Narasumber Webinar BPKH (Badan Pengelola Keuangan Haji)</b> Speaker for BPKH (Hajj Financial Management Agency) Webinar	<b>26 Maret 2021</b> March 26, 2021	<b>BPKH</b>	<b>Zoom</b>
	<b>Keynote Speaker dalam Webinar Mandiri Sekuritas: "Penutupan Kode Broker dan Tipe Investor"</b> Keynote Speaker at Mandiri Sekuritas Webinar: "Broker Code Closing and Investor Types"	<b>06 April 2021</b> April 06, 2021	<b>Mandiri Sekuritas</b>	<b>Zoom</b>
	<b>Sarasehan Akselerasi Pemulihan Ekonomi Nasional - Temu Stakeholders</b> Workshop on Acceleration of National Economic Recovery - Stakeholders Meeting	<b>09 April 2021</b> April 09, 2021	<b>OJK, Bank Indonesia, Kementerian Keuangan dan Komisi XI DPR</b> OJK, Bank Indonesia, Ministry of Finance, The House of Representatives Commission XI	<b>Candi Ballroom, The Apurva Kempinski Bali</b>
	<b>Narasumber Verdhana Sekuritas Event: "Index Free Float"</b> Verdhana Sekuritas Event speaker: "Index Free Float"	<b>20 April 2021</b> April 20, 2021	<b>Verdhana Sekuritas</b>	<b>Zoom</b>
	<b>Narasumber di IG Live IDX "Fenomena Booming Investor Ritel"</b> Speaker at IG Live IDX "Booming Phenomenon on Retail Investors"	<b>20 April 2021</b> April 20, 2021	<b>BEI IDX</b>	<b>Instagram</b>
	<b>Kunjungan ke Mangrove</b> Visit to Mangroves	<b>09 Juni 2021</b> June 09, 2021	<b>BEI IDX</b>	<b>Denpasar, Bali</b>
	<b>Interview CNBC Indonesia : "Update Pasar Modal Indonesia"</b> CNBC Indonesia Interview : "Indonesian Capital Market Update"	<b>07 Juli 2021</b> July 07, 2021	<b>CNBC Indonesia</b>	<b>Zoom</b>
	<b>JP Morgan Conference</b>	<b>15 Juli 2021</b> July 15, 2021	<b>JP Morgan</b>	<b>Zoom</b>
	<b>Narasumber Webinar Universitas 17 Agustus 1945 Surabaya: "Peluang Investasi Pasar Modal di masa Pandemi COVID-19 dan Era New Normal"</b> Speaker at a University Webinar on the topic of August 17, 1945 Surabaya: "Investment Opportunities for the Capital Market during COVID-19 Pandemic and the New Normal Era"	<b>31 Juli 2021</b> July 31, 2021	<b>Universitas 17 Agustus 1945</b> August 17 1945 University	<b>Zoom</b>
	<b>Narasumber Deutsche Bank Webinar; 'Opportunities in Indonesia Capital Market'</b> Deutsche Bank Webinar speaker: 'Opportunities in Indonesia Capital Market'	<b>15 September 2021</b> September 15, 2021	<b>Deutsche Bank</b>	<b>Zoom</b>



**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Narasumber Webinar Mandiri Sekuritas: "Global Economic Outlook and its Impact on Indonesia"</b> Webinar Mandiri Sekuritas speaker: "Global Economic Outlook and its Impact on Indonesia"	<b>01 November 2021</b> November 01, 2021	<b>Mandiri Sekuritas</b>	<b>Zoom</b>
	<b>Interview Majalah Investor</b> Investor Magazine Interview	<b>05 November 2021</b> November 05, 2021	<b>Majalah Investor</b> Investor Magazine	<b>Zoom</b>
	<b>Interview CNBC Indonesia : "Update Pasar Modal Indonesia"</b> CNBC Indonesia Interview : "Indonesian Capital Market Update"	<b>18 November 2021</b> November 18, 2021	<b>CNBC Indonesia</b>	<b>Zoom</b>
	<b>Narasumber Universitas Indonesia Investment Class Conference: "Opportunities and Challenges of Capital Market Investment in the Technology"</b> Speaker at the University of Indonesia Investment Class Conference: "Opportunities and Challenges of Capital Market Investment in the Technology"	<b>20 November 2021</b> November 20, 2021	<b>Universitas Indonesia</b> University of Indonesia	<b>Zoom</b>
	<b>Interview Berita Satu TV: "Kinerja Indeks LQ45"</b> Berita Satu TV Interview: "LQ45 Index Performance"	<b>22 November 2021</b> November 22, 2021	<b>Berita Satu TV</b>	<b>Zoom</b>
	<b>Narasumber Webinar Market Outlook: "Sustainable Investing Opportunities in a Post-Pandemic Era"</b> Speaker for Webinar Market Outlook: "Sustainable Investing Opportunities in a Post-Pandemic Era"	<b>25 November 2021</b> November 25, 2021	<b>Star-AM</b>	<b>Zoom</b>
	<b>Interview Detik.com: "Penutupan Kode Broker"</b> Detik.com Interview: "Broker Code Closing"	<b>13 Desember 2021</b> December 13, 2021	<b>Detik.com</b>	<b>Zoom</b>
<b>Kristian S. Manullang (Direktur Pengawasan Transaksi dan Kepatuhan)</b> Kristian S. Manullang (Director of Transaction and Compliance Supervision)	<b>Seminar Nasional IKAHI</b> IKAHI National Seminar	<b>16 Maret 2021</b> March 16, 2021	<b>IKAHI</b>	<b>Online Webinar</b>
	<b>Asean Exchange CEO Meeting</b>	<b>30 Maret 2021</b> March 30, 2021	<b>Asean Exchange</b>	<b>Online Conference</b>
	<b>Webinar ISEI Jakarta Seri 3: Securities Crowdfunding untuk Pemulihan UMKM Pasca COVID-19</b> ISEI Jakarta Webinar Series 3: Securities Crowdfunding for MSME Recovery after COVID-19	<b>23 April 2021</b> April 23, 2021	<b>ISEI Jakarta</b>	<b>Online Webinar</b>
	<b>Webinar ESG Capital Market Summit 2021</b>	<b>27 Juli 2021</b> July 27, 2021	<b>ESG Capital Market Summit 2021</b>	<b>Online Webinar</b>
	<b>Nasdaq Surveillance Conference</b>	<b>13-14 September 2021</b> September 13-14, 2021	<b>Nasdaq</b>	<b>Online Conference</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	The 7th Indonesian Finance Association (IFA) International Conference	6-7 Oktober 2021 October 6-7, 2021	IFA	Online Conference
	Capital Market Summit & Expo (CMSE) 2021	23 April 2021 April 23, 2021	CMSE	Online Conference
	Seminar Nasional "Penguatan Pengawasan Market Conduct Pada Sektor Jasa Keuangan" National Seminar "Strengthening Market Conduct Supervision in the Financial Services Sector"	8 November 2021 November 8, 2021	OJK	Online Webinar
	Sharia Investment Week (SIW) 2021	11 November 2021 November 11, 2021	SIW	Online Webinar
	CEO Networking	16 November 2021 November 16, 2021	CEO Networking	Online Webinar
	Webinar OJK Mengajar: Kebijakan Strategis OJK di Masa Pandemi untuk Mempercepat Pemulihan Ekonomi Nasional OJK Webinar Teaching: OJK's Strategic Policy in a Pandemic Period to Accelerate National Economic Recovery	17-19 November 2021 November 17-19, 2021	OJK	Online Webinar
	Webinar BCA - Continuous Pursuit of Excellence Confirmation	24 November 2021 November 24, 2021	BCA	Online Webinar
	Webinar OJK - Sustainable Finance: "The Changing Face of Financial Institution Confirmation"	25 November 2021 November 25, 2021	OJK	Online Webinar
	Seminar KSEI KSEI Seminar	30 November 2021 November 30, 2021	KSEI	Online Webinar
	IDT 'Innovation & Digital Transformation' Virtual Training	18-21 Januari 2021 January 18-21, 2021	Blaze Avenue/SDM	Virtual
Fithri Hadi (Direktur Teknologi Informasi dan Manajemen Risiko) Fithri Hadi (Director of Information Technology and Risk Management)	ASEAN Exchanges CEO's Meeting	30 Maret 2021 March 30, 2021	Thailand Stock Exchanges	Virtual
	Standard Chartered ASEAN Business Forum 2021	21-22 Oktober 2021 October 21-22, 2021	Standard Chartered	Virtual
	Bisnis Indonesia Financial Outlook 2022 "Era Ekonomi Digital: Antara Potensi Bisnis dan Keamanan Data" (Day 2) Bisnis Indonesia Financial Outlook 2022 "Era of the Digital Economy: Between Business Potential and Data Security" (Day 2)	25 November 2021 November 25, 2021	Bisnis Indonesia	Virtual
	Bulan Fintech Nasional & 3rd Indonesia Fintech Summit 2021: Expert Lab "Digital Asset: The Future of Commodity" National Fintech Month & 3rd Indonesia Fintech Summit 2021: Expert Lab "Digital Asset: The Future of Commodity"	26 November 2021 November 26, 2021	Asosiasi Fintech Indonesia (AFTECH) Indonesia Fintech Association	Virtual

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
Hasan Fawzi (Direktur Pengembangan) Hasan Fawzi (Director of Development)	<i>4th Year Big Data &amp; AI Technology &amp; Governance Summit: "Data Science &amp; AI Governance &amp; Regulation" (Day 2)</i>	<b>30 November 2021</b> November 30, 2021	<b>Asosiasi Big Data &amp; AI</b> Big Data & AI Association	<b>Virtual</b>
	<i>4th Year Big Data &amp; AI Technology &amp; Governance Summit: "Future Big Data &amp; AI Ecosystems"</i>	<b>02 Desember 2021</b> December 02, 2021	<b>Asosiasi Big Data &amp; AI</b> Big Data & AI Association	<b>Virtual</b>
	<i>3rd Indonesia Fintech Summit 2021 - the Rise of Retail Investment</i>	<b>12 Desember 2021</b> December 12, 2021	<b>Asosiasi Fintech Indonesia (AFTECH)</b> Indonesia Fintech Association	<b>Virtual</b>
	<b>Pembicara Webinar "Tren Investasi Kekinian Berbasis ESG"</b> Speaker of the Webinar "Today's ESG-Based Investment Trends"	<b>26 Januari 2021</b> January 26, 2021	<b>Majalah Investor</b> Investor Magazine	<b>Virtual</b>
	<b>Keynote Speech Webinar "Cerdas Ambil Keputusan di Tengah Tren Investasi"</b> Keynote Speech Webinar "Smart Decision Making Amid Investment Trends"	<b>18 Februari 2021</b> February 18, 2021	<b>Sinarmas Sekuritas</b>	<b>Virtual</b>
	<b>Pembicara Webinar Edukasi Keuangan bagi Mahasiswa Universitas Papua</b> Speaker at a Financial Education Webinar for Papua University Students	<b>16 Maret 2021</b> March 16, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>ASEAN Exchange CEO's Meeting</b>	<b>30 Maret 2021</b> March 30, 2021	<b>ASEAN Exchange</b>	<b>Virtual</b>
	<b>Sambutan Webinar dan Launching Buku "Lead by CSV - Creating Shared Value", Paradigma Baru Penerapan CSR</b> Welcome Speech Webinar and Book Launching "Lead by CSV - Creating Shared Value", a New Paradigm of CSR Implementation	<b>7 April 2021</b> April 7, 2021	<b>KEHATI</b> Indonesian Biodiversity	<b>Virtual</b>
	<b>Pembicara Webinar Edukasi Keuangan Syariah Gebyar Safari Ramadhan 1442 H "Berkah Berinvestasi di Pasar Modal Syariah"</b> Speaker at an Islamic Finance Education Webinar Ramadhan Safari Extravaganza 1442H "The Blessing of Investing in the Sharia Capital Market"	<b>22 April 2021</b> April 22, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>Pembicara Webinar "SDG's dan Peluang Bisnis Ramah Lingkungan"</b> Speaker at a Webinar on "SDGs and Environmentally Friendly Business Opportunities"	<b>3 Mei 2021</b> May 3, 2021	<b>CNBC Indonesia</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Pembicara Webinar Investasi Berkelanjutan di Pasar Modal</b> Speaker at a Webinar on Sustainable Investment in the Capital Market	<b>20 Mei 2021</b> May 20, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>Pembicara Sosialisasi "Peran ETP Multimatching System dalam Pengembangan Pasar Uang di Indonesia"</b> Socialization Speaker on "The Role of the ETP Multimatching System in the Development of the Money Market in Indonesia"	<b>21 Juni 2021</b> June 21, 2021	<b>Bank Indonesia</b>	<b>Virtual</b>
	<b>Narasumber OJK Mid Year Economic Outlook 2021 "Euforia Investor Ritel dan Semaran Emiten Menggalang Dana di Pasar Modal"</b> Speaker for OJK's Mid Year Economic Outlook 2021 "The Euphoria of Retail Investors and Issuers Raising Funds in the Capital Market"	<b>6 Juli 2021</b> July 6, 2021	<b>Bisnis Indonesia</b>	<b>Virtual</b>
	<b>The International Conference on The Future of Islamic Capital Market "Opportunities, Challenges, and Way Forward"</b>	<b>15 Juli 2021</b> July 15, 2021	<b>KNEKS (Komite Nasional Ekonomi dan Keuangan Syariah)</b> KNEKS (National Committee on Sharia Economy and Finance)	<b>Virtual</b>
	<b>Pembicara Webinar "The Future of Investing: ESG Investing"</b> Speaker at a Webinar on "The Future of Investing: ESG Investing"	<b>26 Juli 2021</b> July 26, 2021	<b>Maybank Kim Eng Sekuritas</b>	<b>Virtual</b>
	<b>Pembicara Diskusi Panel "Tahun Kebangkitan Emiten"</b> Speaker at a Panel Discussion on "The Issuer's Awakening Year"	<b>27 Juli 2021</b> July 27, 2021	<b>Berita Satu</b>	<b>Virtual</b>
	<b>Paques Tech Gathering "Understand and Monetize your Data"</b>	<b>12 Agustus 2021</b> August 12, 2021	<b>Paques</b>	<b>Virtual</b>
	<b>Pembicara Webinar "Pentingnya Penerapan ESG dalam Menjawab Tantangan Global"</b> Webinar Speaker on "The Importance of ESG Implementation in Responding to Global Challenges"	<b>9 September 2021</b> September 9, 2021	<b>Berita Satu</b>	<b>Virtual</b>
	<b>2021 General Assembly of the World Federation of Exchanges</b>	<b>9 September 2021</b> September 9, 2021	<b>WFE</b>	<b>Virtual</b>
	<b>Online Award Ceremony GIFA 2021</b>	<b>14 September 2021</b> September 14, 2021	<b>GIFA 2021</b>	<b>Virtual</b>



**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Opening Speech: SR Asia Global Certification Program</b> <b>"Meningkatkan Kualitas Laporan Keberlanjutan sesuai dengan POJK51/2017 dan Sustainable Development Goals"</b> Opening Speech: SR Asia Global Certification Program "Improving the Quality of Sustainability Reports in accordance with POJK51/2017 and Sustainable Development Goals"	<b>20 September 2021</b> September 20, 2021	<b>SR Asia Global Certification Program</b>	<b>Virtual</b>
	<b>ASEAN Exchange CEO's Meeting</b>	<b>21 September 2021</b> September 21, 2021	<b>ASEAN Exchange</b>	<b>Virtual</b>
	<b>Sambutan Pembuka Webinar Penutup "MOST Carnaval 2021"</b> Opening Remarks for a Closing Webinar for "MOST Carnaval 2021"	<b>21 September 2021</b> September 21, 2021	<b>Mandiri Sekuritas</b>	<b>Virtual</b>
	<b>Pembicara Virtual Business Dialogue "Leveraging Sustainability Practice in Corporate Branding and Marketing to Increase Business Resiliency During and Post COVID-19 Pandemic"</b> Speaker at a Virtual Business Dialogue on "Leveraging Sustainability Practice in Corporate Branding and Marketing to Increase Business Resiliency During and Post COVID-19 Pandemic"	<b>21 September 2021</b> September 21, 2021	<b>KADIN</b> Indonesia Chamber of Commerce	<b>Virtual</b>
	<b>OIC Exchange Forum</b>	<b>5-6 Oktober 2021</b> October 5-6, 2021	<b>OIC Exchange</b>	<b>Virtual</b>
	<b>The 7th Indonesian Finance Association (IFA) International Conference</b>	<b>6 Oktober 2021</b> October 6, 2021	<b>IFA</b>	<b>Virtual</b>
	<b>Narasumber Webinar Series "Memfaatkan Momentum Kenaikan Investor Retail: How to Educate"</b> Speaker at a Webinar Series "Seizing the Momentum of Rising Retail Investors: How to Educate"	<b>25 Oktober 2021</b> October 25, 2021	<b>KAFEGAMA</b>	<b>Virtual</b>
	<b>Narasumber Talkshow "Pengendalian Perubahan Iklim Melalui Pembangunan Hijau"</b> Speaker at a Talkshow on "Controlling Climate Change Through Green Development"	<b>27 Oktober 2021</b> October 27, 2021	<b>TvMU</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
<b>Risa E. Rustam</b> (Direktur Keuangan dan Sumber Daya Manusia) Risa E. Rustam (Director of Finance and Human Resources)	<b>Perjalanan Dinas ke Turki dalam rangka Memenuhi Undangan dari Badan Pengelola Keuangan Haji (BPKH) untuk Pendampingan Penjajakan Investasi Surat Berharga dan Emas dengan Bursa Istanbul</b> Official Travel to Turkey for Fulfilling an Invitation from the Hajj Financial Management Agency (BPKH) for Assistance in Exploring Securities and Gold Investment with Bursa Istanbul	<b>24 November-1 Desember 2021</b> November 24 - December 1, 2021	BPKH	Virtual
	<b>Pembicara Seminar Partisipan "Carbon Trading"</b> Speaker at a Seminar on "Carbon Trading"	<b>30 November 2021</b> November 30, 2021	KSEI	Virtual
	<b>The Third Asian Roundtable dengan Stock Exchanges and Regulators</b>	<b>2 Desember 2021</b> December 2, 2021	GRI (Global Reporting Initiative)	Virtual
	<b>Deloitte Webinar - Crisis as a Crucible: A Jedi Guide to Investment Serenity</b>	<b>19 Januari 2021</b> January 19, 2021	Deloitte	Virtual
	<b>FGD OJK: Roadmap Pasar Modal Indonesia</b> OJK FGD: Indonesia Capital Market Roadmap	<b>26 Januari 2021</b> January 26, 2021	OJK	Virtual
	<b>Webinar ISEI: Sovereign Wealth Fund: Peluang dan Tantangan dalam Mendukung Pembangunan secara Berkelanjutan</b> ISEI Webinar: Sovereign Wealth Fund: Opportunities & Challenges in Supporting Sustainable Development	<b>25 Februari 2021</b> February 25, 2021	ISEI	Virtual
	<b>Ring the Bell for Gender Equality 2021 (sebagai Panelis)</b> Ring the Bell for Gender Equality 2021 (as a Panelist)	<b>9 Maret 2021</b> March 9, 2021	Ring the Bell for Gender Equality	Virtual
	<b>Edukasi Pasar Modal bagi Dharma Wanita Persatuan KBRI Beograd (termasuk kata sambutan selamat datang)</b> Indonesia Capital Market Education for Association of Indonesian Embassy's Dharma Wanita in Beograd (including welcome speech)	<b>1 April 2021</b> April 1, 2021	Kerja Sama BEI dengan Dharma Wanita Persatuan KBRI Beograd	Virtual
	<b>Capacity Building: Sosialisasi UU No. 11 Tahun 2020 dan PP 37 oleh Kemalsjah Law Associates</b> Capacity Building: Socialization of UU NO.11 year 2020 & PP 37 by Kemasjah Law Associates	<b>7 April 2021</b> April 7, 2021	Kemalsjah Law Associates	Virtual

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Capacity Building: Sosialisasi PP 36 (SDM SRO &amp; Anak Perusahaan) oleh Kemalsjah Law Associates</b> Capacity Building: Socialization of PP 36 for SRO's and SRO's subsidiaries' HR by Kemalsjah Law Associates	<b>21 April 2021</b> April 21, 2021	<b>Kemalsjah Law Associates</b>	<b>Virtual</b>
	<b>Webinar ISEI: Securities Crowdfunding untuk Pemulihan UMKM Pasca COVID-19</b> ISEI Webinar: Securities Crowd Funding for SME Recovery Post-COVID-19	<b>23 April 2021</b> April 23, 2021	<b>ISEI</b>	<b>Virtual</b>
	<b>G20 Empower CEO Forum: G20 Empower Advocates &amp; the Minister of Women Empowerment &amp; Child Protection (KPPPA)</b>	<b>27 Mei 2021</b> May 27, 2021	<b>G20 Empower CEO Forum</b>	<b>Virtual</b>
	<b>Webinar Bank Indonesia - Leader's Transformation in The Digital Era: Digital Leadership</b> Bank Indonesia Webinar - Leader's Transformation in The Digital Era: Digital Leadership	<b>3 Juni 2021</b> June 3, 2021	<b>Bank Indonesia</b>	<b>Virtual</b>
	<b>United Nations (UN) Global Compact Leaders Summit 2021</b>	<b>15-18 Juni 2021</b> June 15-18, 2021	<b>United Nations (UN) Global Compact</b>	<b>Virtual</b>
	<b>TICMI's - Indonesia SIPP's Capital Market International Conference 2021: Protection of Investors in the Capital Market (as Moderator)</b>	<b>17 Juni 2021</b> June 17, 2021	<b>TICMI's - Indonesia SIPP</b>	<b>Virtual</b>
	<b>Training: Advanced Capital Budgeting oleh Fidelitas Institute</b> Training: Advanced Capital Budgeting by Fidelitas Institute	<b>5-7 Juli 2021</b> July 5-7, 2021	<b>Fidelitas Institute</b>	<b>Virtual</b>
	<b>FGD Kementerian Pemberdayaan Perempuan dan Perlindungan Anak: Issue Prioritas G20 Empower: Praktik Baik dalam Mendukung Leadership Perempuan (sebagai Panelis)</b> Ministry of Women Empowerment & Child Protection's FGD - Prioritized Issues of G20 Empower: Best Practices in Women's Leadership (as Panelist)	<b>19 Juli 2021</b> July 19, 2021	<b>Kementerian Pemberdayaan Perempuan dan Perlindungan Anak</b>	<b>Virtual</b>
	<b>G20 Empower Fire Side Chat: Enabling Women to Lead The Future</b>	<b>20 Juli 2021</b> July 20, 2021	<b>G20 Empower</b>	<b>Virtual</b>
	<b>Webinar Capital Market ESG Summit: Pursuing Sustainable Finance in Indonesia Capital Market</b>	<b>27 Juli 2021</b> July 27, 2021	<b>OJK &amp; SRO</b>	<b>Virtual</b>
	<b>Sharing Session OJK: Perdagangan Karbon</b> OJK Sharing Session: Carbon Trading	<b>6 Agustus 2021</b> August 6, 2021	<b>OJK</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Webinar ISEI: Prospek Ekonomi DKI Jakarta Pasca Vaksinasi: Perspektif Millenial</b> ISEI Webinar: DKI Jakarta Economic Prospect Post Vaccination: Millenial Perspective	<b>9 Agustus 2021</b> August 9, 2021	<b>ISEI</b>	<b>Virtual</b>
	<b>Webinar OJK Institute: Optimalisasi Pemanfaatan Big Data pada Pengembangan Produk dan Jasa Keuangan</b> OJK Institute Webinar: Optimization of Big Data Utilization in Financial Products & Services Development	<b>16 September 2021</b> September 16, 2021	<b>OJK Institute</b>	<b>Virtual</b>
	<b>UN Global Compact Event 1: Uniting Business, LIVE 2021</b>	<b>20-23 September 2021</b> September 20-23, 2021	<b>United Nations (UN) Global Compact</b>	<b>Virtual</b>
	<b>Webinar OJK Institute: Menjaga Motivasi dan Kesehatan Mental Guna Meningkatkan Kinerja Selama dan Pasca Pandemi</b> OJK Institute Webinar: Maintaining Motivation and Mental Health to Improve Performance during and after the Pandemics	<b>23 September 2021</b> September 23, 2021	<b>OJK Institute</b>	<b>Virtual</b>
	<b>CEO Meeting “ESG &amp; Sustainability Leadership and Journey”</b>	<b>30 September 2021</b> September 30, 2021	<b>BEI</b>	<b>Virtual</b>
	<b>Webinar G20 Empower: Kepemimpinan Perempuan dalam Sektor Publik dan Privat</b> G20 Empower Webinar: Women's Leadership in Public and Private Sectors	<b>30 September 2021</b> September 30, 2021	<b>G20 Empower</b>	<b>Virtual</b>
	<b>Talk Show: Invest Your Future Chest by School for Cool (as Speaker)</b>	<b>2 Oktober 2021</b> October 2, 2021	<b>School for Cool</b>	<b>Virtual</b>
	<b>The 7<sup>th</sup> Indonesian Finance Association (IFA) International Conference</b>	<b>6-7 Oktober 2021</b> October 6-7, 2021	<b>Indonesian Finance Association (IFA)</b>	<b>Virtual</b>
	<b>Webinar BAPPENAS - Penyusunan Rencana Aksi Nasional (RAN) SDGs</b> BAPPENAS Webinar: Composing National SDG's Action Plan	<b>12 Oktober 2021</b> October 12, 2021	<b>BAPPENAS</b>	<b>Virtual</b>
	<b>Webinar KAFEGAMA - Peningkatan Investor Ritel di Masa Pandemi: Dampak &amp; Peluang</b> KAFEGAMA Webinar - The Rise of Retail Investors during Pandemics: Impact & Opportunity	<b>13 Oktober 2021</b> October 13, 2021	<b>KAFEGAMA</b>	<b>Virtual</b>
	<b>Capital Market Summit &amp; Expo (CMSE) 2021</b>	<b>14-16 Oktober 2021</b> October 14-16, 2021	<b>SRO</b>	<b>Virtual</b>
	<b>OJK Institute Webinar - Leadership Under Uncertainties</b>	<b>21 Oktober 2021</b> October 21, 2021	<b>OJK Institute</b>	<b>Virtual</b>



**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>Webinar KAFEGAMA - Memanfaatkan Momentum Kenaikan Investor Ritel: How to Educate</b> KAFEGAMA Webinar - Utilizing the Rise of Retail Investors Momentum: How to Educate	<b>25 Oktober 2021</b> October 25, 2021	<b>KAFEGAMA</b>	<b>Virtual</b>
	<b>IBCWE Webinar - Investor Relation: The Real Value of Gender Equality</b>	<b>27 Oktober 2021</b> October 27, 2021	<b>IBCWE</b>	<b>Virtual</b>
	<b>High Level Discussion Forum Khadijah PPUMI: Kebijakan untuk UMKM dan Implementasinya</b> High Level Discussion Forum Khadijah PPUMI: Policies for SME and the Implementation	<b>28 Oktober 2021</b> October 28, 2021	<b>PPUMI</b>	<b>Virtual</b>
	<b>CDP Webinar - Climate Action to Shape a Sustainable Financial System</b>	<b>3 November 2021</b> November 3, 2021	<b>CDP</b>	<b>Virtual</b>
	<b>IDX's Research Division Webinar - Economic &amp; Capital Market Outlook 2022</b>	<b>9 November 2021</b> November 9, 2021	<b>IDX's Research Division</b>	<b>Virtual</b>
	<b>OJK &amp; EY FGD: Penyusunan Cetak Biru Pengembangan SDM OJK</b> OJK & EY FGD: Creating OJK's HR Development Blue Print	<b>10 November 2021</b> November 10, 2021	<b>OJK &amp; EY</b>	<b>Virtual</b>
	<b>Webinar G20 Empower - Road to Indonesia G20 Presidency 2022: Pentingnya Pengembangan Kesempatan dan Jalur Bakat Perempuan</b> G20 Empower Webinar - Road to Indonesia G20 Presidency 2022: The Importance of Opportunity Development and Women's Career Path	<b>11 November 2021</b> November 11, 2021	<b>G20 Empower</b>	<b>Virtual</b>
	<b>GRI Cross-country Sharing Sustainability Journey on Gender Equality &amp; Inclusion in the Workplace (including welcome speech)</b>	<b>16 November 2021</b> November 16, 2021	<b>GRI</b>	<b>Virtual</b>
	<b>Webinar OJK Mengajar - Bijak Berinvestasi di Pasar Modal bagi Investor Pemula</b> OJK Mengajar Webinar - Investing Wisely in Capital Market for Beginner Investors	<b>18 November 2021</b> November 18, 2021	<b>OJK</b>	<b>Virtual</b>
	<b>Webinar OJK Mengajar - Kebijakan Strategis OJK di Masa Pandemi untuk mempercepat Pemulihan Ekonomi Nasional</b> OJK Mengajar Webinar - OJK's Strategic Policy during the Pandemic to Accelerate National Economic Recovery	<b>18 November 2021</b> November 18, 2021	<b>OJK</b>	<b>Virtual</b>

**Tabel Program Pengembangan Anggota Direksi**  
Board of Directors Member Development Program Table

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer	Tempat Location
	<b>G20 Empower Capacity Building: Membongkar Perspektif Gender</b> G20 Empower Capacity Building: Dismantling Gender Perspective	<b>24 November 2021</b> November 24, 2021	<b>G20 Empower</b>	<b>Virtual</b>
	<b>Webinar ISEI - Kebijakan &amp; Pembiayaan Energi: Pemulihan Ekonomi Nasional dan Presidensi Indonesia di G20</b> ISEI Webinar - Energy Policy & Funding: National Economic Recovery and Indonesia G20 Presidency	<b>25 November 2021</b> November 25, 2021	<b>ISEI</b>	<b>Virtual</b>
	<b>OJK Institute Webinar - Sustainable Finance: The Changing Face of Financial Institution</b>	<b>25 November 2021</b> November 25, 2021	<b>OJK Institute</b>	<b>Virtual</b>
	<b>KSEI Seminar - Environment, Social and Governance</b>	<b>30 November 2021</b> November 30, 2021	<b>KSEI</b>	<b>Virtual</b>
	<b>Webinar OJK Institute - Leadership Sharing Session: Pengembangan SDM di Era Digital</b> OJK Institute Webinar - Leadership Sharing Session: Development of HR in the Digital Era	<b>2 Desember 2021</b> December 2, 2021	<b>OJK Institute</b>	<b>Virtual</b>
	<b>Webinar BNI - Info Pajak: Program Pengungkapan Sukarela</b> BNI Webinar - Tax Info: Voluntary Disclosure Program	<b>17 Desember 2021</b> December 17, 2021	<b>BNI</b>	<b>Virtual</b>
	<b>Capital Market Women Empowerment Forum: Advancing Gender Equality for Sustainable Finance in Indonesia Capital Market (including welcome speech)</b>	<b>22 Desember 2021</b> December 22, 2021	<b>Capital Market Women Empowerment Forum</b>	<b>Virtual</b>
	<b>Ceremonial Kick-off G20 Empower Advocates oleh KemenPPPA, Yogyakarta</b> Ceremonial Kick-off of G20 Empower Advocates by the Minister of Women Empowerment and Child Protection, Yogyakarta	<b>22 Desember 2021</b> December 22, 2021	<b>Kementrian Pemberdayaan Perempuan dan Perlindungan Anak</b>	<b>Virtual</b>

**Tabel Program Pengembangan Pejabat/Unit Penanggung Jawab Keberlanjutan**  
Table of Sustainability Officers/Units Responsible for Development Programs

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer
<b>Divisi Sekretaris Perusahaan</b> Corporate Secretary Division	<b>Corporate Culture Specialist</b>	<b>10 – 12 November 2021</b> November 10 – 12, 2021	<b>ACT Consulting</b>
	<b>Leadership in a Post-Pandemic World Masterclass Series</b>	<b>10 Maret 2021</b> March 10, 2021	<b>Rumah Mentor Indonesia (RUMI) X DDI</b>

Tabel Program Pengembangan Pejabat/Unit Penanggung Jawab Keberlanjutan

Table of Sustainability Officers/Units Responsible for Development Programs

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer
Divisi Pengelolaan Strategi Perusahaan dan Anak Usaha Strategic Management of the Company and Subsidiaries Division	<i>Strategy for KPI Alignment and Monitoring</i>	03 Maret 2021 March 03, 2021	PwC Indonesia
	<i>Agile or Fragile? Great Start 2021 with Drastic Action Leadership</i>	05 Maret 2021 March 05, 2021	Forum Human Capital Perbankan Indonesia (FHCPI) Indonesian Banking Human Capital Forum (FHCPI)
	Pengelolaan dan Penyajian Laporan Keuangan Holding Company (Memahami Laporan Keuangan Holding Company) Management and Presentation of Holding Company Financial Statements (Understanding Holding Company Financial Statements)	28 Mei 2021 May 28, 2021	Ikatan Akuntan Indonesia Indonesian Institute of Accountants
	<i>Climate Ambition Accelerator</i>	08 Desember 2021 December 08, 2021	United Nations Global Compact
	<i>WPPE Waiver</i>	30 November 2021 November 30, 2021	TICMI
	<i>The Future of Sustainability Reporting</i>	23 November 2021 November 23, 2021	The World Federation of Exchanges (WFE)
	<i>Recognition Current Competence</i>	15 Desember 2021 December 15, 2021	TAP Kapital
Divisi Pengembangan Bisnis Business Development Division	<i>The Future of Sustainability Reporting</i>	23 November 2021 November 23, 2021	The World Federation of Exchanges (WFE)
Divisi Pengembangan Pasar Market Development Division	Webinar Nasional Perlindungan Hukum bagi Investor Pasar Modal Indonesia National Webinar on Legal Protection for Indonesian Capital Market Investors	16 Maret 2021 March 16, 2021	PT Indonesian Capital Market Electronic Library (TICMI)
	<i>Jabanin2021 - Bounce Back and Let's Return Stronger in 2021</i>	24 Februari 2021 February 24, 2021	PT Daily Meaning
	Mendorong Literasi dan Perlindungan Konsumen SJK di Era Digital Encouraging Literacy and Protection of FSS Consumers in the Digital Age	20 April 2021 April 20, 2021	OJK Institute
	Market Conduct di Sektor Jasa Keuangan Market Conduct in the Financial Services Sector	15 Juli 2021 July 15, 2021	OJK Institute
	Digital Marketing for Financial Sector	02 September 2021 September 02, 2021	OJK Institute
	6 <sup>th</sup> International Leadership Seminar: Leadership and The Rise of Decision Intelligence	29 November 2021 November 29, 2021	OJK Institute
	Webinar Nasional Perlindungan Hukum bagi Investor Pasar Modal Indonesia National Webinar on Legal Protection for Indonesian Capital Market Investors	16 Maret 2021 March 16, 2021	BI Institute

Tabel Program Pengembangan Pejabat/Unit Penanggung Jawab Keberlanjutan

Table of Sustainability Officers/Units Responsible for Development Programs

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer
Divisi Layanan & Pengembangan Perusahaan Tercatat Service & Development of Listed Company Division	<i>Jabanin2021 - Bounce Back and Let's Return Stronger in 2021</i>	24 Februari 2021 February 24, 2021	PT Daily Meaning
	<b>Peluang, Tantangan, dan Peranan OJK dalam Penerapan Teknologi Informasi di Industri Keuangan Nonbank</b> Opportunities, Challenges, and the Role of OJK in the Implementation of Information Technology in the Non-Bank Financial Industry	18 Oktober 2021 October 18, 2021	OJK Institute
	<i>The Future of Sustainability Reporting</i>	23 November 2021 November 23, 2021	The World Federation of Exchanges (WFE)
	<i>Corporate Culture Specialist</i>	17 Desember 2021 December 17, 2021	ACT Consulting
Divisi Umum General Division	<i>Climate Ambition Accelerator</i>	05 Agustus 2021 August 05, 2021	United Nations Global Compact
	<b>Webinar K3 P2 Covid-19 Pedoman Pencegahan dan Penanggulangan/P2 Covid-19 di tempat kerja serta Memahami Standar Baru ISO 45005: 2020 Pedoman Umum untuk Bekerja yang Aman selama Pandemi Covid-19</b> Guidelines for Prevention and Control/ P2 Covid-19 in the workplace and Understanding the New Standard ISO 45005: 2020 General Guidelines for Safe Work during COVID-19 Pandemic	25-26 Agustus 2021 August 25-26, 2021	Pusat Pengkajian Informasi Nasional National Information Assessment Center
Divisi Pengaturan dan Pemantauan Anggota Bursa dan Partisipan Exchange Members and Participants Management and Monitoring Division	<b>Webinar Nasional Perlindungan Hukum bagi Investor Pasar Modal Indonesia</b> National Webinar on Legal Protection for Indonesian Capital Market Investors	16 Maret 2021 March 16, 2021	PT Indonesian Capital Market Electronic Library (TICMI)
	<i>Jabanin2021 - Bounce Back and Let's Return Stronger in 2021</i>	24 Februari 2021 February 24, 2021	PT Daily Meaning
	<b>Mendorong Literasi dan Perlindungan Konsumen SJK di Era Digital</b> Encouraging Literacy and Protection of FSS Consumers in the Digital Age	20 April 2021 April 20, 2021	OJK Institute
	<i>The Future of Sustainability Reporting</i>	23 November 2021 November 23, 2021	The World Federation of Exchanges (WFE)



Tabel Program Pengembangan Pejabat/Unit Penanggung Jawab Keberlanjutan

Table of Sustainability Officers/Units Responsible for Development Programs

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer
Divisi Manajemen Risiko Risk Management Division	<b>Awareness SNI ISO 37001 dan Implementasi Sistem Manajemen Anti Penyuapan Pada Sektor Jasa Keuangan</b> Awareness of SNI ISO 37001 and Implementation of Anti-Bribery Management System in Financial Services Sector	<b>08 April 2021</b> April 08, 2021	<b>OJK Institute</b>
	<b>Re- Sertifikasi ERMA</b> ERMA Re-Certification	<b>19 April 2021</b> April 19, 2021	<b>PT Cipta Raya Mekar Sahitya (CRMS Indonesia)</b>
	<b>ISO 37001: Anti Bribery Management Systems</b>	<b>02 Juni 2021</b> June 02, 2021	<b>PT Proxis Solusi Bisnis</b>
	<b>Corporate Culture Specialist</b>	<b>14-16 Juli 2021</b> July 14-16, 2021	<b>ACT Consulting</b>
	<b>Indonesia OpenGov Leadership Forum 2021: Transforming Governments and Enterprises Post Covid-19 Learnings from Across the World</b>	<b>15 Juli 2021</b> July 15, 2021	<b>OpenGov Asia</b>
	<b>Risk Based Auditing The Best Approach for Aligning with Strategies</b>	<b>08 September 2021</b> September 08, 2021	<b>The Institute of Internal Auditors Indonesia (IIA)</b>
	<b>Tools &amp; Techniques I New Internal Auditor</b>	<b>13 September 2021</b> September 13, 2021	<b>The Institute of Internal Auditors Indonesia (IIA)</b>
	<b>Pelatihan Audit Internal Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016</b> Internal Audit Training for SNI ISO 37001:2016 Anti Bribery Management System	<b>13 Oktober 2021</b> October 13, 2021	<b>PT Proxis Solusi Bisnis</b>
	<b>International Conference: Risk Beyond 2021</b>	<b>08 Desember 2021</b> December 08, 2021	<b>CRMS Indonesia</b>
Divisi Operasional Teknologi Informasi Information Technology Operations Division	<b>Webinar Strategi Menghadapi Ancaman Cyber Digital OJK</b> Webinar Strategy to Face OJK's Digital Cyber Threats	<b>28 Januari 2021</b> January 28, 2021	<b>OJK</b>
	<b>Implementasi Artificial Intelligence untuk Digital Banking</b> Implementation of Artificial Intelligence for Digital Banking	<b>04 Maret 2021</b> March 04, 2021	<b>OJK Institute</b>
	<b>ISO 27001: Lead Auditor Course (Certified)</b>	<b>12 Juli 2021</b> July 12, 2021	<b>PT BSI Group Indonesia</b>
	<b>Corporate Culture Specialist</b>	<b>14 Juli 2021</b> July 14, 2021	<b>ACT Consulting</b>
	<b>Indonesia OpenGov Leadership Forum 2021: Transforming Governments and Enterprises Post Covid-19 Learnings from Across the World</b>	<b>15 Juli 2021</b> July 15, 2021	<b>OpenGov Asia</b>
	<b>Menjaga Hati yang Gembira di tengah Pandemi</b> Keeping a Happy Heart in the Midst of a Pandemic	<b>26 Agustus 2021</b> August 26, 2021	<b>OJK Institute</b>
	<b>Corporate Culture Specialist</b>	<b>01 September 2021</b> September 01, 2021	<b>ACT Consulting</b>

Tabel Program Pengembangan Pejabat/Unit Penanggung Jawab Keberlanjutan

Table of Sustainability Officers/Units Responsible for Development Programs

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer
Divisi Sumber Daya Manusia Human Resources Division	<b>Pelatihan Sosialisasi Undang-Undang RI Nomor 11 Tahun 2020 tentang Cipta Kerja</b> Training on Socialization of RI Law Number 11 of 2020 concerning Job Creation	<b>04 Februari 2021</b> February 04, 2021	<b>Lembaga Informasi Kebijakan Nasional (LEMIKNAS)</b> National Policy Information Institute
	<b>Webinar Strategi Pengembangan Digital Talent dalam Percepatan Transformasi Digital di SJK</b> Webinar on Digital Talent Development Strategy in Accelerating Digital Transformation in the FSS	<b>25 Februari 2021</b> February 25, 2021	<b>OJK</b>
	<b>Strategy for KPI Alignment and Monitoring</b>	<b>03 Maret 2021</b> March 03, 2021	<b>PwC Indonesia</b>
	<b>Agile or Fragile? Great Start 2021 with Drastic Action Leadership</b>	<b>05 Maret 2021</b> March 05, 2021	<b>Forum Human Capital Perbankan Indonesia (FHCPI)</b> Indonesian Banking Human Capital Forum (FHCPI)
	<b>Jabatin2021 - Bounce Back and Let's Return Stronger in 2021</b>	<b>24 Februari 2021</b> February 24, 2021	<b>PT Daily Meaning</b>
	<b>Tech HR Sea 2021</b>	<b>05 Mei 2021</b> May 05, 2021	<b>People Matters</b>
	<b>Human Capital Virtual Masterclass: Performance Management System</b>	<b>02 Juni 2021</b> June 02, 2021	<b>PT Willis Towers Watson Indonesia</b>
	<b>The Art and Science of Coaching (Module 1)</b>	<b>08 Juli 2021</b> July 08, 2021	<b>Vanaya</b>
	<b>The Art and Science of Coaching (Module 2)</b>	<b>15 Juli 2021</b> July 15, 2021	<b>Vanaya</b>
	<b>Menjaga Hati yang Gembira di tengah Pandemi</b> Keeping a Happy Heart in the Midst of a Pandemic	<b>26 Agustus 2021</b> August 26, 2021	<b>OJK Institute</b>
	<b>Corporate Culture Specialist</b>	<b>16 Juni 2021</b> June 16, 2021	<b>ACT Consulting</b>
	<b>The Future of Sustainability Reporting</b>	<b>23 November 2021</b> November 23, 2021	<b>The World Federation of Exchanges (WFE)</b>
	<b>6<sup>th</sup> International Leadership Seminar: Leadership and The Rise of Decision Intelligence</b>	<b>29 November 2021</b> November 29, 2021	<b>BI Institute</b>
	<b>Leadership Sharing Session - Pengembangan SDM di Era Digital</b> Leadership Sharing Session - HR Development in the Digital Age	<b>02 Desember 2021</b> December 02, 2021	<b>OJK Institute</b>

Tabel Program Pengembangan Pejabat/Unit Penanggung Jawab Keberlanjutan

Table of Sustainability Officers/Units Responsible for Development Programs

Nama Name	Program Pendidikan Education Programs	Waktu Date	Penyelenggara Organizer
Divisi Keuangan dan Akuntansi Finance and Accounting Division	<i>Agile or Fragile? Great Start 2021 with Drastic Action Leadership</i>	05 Maret 2021 March 05, 2021	Forum Human Capital Perbankan Indonesia (FHCPI) Indonesian Banking Human Capital Forum (FHCPI)
	<i>Webinar Nasional Perlindungan Hukum bagi Investor Pasar Modal Indonesia</i> National Webinar on Legal Protection for Indonesian Capital Market Investors	16 Maret 2021 March 16, 2021	PT Indonesian Capital Market Electronic Library (TICMI)
	<i>Jabanin2021 - Bounce Back and Let's Return Stronger in 2021</i>	24 Februari 2021 February 24, 2021	PT Daily Meaning
	<i>Pengelolaan dan Penyajian Laporan Keuangan Holding Company (Memahami Laporan Keuangan Holding Company)</i> Management and Presentation of Holding Company Financial Statements (Understanding Holding Company Financial Statements)	27 Mei 2021 May 27, 2021	Ikatan Akuntan Indonesia Indonesian Institute of Accountants
	<i>Advanced Capital Budgeting</i>	05 Juli 2021 July 05, 2021	Fidelitas
	<i>Webinar K3 P2 Covid-19 Pedoman Pencegahan dan Penanggulangan/P2 Covid-19 di tempat kerja serta Memahami Standar Baru ISO 45005:2020 Pedoman Umum untuk Bekerja yang Aman selama Pandemi Covid-19</i> Webinar K3 P2 Covid-19 Guidelines for Prevention and Control/ P2 Covid-19 in the workplace and Understanding the New Standard ISO 45005:2020 General Guidelines for Safe Work during COVID-19 Pandemic	25 Agustus 2021 August 25, 2021	Pusat Pengkajian Informasi Nasional National Information Assessment Center
	<i>Transfer Pricing Documentation</i>	26 Agustus 2021 August 26, 2021	Institut Akuntan Publik Indonesia (IAPI) Indonesian Institute of Certified Public Accountants
	<i>Certified Financial Planner</i>	25 September 2021 September 25, 2021	FEB UGM

# Manajemen Risiko Perusahaan (E.3)[GRI 102-11]

## Corporate Risk Management (E.3)[GRI 102-11]

Penerapan manajemen risiko bertujuan untuk memastikan kepentingan Perseroan dan pemangku kepentingan aman dengan pengelolaan bisnis yang terpercaya dan berintegritas. Penerapan manajemen risiko yang efektif akan mendukung terciptanya industri pasar modal yang sesuai dengan prinsip-prinsip tata kelola yang baik (GCG).

Sesuai fungsinya sebagai fasilitator dan regulator di industri pasar modal, BEI memiliki komitmen tinggi untuk senantiasa meningkatkan penerapan GCG di dalam Perseroan. Saat ini BEI telah menerapkan GCG secara konsisten melalui pengkinian berbagai acuan kerja, seperti piagam, pedoman, dan prosedur kerja serta penerapan beberapa sistem manajemen berdasarkan standar internasional. Sistem manajemen yang telah diterapkan BEI yaitu Sistem Manajemen Mutu ISO 9001, Sistem Manajemen Keamanan Informasi ISO 27001, Manajemen Risiko Perusahaan berbasis ISO 31000, Sistem Manajemen Kelangsungan Usaha (*Business Continuity Management System*) berbasis ISO 22301, dan Sistem Manajemen Anti Penyuapan ISO 37001. Selain itu, BEI juga mengadopsi penerapan prinsip-prinsip dari IOSCO (*International Organization of Securities Committee*).

### 1. Manajemen Risiko Perusahaan ISO 31000:2009

Dalam rangka memastikan komitmen manajemen (Direksi dan Dewan Komisaris) terhadap penerapan manajemen risiko di BEI dan integrasi manajemen risiko ke dalam seluruh proses bisnis Perusahaan, BEI telah menerapkan Manajemen Risiko Perusahaan berdasarkan ISO 31000:2009. Manajemen Risiko Perusahaan diperlukan dalam menghadapi berbagai risiko dan tantangan ketidakpastian di masa mendatang, termasuk risiko dari eksternal yang dapat berpengaruh dan/atau mengganggu pencapaian tujuan BEI. Kegiatan penerapan Manajemen Risiko Perusahaan pada tahun 2021 meliputi kegiatan *monitoring* risiko awal tahun dan *monitoring* risiko berkelanjutan yang melibatkan seluruh divisi dan Kantor Perwakilan BEI.

### 2. Sistem Manajemen Mutu ISO 9001:2015

BEI telah menerapkan Sistem Manajemen Mutu sejak 2010 untuk seluruh lingkup BEI termasuk Kantor Perwakilan di seluruh Indonesia. Hal ini bertujuan untuk menjaga dan memastikan bahwa Sistem Manajemen Mutu telah

The implementation of risk management aims to ensure that the interests of the Company and stakeholders are safe, through reliable business management and integrity. The implementation of effective risk management supports the creation of a capital market industry that is in accordance with the principles of good governance (GCG).

In accordance with its function as a facilitator and regulator in the capital market industry, IDX has a high commitment to continuously improve its implementation of GCG within the Company. Currently, IDX has consistently implemented GCG through updating various work references, such as charters, guidelines, and work procedures as well as through several management systems based on international standards. The management systems that have been implemented by IDX are Quality Management System ISO 9001, Information Security Management System ISO 27001, Enterprise Risk Management based on ISO 31000, Business Continuity Management System based on ISO 22301, and Anti-Bribery Management System based on ISO 37001. In addition, IDX also adopted the principles of the IOSCO (International Organization of Securities Committee).

### 1. ISO 31000:2009 Enterprise Risk Management

In order to ensure the commitment of management (Board of Directors and Board of Commissioners) to the implementation of risk management on IDX and the integration of risk management into all of the Company's business processes, IDX has implemented a Enterprise Risk Management based on ISO 31000:2009. A Enterprise Risk Management is needed to deal with various risks and challenges of uncertainty in the future, including external risks that may affect and/or interfere with the achievement of IDX's objectives. Activities for implementing the Enterprise Risk Management in 2021 included risk monitoring activities at the beginning of the year and ongoing risk monitoring involving all divisions and IDX Representative Offices.

### 2. ISO 9001:2015 Quality Management System

IDX has implemented a Quality Management System since 2010 for the entire scope of the Company, including at Representative Offices throughout Indonesia. This aims to maintain and ensure that IDX's Quality Management System



diterapkan secara efektif di seluruh lingkup Perusahaan (100%) baik di kantor pusat dan kantor perwakilan. Kegiatan penerapan Sistem Manajemen Mutu pada tahun 2021 meliputi *Surveillance Audit Visit* (SAV) yang dilaksanakan pada semester 1 dan semester 2 oleh badan sertifikasi. Berdasarkan hasil audit tersebut, BEI masih dinyatakan layak menyanggah sertifikat ISO 9001:2015.

3. BEI terus berupaya untuk memastikan bahwa Sistem Manajemen Keamanan Informasi termasuk keamanan siber telah diterapkan secara efektif dan sesuai persyaratan sebagai penyanggah sertifikat ISO 27001:2013. Operasional TI (Bisnis dan Perkantoran) bertanggung jawab atas manajemen keamanan siber termasuk *memonitoring* log melalui SIEM setiap bulan khususnya *monitoring Web Application Firewall* (WAF) untuk mencegah peretasan dan serangan siber.

BEI juga melakukan audit terhadap sistem, produk, dan praktik Perusahaan yang memengaruhi data. Audit yang dilakukan meliputi proyek baru yang akan masuk ke *production*, BEI melakukan *Penetration Testing* dan *Annual Vulnerability Assessment* untuk sistem yang sudah *live*. Upaya lain yang dilakukan Perusahaan untuk meningkatkan keamanan sibernya dengan mengimplementasikan *Firewall*, *WAF*, *Antivirus* pada sistem yang ada di BEI. Perusahaan juga memiliki *checklist* keamanan yang harus dipenuhi untuk aplikasi yang sedang dikembangkan serta kebijakan-kebijakan keamanan sesuai ISO 27001.

Guna meningkatkan kesadaran karyawan terhadap keamanan siber, BEI melakukan program sosialisasi keamanan siber secara periodik.

4. Sistem Manajemen Kelangsungan Usaha ISO 22301 Penerapan Sistem Manajemen Kelangsungan Usaha (*Business Continuity Management System/BCMS*) telah dilakukan sejak tahun 2013 dan BEI secara kontinyu menjalankan pengujian dan latihan simulasi gangguan layanan yang melibatkan *stakeholder* untuk menguji Rencana Kelangsungan Usaha dan Rencana Pemulihan Sistem Teknologi Informasi pada lokasi alternatif yang telah ditetapkan.

BEI menerapkan BCMS berdasarkan ISO 22301 dalam rangka menjamin ketersediaan layanan kepada *stakeholder* apabila terjadi gangguan layanan Perusahaan, memiliki kemampuan yang lebih baik dalam mengantisipasi potensi munculnya gangguan operasional Perusahaan, dan dapat segera memulihkan operasional dengan cepat setelah terjadinya gangguan. Pada tahun 2018, BEI memperoleh sertifikat BCMS ISO 22301:2012 dari badan sertifikasi untuk lingkup sistem perdagangan utama dan pendukungnya.

has been implemented effectively throughout the Company (100%), both in the head office and representative office. Activities for implementing the Quality Management System in 2021 include Surveillance Audit Visits (SAV) which were carried out in semester 1 and semester 2 by the certification body. Based on the results of the audit, IDX is still declared eligible for the ISO 9001:2015 certificate.

3. IDX continues to ensure that the Information Security Management System, including cyber security, has been applied effectively and has met the requirement as the ISO 27001:2013 certificate holder. IT Operation (Business and Office) is responsible for the management of cyber security, including monitoring log through SIEM in each month, especially Web Application Firewall (WAF) monitoring to prevent hacking and cyber attack.

IDX also audits all systems, products, and business practices that impact data. The audit includes new projects that will enter the production phase. IDX performs Penetration Testing and Annual Vulnerability Assessment for already live systems. IDX also makes other efforts to improve the cyber security by implementing Firewall, WAF, Antivirus on the existing system within the Company. In addition, the Company continuously checks the security lists for applications that are being developed and security policies that conform to ISO 27001.

IDX also carries out cyber security dissemination periodically to improve the employees' awareness of the cyber security.

4. ISO 22301 Business Continuity Management System The implementation of the Business Continuity Management System (BCMS) has been carried out since 2013 and IDX continues to carry out testing and simulation exercises for service interruptions involving stakeholders to test the Business Continuity Plan and Information Technology System Recovery Plan at designated alternative locations.

IDX implements a BCMS based on ISO 22301 in order to ensure the availability of services to stakeholders in the event of a disruption to the Company's services. This is designed to allow for a better ability to anticipate potential disruptions to the Company's operations, and to be able to recover operations quickly after a disruption occurs. In 2018, IDX obtained the BCMS ISO 22301:2012 certificate from the certification body for the scope of the main and supporting trading systems.

Badan *International Organization for Standardization* (ISO) telah menerbitkan standar manajemen baru ISO 22301:2019 untuk menggantikan versi sebelumnya (ISO 22301:2012) pada bulan Oktober 2019. Respon atas hal tersebut, tahun 2020 BEI melakukan analisis perubahan persyaratan dalam standar manajemen ISO 22301:2019 sebagai bentuk persiapan BEI dalam penerapan BCMS versi terbaru. Selanjutnya pada tahun 2021, BEI berhasil mempertahankan sertifikat ISO 22301 melalui Audit Resertifikasi oleh badan sertifikasi termasuk *upgrade* ISO 22301 ke versi terbaru yaitu ISO 22301: 2019.

5. Sistem Manajemen Anti Penyuapan ISO 37001:2016  
Sebagai salah satu bentuk komitmen BEI dalam membangun budaya kerja yang berintegritas tinggi dan dalam rangka memastikan kontrol-kontrol yang mencukupi untuk mencegah praktik-praktik penyuapan di lingkungan Perusahaan, BEI telah menerapkan Sistem Manajemen Anti Penyuapan berbasis SNI ISO 37001:2016 di seluruh divisi dan personel BEI sejak tanggal 29 Oktober 2021. Sistem Manajemen Anti Penyuapan yang dimiliki telah ditandatangani oleh Direksi sebagai perwakilan dari BEI. Hal ini juga sejalan dengan arahan OJK terkait penerapan Sistem Manajemen Anti Penyuapan di lingkungan lembaga keuangan.

Pada bulan Desember 2021, telah dilakukan audit sertifikasi Sistem Manajemen Anti Penyuapan berbasis SNI ISO 37001:2016 oleh badan sertifikasi terhadap 11 divisi lingkup. Berdasarkan hasil audit, BEI dinyatakan layak untuk mendapatkan sertifikat ISO 37001:2016.

Dalam manajemen asetnya, BEI memiliki kebijakan formal yang tertuang pada Pedoman dan SOP Pengelolaan Aset Tetap dan/atau Inventaris Kantor BEI yang dikelola oleh Divisi UMM. Pedoman bertujuan mengatur kebijakan mengenai pengelolaan aset tetap dan/atau inventaris kantor, memudahkan dalam melakukan identifikasi atas aset tetap dan/atau inventaris kantor yang hilang dan rusak, dan meningkatkan manfaat aset tetap dan/atau inventaris kantor dengan memastikan bahwa aset tetap dan/atau inventaris kantor digunakan dan dipelihara secara efektif. Kegiatan Pengelolaan aset tetap dan/atau inventaris kantor, terdiri dari penerimaan, pencatatan, pelabelan, pendistribusian, pemeliharaan, perbaikan, perubahan spesifikasi, pemeriksaan fisik, pemindahan, pemutihan, dan disposal. BEI telah mengidentifikasi kegiatan pengelolaan aset yang telah dijelaskan sebelumnya memiliki risiko. BEI melakukan mitigasi terhadap risikonya dengan memiliki pedoman dan SOP yang mengatur tentang aset tetap dan/atau inventaris kantor serta melakukan evaluasi prosedur secara berkala.

The International Organization for Standardization (ISO) has issued a new management standard ISO 22301:2019 to replace the previous version (ISO 22301:2012) in October 2019. In response to this, in 2020, IDX conducted an analysis of changes in requirements in the ISO 22301 management standard: 2019 as a form of IDX preparation in implementing the latest version of BCMS. Furthermore, in 2021, IDX succeeded in maintaining this ISO 22301 certificate through a Recertification Audit by the certification body including upgrading ISO 22301 to the latest version, namely, ISO 22301: 2019.

5. ISO 37001:2016 Anti-Bribery Management System  
As a form of IDX's commitment to building a work culture of high integrity and in order to ensure adequate controls to prevent bribery practices, IDX has implemented an Anti-Bribery Management System based on SNI ISO 37001:2016 in all IDX divisions and personnel since October 29, 2021. The Company's Anti-Bribery Management System has been signed by the Board of Directors as the IDX representative. This was also in line with OJK directives regarding the implementation of an Anti-Bribery Management System in financial institutions.

In December 2021, an audit of the Anti-Bribery Management System certification based on SNI ISO 37001:2016 was carried out by the certification body for 11 scope divisions. Based on the results of the audit, IDX was declared eligible to get the ISO 37001:2016 certificate.

In managing its assets, IDX has a formal policy contained in the Guidelines and SOPs for the Management of Fixed Assets and/or IDX Office Inventory, which is managed by the UMM Division. The guidelines are intended to regulate policies regarding the management of fixed assets and/or office inventory, facilitate the identification of lost and damaged fixed assets and/or office inventory, and increase the benefits of fixed assets and/or office inventory by ensuring that fixed assets and/or office inventory is used and maintained effectively. Management of fixed assets and/or office inventory consists of receiving, recording, labeling, distributing, maintaining, repairing, changing specifications, physical inspection, moving, bleaching, and disposal. IDX has identified that the asset management activities described previously have risks. IDX mitigates these risks by having guidelines and SOPs that regulate fixed assets and/or office inventory as well as evaluating procedures on a regular basis.

Dalam rangka *monitoring* aset yang dimiliki dapat dimanfaatkan dengan baik, Perusahaan melakukan kegiatan terkait pemeliharaan dengan menjaga masa manfaat dari suatu aset tetap dan/atau inventaris kantor. Aset-aset yang dilakukan pemeliharaan antara lain *uninterruptible power supply* (UPS), *precision air conditioning*, aplikasi, *storage*, *server*, dan *network* (di area perkantoran dan perdagangan).

Audit internal terkait aset dilakukan oleh Divisi SPI BEI setiap tahunnya. Sementara untuk audit eksternal dilakukan oleh Akuntan Publik/Auditor Independen dua kali dalam setahun, OJK (sesuai *audit plan* OJK), dan Badan Sertifikasi (sesuai dengan *audit plan*). Dari hasil audit, Perusahaan melakukan kegiatan *benchmarking* ke perusahaan lain, melakukan *review* Pedoman dan SOP menggunakan jasa konsultan, dan melakukan rekonsiliasi aset.

### Kegiatan yang Menunjang Program Berkelanjutan (Sustainability)

Salah satu kegiatan yang menunjang program berkelanjutan dalam aspek manajemen risiko dan tata kelola perusahaan selama tahun 2021 adalah *review* dan penyesuaian prosedur kerja pada seluruh divisi agar selalu sesuai dengan kondisi terkini. Selain itu, BEI juga telah melakukan penilaian risiko atas potensi penyuapan dalam rangka menunjang penerapan Sistem Manajemen Anti Penyuapan di BEI. Kegiatan ini juga merupakan bentuk peningkatan yang berkelanjutan dalam penerapan tata kelola perusahaan di BEI.

### Peran Direksi dan Dewan Komisaris dalam Pengelolaan Manajemen Risiko

Secara tata kelola, BEI telah mengatur peran Direksi dan Dewan Komisaris sesuai ketentuan yang berlaku. Direksi dan Dewan Komisaris berwenang dan bertanggung jawab untuk memastikan penerapan manajemen risiko sesuai dengan karakteristik dan kompleksitas usaha. Peran Direksi dalam pengelolaan manajemen risiko antara lain:

1. Menyusun kebijakan Manajemen Risiko secara tertulis dan komprehensif sesuai dengan ketentuan;
2. Melaksanakan kebijakan Manajemen Risiko yang telah ditetapkan;
3. Mengembangkan budaya risiko sebagai bagian dari penerapan Manajemen Risiko;
4. Memastikan efektivitas pengelolaan sumber daya manusia yang mencakup kompetensi, kualifikasi, dan kecukupan sumber daya manusia pada perusahaan untuk melaksanakan fungsi Manajemen Risiko;

To benefit the asset monitoring, the Company conducts maintenance activities by preserving benefit period of fixed assets and/or office inventories. The assets that are being maintained include uninterruptible power supply (UPS), precision air conditioning, application, storage, server, and network (in office and trade area).

The SPI Division is responsible for managing the internal audit of assets. Meanwhile, Public Accountant/Independent Auditor is tasked with managing the external audit twice a year, OJK (according to OJK's audit plan), and Certification Body (according to the audit plan). From the audit result, the Company thus organized benchmarking activities to other companies, reviewed the Guidelines and SOP using consulting services, and reconciled the assets.

### Activities that Support Sustainability Programs

One of the activities that support sustainable programs in the aspects of risk management and corporate governance during 2021 was the review and adjustment of work procedures in all divisions so that they were always in accordance with current conditions. In addition, IDX has also conducted a risk assessment of the potential for bribery in order to support the implementation of the Anti-Bribery Management System for IDX. This activity is also a form of continuous improvement in Good Corporate Governance implementation at IDX.

### The Role of the Board of Directors and the Board of Commissioners in Risk Management

In terms of governance, IDX has regulated the roles of the Board of Directors and the Board of Commissioners in accordance with applicable regulations. The Board of Directors and the Board of Commissioners are authorized and responsible for ensuring the implementation of risk management in accordance with the characteristics and complexity of business. The role of the Board of Directors in managing risk management includes:

1. Preparing written and comprehensive Risk Management policies in accordance with provisions;
2. Implementing an established Risk Management policy;
3. Developing a risk culture as part of the implementation of Risk Management;
4. Ensuring the effectiveness of human resource management which includes competence, qualifications, and adequacy of human resources in the company to carry out the Risk Management function;

5. Memastikan penerapan manajemen risiko yang terintegrasi dengan proses bisnis dilakukan secara konsisten dan efektif di perusahaan; dan
6. Memastikan penerapan seluruh komponen kerangka kerja manajemen risiko di perusahaan berjalan efektif.

Sedangkan peran Dewan Komisaris dalam rangka memastikan penerapan Manajemen Risiko mencakup antara lain:

1. Mengarahkan, menyetujui, dan mengevaluasi kebijakan Manajemen Risiko;
2. Mengevaluasi pelaksanaan kebijakan Manajemen Risiko oleh Direksi; dan
3. Memantau efektivitas penerapan manajemen risiko di Perusahaan.

5. Ensuring the implementation of integrated risk management and conduct business process consistently and effectively in the Company; and
6. Ensuring the implementation of effective framework of risk management in the Company.

Meanwhile, the role of the Board of Commissioners in ensuring the implementation of Risk Management includes, among others:

1. Directing, approving, and evaluating Risk Management policies;
2. Evaluating the implementation of Risk Management policies by the Board of Directors; and
3. Monitoring the effectiveness of implementation of risk management at the Company.

## Pemangku Kepentingan (E.4)

### Stakeholders (E.4)

Dalam rangka menunjang keberlanjutan Perseroan, BEI memberikan perhatian terhadap kepentingan *stakeholders* melalui pola hubungan yang harmonis. Hal ini didasari atas konsepsi bahwa keberhasilan usaha dalam jangka panjang sangat erat kaitannya dengan kemampuan perusahaan dalam berinteraksi dan menyelenggarakan hubungan positif yang memberi *mutual benefit* dengan para pemangku kepentingan. BEI telah melakukan identifikasi pemangku kepentingan utama berdasarkan tingkat kedekatan (*proximity*) dan tingkat kepentingan (*level of interest*) terhadap keberlangsungan usaha.

Hasil identifikasi pemangku kepentingan terdiri atas: Pemegang Saham, Investor, Perusahaan Terdaftar, Anggota Bursa, Karyawan, Pemerintah/OJK, Legislator, Mitra Usaha/Self Regulatory Organization (SRO), Vendor, Masyarakat Luar dan Media. Perseroan menyelenggarakan komunikasi intensif dan mengelola pelibatan pemangku kepentingan tersebut sesuai dengan topik utama dan karakteristik harapan yang melekat pada masing-masing kelompok pemangku kepentingan. Uraian ringkas mengenai interaksi dan pengelolaan pelibatan kepentingan yang dilakukan adalah sebagai berikut:

In order to support the sustainability of the Company, IDX pays attention to the interests of stakeholders through a harmonious relationship pattern. This is based on the concept that long-term business success is closely related to the Company's ability to interact and maintain positive relationships that provide mutual benefits with stakeholders. IDX has identified key stakeholders based on proximity and level of interest to business continuity.

The results of the identification of stakeholders consist of: Shareholders, Investors, Listed Companies, Exchange Members, Employees, Government/OJK, Legislators, Business Partners/Self Regulatory Organizations (SRO), Vendors, Public and Media. The Company conducts intensive communication and manages stakeholder engagement in accordance with the main topics and characteristics of expectations attached to each stakeholder group. A brief description of the interaction and management of the involvement of interests carried out is as follows:



**Tabel Pemangku Kepentingan**  
Stakeholder Table

No	Daftar Pemangku Kepentingan List of Stakeholders (GRI 102-40)	Identifikasi dan Seleksi Pemangku Kepentingan Identification and Selection of Stakeholders (GRI 102-42)		Metode Pendekatan Pemangku Kepentingan Stakeholder Approach Method (GRI 102-43)		Topik Utama Main Topic (GRI 102-44)
		Identifikasi Identification	Basis Identifikasi Identification Base	Pendekatan Hubungan Relationship Approach	Frekuensi Frequency	
1	<b>Pemegang Saham</b> Shareholders	<b>Pihak yang memiliki kepemilikan saham yaitu anggota bursa.</b> The party that owns the shares is a member of the stock exchange.	<b>Tanggung jawab</b> Responsibility	<ul style="list-style-type: none"> <li>• RUPS</li> <li>• Pertemuan khusus</li> <li>• GMS</li> <li>• Special meetings</li> </ul>	<ul style="list-style-type: none"> <li>• 2 kali (minimal)</li> <li>• Disesuaikan</li> <li>• 2 times (minimum)</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Menjaga dan meningkatkan nilai investasi melalui peningkatan kinerja Perseroan</li> <li>• Terpenuhi hak-hak pemegang saham.</li> <li>• Keterbukaan informasi terhadap hal-hal yang substantial dan kejelasan arah pengembangan usaha.</li> <li>• Pengembangan pasar modal</li> <li>• Maintain and increase investment value through improving the Company's performance</li> <li>• Fulfillment of the rights of shareholders.</li> <li>• Disclosure of information on substantial matters and clarity of business development direction.</li> <li>• Capital market development</li> </ul>
2	<b>Pemerintah/ Otoritas Jasa Keuangan/ Legislator</b> Government/ Financial Services Authority/ Legislator	<b>Pihak yang mengawasi pengelolaan bursa efek.</b> The party that oversees the management of the stock exchange.	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Rapat Koordinasi</li> <li>• Pertemuan khusus</li> <li>• Kunjungan Kerja</li> <li>• Coordination meetings</li> <li>• Special meetings</li> <li>• Work visits</li> </ul>	<ul style="list-style-type: none"> <li>• Minimal 1 kali setahun</li> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Minimum 1 time a year</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Terjalinnnya hubungan yang harmonis dan konstruktif dengan regulator.</li> <li>• Perseroan dan segenap karyawannya tunduk dan mematuhi hukum, perundangan dan peraturan.</li> <li>• Keselarasan arah pengembangan pasar modal dengan pembangunan ekonomi nasional.</li> <li>• Establishing a harmonious and constructive relationship with regulators.</li> <li>• The Company and all of its employees are subject to and comply with laws, regulations and regulations.</li> <li>• Alignment of the direction of capital market development with national economic development.</li> </ul>

Tabel Pemangku Kepentingan

Stakeholder Table

No	Daftar Pemangku Kepentingan List of Stakeholders (GRI 102-43)	Identifikasi dan Seleksi Pemangku Kepentingan Identification and Selection of Stakeholders (GRI 102-42)		Metode Pendekatan Pemangku Kepentingan Stakeholder Approach Method (GRI 102-43)		Topik Utama Main Topic (GRI 102-44)
		Identifikasi Identification	Basis Identifikasi Identification Base	Pendekatan Hubungan Relationship Approach	Frekuensi Frequency	
3	Investor (end consumer) Investors (end consumers)	Pihak yang memberikan pengaruh terhadap transaksi perdagangan di bursa. Parties that influence trading transactions on the stock exchange.	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Survei Kepuasan Pelanggan</li> <li>• Layanan Pengaduan</li> <li>• Temu Pelanggan</li> <li>• Program pertemuan khusus</li> <li>• Presentasi prospek investasi di Indonesia</li> <li>• Customer satisfaction surveys</li> <li>• Complaint Service</li> <li>• Meet Customers</li> <li>• Special meeting programs</li> <li>• Presentation of investment prospects in Indonesia</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Kualitas dan akurasi sistem perdagangan dan pencatatan transaksi.</li> <li>• Bebas gangguan sistem perdagangan.</li> <li>• Kualitas data informasi yang disampaikan Bursa.</li> <li>• Penyelesaian keluhan dan pelaporan pengaduan pelanggaran WBS.</li> <li>• Meningkatnya jumlah investor ritel domestik di pasar modal.</li> <li>• Quality and accuracy of trading system and transaction recording.</li> <li>• No hassle of trading system.</li> <li>• The quality of information data submitted by the Exchange.</li> <li>• Complaint resolution and reporting of complaints of WBS violations.</li> <li>• Increasing the number of domestic retail investors in the capital market.</li> </ul>
4	Perusahaan Tercatat Listed Company	Pihak yang mencatatkan efeknya untuk ditransaksikan di Bursa. The party that lists its securities for transaction on the Exchange.	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Pertemuan khusus</li> <li>• Kunjungan Perusahaan Tercatat</li> <li>• Pertemuan lain-lain</li> <li>• Pembinaan</li> <li>• Special meetings</li> <li>• Registered Company Visits</li> <li>• Miscellaneous meetings</li> <li>• Coaching</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Kemudahan regulasi tata cara penerbitan efek (ekuitas, surat utang dan instrumen lainnya)</li> <li>• Kejelasan regulasi dan kewajiban para Perusahaan Tercatat</li> <li>• Kemudahan akses layanan/pembinaan/sistem sarana pelaporan Perusahaan Tercatat</li> <li>• Ease of regulation of securities issuance procedures (equity, debt securities and other instruments)</li> <li>• Clarity of regulations and obligations of the Listed Companies</li> <li>• Ease of access to services/guidance/system of the Listed Company's reporting facilities</li> </ul>
5	Anggota Bursa Exchange Member	Pihak yang menjadi perantara perdagangan efek dan telah mendapatkan persetujuan keanggotaan dari Bursa. The party that is the broker of securities trading and has obtained membership approval from the Exchange.	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Pertemuan khusus</li> <li>• Pertemuan lain-lain</li> <li>• Special meetings</li> <li>• Miscellaneous meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Tidak ada gangguan sistem</li> <li>• Pengembangan sistem dan peraturan yang semakin menunjang kemudahan transaksi</li> <li>• Dukungan Bursa</li> <li>• No system crash</li> <li>• Development of systems and regulations that further support the ease of transactions</li> <li>• Exchange Support</li> </ul>

**Tabel Pemangku Kepentingan**  
Stakeholder Table

No	Daftar Pemangku Kepentingan List of Stakeholders (GRI 102-40)	Identifikasi dan Seleksi Pemangku Kepentingan Identification and Selection of Stakeholders (GRI 102-42)		Metode Pendekatan Pemangku Kepentingan Stakeholder Approach Method (GRI 102-43)		Topik Utama Main Topic (GRI 102-44)
		Identifikasi Identification	Basis Identifikasi Identification Base	Pendekatan Hubungan Relationship Approach	Frekuensi Frequency	
6	Karyawan Employees	Pihak yang bekerja untuk bursa Those that work for the exchange	Tanggung Jawab Responsibility	<ul style="list-style-type: none"> <li>Melalui pertemuan berkala</li> <li>Alignment organisasi SDM</li> <li>Training/hearing rutin</li> <li>Survei kepuasan atas layanan SDM</li> <li>Through regular meetings</li> <li>HR organization alignment</li> <li>Routine training/hearing</li> <li>Survey of satisfaction with HR services</li> </ul>	Minimal 1 kali setahun atau sesuai kebutuhan Minimum 1 time a year or as needed	<ul style="list-style-type: none"> <li>Kejelasan hak dan kewajiban</li> <li>Kejelasan atas penilaian kompetensi, jenjang karier dan keseimbangan remunerasi dengan kinerja</li> <li>Terjaminnya keamanan, kesehatan dan keselamatan kerja</li> <li>Terjaganya kenyamanan lingkungan kerja</li> <li>Kinerja perusahaan</li> <li>Clarity of rights and obligations</li> <li>Clarity on competency assessment, career path and balance of remuneration with performance</li> <li>Guaranteed work safety, health and safety</li> <li>Maintaining a comfortable work environment</li> <li>Company performance</li> </ul>
7	SRO/Anak Perusahaan SROs/ Subsidiaries	<ul style="list-style-type: none"> <li>SRO: Pihak sebagai mitra usaha yang mempunyai kedudukan/fungsi menciptakan peraturan</li> <li>Anak Perusahaan: pihak yang dikuasai/dimiliki oleh BEI sebagai penunjang kinerja Bursa.</li> <li>SRO: The party as a business partner that has the position/function to create regulations</li> <li>Subsidiary: A party controlled/owned by IDX to support the performance of the Exchange.</li> </ul>	Ketergantungan Dependency	<ul style="list-style-type: none"> <li>Rapat konsultasi</li> <li>Rapat koordinasi</li> <li>Consulting meetings</li> <li>Coordination meetings</li> </ul>	<ul style="list-style-type: none"> <li>Disesuaikan</li> <li>Disesuaikan</li> <li>Customized</li> <li>Customized</li> </ul>	<ul style="list-style-type: none"> <li>Terjalannya hubungan yang harmonis dan konstruktif dengan sesama SRO.</li> <li>Masukan bagi komprehensifnya aturan pasar modal yang akan disahkan.</li> <li>Keselarasan arah pengembangan pasar modal dengan pembangunan ekonomi nasional.</li> <li>Establishing a harmonious and constructive relationship with fellow SROs.</li> <li>Input for comprehensive capital market regulations to be ratified.</li> <li>Alignment of the direction of capital market development with national economic development.</li> </ul>

Tabel Pemangku Kepentingan

Stakeholder Table

No	Daftar Pemangku Kepentingan List of Stakeholders (GRI 102-43)	Identifikasi dan Seleksi Pemangku Kepentingan Identification and Selection of Stakeholders (GRI 102-42)		Metode Pendekatan Pemangku Kepentingan Stakeholder Approach Method (GRI 102-43)		Topik Utama Main Topic (GRI 102-44)
		Identifikasi Identification	Basis Identifikasi Identification Base	Pendekatan Hubungan Relationship Approach	Frekuensi Frequency	
8	Mitra Pemasok (vendor, supplier, konsultan) Supplier Partners (vendors, suppliers, consultants)	Pihak yang menyediakan barang dan jasa untuk memenuhi kebutuhan Bursa Parties that provide goods and services to meet the needs of the Exchange	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Kontrak tender dan pengadaan</li> <li>• Seleksi dan Penilaian kinerja <i>supplier/ vendor</i></li> <li>• Manajemen Vendor</li> <li>• Tender and procurement contracts</li> <li>• Selection and assessment of supplier/vendor performance</li> <li>• Vendor Management</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan, minimal 1 x setahun</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized, at least 1 x a year</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Proses pengadaan secara fair dan transparan</li> <li>• Seleksi dan evaluasi secara objektif dalam pemilihan mitra.</li> <li>• Prosedur administrasi pengadaan yang akurat namun ringkas.</li> <li>• Penyelesaian pembayaran produk dan jasa yang tepat waktu.</li> <li>• Hubungan saling menguntungkan.</li> <li>• Fair and transparent procurement process</li> <li>• Selection and evaluation objectively in the selection of partners.</li> <li>• Accurate but concise procurement administration procedures.</li> <li>• Completion of payments for products and services on time.</li> <li>• Mutually beneficial relationship.</li> </ul>
9	Masyarakat/ Komunitas Society/ Community	Pihak yang mendapatkan/ menerima manfaat dari Bursa. Parties who get/receive benefits from the Exchange.	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Musyawarah dalam perencanaan.</li> <li>• Pengawasan realisasi program bersama-sama.</li> <li>• Kegiatan Filantropi</li> <li>• Kegiatan literasi tentang pasar modal dan instrumen keuangan sebagai salah satu produk pasar modal.</li> <li>• Deliberation in planning.</li> <li>• Monitoring program realization together.</li> <li>• Philanthropic Activities</li> <li>• Literacy activities on the capital market and financial instruments as one of the capital market products.</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Terjalannya hubungan yang serasi dan harmonis.</li> <li>• Meminimalkan dampak operasional perusahaan terhadap lingkungan.</li> <li>• Turut serta dalam kegiatan pelestarian lingkungan.</li> <li>• Kontribusi positif terhadap kehidupan ekonomi, sosial dan lingkungan masyarakat luas.</li> <li>• Meningkatnya pengetahuan masyarakat mengenai peran dan fungsi pasar modal.</li> <li>• Establish a harmonious and harmonious relationship.</li> <li>• Minimize the impact of the company's operations on the environment.</li> <li>• Participate in environmental conservation activities.</li> <li>• Positive contribution to the economic, social and environmental life of the wider community.</li> <li>• Increasing public knowledge about the role and function of the capital market.</li> </ul>



Tabel Pemangku Kepentingan

Stakeholder Table

No	Daftar Pemangku Kepentingan List of Stakeholders (GRI 102-40)	Identifikasi dan Seleksi Pemangku Kepentingan Identification and Selection of Stakeholders (GRI 102-42)		Metode Pendekatan Pemangku Kepentingan Stakeholder Approach Method (GRI 102-43)		Topik Utama Main Topic (GRI 102-44)
		Identifikasi Identification	Basis Identifikasi Identification Base	Pendekatan Hubungan Relationship Approach	Frekuensi Frequency	
10	Konsumen Consumer	Pihak yang menjadi pengguna produk/jasa yang dihasilkan bursa. Parties who are users of products/ services produced by the stock exchange.	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Survei Kepuasan Pelanggan</li> <li>• Layanan Pengaduan</li> <li>• Temu Pelanggan</li> <li>• Program pertemuan khusus</li> <li>• Customer satisfaction surveys</li> <li>• Complaint Service</li> <li>• Meet Customers</li> <li>• Special meeting programs</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Kualitas dan akurasi sistem perdagangan dan pencatatan transaksi.</li> <li>• Bebas gangguan system perdagangan.</li> <li>• Pelayanan yang melebihi harapan</li> <li>• Penyelesaian keluhan</li> <li>• Quality and accuracy of trading system and transaction recording.</li> <li>• Free trading system interference.</li> <li>• Service that exceeds expectations</li> <li>• Complaint resolution</li> </ul>
11	Media massa Mass media	Pihak yang melakukan penyebaran informasi atau pesan kepada publik Parties who disseminate information or messages to the public	Perwakilan Representative	<ul style="list-style-type: none"> <li>• Press release dan press conference</li> <li>• Media gathering</li> <li>• Edukasi wartawan</li> <li>• Press releases and press conferences</li> <li>• Media gatherings</li> <li>• Journalist education</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Akurasi objek pemberitaan.</li> <li>• Informasi terkini.</li> <li>• Penyampaian berita tepat waktu.</li> <li>• Transparansi kondisi operasional dan finansial.</li> <li>• Accuracy of reporting object.</li> <li>• Up-to-date information.</li> <li>• Timely delivery of news.</li> <li>• Transparency of operational and financial conditions.</li> </ul>
12	Asosiasi di Lingkungan Pasar Modal Association in the Capital Market Environment	Organisasi perkumpulan profesional terkait Pasar Modal yg mendapatkan dukungan dana atau fasilitas dari BEI Professional association organizations related to the Capital Market that receive financial support or facilities from IDX	Ketergantungan Dependency	Rapat koordinasi Coordination meetings	Disesuaikan Customized	Dukungan dana operasional dan fasilitas Operational and facility funding support

Tabel Pemangku Kepentingan

Stakeholder Table

No	Daftar Pemangku Kepentingan List of Stakeholders (GRI 102-43)	Identifikasi dan Seleksi Pemangku Kepentingan Identification and Selection of Stakeholders (GRI 102-42)		Metode Pendekatan Pemangku Kepentingan Stakeholder Approach Method (GRI 102-43)		Topik Utama Main Topic (GRI 102-44)
		Identifikasi Identification	Basis Identifikasi Identification Base	Pendekatan Hubungan Relationship Approach	Frekuensi Frequency	
13	Binaan IDX Inkubator IDX Incubator Development	Pihak yang mendaftarkan perusahaannya untuk mendapat program training dan mentoring dari IDX terkait persiapan IPO. Parties that register their companies to receive training and mentoring programs from IDX related to IPO preparation.	Ketergantungan Dependency	Program Road to IPO Road to IPO programs	Disesuaikan Customized	Pembinaan dan edukasi secara komprehensif untuk mempersiapkan IPO Comprehensive guidance and education to prepare for IPO
14	Partisipan Participants	Pihak yang menggunakan sistem dan/atau sarana pelaporan Transaksi Efek dan terdaftar pada Penerima Laporan Transaksi Efek. The party using the Securities Transaction reporting system and/or facilities and registered with the Securities Transaction Report Recipient.	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Pertemuan khusus</li> <li>• Pertemuan lain-lain</li> <li>• Special meetings</li> <li>• Miscellaneous meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Tidak ada gangguan sistem</li> <li>• Pelatihan, pembinaan, dan/atau pengembangan peraturan yang semakin menunjang kemudahan dalam melakukan pelaporan</li> <li>• No system crash</li> <li>• Training, coaching, and/or development of regulations that further support the ease of reporting</li> </ul>
15	Pengguna Jasa Sistem Penyelenggara Pasar Alternatif (Pengguna Jasa SPPA) Alternative Market Operator System Service User (SPPA Service User)	Pihak sebagai Perantara Pedagang Efek untuk Efek bersifat utang dan sukuk, lembaga jasa keuangan yang diawasi oleh Otoritas Jasa Keuangan, dan/atau pihak lain yang disetujui Otoritas Jasa Keuangan dan memperoleh persetujuan dari PPA. Parties as Broker-Dealer for Securities in the form of debt and "sukuk", financial service institutions supervised by the Financial Services Authority, and/or other parties approved by the Services Authority Finance and obtain approval from PPA.	<ul style="list-style-type: none"> <li>• Pengaruh</li> <li>• Ketergantungan</li> <li>• Influence</li> <li>• Dependency</li> </ul>	<ul style="list-style-type: none"> <li>• Pertemuan khusus</li> <li>• Pertemuan lain-lain</li> <li>• Special meetings</li> <li>• Miscellaneous meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Disesuaikan</li> <li>• Disesuaikan</li> <li>• Customized</li> <li>• Customized</li> </ul>	<ul style="list-style-type: none"> <li>• Tidak ada gangguan sistem</li> <li>• Pelatihan, pembinaan, dan/atau Pengembangan peraturan yang semakin menunjang kemudahan transaksi</li> <li>• Dukungan Pengguna Jasa SPPA</li> <li>• No system crash</li> <li>• Training, coaching and/or development of regulations that further support the ease of transactions</li> <li>• SPPA Service User Support</li> </ul>

# Pencegahan Korupsi (E.3)[GRI 102-11][GRI 205-1]

## Prevention of Corruption (E.3)[GRI 102-11][GRI 205-1]

Pencegahan dan pemberantasan korupsi menjadi topik dan perhatian Perseroan untuk memastikan pengelolaan usaha sesuai prinsip GCG dan kepercayaan publik tetap terjaga. BEI senantiasa berupaya melakukan pencegahan dan pengendalian risiko penyuapan yang dapat berdampak negatif bagi kelangsungan Perseroan, reputasi, dan kegiatan ke bursa. Oleh karena itu, BEI telah berkomitmen untuk menerapkan Sistem Manajemen Anti Penyuapan (SMAP) berbasis SNI ISO 37001:2016 dalam menjalankan kegiatan bisnisnya dengan lingkup penerapan pada semua divisi melalui penyempurnaan proses bisnis yang relevan dengan SMAP. [GRI 103-1]

Komitmen BEI dalam penerapan SMAP sekaligus sebagai bentuk dukungan Perseroan terhadap pemberantasan perilaku penyuapan dan korupsi, serta peran aktif untuk menghadirkan iklim usaha yang sehat dan bertata-kelola yang baik di lingkungan BEI. BEI juga telah memperoleh sertifikat SMAP berbasis ISO 37001:2016 dari badan sertifikasi pada tahun 2021 yang akan diperluas lingkup sertifikasi ke seluruh divisi pada tahun 2022. Perseroan juga telah menetapkan target Uji Tuntas sebesar minimal 70% dalam satu tahun pada sasaran SMAP. Uji tuntas telah dilakukan pada karyawan baru, rekanan bisnis baru, perencanaan proyek baru, dan/atau perencanaan bisnis baru. SMAP yang dimiliki oleh BEI juga telah ditandatangani oleh Direksi sebagai wakil dari Perusahaan, hal ini menjadi bukti semakin kuatnya upaya BEI dalam memberantas perilaku suap dan korupsi. Upaya yang dilakukan BEI untuk mendukung pencegahan dan pemberantasan korupsi, yaitu melalui sistem pengendalian internal yang dimiliki meliputi: [GRI 103-2]

### 1. Kebijakan Pengendalian Gratifikasi

Kebijakan penerimaan dan pemberian gratifikasi diatur dalam Pedoman Sistem Manajemen Anti Penyuapan, Pedoman Perilaku Karyawan, dan Surat Edaran Internal terkait Memberi dan Menerima Hadiah yang berisi prinsip-prinsip etis yang berlaku dan harus dipatuhi. Kebijakan ini mengatur pengelolaan segala bentuk gratifikasi melalui mekanisme dan saluran yang resmi sesuai peraturan perundang-undangan yang berlaku, sehingga tidak menimbulkan benturan kepentingan yang akan mempengaruhi pengambilan keputusan penting dalam menjalankan usaha perusahaan.

Prevention and eradication of corruption is a topic and concern of the Company to ensure business management according to GCG principles and maintaining public trust. IDX always strives to prevent and control the risk of bribery, which can have a negative impact on the Company's sustainability, reputation and stock exchange activities. Towards this end, IDX is committed to implementing an Anti-Bribery Management System (SMAP) policy based on SNI ISO 37001:2016 for carrying out its business activities. Its scope encompasses all divisions through improving business processes relevant to SMAP. [GRI 103-1]

IDX's commitment to implementing SMAP is also a form of the Company's support for the eradication of bribery and corruption, as well as representing an active role in creating a healthy and well-managed business climate in the IDX environment. IDX has also obtained an ISO 37001:2016-based SMAP certificate from the certification body in 2021 which will expand the scope of certification to all divisions in 2022. The Company also determined Due Diligence minimal target of 70% in one year on SMAP target. Due Diligence is implemented to the new employees, new business partners, new project plan, and/or new business plan. IDX's SMAP has been signed by the Board of Directors as representative of the Company. After all, it demonstrates IDX's commitment to eradicating bribery and corruption acts. Efforts made by IDX to support the prevention and eradication of corruption were implemented through internal control system that includes: [GRI 103-2]

### 1. Gratification Control Policy

The policy for acceptance and giving of gratuities is regulated in the Anti-Bribery Management System Guidelines, Code of Conduct for Employees, and Internal Circulars regarding Giving and Receiving Gifts which contain applicable ethical principles and must be complied with. This policy regulates the management of all forms of gratification through official mechanisms and channels in accordance with the applicable laws and regulations, so as not to cause conflicts of interest that will affect important decision making in running the company's business.

## 2. Larangan Penyuapan

Pedoman Perilaku Karyawan BEI telah melarang setiap karyawannya untuk menerima dana atau aktiva lainnya sebagai ganti informasi yang bersifat rahasia, untuk melakukan tindakan yang tidak pantas, untuk membantu memperoleh bisnis, atau untuk mendapatkan konsesi khusus dari BEI. Dana atau aktiva Perseroan tidak boleh dibayarkan, dipinjamkan atau dengan cara lain dibayar sebagai uang suap, pembayaran kembali, atau pembayaran lainnya yang serupa yang dimaksudkan untuk berkompromi atau mempengaruhi perilaku si penerima.

## 3. Larangan Memberi dan Menerima Hadiah

Pedoman Perilaku Karyawan BEI dan Surat Edaran Internal terkait Memberi dan Menerima Hadiah mengatur bahwa Perseroan tidak memperbolehkan karyawan dan anggota keluarganya untuk menerima baik secara langsung maupun tidak langsung pemberian dalam bentuk apapun dari pihak ketiga (Rekanan atau Pelanggan) karena dapat menimbulkan benturan kepentingan, penurunan objektivitas, mempengaruhi kemampuan karyawan untuk bertindak sesuai dengan kepentingan Perseroan dan menurunnya kepercayaan publik terhadap Perseroan.

## 4. Sarana Pelaporan

BEI menyediakan sarana pelaporan terkait adanya dugaan/potensi/upaya tindakan penyuapan/korupsi melalui berbagai sarana, yaitu secara langsung dapat melaporkan kepada Divisi Sumber Daya Manusia (SDM), Fungsi Kepatuhan Anti Penyuapan (FKAP) atau melalui *Whistleblowing System* (WBS). Atas pelaporan tersebut, BEI menjamin hal-hal berikut:

- › Kerahasiaan setiap data/informasi yang dilaporkan.
- › Perlindungan terhadap pelapor dari intimidasi dan tindakan diskriminasi yang diatur dalam kebijakan “Perlindungan Terhadap Pelapor” dalam pedoman WBS. Secara spesifik, BEI melindungi Pelapor internal atas tindakan balasan dari Terlapor seperti tekanan, penundaan kenaikan pangkat, pemecatan, gugatan hukum, harta benda, hingga tindakan fisik. Perlindungan ini dapat diperluas hingga kepada anggota keluarga Pelapor.
- › Proses tindak lanjut dan investigasi yang dilakukan secara transparan, akuntabel, serta sesuai dengan peraturan perundang-undangan yang berlaku.

## 2. Ban on Bribery

IDX Employee Code of Conduct has prohibited any of its employees from accepting funds or other assets in exchange for confidential information, to perform inappropriate actions, to help obtain business, or to obtain special concessions from IDX. Funds or assets of the Company may not be paid, loaned or otherwise paid as bribes, repayments, or other similar payments intended to compromise or influence the behavior of the recipient.

## 3. Prohibition of Giving and Receiving Gifts

IDX's Employee Code of Conduct and Internal Circular regarding Giving and Receiving Gifts stipulates that the Company does not allow employees and their family members to accept directly or indirectly gifts in any form from third parties (Partners or Customers) because it can cause conflicts of interest, decrease objectivity, affect the ability of employees to act in accordance with the interests of the Company, and decrease public trust in the Company.

## 4. Reporting Facilities

IDX provides a means of reporting related to allegations/potential/attempts at bribery/corruption through various means, namely, through directly reporting to the Human Resources Division (HR), the Anti-Bribery Compliance Function (FKAP) or through the Whistleblowing System (WBS). For each of these types of reports, IDX guarantees the following:

- › Confidentiality of every reported data/information.
- › Protection of whistleblowers from intimidation and acts of discrimination that is regulated in the “Protection of Whistleblowers” policy in the WBS guidelines. Specifically, IDX protects the internal Whistleblowers from the Reported Party's countermeasures, such as provocation, promotion delay, dismissal, lawsuit, property, and physical threats. This protection can be extended to the Whistleblowers' family members.
- › The follow-up and investigation processes are carried out in a transparent, accountable manner, and in accordance with the applicable laws and regulations.



FKAP memiliki tugas dan bertanggungjawab melaporkan efektivitas penerapan SMAP kepada Direksi sebagai bahan masukan dalam menentukan upaya perbaikan berkelanjutan dalam pencegahan dan pemberantasan korupsi dan suap di lingkungan BEI. Koordinasi dilakukan Divisi MRI kepada seluruh ketua divisi yang tergabung dalam FKAP.

FKAP has the duty and responsibility to report the effectiveness of SMAP implementation to the Board of Directors as input in determining sustainable improvement efforts in preventing and eradicating corruption and bribery within IDX. MRI Division coordinated with all heads of divisions who are members of FKAP.

BEI telah melakukan asesmen dan mitigasi risiko terhadap potensi terjadinya penyuapan dan/atau korupsi pada divisi-divisi di lingkungan kerja BEI, terutama pada divisi yang menjalankan fungsi pengadaan, perizinan, dan pengawasan. Secara konsisten dan berkala, BEI melakukan evaluasi terhadap efektivitas kontrol/pengendalian risiko-risiko tersebut. [GRI 103-3]

IDX has carried out risk assessments and mitigation of the potential for bribery and/or corruption in divisions within IDX working environment, especially in the divisions that carry out procurement, licensing, and surveillance functions. Consistently and periodically, IDX evaluates the effectiveness of the control/control of these risks. [GRI 103-3]

**Tabel Jumlah Lokasi Operasi/Kegiatan Berisiko Penyuapan/Korupsi per Tahun 2021 [GRI 205-1]**

Table of Operational Locations/Activities at Risk of Bribery/Corruption as of 2021 [GRI 205-1]

Uraian Description	Jumlah Amount
<b>Total Lokasi Operasi/Kegiatan</b> Total Location of Operations/Activities	<b>11 Divisi yang telah tersertifikasi ISO 37001:2016 oleh Badan Sertifikasi pada tahun 2021. (divisi prioritas yang menjalankan fungsi pengadaan, perizinan, dan pengawasan)</b> 11 Divisions that have been certified to ISO 37001:2016 by the Certification Body in 2021. (Priority divisions that carry out the functions of procurement, licensing, and surveillance).
<b>Lokasi Operasi/Kegiatan berisiko penyuapan atau korupsi</b> Location of Operations/Activities at risk of bribery or corruption	<b>Divisi di Lingkungan Kantor Pusat</b> Division in Head Office Environment
<b>Persentase lokasi operasi berisiko penyuapan atau korupsi</b> Percentage of operating locations at risk of bribery or corruption	<b>96% risiko penyuapan divisi memiliki tingkat risiko inherent di atas batas rendah, tetapi telah terdapat kontrol atau mitigasi yang dilakukan sehingga risiko-risiko tersebut saat ini telah mencapai batas rendah.</b> 96% of the division's bribery risk has an inherent risk level above the low limit, but there have been controls or mitigations carried out so that these risks have now reached a low limit.

BEI juga melakukan sosialisasi/pelatihan/awareness atas pencegahan korupsi agar karyawan senantiasa menjaga dan meningkatkan penerapan kebijakan anti penyuapan. Kegiatan sosialisasi tersebut yaitu:

1. *Kick-Off* dan sosialisasi Pedoman SMAP dan Pedoman Perilaku Karyawan kepada Karyawan dilakukan pada bulan November – Desember 2021. Dalam pedoman tersebut terdapat ketentuan bahwa Karyawan dilarang melakukan penyuapan dengan menyalahgunakan wewenang untuk kepentingan pribadi dan/atau golongan tertentu baik dalam bentuk uang, barang, dan/atau fasilitas kantor.
2. Sosialisasi dan awareness SMAP berbasis SNI ISO 37001:2016 kepada seluruh karyawan pada bulan November 2021.

IDX also conducts socialization/training/awareness on corruption prevention so that employees always maintain and improve the implementation of anti-bribery policies. These socialization activities include:

1. Kick-off and socialization of the SMAP Guidelines and Employee Code of Conduct to Employees held from November – December 2021. In these guidelines, there is a provision that Employees are prohibited from bribery by abusing their authority for personal and/or certain group interests in the form of money, goods, and/or office facilities.
2. Socialization and awareness of SMAP based on SNI ISO 37001:2016 to all employees in November 2021.

3. Pelatihan Audit Internal SMAP berbasis SNI ISO 37001:2016 kepada Divisi Manajemen Risiko dan Satuan Pemeriksa Internal di BEI pada bulan Oktober 2021.
4. *Public Training* kepada Divisi Manajemen Risiko:
  - › Awareness SNI ISO 37001 dan Implementasi Sistem Manajemen Anti Penyuapan Pada Sektor Jasa Keuangan (April 2021).
  - › ISO 37001: Sistem Manajemen Anti Penyuapan (Juni 2021). BEI juga melakukan kampanye anti korupsi melalui *website* dan sosial media yang dimiliki, serta ERP internal.

### Permasalahan dan Pengaruhnya Terhadap Penerapan Keuangan Berkelanjutan (E.5)

BEI berkomitmen untuk berpartisipasi aktif baik dalam kegiatan pencapaian pembangunan berkelanjutan (SDGs) maupun keuangan berkelanjutan. Berdasarkan hasil identifikasi Perseroan, terdapat permasalahan yang dihadapi dalam penerapan kegiatan berkelanjutan antara lain:

1. Keterbatasan regulasi serta panduan pelaksanaan Keuangan Berkelanjutan di Indonesia terutama bagi SRO;
2. Keterbatasan SDM yang ahli dalam bidang Keuangan Berkelanjutan;
3. Belum terdapat kebijakan atau mekanisme pemberian insentif terhadap penerbitan produk Keuangan Berkelanjutan yang memadai;
4. Adanya pandemi COVID-19 sejak awal tahun 2020 tentu berpengaruh terhadap proses pelaksanaan program – program Keuangan Berkelanjutan yang dilaksanakan oleh BEI.

Perseroan telah menetapkan upaya-upaya penyelesaian permasalahan yang ada sehingga tidak berdampak atau berpengaruh terhadap penerapan kegiatan keuangan berkelanjutan. Upaya-upaya yang telah dirumuskan dan dilakukan perseroan antara lain:

1. Target utama Perseroan dalam 2 (dua) tahun yang akan datang adalah internalisasi konsep dan praktik Keuangan Berkelanjutan melalui penyebaran pengetahuan dan kesadaran akan pentingnya penerapan Keuangan Berkelanjutan kepada seluruh karyawan perusahaan.

3. SMAP Internal Audit Training based on SNI ISO 37001:2016 for the Risk Management Division and Internal Audit Unit at IDX in October 2021.
4. Public Training for the Risk Management Division:
  - › Awareness of SNI ISO 37001 and Implementation of Anti-Bribery Management System in Financial Services Sector (April 2021).
  - › ISO 37001: Anti Bribery Management Systems (June 2021). IDX also demonstrated anti-corruption campaign through its website and social media, and internal ERP.

### Problems and Their Effects on the Implementation of Sustainable Finance (E.5)

IDX is committed to actively participating in both the achievement of sustainable development activities (SDGs) and sustainable finance. Based on the results of the Company's identification, there have been problems encountered in implementing sustainable activities, including:

1. Limitations of regulations and guidelines for implementing Sustainable Finance in Indonesia, especially for SROs;
2. Limited human resources who are experts in the field of Sustainable Finance;
3. There is no adequate policy or mechanism for providing incentives for the issuance of Sustainable Finance products;
4. The existence of COVID-19 pandemic since the beginning of 2020 has certainly affected the process of implementing the Sustainable Finance programs implemented by IDX.

The Company has determined efforts to resolve existing problems so that they do not have an impact or affect the implementation of sustainable financial activities. The efforts that have been formulated and carried out by the company include:

1. The main target of the Company in the next 2 (two) years is the internalization of the concept and practice of Sustainable Finance through the dissemination of knowledge and awareness of the importance of implementing Sustainable Finance to all employees of the Company.

2. Perseroan secara aktif mengikutsertakan karyawan dalam berbagai pelatihan terkait Keuangan Berkelanjutan.
3. Senantiasa mencari peluang positif yang bisa didapatkan dari adanya tantangan dengan berkoordinasi dengan institusi terkait seperti OJK dan SRO.

### Kebijakan Keterlibatan Politik

BEI berkomitmen untuk menghindari segala bentuk keterlibatan dan kontribusi politik dalam bentuk apapun, termasuk pemberian dana politik atau dukungan pada kelompok politik tertentu. Komitmen tersebut tertuang pada Pedoman Perilaku Karyawan. Perseroan juga melarang penggunaan fasilitas Perusahaan untuk digunakan dalam kegiatan politik, dan melarang karyawan memiliki jabatan politik.

### Benturan Kepentingan

Perseroan dalam menjalankan aktivitas bisnisnya menghadapi beberapa isu, salah satunya yaitu benturan kepentingan. Guna mencegah maupun memitigasi benturan kepentingan yang ada, Perseroan memiliki pengelolaan benturan kepentingan yang tertuang dalam Pedoman Perilaku Karyawan. BEI mengartikan benturan kepentingan sebagai hubungan bisnis secara langsung atau tidak langsung (melalui Rekanan atau Pihak Ketiga lainnya) dengan Perseroan yang berpotensi bersinggungan antara kepentingan Perseroan dengan kepentingan pribadi.

2. The Company actively engages employees in various training activities related to Sustainable Finance.
3. Always look out for positive opportunities that can be obtained from challenges by coordinating with related institutions such as OJK and SRO.

### Political Engagement Policy

IDX is committed to preventing any form of political engagement and contribution, including political fund donation or support to certain political party. The commitment is stated in the Employees Code of Conduct. The Company also strictly prohibits any party to use the Company's facilities in any political activities, and forbids every employees to have a political office.

### Conflict of Interest

The Company faces several issues in operating its activities, one of which is conflict of interest. To prevent and mitigate the conflict of interest, the Company has the conflict of interest management policy contained in the Employees' Code of Conduct. IDX defines the conflict of interest as a direct or indirect business relationship (through Partnership or other Third Party) with the Company that has potential to disrupt the Company's and personal interests.



IDX

Indonesia Stock Exchange

member of  WORLD FEDERATION  
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# Kinerja Keberlanjutan

## Sustainability Performance

### Upacara Odalan Bali

Balinese Odalan Ceremony

Pura atau bangunan suci bagi umat Hindu diibaratkan seperti anak sendiri, ia dirayakan dan disyukuri kehadirannya. Upacara Odalan atau Piodalan merupakan upacara peringatan lahirnya sebuah pura atau bangunan suci umat Hindu. Kegiatan Upacara Odalan menjadi bentuk ketulusan dan cinta kasih umat Hindu untuk menjaga dan melestarikan bangunan suci sebagai tempat mereka beribadah.

Temples and sacred buildings for Hindus are likened to their own children. These buildings are celebrated and for which people are grateful. The Odalan ceremony (or Piodalan) is a ceremony to commemorate the birth of a Hindu temple or sacred building. The Odalan Ceremony is a form of sincerity and love for Hindus to maintain and preserve sacred buildings as their places of worship.

07





Peranan BEI di ekosistem Pasar Modal Indonesia sebagai penyelenggara perdagangan efek yang teratur, wajar, dan efisien, memiliki *exposure* yang sangat luas kepada *stakeholder* Pasar Modal Indonesia, diantaranya Perusahaan Tercatat, Anggota Bursa dan Partisipan, asosiasi-asosiasi di Pasar Modal, serta masyarakat secara umum yang telah maupun akan berinvestasi di Pasar Modal melalui Anggota Bursa. Untuk mengoptimalkan peran tersebut, BEI telah merumuskan dalam rencana kerja strategis yang berisi inisiatif strategis Perseroan mengacu pada RSJPP BEI periode 2021-2025 dan sasaran strategis yang terbagi dalam 4 (empat) pilar pengembangan BEI.

Dalam pelaksanaannya, BEI menindaklanjuti hal tersebut dengan menetapkan serangkaian inisiatif dan prioritas program keberlanjutan yang tercantum dalam Rencana Aksi Keuangan Berkelanjutan (RAKB) BEI 2021. Seluruh rangkaian inisiatif ini memberikan gambaran peran Bursa Efek sebagai agen pembangunan dan memiliki kaitan erat dengan upaya BEI dalam mewujudkan pembangunan ekonomi dan keuangan berkelanjutan sesuai dengan prinsip-prinsip ESG (*environmental, social and governance*) yang diakui di tingkat dunia. Sementara itu, 6 (enam) fokus utama yang menjadi prioritas BEI dalam mencapai tujuan program keuangan berkelanjutan adalah sebagai berikut:

1. Pengembangan kapasitas internal  
BEI perlu memastikan pembangunan kapasitas internal untuk mendukung penerapan keuangan berkelanjutan tersebut secara optimal. Pengembangan kapasitas internal secara terus-menerus dan berkesinambungan diperlukan untuk memastikan seluruh karyawan BEI memiliki pemahaman dan melaksanakan prinsip-prinsip keuangan berkelanjutan dalam interaksinya dengan berbagai *stakeholder* Pasar Modal tersebut.
2. Pengelolaan operasional perusahaan yang berkelanjutan  
Pengelolaan operasional yang berkelanjutan memberikan dampak secara langsung terhadap keuangan berkelanjutan, sehingga menjadi prioritas BEI dalam menerapkan dan melakukan kontrol rencana kegiatan yang telah ditetapkan.
3. Peningkatan literasi dan inklusi keuangan yang berkelanjutan terhadap *stakeholder*  
Program ini mendukung pencapaian tujuan Perseroan melalui peningkatan kesadaran bersama dalam penerapan keuangan berkelanjutan dan sekaligus pemenuhan Prinsip Inklusif yang ada dalam POJK 51/POJK.03/2017.

The role of IDX in Indonesian Capital Market ecosystem as an organizer of regular, fair and efficient securities trading gives it a very wide exposure to Indonesian Capital Market stakeholders, including Listed Companies, Exchange Members and Participants, Capital Market associations, and members of the general public that invest in the Capital Market through Exchange Members. To optimize this role, IDX has formulated a strategic work plan that contains the Company's strategic initiatives. These initiatives were made with reference to IDX's Company Long Term Plan for the 2021-2025 period and also contains strategic targets that are categorized into 4 (four) pillars of IDX development.

IDX has followed up on this plan by setting a series of sustainability program initiatives and priorities listed in IDX's 2021 Sustainable Finance Action Plan (RAKB) that are in accordance with the principles of ESG (environmental, social and governance), each of which is recognized at the world level. Meanwhile, the 6 (six) main focus points that have become IDX's priorities in achieving the objectives of sustainable finance as a program are as follows:

1. Internal capacity development  
IDX needs to ensure the development of internal capacity to support the optimal implementation of Sustainable Finance. Continuous internal capacity development is needed to ensure that all IDX employees have an understanding of and implement the principles of Sustainable Finance in their interactions with various Capital Market stakeholders.
2. Sustainable management of Company operations  
Sustainable operational management has a direct impact on sustainable finance, so it is a priority for IDX to implement and control activity plans that have been determined.
3. Improvement of sustainable financial literacy and inclusion of stakeholders  
This program supports the achievement of the Company's goals by increasing mutual awareness in the implementation of sustainable finance and at the same time fulfilling the Inclusive Principles contained in Financial Services Authority (OJK) Regulation 51/POJK.03/2017.

4. Pengembangan produk dan layanan ke bursa yang berkelanjutan

Program ini menjadi komitmen BEI sebagai penyedia penyelenggara perdagangan efek dan produk yang diperdagangkan di bursa, sehingga Perseroan terus mengembangkan produk dan/atau jasa yang mendukung keuangan berkelanjutan serta pemenuhan prinsip “Investasi Bertanggung Jawab” dan “Strategi dan Praktik Bisnis yang Berkelanjutan”.

5. Penyesuaian tata kelola yang sesuai dengan prinsip Keuangan Berkelanjutan

Program tata kelola berkelanjutan diperlukan untuk memastikan konsistensi penerapan keuangan berkelanjutan di Perusahaan serta memastikan terlaksananya evaluasi atas inisiatif berkelanjutan yang akan dijalankan.

6. Tanggung jawab sosial dan lingkungan

Pelaksanaan tanggung jawab sosial perusahaan BEI, diselaraskan dengan konsep penerapan ESG dengan tujuan pembangunan berkelanjutan (SDGs) serta pengembangan bisnis Perseroan.

4. Continuous development of exchange products and services

This program represents IDX’s commitment as a provider of securities trading and products traded on the exchange. It is designed in such a way so that the Company continues to develop products and/or services that support Sustainable Finance and fulfil the principles of “Responsible Investment” and “Sustainable Business Practices and Strategies”.

5. Adjustment of governance in accordance with the principles of Sustainable Finance

A sustainable governance program is needed to ensure the consistency of the implementation of Sustainable Finance in the Company, as well as to ensure the evaluation of sustainable initiatives that will be carried out.

6. Social and environmental responsibility

The implementation of IDX’s corporate social responsibility is aligned with the concept of implementing ESG in such a way that has sustainable development goals (SDG’s) and the Company’s business development both in mind.

## Kegiatan Membangun Budaya Keberlanjutan (F.1)

### Activities to Build a Culture of Sustainability (F.1)

Keberhasilan program keuangan berkelanjutan dipengaruhi oleh budaya yang terbentuk dan kesadaran kolektif para pemangku kepentingan terhadap konsep keberlanjutan. Menyadari hal tersebut, BEI melakukan pengembangan kapasitas internal kepada seluruh karyawan secara terus-menerus dan berkesinambungan untuk memiliki pemahaman yang memadai terhadap prinsip-prinsip keuangan berkelanjutan dalam berinteraksi dengan berbagai pemangku kepentingan Pasar Modal.

The success of a company’s sustainable finance program is influenced by the culture of sustainable finance that it has formed. It is also influenced by the collective awareness of stakeholders towards the concept of sustainability. IDX understands this and has conducted internal capacity development for all employees on an ongoing and continuous basis to give them an adequate understanding of the principles of sustainable finance when they interact with various Capital Market stakeholders.



Selain itu sebagai penyelenggara bursa efek, BEI juga melakukan upaya peningkatan kesadaran dan budaya keberlanjutan di kalangan pelaku pasar modal untuk turut serta mewujudkan pembangunan ekonomi dan keuangan berkelanjutan sesuai dengan prinsip-prinsip ESG. Lebih lanjut, untuk memperkuat budaya keberlanjutan, BEI melakukan berbagai bentuk kegiatan berupa sosialisasi atau edukasi berkaitan dengan keuangan berkelanjutan kepada pemangku kepentingan.

Sementara itu, pelaksanaan kegiatan pembangunan dan penguatan budaya keberlanjutan yang telah dilaksanakan BEI selama tahun 2021 adalah sebagai berikut:

1. Pelatihan internal terkait penerapan keuangan berkelanjutan.
2. Pengelolaan operasional yang berkelanjutan meliputi: implementasi *Smart Office* melalui: penerapan Microsoft 365 oleh seluruh karyawan dan *video conference*, pengembangan IDX Workflow, dan pengembangan e-RKAT.
3. Penyediaan sarana dan prasarana yang layak bagi karyawan melalui penyediaan psikolog, *daycare*, *financial planner*, program pensiun, beasiswa, beban kerja yang optimal.
4. Penerapan aktivitas ramah lingkungan di kantor, seperti:
  - › Implementasi program budaya ramah lingkungan.
  - › Sosialisasi dan penerapan penggunaan ATK, penghematan energi (listrik, air, BBM) dan pembuangan limbah yang bertanggung jawab.
  - › Sosialisasi dan *awareness* kepada anggota bursa dan partisipan dalam bentuk seminar.
5. Penyelenggaraan Rangkaian ESG Capital Market Exhibition & Showcase (CMSE).
6. Implementasi *Whistleblowing System* (WBS).
7. Kerjasama dengan berbagai institusi dan asosiasi dalam mensosialisasikan implementasi keuangan Berkelanjutan (GRI, Yayasan Kehati, TCFD, dan lain-lain).
8. Peluncuran Indeks terkait ESG.
9. *Enhancement SPPA*.
10. *Enhancement e-IPO*.
11. Peluncuran *Microsite* ESG; dan berbagai pengembangan produk lainnya.

In addition, as a stock exchange operator, IDX has also made efforts to increase awareness and create a culture of sustainability among capital market players so that they can participate in realizing sustainable economic and financial development in accordance with ESG principles. Furthermore, to strengthen its culture of sustainability, IDX has carried out various types of activities in the form of dissemination or education related to sustainable finance to stakeholders.

Meanwhile, the implementation of development activities and activities to strengthen sustainability culture carried out by IDX throughout 2021 are as follows:

1. Internal training related to the implementation of sustainable finance.
2. Sustainable operational management, which includes: implementation of a "Smart Office" by Microsoft 365 for all employees and through video conferencing, development of an IDX Workflow, and development of e-RKAT.
3. Providing proper facilities and infrastructure for employees through the provision of psychologists, *daycare*, *financial planners*, pension programs, scholarships, optimal workloads.
4. Implementation of environmentally friendly activities in the office, such as:
  - › Carrying out environmentally friendly cultural programs.
  - › Socialization and implementation of office writing utensil usage, energy saving (electricity, water, fuel) and responsible waste disposal.
  - › Socialization and awareness to stock exchange members and participants in the form of seminars.
5. Organizing the ESG Capital Market Exhibition & Showcase (CMSE) Series.
6. Implementation of Whistleblowing System (WBS).
7. Cooperation with various institutions and associations in disseminating the implementation of Sustainable finance (GRI, Kehati Foundation, TCFD, and others).
8. Launch of an ESG-related Index.
9. Enhancement of SPPA.
10. Enhancement of e-IPO.
11. Launch of the ESG Microsite; and various other product developments.



12. *Surveillance Audit Visit (SAV)* ISO 9001:2015 mengenai Sistem Manajemen Mutu.
13. *Re-certification Audit Visit (RAV)* ISO 27001:2013 mengenai Sistem Manajemen Keamanan Informasi.
14. *Recertification Audit* ISO 22301:2019 mengenai Sistem Manajemen Kelangsungan Usaha.
15. Implementasi dan Sertifikasi Sistem Manajemen Anti Penyuapan (SMAP) berbasis SNI ISO 37001.
16. *Review* dan penyesuaian prosedur kerja seluruh divisi.
17. *Review* dan penyesuaian Pedoman Tata Kelola Perusahaan.

### Etika Bisnis

Direksi, Ketua Divisi, dan Ketua Unit secara kolektif bertanggung jawab terhadap pengimplementasian Etika Bisnis di Perseroan. Namun, secara spesifik Divisi SDM yang dibawah kewenangan Direktur Keuangan dan SDM bertanggung jawab untuk memastikan penerapan etika bisnis di Perseroan berjalan dengan baik. BEI memiliki Pedoman Perilaku karyawan yang disusun untuk menjadi acuan dalam tingkah laku dan sikap seluruh karyawan, termasuk didalamnya mengenai etika bisnis. BEI memiliki *operating guidelines* dalam penerapan etika bisnis yang tercakup dalam Pedoman Perilaku Karyawan meliputi Larangan Penyuapan, SMAP, Pengendalian Gratifikasi, Perlindungan Aset BEI, Menjaga Kerahasiaan Informasi BEI, Insider Trading, Hubungan Saudara/Kelurga, dan Larangan Kepemilikan Efek oleh Karyawan.

Guna memastikan karyawan BEI memahami dan mengimplementasikan Pedoman Perilaku Karyawan yang dimiliki, BEI melakukan sosialisasi dan mewajibkan karyawan untuk menandatangani surat pernyataan telah membaca dan memahami isi dari Pedoman Perilaku Karyawan. Sosialisasi tersebut dilakukan ketika terdapat pembaharuan pada Pedoman. Pada tahun 2021, BEI melaksanakan sosialisasi Pedoman Perilaku Karyawan pada bulan November hingga Desember.

12. *Surveillance Audit Visit (SAV)* ISO 9001:2015 regarding Quality Management Systems.
13. *Re-certification Audit Visit (RAV)* ISO 27001:2013 regarding Information Security Management Systems.
14. *Recertification Audit* ISO 22301:2019 regarding Business Continuity Management System.
15. Implementation and Certification of Anti-Bribery Management System (SMAP) based on SNI ISO 37001.
16. Review and adjustment of work procedures for all divisions.
17. Review and adjustment of the Corporate Governance Guidelines.

### Business Ethics

The Board of Directors, Head of Division, and Head of Unit are collectively responsible for the implementation of Business Ethics in the Company. However, specifically, the HR Division which is under the authority of the Director of Finance and HR is responsible for ensuring the implementation of business ethics in the Company runs well. IDX has a Code of Conduct for employees which is prepared to be a reference in the behavior and attitudes of all employees, including business ethics. IDX has operating guidelines in the application of business ethics which are covered in the Employee Code of Conduct including the Prohibition of Bribery, SMAP, Gratification Control, IDX Asset Protection, Keeping IDX Information Confidential, Insider Trading, Sibling/Family Relations, and Prohibition of Ownership of Securities by Employees.

In order to ensure that IDX employees understand and implement their Code of Conduct, IDX conducts dissemination and requires employees to sign a statement that they have read and understand the contents of the Employee Code of Conduct. The dissemination is carried out when there is an update to the Guidelines. IDX disseminated the Employee Code of Conduct from November to December 2021.

# Kegiatan Literasi dan Edukasi Program Berkelanjutan (Sustainability)

## Literacy and Education Activities for Sustainability Programs

BEI melakukan penyesuaian dalam kegiatan sosialisasi dan edukasi pasar modal di era “*new normal*”, dengan kelas tatap muka dan tetap mengoptimalkan kegiatan melalui kelas digital atau *online*. Kegiatan sosialisasi dan edukasi yang dilakukan tersebut meliputi kegiatan literasi, inklusi, aktivasi, dan pendalaman pasar modal. Selama tahun 2021, telah dilaksanakan sebanyak 10.242 kegiatan sosialisasi dan edukasi pasar modal dengan peserta sebanyak 1.305.103 dan menghasilkan 100.351 investor baru.

IDX has made adjustments in its capital market socialization and education activities in the current “*new normal*” era, with both face-to-face classes as well as the optimizing of activities through digital or online classes. These socialization and education activities carried out included activities on the subjects of literacy, inclusion and activation, as well as capital market deepening activities. Throughout 2021, there were 10,242 capital market socialization and education activities that were carried out by a total of 1,305,103 participants. These efforts have resulted in 100,351 new investors.

**Tabel Kegiatan Literasi dan Edukasi Program Keberlanjutan 2021**

Table of Literacy and Education Activities for the Company's 2021 Sustainability Program

No	Jenis Kegiatan Type of Activity	Kegiatan Edukasi Tatap Muka Face-To-Face Educational Activities			Kegiatan Edukasi Digital Digital Education Activities			Total Kegiatan Edukasi Total Number of Educational Activities		
		Jumlah Kegiatan Number of Activities	Jumlah Peserta Number of Participants	Jumlah Inklusi Number of Inclusions	Jumlah Kegiatan Number of Activities	Jumlah Peserta Number of Participants	Jumlah Inklusi Number of Inclusions	Jumlah Kegiatan Number of Activities	Jumlah Peserta Number of Participants	Jumlah Inklusi Number of Inclusions
1	Kegiatan Literasi Literacy Activities	108	5.955	345	2.492	745.065	10.013	2.600	751.020	10.358
2	Kegiatan Inklusi Inclusion Activities	88	3.795	3.106	2.703	103.875	86.887	2.791	107.670	89.993
3	Kegiatan Aktivasi Activation Activities	94	2.266	0	4.526	430.300	0	4.620	432.566	0
4	Kegiatan Pendalaman Pasar Modal Capital Market Deepening Activities	3	49	0	228	13.798	0	231	13.847	0
<b>Total</b>		<b>293</b>	<b>12.065</b>	<b>3.451</b>	<b>9.949</b>	<b>1.293.038</b>	<b>96.900</b>	<b>10.242</b>	<b>1.305.103</b>	<b>100.351</b>

Kegiatan sosialisasi dan edukasi ini bertujuan untuk meningkatkan pemahaman tentang pasar modal dan konsep keberlanjutan (ESG) kepada para pemangku kepentingan dan masyarakat Indonesia. Orientasi dan tujuan masing-masing model kegiatan sosialisasi dan edukasi tersebut, sebagai berikut:

1. Kegiatan Literasi adalah kegiatan edukasi dengan tujuan mendapatkan ketertarikan, keingintahuan, dan keinginan belajar lebih jauh terhadap pasar modal dari target peserta kegiatan, antara lain kunjungan pelajar, mahasiswa, ataupun masyarakat umum ke BEI, literasi melalui media artikel &

These outreach and education activities were designed to increase understanding of the capital market and the concept of sustainability (ESG) to stakeholders and Indonesian people. The orientation and purpose of each of these socialization and educational activity models are as follows:

1. Literacy activities are educational activities aimed at raising interest, curiosity, and a desire to learn further about the capital market from the target participants of these activities. The activities include hosting student visits or members of the general public to IDX, literacy boosting through media articles

*talkshow*, seminar, edukasi publik, pameran, dan penyebaran *flyer* dan informasi melalui media sosial untuk mengenalkan pasar modal kepada masyarakat. Sebanyak 2.600 kegiatan literasi telah dilakukan di tahun 2021 dimana 111 kegiatan dilakukan secara tatap muka dan 2.489 kegiatan dilakukan secara digital dengan total jumlah peserta sebanyak 751.020.

2. Kegiatan inklusi adalah kegiatan edukasi dengan tujuan mendapatkan pemahaman terhadap pasar modal dan minat membuka rekening efek dari peserta kegiatan, antara lain Forum Calon Investor, SPM Level 1 (reguler dan non reguler), serta program wajib jadi investor oleh kampus dan Galeri Investasi. Sebanyak 2.791 kegiatan inklusi telah dilakukan di tahun 2021 dimana 88 kegiatan dilakukan secara tatap muka dan 2.703 kegiatan dilakukan secara digital dengan total jumlah peserta sebanyak 107.670 dan jumlah inklusi mencapai 89.993 (83,5%).

Selama tahun 2021 telah dilakukan Sekolah Pasar Modal Learn & Earn dengan bekerja sama dengan perusahaan tercatat antara lain PT Bank Central Asia Tbk, PT Bank Nationalnobu Tbk, PT Bank KB Bukopin Tbk, PT Agung Podomoro Land Tbk, PT Victoria Care Indonesia Tbk, PT PP Properti Tbk, PT Bank Rakyat Indonesia (Persero) Tbk dan PT Bukalapak.com Tbk. Peserta kegiatan tersebut merupakan karyawan perusahaan dan selama tahun 2021 jumlah inklusi yang telah dibuka dari kegiatan tersebut mencapai 2.355.

3. Kegiatan Aktivasi adalah kegiatan edukasi dengan tujuan meningkatkan jumlah investor aktif di tahun 2021 dengan upaya-upaya:
  - › Praktik membeli saham dengan rekening efek yang sudah dimiliki, baik pembelian saham pertama, maupun pembelian saham di bulan selanjutnya.
  - › Pembekalan pengetahuan analisa saham untuk membantu investor baru melakukan keputusan pembelian saham.

Termasuk dalam kegiatan aktivasi dan pendalaman pasar modal adalah Sekolah Pasar Modal (SPM) Level 2 (reguler dan non reguler), dan Forum Investor. Sebanyak 4.620 kegiatan aktivasi telah dilakukan dimana 94 kegiatan dilakukan secara tatap muka dan 4.526 dilakukan secara digital dengan total jumlah peserta sebanyak 432.566.

4. Kegiatan Pendalaman Pasar Modal dengan tujuan meningkatkan pemahaman lebih jauh untuk Investor terhadap layanan dan produk-produk lainnya yang terdapat di pasar modal, salah satunya adalah dengan adanya kegiatan Sekolah Pasar Modal (SPM) Lanjutan yang selama tahun 2021 telah dilaksanakan 231 kegiatan dengan 3 kegiatan secara tatap muka dan 228 kegiatan secara digital dengan jumlah total peserta sebanyak 13.847.

and talk shows, seminars, public education, exhibitions, and distribution of flyers and information through social media to introduce the capital market to the public. A total of 2,600 of these literacy activities were carried out in 2021, of which 111 activities were carried out face-to-face and 2,489 activities were carried out digitally with a total number of 751,020 participants.

2. Inclusion activities are educational activities aimed at generating understanding of the capital market and creating interest in opening a securities account participants in these activities. The types of activities include a Prospective Investors Forum, Capital Market School (SPM) Level 1 (regular and non-regular), as well as mandatory investor programs by campuses and Investment Galleries. A total of 2,791 of these inclusion activities were carried out in 2021, of which 88 activities were carried out face-to-face and 2,703 activities were carried out digitally with a total number of 107,670 participants and a total inclusion number of 89,993 (83.5%).

Throughout 2021, the Learn & Earn Capital Market School was conducted in collaboration with listed companies that included PT Bank Central Asia, PT Bank Nationalnobu, PT Bank KB Bukopin, PT Agung Podomoro Land, PT Victoria Care Indonesia, PT PP Properti, PT Bank Rakyat Indonesia and PT Bukalapak.com. Participants in this activity consisted of Company employees. Throughout 2021, the number of inclusions that have been opened from these activities reached 2,355.

3. Activation Activities are educational activities aimed at increasing the number of active investors in 2021. The list of activities towards this end include the following:
  - › The practice of buying shares with a securities account that is already owned, either for the first share purchase or for the purchase of shares in the following month.
  - › The provision of stock analysis knowledge to help new investors make stock purchase decisions.

Included in the activation and deepening of the capital market are the Capital Market School (SPM) Level 2 (regular and non-regular), and the Investor Forum. A total of 4,620 activation activities have been carried out, of which 94 activities were carried out face-to-face and 4,526 were carried out digitally, with a total number of 432,566 participants.

4. Capital Market Deepening Activities aimed at increasing further understanding of other services and products available in the capital market for investors. One such activity was the Advanced Capital Market School (SPM), which throughout 2021 consisted of 231 activities with 3 of them being face-to-face events and 228 of them being digital activities, with a total number of 13,847 participants.

# Penerapan ESG – BEI 2021

## ESG Implementation – IDX 2021

BEI secara konsisten merespon atas kesadaran masyarakat global terhadap isu keberlanjutan dan penerapan ESG. Dengan peran strategis di industri pasar modal, BEI turut mendorong penciptaan iklim investasi berkelanjutan jangka panjang dan peningkatan praktik keberlanjutan. Hal ini juga selaras dengan agenda Pemerintah Republik Indonesia dalam pemenuhan Pembangunan Berkelanjutan atau *Sustainable Development Goals* (SDGs) serta arahan dari Otoritas Jasa Keuangan (OJK) melalui *Roadmap* Keuangan Berkelanjutan.

Keikutsertaan BEI ke dalam United Nations Sustainable Stock Exchange (SSE) Initiative sejak April 2019 serta sebagai *Task Force on Climate-related Financial Disclosures* (TCFD) Supporters pada 15 Juni 2021 sebagai bentuk komitmen terhadap praktik ESG. Hal ini diperkuat dengan inisiatif BEI membangun ekosistem investasi yang berkelanjutan melalui penyediaan Nilai ESG, Indeks IDX ESG Leader, *Green Bond* dan Indeks saham *Sustainable and Responsible Investment* – Keanekaragaman Hayati Indonesia (SRI)-KEHATI, ESGS KEHATI, dan ESGQ KEHATI.

Selain itu, BEI bekerja sama dengan institusi-institusi lain seperti Otoritas Jasa Keuangan (OJK), Ikatan Akuntan Indonesia (IAI), *Global Reporting Initiative* (GRI), Asosiasi Emiten Indonesia (AEI), *Indonesia Corporate Secretary Association* (ICSA), dan *Indonesia Business Coalition for Women Empowerment* (IBCWE) mengadakan program kegiatan untuk menguatkan penerapan nilai-nilai ESG bagi perusahaan tercatat. Program kegiatan yang telah dilaksanakan pada tahun 2021 antara lain:

1. Kegiatan *Environmental, Social, and Governance* (ESG) *Capital Market Exhibition and Showcase* 2021 terdiri dari serangkaian program yang telah dimulai sejak Juni 2021, sebagai berikut:

IDX has consistently been responsive to global public awareness on sustainability issues and ESG implementation. With its strategic role in the capital market industry, IDX has encouraged the creation of a long-term sustainable investment climate and the improvement of sustainable practices. This approach is in line with the agenda of the Government of the Republic of Indonesia in fulfilling a number of Sustainable Development Goals (SDGs). It is also in line with directives from the Financial Services Authority (OJK) through the Sustainable Finance Roadmap.

IDX's participation in the United Nations' "Sustainable Stock Exchange (SSE) Initiative" since April 2019 and as a member of the "Task Force on Climate-related Financial Disclosures (TCFD) Supporters" on June 15, 2021 both served as forms of IDX's commitment to ESG practices. This is reinforced by IDX's initiative to build a sustainable investment ecosystem through the provision of ESG Value, IDX ESG Leader Index, Green Bonds and Sustainable and a number of Responsible Investment Stock Index - Indonesian Biodiversity (SRI)-KEHATI, KEHATI ESGS, and KEHATI ESGQ.

In addition, IDX has also cooperated with other institutions such as the Financial Services Authority (OJK), Indonesian Institute of Accountants (IAI), the Global Reporting Initiative (GRI), the Association of Indonesian Issuers (AEI), the Indonesia Corporate Secretary Association (ICSA), and Indonesia, the Business Coalition for Women Empowerment (IBCWE) to hold activities that strengthened the implementation of ESG values for listed companies. Program activities that have been implemented in 2021 include:

1. The Environmental, Social, and Governance (ESG) Capital Market Exhibition and Showcase 2021, which consists of a series of programs that have existed since June 2021, with the details of these programs being as follows:

No.	Nama Acara Event Name	Tanggal Date
1	<b>Workshop Penyusunan Rencana Aksi Keuangan Berkelanjutan (RAKB) untuk Anggota Bursa Efek berdasarkan Peraturan Otoritas Jasa Keuangan Nomor 51/ POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik</b> Workshop for preparing a Sustainable Finance Action Plans (RAKB) for Stock Exchange Members based on Financial Services Authority Regulation Number 51/ POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies	<b>2, 3, 16, dan 17 Juni 2021</b> June 2, 3, 16 and 17, 2021



No.	Nama Acara Event Name	Tanggal Date
2	<b>GRI-CDP Beginner Seminar: Introduction to TCFD and SDGs</b>	<b>2-3 Juni 2021, 29-30 Juni 2021</b> June 2-3, 2021 June 29-30, 2021
3	<b>ESG Capital Market Summit 2021: Pursuing Sustainable Finance in Indonesia Capital Market</b>	<b>27 Juli 2021</b> July 27, 2021
4	<b>CEO Meeting: ESG and Sustainability Leadership and Journey</b>	<b>30 September 2021</b> September 30, 2021
5	<b>Workshop Penyusunan Rencana Aksi Nasional (RAN) TPB/SDGs dalam rangka penerapan Keuangan Berkelanjutan tahun 2024, dengan Bappenas</b> Workshop for preparing a National Action Plan (RAN) for SDGs in the context of implementing Sustainable Finance in 2024, with the National Development Planning Agency	<b>12-13 Oktober 2021</b> October 12-13, 2021
6	<b>Soft Launching ESG Platform/Microsite</b>	<b>14 Oktober 2021</b> October 14, 2021
7	<b>GRI-CDP Advance Workshop: Introduction to TCFD and SDGs</b>	<b>21-22 Oktober 2021</b> October 21-22, 2021
8	<b>Capital Market Webinar – TCFD in Finance</b>	<b>1 Desember 2021</b> December 1, 2021
9	<b>Capital Market Women Empowerment Forum</b>	<b>22 Desember 2021</b> December 22, 2021

No	Kegiatan Activity	Acara/Materi Event/Subject	Tanggal Date
1	<b>Webinar Beritasatu Media Holdings</b> Beritasatu Media Holdings Webinar	<b>Tren Investasi Kekinian Berbasis ESG</b> Trend of ESG-based Contemporary Investment	<b>26 Januari 2021</b> January 26, 2021
2	<b>Kuliah Umum Magister Akuntansi – Pendidikan Profesi Akuntan Fakultas Ekonomi dan Bisnis Universitas Indonesia</b> Public Lecture for Master of Accounting - Professional Accountant Education, Faculty of Economics and Business, University of Indonesia	<b>Meningkatkan Kualitas Laporan Keberlanjutan sesuai dengan POJK 51/2017 dan Sustainable Development Goals</b> Improving Sustainable Report Quality according to POJK 51/2017 and Sustainable Development Goals	<b>26 Maret 2021</b> March 26, 2021
3	<b>Webinar CNBC Indonesia</b> CNBC Indonesia Webinar	<b>SDG's dan Peluang Bisnis Ramah Lingkungan</b> SDGs and Environmentally Friendly Business Opportunity	<b>3 Mei 2021</b> May 3, 2021
4	<b>Webinar OJK</b> OJK Webinar	<b>Investasi Berkelanjutan di Pasar Modal Indonesia</b> Sustainable Investment at Indonesia Stock Exchange	<b>20 Mei 2021</b> May 20, 2021
5	<b>RHB ESG Forum - Envisioning a Better Future</b>	<b>Indonesia ESG Investing Trend and Perspective of the IDX</b>	<b>24 Juni 2021</b> June 24, 2021
6	<b>Sustainable Finance Training Ikatan Dosen Pasar Modal Indonesia (IDPMI)</b> Sustainable Finance Training of Indonesian Capital Market Lecturer Association (IDPMI)	<b>Implications of Sustainable Finance Application In Indonesia - Indeks ESG Leaders di Bursa Efek Indonesia</b> Implications of Sustainable Finance Application In Indonesia - ESG Leaders Index at Indonesia Stock Exchange	<b>23 Juli 2021</b> July 23, 2021
7	<b>Webinar ESG Berita Satu Media Holdings (BSMH)</b> ESG Beritasatu Media Holdings (BSMH) Webinar	<b>Pentingnya Penerapan ESG dalam Menjawab Tantangan Global</b> The Significance of Implementing ESG in Overcoming Global Challenge	<b>9 September 2021</b> September 9, 2021
8	<b>FGD Carbon Economy &amp; Carbon Tax</b>	<b>ESG Data dan Rating</b> ESG Data and Rating	<b>16 September 2021</b> September 16, 2021
9	<b>SR Asia Global Webinar</b>	<b>Meningkatkan Kualitas Laporan Keberlanjutan sesuai dengan POJK 51/2017 dan Sustainable Development Goals</b> Improving Sustainable Report Quality according to POJK 51/2017 and Sustainable Development Goals	<b>20 September 2021</b> September 20, 2021

No	Kegiatan Activity	Acara/Materi Event/Subject	Tanggal Date
10	Kadin Virtual Business Dialogue	Leveraging Sustainability Practice in Corporate Branding and Marketing to Increase Business Resiliency During and Post COVID-19 Pandemic	21 September 2021 September 21, 2021
11	CDP UK Pact COP 26 Webinar	Climate Action to Shape a Sustainable Financial System	3 November 2021 November 3, 2021
12	CGS-CIMB Sekuritas Indonesia, Indonesia Investalk	Meneropong Tren 2022: Teknologi, Tren ESG & Dibukanya Perekonomian Forecasting 2022 Trend: Technology, ESG Trend & Economic Reopening	11 November 2021 November 11, 2021
13	Seminar KSEI 2021 KSEI 2021 Seminar	Peluang dan Tantangan Perdagangan Karbon Opportunity and Challenge of Carbon Trade	30 November 2021 November 30, 2021
14	GRI Third Asian Roundtable	Progress and Challenges in Advancing Quality Sustainability Reporting Disclosures	2 Desember 2021 December 2, 2021
15	FGD OJK	Perkembangan dan Tantangan Reksa Dana Indeks Berbasis Environmental, Social, and Governance (ESG) di Pasar Modal Indonesia Development and Challenge of Index Bonds Based on Environmental, Social, and Governance (ESG) in Indonesian Capital Market	2 Desember 2021 December 2, 2021
16	Indonesia Social Investment Forum (ISIF) 2021	ESG Investing and Its Relation with Companies	7 Desember 2021 December 7, 2021
17	Peluncuran Indeks ESG Sector Leaders IDX KEHATI dan Indeks ESG Quality 45 IDX KEHATI Launch of ESG Sector Leaders IDX KEHATI Index and ESG Quality 45 IDX KEHATI Index	Indeks ESG Sector Leaders IDX KEHATI dan Indeks ESG Quality 45 IDX KEHATI ESG Sector Leaders IDX KEHATI Index and ESG Quality 45 IDX KEHATI Index	20 Desember 2021 December 20, 2021
18	Pembukaan Perdagangan BEI dan Seminar Asosiasi Dana Pensiun Indonesia dalam rangka Memahami Investasi di Pasar Modal Guna Meningkatkan Kinerja Dana Pensiun Opening of IDX Trade and Seminar on the Association of Indonesian Pension Funds in the Framework of Understanding Investment in the Capital Market to Improve Pension Fund Performance	ESG di Pasar Modal Indonesia ESG in Indonesian Capital Market	21 Desember 2021 December 21, 2021

2. Peluncuran dua indeks baru yang dinamakan ESG Sector Leaders IDX KEHATI dan ESG Quality 45 IDX KEHATI, bekerja sama dengan Yayasan Keanekaragaman Hayati (KEHATI) pada 20 Desember 2021.

2. The launching of two new indices called “ESG Sector Leaders IDX KEHATI” and “ESG Quality 45 IDX KEHATI” that was done in collaboration with the Biodiversity Foundation (KEHATI) on December 20, 2021.

## WOMEN EMPOWERMENT

BEI turut mendorong penguatan terhadap pemberdayaan perempuan. Komitmen ini diperkuat dengan Kerjasama BEI dengan *International Finance Corporation (IFC)*, *UN's Sustainable Stock Exchanges (SSE)*, *UN Global Compact*, *UN Women*, dan *World Federation of Exchanges (WFE)*, *Indonesian Business Coalition for Women Empowerment (IBCWE)* dalam penyelenggaraan program sosialisasi dan pendidikan keuangan, khususnya dalam bidang pasar modal kepada publik.

Kegiatan ini telah terselenggara sejak tahun 2019 yang bertujuan untuk meningkatkan kesadaran dan

## WOMEN'S EMPOWERMENT

IDX has encouraged the strengthening of women's empowerment. This commitment can be seen demonstrated by IDX's collaborations with the International Finance Corporation (IFC), UN's Sustainable Stock Exchanges (SSE), UN Global Compact, UN Women, World Federation of Exchanges (WFE) and Indonesian Business Coalition for Women Empowerment (IBCWE) to organize socialization programs and financial education, particularly in the field of capital markets to the public.

These types of activities, which have been held since 2019, are designed to increase the awareness and abilities of Indonesian

kemampuan perempuan Indonesia untuk lebih mandiri secara finansial dan meningkatkan kesejahteraan keluarga melalui investasi yang aman. Selain itu, BEI juga selalu mendorong partisipasi aktif karyawan perempuan melalui serangkaian kebijakan dan program yang mempromosikan kesetaraan gender.

Pada tahun 2021, dalam rangka memperingati Hari Perempuan Internasional 2021, BEI menyelenggarakan acara *Ring the Bell for Gender Equality* di tanggal 9 Maret 2021. Selain itu, bertepatan dengan Hari Ibu tanggal 22 Desember 2021, BEI mengadakan kembali kegiatan *webinar Capital Market Women Empowerment Forum* dengan tema “*Advancing Gender Equality for Sustainable Finance in Indonesia Capital Market*”. Kegiatan-kegiatan ini sebagai langkah kongkrit dalam mendorong dan meningkatkan pemberdayaan perempuan di industri keuangan, khususnya pasar modal Indonesia.

Di samping itu, kegiatan ini dapat memberikan *insights* kepada seluruh pemangku kepentingan BEI untuk terus meningkatkan partisipasi aktif perempuan dan memberikan kesempatan yang sama kepada perempuan untuk mengambil peran-peran strategis di perusahaan serta pembangunan ekonomi, khususnya di industri pasar modal. Kegiatan ini melibatkan G20 Empower Advocate Indonesia, OJK, IBCWE, Kementerian Keuangan, dan anggota bursa, serta sekaligus menjadi bagian dari rangkaian kegiatan *Environmental, Social, and Governance (ESG) Capital Market Exhibition and Showcase 2021* yang telah dimulai sejak Juli 2021.

BEI juga menunjukkan dukungan atas partisipasi perempuan di dalam Perseroan melalui kebijakan-kebijakan dan program-program yang mempromosikan kesetaraan gender. Diantaranya pemberlakuan kebijakan *Work from Home (WFH)*, *maternity* dan *paternity leave*, serta fasilitas *day care center* dan *nursing room* yang memungkinkan karyawan BEI untuk tetap seimbang dalam pekerjaan dan keluarga. BEI juga menyediakan fasilitas konsultasi dengan psikolog dan para ahli untuk membantu karyawan mengatasi problem yang mungkin mereka hadapi dalam hidup, keluarga, dan dalam karier mereka, serta fasilitas *financial clinic* untuk membantu karyawan mengatasi masalah keuangan mereka.

women so that they can be more financially independent and improve family welfare through safe investments. In addition, IDX has always encouraged active participation of female employees through a series of policies and programs that promote gender equality.

In 2021, in commemoration of International Women’s Day 2021, IDX held an event called “Ring the Bell for Gender Equality” on March 9, 2021. In addition, to coincide with Mother’s Day on December 22, 2021, IDX held a “Capital Market Women Empowerment Forum” webinar activity with “Advancing Gender Equality for Sustainable Finance in Indonesia Capital Market” as its theme. These activities served as concrete steps in encouraging and increasing women’s empowerment in the financial industry, especially for Indonesian capital market.

In addition, these activities helped to provide insights to all IDX stakeholders to continue to increase the active participation of women and provide equal opportunities for women to take strategic roles in companies and economic development, especially in the capital market industry. These activities involved the G20 Empower Advocate Indonesia, OJK, the IBCWE, the Ministry of Finance, and members of the stock exchange. These efforts also were part of a series of “Environmental, Social, and Governance (ESG) Capital Market Exhibition and Showcase 2021” activities that have been running since July 2021.

IDX has also shown its support for women’s participation in the Company through policies and programs that promote gender equality. Among them are the implementation of Work from Home (WFH) policies, maternity and paternity leave benefits, as well as daycare centers and nursing room facilities that allow IDX employees to maintain a good balance between work life and family life. IDX has also provided consultation facilities with psychologists and experts to help employees overcome problems they may face in life, family, and in their careers, as well as financial clinic facilities to help employees overcome their financial problems.

# Kinerja Keberlanjutan – Aspek Ekonomi

## Sustainability Performance – Economic Aspect

Faktor utama yang mendukung kelancaran program keberlanjutan adalah kinerja ekonomi yang sehat. Oleh karena itu, kinerja ekonomi menjadi topik material yang penting bagi Perseroan dengan indikator pencapaian pada pendapatan dan laba yang optimal. Pendapatan dan laba sebagai dasar bagi perusahaan untuk melakukan semua kegiatan dan mendistribusikan nilai kepada pemangku kepentingan dan pemegang saham. [GRI 103-1]

Untuk itu, penting bagi Perseroan untuk menjalankan pengelolaan usaha sesuai dengan visi, misi dan strategi yang telah disusun. BEI telah melakukan perencanaan jangka pendek melalui penyusunan Rencana Kerja dan Anggaran Tahunan (RKAT) 2021 yang menjadi turunan dari rencana jangka panjang dalam Rencana Jangka Panjang Perusahaan (RJPP). RKAT juga dilengkapi dengan target kinerja dalam *Key Performance Indicators* (KPI). Direksi bertanggung jawab secara kolektif atas pencapaian kinerja ekonomi Perusahaan yang dikelola oleh Direktur Keuangan dan Sumber Daya Manusia. [GRI 103-2]

Evaluasi terhadap pencapaian kinerja ekonomi dilakukan secara berkala baik bulanan, triwulanan, semesteran maupun tahunan. Dasar evaluasi mengacu pada target RKAT dan KPI Perseroan yang ditetapkan. [GRI 103-3]

### Perbandingan Target dan Kinerja Produksi, Pendapatan dan Laba Rugi (F.2)

Kinerja ekonomi Perseroan terlihat dari pencapaian dan peningkatan kegiatan operasional dari transaksi ke bursa dan keuangan. Pada akhir tahun 2021, Rata-rata nilai transaksi harian (RNTH) mencapai Rp13,37 triliun, naik 45,16% dibandingkan RNTH tahun 2020 sebesar Rp9,21 triliun. Realisasi RNTH tersebut, jika dibandingkan terhadap target tahun 2021 tercapai sebesar 111,42%. Dalam hal pencatatan efek, jumlah perusahaan baru yang mencatatkan saham, obligasi dan kontrak investasi kolektif (KIK) sebanyak 62 perusahaan, lebih rendah dibandingkan tahun sebelumnya.

Sound economic performance is one of the factors that support the effortless implementation of the sustainability program. Therefore, the Company is of the opinion that the economic performance is an invaluable material topic with indicators of achievement of optimal revenue and profit. All the Company's activities are based on its revenue and profit that can distribute value to stakeholders and shareholders. [GRI 103-1]

To that end, it is important for the Company to carry out business management in accordance with its vision, mission and strategies. IDX has carried out short-term planning through the preparation of the 2021 Annual Work Plan and Budget (RKAT), which is a derivative of the long-term plan in the Company's Long-Term Plan (RJPP). RKAT is also equipped with performance targets in Key Performance Indicators (KPI). The Board of Directors have a collective responsibility for maintaining the Company's economic performance managed by the Director of Finance and Human Resources. [GRI 103-2]

The achievement of economic performance is evaluated regularly, either monthly, quarterly, semi-annually or annually. The evaluation is based on the Company's RKAT and KPI targets that have been set. [GRI 103-3]

### Comparison of Target and Performance of Production, Revenue and Profit and Loss (F.2)

The Company's economic performance is indicated from the achievement and improvement of operational activities from stock exchange and financial transactions. At the end of 2021, the average daily transaction value (RNTH) reached Rp13.37 trillion, an increase of 45.16% compared to RNTH in 2020 of Rp9.21 trillion. The RNTH reached 111.42% of the 2021 target. In terms of securities listing, there were 62 new companies that listed shares, bonds, and collective investment contracts, which was lower compared to the previous year.



Pada tahun 2021, BEI berhasil mencatatkan pendapatan sebesar Rp2,63 triliun, naik 36,84% dibandingkan pendapatan tahun 2020 sebesar Rp1,92 triliun. Realisasi kinerja pendapatan tersebut, jika dibandingkan terhadap target pendapatan 2021 tercapai sebesar 177,57%. Sementara itu, Perseroan membukukan laba tahun berjalan sebesar Rp881,42 miliar, naik 80,84% dibandingkan dengan laba tahun berjalan tahun 2020 sebesar Rp487,41 miliar. Realisasi laba tahun berjalan tersebut, jika dibandingkan dengan target laba tahun berjalan 2021 tercapai sebesar 256,25%.

In 2021, IDX managed to record revenue of Rp2.63 trillion, increasing by 36.84% compared to revenue in 2020 of Rp1.92 trillion. This revenue has exceeded the 2021 target, which was recorded at 177.57%. Meanwhile, the Company posted a profit for the year of Rp881.42 billion, an increase of 80.84% compared to the profit for the year in 2020 of Rp487.41 billion. Compared to the current year's 2021 profit target, the realization of the current year's profit reached 256.25%.

**Tabel Perbandingan Target dan Realisasi Produksi, Pendapatan dan Laba Rugi**

Table of Comparison of Target and Actual Production, Revenue and Profit and Loss

Uraian Description	Satuan Unit	2021		2020		2019	
		Asumsi Assumption	Realisasi Realization	Asumsi Assumption	Realisasi Realization	Asumsi Assumption	Realisasi Realization
Kinerja Perdagangan dan Pencatatan							
Trading and Listing Performance							
Nilai Transaksi Harian (RNTH) Daily Transaction Value (RNTH)	Triliun Rupiah Trillion Rupiah	12,00	13,37	8,00	9,21	9,25	9,11
Pencatatan Efek Securities Listing	Qty	66	62	46	66	75	76
Perusahaan yang mencatatkan saham Company that listed shares	Qty	54	54	37	51	58	55
Perusahaan yang mencatatkan obligasi Company that listed bonds	Qty	4	4	1	5	4	2
Kontrak Investasi Kolektif (KIK) baru yang mencatatkan DIRE, DINFRA, ETF, EBA, EBA-SP, EBA Syariah, EBA-SP Syariah New Collective Investment Contract (KIK) that listed DIRE, DINFRA, ETF, EBA, EBA-SP, Sharia EBA, Sharia EBA-SP	Qty	8	4	8	10	13	19
Pendapatan Revenue	Juta Rupiah Million Rupiah	1.482.289	2.632.174	957.970	1.923.500	1.159.358	1.911.677
Laba/Rugi Bersih Net Profit/Loss	Juta Rupiah Million Rupiah	343.967	881.415	49.489	487.410	133.706	445.147

Keterangan: Qty = perusahaan, DIRE (Dana Investasi Real Estat), DINFRA (Dana Investasi Infrastruktur), ETF (Exchange Traded Fund), EBA (Efek Beragun Aset), EBA-SP  
 Explanation: Qty = company, DIRE (Real Estate Investment Trust), DINFRA (Infrastructure Investment Fund), ETF (Exchange Traded Fund), EBA (Asset Backed Securities), EBA-SP

## Perbandingan Target dan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan pada Instrumen Keuangan (F.3)

Meskipun di tengah pandemi COVID-19 yang berdampak terhadap perekonomian dunia, namun tahun 2020 menjadi tahun kebangkitan investor ritel dalam negeri di Pasar Modal Indonesia dan berlanjut hingga ke tahun 2021. Dengan memanfaatkan digitalisasi, publik dapat dengan mudah memperoleh informasi tentang pasar modal melalui jaringan internet, mulai dari *website* hingga berbagai *platform* media sosial. BEI aktif dalam menggelar 4 (empat) jenis kegiatan edukasi meliputi literasi, inklusi, aktivasi, dan pendalaman pasar modal.

Empat jenis kegiatan sosialisasi pasar modal ini memberikan kontribusi terhadap peningkatan jumlah investor pasar modal sebanyak 3.608.584 *single investor identification* (SID), dimana salah satunya terdiri dari investor saham sebanyak 1.756.245 SID. Jumlah ini adalah pertumbuhan investor pasar modal dan saham yang tertinggi sepanjang sejarah pasar modal Indonesia.

Pada tahun 2021, jumlah investor pasar modal telah mencapai 7.489.337 SID dan jumlah investor saham mencapai 3.451.513 SID. Jumlah investor pasar modal meningkat sebesar 92,99% dibandingkan jumlah investor pasar modal tahun 2020, dan targetnya tercapai 148,45% jika dibandingkan dengan target 2021. Dalam RKAT 2021, Perseroan menetapkan target jumlah investor baru pasar modal secara keseluruhan tanpa ada target khusus terkait jumlah investor saham.

## Comparison of Targets and/or Projects In Line with Sustainable Finance on Financial Instruments (F.3)

Despite COVID-19 pandemic that has impacted the world economy, 2020 was a momentum of the rise of domestic retail investors in Indonesian Capital Market and will continue in 2021. With digitalization, the public can easily obtain information about the capital market through the internet network, starting from websites to various social media platforms. IDX actively conducts 4 (four) type of educational activities, including literacy, inclusion, activation, and capital market in-depth study.

These four types of capital market dissemination activities contributed to an increase in the number of capital market investors by 3,608,584 single investor identification (SID), one of which consisted of 1,756,245 SID investors. This number is the highest growth of stock and capital market investors in the history of Indonesian capital market.

In 2021, the number of capital market investors has reached 7,489,337 SID and the number of stock investors has reached 3,451,513 SID. The number of capital market investors increased by 92.99% compared to the number of capital market investors in 2020, and the target reached 148.45% compared to the 2021 target. In the 2021 RKAT, the Company set a target for the number of new capital market investors as a whole without any specific targets related to number of stock investors.

**Tabel Perbandingan Target yang Sejalan dengan Keuangan Berkelanjutan**

Table of Target Comparison in Line with Sustainable Finance

Uraian Description	Satuan Unit	2021		2020		2019*	
		Target	Realisasi Realization	Target	Realisasi Realization	Target	Realisasi Realization
Investor Pasar Modal Capital Market Investors	SID	5.044.979	7.489.337	3.105.443	3.880.753	-	2.484.354

\*) Perseroan tidak menetapkan target tertentu pada tahun tersebut.

\*) The Company did not set a specific target for the year.

## Nilai Ekonomi yang Diterima dan Didistribusikan [GRI 201-1]

Keberhasilan BEI dalam mencatatkan pendapatan dan laba perusahaan, berpengaruh terhadap total perolehan nilai ekonomi yang didistribusikan kepada para pemangku kepentingan. Adapun gambaran distribusi perolehan nilai ekonomi BEI dalam 3 (tiga) tahun terakhir adalah sebagai berikut:

## Economic Value Received and Distributed [GRI 201-1]

The success of IDX in recording revenue and profit contributed to total economic value distributed to stakeholders. The following is an elaboration of IDX distribution of economic value achievement in the last 3 (three) years:

**Nilai Ekonomi dan Distribusi Nilai Ekonomi (dalam Juta Rupiah)**

Economic Value and Distribution of Economic Value (in Million Rupiah)

Uraian Description	2021	2020	2019
<b>Perolehan Nilai Ekonomi</b> Economic Value Acquisition			
Pendapatan usaha terkait transaksi bursa Operating income related to stock exchange transactions	2.177.230	1.546.204	1.487.055
Pendapatan usaha dari bukan transaksi bursa Operating income from non-exchange transactions	112.476	77.500	69.049
Pendapatan Investasi Investment Income	163.331	152.262	178.184
Jumlah Nilai Ekonomi Diperoleh Total Economic Value Earned	2.453.037	1.775.966	1.734.288
<b>Pendistribusian Nilai Ekonomi</b> Distribution of Economic Value			
Biaya Operasional termasuk Pemasok Operating Expenses including Supplier	311.694	281.089	289.529
Gaji dan Tunjangan Karyawan Employee Salary and Benefits	612.257	569.804	573.569
Biaya Pengembangan Pasar Modal Capital Market Development Cost	99.547	68.686	118.569
Pengeluaran untuk pemerintah (Pajak, Royalti, dsb) Expenditures for the government (Taxes, Royalties, etc.)	206.082	114.264	104.060
Pengeluaran untuk Masyarakat (Dana CSR) Expenditure for Public (CSR Fund)	35.073	2.074	2.271
Pengeluaran untuk Biaya kontribusi ke OJK Expenditure for Contribution fee to OJK	326.585	231.931	223.058
Jumlah Nilai Perolehan Ekonomi yang Didistribusikan Total Economic Value Distributed	1.591.238	1.267.848	1.311.056
Nilai Perolehan Ekonomi yang Ditahan Retained Economic Acquisition Value	863.997	508.119	423.232

Pada tahun 2021, BEI memperoleh nilai ekonomi sebesar Rp2,45 triliun, meningkat sebesar Rp682,92 miliar atau 38,53% dibandingkan dengan perolehan nilai ekonomi tahun 2020 sebesar Rp1,77 triliun. Sementara itu, BEI mendistribusikan perolehan nilai ekonomi hingga mencapai Rp1,59 triliun kepada para pemangku kepentingan, naik 25,51% dari distribusi nilai ekonomi tahun sebelumnya, sebesar Rp1,27 triliun. Bagian terbesar distribusi nilai ekonomi Perseroan digunakan untuk biaya gaji dan tunjangan karyawan yang mencapai Rp612,26 miliar, meningkat dari Rp569,80 miliar di tahun sebelumnya.

Dalam upaya pengembangan pasar modal Indonesia yang berkesinambungan, Perseroan telah mengeluarkan biaya pengembangan pasar modal tahun 2021 sebesar Rp99,55 miliar, naik 44,93% dibandingkan biaya pengembangan pasar modal tahun sebelumnya sebesar Rp68,69 miliar.

In 2021, IDX obtained an economic value of Rp2.45 trillion, an increase of Rp682.92 billion or 38.53% compared to the economic value acquisition in 2020 of Rp1.77 trillion. Meanwhile, IDX distributed economic value of Rp1.59 trillion to stakeholders, an increase of 25.51% from the distribution of economic value in the previous year of Rp1.27 trillion. The largest share of the distribution of the Company's economic value was used for salaries and employee benefits, which reached Rp612.26 billion, an increase from Rp569.80 billion in the previous year.

To develop the sustainable Indonesian capital market, the Company has incurred capital market development costs in 2021 amounting to Rp99.55 billion, an increase of 44.93% compared to the previous year's capital market development

Selanjutnya untuk kontribusi kepada negara, berupa pajak dan royalti mencapai sebesar Rp206,08 miliar, naik sebesar 80,36% dari pembayaran pajak dan royalti tahun sebelumnya Rp114,26 miliar. Sementara pengeluaran untuk masyarakat dalam bentuk realisasi program CSR mencapai Rp35,07 miliar, naik 1.590,97% dibandingkan pengeluaran dana CSR tahun sebelumnya sebesar Rp2,07 miliar.

### Investasi Infrastruktur dan Dukungan Layanan [GRI 203-1]

Perseroan telah mencatatkan nilai ekonomi yang ditahan sebesar Rp864,00 miliar yang ditujukan untuk pengembangan pasar modal. BEI tidak membagikan dividen kepada para pemegang sahamnya, yakni para Anggota Bursa. Oleh karenanya, seluruh keuntungan dari kegiatan operasional pada dasarnya didistribusikan bagi pengembangan pasar modal di Indonesia, termasuk penyediaan dan pengembangan infrastruktur bursa beserta seluruh sarana pendukungnya. Sampai dengan akhir tahun 2021, Perseroan telah mengalokasikan dana investasi infrastruktur pasar modal yang bersumber dari anggaran BEI sebesar Rp115,57miliar dan investasi dukungan layanan pasar modal sebesar Rp95,37 miliar.

costs of Rp68.69 billion. Furthermore, the Company's contribution to the state, in the form of taxes and royalties reached Rp206.08 billion, an increase of 80.36% from the previous year's record of Rp114.26 billion. Meanwhile, public expenditure, which was realized through the CSR programs, reached Rp35.07 billion, an increase of 1,590.97% compared to the previous year's achievement of Rp2.07 billion.

### Infrastructure Investment and Service Support [GRI 203-1]

The Company has recorded a retained economic value of Rp864.00 billion, which is allocated for capital market development. IDX does not distribute dividends to its shareholders, namely Exchange Members. Therefore, all profits from operational activities are basically distributed for the development of the capital market in Indonesia, including the provision and development of stock exchange infrastructure and all its supporting facilities. As of the end of 2021, the Company allocated capital market infrastructure investment funds sourced from IDX budget of Rp115.57 billion and investment in capital market support services of Rp95.37 billion.

#### Tabel Data Investasi Infrastruktur dan Dukungan Layanan [GRI 203-1]

Infrastructure Investment and Service Support Data Table [GRI 203-1]

Uraian Description	Ukuran Unit	Biaya Investasi Investment Cost
<b>Investasi Infrastruktur Pasar Modal</b> Capital Market Infrastructure Investment		
1. Investasi Sistem Perdagangan dan Pengawasan Investment in Trading and Monitoring System	Juta Rupiah Million Rupiah	29.305
2. Investasi Sistem Bisnis Business System Investment	Juta Rupiah Million Rupiah	18.540
3. Investasi Sarana dan Sistem Perkantoran Investment in Office Facilities and Systems	Juta Rupiah Million Rupiah	67.722
<b>Dukungan Layanan</b> Service Support		
1. Dukungan Sewa Data Center AB AB Data Center Rental Support	Juta Rupiah Million Rupiah	736
2. Dukungan Jaringan dan Informasi AB AB Network and Information Support	Juta Rupiah Million Rupiah	8.150
3. Iuran Dana Pemodal (DPP SIPF) Investor Fund Contribution (DPP SIPF)	Juta Rupiah Million Rupiah	1.684
4. Bantuan Operasional APEI APEI Operational Assistance	Juta Rupiah Million Rupiah	750
5. Fasilitas Intraday Intraday Facilities	Juta Rupiah Million Rupiah	2.638
6. Dukungan Pengembangan dan Pelatihan AB Development and Training Support for Exchange Members (EM)	Juta Rupiah Million Rupiah	645
7. Dukungan Datafeed AB Datafeed Support for EM	Juta Rupiah Million Rupiah	58.177
8. Dukungan Pengembangan Sistem AB System Development Support for EM	Juta Rupiah Million Rupiah	22.593



Dampak positif dari investasi infrastruktur dan dukungan layanan pasar modal bagi para pemangku kepentingan dan perekonomian nasional antara lain sebagai berikut:

1. Pengembangan infrastruktur pasar modal dan sarana pendukungnya yang dilakukan oleh Perseroan dapat menjaga ketersediaan sistem perdagangan Efek sepanjang tahun 2021 tanpa adanya *downtime*.
2. Pertumbuhan nilai Rata-rata Nilai Transaksi Harian (RNTH) sepanjang tahun 2021 dibandingkan dengan tahun 2020.

### Kontribusi Pajak dan Dampak Ekonomi Tidak Langsung [GRI 203-2]

Perseroan memberikan berbagai jenis kontribusi pajak kepada negara, salah satunya dalam bentuk pajak badan. Beban pajak badan Perseroan pada tahun 2021 mencapai Rp206,08 miliar, naik 80,36% dari pajak tahun 2020 yang sebesar Rp114,26 miliar. Sementara itu, terkait pembayaran pajak oleh Perseroan (entitas induk) selama periode 2019 – 2021 diuraikan pada tabel berikut:

**Tabel Jumlah Pajak (dalam juta Rupiah)**  
Tax Amount Table (in million Rupiah)

Uraian Description	2021	2020	2019
<b>PPh Pasal 21</b> Income Tax Article 21	54.913	52.764	51.832
<b>PPh Pasal 23 dan 26</b> Income Tax Article 23 and 26	2.511	2.306	3.073
<b>PPh 4(2) Tanah dan Bangunan</b> Income Tax No. 4(2) Land and Building	3.380	5.092	4.182
<b>PPh Saham</b> Stock Income Tax	3.279.487	2.215.543	2.194.246
<b>PPN</b> VAT	120.936	78.950	80.590
<b>PPh Badan</b> Corporate Income Tax	142.451	79.896	71.596
<b>Jumlah</b> Total	3.603.679	2.434.551	2.405.519

Sedangkan posisi pungutan/potongan dan setoran pajak Tahun Buku 2021 sebagai berikut:

**Tabel Pungutan/Potongan dan Setoran Pajak (dalam juta Rupiah)**  
Table of Tax Levies/Deductions and Deposits (in million Rupiah)

Uraian Description	Dipungut/Dipotong Levied/Deducted	Disetor Deposited
<b>PPh Pasal 21</b> Income Tax Article 21	-	54.913
<b>PPh Pasal 23 dan 26</b> Income Tax Article 23 and 26	1.675	2.511

The positive impacts of infrastructure investment and support for capital market services for stakeholders and the national economy are as follows:

1. The development of capital market infrastructure and its supporting facilities carried out by the Company can maintain the availability of the Securities trading system throughout 2021 without any downtime.
2. The growth of the Average Daily Transaction Value (RNTH) throughout 2021 compared to 2020.

### Tax Contribution and Indirect Economic Impact [GRI 203-2]

The Company provides various types of tax contributions to the state, one of which is in the form of corporate tax. The Company's corporate tax expense in 2021 was recorded at Rp206.08 billion, an increase of 80.36% from the tax in 2020, which was recorded at Rp114.26 billion. Meanwhile, information on tax payment by the Company (parent entity) during the 2019-2021 period is elaborated in the following table:

Meanwhile, the description of levies/deductions and tax payments for the 2021 Fiscal Year is as follows:

Uraian Description	Dipungut/Dipotong Levied/Deducted	Disetor Deposited
<b>PPH Pasal 4(2) Tanah dan Bangunan</b> Income Tax Article 4(2) Land and Building	<b>216</b>	<b>3.380</b>
<b>PPH Saham</b> Stock Income Tax	-	<b>3.279.487</b>
<b>PPN</b> VAT	-	<b>120.936</b>
<b>PPH Badan</b> Corporate Income Tax	-	<b>142.451</b>
<b>Jumlah</b> Total	<b>1.891</b>	<b>3.603.679</b>

Di samping itu, Perseroan menunjukkan kontribusi terbesarnya dengan memfasilitasi seluruh calon investor untuk turut menyediakan dana bagi pembangunan ekonomi melalui penyediaan infrastruktur pasar modal yang andal dan dapat dipercaya. Selain itu para investor yang bertransaksi saham di Bursa juga dikenakan pajak pada saat penjualan saham sebesar 0,1% dari nilai transaksi penjualan saham. Hal ini juga merupakan salah satu kontribusi terhadap penerimaan Negara dari sisi pajak.

Secara mekanisme pasar, perusahaan yang mencatatkan sahamnya di bursa memproduksi barang untuk tujuan ekspor, selain membuat potensi pajak meningkat, juga memberi kontribusi pada stabilitas nilai tukar, mengingat melalui produk ekspor tersebut, para Perusahaan Tercatat dimaksud menghasilkan devisa yang dapat digunakan untuk memperkuat cadangan devisa negara, atau untuk “mengganti” kebutuhan devisa untuk mengimpor barang-barang maupun jasa dari luar negeri.

Dampak ekonomi tidak langsung dari pembayaran pajak kepada negara berupa kontribusi positif Perseroan terhadap penyediaan sumber anggaran pemerintah dalam pembangunan ekonomi masyarakat. Selain itu, alokasi pengembangan infrastruktur di bidang pasar modal melalui aplikasi berbasis teknologi informasi memberikan dampak positif terhadap efisiensi dan efektifitas kegiatan kebursaan baik bagi BEI maupun pelaku pasar modal. Dengan memanfaatkan digitalisasi, publik dapat dengan mudah memperoleh informasi tentang pasar modal melalui jaringan internet, mulai dari *website* hingga berbagai platform media sosial. Selain itu, BEI akan terus memanfaatkan teknologi dalam mengembangkan sistem perdagangan pasar modal, memberikan informasi dan edukasi dengan sarana digital. Dengan kapabilitas digitalisasi yang dimiliki, BEI melihat peluang dalam meningkatkan jumlah SID di seantero Nusantara. [GRI 203-2]

In addition, the Company demonstrates its greatest contribution by facilitating all potential investors to participate in providing funds for economic development through the provision of reliable and trustworthy capital market infrastructure. In addition, investors, who trade shares on the Exchange, are also subject to a tax at the time of sale of shares of 0.1% of the transaction value of the sale of shares. This is also one of the contributions to state revenue in terms of taxes.

According to the market mechanism, companies that list their shares on the stock exchange produce goods for export purposes. Besides increasing tax potential, they also contribute to exchange rate stability. Through these export products, those Listed Companies can generate foreign exchange, which can be used to stabilize the country's foreign exchange reserves, or to “replace” the need for foreign exchange to import goods and services abroad.

As an indirect economic impact, the Company has made a positive contribution to the government in providing government budget sources to develop the community's economy in the form of taxes to the state. In addition, the allocation of infrastructure development in the capital market sector through information technology-based applications has a positive impact on the efficiency and effectiveness of exchange activities for both IDX and capital market participants. With digitalization, the public can easily obtain information about the capital market through the internet, including websites and various social media platforms. In addition, IDX will continue to utilize technology in developing the capital market trading system, providing information and education through digital means. With its digitalization capabilities, IDX is confident to capitalize on opportunities to increase the number of SIDs throughout Indonesia. [GRI 203-2]

# Kinerja Keberlanjutan – Aspek Lingkungan

## Sustainability Performance – Environment Aspect

### KOMITMEN TERHADAP LINGKUNGAN HIDUP

Kegiatan pengelolaan usaha selalu dikaitkan dengan dampak dan potensi negatif terhadap lingkungan hidup baik secara langsung maupun tidak langsung. Oleh karena itu, lingkungan hidup selalu menjadi isu penting bagi para pemangku kepentingan. Kesadaran bersama terhadap kelestarian alam dari berbagai bentuk pencemaran telah mendorong semua pihak berkontribusi dalam keseimbangan ekosistem lingkungan hidup. Respon atas hal tersebut, Perseroan menetapkan topik lingkungan menjadi isu yang perlu diungkapkan dalam pelaporan keberlanjutan. [GRI 103-1]

Meskipun kegiatan operasional BEI tidak berdampak signifikan secara langsung terhadap kelestarian lingkungan, Perseroan tetap berkomitmen penuh untuk menjalankan berbagai program *Corporate Social Responsibility* (CSR) dan keberlanjutan terkait lingkungan untuk mendukung terciptanya kehidupan yang lebih baik di masa mendatang. Kegiatan di bidang lingkungan tersebut dilaksanakan sebagai bagian dari implementasi praktik *green office*. BEI menetapkan dukungan pencapaian target aspek perlindungan lingkungan melalui implementasi kegiatan operasional ramah lingkungan. [GRI 103-2]

Pelaksanaan evaluasi terkait efektivitas pelaksanaan program CSR terhadap lingkungan dilakukan secara berkala dengan tujuan untuk: [GRI 103-3]

1. Mencegah pencemaran lingkungan dan mencegah kerusakan aset demi memastikan keandalan sistem operasional perdagangan.
2. Menunjukkan partisipasi pada upaya konservasi energi, konservasi air dan reduksi emisi gas rumah kaca.
3. Pengurangan dan pemanfaatan limbah B3 maupun Non-B3.
4. Meningkatnya efisiensi operasional sebagai hasil positif dari penerapan program operasional ramah lingkungan.

### COMMITMENT TO THE ENVIRONMENT

Business management activities are always associated with negative impacts potential on the environment, either directly or indirectly. Therefore, the environment has always been an important issue for stakeholders. Shared awareness of the preservation of nature from various forms of pollution has encouraged all parties to contribute to the balance of the environmental ecosystem. In response to this, the Company has determined the environmental topic as an issue that is disclosed in sustainability reporting. [GRI 103-1]

Although IDX's operational activities do not have a direct significant impact on environmental sustainability, the Company remains fully committed to implementing various Corporate Social Responsibility (CSR) and environmental sustainability programs to support a better life in the future. The Company's environmental sector are also part of the implementation of green office practices. IDX seeks to achieve target of environmental protection aspect by implementing environmentally friendly operational activities. [GRI 103-2]

The Company carried out a periodic evaluation on the effectiveness of the implementation of CSR programs. The evaluation aims to: [GRI 103-3]

1. Prevent environmental pollution and prevent asset damage to ensure the reliability of the trading operational system.
2. Demonstrate participation to conserve energy, conserve water and reduce greenhouse gas emissions.
3. Reduction and utilization of B3 and Non-B3 waste.
4. Increase operational efficiency as a positive result of implementing environmentally friendly operational programs.

## PROGRAM CSR LINGKUNGAN HIDUP

BEI telah berkomitmen untuk memberikan kontribusi terhadap penerapan keuangan berkelanjutan serta mengedepankan keselarasan antara aspek ekonomi, sosial, dan lingkungan hidup. Hal ini diperkuat dengan bergabung BEI ke dalam inisiatif *Sustainable Stock Exchange* PBB sejak 18 April 2019, dimana BEI juga telah menjadi *TCFD Supporters* sejak Juni 2021. Selain itu, BEI turut serta berkontribusi terhadap pemenuhan tujuan pembangunan berkelanjutan (SDG's) #13 tentang penanganan perubahan iklim, dengan pengendalian konsumsi energi yang efisien, pengurangan emisi dalam kegiatan perkantoran dan program CSR di bidang lingkungan lainnya.

Penerapan manajemen lingkungan di perkantoran BEI merupakan tanggung jawab Divisi Umum yang di bawahi oleh Direktur Keuangan dan Sumber Daya Manusia. BEI telah melakukan manajemen lingkungan berupa penerapan aktivitas ramah lingkungan dan peringatan di setiap ruangan agar melakukan penghematan listrik/air. Komitmen penghematan energi tersebut tercantum dalam RAKB. BEI belum memiliki risk register secara spesifik terkait manajemen lingkungan. Akan tetapi, secara prinsip risk register tersebut telah tercakup dalam pengelolaan infrastruktur perkantoran.

Upaya lainnya berkaitan dengan inisiatif di bidang lingkungan hidup, BEI telah meluncurkan produk berbasis *sustainability* seperti: nilai ESG (*Environmental, Social, and Governance*), Indeks IDX ESG *Leader*, *Green Bond* dan program Indeks saham *Sustainable and Responsible Investment* – Keanekaragaman Hayati Indonesia (SRI-KEHATI), ESGS KEHATI, dan ESGQ KEHATI. Hal ini sebagai bentuk respon BEI terhadap tren global terhadap penerapan ESG. BEI juga terus mendorong pengembangan *green bonds* di Indonesia, antara lain dengan mengadakan sosialisasi, diskusi, dan memberikan insentif berupa potongan 50% biaya tahunan pencatatan atas efek *green bonds* dibandingkan dengan pencatatan Obligasi biasa.

Disamping itu, sebagai fungsi BEI sebagai regulator dan fasilitator pasar modal, BEI mendorong perusahaan tercatat dan anggota bursa untuk membangun ekosistem investasi yang berkelanjutan. Investasi yang memperhatikan risiko nonfinansial seperti risiko sosial, risiko governansi, dan risiko lingkungan yang berdampak signifikan terhadap kinerja keuangan.

## ENVIRONMENTAL CSR PROGRAM

IDX is committed to contributing to the implementation of sustainable finance and promoting harmony between economic, social and environmental aspects. This commitment is emphasized by IDX's joining the United Nations's Sustainable Stock Exchange Initiative since April 18, 2019, whereby IDX has become TCFD Supporters since June 2021. In addition, IDX also contributes to the fulfillment of sustainable development goals (SDG's) #13 on climate action, by controlling efficient energy consumption, reducing emissions in office activities, and implementation of CSR programs in other environmental sectors.

The implementation of environmental management in IDX offices is the responsibility of the General Division that works under the Director of Finance and Human Resources. IDX has made various efforts in environmental management, such as implementing environmentally friendly activities and reminder in every room to save electricity/water. The energy saving commitment is stated in the RAKB. IDX does not yet have a specific risk register related to environmental management. However, the risk register has been included in the management of office infrastructure.

IDX has also made other attempts to preserve environment, namely launch of sustainability-based products: ESG (Environmental, Social, and Governance) values, IDX ESG Leader Index, Green Bond and the Sustainable and Responsible Investment Stock Index program - Indonesian Biodiversity SRI-KEHATI), ESGS KEHATI, and ESGQ KEHATI. Through the aforementioned programs, IDX is keen on responding to the ESG global trend. IDX continuously encourage listed development of green bonds in Indonesia by, among others, organizing dissemination, discussion, and providing incentive of 50% discount for annual green bonds record compared to ordinary Bonds record.

In addition, IDX serve as the capital market regulator and facilitator. Thus, we continuously encourage the listed companies and exchange members to establish a sustainable investment ecosystem. Investments with non-financial risks, including social risks, governance risks, and environmental risks, have a significant impact on financial performance.



Beberapa inisiatif keberlanjutan di bidang lingkungan hidup yang dijalankan oleh BEI antara lain mencakup hal sebagai berikut:

1. Penggunaan material ramah lingkungan
2. Pengelolaan konsumsi energi
3. Pengurangan emisi Gas Rumah Kaca (GRK)
4. Pengelolaan konsumsi air
5. Pengelolaan limbah

### PENGUNAAN MATERIAL RAMAH LINGKUNGAN (F.5)

Penggunaan material dalam kegiatan operasional BEI berupa alat tulis kertas (ATK) untuk kebutuhan administrasi perkantoran. Perseroan menyadari penggunaan kertas juga berkontribusi secara tidak langsung terhadap pemanfaatan jumlah pohon yang ditebang untuk diolah menjadi *pulp* atau bubur kertas. Oleh karena itu, Perseroan menerapkan program penghematan pemakaian kertas. Pemakaian material kertas untuk kegiatan operasional perusahaan selama periode pelaporan disajikan dalam tabel berikut:

**Tabel Penggunaan Material Kertas**

Table of Use of Paper Material

No	Sumber Source	Satuan Unit	2021	2020	2019
1	Penggunaan Material Kertas Use of Paper Material	Rim	92	660	2.670
2	Penghematan Material Kertas Paper Material Efficiency	Rim	568	2.010	-

Selain itu, Perseroan menerapkan konsep pengelolaan operasional perusahaan yang berkelanjutan antara lain: Implementasi *Smart Office* melalui penerapan Microsoft 365 oleh seluruh karyawan dan *video conference*, pengembangan IDX Workflow, dan pengembangan e-RKAT. Secara khusus, BEI belum menggunakan material kertas hasil daur ulang, namun Perseroan melakukan upaya penghematan penggunaan kertas melalui *paperless administration* dimana berbagai dokumen dan peraturan perusahaan dikirim dan disimpan secara elektronik.

### PENGELOLAAN KONSUMSI ENERGI (F.6)(F.7) [GRI 302-1][GRI 302-4]

Pengelolaan usaha dan operasional perusahaan tidak lepas dari kebutuhan utama dalam proses bisnis berupa penggunaan energi. Hal ini menjadi alasan utama, pentingnya pemakaian energi sebagai topik yang relevan bagi BEI untuk diungkapkan dalam laporan ini. BEI menggunakan 2 (dua) jenis sumber energi utama dalam mendukung kegiatan operasionalnya, yakni: energi langsung berupa konsumsi BBM untuk transportasi dan energi tidak langsung pemakaian energi listrik di kantor. [GRI 103-1][GRI 103-2]

IDX has conducted several sustainability initiatives in the environmental sector carried as follows:

1. Use of environmentally friendly materials
2. Energy consumption management
3. Reduction of Greenhouse Gas (GHG) emissions
4. Water consumption management
5. Waste management

### USE OF ENVIRONMENTALLY FRIENDLY MATERIALS (F.5)

IDX utilizes paper stationary (ATK) for office administration needs. The Company is aware that the use of paper contributes indirectly to the number of trees cut down, which are processed into pulp or paper pulp. Therefore, the Company implements a paper saving program. The use of paper materials for the company's operational activities during the reporting period is presented in the following table:

In addition, the Company upholds the sustainable corporate operational management concept, including Implementation of Smart Office, where all employees use Microsoft 365 to perform several office works, including video conferencing, development of IDX Workflow, and development of e-RKAT. In particular, IDX has not used recycled paper materials, but we have made various efforts to save paper use through paperless administration, where various documents and company regulations are sent and stored electronically.

### ENERGY CONSUMPTION MANAGEMENT (F.6)(F.7)[GRI 302-1][GRI 302-4]

The use of energy is one of the main needs in managing a business and operating a company. This is the main reason why the importance of energy consumption is disclosed in this report. IDX uses 2 (two) main types of energy sources to support its operational activities, namely: direct energy in the form of fuel consumption for transportation and indirect energy using electrical energy in the office. [GRI 103-1][GRI 103-2]

Untuk mengelola penggunaan BBM transportasi, Perseroan menerapkan penggunaan kendaraan yang dikenal hemat bahan bakar dan menerapkan kontrol penggunaan kendaraan dinas. Dalam praktiknya, Perseroan melakukan evaluasi terhadap penggunaan energi untuk mendukung upaya menjaga lingkungan hidup yang sehat dari polusi. [GRI 103-3]

To manage the use of transportation fuel, the Company only uses energy efficient vehicles that are continuously maintained. In practice, the Company evaluates the use of energy to maintain a healthy and clean environment. [GRI 103-3]

Pengendalian konsumsi energi baik energi langsung dari BBM dan energi tidak langsung dari listrik, seperti tergambar dari tabel konsumsi energi.

The following table presents information on controlling energy consumption, including direct energy using gasoline and indirect energy using electricity:

### Tabel Konsumsi Energi [GRI 302-1]

Table of Energy Consumption

No	Sumber Energi Source of Energy	Satuan Unit	2021	2020	2019
1	BBM Premium* Gasoline (Premium)*	Liter	13.885,36	12.577,29	23.226,63
		Gj	458,22	415,05*	766,48*
2	Listrik** Electricity**	kWh	1.839.691,10	1.837.366,80	2.042.224,60
		Gj	6.622,89	6.614,52	7.352,01

\* Data disajikan kembali, Pedoman Penyelenggaraan Inventarisasi Gas Rumah Kaca Nasional – Kementerian Lingkungan Hidup 2012 (ref: IPCC 2006), Nilai kalori 1 liter Premium=0,033 GJ/ltr

\*\* Dirjen Kelistrikan Kementerian ESDM (2017), 1kWh = 0,0036 GJ dan <https://www.iea.org/statistics/resources/unitconverter>

\* Data is restated, Guidelines for the Implementation of National Greenhouse Gas Inventory – Ministry of Environment 2012 (ref: IPCC 2006), Calorific value 1 liter Premium=0.033 GJ/ltr

\*\* Director General of Electricity, Ministry of Energy and Mineral Resources (2017), 1kWh = 0.0036 GJ and <https://www.iea.org/statistics/resources/unitconverter/>

### Intensitas Energi

Penghitungan intensitas energi dilakukan secara manual dengan membandingkan pemakaian energi listrik (kWh) dibandingkan luas bangunan (m<sup>2</sup>) yang menghasilkan nilai intensitas energi bangunan. Dengan rumus tersebut diperoleh IKE bangunan gedung Kantor BEI sebagai berikut: (F.6)

### Energy Intensity

The energy intensity is calculated manually by comparing the use of electrical energy (kWh) with the building area (m<sup>2</sup>), which produces a value for the energy intensity of the building. The formula has presented the following results: (F.6)

### Tabel Intensitas Konsumsi Energi Listrik berdasarkan Luas Bangunan

Table of Intensity of Electricity Energy Consumption based on Building Area

Uraian Description	Satuan Unit	2021	2020	2019
Realisasi Pemakaian Energi Realization of Use of Energy	kWh	1.839.691,10	1.837.366,80	2.042.224,60
Luas Bangunan Building Area	m <sup>2</sup>	13.975,34	14.097,41	14.097,41
Intensitas Energi Energy Intensity	kWh/m <sup>2</sup>	131,64	130,33	144,87

Dengan merujuk pada Tabel Nilai IKE Standard Bangunan Gedung Perkantoran Pemerintah, maka intensitas penggunaan energi listrik di Kantor BEI tahun 2021 sebesar 131,64 kWh/m<sup>2</sup>/tahun dengan kategori "Efisien".

By referring to the IKE Standard Value Table for Government Office Buildings, the intensity of the use of electrical energy at IDX Office in 2021 was 131.64 kWh/m<sup>2</sup>/year, classified as "Efficient".

**Tabel Nilai IKE Standard di Bangunan Gedung Perkantoran Pemerintah Berdasarkan Permen ESDM No. 13/2012**

Table of Standard IKE Value in Government Office Building Based on Ministry of Energy and Mineral Resources Regulation No. 13/2012

Kriteria Criteria	Ber-AC Air Conditioned		Tanpa AC Non-Air Conditioned	
	kWh/m <sup>2</sup> /bulan kWh/m <sup>2</sup> /month	kWh/m <sup>2</sup> /tahun kWh/m <sup>2</sup> /year	kWh/m <sup>2</sup> /bulan kWh/m <sup>2</sup> /month	kWh/m <sup>2</sup> /tahun kWh/m <sup>2</sup> /year
<b>Sangat Efisien</b> Very Efficient	<8,5	<120	<3,4	<40,8
<b>Efisien</b> Efficient	8,5-14	120-168	3,4-5,6	40,8-67,2
<b>Cukup Efisien</b> Quite Efficient	14-18,5	168-222	5,6-7,4	67,2-88,8
<b>Boros</b> Wasteful	>18,5	>222	>7,4	>88,8

Sumber: Jurnal Teknik Mesin (JTM): Vol. 06, Edisi Spesial 2017

Source: Mechanical Engineering Journal (JTM): Vol. 06, Special Edition 2017

Sementara itu, intensitas pemakaian energi merupakan ukuran jumlah energi yang digunakan dibandingkan dengan *output* perusahaan. Nilai intensitas total energi yang digunakan Perseroan diukur berdasarkan jumlah energi kalori yang bersumber dari pemakaian BBM (Premium) dan listrik dibandingkan dengan *output* berupa kinerja operasional atas transaksi bursa. Pada tahun 2021, intensitas total energi yang digunakan sebesar 0,02 Gj/transaksi, lebih rendah dibandingkan intensitas energi pada tahun sebelumnya. Semakin kecil intensitas energi, menunjukkan penggunaan energi semakin efisien.

Meanwhile, the intensity of energy use serves to measure the amount of energy used compared to the company's output. The Company's total energy intensity is measured based on the amount of caloric energy sourced from the use of gasoline (premium) and electricity compared to the output in the form of operational performance on stock exchange transactions. In 2021, the Company's total energy intensity was 0.02 Gj/transaction, lower than the previous year. The smaller the energy intensity will result in more efficient use of energy.

**Tabel Konsumsi Total Energi [GRI 302-1]**

Table of Total Energy Consumption [GRI 302-1]

No	Sumber Energi Source of Energy	Satuan Unit	2021	2020	2019
1	BBM (Premium) Gasoline (Premium)	Gj	458,22	415,05*	766,48*
2	Listrik Electricity	Gj	6.622,89	6.614,52	7.352,01
	<b>Total Energi</b> Total Energy	Gj	7.081,11	7.029,57	8.118,49
3	Jumlah Transaksi Bursa Total Exchange Transaction	Ribuan kali Thousand times	319.821,16	163.937,98	114.857,10
	<b>Intensitas Total Energi</b> Total Energy Intensity	Gj/Transaksi Gj/Transaction	0,02	0,04	0,07

\* Data disajikan kembali

\* Data is restated

## Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan (F.7)

Upaya pengendalian terhadap konsumsi energi listrik terus dilakukan, salah satunya BEI menerapkan kebijakan terkait penggunaan ruangan dan pemasangan *Light Emitting Diode* (LED) pada sistem pencahayaan. Namun pada tahun 2021, penggunaan energi listrik dan BBM terdapat sedikit peningkatan dibandingkan tahun sebelumnya, yang utamanya dipengaruhi oleh mulai diterapkannya aktivitas *Hybrid-Working-Arrangement*. Kebijakan ini diterapkan, mengingat pandemi COVID-19 mulai berangsur terkendali. Dampak atas kebijakan tersebut, membuat karyawan BEI khususnya di tingkat Direksi dan Kepala Divisi mulai melakukan *Work from Office* (WFO) kembali, namun lebih dari 50% karyawan BEI lainnya masih melakukan WFH selama pandemi.

Kegiatan tersebut sebagai bagian dari program sosial terkait meliputi pengelolaan sampah; *monitoring mangrove* dari hasil penanaman tahun 2019 oleh komisaris, direksi, dan seluruh karyawan BEI sebagai rangkaian kegiatan *team building* dalam upaya konservasi keanekaragaman hayati; serta bantuan kepada pekerja pengelola sampah. Secara lengkap, kegiatan ini disajikan dalam tabel berikut:

**Tabel Penambahan (Pengurangan) Energi [GRI 302-4]**  
Table of Energy Increase (Decrease) [GRI 302-4]

No	Sumber Energi Source of Energy	Satuan Unit	2021	2020	2019
1	BBM (Premium) Gasoline (Premium)	Liter	1.308,07	(10.649,34)	(9.799,60)
2	Listrik Electricity	kWh	2.324,30	(204.857,80)	(14.612,41)

## PENGELOLAAN KONSUMSI AIR (F.8)

Kebutuhan air digunakan oleh Perseroan untuk mendukung kelancaran operasional perkantoran. Konsumsi air di BEI terbatas untuk kegiatan di dalam kantor seperti cuci umum dan pembilas toilet. Perseroan tetap berupaya menghemat jumlah konsumsi air, menggunakan keran yang dapat membatasi konsumsi air dan pemasangan stiker serta *banner* berisi imbauan untuk menghemat air. BEI bekerja sama dengan Perusahaan Daerah Air Minum (PDAM) sebagai pemasok air. Adapun gambaran penggunaan air di BEI adalah sebagai berikut:

## Achievement of Energy Efficiency and Use of Renewable Energy (F.7)

IDX continues to make various efforts to maintain the consumption of electrical energy by implementing policies related to the use of rooms and the installation of Light Emitting Diodes (LEDs) in the lighting system. However, in 2021, the use of electrical energy and fuel oil increased slightly compared to the previous year, which was mainly influenced by the implementation of Hybrid-Working-Arrangement activities. The implementation of this policy was due to COVID-19 pandemic that is gradually contained. This policy allows IDX employees, especially at the level of Directors and Division Heads, to Work from Office (WFO) again, but more than 50% of other IDX employees were still working from home during the pandemic.

The activity is part of related social programs, that include waste management; monitoring mangrove that was planted in 2019 by the Board of Commissioners, the Board of Directors, and all employees of IDX as a series of team building activities to conserve biodiversity; and assistance to waste management staff. The more detailed information on the activity is presented in the following table:

## WATER CONSUMPTION MANAGEMENT (F.8)

Water is required to support the Company's smooth operational activities. Thus, we have limited water consumption for in-office activities, such as general washing and toilet flushing. IDX continuously seeks to save the amount of water consumption, using faucets that can limit water consumption and dissemination of stickers and banners on water saving appeal. IDX has collaborated with the local water company, PDAM, to supply water. The information on use of water at IDX is presented in the following table:



**Tabel Konsumsi Air**

Table of Water Consumption

No	Sumber Source	Satuan Unit	2021	2020	2019
1	PDAM Regional Water Company	m <sup>3</sup>	582	980	2.548
		Liter	582.000	980.000	2.548.000
2	Penghematan Air Water Efficiency	m <sup>3</sup>	398	1.568	449
		Liter	398.000	1.568.000	449.000

**KEANEKARAGAMAN HAYATI (F.4)(F.9)(F.10)**

Kegiatan usaha Perseroan di bidang pasar modal berupa penyelenggaraan layanan pencatatan, perdagangan efek dan keanggotaan bursa, tidak memberikan dampak negatif terhadap lingkungan termasuk keberadaan kantor terhadap daerah konservasi. Sementara itu, BEI menjalankan praktik operasional perusahaan yang ramah lingkungan dan kepedulian terhadap lingkungan yang diwujudkan melalui program peningkatan kualitas lingkungan hidup dan pelestarian tumbuhan. Selama tahun 2021, Perseroan bekerja sama dengan SRO telah mengeluarkan dana peningkatan kualitas lingkungan hidup sebesar Rp108,23 juta.

Kegiatan tersebut sebagai bagian dari program sosial terkait meliputi pengelolaan sampah, *monitoring* lokasi penanaman mangrove sebagai upaya konservasi keanekaragaman hayati dan bantuan kepada pekerja pengelola sampah. Secara lengkap, kegiatan ini disajikan dalam tabel berikut:

**Tabel Kegiatan Lingkungan Hidup**

Table of Environment Preservation Activity

Program Program	Detail Kegiatan Detail of Activity	Waktu Time	Lokasi Location	Nilai Value (Rp)
Pengelolaan Sampah Yayasan Bumi Sasmaya Waste Management by Bumi Sasmaya Foundation	Pengelolaan Sampah Yayasan Bumi Sasmaya Waste Management by Bumi Sasmaya Foundation	30 Juni 2021 June 30, 2021	Bali	100.000.000
Kegiatan <i>monitoring mangrove conservation</i> di Bali Mangrove conservation monitoring activity in Bali	<i>Monitoring</i> lokasi penanaman <i>mangrove</i> di Tanjung Benoa Bali Monitoring the location of mangrove planting in Tanjung Benoa Bali	9 Juni 2021 June 9, 2021	Bali	593.500
Donasi sepatu pelindung untuk pekerja pengolahan sampah Bumi Sasmaya Safety shoes donation for Bumi Sasmaya waste processing workers	Donasi sepatu pelindung diberikan kepada 45 petugas pengolahan sampah Desa Pejeng Kab. Gianyar, Prov. Bali Safety shoes donations were given to 45 officers of Pejeng village waste management, Kab. Gianyar, Prov. Bali	24 Desember 2021 December 24, 2021	Bali	7.636.000
<b>JUMLAH</b> TOTAL				<b>108.229.500</b>

**BIODIVERSITY (F.4)(F.9)(F.10)**

The Company's business activities in the capital market sector, such as listing services, securities trading and stock exchange membership, and its office building do not have a negative impact on the environment. IDX is committed to implementing environmentally friendly operational practices, which is realized through programs to improve the quality of the environment and preserve vegetation. During 2021, the Company has cooperated with the SRO to allocate Rp108.23 million to improve the quality of environment.

The activity is also part of related social programs, including waste management, mangrove conservation area monitoring to conserve biodiversity, and assistance for waste management workers. The detailed information on the activity is presented in the following table:

## PENGELUARAN EMISI GRK (F.11)(F.12)

Pendekatan yang dilakukan dalam mendukung program pengurangan emisi gas rumah kaca (GRK) CO<sub>2</sub> adalah dengan mengelola penggunaan sumber energi, baik BBM maupun listrik. Oleh karena listrik dihasilkan dari pembangkit listrik yang menggunakan bahan bakar, baik berupa minyak diesel, batubara maupun gas, sehingga mengurangi pemakaian listrik berarti mengurangi emisi GRK.

Jumlah dan intensitas emisi GRK yang dihasilkan dari operasi Perseroan berasal dari pemakaian BBM (cakupan 1), pemakaian listrik (cakupan 2) dan perjalanan dinas menggunakan pesawat terbang (cakupan 3). Perkiraan emisi GRK yang dihasilkan oleh Perseroan disajikan dalam tabel-tabel berikut:

**Tabel Jumlah Emisi GRK Cakupan 1 (BBM)**

Table of Total Scope 1 GHG Emission (Gasoline)

Sumber Source	Satuan Unit	2021	2020	2019*
Energi BBM Premium Gasoline (Premium) Energy	liter	13.885,36	12.577,29	23.226,63
Emisi GRK cakupan 1** Scope 1 GHG Emission**	Kg CO <sub>2</sub> eq	36.102	32.701*	60.389*

\* Data disajikan kembali

\*\* Pedoman teknis penghitungan baseline emisi GRK sektor berbasis energi, Bappenas, 2014.

\* Data is restated

\*\* Technical guideline for calculating GHG emission baseline for energy-based sectors, Bappenas, 2014.

**Tabel Jumlah Emisi GRK Cakupan 2 (Listrik)**

Table of Total Scope 2 GHG Emission (Electricity)

Sumber Source	Satuan Unit	2021	2020	2019*
Energi Listrik Electricity	kWh	1.839.691,10	1.837.366,80	2.042.224,60
Emisi GRK cakupan 2** Scope 2 GHG Emission**	Kg CO <sub>2</sub> eq	1.718.271	1.716.101*	1.907.438*

\* Data disajikan kembali

\*\* Dirjen EBTKE Kementrian ESDM, Average grid emission factor untuk Indonesia 2017 = 0,934 kg CO<sub>2</sub> eq/kWh

\* Data is restated

\*\* Director General of EBTKE Ministry of Energy and Mineral Resources, Average grid emission factor for Indonesia 2017 = 0.934 kg CO<sub>2</sub> eq/kWh

## GHG EMISSIONS EXPENDITURES (F.11)(F.12)

IDX consistently manages the use of energy, both fuel and electricity, to support the CO<sub>2</sub> greenhouse gas (GHG) emission reduction program. The electricity generator that uses various types of fuels, such as diesel, coal, and gas, produces a more environmentally friendly electricity that reduce GHG emission.

The amount and intensity of GHG emissions resulting from the Company's operations comes from the use of fuel (scope 1), electricity consumption (scope 2) and business trips using airplanes (scope 3). The estimated GHG emissions produced by the Company are presented in the following tables:

**Tabel Jumlah Emisi GRK Cakupan 3 (Perjalanan Dinas via Pesawat) Tahun 2021**

Table of Total Scope 3 GHG Emissions (Service Travel via Airplane) in 2021

Perjalanan Trip	Asal Departure	Tujuan Arrival	Keterangan Description Penumpang (orang) Passenger (person)	Kelas Class	Emisi* (Penumpang Kg CO <sub>2</sub> /trip) Emission* (Passenger Kg CO <sub>2</sub> /trip)
Trip 1	Jakarta	Surabaya	3	Ekonomi Economic	215,40
Trip 2	Jakarta	Semarang	2	Bisnis Business	104,40
Trip 3	Jakarta	Semarang	4	Bisnis Business	208,80
Trip 4	Jakarta	Surabaya	4	Ekonomi Economic	287,20
Trip 5	Jakarta	Surabaya	3	Ekonomi Economic	215,40
Trip 6	Jakarta	Surabaya	2	Ekonomi Economic	143,60
Trip 7	Jakarta	Surabaya	2	Ekonomi Economic	143,60
Trip 8	Jakarta	Surabaya	3	Ekonomi Economic	215,40
Trip 9	Surabaya	Kupang	1	Ekonomi Economic	107,60
Trip 10	Kupang	Labuan Bajo	1	Ekonomi Economic	38,30
Trip 11	Jakarta	Surabaya	10	Bisnis dan Ekonomi Business and Economic	717,90
Trip 12	Jakarta	Yogyakarta	4	Bisnis dan Ekonomi Business and Economic	205,30
Trip 13	Jakarta	Yogyakarta	1	Ekonomi Economic	51,30
Trip 14	Kupang	Ende	1	Ekonomi Economic	26,10
Trip 15	Jakarta	Denpasar	14	Bisnis dan Ekonomi Business and Economic	1.267,30
Trip 16	Jakarta	Surabaya	4	Bisnis dan Ekonomi Business and Economic	287,20
Trip 17	Jakarta	Pekanbaru	1	Bisnis Business	87,20
Trip 18	Jakarta	Denpasar	1	Ekonomi Economic	90,50

Tabel Jumlah Emisi GRK Cakupan 3 (Perjalanan Dinas via Pesawat) Tahun 2021

Table of Total Scope 3 GHG Emissions (Service Travel via Airplane) in 2021

Perjalanan Trip	Asal Departure	Tujuan Arrival	Keterangan Description Penumpang (orang) Passenger (person)	Kelas Class	Emisi* (Penumpang Kg CO <sub>2</sub> /trip) Emission* (Passenger Kg CO <sub>2</sub> /trip)
Trip 19	Jakarta	Denpasar	2	Ekonomi Economic	181,00
Trip 20	Jakarta	Denpasar	3	Ekonomi Economic	271,60
Trip 21	Jakarta	Kisaran Sumut	2	Bisnis dan Ekonomi Business and Economic	230,70
Trip 22	Jakarta	Istambul	2	Bisnis dan Ekonomi Business and Economic	824,10
Trip 23	Jakarta	Surabaya	5	Ekonomi Economic	359,00
Trip 24	Jakarta	Palembang	2	Bisnis dan Ekonomi Business and Economic	101,00
Trip 25	Jakarta	Lampung	2	Bisnis dan Ekonomi Business and Economic	63,30
Trip 26	Jakarta	Surabaya	3	Ekonomi Economic	215,40
Trip 27	Jakarta	Surabaya	6	Ekonomi Economic	430,70
<b>Total</b>					<b>7.089,30</b>

\* ICAO Calculator (<https://applications.icao.int/icec>)

Nilai intensitas emisi merupakan ukuran jumlah energi yang digunakan dibandingkan dengan jumlah produksi perusahaan. Nilai intensitas emisi yang dihasilkan Perseroan diukur berdasarkan jumlah emisi yang bersumber dari pemakaian BBM (Premiun) dan listrik serta perjalanan dinas menggunakan pesawat terbang, dibandingkan dengan jumlah produksi berupa kinerja operasional atas transaksi bursa. Pada tahun 2021, intensitas emisi yang digunakan sebesar 5,51 kg CO<sub>2</sub> eq/transaksi, lebih rendah dibandingkan intensitas emisi pada tahun sebelumnya.

The emission intensity value is a measure of the amount of energy used compared to the company's total production. The value of emission intensity generated by the Company is measured based on the amount of emissions resulted from the use of gasoline (premium) and electricity as well as business trips using airplanes, compared to the amount of production in the form of operational performance on stock exchange transactions. In 2021, the emission intensity used was 5.51 kg CO<sub>2</sub> eq/transaction, lower than the emission intensity in the previous year.



**Tabel Intensitas Emisi GRK**

Table of GHG Emission Intensity

Sumber Emisi GRK GHG Emission Source	Satuan Unit	2021	2020	2019
<b>Cakupan 1 (BBM)</b> Scope 1 (Gasoline)	Kg CO <sub>2</sub> eq	36.101,94	32.700,95	60.389,24
<b>Cakupan 2 (listrik)</b> Scope 2 (electricity)	Kg CO <sub>2</sub> eq	1.718.271,49	1.716.100,59	1.907.437,78
<b>Cakupan 3 (Perjalanan dinas)*</b> Scope 3 (Business trip)*	Kg CO <sub>2</sub> eq	7.03089	-	-
<b>Total Emisi GRK</b> Total GHG Emission	Kg CO <sub>2</sub> eq	1.761.462,72	1.748.802	1.967.827
<b>Jumlah Transaksi Bursa</b> Total Exchange Transaction	Ribuan kali Thousand times	319.821,16	163.937,98	114.857,10
<b>Intensitas Emisi GRK</b> GHG Emission Intensity	Kg CO <sub>2</sub> eq/Transaksi Kg CO <sub>2</sub> eq/Transaction	5,51	10,67	17,13

\*) Penghitungan dilakukan mulai tahun 2021 | Calculation began in 2021

### Upaya dan Pencapaian Pengurangan Emisi

Upaya lain pengurangan emisi dilakukan Perseroan dengan upaya penurunan atau penghematan pemakaian energi baik penggunaan energi bahan bakar minyak maupun energi listrik. Dalam hal ini, keberhasilan efisiensi energi otomatis akan berdampak pada pengurangan emisi yang dihasilkan Perseroan. Upaya yang lain, Perseroan mengganti refrigeran mesin pengatur udara (AC) dengan bahan yang lebih ramah lingkungan sebagai pengganti freon berbahan *chlorofluorocarbon* (CFC), serta penggunaan halon yang lebih ramah lingkungan untuk alat pemadam api ringan (APAR).

Selain itu, upaya mengurangi emisi (cakupan 1) dari kendaraan yang menggunakan jalan tol, Perseroan menggunakan jenis kendaraan operasional yang hemat BBM.

### PENGELOLAAN LIMBAH (F.13)(F.14)(F.15)

Kegiatan penyediaan sarana perdagangan efek umumnya menghasilkan limbah padat. Beberapa dari limbah padat tersebut merupakan jenis limbah yang termasuk ke dalam kelompok limbah non bahan berbahaya dan beracun (B3) seperti kertas bekas.

BEI mengelola limbah-limbah tersebut melalui kerja sama dengan perusahaan pengelola limbah bersertifikat dan independen. BEI melalui Divisi Umum menyediakan tempat penampungan sementara limbah-limbah tersebut, sebelum diambil dan dikelola oleh pihak ketiga yaitu perusahaan

### Emission Reduction Initiative and Achievement

The Company strives to consistently reduce the amount of emissions produced by reducing the amount of fuel and electricity consumption. In this case, the successful energy efficiency efforts will have an impact on reducing emissions produced by the Company. In addition, the Company replaced the refrigerant for air conditioning machines (AC) with materials that are more environmentally friendly, namely freon made from chlorofluorocarbons (CFCs), and used halon as a component of lighter fire extinguishers (APAR) which is more environmentally friendly.

In addition, to reduce emissions (coverage 1) from vehicles using toll roads, the Company uses types of operational vehicles that are fuel efficient.

### WASTE MANAGEMENT (F.13)(F.14)(F.15)

The activity of providing securities trading facilities generally produces solid waste. Some of these solid wastes, including used paper, are classified into non-hazardous and toxic waste (B3).

IDX has joined up with certified and independent waste management to manage this waste. Through its General Affairs General Affair Division, IDX provides a temporary shelter for this waste, before being collected and managed by a third party, a waste management company on a regular basis.

pengelola limbah secara berkala. Selama periode pelaporan tidak terdapat insiden tumpahan minyak, bahan bakar, limbah baik B3 maupun non B3, tumpahan bahan kimia, dan sejenisnya.

During the reporting period, the Company did not receive complaints regarding incidents of oil spills, fuel, hazardous and non-hazardous waste, chemical spills, and so on.

**Tabel Limbah Padat (Limbah B3 dan Non B3)**

Table of Solid Waste (Hazardous and Non-Hazardous Waste)

Pengungkapan Disclosure	Satuan Unit	2021	2020	2019
<b>Total berat limbah B3 yang dihasilkan</b> Total hazardous waste produced	<b>kg</b>	<b>nihil</b>	<b>nihil</b>	<b>nihil</b>
<b>Total berat limbah non B3 yang dihasilkan</b> Total non-hazardous waste produced				
<b>Organik (Basah)</b> Organic (Wet)	<b>Kantong (60 cm x 100 cm) Bag (60 cm x 100 cm)</b>	<b>1.011</b>	<b>281</b>	<b>3.086</b>
	<b>kg*</b>	<b>20.220</b>	<b>5.620</b>	<b>61.720</b>
<b>Anorganik (Kertas)</b> Inorganic (Paper)	<b>Kantong (60 cm x 100 cm) Bag (60 cm x 100 cm)</b>	<b>526</b>	<b>873</b>	<b>5.167</b>
	<b>kg*</b>	<b>10.520</b>	<b>17.460</b>	<b>103.340</b>

\* 1 kantong (60 cm x 100 cm) = 20 kg

\* 1 bag (60 cm x 100 cm) = 20 kg

**Tabel Efluen (Air Buangan)**

Table of Effluent (Waste Water)

Pengungkapan Disclosure	Satuan Unit	2021	2020	2019
<b>Total volume air yang dibuang</b> Total waste water volume	<b>m<sup>3</sup></b>	<b>582</b>	<b>980</b>	<b>2.548</b>
<b>Persentase air yang didaur ulang *</b> Percentage of recycled water	<b>%</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Perseroan tidak melakukan proses daur ulang air

\* The Company did not carry out water recycle

## PENGADUAN TERKAIT DAMPAK LINGKUNGAN (F.16)

Selama periode pelaporan tidak ada pengaduan terhadap BEI yang berkaitan dengan dampak lingkungan. Juga tidak ada ketidakpatuhan terhadap undang-undang dan peraturan tentang lingkungan. Selain itu juga tidak ada keluhan pada periode sebelumnya yang dibawa ke tahun 2021 yang belum terselesaikan pada tahun pelaporan.

## COMPLAINTS RELATED TO ENVIRONMENTAL IMPACTS (F.16)

During the reporting period, IDX did not receive any complaints related to environmental impacts and non-compliance with environmental laws and regulations. In addition, the Company has no complaints in the previous period that have not been resolved in the 2021 reporting year.

# Kinerja Keberlanjutan - Sosial

## Sustainability Performance – Social

### KETENAGAKERJAAN

Kualitas dan profesionalisme karyawan memiliki pengaruh besar pada pencapaian kinerja Perseroan. Oleh karena itu, sumber daya manusia menjadi perhatian dan topik penting bagi Perseroan untuk diungkapkan dalam Laporan Keberlanjutan. Hal ini juga sejalan dengan komitmen Perseroan untuk membangun Bursa Efek yang inklusif, berdaya saing dan mempromosikan tata kelola untuk terus tumbuh secara stabil dan berkelanjutan. Untuk mendukungnya, Perseroan berkomitmen untuk terus meningkatkan kompetensi sumber daya manusia (SDM). [GRI 103-1]

Pengelolaan SDM mencakup rekrutmen, peningkatan kompetensi, penilaian kinerja, remunerasi karyawan, pengembangan organisasi dan lainnya. Hal tersebut dikelola oleh Divisi Sumber Daya Manusia dan bertanggung jawab kepada Direktur Keuangan dan SDM. Perseroan telah menetapkan kebijakan-kebijakan kepegawaian/ketenagakerjaan sesuai dengan peraturan perundang-undangan untuk memberikan kenyamanan bekerja bagi karyawan dalam melaksanakan tugas dan tanggung jawabnya. Perseroan juga memperhatikan aspek keselamatan dan kesehatan kerja bagi karyawannya. [GRI 103-2]

Dalam pengelolaan SDM, Perseroan senantiasa melakukan evaluasi terhadap pencapaian target-target pengembangan SDM secara rutin baik bulanan, triwulanan, semesteran maupun tahunan. Hal ini penting untuk memastikan kualitas SDM sejalan dengan proses pemenuhan kompetensi yang diharapkan dalam pencapaian kinerja Perseroan. [GRI 103-3]

#### Kesetaraan Kesempatan Kerja (F.18) [GRI 405-1][GRI 405-2]

Pada prinsipnya, BEI tidak melakukan diskriminasi berdasarkan jenis kelamin, agama, suku dan ras dalam hal manajemen sumber daya manusia. Prinsip ini dilaksanakan mulai dari proses rekrutmen, pengembangan karir hingga pensiun karyawan yang telah diatur dalam Pedoman Perilaku Karyawan. Komitmen tersebut merupakan wujud Perseroan dalam menciptakan keberagaman khususnya keberagaman jenis kelamin di Perseroan. Direktur KSU dan Divisi SDM bertanggung jawab sebagai inisiator dalam program “gender equality” di BEI.

Pada tahun 2021, Perseroan melaksanakan *Gender Bias Awareness Training* kepada seluruh karyawan yang terbagi menjadi 6 batch.

### EMPLOYMENT

The quality and professionalism of employees have a major influence on the achievement of the Company's performance. Therefore, the Company considers human resources as one of the most important focus and topic to be disclosed in the Sustainability Report. This is also in line with the Company's commitment to establishing an inclusive, competitive Stock Exchange and promoting good governance to consistently grow a stable and sustainable performance. To support this initiative, the Company is committed to continuously improving the competence of its human resources (HR). [GRI 103-1]

HR management includes recruitment, competency improvement, performance appraisal, employee remuneration, organizational development and others. It is managed by the Human Resources Division and is responsible to the Director of Finance and HR. The Company has established employment policies in accordance with the prevailing laws and regulations to provide working comfort for employees in carrying out their duties and responsibilities. In addition, the company also pay attention to occupational safety and health of its employees. [GRI 103-2]

In HR management, the Company always evaluates the achievement of HR development targets on a monthly, quarterly, semi-annual and annual basis. We see that the HR management is crucial to ensure the quality of HR that is in line with the process of fulfilling the competencies expected in achieving the Company's performance. [GRI 103-3]

#### Equal Work Opportunity (F.18)[GRI 405-1] [GRI 405-2]

We uphold the principle of eliminating discrimination based on gender, religion, ethnicity and race in the human resource management. This principle is implemented in recruitment process, career development, and employee retirement which has been regulated in the Employee Code of Conduct. It is manifestation of the Company's commitment to creating diversity, especially gender diversity in the Company. The KSU Director and the HR Division are responsible for initiating the “gender equality” program at the IDX.

In 2021, the Company conducted Gender Bias Awareness Training for all employees, which is divided into 6 batches.

Untuk pencapaian tujuan pembangunan berkelanjutan dalam hal kesetaraan gender (SDG #5), BEI mendukung kampanye kesetaraan gender, mendorong dan menghargai partisipasi aktif semua perempuan Indonesia dalam perekonomian. Penegasan ini diberikan pada tanggal 8 Maret 2020, ketika BEI bersama-sama 81 bursa efek lainnya dari seluruh dunia memperingati Hari Perempuan Internasional.

BEI turut serta dalam kampanye kesetaraan gender sejak tahun 2019 dengan menyelenggarakan acara seremoni "*Ring the Bell for Gender Equality*", bekerjasama dengan *International Finance Corporation (IFC)*, *Sustainable Stock Exchanges (SSE)*, *UN Global Compact*, *UN Women*, dan *World Federation of Exchanges (WFE)*. Namun mempertimbangkan situasi pandemi COVID-19 serta mengikuti arahan Pemerintah Indonesia dan Otoritas Jasa Keuangan (OJK) terkait pengendalian dan pencegahan penyebaran COVID-19, maka BEI mengadakan peringatan Hari Perempuan Internasional dan "*Ring the Bell for Gender Equality 2020*" dengan cara yang sederhana bersama dengan para karyawan perempuan BEI.

Sebuah langkah penting untuk pencapaian tujuan kesetaraan gender yang diambil BEI di tahun 2020 adalah bergabungnya BEI dengan Indonesia Business Coalition for Women Empowerment (IBCWE) pada tanggal 8 Juli 2020. IBCWE sejak saat itu menjadi partner utama BEI dalam pelaksanaan berbagai hal terkait kesetaraan gender.

BEI juga menunjukkan dukungan atas partisipasi perempuan dalam Perusahaan melalui kebijakan-kebijakan dan program-program yang mempromosikan kesetaraan gender. Kebijakan-kebijakan yang mendukung kesetaraan gender tersebut tertuang dalam Pedoman Perilaku Karyawan, Kebijakan Karir dan Promosi, *Work from Home (WFH) Policy & New Normal Protocol*, *Maternity & Paternity leave*, serta *Whistle Blowing System*. Dukungan BEI terhadap kesetaraan gender juga diwujudkan dengan menyediakan fasilitas konsultasi dengan psikolog (*Employee Assistance Program*) dan dengan tenaga ahli (*coaching program*) untuk membantu karyawan mengatasi berbagai problem dalam keluarga dan karir, termasuk kekerasan dalam rumah tangga, pelecehan seksual, pengasuhan anak, dan lain-lain; fasilitas *financial clinic* untuk membantu karyawan mengatasi masalah keuangan; serta fasilitas *day care center* dan *lactation room* yang memungkinkan karyawan perempuan BEI untuk menyeimbangkan peran gandanya terkait pekerjaan dan keluarga dengan lebih baik.

Selain hal di atas, BEI juga mengadakan pelatihan-pelatihan yang antara lain bertujuan untuk meningkatkan keahlian dan kesempatan pengembangan karir karyawan perempuannya. Sekitar 41% dari total karyawan di BEI adalah perempuan dan sekitar 32% dari total posisi *senior managers* di BEI diisi oleh perempuan.

To achieve the sustainable development goals in gender equality (SDG #5), IDX supports gender equality campaigns, encouragements and rewards active participation of all Indonesian women in the economy. This initiative was reiterated on March 8, 2020, when IDX and 81 other stock exchanges from around the world commemorated International Women's Day.

IDX has participated in the gender equality campaign since 2019 by conducting the "*Ring the Bell for Gender Equality*" ceremony, in collaboration with the International Finance Corporation (IFC), Sustainable Stock Exchanges (SSE), the UN Global Compact, UN Women, and the World Federation of Exchanges (WFE). However, considering of COVID-19 pandemic and the direction of the Government of Indonesia and the Financial Services Authority (OJK) on controlling and containing the spread of COVID-19, IDX held a commemoration of International Women's Day and "*Ring the Bell for Gender Equality 2020*" in a low key ceremony with all IDX's female employees.

An important step towards achieving the gender equality goal taken by IDX 2020 was IDX's joining the Indonesia Business Coalition for Women Empowerment (IBCWE) on July 8, 2020. Since IBCWE has been the main partner of IDX in implementing various issues related to gender equality.

IDX also supports women's participation in the Company through policies and programs that promote gender equality. The gender equality policies are contained in the Employee Code of Conduct, Career and Promotion Policy, Work from Home (WFH) Policy & New Normal Protocol, Maternity & Paternity leave, and the Whistleblowing System. Our support for gender equality is actualized by providing consultation facilities with psychologists (Employee Assistance Program) and experts (coaching program) to help employees overcome various family and career problems, including domestic violence, sexual harassment, child care, financial clinic facilities to help employees overcome financial problems; as well as day care center and lactation room facilities allowing IDX female employees to balance their professional and family roles.

In addition, IDX also conducts various training that aim to improve the skills and career development opportunities of its female employees. 41% of the total IDX employee are women and about 32% of the total senior manager position in IDX are occupied by women.



Sebagai bentuk nyata dukungan BEI terhadap kesetaraan gender dan pemberdayaan perempuan, BEI mengikuti Gender Equality Assessment Results & Strategies (GEARS), sebuah *pilot project* yang diprakarsai oleh IBCWE. GEARS bertujuan untuk mengevaluasi praktik-praktik baik terkait kesetaraan gender yang telah dilaksanakan di BEI, mengidentifikasi area pengembangan serta menentukan rencana aksi ke depannya untuk mengatasi *gaps* dalam praktik kesetaraan gender di BEI. Hasil dari GEARS tersebut menunjukkan bahwa komposisi gender adalah 44%-56% wanita/pria, dimana komposisi yang ideal adalah 40%-60%. Secara keseluruhan, BEI mendapat nilai yang cukup baik dalam hal proporsi karyawan perempuan, implementasi *flexible working* terutama dalam kondisi pandemi, pengembangan talenta, dan *payment gap*.

Tidak hanya di internal perusahaan, BEI juga mendukung kemajuan perempuan-perempuan Indonesia melalui berbagai program sosialisasi dan pendidikan keuangan untuk masyarakat, khususnya dalam bidang Pasar Modal. Program-program ini bertujuan antara lain untuk meningkatkan kesadaran dan kemampuan perempuan Indonesia untuk lebih mandiri secara finansial dan meningkatkan kesejahteraan keluarga melalui investasi yang aman.

IDX's commitment towards the gender equality and women empowerment is manifested through its participation in Gender Equality Assessment Results & Strategies (GEARS), a pilot project initiated by IBCWE. GEARS aims to evaluate good practices related to gender equality that have been implemented in IDX, identify development areas, and determine future action plans to address disparity in gender equality practices at IDX. The result of GEARS demonstrates that the gender composition ranges from 44% to 56% of female/male, while the ideal composition is 40%-60%. Overall, IDX managed to obtain satisfactory score in terms of proportion of female employees, implementation of flexible working especially during the pandemic, talent development, and payment gap.

IDX also supports the advancement of Indonesian women through various socialization programs and financial education for the public, especially in the Capital Market sector. These programs aim to increase the awareness and ability of Indonesian women to be more financially independent and improve family welfare through safe investments.

**Tabel Keberagaman Dewan Komisaris dan Direksi Berdasarkan Jenis Kelamin [GRI 405-1]**

Table of Diversity of Board of Commissioners and Directors Based on Gender [GRI 405-1]

Bagan Tata Kelola Governance Chart	2021		2020		2019	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Dewan Komisaris Board of Commissioners	5	0	4	1	4	1
Direksi Board of Directors	6	1	6	1	6	1
Jumlah Total	11	1	10	2	10	2

**Tabel Keberagaman Bagan Tata Kelola Berdasarkan Jabatan, Usia dan Jenis Kelamin [GRI 405-1]**

Table of Diversity of Board of Commissioners and Directors Based on Gender [GRI 405-1]

Rentang Usia (Orang) Age Range (Person)	2021		2020		2019	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Dewan Komisaris dan Direksi Board of Commissioners and Directors	11	1	11	1	10	2
< 30 tahun <30 years old	0	0	0	0	0	0
30-40 tahun 30-40 years old	0	0	0	0	0	0
> 40 tahun >40 years old	11	1	11	1	10	2

Rentang Usia (Orang) Age Range (Person)	2021		2020		2019	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
<b>Kepala Divisi, Kepala Unit, Kepala Kantor</b> Head of Division, Head of Unit, Head of Representative Office	<b>94</b>	<b>46</b>	<b>88</b>	<b>43</b>	<b>88</b>	<b>44</b>
< 30 tahun <30 years old	2	1	0	2	0	3
30-40 tahun 30-40 years old	56	21	51	19	53	17
> 40 tahun >40 years old	36	24	37	22	35	24
<b>Advisor, Expert, Specialist, Staff, Non Staff</b>	<b>246</b>	<b>200</b>	<b>245</b>	<b>196</b>	<b>245</b>	<b>196</b>
< 30 tahun <30 years old	90	93	91	98	100	108
30-40 tahun 30-40 years old	107	82	95	72	82	63
> 40 tahun >40 years old	49	25	59	26	63	25
<b>Jumlah</b> Total	<b>351</b>	<b>247</b>	<b>344</b>	<b>240</b>	<b>343</b>	<b>242</b>

Tabel Keberagaman Bagan Tata Kelola Berdasarkan Status, Usia dan Jenis Kelamin [GRI 405-1]

Table of Diversity of Governance Chart Based on Status, Age, and Gender [GRI 405-1]

Rentang Usia (Orang) Age Range (Person)	2021		2020		2019	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
<b>Karyawan Tetap</b> Permanent Employee	<b>314</b>	<b>224</b>	<b>320</b>	<b>213</b>	<b>300</b>	<b>191</b>
< 30 tahun <30 years old	69	77	80	80	75	69
30-40 tahun 30-40 years old	162	98	146	87	133	76
> 40 tahun >40 years old	83	49	94	46	92	46
<b>Karyawan Kontrak</b> Contract Employee	<b>26</b>	<b>22</b>	<b>13</b>	<b>26</b>	<b>33</b>	<b>49</b>
< 30 tahun <30 years old	1	17	11	20	25	42
30-40 tahun 30-40 years old	23	5	0	4	2	4
> 40 tahun >40 years old	2	0	2	2	6	3
<b>Jumlah</b> Total	<b>340</b>	<b>246</b>	<b>333</b>	<b>239</b>	<b>333</b>	<b>240</b>

### Tenaga Kerja Anak dan Tenaga Kerja Paksa (F.19)

BEI tunduk dan patuh terhadap Undang-Undang No.13 Tahun 2003 tentang Ketenagakerjaan berkaitan usia minimal karyawan adalah 18 tahun. Sementara, jam kerja yang berlaku adalah 8 (delapan) jam dalam 1 (satu) hari dan 40 (empat puluh) jam untuk 5 (lima) hari kerja dalam 1 (satu) minggu, sesuai dengan pasal 77 Undang-Undang No. 13 tahun 2003 tentang Ketenagakerjaan. Dengan menerapkan kebijakan tersebut, maka selama tahun pelaporan, tidak terdapat temuan kasus pekerja anak dan kerja paksa di Perseroan.

### Upah Minimum Regional (F.20) [GRI 405-2]

BEI tunduk dan patuh terhadap seluruh aturan yang berlaku berkaitan dengan remunerasi karyawan. Untuk memastikan tidak adanya pelanggaran, pengawasan terhadap hal tersebut dilakukan oleh Direktur Keuangan dan SDM di bawah supervisi Komite Remunerasi.

Perseroan juga berpegang pada aturan pemerintah terkait Upah Minimum Propinsi (UMP)/ Upah Minimum Regional (UMR), dengan kebijakan gaji karyawan, baik laki-laki dan perempuan, dalam posisi terendah berada diatas UMP/UMR. Disamping itu, setiap tahun BEI melakukan *review* gaji karyawan dengan mempertimbangkan upah minimum regional yang ditetapkan pemerintah, inflasi, dan kondisi keuangan perusahaan. Lebih lanjut, BEI secara rutin mengikuti survey gaji dan melakukan *review* terhadap struktur gaji yang berlaku di Perseroan. Hal ini dilakukan untuk meningkatkan motivasi dan produktivitas karyawan serta menjaga daya saing BEI di *market*.

### Child Labor and Forced Labor (F.19)

IDX is subject to and complies with Law No. 13 of 2003 on the Employment related to the minimum age of employees that is not below 18 years old. Meanwhile, the applicable working hours are 8 (eight) hours in 1 (one) day and 40 (forty) hours for 5 (five) working days in 1 (one) week, in accordance with Article 77 of Law No. 13 of 2003 concerning Manpower. By implementing this policy, there were no findings of cases of child labor and forced labor in the Company during the reporting year.

### Regional Minimum Wage (F.20) [GRI 405-2]

IDX is subject to and complies with all applicable regulations related to employee remuneration. To ensure that there are no violations, the supervision is carried out by the Director of Finance and HR under the supervision of the Remuneration Committee.

The Company also adheres to government regulations regarding the Provincial Minimum Wage (UMP)/Regional Minimum Wage (UMR), where IDX stipulates a policy that the lowest salary for male and female IDX employees is above the UMP/UMR. In addition, IDX annually reviews employee salaries by taking into account the regional minimum wage set by the government, inflation, and the company's financial condition. Furthermore, IDX regularly participates in salary surveys and reviews the salary structure applicable in the Company. This is conducted to increase employee motivation and productivity as well as maintain IDX's competitiveness in the market.

#### Tabel Rasio Standar Upah Terendah Karyawan Tetap Dibandingkan dengan UMR

Table of Standard Ratio of Lowest Wage for Permanent Employees Compared to the Regional Minimum Wage

Lokasi Location	Rasio (%) Upah Terendah terhadap UMR* Ratio (%) of the Lowest Wage to Minimum Wage*	Lokasi Location	Rasio (%) Upah Terendah terhadap UMR* Ratio (%) of the Lowest Wage to Minimum Wage*	Lokasi Location	Rasio (%) Upah Terendah terhadap UMR* Ratio (%) of the Lowest Wage to Minimum Wage*
Ambon	246,41%	Jayapura	194,77%	Palembang	205,31%
Balikpapan	210,65%	Kendari	242,07%	Palu	223,77%
Banda Aceh	207,36%	Kupang	291,28%	Pangkal Pinang	258,90%
Bandung	179,77%	Lampung	232,94%	Pekanbaru	195,63%
Banjarmasin	200,92%	Makasar	237,84%	Pontianak	245,73%
Batam	165,82%	Manado	179,54%	Semarang	254,25%
Bengkulu	279,13%	Mataram	282,84%	Serang	156,87%
Denpasar	223,02%	Medan	206,79%	Solo	315,79%
Jakarta	103,27%	Padang	268,92%	Surabaya	144,01%
Jambi	234,89%	Palangkaraya	222,20%	Yogyakarta	238,22%

\* Rasio upah merupakan perbandingan dari upah terendah Karyawan di setiap kota dengan UMR yang ditetapkan oleh Pemerintah Daerah masing-masing.

\* Wage ratio is a comparison of the lowest wage for employees in each city with the minimum wage set by the respective Regional Government.

## Rasio Gaji Pokok dan Remunerasi Karyawan

BEI selalu memastikan adanya kesetaraan dalam penerapan kebijakan remunerasi karyawan laki-laki dan perempuan dengan perbandingan gaji satu banding satu (1:1). Selain itu, BEI menerapkan konsep 3P (*Pay for Position, Person/ Personal Competencies, Performance*) untuk menentukan remunerasi karyawan. BEI senantiasa berusaha memberikan remunerasi yang setara dan adil bagi karyawan baik laki-laki dan perempuan, tidak adanya kesenjangan upah dengan kepastian bahwa karyawan dengan pekerjaan yang sama mendapatkan upah yang sama.

Semua karyawan memiliki kesempatan yang sama untuk memperoleh remunerasi sesuai dengan posisi/ ruang lingkup tanggung jawabnya, personal kompetensi yang dimiliki, dan kinerja masing-masing. Untuk memastikan hal tersebut, BEI melakukan analisa rasio gaji pokok dan remunerasi antara karyawan perempuan dan laki-laki. Berdasarkan hasil analisa rasio gaji yang telah dilakukan, tidak terdapat perbedaan rasio gaji yang signifikan antara karyawan perempuan dan laki-laki di setiap level jabatan yang ada (mulai dari level Eksekutif/Direktur, Manajerial sampai level Staf/Pelaksana). Deviasi *ratio* berkisar antara 1-8 % di berbagai level lebih disebabkan karena adanya perbedaan kompetensi, kinerja, dan masa kerja karyawan.

## Ratio of Basic Salary and Employee Remuneration

IDX always ensures equality in the implementation of the remuneration policy for male and female employees with a salary ratio of one to one (1:1). In addition, IDX applies the concept of 3P (*Pay for Position, Person/Personal Competencies, Performance*) to determine employee remuneration. IDX always strives to provide equal and fair remuneration for both male and female employees. The Company ensures that there is no wage gap by ensuring that employees with the same job get the same pay.

All employees have the same opportunity to obtain remuneration in accordance to what's appropriate to position/ scope of responsibility, personal competence, and performance. IDX continues to ensure this policy by analyzing the ratio of basic salary and remuneration between female and male employees. Based on the results of the salary ratio analysis, there is no significant difference in the salary ratio between female and male employees at each level of the existing position (starting from the Executive/Directorate level, Managerial to Staff/Executor level). Deviation ratio ranges from 1-8% at various levels due to differences in competence, performance, and duration of service of employees.

### Tabel Rasio Gaji Pokok Dan Remunerasi berdasarkan Gender

Table of Ratio of Base Salaries and Remuneration based on Gender

Posisi Position	Pria Male	Wanita Female
<b>Manajerial Eksekutif – Direktur</b> Executive Manager – Director	<b>1,00</b>	<b>1,00</b>
<b>Kepala Divisi</b> Head of Division	<b>1,00</b>	<b>1,01</b>
<b>Kepala Unit</b> Head of Unit	<b>1,00</b>	<b>1,08</b>
<b>Kepala Kantor</b> Head of Representative Office	<b>1,05</b>	<b>1,00</b>
<b>Specialist/Expert/Advisor</b>	<b>1,00</b>	<b>1,04</b>
<b>Staf/Pelaksana</b> Staff/Executive	<b>1,08</b>	<b>1,00</b>

Catatan: rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki untuk setiap kategori karyawan

Note: main salary ratio and remuneration of female employees compared to male employees for each employee category

## Tunjangan dan Benefit Karyawan [GRI 401-2]

BEI memberikan tunjangan dan *benefit* berupa bonus/insentif selain remunerasi dalam bentuk *cash* untuk menarik *talent* dan mempertahankan karyawan potensial, Tunjangan dan *benefit* diberikan kepada karyawan tetap dan karyawan kontrak baik laki-laki maupun perempuan. Pemberian tunjangan dan *benefit* mempertimbangkan kinerja masing-masing karyawan sesuai dengan *key performance indicators* (KPI).

## Employee Benefits and Allowances [GRI 401-2]

IDX provides allowances and benefits in the form of bonuses/ incentives in addition to remuneration in the form of cash to attract talent and retain potential employees. Allowances and benefits are given to permanent employees and contract employees, both male and female. In providing the allowances and benefits, the Company considers the performance of each employee in accordance with *key performance indicators* (KPI).

Jenis tunjangan dan *benefit* yang diberikan pada kedua kelompok karyawan tersebut relatif sama. Untuk pengelolaan remunerasi yang lebih efektif dan efisien, remunerasi pensiun diberikan kepada karyawan tetap yang telah mencapai usia pensiun. Sementara karyawan kontrak akan memperoleh remunerasi pengakhiran kontrak sesuai dengan ketentuan yang berlaku.

The types of allowances and benefits provided to the two groups of employees are relatively the same. For a more effective and efficient remuneration management, pension remuneration is given to permanent employees who have reached retirement age. Meanwhile, contract employees will receive contract termination remuneration in accordance with applicable regulations.

**Tabel Remunerasi/Tunjangan Karyawan BEI Berdasarkan Status**

Table of Remuneration/Allowance of IDX Employee Based on Status

Jenis Tunjangan Type of Allowance	Karyawan Tetap Permanent Employee	Karyawan Tidak Tetap Temporary Employee
<b>Gaji dan Tunjangan Tetap</b> Fixed Salaries and Allowances	✓	✓
<b>Tunjangan Makan</b> Meal Allowance	✓	✓
<b>Asuransi Kesehatan (Rawat Inap)</b> Health Insurance (Inpatient)	✓	✓
<b>Fasilitas Rawat Jalan</b> Outpatient Facilities	✓	✓
<b>Fasilitas In House Clinic dan Telemedicine</b> In House Clinic and Telemedicine Facilities	✓	✓
<b>Medical Check Up Rutin</b> Routine Medical Check Up	✓	✓
<b>Asuransi Jiwa</b> Life Insurance	✓	✓
<b>BPJS Kesehatan</b>	✓	✓
<b>BPJS Ketenagakerjaan</b>	✓	✓
<b>Apresiasi Kinerja (Bonus)</b> Appreciation (Bonus)	✓	✓
<b>Program Pensiun Iuran Pasti</b> Fixed Contribution Retirement Program	✓	✗
<b>Remunerasi Pensiun</b> Pension Remuneration	✓	✗
<b>Learning &amp; Development Program</b>	✓	✓
<b>Financial Health Clinic</b>	✓	✓
<b>Coaching &amp; Buddy Program</b>	✓	✓
<b>Cuti Tahunan</b> Annual Leave	✓	✓

Note : V=Ya | Yes , X=Tidak | No

Kebijakan Perseron tersebut berlaku sesuai dengan penilaian/ kinerja karyawan yang mengacu berdasarkan penetapan standar untuk seluruh karyawan secara setara tanpa membedakan suku, agama dan jenis kelamin. Kesetaraan tunjangan dan *benefit* antara karyawan laki-laki dan perempuan disajikan pada tabel berikut:

The Company's policy is based on employee assessment/ performance, which refers to standard setting for all employees equally without discriminating against ethnicity, religion and gender. The equality of allowances and benefits between male and female employees is presented in the following table:



Tabel Remunerasi/Tunjangan Karyawan Tetap BEI Berdasarkan Gender

Table of Remuneration/Allowance of IDX Permanent Employee Based on Gender

Jenis Tunjangan Type of Allowance	2021		2020		2019	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Gaji dan Tunjangan Tetap Fixed Salaries and Benefits	✓	✓	✓	✓	✓	✓
Tunjangan Makan Food Allowance	✓	✓	✓	✓	✓	✓
Asuransi Kesehatan (Rawat Inap) Health Insurance (Inpatient)	✓	✓	✓	✓	✓	✓
Fasilitas Rawat Jalan Outpatient Facilities	✓	✓	✓	✓	✓	✓
Fasilitas <i>In House Clinic</i> dan <i>Telemedicine</i> In House Clinic and Telemedicine Facilities	✓	✓	✓	✓	✓	✓
<i>Medical Check Up</i> Rutin Routine Medical Check Up	✓	✓	✓	✓	✓	✓
Asuransi Jiwa Life Insurance	✓	✓	✓	✓	✓	✓
BPJS Kesehatan	✓	✓	✓	✓	✓	✓
BPJS Ketenagakerjaan	✓	✓	✓	✓	✓	✓
Apresiasi Kinerja (Bonus) Appreciation (Bonus)	✓	✓	✓	✓	✓	✓
Program Pensiun Iuran Pasti Fixed Contribution Retirement Program	✓	✓	✓	✓	✓	✓
Remunerasi Pensiun Pension Remuneration	✓	✓	✓	✓	✓	✓
<i>Learning &amp; Development Program</i>	✓	✓	✓	✓	✓	✓
<i>Financial Health Clinic</i>	✓	✓	✓	✓	✓	✓
<i>Coaching &amp; Buddy Program</i>	✓	✓	✓	✓	✓	✓
Cuti Tahunan Annual Leave	✓	✓	✓	✓	✓	✓

Note : V=Ya | Yes , X=Tidak | No

### Program Persiapan Pensiun (GRI 201-3)

BEI membentuk dan melaksanakan 2 (dua) program besar untuk masa persiapan pensiun, yaitu “50 Rocks” dan “2 Years to Perfection”. 50 Rocks merupakan program untuk karyawan dengan usia 50 tahun ke atas dan 2 Years to Perfection adalah program untuk karyawan yang 2 (dua) tahun lagi akan memasuki usia pensiun.

Secara umum, kedua program bertujuan untuk memberikan pembekalan kepada karyawan yang akan pensiun, baik dari sisi persiapan psikologis, finansial dan kesehatan. Selain itu, dilaksanakan juga diskusi dan sharing dari perwakilan Direksi ke karyawan mengenai persiapan pensiun, peluang usaha dan lain-lain.

### Retirement Preparation Program (GRI 201-3)

IDX has established and implemented 2 two major programs for the retirement preparation, namely “50 Rocks” and “2 Years to Perfection”. 50 Rocks is a program for employees aged 50 years and over. Meanwhile, 2 Years to Perfection is a program for employees that will go into the retirement in two years.

In general, the two programs aim to provide provision and preparation for retired employees in psychological, financial and health aspects. In addition, the representatives of the Board of Directors hold the discussions and sharing sessions to employees regarding pension preparation, business opportunities and other relevant matters.

### Cuti Melahirkan [GRI 401-3]

Perseroan memberikan cuti melahirkan kepada seluruh karyawan perempuan dan bagi karyawan laki-laki juga mendapat cuti ketika istri melahirkan yang sesuai dengan peraturan pemerintah. Seluruh karyawan BEI yang mengambil *parental leave* dijadwalkan kembali untuk bekerja setelah cutinya selesai. Hak cuti melahirkan kepada karyawan perempuan diberikan selama 90 hari. Dengan adanya hak tersebut, maka karyawan yang bersangkutan dapat mengelola waktunya dengan baik, sebelum dan sesudah melahirkan. Karyawan perempuan yang sudah selesai menjalani cuti melahirkan, mereka bisa kembali dan menduduki posisi yang sama dengan saat sebelum cuti.

Selain memberikan hak cuti melahirkan kepada karyawan perempuan, BEI juga memberikan hak cuti bagi karyawan pria yang istrinya melahirkan selama 3 (tiga) hari. Dengan hak ini, maka karyawan tersebut bisa mendampingi istrinya selama proses melahirkan dan memberikan bantuan sesuai kebutuhan.

Dukungan BEI terhadap kesetaraan gender juga diwujudkan dengan menyediakan fasilitas konsultasi dengan psikolog (*Employee Assistance Program*) dan dengan tenaga ahli (*coaching program*) untuk membantu karyawan mengatasi berbagai problem dalam keluarga dan karir, termasuk kekerasan dalam rumah tangga, pelecehan seksual, pengasuhan anak, dan lain-lain; fasilitas *financial clinic* untuk membantu karyawan mengatasi masalah keuangan; serta fasilitas *day care center* dan *lactation room* yang memungkinkan karyawan perempuan BEI untuk menyeimbangkan peran gandanya terkait pekerjaan dan keluarga dengan lebih baik.

Jumlah karyawan perempuan yang mengambil cuti dan kembali bekerja, serta jumlah karyawan pria yang mengambil cuti untuk mendampingi istrinya yang melahirkan selama disajikan dalam tabel berikut:

**Tabel Cuti bagi Karyawan**  
Leave Table for Employees

Status	2021			2020			2019		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Jumlah karyawan yang berhak atas cuti melahirkan Total employees who have rights for maternity leave	0	246	246	0	239	239	0	240	240
Jumlah karyawan yang mengambil cuti melahirkan Total employees who take maternity leave	0	20	20	0	16	16	0	18	18
Jumlah karyawan yang kembali bekerja pada periode laporan setelah cuti berakhir Total employees that return to work on the reporting period after leave is over	0	20	20	0	16	16	0	18	18

### Maternity Leave [GRI 401-3]

The Company provides maternity leave to all female employees, while male employees also get paternity leave when their wives give birth accordance with government regulations. All IDX employees who take parental leave are scheduled to return to work after the leave is over. Maternity leave rights for female employees are given for 90 days. With this right, the employee concerned can manage his time well, before and after giving birth. Female employees who have completed maternity leave can return and occupy the same position as before the leave.

In addition, IDX also provides paternity leave for male employees whose wives give birth for 3 (three) days. With this right, the employee can accompany his wife during the birth process and provide assistance as needed.

IDX's support for gender equality is also realized by providing consultation facilities with psychologists (*Employee Assistance Program*) and with experts (*coaching program*) to help employees overcome various problems in their families and careers, including domestic violence, sexual harassment, child care, etc; financial clinic facilities to help employees overcome financial problems; as well as day care center and lactation room facilities that enable IDX female employees to equalize their professional and family roles.

The following table presents the number of female employees who take leave allowance and return to work, as well as the number of male employees who take paternity leave to accompany their wives during childbirth:

Status	2021			2020			2019		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
<b>Jumlah karyawan yang kembali bekerja 12 bulan setelah cuti berakhir</b> Total employees who return to work 12 months after leave is over	0	20	20	0	16	16	0	18	18
<b>Jumlah karyawan yang kembali bekerja dan tetap bekerja</b> Total employees who return to work and continue their work	0	20	20	0	16	16	0	16	16

### Rekrutmen dan Pergantian Karyawan [GRI 401-1]

Proses rekrutmen yang dilakukan Perseroan dimulai dengan memberikan informasi pada situs Klob secara transparan dan jelas yang dapat diakses oleh seluruh calon karyawan. Jika calon karyawan yang mendaftar telah memenuhi persyaratan awal, BEI selanjutnya melakukan proses seleksi seperti *interview*, psikotes, tes kemampuan bahasa inggris dan *Medical Check Up*. Hingga akhir 2021, jumlah karyawan BEI tercatat sebanyak 586 orang, bertambah 14 orang, atau 2,45% dibandingkan jumlah karyawan tahun 2020 sebanyak 572 orang. Penambahan ini terjadi untuk memenuhi kebutuhan operasional sumber daya manusia. Penambahan karyawan 2021 untuk karyawan laki-laki sebanyak 22 orang, dan karyawan perempuan sebanyak 21 orang.

### Employee Recruitment and Turnover [GRI 401-1]

The recruitment process begins with providing information on Klob website in a transparent and clear manner, that can be accessed by all prospective employees. If the prospective employees have met the initial requirement, IDX will proceed to the selection process, including interview, psychological test, English test, and Medical Check Up. As of the end of 2021, the number of IDX employees was recorded at 586 people, an increase of 14 people, or 2.45% compared to the number of employees in 2020 of 572 people. This addition was to meet the operational needs of human resources. During 2021, male employees increased by 22, while female employees increased by 21.

**Tabel Rekrutmen Karyawan Baru berdasarkan Wilayah dan Jenis Kelamin**  
Table of Recruitment of new employees by Region and Gender

Jenis Kelamin Gender	2021			2020			2019		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
<b>Kantor Pusat</b> Head Office	20	19	39	12	9	21	31	15	46
<b>Kantor Perwakilan</b> Representative Office	2	2	4	0	1	1	3	1	4
<b>Jumlah</b> Total	22	21	43	12	9	21	34	16	50

Pada tahun 2021, tingkat perputaran karyawan BEI sebesar 4,48%. Faktor yang mempengaruhi perputaran karyawan antara lain: adanya karyawan yang pensiun, meninggal dunia, mengundurkan diri.

In 2021, IDX's employee turnover rate was 4.48%. There were several factors that affect employee turnover, namely employees who retired, passed away, resigned.

**Tabel Tingkat Perputaran Karyawan**  
Table of Employee Turnover

Uraian Description	2021	2020	2019
<b>Rata-rata Karyawan</b> Average Employee	581	575	561

Uraian Description	2021	2020	2019
Tingkat Perputaran Turnover Rate	4,48%	4,17%	4,63%
Non-Personal Reason (Termination/ Retirement)	2,0%	2,6%	2,8%
Personal Reason (Resignation and Others)	2,4%	1,6%	1,7%

*Turnover rate* di BEI menunjukkan angka yang kecil dibanding rata-rata industri, hal ini menjadi bukti bahwa BEI mampu mempertahankan karyawannya dengan baik.

Turnover rate at IDX demonstrates smaller figures than average in the industry. It proves that IDX managed to maintain its employees appropriately.

### Lingkungan Kerja yang Layak dan Aman (F.21) [GRI 403-1][GRI 403-2][GRI 403-3][GRI 403-4]

Lingkungan kerja yang layak dan aman memberikan dampak positif terhadap produktifitas karyawan dan kinerja Perseroan. Untuk itu, BEI melaksanakan program kesehatan dan keselamatan kerja (K3) demi terwujudnya perlindungan terhadap karyawan dari risiko kecelakaan kerja dan penyakit akibat kerja. [GRI 103-1]

### Decent and Safe Work Environment (F.21)[GRI 403-1][GRI 403-2][GRI 403-3][GRI 403-4]

A decent and safe work environment has a positive impact on employee productivity and the Company's performance. To that end, IDX implements an occupational health and safety (OHS) program to protect the employees from the risk of work accidents and occupational diseases. [GRI 103-1]

BEI berkomitmen terhadap pelaksanaan K3 dilingkup usahanya dengan mengacu pada Pedoman *Business Continuity Management* (BCM). Penanggung jawab kegiatan K3 dijalankan oleh Divisi Umum yang melaporkan setiap bulan kepada Direksi terkait keselamatan (umum) dan kesehatan (SDM). Komitmen terhadap pelaksanaan K3 secara konsisten diharapkan akan menciptakan tempat kerja yang aman, nyaman, sehat dan tenaga kerja yang produktif, sehingga akan meningkatkan produktivitas kerja karyawan. [GRI 103-2][GRI 103-3]

IDX is committed to the implementation of OHS in its scope of business by referring to the Business Continuity Management (BCM) Guidelines. The General Affair Division, as the person in charge of OHS activities, submits monthly reports to the Board of Directors on safety (general) and health (HR). Our commitment to the consistent implementation of OHS is expected to create a safe, comfortable, healthy workplace and a productive workforce, thereby increasing employee productivity. [GRI 103-2][GRI 103-3]

Penerapan aspek K3 sejalan dengan tujuan pembangunan global berkelanjutan (SDGs), yakni butir ke-3 "Kesehatan yang Baik dan Kesejahteraan". Pelaksanaan sistem manajemen K3 dalam rangka memenuhi kewajiban sesuai Undang-Undang No. 13 Tahun 2003 Pasal 87 tentang Kesehatan dan Keselamatan Kerja. Selain itu, Perseroan memastikan karyawan memperoleh lingkungan kerja aman, sehingga terjamin Kesehatan dan keselamatannya selama bekerja. Oleh karena itu, BEI sangat berkepentingan untuk mencatatkan kinerja aspek K3 terbaik. BEI juga memiliki prosedur untuk mengidentifikasi bahaya dan penilaian risiko terkait K3 melalui pelaksanaan *risk register* sesuai bidangnya pada masing-masing Divisi. Sebagai contoh, prosedur *emergency case* untuk gempa atau kebakaran gedung, BEI menggunakan Pedoman BCM - Prosedur *Emergency Response Deputy Floor Warden*. [GRI 403-1]

The application of the OHS aspect is in line with the sustainable global development goals (SDGs), especially SDG number 3 "Good Health and Welfare". Implementation of the OHS management system to fulfill the obligations in accordance with Law no. 13 of 2003 Article 87 concerning Occupational Health and Safety. In addition, the Company ensures that employees have a safe work environment, so that their health and safety are guaranteed while working. Therefore, IDX has a considerable interest in recording the best performance in OHS aspects. IDX also has procedures for identifying hazards and assessing risks related to OSH through the implementation of risk registers according to the fields of each Division. For example, for emergency case procedures for earthquakes or building fires, IDX uses the BCM Guidelines - Deputy Floor Warden Emergency Response Procedures. [GRI 403-1]

Pada tahun 2021, dengan adanya varian Delta dan Omicron pandemik COVID-19, BEI memberikan perhatian besar dan prioritas utama untuk keselamatan dan kesehatan karyawan. Berbagai upaya dilakukan untuk pencegahan dan pengendalian penyebaran COVID-19 di perusahaan. BEI melakukan

In 2021, with the delta and omicron variants of COVID-19 pandemic, IDX paid great attention and prioritized the safety and health of employees. We made various efforts to prevent and control the spread of COVID-19 in the company. IDX identifies, investigates and mitigates risks, including physical

identifikasi, investigasi dan mitigasi risiko mencakup kesehatan fisik, kesehatan mental, penyediaan fasilitas kesehatan di lingkungan pekerjaan, dan *wellbeing* karyawan. Kegiatan yang dijalankan antara lain sebagai berikut: [GRI 403-2]

1. Pelaksanaan pekerjaan secara *Split Operation*, yang memungkinkan karyawan bekerja dari beberapa lokasi kantor untuk memastikan keberlangsungan operasional dan kesehatan serta keselamatan karyawan.
2. Pelaksanaan pemeriksaan kesehatan karyawan melalui *screening test*.
3. Pelaksanaan *Rapid Test* dan *PCR Test* bagi seluruh karyawan, sebagai bagian dari Pandemi COVID-19 Protokol Perusahaan.
4. Pelaksanaan Program Vaksinasi yang terdiri dari vaksin Influenza, vaksin Pneumonia, vaksin Hepatitis A, dan vaksin HPV.
5. Pelaksanaan *Rapid Test* dan *PCR Test* secara rutin bagi karyawan yang *Working form Office* (WFO).
6. Pemberian paket madu dan multivitamin bagi karyawan yang *Working form Office* (WFO).
7. Pemberian paket multivitamin bagi seluruh karyawan.
8. Pelaksanaan *Health Talk* secara periodik yang mengangkat topik-topik terkini seperti upaya penanggulangan COVID-19, upaya penanggulangan demam berdarah dan terkait vaksin COVID-19. Hal ini bertujuan untuk memberikan informasi terkini dan dapat dipercaya seputar pandemi COVID-19 kepada seluruh karyawan.
9. Penyediaan fasilitas *telemedicine* secara gratis setiap hari Rabu dan Jumat yang dapat dimanfaatkan oleh karyawan untuk melakukan konsultasi kesehatan dengan dokter secara *online*.
10. Penyediaan fasilitas rawat jalan yang dapat dilakukan secara *cashless* dan dapat juga dilakukan secara *reimbursement* melalui aplikasi.
11. Pemberian *Reimbursement* biaya transportasi bagi karyawan yang WFO dan himbuan untuk menggunakan kendaraan pribadi.
12. Melakukan pemantauan kondisi kesehatan karyawan (dalam hal COVID-19) yang dilaporkan secara harian kepada OJK, Direksi, Komisaris, dan Tim Penanganan COVID-19 BEI.
13. Penyusunan Panduan WFH dan Protokol Kesehatan untuk internal dan eksternal.
14. Membentuk Tim Penanganan COVID-19 BEI terdiri dari perwakilan karyawan dan manajemen untuk penerapan protokol kesehatan dan penanganan dampak COVID-19 di lingkungan Perseroan.
15. Melaksanakan pelatihan *First Aid* untuk *deputy floor warden* yang diikuti oleh seluruh karyawan BEI.

Selama tahun 2021, pelaksanaan kebijakan kesehatan dan keselamatan kerja berjalan dengan baik, sehingga tidak terdapat kasus kecelakaan kerja baik dalam kategori ringan, berat maupun fatalitas.

health, mental health, provision of health facilities in the work environment, and employee wellbeing. Activities carried out include the following: [GRI 403-2]

1. Work in a Split Operation method, which allows employees to work from several office locations to ensure operational continuity and employee health and safety.
2. Employee health checks through screening tests.
3. Rapid Test and PCR Test for all Employees, as part of the Company COVID-19 Pandemic Protocol.
4. Vaccination Program, consisting of the Influenza vaccine, Pneumonia vaccine, Hepatitis A vaccine, and HPV vaccine.
5. Rapid Tests and PCR Tests on a regular basis for Employees who Work from Office (WFO).
6. Providing honey and multivitamin packages for employees working form office (WFO).
7. Provision of multivitamin packages for all employees.
8. Periodic Health Talks about current topics, such as efforts to overcome COVID-19, efforts to control dengue fever, and COVID-19 vaccines related topics. It aims to provide up-to-date and reliable information regarding COVID-19 pandemic to all employees.
9. Provision of free telemedicine facilities every Wednesday and Friday, where employees can consult with doctors online.
10. Provision of outpatient facilities that can be done on a cashless basis, or on a reimbursement basis through the application.
11. Reimbursement of transportation costs for employees who are WFO and encourage employee to use private vehicles.
12. Monitoring the health condition of employees (in the case of COVID-19), which is reported daily to OJK, Directors, Commissioners, and IDX COVID-19 Handling Team.
13. Development of WFH Guidelines and Health Protocols for internal and external.
14. Establishing IDX COVID-19 Handling Team consisting of employee and management representatives for the implementation of health protocols and handling the impact of COVID-19 in the Company's environment.
15. Conducting First Aid training for deputy floor warden which is attended by all IDX employees.

During 2021, the implementation of occupational health and safety policies went well, so that there were no cases of work accidents in the light, severe or fatal categories.



### Pelayanan Kesehatan Kerja [GRI 403-3] [GRI 403-4]

BEI menyediakan jaminan kesehatan rawat jalan dan rawat inap bagi karyawan aktif (laki-laki dan perempuan) maupun karyawan yang telah pensiun beserta keluarga inti dengan mengacu pada ketentuan layanan kesehatan yang disediakan oleh Badan Penyelenggara Jaminan Sosial (BPJS) Kesehatan atau asuransi yang telah bekerja sama dengan Perseroan. Mengingat terdapat korelasi yang erat antara peningkatan kesejahteraan, tingkat kesehatan karyawan dan perbaikan produktivitas perusahaan, setiap tahun BEI menyelenggarakan *medical check-up*, untuk melihat kondisi kesehatan karyawan.

Perseroan menindak lanjuti hasil *medical check-up* tersebut, dengan merancang program-program peningkatan kesehatan, baik melalui tindakan pencegahan, misalnya melalui *health talk*, *inhouse clinic*, program pekan sehat, program *employee wellbeing*, maupun tindakan pengobatan yang diperlukan sesuai rekomendasi dokter atau rumah sakit rujukan.

### Pelatihan dan Pengembangan (F.22) [GRI 404-1][GRI 404-3]

Kegiatan pengembangan kompetensi karyawan mencakup pengembangan *behavioral* dan *technical competency*. Kegiatan tersebut dilaksanakan secara bervariasi dan terbagi dalam 2 (dua) pendekatan, yaitu:

#### 1. *Learning through Education*

*Learning through education* meliputi *public training*, program sertifikasi, *inhouse training & program*, *foreign language development program*, pemberian beasiswa dan bantuan pendidikan bagi karyawan yang melanjutkan pendidikan ke jenjang yang lebih tinggi, dan *e-Learning*. Kegiatan pengembangan kompetensi karyawan dengan pendekatan *Learning through Education* yang telah dilaksanakan di tahun 2021 tersaji dalam tabel di bawah ini.

**Tabel Learning through Education 2021**

Table of Learning through Education 2021

Jenis Kegiatan Type of Activity	Jumlah Kegiatan Number of Activities	Jumlah Peserta Number of participants	Biaya (Rp) Cost (Rp)
<i>In House Training &amp; In House Program*</i>	48 kegiatan yang terbagi dalam 32 topik 48 activities divided into 32 topics	1.598	Rp2.684.878.571
<i>Public Training</i>	421	262	Rp1.306.785.042
Beasiswa & Bantuan Pendidikan Scholarships & Education Assistance	2 kali pembukaan pada April dan November 2 openings in April and November	45	Rp878.091.650

### Occupational Health Services [GRI 403-3] [GRI 403-4]

IDX provides outpatient and inpatient health insurance for active employees (male and female), and retired employees and their nuclear families by referring to the provisions of health services provided by BPJS Kesehatan (Social Security Administrator for Health) or insurance company that has collaborated with the Company. Given that there is a close correlation between increased welfare, employee health level and improvement in company productivity, IDX organizes medical check-ups, to see the health condition of employees every year.

The Company follow up on the results of the medical check-up, by designing health improvement programs, either through preventive measures through health talk, inhouse clinic, healthy week program, employee wellbeing program, as well as necessary treatment according to doctor or hospital recommendations.

### Training and Development (F.22)[GRI 404-1] [GRI 404-3]

Employee competency development activities include behavioral and technical competency development. These activities are carried out in various ways and are divided into 2 (two) approaches, namely:

#### 1. *Learning through Education*

*Learning through education* program includes public training, certification programs, inhouse training & programs, foreign language development programs, scholarships and educational assistance for employees who continue their education to a higher level, and e-Learning. Employee competency development activities with the Learning through Education approach that have been implemented in 2021 are presented in the table below.

## 2. Learning through Experience & Exposure

*Learning through experience & exposure* meliputi *sharing session* (baik level korporat, direktorat, divisi, ataupun lintas divisi) dan *benchmarking* atau kunjungan ke perusahaan lain baik dalam maupun luar negeri. Pada tahun 2021, BEI melaksanakan 15 kali *sharing session*, baik *corporate sharing session*, *directorate sharing session*, maupun *peer sharing session*. Topik *sharing session* bervariasi dan bukan hanya topik mengenai keuangan dan pasar modal. Selain pembicara internal, untuk lebih memahami bisnis pasar modal dari sisi pelaku pasar, *sharing session* seringkali dibantu dan bekerjasama juga dengan perusahaan lain atau *expert* di bidangnya. Demikian juga untuk topik lainnya yang terkait *softskill* maupun *employee well-being*, BEI mengundang sejumlah fasilitator atau pembicara eksternal untuk berbagi ilmu atau *sharing* dengan karyawan BEI, di antaranya: *Health Talk* mengenai *corona virus*, *Happy Parenting During WFH*, *Evidence Based Nutrition: Optimalikan Daya Imun di Kala Pandemi*, *Overcoming Boredom*, *Fostering A High-Performing Organization through Gender Equality*, dll

Setelah memasuki masa pandemi, BEI tetap berusaha untuk melakukan *upskilling* kompetensi karyawan melalui transformasi *learning* dari *offline learning* ke *online learning*. Semua publik *training*, *in house training* dilakukan secara *online* melalui *collaborative tools* yang ada dan optimisasi *e-learning* sebagai media belajar yang efektif untuk karyawan selama pandemi. Lebih dari 4000 *content e-learning* tersedia bagi karyawan yang dapat dipelajari untuk membantu meningkatkan kapabilitas dan kompetensi, serta produktivitas kerja karyawan. Melalui transformasi ini, diharapkan kegiatan pengembangan kompetensi dapat dilaksanakan secara lebih fleksibel.

BEI mengupayakan penyesuaian beberapa jenis pelatihan yang fleksibel dan memungkinkan untuk dikonversi dari yang tatap muka menjadi virtual. Selama tahun 2021, Perseroan telah menyelenggarakan program pendidikan dan pelatihan sebanyak 469 kegiatan dengan keikutsertaan karyawan sebanyak 1.860 orang. Selain itu, karyawan berpartisipasi dalam berbagai kegiatan untuk pengembangan kompetensi, baik dalam penerapan keuangan berkelanjutan, maupun kinerja keberlanjutan yang mencakup topik-topik lingkungan, ekonomi, sosial, dan tata kelola.

### Perjanjian Perundingan Kolektif [GRI 102-41]

Perseroan memerhatikan setiap hak dasar para karyawannya. Hak Asasi Manusia adalah hak dasar dan kebebasan yang dimiliki oleh setiap manusia di dunia ini. Hak-hak ini berdasarkan prinsip-prinsip persamaan, keadilan dan kehormatan. BEI

## 2. Learning through Experience & Exposure

*Learning through experience & exposure* includes sharing sessions (both corporate, directorate, divisional, or cross-division levels) and benchmarking or visits to other companies both in domestic and international area. In 2021, IDX held 15 sharing sessions, including corporate sharing sessions, directorate sharing sessions, and peer sharing sessions. The topics of the sharing sessions varied and were not limited to finance and capital markets. The sharing session is not only assisted by internal speaker, but is also collaborating with other companies and experts to understand more on capital market business from market participants' perspective. It also applies for other topics related to soft skills and employee well-being, where IDX invites a number of facilitators or external speakers to share knowledge with IDX employees, including: Health Talk about the corona virus, Happy Parenting During WFH, Evidence Based Nutrition: Optimizing Power Immune during the Pandemic, Overcoming Boredom, Fostering A High-Performing Organization through Gender Equality, etc.

Despite the pandemic, IDX continues to strive to upskill employee competencies through the learning transformation, from offline learning to online learning. All public training and in-house training are carried out online through existing collaborative tools and optimizing e-learning as an effective learning medium for employees during the pandemic. More than 4000 e-learning content is available for employees to learn to help improve their capabilities and competencies, as well as their productivity. Through this transformation, the competency development activities are expected to be conducted more flexibly.

IDX seeks to adapt several types of flexible training and seeks to convert face-to-face training into virtual training. During 2021, the Company organized 469 education and training programs attended by 1,860 employees. In addition, employees also participated in various activities for competency development, both in the implementation of sustainable finance and sustainability performance covering environmental, economic, social, and governance topics.

### Collective Bargaining Agreement [GRI 102-41]

The Company pays attention to every basic right of its employees. Human rights are basic rights and freedoms that owned by every human being in this world. These rights are based on the principles of equality, justice and honor. IDX

menjunjung tinggi penerapan HAM dalam perusahaan, diantaranya kebebasan berserikat. Wujud Perseroan dalam mengimplementasikan kebebasan berserikat adalah dengan adanya Serikat Pekerja (SP-BEJ) yang diatur dalam Perjanjian Kerja Bersama. Selain itu, seluruh karyawan BEI juga telah tercakup dalam Perjanjian Kerja Bersama.

### Kebijakan Pelaporan dan Pengaduan Ketenagakerjaan

Perseroan telah membuat kebijakan yang memuat tentang penerapan sanksi bagi tindakan anarkis, perilaku pelecehan dan diskriminasi berbasis gender, pelecehan seksual, dan kekerasan termasuk dalam rumah tangga, sebagaimana diatur dalam pedoman perilaku (*Code of Conduct*). Kebijakan mengenai larangan praktik diskriminasi juga tertuang dalam Perjanjian Kerja Bersama (PKB). Untuk itu, Perseroan melakukan upaya pencegahan berupa sosialisasi terkait isu diskriminasi berbasis gender dan pelecehan seksual, agar semua pihak memahami batasan-batasan dalam bekerja. Sosialisasi tersebut dilakukan diseluruh level manajemen yang mencakup seluruh wilayah operasional.

Selain itu, Perseroan mengatur mekanisme pengaduan bagi karyawan, masyarakat dan pemangku kepentingan lainnya yang mendapatkan perlakuan berupa pelecehan seksual, diskriminasi di tempat kerja ataupun dalam lingkup pekerjaan diluar tempat bekerja, tidak terkecuali di lingkungan sekitar operasional perusahaan. Selain itu, karyawan juga dapat melaporkan isu terkait pengembangan SDM serta saran dan kritik pada WBS yang dimiliki Perseroan. WBS yang dimiliki pada dasarnya menerima semua laporan terkait internal Perusahaan. Seluruh pengaduan/pelaporan tersebut difasilitasi melalui *whistleblowing system*. Perseroan berkomitmen menjamin kerahasiaan pelapor dan menindaklanjuti semua pengaduan terhadap pelanggaran atas tindakan tersebut.

### MASYARAKAT

Kegiatan tanggung jawab terhadap sosial masyarakat menjadi topik yang dianggap material bagi Perseroan, karena kelangsungan entitas usaha juga dipengaruhi oleh persepsi dan penilaian masyarakat dalam bentuk kepercayaan publik. Oleh karena itu, Perseroan senantiasa berupaya dan berkontribusi untuk meningkatkan kualitas hidup masyarakat. Unit Hubungan Institusi (HINS) Divisi Sekretaris Perusahaan bertanggung jawab dalam mengelola hubungan Perseroan dengan masyarakat. Unit HINS melaporkan kinerjanya kepada Direksi setiap bulannya dan kepada *stakeholder*/publik melalui laporan keberlanjutan. Secara umum, Hubungan Perseroan dengan masyarakat diatur dalam Pedoman Perilaku Karyawan. [GRI 103-1]

upholds the implementation of human rights in companies, including freedom of association. Labor Union, which is regulated in the Collective Labor Agreement, is the Company's commitment to implementing freedom of association. In addition, all IDX employees have also been included by the Collective Labor Agreement.

### Employment Reporting and Complaints Policy

The Company has issued a policy that contains the imposition of sanctions for anarchy, harassment and gender-based discrimination, sexual harassment, and violence, including in the household, as regulated in the Code of Conduct. Policy of discrimination practice prohibition is also stated in the Collective Labor Agreement. To that end, the Company takes preventive measures in the form of socialization related to issues of gender-based discrimination and sexual harassment, so that all parties understand the limitations of working. The socialization was carried out at all management levels covering all operational areas.

In addition, the Company regulates a complaint mechanism for employees, the public and other stakeholders who receive treatment in the form of sexual harassment, discrimination at work or within the scope of work outside the workplace, including in the environment around the company's operations. In addition, employees are allowed to report issues, suggestions, and criticism related to the HR development to the WBS channel of the Company. The WBS basically accepts all reports related to the Company's internal affair. All complaints/reports are facilitated through the whistleblowing system. The Company is committed to guaranteeing the confidentiality of the reporter and following up on all complaints regarding violations of these actions.

### COMMUNITY

Community social responsibility activities have been a topic that is considered material for the Company, because the sustainability of business entities is also influenced by public perceptions and assessments in the form of public trust. Therefore, the Company always strives and contributes to improve the quality of life of the community. Institutional Relations Unit (HINS) of The Corporate Secretary Division is responsible for managing the Company's relationship with the community. The HINS Unit reports its performance to the Board of Directors every month and to stakeholders/public through a sustainability report. In general, the Company's relationship with the community is regulated in the Employee Code of Conduct. [GRI 103-1]

Komitmen atas tanggung jawab terhadap masyarakat diwujudkan dengan penyusunan program kerja *Corporate Social Responsibility* (CSR) dalam RAKB Perseroan sebagai acuan untuk pelaksanaan kegiatan secara berkesinambungan. Pelaksanaan program kerja CSR yang dilakukan BEI diatur dalam SOP CSR yang dimiliki. BEI juga melaksanakan Due Diligence untuk kegiatan CSR yang meliputi memeriksa profil, reputasi, legalitas pendirian, bukti fisik keberadaan, tujuan utama bantuan, dan analisis awal terhadap komunitas penerima kegiatan CSR. Pelaksanaan tanggung jawab masyarakat dikelola oleh Unit HINS. Adapun dalam pelaksanaannya dapat dilakukan secara mandiri oleh Perseroan (Kantor Pusat dan Kantor Perwakilan) maupun bekerja sama dengan OJK dan SRO lainnya. BEI juga melibatkan masyarakat lokal dalam memastikan kebutuhan yang diperlukan masyarakat lokal, membantu berkoordinasi, menyalurkan bantuan dan *monitoring* terhadap kegiatan CSR yang dilakukan. Masyarakat lokal penerima CSR yang bersifat berkelanjutan rutin dilaporkan ke BEI setiap enam bulan. BEI melakukan *monitoring* berdasarkan laporan tersebut dan juga dapat melakukan kunjungan langsung jika diperlukan. Agar kegiatan CSR dapat terukur, BEI telah menetapkan target yang mengacu pada anggaran dengan realisasi minimum 90%. [GRI 103-2]

BEI juga melakukan evaluasi atas pelaksanaan kegiatan tanggung jawabnya di bidang masyarakat untuk memastikan manfaat positif dari dampak langsung dan tidak langsung program CSR tersebut tepat sasaran dan dirasakan bagi masyarakat. Evaluasi dilakukan oleh Direksi secara berkala baik triwulanan, semesteran maupun tahunan. Hasil evaluasi menjadi bahan masukan Perseroan dalam penyusunan RAKB untuk merumuskan inisiatif-inisiatif baru bagi perbaikan program keberlanjutan dan peningkatan program keuangan berkelanjutan pada tahun-tahun berikutnya. [GRI 103-3]

### Kegiatan Tanggung Jawab Sosial Masyarakat (F.23)

Pelaksanaan kegiatan tanggung jawab sosial masyarakat bertujuan menghasilkan dampak positif bagi masyarakat dan pengembangan daerah di sekitar wilayah operasional Perseroan. Sepanjang tahun 2021, BEI melaksanakan program tanggung jawab sosial perusahaan di bidang pengembangan sosial dan kemasyarakatan di seluruh Indonesia dengan realisasi anggaran CSR mencapai Rp1,62 miliar yang berasal dari anggaran BEI dan Rp30,34 miliar yang berasal dari *fee* transaksi serta donatur dalam program CSR HUT Pasar Modal.

Dalam pelaksanaannya, BEI bekerjasama dengan KPEI, KSEI serta institusi di industri Pasar Modal lainnya seperti Perusahaan Terdaftar, Anggota Bursa, dan Asosiasi Pasar Modal. Selain itu, di tahun 2021 juga, BEI menambah anggaran program CSR COVID-19 yang berasal dari *fee* transaksi Bursa dan *fee* jasa

Our commitment to social responsibility is manifested by the preparation of the Corporate Social Responsibility (CSR) work program in the Company's RAKB as a reference for the implementation of activities on an ongoing basis. The implementation of the CSR work program carried out by the IDX is regulated in its CSR SOP. IDX also carries out Due Diligence for CSR activities which includes checking profile, reputation, legality of establishment, physical evidence of existence, main purpose of assistance, and initial analysis of the community receiving CSR activities. The implementation of community social responsibility is managed by the HINS Unit. The implementation can be carried out independently by the Company (Head Office and Representative Offices) or in collaboration with OJK and other SROs. IDX also involves local communities in ensuring their needs, assisting in coordinating, distributing assistance and monitoring the CSR activities carried out. Local communities who receive sustainable CSR are routinely reported to the IDX every six months. IDX conducts monitoring based on the report and can also make direct visits if needed. To make CSR activities measurable, IDX has set a target that refers to the budget with a minimum realization of 90%. [GRI 103-2]

IDX also evaluates the implementation of its socially responsible activities to ensure that the positive benefits from the direct and indirect impacts of the CSR program are right on target and are beneficial to the community. Evaluation is carried out by the Board of Directors on a regular basis either quarterly, semi-annually or annually. The results of the evaluation become the Company's input in the preparation of the RAKB to formulate new initiatives for improving sustainability programs and increasing sustainable finance programs in the following years. [GRI 103-3]

### Community Social Responsibility Activities (F.23)

The implementation of community social responsibility activities aims to produce a positive impact on the community and regional development around the Company's operational areas. Throughout 2021, IDX implemented corporate social responsibility programs in the field of social and community development throughout Indonesia with the realization of the CSR budget reaching Rp1.62 billion from IDX budget and Rp30.34 billion from transaction fees and donors in the Capital Market Anniversary CSR Programs.

In its implementation, IDX collaborated with KPEI, KSEI and other institutions in the Capital Market industry such as Listed Companies, Exchange Members, and Capital Market associations. In addition, in 2021, IDX increased the budget for COVID-19 CSR program, which came from Exchange transaction fees and

kustodian selama 5 hari Bursa di tahun 2021 (9 Agustus, 17 September, 28 Oktober, 10 November, 30 Desember). Donasi tersebut selanjutnya dialokasikan untuk beberapa hal seperti:

1. Bantuan kepada Petugas Taman Pemakaman Umum (TPU)
2. Santunan Ahli Waris Tenaga Kesehatan
3. Sentra Vaksinasi
4. Gerakan Oksigen untuk Indonesia melalui donasi *oxygen concentrator*
5. Bantuan Rumah Sakit Darurat COVID-19 (RSDC) melalui PADK Kemenkes
6. Donor Darah dan Donor Plasma Konvalesen
7. Peralatan dan Perlengkapan PMI
8. Ambulans dan Rumah Sakit Apung (Dokter Lee)
9. Perlengkapan dan Peralatan untuk Rumah Sakit Umum dan Fasyankes

custodial service fees for 5 Exchange days in 2021 (August 9, September 17, October 28, November 10, December 30). The donation was allocated for several programs, such as:

1. Assistance to Public Cemetery Officers (TPU)
2. Compensation for Heirs of Health Workers
3. Vaccination Centers
4. Oxygen Movement for Indonesia through oxygen concentrator donation
5. COVID-19 Emergency Hospital Assistance (RSDC) through the Ministry of Health's PADK
6. Blood Donor and Convalescent Plasma Donor
7. Indonesia Red Cross (PMI) Equipment and Supplies
8. Ambulance and Floating Hospital (Doctor Lee)
9. Equipment and Equipment for General Hospitals and Health Facilities

### Tabel Dana CSR Masyarakat

Table of Community CSR Fund

Tahun Year	Realisasi Realization
2019	Rp 317 Juta/Million
2020	Rp 592 Juta/Million (Anggaran BEI/IDX Budget) Rp 450 Juta/Million (Matching Donation)
2021	Rp 1,62 Miliar/Billion (Anggaran BEI/IDX Budget) Rp 30,34 Miliar/Billion (CSR HUT Pasar Modal dari fee transaksi dan donatur/CSR on Capital Market Anniversary from transaction fees and donors)

Program yang telah dilaksanakan menitikberatkan pada aspek kesehatan, pendidikan, peningkatan ekonomi dan perbaikan kualitas hidup masyarakat. Adapun program CSR tersebut antara lain mencakup:

1. Bantuan bencana alam baik secara mandiri maupun bekerja sama dengan mitra SRO antara lain: bencana banjir Kalimantan Selatan, gempa Sulawesi Barat, badai Seroja Nusa Tenggara Timur, bencana Semeru.
2. Penggalangan dana bantuan sosial untuk bencana di berbagai daerah - IJK Peduli Bencana bersama SRO.
3. Bantuan tunai penyediaan kursi dan meja belajar untuk dua ruang kelas dan ruang guru di SLB Tuna Netra Gratis Cahaya Quran di Ciampea, Bogor Barat, Jawa Barat.
4. Bantuan laptop dan *printer* untuk sarana belajar peserta Kutamanggu *English Club* di Desa Kutumanggu.
5. Dukungan kegiatan Sentra Vaksinasi Serviam untuk Vaksin COVID-19 di Jakarta, Palembang dan Yogyakarta.
6. Rangkaian kegiatan CSR Ramadhan meliputi buka puasa bareng dan santunan ke panti asuhan - panti jompo, bantuan sembako untuk non staf BEI, bantuan sosial kepada masjid, panti sosial, pondok pesantren, komunitas, kaum dhuafa, fakir miskin, dan penyandang disabilitas melalui 29 Kantor Perwakilan (KP).

The program that has been implemented focused on aspects of health, education, economic improvement and improving the quality of life of the community. The CSR programs include:

1. Natural disaster assistance, either independently or in collaboration with SRO partners, including: South Kalimantan flood, West Sulawesi earthquake, Seroja storm in East Nusa Tenggara, Semeru disaster.
2. Fundraising for social assistance for disasters in various regions - IJK Cares for Disasters with SRO.
3. Cash assistance for the provision of chairs and study tables for two classrooms and a teacher's room at the Cahaya Quran Free Blind Special School in Ciampea, West Bogor, West Java.
4. Assistance with laptops and printers for learning facilities for Kutamanggu English Club participants in Kutumanggu Village.
5. Support for Serviam Vaccination Centers for COVID-19 Vaccines in Jakarta, Palembang and Yogyakarta.
6. The series of Ramadan CSR activities include breaking the fast together and giving donations to orphanages - nursing homes, basic food assistance for IDX's non staff, social assistance to mosques, social institutions, Islamic boarding schools, communities, the poor, and people with disabilities through 29 IDX Representative Office.



7. Pengelolaan sampah dengan Yayasan Bumi Sasmaya.
8. Pengadaan kursi siswa SDS IT Unwanul Falah.
9. Kunjungan monitoring ke lokasi penanaman *mangrove* di Tanjung Benoa Bali.
10. Pelaksanaan Kurban 1442 H di Sulawesi Utara, Nusa Tenggara Barat, dan Maluku.
11. Bantuan Alat kesehatan untuk Puskesmas dan sembako untuk petugas pemulasaraan jenazah dan masyarakat yang membutuhkan dalam rangkaian kegiatan CSR HUT BEI.
12. Bantuan modal kerja UMKM resto dan pemancingan kebon.
13. Beasiswa 20 orang mahasiswa untuk tahun 2021-2022 melalui Karya Salemba Empat.
14. Bantuan pembangunan Kapela St. Aloysius Bolenggo NTT.
15. Bantuan pembangunan pondok pesantren Darul Mardiyah Al Muntaqo.
16. Donasi kendaraan tanggap bencana Majelis Desa Adat Bali.
17. Bantuan sembako dan kesehatan akhir tahun untuk masyarakat dhuafa.

### Realisasi Tanggung Jawab Sosial Lingkungan (TJSL) terhadap SDGs (F.25)

Pelaksanaan tanggung jawab sosial lingkungan merupakan bagian dari serangkaian inisiatif keuangan berkelanjutan yang mendukung pencapaian Tujuan Pembangunan Berkelanjutan/ *Sustainable Development Goals* (SDGs). Hal ini diperkuat dengan bergabungnya BEI dalam inisiatif *Sustainable Stock Exchanges* (SSE) PBB pada tanggal 18 April 2019. SSE mengarahkan bahwa terdapat beberapa SDGs utama yang relevan dengan fungsi Bursa Efek yaitu kesetaraan gender (SDG #5), pekerjaan layak dan pertumbuhan ekonomi (SDG #8), konsumsi dan produk yang bertanggung jawab (SDG #12), penanganan perubahan iklim (SDG #13) dan kemitraan untuk mencapai tujuan (SDG #17). Oleh karena itu, dalam penyusunan dan pelaksanaan program Keuangan Berkelanjutan, BEI mengacu kepada dasar-dasar mengenai keberlanjutan yang telah disebutkan di atas.

Adapun pelaksanaan program keuangan berkelanjutan dalam rangka pencapaian SDGs sesuai dengan arahan SSE, secara ringkas sebagai berikut:

1. Tanpa Kelaparan (SDG#2)  
Perseroan juga menunjukkan komitmennya dengan menggelar kegiatan kegiatan sosial sebanyak 11 kali pada tahun 2021, dengan realisasi sebesar Rp382,78 juta, sebagaimana tabel berikut:

7. Waste management with Bumi Sasmaya Foundation.
8. Procurement of seats for SDS IT Unwanul Falah students.
9. Monitoring visit to mangrove planting site in Tanjung Benoa Bali.
10. Implementation of 1442 H Sacrifice in North Sulawesi, West Nusa Tenggara, and Maluku.
11. Assistance of medical equipment for the Community Health Facility and basic necessities for mortuary officers and communities in need in a series of CSR activities for IDX Anniversary.
12. Assistance for working capital for MSME restaurants and garden fishing.
13. Scholarships for 20 students for the year of 2021-2022 through Karya Salemba Empat.
14. Assistance for the construction of the Chapel of St. Aloysius Bolenggo NTT.
15. Assistance for the construction of the Darul Mardiyah Al Muntaqo Islamic boarding school.
16. Donation of disaster response vehicles to the Bali Traditional Village Council.
17. End of year basic food and health assistance for the poor.

### Realization of Environmental Social Responsibility (TJSL) towards SDGs (F.25)

The implementation of environmental social responsibility is part of a series of sustainable finance initiatives that support the achievement of the Sustainable Development Goals (SDGs). This commitment is reinforced with IDX participation in the United Nations Sustainable Stock Exchanges (SSE) initiative on April 18, 2019. SSE directs that there are several main SDGs relevant to the function at the Stock Exchange, namely gender equality (SDG #5), decent work and economic growth (SDGs #8), responsible consumption and production (SDG #12), climate action (SDG #13) and partnerships to achieve the goals (SDG #17). Therefore, in preparing and implementing the Sustainable Finance program, IDX refers to the abovementioned principles on sustainability.

The implementation of the sustainable finance program in the context of achieving the SDGs is in accordance with SSE directives, briefly as follows:

1. Zero Hunger (SDG#2)  
The Company also demonstrated its commitment by holding 11 social activities in 2021, with a realization of Rp382.78 million, as presented in the following table:

Tabel Program Bantuan Bencana Alam 2021

Table of Natural Disaster Aid in 2021

Program Program	Detail Kegiatan Detail of Activity	Waktu Time	Lokasi Location	Nilai Cost (Rp)
<b>Bantuan Bencana Banjir Kalimantan Selatan</b> South Kalimantan Flood Disaster Assistance	<b>Bantuan Kemanusiaan Bencana Banjir Kalimantan Selatan melalui KSPM GI dan PMI Kalimantan Selatan</b> South Kalimantan Flood Disaster Humanitarian Assistance through KSPM GI and PMI South Kalimantan	<b>21 Januari 2021</b> January 21, 2021	<b>Kalimantan Selatan</b> South Kalimantan	<b>50.000.036</b>
<b>Bantuan Bencana Gempa Sulawesi Barat</b> West Sulawesi Earthquake Disaster Assistance	<b>Bantuan Kemanusiaan Bencana Gempa Sulawesi Barat melalui PMI Sulawesi Tenggara</b> West Sulawesi Earthquake Disaster Humanitarian Assistance through PMI Southeast Sulawesi	<b>22 Januari 2021</b> January 22, 2021	<b>Sulawesi Barat</b> West Sulawesi	<b>49.940.205</b>
<b>Bantuan Bencana Alam melalui IJK Peduli Bencana</b> Natural Disaster Assistance through IJK Cares for Disaster	<b>Penggalangan Dana Bantuan Sosial untuk Bencana di Berbagai Daerah - IJK Peduli Bencana</b> Social Assistance Fund Raising for Disasters in Various Regions - IJK Cares for Disasters	<b>1 Februari 2021</b> February 1, 2021	<b>Jakarta</b>	<b>66.666.667</b>
<b>Bantuan Bencana Badai Seroja di NTT</b> Hurricane Seroja Disaster Assistance in NTT	<b>Donasi tunai untuk bencana di NTT melalui Forum Komunikasi Institusi Jasa Keuangan (FIJK) NTT</b> Cash donations for disasters in NTT through the Communication Forum for Financial Services Institutions (FIJK) NTT	<b>26 April 2021</b> April 26, 2021	<b>NTT</b>	<b>16.666.667</b>
<b>Bantuan Bencana Badai Seroja di NTT</b> Hurricane Seroja Disaster Assistance in NTT	<b>Donasi tunai untuk bencana di NTT melalui PMI Kab. Sabu Raijua</b> Cash donations for disasters in NTT through PMI Kab. Sabu Raijua	<b>27 April 2021</b> April 27, 2021	<b>NTT</b>	<b>16.666.667</b>
<b>Bantuan Bencana Badai Seroja di NTT</b> Hurricane Seroja Disaster Assistance in NTT	<b>Donasi sembako dan barang kebutuhan sehari-hari untuk Posko GMIT Kasih Karunia, Desa Oesao, Kupang Timur, NTT (UM 50 juta)</b> Donation of basic necessities and daily necessities for the GMIT Kasih Karunia Command Post, Oesao Village, East Kupang, NTT (UM 50 million)	<b>27 April 2021</b> April 27, 2021	<b>NTT</b>	<b>16.666.667</b>
<b>Bantuan Bencana Badai Seroja di NTT</b> Hurricane Seroja Disaster Assistance in NTT	<b>Biaya Operasional pengiriman barang donasi NTT (UM 5 Juta)</b> Operational costs for delivery of goods donated to NTT (UM 5 million)	<b>27 April 2021</b> April 27, 2021	<b>NTT</b>	<b>1.138.000</b>
<b>CSR Donasi Kebutuhan Kendaraan Desa Adat di Bali</b> CSR Donates Vehicle Needs for Traditional Villages in Bali	<b>CSR Donasi Kendaraan Tanggap Bencana Majelis Desa Adat Bali</b> CSR Donation of Disaster Response Vehicles Bali Traditional Village Council	<b>21 Desember 2021</b> December 21, 2021	<b>Bali</b>	<b>15.000.000</b>
<b>CSR Bencana Semeru</b> Semeru Disaster CSR	<b>Donasi tunai kepada masyarakat terdampak melalui FK-LJKD Jatim</b> Cash donations to affected communities through FK-LJKD East Java	<b>24 Desember 2021</b> December 24, 2021	<b>Jawa Timur</b> East Java	<b>8.333.333</b>
<b>CSR Bencana Semeru</b> Semeru Disaster CSR	<b>Donasi untuk pembangunan HUNTARA melalui PMI Kab Lumajang</b> Donation for the construction of HUNTARA through PMI Lumajang Regency	<b>27 Desember 2021</b> December 27, 2021	<b>Jawa Timur</b> East Java	<b>91.666.667</b>
<b>CSR Bencana Semeru</b> Semeru Disaster CSR	<b>Donasi tunai melalui OJK Peduli Bencana</b> Cash donation through OJK Peduli Bencana	<b>24 Desember 2021</b> December 24, 2021	<b>Jawa Timur</b> East Java	<b>50.000.000</b>
<b>JUMLAH TOTAL</b>				<b>382.784.908</b>

## 2. Kesehatan dan Sejahtera (SDG#3)

BEI telah melakukan kegiatan sebanyak 13 kali pada tahun 2021, dengan realisasi sebesar Rp925,17 juta, sebagaimana tabel berikut:

## 2. Good Health and Well-Being (SDG#3)

IDX has carried out 13 activities in 2021, with a realization of Rp925.17 million, as presented in the following table:

**Tabel Program Sosial 2021**

Table of Social Program in 2021

Program Program	Detail Kegiatan Detail of Activity	Waktu Time	Lokasi Location	Nilai Cost (Rp)
<b>Kegiatan CSR Ramadhan</b> Ramadan CSR Activity	<b>Buka puasa bersama dan Santunan ke Panti Asuhan - Panti Jompo Kerjasama dengan Ibnu Sina</b> Iftar together and Compensation to Orphanage - Nursing Home in collaboration with Ibnu Sina	<b>8 Mei 2021</b> May 8, 2021	<b>Jakarta</b>	<b>35.000.000</b>
<b>Kegiatan CSR Ramadhan</b> Ramadan CSR Activity	<b>Bantuan Sembako untuk Non Staff Gedung BEI</b> Basic Food Assistance for Non Staff of Indonesia Stock Exchange Building	<b>5 Mei 2021</b> May 5, 2021	<b>Jakarta</b>	<b>34.400.000</b>
<b>Kegiatan CSR Ramadhan</b> Ramadan CSR Activity	<b>Bantuan Sembako untuk Non Staff BEI</b> Basic Food Assistance for IDX Non-Staff	<b>5 Mei 2021</b> May 5, 2021	<b>Jakarta</b>	<b>16.800.000</b>
<b>Kegiatan CSR Ramadhan</b> Ramadan CSR Activity	<b>Bantuan Sembako untuk Non Staff KP BEI</b> Basic Food Assistance for IDX Representative Office's Non-Staff	<b>5 Mei 2021</b> May 5, 2021	<b>Seluruh Indonesia</b> Accross Indonesia	<b>8.481.882</b>
<b>Kegiatan CSR Ramadhan</b> Ramadan CSR Activity	<b>Bantuan sosial kepada masjid, panti sosial, pondok pesantren, komunitas, kaum dhuafa, fakir miskin, dan penyandang disabilitas melalui 29 KP - Area 1</b> Social assistance to mosques, social institutions, Islamic boarding schools, communities, the poor, and people with disabilities through 29 Area 1 IDX Representative Offices	<b>6 - 31 Mei 2021</b> May 6-31, 2021	<b>Seluruh Indonesia</b> Accross Indonesia	<b>75.006.500</b>
<b>Kegiatan CSR Ramadhan</b> Ramadan CSR Activity	<b>Bantuan sosial kepada masjid, panti sosial, pondok pesantren, komunitas, kaum dhuafa, fakir miskin, dan penyandang disabilitas melalui 29 KP - Area 2</b> Social assistance to mosques, social institutions, Islamic boarding schools, communities, the poor, the poor, and people with disabilities through 29 Area 2 IDX Representative Offices	<b>6 - 31 Mei 2021</b> May 6-31, 2021	<b>Seluruh Indonesia</b> Accross Indonesia	<b>69.893.661</b>
<b>Pelaksanaan Kurban 1442 H</b> Eid Al-Adha 1442 H	<b>Kurban di Sulut, NTB, dan Maluku</b> Sacrifice in North Sulawesi, NTB, and Maluku	<b>18 - 21 Juli 2021</b> July 18 – 21, 2021	<b>Sulut, NTB, dan Maluku</b> North Sulawesi, NTB, and Maluku	<b>87.175.000</b>

Program Program	Detail Kegiatan Detail of Activity	Waktu Time	Lokasi Location	Nilai Cost (Rp)
<b>Kegiatan CSR HUT BEI</b> CSR Activity of IDX Anniversary	<b>Bantuan Alat kesehatan untuk Puskesmas dan sembako untuk petugas pemulasaraan jenazah</b> Medical equipment assistance for the Public Health Center and basic necessities for the mortuary staff	<b>19 Juli - 18 Agustus 2021</b> August 19 – August 18, 2021	<b>Jawa Barat, Banten, Yogyakarta, Jawa Tengah, Jawa Timur, dan Bali</b> West Java, Banten, Yogyakarta, Central Java, East Java and Bali	<b>189.890.855</b>
<b>Kegiatan CSR HUT BEI</b> CSR Activity of IDX Anniversary	<b>Bantuan sosial sembako dan kesehatan untuk masyarakat yang membutuhkan</b> Social assistance of basic necessities and health for people in need	<b>30 Juli - 13 Agustus 2021</b> July 30 – August 13, 2021	<b>Jakarta, Bekasi, dan Depok</b> Jakarta, Bekasi, dan Depok	<b>209.295.000</b>
<b>Bantuan Pembangunan Kapela St. Aloysius Bolenggo NTT</b> St. Chapel building assistance Aloysius Bolenggo NTT	<b>Bantuan pembangunan Kapela St. Aloysius Bolenggo NTT - Termin 1</b> Building assistance for St. Aloysius Chapel Bolenggo NTT - Term 1	<b>13 Desember 2021</b> December 13, 2021	<b>NTT</b> East Nusa Tenggara	<b>40.030.900</b>
<b>Bantuan Pembangunan Pondok Pesantren Darul Mardiyah Al Muntaqo</b> Darul Mardiyah Al Muntaqo Islamic Boarding School Development Assistance	<b>Pembangunan Ruang Kelas Ponpes - Pembayaran Termin 1</b> Construction of Islamic Boarding School Classrooms - Payment Term 1	<b>28 Desember 2021</b> December 28, 2021	<b>Banten</b>	<b>58.000.000</b>
<b>Bantuan Pembangunan Pondok Pesantren Darul Mardiyah Al Muntaqo</b> Darul Mardiyah Al Muntaqo Islamic Boarding School Development Assistance	<b>Pembangunan Ruang Kelas Ponpes - Pembayaran - SPPD Survei</b> Ponpes Classroom Construction - Payment - SPPD Survey	<b>28 Desember 2021</b> December 28, 2021	<b>Banten</b>	<b>1.200.000</b>
<b>CSR Akhir Tahun</b> End of Year CSR	<b>Bantuan Sembako dan kesehatan Akhir Tahun untuk masyarakat dhuafa melalui Ibnu Sina</b> End of Year Food and Health Assistance for the poor through Ibn Sina	<b>30 - 31 Desember 2021</b> December 30 – 31, 2021	<b>Jakarta</b>	<b>100.000.000</b>
<b>JUMLAH TOTAL</b>				<b>925.173.798</b>

### 3. Pendidikan Berkualitas (SDG#4)

Pada segmen pendidikan, BEI mewujudkan komitmennya dengan menjalankan berbagai program beasiswa di seluruh Indonesia hingga kegiatan sosial terkait pengadaan sarana dan pra sarana penunjang pendidikan dengan total realisasi anggaran sebesar Rp225,13 juta.

### 3. Quality Education (SDG#4)

IDX realizes its commitment towards education sector by running various scholarship programs throughout Indonesia to social activities related to the provision of educational support facilities and infrastructure with a total realized budget of Rp225.13 million.

Tabel Program Pendidikan 2021

Table of Education Program in 2021

Program Program	Detail Kegiatan Detail of Activity	Waktu Time	Lokasi Location	Nilai Value (Rp)
<b>Bantuan tunai penyediaan kursi dan meja belajar</b> Cash assistance for the provision of study chairs and desks	<b>Bantuan tunai penyediaan kursi dan meja belajar untuk dua ruang kelas dan ruang guru di SLB Tuna Netra Gratis Cahaya Quran dari Yayasan Tabungan Surga</b> Cash assistance for the provision of study chairs and desks for two classrooms and a teacher's room at the Cahaya Quran Free Special School for the Blind from Tabungan Surga Foundation	<b>12 April 2021</b> April 12, 2021	<b>Ciampea, Bogor Barat</b> Ciampea, Bogor Barat	<b>10.000.000</b>
<b>Bantuan laptop dan printer Kutumanggu</b> Kutumanggu laptop and printer assistance	<b>Bantuan laptop dan printer untuk sarana belajar peserta Kutumanggu English Club di Desa Kutumanggu.</b> Laptop and printer assistance for learning facilities for the Kutumanggu English Club participants in Kutumanggu Village.	<b>25 Mei 2021</b> May 25, 2021	<b>Majalengka, Jawa Barat</b> Majalengka, West Java	<b>10.000.000</b>
<b>Pengadaan kursi</b> Procurement of chairs	<b>Pengadaan kursi siswa SDS IT Unwanul Falah</b> Procurement of chairs for SDS IT Unwanul Falah students	<b>30 Juni 2021</b> June 30, 2021	<b>Bekasi</b>	<b>13.566.667</b>
<b>Beasiswa untuk mahasiswa</b> Scholarship for students	<b>Beasiswa 20 orang mahasiswa untuk tahun 2021 - 2022 melalui Karya Salemba Empat</b> Scholarships for 20 students university for 2021 - 2022 education period through Karya Salemba Empat	<b>29 Desember 2021</b> December 29, 2021	<b>Seluruh Indonesia</b> Accross Indonesia	<b>191.563.200</b>
<b>JUMLAH TOTAL</b>				<b>225.129.867</b>

## 4. Kesetaraan Gender (SDG#5)

BEI telah menerapkan kebijakan yang mendukung kesetaraan gender dalam Pedoman Perilaku Karyawan, Kebijakan Karir dan Promosi, *Work from Home (WFH) Policy & New Normal Protocol*, kebijakan *Maternity*, penyediaan fasilitas *day care center* dan *nursing room*, dan mengimplementasikan GEARS (*Gender Equality Assessment Results & Strategies*).

## 5. Air Bersih dan Sanitasi Layak (SDG#6)

Dalam rangkaian berkontribusi untuk menjamin ketersediaan air bersih berkelanjutan bagi semua orang, BEI menerapkan program penghematan penggunaan air bersih di lingkungan kerja. Realisasi penghematan air bersih sebesar 398.000 Liter di tahun 2021.

## 6. Pekerjaan Layak dan Pertumbuhan Ekonomi (SDG#8)

BEI senantiasa mendukung pertumbuhan ekonomi melalui pemenuhan kewajiban pajak sebesar Rp206,08 miliar, program CSR secara keseluruhan sebesar Rp35,07 miliar, dan pengembangan industri Pasar Modal sebesar Rp99,55 miliar. Selain itu, Perusahaan membuka kesempatan kerja seluas-luasnya yang layak untuk semua dengan tetap melakukan perekrutan karyawan baru di tahun 2021.

## 4. Gender Equality (SDG#5)

IDX has implemented policies that support gender equality in the Employee Code of Conduct, Career and Promotion Policy, Work from Home (WFH) Policy & New Normal Protocol, Maternity policy, provision of day care center and nursing room facilities, and completion of GEARS (*Gender Equality Assessment Results & Strategies*).

## 5. Clean Water and Sanitation (SDG#6)

IDX ensures the availability of sustainable clean water for everyone by implementing a program to save the use of clean water in the work environment. The Company successfully saved 398,000 Liters of clean water in 2021.

## 6. Decent Work and Economic Growth (SDG#8)

IDX continues to support economic growth through the tax payment totalling Rp206.08 billion, for the completion of CSR program Rp35.07 billion, and the development of the Capital Market industry Rp99.55 billion. In addition, the Company opens the widest possible job opportunities that are suitable for all by continuously recruiting new employees in 2021.



7. Pengurangan Kesenjangan (SDG#10) dan Kota dan Komunitas Berkelanjutan (SDG#11)  
Sepanjang tahun 2021, BEI telah melakukan 4 (empat) kegiatan sosial terkait kesehatan dengan nilai realisasi dana sebesar Rp46,81 juta, sebagaimana tabel berikut:

**Tabel Program Kesehatan 2021**

Table of Health Program in 2021

Program Program	Detail Kegiatan Detail of Activity	Waktu Time	Lokasi Location	Nilai Value (Rp)
<b>Dukungan Kegiatan Sentra Vaksinasi Serviam untuk Vaksin COVID-19</b> Serviam Vaccination Center Activity Support for COVID-19 Vaccine	<b>Dukungan kegiatan Sentra Vaksinasi Serviam untuk Vaksin COVID-19 yang diadakan di Sekolah Santa Ursula, Jl. Lapangan Banteng no. 10, Jakarta. Kegiatan dilakukan mulai 20 Maret - 20 Juni 2021</b> Support the Serviam Vaccination Center for COVID-19 Vaccine activities held at Santa Ursula School, Jl. Lapangan Banteng no. 10, Jakarta. Activities were conducted on March 20 - June 20, 2021	<b>12 April 2021</b> April 12, 2021	<b>Jakarta</b>	<b>15.000.000</b>
<b>Kegiatan Vaksinasi di Palembang</b> Vaccination Activities in Palembang	<b>Tiket dan akomodasi kegiatan vaksinasi di Palembang</b> Tickets and accommodation for vaccination activities in Palembang	<b>6 - 8 Desember 2021</b> December 6 – 8, 2021	<b>Sumatera Selatan</b> South Sumatera	<b>9.805.660</b>
<b>CSR Donasi Kebutuhan Kendaraan Desa Adat di Bali</b> CSR Donates Vehicle Needs for Traditional Villages in Bali	<b>CSR Donasi Kendaraan Tanggap Bencana Majelis Desa Adat Bali</b> CSR Donation of Disaster Response Vehicles Bali Traditional Village Council	<b>21 Desember 2021</b> December 21, 2021	<b>Bali</b>	<b>15.000.000</b>
<b>Sewa Mobil Operasional</b> Operational car rental	<b>Sewa mobil operasional kegiatan CSR Vaksinasi di Yogyakarta</b> Rent an operational car for Vaccination CSR activities in Yogyakarta	<b>17 November 2021</b> November 17, 2021	<b>Yogyakarta</b>	<b>7.000.000</b>
<b>JUMLAH TOTAL</b>				<b>46.805.660</b>

8. Konsumsi dan Produksi yang Bertanggung jawab (SDG#12)  
BEI turut berperan dalam menjamin keberlangsungan konsumsi yang bertanggung jawab di tahun 2021 melalui penghematan air bersih sebesar 398.000 Liter dan penghematan material kertas sebanyak 568 rim. Disamping itu, Perusahaan juga menjamin pola produksi yang bertanggung jawab di tahun 2021 yang tercermin melalui pengurangan BBM bensin sebesar 1.308,07 Liter dan pengurangan listrik sebanyak 2.324,3 kWh.

7. Reduced Inequality (SDG#10) and Sustainable Cities and Communities (SDG#11)  
Throughout 2021, IDX carried out 4 (four) health social activities with a total funds of Rp46.81 million, as presented in the following table:

8. Responsible Consumption and Production (SDG#12)  
IDX also plays a role in ensuring the sustainability of responsible consumption in 2021 by saving 398,000 liters of clean water and saving 568 reams of paper material. In addition, the Company also guarantees a responsible production pattern in 2021, which is reflected by reducing gasoline of 1,308.07 Liters and reducing electricity by 2,324.3 kWh.

## 9. Penanganan Perubahan Iklim (SDG#13)

Pada tahun 2021, BEI berpartisipasi aktif memerangi dampak perubahan iklim dengan menciptakan ekosistem investasi berkelanjutan melalui:

- › Penyediaan nilai ESG bagi Perusahaan Tercatat sebagai tolak ukur untuk meningkatkan praktik ESG.
- › Peluncuran Indeks IDX ESG *Leaders* yang mengukur kinerja harga dari saham-saham dengan penilaian ESG yang baik.

## 10. Perlindungan Ekosistem Darat (SDG#15)

Perseroan melakukan kegiatan *monitoring* ke lokasi penanaman *mangrove* BEI di Tanjung Benoa Bali dengan biaya operasional mencapai Rp593.500,-.

## 11. Kemitraan untuk mencapai tujuan (SDG#17)

Perseroan senantiasa menjunjung tinggi hubungan yang harmonis dan tumbuh bersama lingkungan. Hal tersebut diwujudkan dengan menggelar berbagai program yang mendatangkan manfaat agar terciptanya masyarakat yang tangguh. Di tahun 2021, BEI menjalankan program bertajuk bantuan modal kerja UMKM Resto dan Pemancingan Kebon di Serang pada tanggal 23 September 2021, dengan realisasi anggaran sebesar Rp14,09 juta.

Kepedulian BEI terhadap isu gender dalam pelaksanaan CSR terkait pemberdayaan ekonomi masyarakat melalui pemberian bantuan modal kerja bagi UMKM dengan mempertimbangkan kepemilikan usaha oleh kaum perempuan.

### Kepatuhan Terhadap Ketentuan Sosial Ekonomi [GRI 419-1]

Selama periode pelaporan tahun 2021, tidak terdapat kasus ketidakpatuhan Perseroan terhadap ketentuan dan peraturan perundang-undangan di bidang sosial dan ekonomi. Hal ini menunjukkan, BEI tunduk dan patuh terhadap seluruh peraturan dari otoritas dan pemerintah.

### Pengelolaan Pengaduan Masyarakat (F.24)

Pengaduan masyarakat yang masuk dan tercatat melalui saluran/media *call center* berkaitan dengan keluhan masyarakat terkait dengan pelayanan dan akses informasi. Jenis keluhan dari masyarakat berkaitan dengan kendala akses *website* BEI dan kendala *website* Sekolah Pasar Modal. Selama tahun 2021, terdapat keluhan masyarakat sebanyak 26 keluhan dan 211 pengaduan melalui IDX *Contact Center*.

## 9. Addressing Climate Change (SDG #13)

In 2021, IDX actively participated in combating the impacts of climate change by creating a sustainable investment ecosystem through:

- › Provision of ESG scores for Listed Companies as a benchmark for improving ESG practices.
- › Launch of IDX ESG Leaders Index, which measures the price performance of stocks with a good ESG rating.

## 10. Life on Land (SDG#15)

The Company carried out monitoring activities at the IDX's mangrove planting site in Tanjung Benoa Bali with operational costs of Rp593,500.

## 11. Partnerships to achieve the goal (SDG#17)

The Company always upholds a harmonious relationship and grows with the environment. This is realized by holding various programs that bring benefits in order to create a resilient society. In 2021, IDX conducted a working capital assistance program for Restaurant and Fishing Pool in Serang on September 23, 2021, with a budget realization of Rp14.09 million.

IDX continuously puts forward gender issues in implementing CSR programs related to community economic empowerment through the provision of working capital assistance for MSMEs by considering business ownership by women.

### Compliance with Socio-Economic Provisions [GRI 419-1]

During the 2021 reporting period, there were no cases of the Company's non-compliance with the provisions and laws and regulations in the social and economic fields. This demonstrates that IDX is subject to and complies with all regulations from the authorities and the government.

### Community Complaint Management (F.24)

Public complaints that come in and are recorded through the call center channel/media are related to services and access to information. Types of complaints from the public are related to constraints on access to IDX website and problems on the Capital Market School website. During 2021, there were 26 public complaints and 211 complaints through IDX *Contact Center*.

# Tanggung Jawab Pengembangan Produk

## Product Development Responsibility

### Komitmen Kepada Konsumen (F.17)

Perseroan terus memberikan perhatian dan komitmen terhadap peningkatan kualitas pelayanan kepada pelanggan. Kualitas layanan merupakan salah satu faktor yang berpengaruh terhadap kepuasan pelanggan. Hal ini mendorong Perseroan untuk memberikan layanan terbaik bagi seluruh pelanggan dengan menerapkan sistem manajemen mutu. [GRI 103-1]

Dalam menjalankan aktivitas bisnisnya, Perusahaan senantiasa mengutamakan kepuasan konsumen dengan memberikan layanan terbaik. Perusahaan tidak hanya memberikan layanan namun juga memberikan perlindungan maksimal kepada konsumen. Kebijakan pelayanan ke bursa terhadap pemangku kepentingan khususnya pelanggan senantiasa ditingkatkan dari tahun ke tahun dan diterapkan dalam bentuk peningkatan pelayanan kepada pelanggan, ketersediaan informasi tentang layanan yang ditawarkan, hingga penanganan pengaduan konsumen dan upaya penyelesaiannya. [GRI 103-2][GRI 103-3]

### Inovasi dan Pengembangan (F.26)

Perseroan telah melakukan upaya-upaya inovasi dan peningkatan kualitas layanan kegiatan ke bursa. Upaya-upaya tersebut untuk memberikan kemudahan dan kenyamanan bagi anggota bursa, perusahaan tercatat, emiten, dan masyarakat umum, serta meningkatkan kepuasan pelanggan.

Dalam rangka meningkatkan layanan sepanjang tahun 2021, BEI melakukan beberapa inovasi dan pengembangan layanan sebagai berikut:

1. Pengembangan dan Penyempurnaan e-IPO.
2. *Microservices* Sistem CTP.
3. Pengembangan Replika *Jakarta Automated Trading System* (JATS).
4. Pengembangan *Open Application Programming Interface* (API) BEI.
5. Implementasi Pembaruan Kelanjutan Sistem INET Protokol FIX 5, OUCH, dan ITCH pada JATS.
6. *Co-Location* Anggota Bursa.
7. Pengembangan *Drop Zone* antara Sistem Perdagangan dan Sistem Perkantoran BEI.

### Commitment to Customers (F.17)

The Company continues to pay attention and commitment to improving the quality of service to customers. Service quality is one of the factors that influence customer satisfaction. This encourages the Company to provide the best service for all customers by implementing a quality management system. [GRI 103-1]

In carrying out its business activities, the Company always prioritizes customer satisfaction by providing the best service. The Company provides services and maximum protection to consumers. The stock exchange service policy for stakeholders, especially customers, is continuously improved every year and is implemented in the form of improving service to customers, the availability of information about the services offered, and handling consumer complaints and settlement efforts. [GRI 103-2][GRI 103-3]

### Innovation and Development (F.26)

The Company has made efforts to innovate and improve the service quality of exchange activities. These efforts are to provide convenience and comfort for stock exchange members, listed companies, issuers, and the general public, as well as increase customer satisfaction.

In order to improve services throughout 2021, IDX carried out several innovations and service developments as follows:

1. Development and Improvement of e-IPO.
2. *Microservices* CTP System.
3. Development of a replica of the Jakarta Automated Trading System (JATS).
4. Development of IDX Open Application Programming Interface (API).
5. Implementation of INET Protocol System Continuation Update FIX 5, OUCH, and ITCH on JATS.
6. *Co-Location* of Exchange Members.
7. Development of a Drop Zone between the Trading System and IDX Office System.

8. Penggantian perangkat *Privilege Access Management* (PAM) area perdagangan dan pendukungnya.
9. Penggantian *tools alerting SMS Gateway*.
10. Penerapan *IDX Industrial Classification* (IDX IC).
11. Penyempurnaan Sistem Perdagangan Pasar Alternatif untuk mengakomodasi kuota Dealer Utama.
12. Penerapan Efek dalam Pemantauan Khusus untuk meningkatkan proteksi investor.
13. Penyempurnaan mekanisme pra-penutupan sehingga lebih transparan.
14. Peluncuran 3 indeks baru, dengan 2 indeks berkaitan dengan ESG.

Selain itu, Perseroan mengadakan kegiatan-kegiatan keberlanjutan yang berkaitan edukasi ke bursa kepada masyarakat dan konsumen dalam rangka peningkatan literasi dan inklusi keuangan yang berkelanjutan. Selama tahun 2021, telah dilaksanakan sebanyak 10.242 kegiatan sosialisasi dan edukasi pasar modal dengan peserta sebanyak 1.305.103 dan menghasilkan 100.351 investor baru.

8. Replacement of *Privilege Access Management* (PAM) trading area and its supporting equipment.
9. Replacement of *SMS Gateway alerting tools*.
10. Application of *IDX Industrial Classification* (IDX IC).
11. Improvement of the Alternative Market Trading System to accommodate Main Dealer quotes.
12. Application of Securities under Special Monitoring to increase investor protection.
13. Improved pre-closure mechanism to make it more transparent.
14. Launch of three new indices, two of which are related to ESG.

In addition, the Company organized sustainable activities, such as stock exchange education to the public and consumers to enhance literacy and sustainable financial inclusion. During 2021, the Company carried out 10,242 capital market disseminations and educations that were attended by 1,305,103 participants and resulted in 100,351 new investors.

**Tabel Jumlah Kegiatan Literasi dan Inklusi Keuangan yang Berkelanjutan 2021**

Table of Number of Sustainable Financial Literacy and Inclusion Activities in 2021

No	Jenis Kegiatan Type of Activity	Kegiatan Edukasi Tatap Muka Type of Face-to-Face Education			Kegiatan Edukasi Digital Type of Digital Education			Total Kegiatan Edukasi Total Education Activity		
		Jumlah Kegiatan Total Activity	Jumlah Peserta Total Participant	Jumlah Inklusi Total Inclusion	Jumlah Kegiatan Total Activity	Jumlah Peserta Total Participant	Jumlah Inklusi Total Inclusion	Jumlah Kegiatan Total Activity	Jumlah Peserta Total Participant	Jumlah Inklusi Total Inclusion
1	Kegiatan Literasi Literacy Activity	108	5.955	345	2.492	745.065	10.013	2.600	751.020	10.358
2	Kegiatan Inklusi Inclusion Activity	88	3.795	3.106	2.703	103.875	86.887	2.791	107.670	89.993
3	Kegiatan Aktivasi Activation Activity	94	2.266	0	4.526	430.300	0	4.620	432.566	0
4	Kegiatan Pendalaman Pasar Modal Capital Market In-depth Examination Activity	3	49	0	228	13.798	0	231	13.847	0
<b>Total</b> Total		<b>293</b>	<b>12.065</b>	<b>3.451</b>	<b>9.949</b>	<b>1.293.038</b>	<b>96.900</b>	<b>10.242</b>	<b>1.305.103</b>	<b>100.351</b>

Perseroan menyediakan segala bentuk informasi terkait produk kepada konsumen melalui *website* maupun layanan konsumen lainnya seperti *call center* yang dibuka selama 7x24 jam dan bebas biaya baik melalui telepon maupun *email*.

The Company provides all forms of product-related information to consumers through the website and other consumer services, such as a call center that is available for 7x24 hours and is free of charge either by telephone or email.

### Pengelolaan IDX Contact Center (F.27)(F.28) (F.29) [GRI 418-1]

Sebagai bagian dari pelayanan kepada publik, yakni calon investor, investor institusi, investor ritel, Anggota Bursa, calon Perusahaan Tercatat maupun Perusahaan Tercatat, serta *stakeholders* pasar modal Indonesia lainnya, BEI menyediakan layanan komunikasi berupa IDX Contact Center.

Layanan ini semula dikenal sebagai IDX Call Center yang hanya melayani 3 kanal komunikasi, yaitu telepon, *email*, dan *live chat*. Saat ini, IDX Contact Center telah sepenuhnya menggantikan IDX Call Center sejak Juli 2021 dan memiliki 5 kanal komunikasi terintegrasi, yaitu telepon, *email*, *live chat*, WhatsApp, dan *social media messaging*. Pertanyaan atau keluhan konsumen akan dilayani oleh *Agent* IDX Contact Center pada waktu operasional, yaitu Senin – Jumat Hari Bursa pukul 08.00 – 17.00 WIB.

Sampai dengan 31 Desember 2021, terdapat sebanyak 26.275 *inquiries* yang telah dilayani oleh IDX Contact Center dengan berbagai kategori, di antaranya adalah Peraturan, Perdagangan, Edukasi Pasar Modal, Pencatatan, Data Pasar Modal, Karir dan Magang, *Event* Pasar Modal, Korespondensi, Komplain, *Statements & Compliments*, Pengaduan, *Follow Up*, Respon Internal, dan lain-lain.

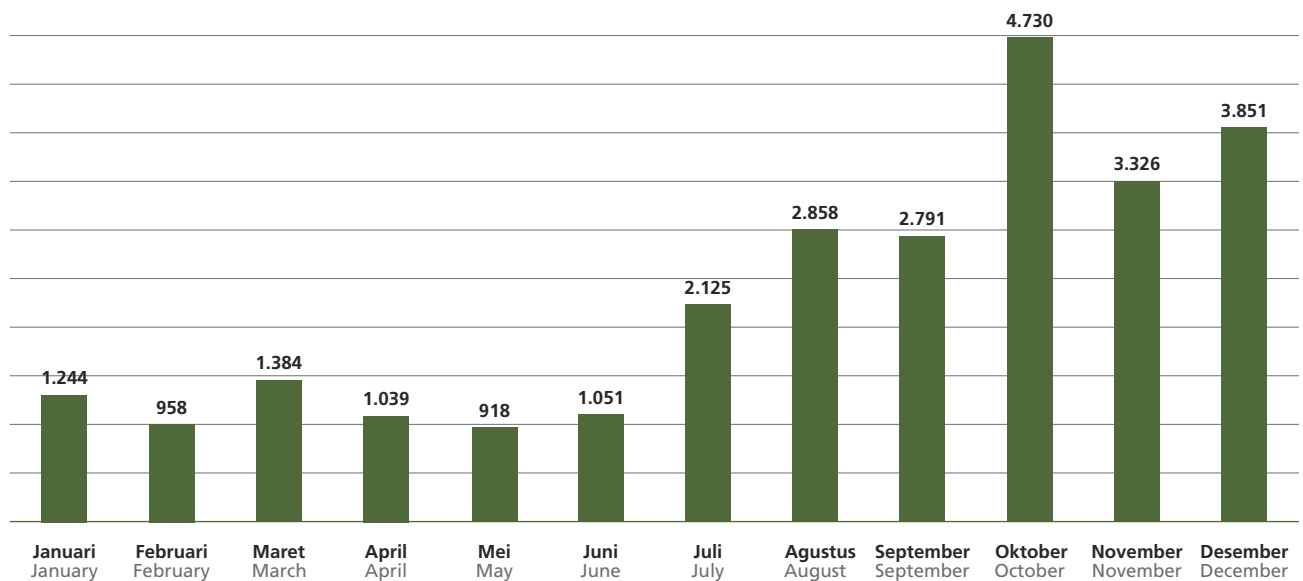
### IDX Contact Center Management (F.27)(F.28) (F.29) [GRI 418-1]

IDX provides communication services through IDX Contact Center to serve the public, including potential investors, institutional investors, retail investors, Exchange Members, prospective Listed Companies and Listed Companies, as well as other Indonesian capital market stakeholders.

This service was originally known as IDX Call Center, which only served 3 communication channels, namely telephone, email, and live chat. Currently, IDX Contact Center has completely replaced IDX Call Center since July 2021 and has five integrated communication channels, namely telephone, email, live chat, WhatsApp, and social media messaging. IDX serves consumer questions or complaints during operational hours, Monday - Friday on Exchange Days at 08.00 - 17.00 WIB.

As of December 31, 2021, IDX served 26,275 inquiries through IDX Contact Center with various categories, including Regulations, Trading, Capital Market Education, Listing, Capital Market Data, Careers and Internships, Capital Market Events, Correspondence, Complaints, Statements & Compliments, Complaints, Follow Up, Internal Responses, and others.

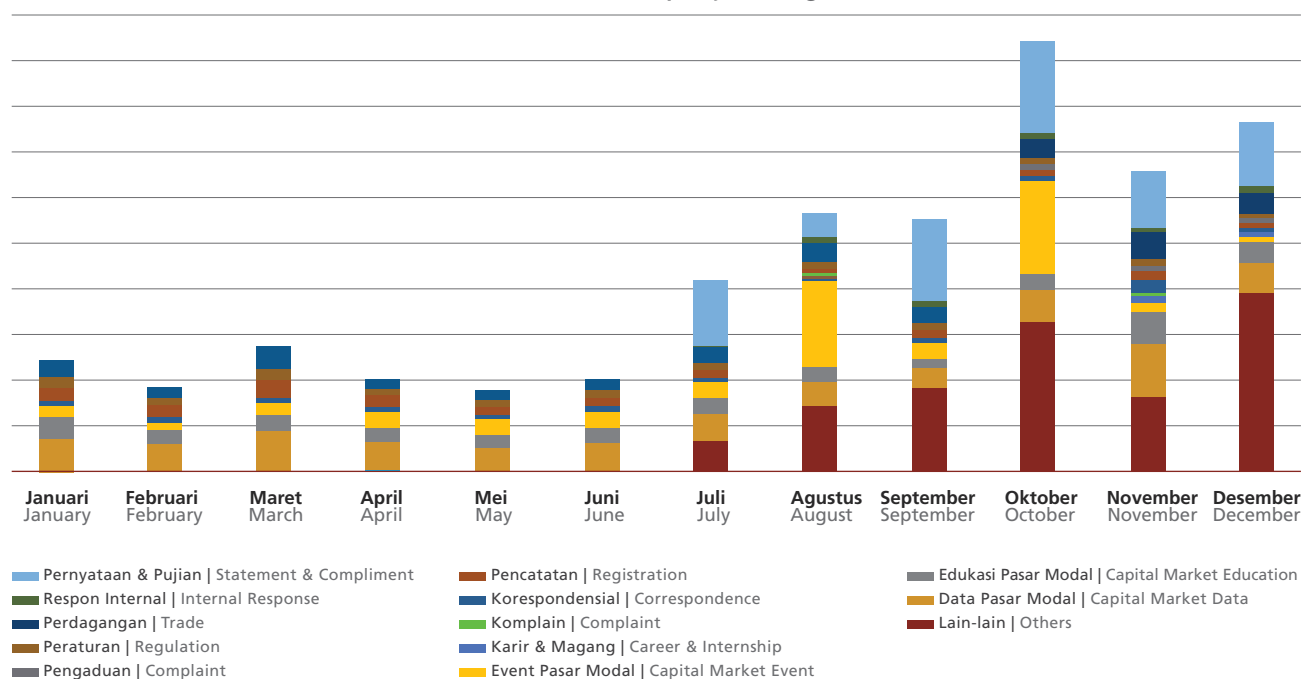
### Inkuiri Contact Center BEI 2021 IDX Contact Center Inquiry 2021





## Kategori Inkuiri *Contact Center* BEI 2021

### IDX Contact Center Inquiry Categories 2021



Pada periode pelaporan, tidak terdapat produk layanan ke bursa yang dievaluasi dan ditarik kembali penggunaannya. Sementara itu, keseluruhan produk dan layanan BEI tidak memberikan dampak negatif dalam aspek sosial dan ekonomi, namun sebaliknya program dan layanan Perseroan memberikan kemudahan operasional ke bursa dan akses bagi anggota bursa dan masyarakat umum.

In the reporting period, the Company did not receive any stock exchange service products that were evaluated and withdrawn. Meanwhile, all of IDX's products and services do not have a negative impact on social and economic aspects, yet, it provides easy exchange operations and access for stock exchange members and the general public.

### Pengaduan Pelanggan [GRI 418-1]

Perseroan telah mempunyai perangkat/media untuk menyampaikan masalah dalam rangka penerapan *Good Corporate Governance* secara konsisten dan menjaga kepuasan pelanggan, BEI menyediakan *Whistleblowing System* (WBS) yang dikenal dengan nama "Letter to IDX" dan beroperasi selama 24 jam. Letter to IDX secara resmi digunakan sejak 29 Januari 2021 dan merupakan pembaruan dari WBS sebelumnya yang hanya digunakan untuk internal. Letter to IDX merupakan saluran pelaporan yang dapat digunakan oleh publik yang memiliki informasi serta ingin melaporkan dugaan pelanggaran yang mungkin dilakukan oleh pihak internal BEI maupun pihak eksternal BEI seperti Anggota Bursa dan Perusahaan Tercatat sebagai informasi tambahan bagi BEI dalam melakukan pembinaan. [GRI 103-1]

### Customer Complaints [GRI 418-1]

The Company already has tools/media to convey problems in the context of implementing *Good Corporate Governance* consistently and maintaining customer satisfaction. IDX provides a *Whistleblowing System* (WBS) known as "Letter to IDX" that operates 24 hours. Letter to IDX has been officially operating since January 29, 2021 and is an update from the previous WBS, which was only used internally. Public is allowed to make use of Letter to IDX to submit information or report of suspected violations that may be done by IDX internal and external parties, such as Exchange Members and Listed Companies. It also serves as additional information in conducting guidance. [GRI 103-1]

Selain itu, dengan melihat perkembangan pasar, BEI juga membutuhkan partisipasi aktif dari masyarakat yang memiliki informasi mengenai adanya indikasi transaksi yang mencurigakan guna menambah informasi bagi BEI dalam melakukan pengawasan. Sementara itu, Perseroan juga telah menyediakan media penyampaian *complain* dan pengaduan melalui IDX Contact Center. [GRI 103-2]

Pihak yang mengelola pengaduan Laporan Pelanggaran dalam Letter to IDX adalah *Task Force* WBS BEI merupakan tim yang dibentuk oleh Perseroan dimana antara lain bertanggung jawab untuk mengelola dan menindaklanjuti laporan tindakan pelanggaran yang dilakukan oleh internal BEI. Perseroan memberikan sanksi sesuai ketentuan yang berlaku di Perseroan atas pelanggaran yang terbukti, sehingga dapat memberikan efek jera bagi pelaku pelanggaran maupun pihak lain yang memiliki niat melakukan pelanggaran. [GRI 103-3]

### Jumlah Pelaporan Whistleblowing System (WBS) [GRI 418-1]

Selama tahun 2021, terdapat 25 laporan dugaan pelanggaran yang telah diterima melalui saluran pelaporan WBS Letter to IDX di mana mencakup pelanggaran yang melibatkan internal maupun eksternal BEI sebagaimana tabel di bawah ini.

In the midst of market developments, IDX also requires active participation from the public who has information on indications of suspicious transactions in order to add information for IDX in conducting surveillance. Meanwhile, the Company has also provided a media for submitting complaints and complaints through IDX Contact Center. [GRI 103-2]

IDX has delegated IDX WBS Task Force to be in charge of managing the Whistleblowing Report submitted in Letter to IDX. The Task Force, established by the Company, is responsible for managing and following up on reports of violations committed by IDX internal party. The Company imposes sanctions in accordance with applicable regulations in the Company for proven violations, so that it can provide a deterrent effect for perpetrators of violations and other parties who have the intention of committing violations. [GRI 103-3]

### Number of Whistleblowing System Reporting [GRI 418-1]

During 2021, IDX received 25 reports of alleged violations through the WBS Letter reporting channel, including violations involving IDX internal and external parties as presented in the table below.

Ruang Lingkup Laporan Scope of the Report	Jumlah Laporan Number of Reports
<b>Eksternal</b> (Kecurangan Perusahaan Tercatat, Kecurangan Anggota Bursa, & Indikasi Transaksi Tidak Wajar)	13
External (Listed Company Fraud, Exchange Member Fraud & Indications of Improper Transactions)	
<b>Internal</b> (Benturan Kepentingan)	1
Internal (Conflict of Interest)	
<b>Lain-lain   Others</b> (Out of Scope and Incomplete Report)	11
<b>Jumlah Total</b>	25

### Survei Kepuasan Pelanggan (F.30)

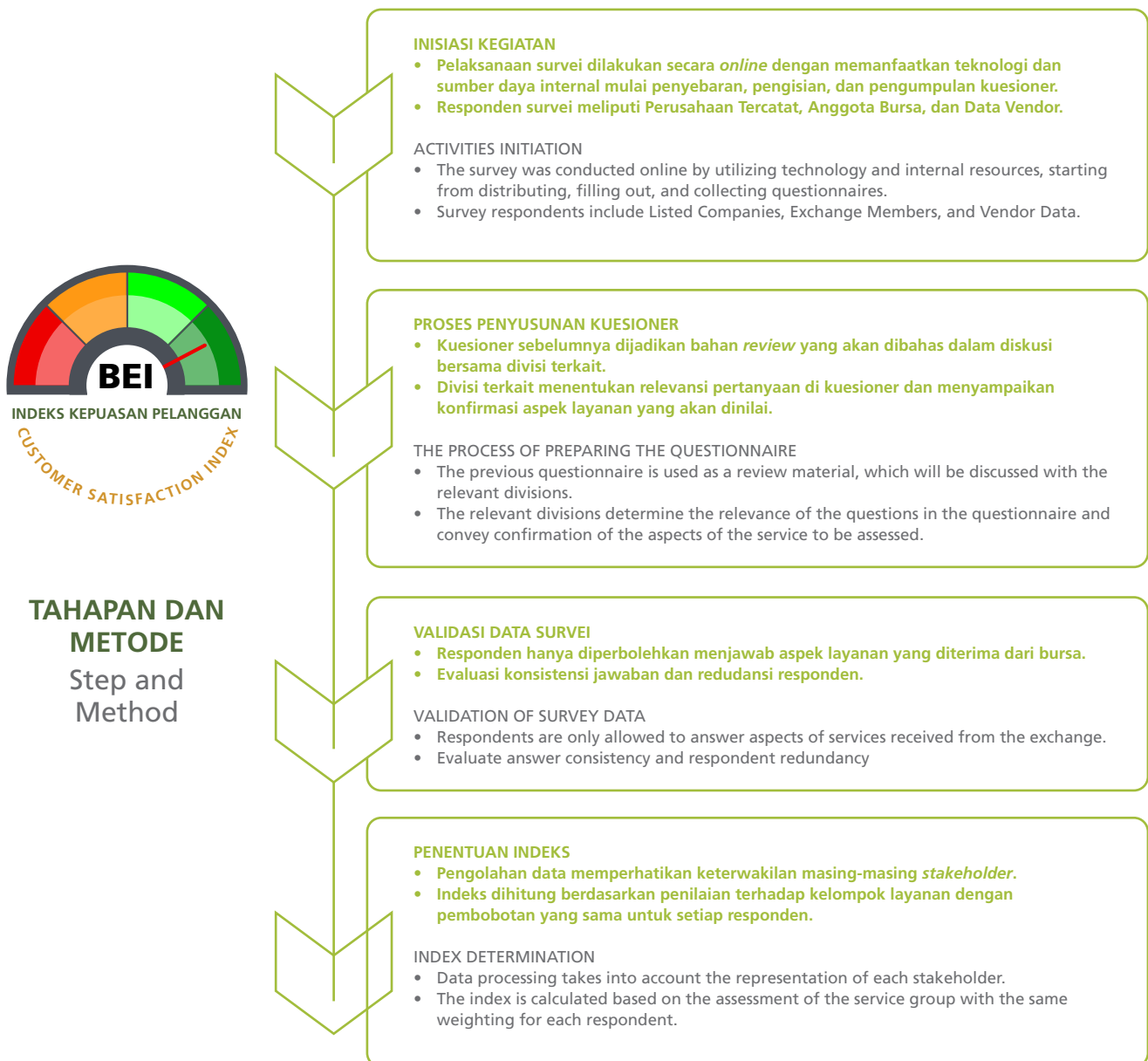
Perseroan senantiasa melakukan Survei Kepuasan Pelanggan guna mengetahui dan memenuhi harapan pelaku pasar terhadap produk dan layanan bursa. Hasilnya diharapkan dapat digunakan sebagai bahan evaluasi dalam menentukan langkah perbaikan untuk mencapai kepuasan pelanggan atas pelayanan dan produk yang diberikan BEI, selanjutnya Perseroan dapat

### Customer Satisfaction Survey (F.30)

The Company continues to carry out Customer Satisfaction Survey activities in order to provide excellent service to customers and accommodate customer expectations for products and services. The survey result is expected to be an evaluation to determine improvement measures to realize customer satisfaction for IDX's products and services.

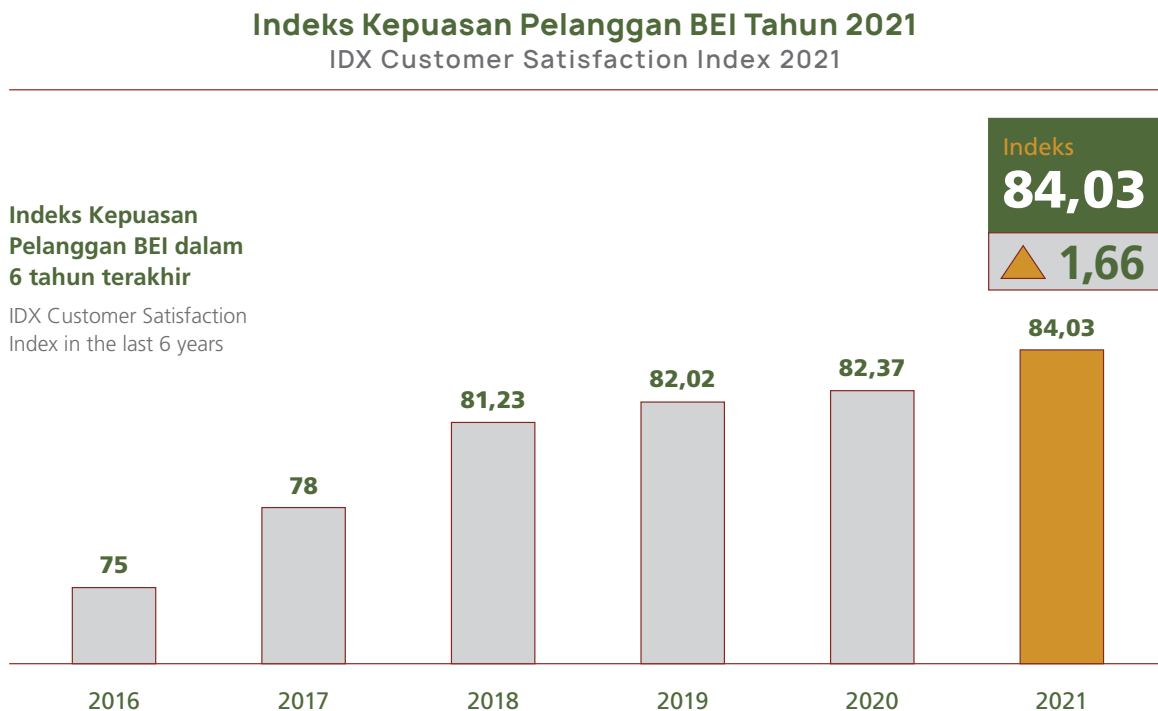
mengembangkan strategi ke depan untuk meningkatkan daya saing melalui penyediaan layanan dan produk yang berkualitas. Adapun *framework* kepuasan pelanggan yang diterapkan dalam survei adalah sebagai berikut:

Furthermore, the Company develops future strategies to enhance competitiveness by providing excellent products and services. The framework of customer satisfaction in the survey is as follows:



Indeks Kepuasan Pelanggan BEI tahun 2021 sebesar 84,03 atau mengalami peningkatan dibandingkan tahun sebelumnya dan melampaui target Perseroan sebesar 80. Selama enam tahun terakhir, BEI senantiasa memberikan layanan terbaik dan berusaha menindaklanjuti setiap keluhan *stakeholder* dengan berbagai perbaikan sehingga Indeks Kepuasan Pelanggan BEI terus mengalami peningkatan secara konsisten sebagaimana grafik berikut ini:

In 2021, IDX Customer Satisfaction Index was recorded at 84.03, an improvement compared to the previous year's record and exceeding the Company's target of 80. In the last six years, IDX consistently provides excellent services and undertakes various efforts to overcome stakeholders' complaints. Thus, we can successfully maintain the improvement of our Customer Satisfaction Index consistently as presented in the following chart:



## Verifikasi Tertulis dari Pihak Independen (G.1)

Written Verification from an Independent Party (G.1)

BEI belum menugaskan pihak independen dari eksternal untuk melakukan jasa *assurance* atas Laporan Keberlanjutan 2021. Namun demikian, untuk memastikan kualitas pelaporan, secara mandiri tim internal melakukan *cross check* kesesuaian pengungkapan informasi dengan ketentuan pada POJK-51/2017 dan SEOJK-16/2021, serta persyaratan pelaporan GRI Standard.

IDX has not assigned an external independent party to provide assurance services for its 2021 Sustainability Report. However, to ensure the quality of its reporting, the internal team has independently cross-checked the accuracy of information disclosure with the provisions of POJK-51/2017 and SEOJK-16/2021, as well as the GRI Standard's reporting requirements.

# Lembar Umpan Balik (G.2)

## Feedback Sheet (G.2)

Kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan ini dengan mengirim email atau mengirim formulir ini melalui fax atau pos.

We would like to ask all stakeholders to kindly provide feedback after reading this Sustainability Report by sending email or send this form by fax or mail.

### Profil Anda | Your Profile

Nama (bila berkenan) | Name (if you wouldn't mind) : \_\_\_\_\_  
 Institusi/Perusahaan | Institution/Company : \_\_\_\_\_  
 Email : \_\_\_\_\_  
 Telp/Hp | Phone/Mobile : \_\_\_\_\_

### Golongan Pemangku Kepentingan | Stakeholders Group

- |  |   |
|--|---|
| <input type="checkbox"/> Pemerintah   Government | <input type="checkbox"/> Media                            |
| <input type="checkbox"/> LSM   NGO               | <input type="checkbox"/> Akademik   Academic              |
| <input type="checkbox"/> Perusahaan   Corporate  | <input type="checkbox"/> Lain-lain, mohon sebutkan: _____ |
| <input type="checkbox"/> Masyarakat   Community  | Others, please state: _____                               |

Mohon pilih jawaban yang paling sesuai  
 Please choose the most appropriate answer

#### 1. Laporan ini bermanfaat bagi Anda:

This report is useful to you:

- |   |   |  |  |  |
|---|---|--|--|--|
| <input type="checkbox"/> Sangat Tidak Setuju<br>Strongly Disagree | <input type="checkbox"/> Tidak Setuju<br>Disagree | <input type="checkbox"/> Netral<br>Neutral | <input type="checkbox"/> Setuju<br>Agree | <input type="checkbox"/> Sangat Setuju<br>Strongly Agree |
|---|---|--|--|--|

#### 2. Laporan ini menggambarkan kinerja Perusahaan dalam pembangunan keberlanjutan:

This report describes the Company's performance in sustainability development:

- |   |   |  |  |  |
|---|---|--|--|--|
| <input type="checkbox"/> Sangat Tidak Setuju<br>Strongly Disagree | <input type="checkbox"/> Tidak Setuju<br>Disagree | <input type="checkbox"/> Netral<br>Neutral | <input type="checkbox"/> Setuju<br>Agree | <input type="checkbox"/> Sangat Setuju<br>Strongly Agree |
|---|---|--|--|--|

#### 3. Laporan ini mudah dimengerti:

This report is easy to understand:

- |   |   |  |  |  |
|---|---|--|--|--|
| <input type="checkbox"/> Sangat Tidak Setuju<br>Strongly Disagree | <input type="checkbox"/> Tidak Setuju<br>Disagree | <input type="checkbox"/> Netral<br>Neutral | <input type="checkbox"/> Setuju<br>Agree | <input type="checkbox"/> Sangat Setuju<br>Strongly Agree |
|---|---|--|--|--|

#### 4. Laporan ini menarik:

This report is interesting:

- |   |   |  |  |  |
|---|---|--|--|--|
| <input type="checkbox"/> Sangat Tidak Setuju<br>Strongly Disagree | <input type="checkbox"/> Tidak Setuju<br>Disagree | <input type="checkbox"/> Netral<br>Neutral | <input type="checkbox"/> Setuju<br>Agree | <input type="checkbox"/> Sangat Setuju<br>Strongly Agree |
|---|---|--|--|--|

#### 5. Laporan ini meningkatkan kepercayaan Anda pada keberlanjutan Perusahaan:

This report increases your trust in the Company's sustainability:

- |   |   |  |  |  |
|---|---|--|--|--|
| <input type="checkbox"/> Sangat Tidak Setuju<br>Strongly Disagree | <input type="checkbox"/> Tidak Setuju<br>Disagree | <input type="checkbox"/> Netral<br>Neutral | <input type="checkbox"/> Setuju<br>Agree | <input type="checkbox"/> Sangat Setuju<br>Strongly Agree |
|---|---|--|--|--|



Mohon berkenan mengisi:

Please complete the below statements:

1. Bagian laporan mana yang paling berguna bagi Anda:

Which part of this report is most useful to you:

.....

.....

.....

2. Bagian laporan mana yang kurang berguna bagi Anda:

Which part of this report is less useful to you:

.....

.....

.....

3. Bagian laporan mana yang paling menarik bagi Anda:

Which part of this report is the most interesting to you:

.....

.....

.....

4. Bagian laporan mana yang kurang menarik bagi Anda:

Which part of this report is less interesting to you:

.....

.....

.....

5. Mohon berikan saran/usul/komentar Anda atas laporan ini:

Please give us your advice/suggestions/comments on this report:

.....

.....

.....

Terima kasih atas partisipasi Anda.

Thank you for your participation.

#### Kontak Perusahaan Company Contact



**Kantor Pusat | Head Office**

PT Bursa Efek Indonesia (BEI)  
Indonesia Stock Exchange (IDX)

#### **Sekretaris Perusahaan Corporate Secretary**

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Jl. Jenderal Sudirman Kav. 52-53, Jakarta 12190

Tel. : (62-21) 515-0515  
Fax. : (62-21) 515-0330  
Website : [www.idx.co.id](http://www.idx.co.id)  
Email : [corsec@idx.co.id](mailto:corsec@idx.co.id)

Mohon agar formulir ini  
dikirimkan kembali kepada:  
Kindly send this form to:

# Tanggapan Terhadap Umpan Balik <sup>(G.3)</sup>

Response to Feedback <sup>(G.3)</sup>

Selama tahun 2021, BEI tidak menerima tanggapan dan umpan balik terhadap Laporan Keberlanjutan Tahun 2020. Namun demikian, Perseroan berupaya untuk menyempurnakan isi laporan tahun 2021 sesuai dengan kinerja keberlanjutan selama tahun pelaporan.

Throughout 2021, IDX did not receive any responses or feedback for its 2020 Sustainability Report. However, the Company strives to improve the contents of the 2021 Report in accordance with its sustainability performance during the reporting year.



# Referensi Peraturan POJK No. 51/POJK.03/2017 dan SEOJK No. 16/SEOJK.04/2021 (G.4)

References to OJK Regulation No. 51/POJK.03/2017 and OJK Circular Letter No. 16/SEOJK.04/2021 (G.4)

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# 2021 LAPORAN KEBERLANJUTAN

## Sustainability Report



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