

2021

Laporan Keberlanjutan
Sustainability Report

SCM
SURYA
CITRA
MEDIA



Kontribusi kepada Komunitas

Contribution to Community

Pembangunan Jembatan oleh CSR SCM

Bridge Built Funded by SCM's CSR

Lokasi | Location: Baru/Wake Village, Batu Benawa,
Hulu Sungai Tengah, South Borneo



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Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Overview

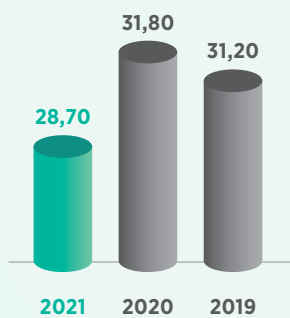


Kinerja Ekonomi [2-6]

Economic Performance



Rata-rata Pangsa Pemirsa
Semua Waktu Bulanan
Konsolidasi (%)
Monthly Average Consolidated
of All Time Audience Share (%)



Cakupan Area (Provinsi)
Coverage Area (Province)

Cakupan Analog
Analog Coverage

29
SCTV **25**
IVM

Cakupan Digital
Digital Coverage

30
SCTV **31**
IVM



Rata-Rata Pengunjung Bulanan (Juta Pengunjung)
Average Monthly Visitor (Million Visitors)

62
Vidio **93**
KLY



Tingkat
Kepemirsaaan
(%)
Viewership
Rate (%)

		2021	2020	2019
SCTV	TVR	1,3	1,7	1,7
	Share	15,7	15,8	16,5
Indosiar	TVR	1,6	1,8	1,6
	Share	13,0	16,0	14,7

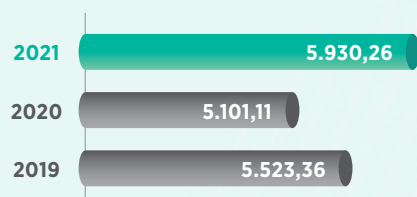


Total kapitalisasi (Miliar Rupiah)
Total capitalization (Billion Rupiah)

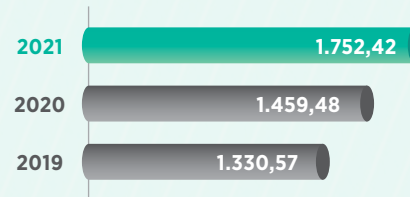
Uraian Description	2021	2020	2019
Total liabilitas Total liabilities	2.452,26	2.870,32	1.228,13
Total ekuitas Total equity	7.461,18	3.896,59	5.488,60
Total aset Total assets	9.913,44	6.766,90	6.716,72



Pendapatan (Miliar Rupiah)
Net Revenues (Billion Rupiah)



Laba Usaha (Miliar Rupiah)
Income from Operations
(Billion Rupiah)





Kinerja Lingkungan ^[2-6]

Environmental Performance



70.435,89

Penggunaan energi (GJ)
Energy consumption (GJ)



590

Pengurangan limbah air (m³)
Wastewater reduction (m³)



108,98

Pengurangan emisi (Ton CO₂eq)
Total emission reduction (Ton CO₂eq)



Kinerja Sosial ^[2-6]

Social Performance



11

Tingkat perputaran karyawan (%)
Employee turnover rate (%)

2020	13
2019	24



4.223

Jumlah karyawan (Orang)
Number of employees (People)

2020	3.786
2019	3.529



757,5

Total jam pelatihan karyawan (Jam)
Total employee training hours (Hours)

2020	2.001
2019	2.870



2.487

Survei Kepuasan Pemirsa (Orang)
Audience Satisfaction Survey (People)

2020	3.195
2019	1.608



31,78

Biaya Tanggung Jawab Sosial Lingkungan (TJSL) (Miliar rupiah)
Corporate Social Responsibility (CSR) Cost (Billion Rupiah)



Penghargaan 2021

2021 Awards

Nama Penerima Recipient	Penghargaan Award	Pemberi Penghargaan Appreciator
PT Surya Citra Media Tbk.	Emiten terbaik sektor media dan hiburan The best listed company in media and entertainment sector	Harian Bisnis Indonesia Bisnis Indonesia daily
PT Surya Citra Media Tbk.	Disclosure Rating Awareness	Berita Satu Media Holdings (BSMH) bekerja sama dengan Bumi Global Karbon Foundation (BGKF) Investor Magazine- Berita Satu Media Holdings (BSMH) in collaboration with Bumi Global Karbon Foundation (BGKF)
PT Indosiar Visual Mandiri	Anugerah Lembaga Sensor Film kategori TV Peduli Kebudayaan Film Censorship Board Award for TW with Cultural Awareness Category	Lembaga Sensor Film Indonesian Film Censorship Board
Kapanlagi Youniverse (KLY)	Penghargaan Media Daring Nasional dengan Pemberitaan Terbanyak terkait BKKBN National Online Media Award with the Most Coverage on BKKBN	Badan Kependudukan dan Keluarga Berencana Nasional (BKKBN) National Population and Family Planning Agency (BKKBN)
	Penghargaan Kategori Indepth Reporting Media Siber "Vaksinasi, Momentum Indonesia Bangkit dari Pandemi COVID-19" Award for the Cyber Media Indepth Reporting Category "Vaccination, Indonesia's Momentum to Rise from the COVID-19 Pandemic"	Persatuan Wartawan Indonesia (PWI) Indonesian Journalists Association (PWI)
PT Surya Citra Media Tbk.	Top 50 Big Capitalization Public Listed Company Top 50 Big Capitalization Public Listed Company	Indonesian Insitute for Corporate Directorship Indonesian Insitute for Corporate Directorship
PT Surya Citra Media Tbk.	Penghargaan The Best GRC for Corporate Governance 2021 for Media Industries Awards for The Best GRC for Corporate Governance 2021 for Media Industries	Majalah BusinessNews Indonesia BusinessNews Indonesia Magazine
PT Surya Citra Media Tbk.	Emiten Terbaik Sektor Media dan Hiburan Best Issuer in Media and Entertainment Sector	Bisnis Indonesia Bisnis Indonesia

Nama Penerima Recipient	Penghargaan Award	Pemberi Penghargaan Appreciator
PT Surya Citra Televisi	Penghargaan Khusus Serial Televisi Bermuatan Lingkungan Hidup untuk Program “Cerita Kita” Special Award for Environmentally Contributed Television Series for “Our Story” Program	Festival Film Bandung 2021 Bandung Film Festival 2021
PT Surya Citra Televisi	Program Inspiratif pada Episode “FTV Bali” Inspirational Program on “FTV Bali” Episode	KPID Bali
PT Surya Citra Televisi	Lembaga Penyiaran Berkualitas di Sulawesi Utara Quality Broadcasting Institution in North Sulawesi	KPID Sulawesi Utara KPID North Sulawesi
PT Surya Citra Televisi	Penghargaan sebagai Media Pendukung Penanganan Covid 19 Awards as Supporting Media Handling Covid 19	Badan Penanggulangan Bencana Nasional National Board for Disaster Management
PT Indosiar Visual Mandiri	Penghargaan sebagai Media Pendukung dalam Penanganan Covid 19 Provinsi Riau Awards as Supporting Media in Handling Covid 19 Riau Province	Pemerintah Provinsi Riau Riau Provincial Government
PT Indosiar Visual Mandiri	Program Konten Lokal Televisi Berjaringan untuk program acara Beta Maluku Network Television Local Content Program for Beta Maluku program	Komisi Penyiaran Indonesia Pusat (KPI) Indonesian Broadcasting Commission
PT Indosiar Visual Mandiri	Lembaga Penyiaran Peduli Potensi Muda Indonesia Broadcasting Institutions Care for Young Potential Indonesia	Komisi Penyiaran Indonesia Pusat (KPI) Indonesian Broadcasting Commission

Pengakuan dan Keterlibatan pada Inisiatif Eksternal

Recognition and Engagement on External Initiatives



FTSE4Good

SCM meraih skor FTSE4Good* **3,7/5**, naik dari tahun sebelumnya yaitu sebesar 2,5/5. SCM received a **3.7/5** rating, up from a 2.5/5 rating in the previous year.

- FTSE4GOOD, merupakan indeks saham yang mempertimbangkan Lingkungan, Sosial, dan Tata Kelola (ESG) serta mencakup perusahaan dengan reputasi positif.
- FTSE4GOOD, is a stock index that considers the Environment, Social, and Governance (ESG) and includes companies with a positive reputation.

Penjelasan Direksi

Board of Directors' Explanation



Dengan menghadirkan konten dan tayangan yang berkualitas, kami terus meningkatkan kinerja secara berkelanjutan.

By presenting quality content and programs, we continue to improve our performance in a sustainable manner.



Pemangku kepentingan yang terhormat, Tahun 2021 masih menjadi tahun yang penuh tantangan dan ketidakpastian akibat pandemi COVID-19. Meski demikian, Perseroan berhasil beradaptasi dan memaksimalkan peluang dengan berbagai adaptasi perubahan. Kami mengatur strategi produksi dan terus menjaga kepercayaan semua pemirsa dengan menyajikan informasi yang memiliki kredibilitas. Untuk mempertahankan kualitas dalam jangka panjang, kami menyadari pentingnya keseimbangan aspek lingkungan, sosial, dan tata kelola (LST). Keseimbangan kinerja LST merupakan wujud tanggung jawab kami guna mendukung keberlanjutan seluruh lini bisnis Perseroan agar dapat terus hadir di tengah masyarakat.

Respons Kami terhadap Tantangan

Nilai keberlanjutan bagi Perseroan kami wujudkan melalui strategi dalam mendukung kinerja operasional dan finansial PT Surya Citra Media Tbk. Perkembangan nilai keberlanjutan akan berpengaruh pada pemangku kepentingan, sehingga penting bagi kami untuk menunjukkan kinerja yang terbaik melalui strategi dan berbagai inovasi.

Dear stakeholders,

2021 continued to be a year full of challenges and uncertainties due to the COVID-19 pandemic. However, the Company has succeeded in adapting and maximizing opportunities with various adaptations to changes. We set the production strategy and continue to maintain the trust of all viewers by presenting credible information. To maintain quality in the long term, we recognize the importance of a balance of environmental, social, and governance (ESG) aspects. The balance of ESG performance is a form of our responsibility to support the sustainability of all business lines of the Company to continue to be present in the community.

Our Response to Challenges

The Company realized sustainability value through a strategy to support the operational and financial performance of PT Surya Citra Media Tbk. The development of sustainability values will affect stakeholders, therefore it is important for us to show the best performance through strategies and various innovations.

Sepanjang tahun 2021, kami merespons tantangan pandemi dengan penyesuaian proses produksi konten dan memaksimalkan *platform digital* untuk menghibur dan memberikan edukasi kepada masyarakat. Kami menyajikan program yang menyenangkan dan mengembangkan *platform digital over-the-top* (OTT). Atas upaya ini, di tahun 2021, *platform* OTT Vidio kami sudah memiliki rata-rata 62 juta pengguna aktif bulanan dan telah mencapai 2 juta pelanggan berbayar. Selain itu, kami juga mengembangkan berbagai tayangan dan layanan berbasis teknologi berupa perubahan sistem analog menjadi digital.

Capaian Kinerja Keberlanjutan

Pada kinerja ekonomi, Perseroan mencatatkan pendapatan usaha sebesar Rp5.930,26 miliar, dari sebelumnya Rp5.101,11 miliar pada tahun 2020 dan laba usaha mencapai Rp1.752,42 miliar dari sebelumnya Rp1.459,48 miliar. Selain itu, kami juga turut membagi nilai bersama pada 250 perusahaan hiburan lokal yang menjadi bagian dari rantai pasok SCM dengan nilai total kontrak naik 13,12% dari tahun sebelumnya.

Sementara itu, komitmen kami untuk hadir dan peduli pada masyarakat kami wujudkan melalui program tanggung jawab sosial (CSR) dengan menyalurkan donasi dari masyarakat. Total dana CSR Perseroan dan donasi pemirsa yang berhasil tersalurkan adalah sebanyak Rp31,78 miliar. Untuk pengembangan sumber daya manusia, kami menyertakan 283 karyawan pada program pelatihan dengan total jam pelatihan sebanyak 757,5 jam.

Kami senantiasa menerapkan bisnis yang beretika dengan memastikan perlindungan dan keamanan data pengiklan dan pemirsa. Atas upaya ini, hingga akhir tahun 2021, Perseroan tidak menerima pengaduan mengenai pelanggaran privasi pelanggan, baik terkait kebocoran, pencurian, atau kehilangan data.

Perseroan turut mengelola dampak lingkungan melalui efisiensi kegiatan internal, di antaranya penghematan energi dan pengelolaan limbah. Pemakaian energi turun sekitar 2% dari tahun lalu yang berasal dari pengurangan konsumsi BBM untuk kendaraan dan pemakaian listrik. Selain itu, kami juga mengelola limbah padat non-B3 sesuai prinsip 3R; *reduce* (mengurangi), *reuse* (memanfaatkan kembali), dan *recycle* (daur ulang).

During 2021, we responded to the challenges of the pandemic by adjusting the content production process and maximizing digital platforms to entertain and educate the public. We presented fun programs and develop an over-the-top (OTT) digital platform. Due to this effort, our OTT Vidio platform already has a monthly average of 62 million active users and has reached 2 million paid subscribers by 2021. In addition, we also developed various technology-based programs and services in the form of converting analog system to digital.

Sustainability Performance Achievements

In terms of economic performance, the Company recorded operating revenue at Rp5,930.26 billion, from Rp5,101.11 billion in 2020 and operating profit at Rp1,752.42 billion, from Rp1,459.48 billion previously. In addition, we also created shared value among the 250 local entertainment companies that are part of the SCM supply chain with an increase in total contract value of 13.12% from the previous year

Meanwhile, our commitment to be present and care for the community has been realized through our social responsibility (CSR) program by channeling donations from the community. The company's total CSR funds and audience donations that have been successfully distributed was Rp31.78 billion For human resource development, we included 283 employees in the training program with a total of 757.5 training hours.

We have always implemented ethical business by ensuring the protection and security of advertisers and viewers' data. For this effort, until the end of 2021, the Company has not received any complaints regarding violation of customer privacy, whether related to data leak, theft, or loss.

The company also manages the environmental impact through the efficiency of internal activities, including energy saving and waste management. Energy use decreased by approximately 2% from last year which came from reduced fuel consumption for vehicles and electricity consumption. In addition, we also manage non-hazardous solid waste according to the 3R principles; reduce, reuse, and recycle.

Melangkah Menghadapi Masa Depan

Adaptasi terhadap terjadinya pandemi COVID-19 telah berdampak pada cepatnya penggunaan digital yang terus meningkat. Kondisi yang terbatas dalam kegiatan usaha kami, misalnya pada pembuatan konten, program, dan layanan secara tatap muka menjadi pendorong kami agar mengubah strategi dan melakukan inovasi dengan cepat. Oleh sebab itu, kami tidak akan berhenti mempelajari berbagai teknologi dalam menciptakan berbagai inovasi dan meningkatkan layanan kami. Selain itu, perhatian kami pada aspek keberlanjutan senantiasa kami perkuat dengan dibentuknya Komite Keberlanjutan yang memegang peran penting dalam mengelola risiko LST di masa depan.

Kami yakin bahwa prospek usaha di bidang media berbasis konten akan terus meningkat seiring naiknya kebutuhan pendidikan dan hiburan. Selain itu, kami juga memahami bahwa media memiliki peran penting dalam memberikan pengetahuan dan penyampaian informasi, termasuk memberikan hiburan yang menyegarkan. Kami akan terus melangkah untuk hadir di tengah masyarakat dan menjangkau berbagai lapisan agar dapat meningkatkan pendidikan, pengetahuan, serta hiburan yang bermanfaat.

Apresiasi

Kami memberikan apresiasi setinggi-tingginya kepada seluruh pemangku kepentingan atas dukungan dan kepercayaannya selama ini. Kami menyadari, perubahan akan selalu terjadi dengan cepat dan kami harus mampu beradaptasi dengan tepat. Dengan sinergi dan inisiatif keberlanjutan yang terus dikembangkan, kami percaya untuk dapat terus memberikan nilai bagi masa depan.

Stepping into the Future

Adaptation to the COVID-19 pandemic has had an impact on the rapidly increasing use of digital. The limited conditions in our business activities, such as in the creation of content, programs, and offline services, motivate us to change strategies and innovate quickly. Therefore, we will not stop learning about various technologies in creating innovations and improving our services. In addition, we continue to strengthen our attention to the sustainability aspect with the establishment of a Sustainability Committee which plays an important role in managing ESG risks in the future.

We believe that business prospects in the content-based media sector will continue to increase along with the growing demand for education and entertainment programs. In addition, we also understand that the media plays an important role in providing knowledge and delivering information, including refreshing entertainment. We will continue to step up our presence in the community and reach out to people from all walks of life in order to deliver more education, knowledge, and entertainment programs with beneficial value.

Appreciation

We give our highest appreciation to all stakeholders for their support and trust. We are aware that change will always happen quickly and we must be able to adapt accordingly. With ongoing synergies and sustainability initiatives, we believe we can continue to provide value for the future.

Jakarta, 29 April | April 29th 2022
Atas Nama Direksi
On behalf of the Board of Directors



Sutanto Hartono
Direktur Utama
President Director

Pernyataan Tanggung Jawab atas Laporan Keberlanjutan 2021

Statement of Responsibility for 2021 Sustainability Report

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Surya Citra Media Tbk tahun 2021 telah disampaikan secara lengkap dan bertanggung jawab atas kebenaran isi Laporan Keberlanjutan Perseroan.

We, the undersigned, declare that all information in the 2021 Sustainability Report of PT Surya Citra Media Tbk has been presented in its entirety and we are responsible for the accuracy of the contents of the Company's Sustainability Report.

Demikian pernyataan ini dibuat dengan sebenarnya
Thus, this statement is made truthfully

Jakarta, 29 April 2022

Dewan Komisaris

Board of Commissioners



Alvin W. Sariaatmadja
Komisaris Utama
President Commissioner



Suryani Zaini
Wakil Komisaris Utama
(Komisaris Independen)
Vice President Commissioner
(Independent Commissioner)



Glenn M. Surya Yusuf
Komisaris Independen
Independent Commissioner



Jay Geoffrey Wachter
Komisaris
Commissioner

Direksi

Board of Directors



Sutanto Hartono
Direktur Utama
President Director



Harsiwi Achmad
Direktur
Director



Imam Sudjarwo
Direktur
Director



Rusmiyati Djajaseputra
Direktur
Director



David Setiawan Suwanto
Direktur
Director



Mutia Nandika
Direktur Independen
Independent Director

Strategi Keberlanjutan

Sustainability Strategy

PT Surya Citra Media Tbk (“SCM”) bertumbuh dan mempertahankan eksistensinya melalui program, konten, tayangan, dan layanan yang berkualitas dan informatif. Kami beradaptasi dengan pesatnya perkembangan teknologi informasi dan komunikasi, guna memberikan pelayanan terbaik bagi pemirsa, sebagai salah satu pemangku kepentingan utama kami. Melalui strategi bisnis ini, Perseroan memastikan operasi bisnis yang berkelanjutan, mempertahankan tingkat kepemirsaaan, serta mendukung Tujuan Pembangunan Berkelanjutan (TPB). [2-2]

PT Surya Citra Media Tbk (“SCM”) grows and maintains its existence through quality and informative programs, content, shows and services. We are adaptive to the rapid development of information and communication technology, to provide the best service for viewers, as one of our main stakeholders. Through this business strategy, the Company ensures sustainable business operations, maintains viewership levels, and supports the Sustainable Development Goals (SDGs). [2-2]

Implementasi kinerja keberlanjutan bidang ekonomi, sosial, lingkungan, dan tata kelola merupakan tanggung jawab kolektif dan di bawah pengawasan Direktur Utama. Selain itu, kami juga memiliki strategi keberlanjutan yang menjadi dasar kegiatan usaha kami: [2-17] [2-22] [2-23] [2-24]

The sustainability implementation performance in the economic, social, environmental, and governance aspects is a collective responsibility and is under the supervision of the President Director. We also have a sustainability strategy as the basis of our business activities: [2-17] [2-22] [2-23] [2-24]

 <p>Terus berkembang dan meningkatkan produktivitas tim serta berkomitmen untuk berinvestasi dalam program pelatihan dan pendidikan di dalam perseroan. Continue to develop and improve team productivity and commit to investing in in-house training and education programs.</p>	 <p>Fokus mendukung setiap anak perseroan dalam menciptakan fasilitas dan program-program barunya, termasuk mempromosikan konten ke luar Indonesia. Focus on supporting each subsidiary in creating new facilities and programs, including promoting content outside Indonesia.</p>	 <p>Memfaatkan peluang-peluang baru yang ada di Indonesia maupun negara-negara sekitar untuk selalu bisa meningkatkan nilai dan manfaat pada pemegang saham. Take advantage of new opportunities in Indonesia and neighboring countries. to always be capable of increasing the value and benefits to shareholders.</p>	 <p>Berfokus pada industri televisi <i>free-to-air</i> (FTA); produksi konten dan inisiatif media digital, termasuk layanan <i>over-the-top</i> (OTT), daring, dan <i>out-of-home</i> (OOH); dan meningkatkan kemampuan untuk terus mengembangkan bisnis media yang lebih luas. Focus on the free-to-air (FTA) television industry; content production and digital media initiatives, including over-the-top (OTT), online, and out-of-home (OOH) services; as well as improve the ability to continue to expand the media business.</p>
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SCM juga berkomitmen untuk memberikan makna di setiap kehadiran kami di masyarakat melalui semangat berbagi, peduli, dan berbagai kontribusi kegiatan tanggung jawab sosial perseroan (CSR). Sepanjang tahun 2021, di tengah pandemi COVID-19, kami senantiasa peduli dan tanggap untuk ikut serta melawan penyebaran virus. Perseroan melindungi kesehatan karyawan dan semua pihak yang terlibat dalam kegiatan bisnis dengan kebijakan protokol kesehatan yang ketat. Di samping itu, kami juga mendukung upaya pemerintah dalam penanganan COVID-19 dengan turut serta memberikan berbagai bantuan kepada masyarakat melalui serangkaian program CSR.

SCM is also committed to giving meaning to our presence in the community through the spirit to share, care, and various contributions to corporate social responsibility (CSR) activities. Amid the COVID-19 pandemic during 2021, we continued to be aware and responsive to participate in controlling the virus transmission. The Company protects the health of its employees and all parties involved in business activities through a strict health protocol policy. We also support the government’s efforts in handling COVID-19 by participating in providing various assistance to the community through a series of CSR programs.

Pengelolaan, Tantangan, dan Peluang Keberlanjutan

Sustainability Management, Challenges and Opportunity

Perseroan melakukan pengelolaan terhadap risiko melalui Sistem Manajemen Risiko, termasuk risiko lingkungan, sosial, dan tata kelola (LST). Pengawasan kinerja manajemen risiko dilakukan oleh Divisi Audit Internal, adapun pelaksanaannya dilakukan oleh fungsi manajemen risiko pada setiap unit. Unit Audit Internal melaporkan hasil kinerja manajemen risiko secara berkala kepada Direktur Utama dan Komite Audit. [2-25]

Sepanjang tahun 2021, aktivitas bisnis Perseroan masih dihadapkan pada tantangan kondisi pandemi COVID-19. Kegiatan pembuatan konten, program, dan layanan lain yang membutuhkan tatap muka perlu proses adaptasi. Kondisi ini membawa tantangan tersendiri bagi Perseroan untuk dapat terus berinovasi serta beradaptasi di tengah pesatnya perkembangan teknologi dan industri media di Indonesia. Perseroan didorong untuk dapat menyiapkan sumber daya manusia (SDM) yang berkualitas dan responsif terhadap teknologi, serta siap bersaing dalam menghadirkan konten digital yang edukatif dan kreatif.

Sebaliknya, tantangan dari pesatnya teknologi juga menghadirkan banyak peluang bagi pengembangan dan keberlanjutan bisnis Perseroan di masa yang akan datang. Segmen bisnis media digital yang dimiliki SCM menunjukkan pertumbuhan yang positif selama periode pelaporan dengan pendapatan iklan dan jumlah pelanggan. Ke depan, Perseroan akan memanfaatkan peluang kehadiran media di masyarakat untuk berkontribusi terhadap edukasi, hiburan yang sehat, serta keberlanjutan Perseroan.

SCM juga menyadari bahwa dampak negatif perubahan iklim dapat memengaruhi berbagai industri, termasuk mitra usaha kami. Kami menyadari perlunya strategi khusus untuk memitigasi potensi dampak negatif ini dengan penerapan *Business Continuity and Contingency Plan* yang sudah kami kembangkan. Sejauh ini kami belum melakukan studi lebih lanjut terkait implikasi finansial terkait perubahan iklim, namun walaupun industri media tidak terkait langsung oleh perubahan iklim, peran SCM cukup signifikan dalam memberikan edukasi konten terkait pelestarian lingkungan kepada masyarakat. [2-25]

The Company manages risks through a Risk Management System, including environmental, social and governance (ESG) risks. Risk management performance is supervised by the Internal Audit Division, while the implementation is carried out by the risk management function in each unit. The Internal Audit Unit reports the risk management performance regularly to the President Director and Audit Committee. [2-25]

During 2021, the Company's business activities still faced the challenges of COVID-19 pandemic. Content creation activities, programs, and other services that require face-to-face activities remained in need for adaptation. This condition caused another challenge for the Company to be able to continuously innovate and to adapt to the rapid development of technology and the media industry in Indonesia. The Company was required to be able to prepare quality human resources (HR) that are responsive to technology and are ready to compete in presenting educational and creative digital content.

On the other hand, the challenges of the technology rapid development have presented numerous opportunities for the Company's business development and sustainability in the future. SCM's digital media business segment saw growth in advertising revenue and number of subscribers during the reporting period. Going forward, the Company will take advantage of the opportunities for the media's presence in the community with contribution to education, healthy entertainment, and the Company's sustainability.

SCM also recognizes the negative impacts of climate change can affect various industries, including our business partners. We are aware of the need for a special strategy to mitigate this possible negative impact by implementing the Business Continuity and Contingency Plan that we have developed. So far, we have not conducted further studies regarding the financial implications of climate change, however SCM has played a significant role in providing the society with educational content on environmental conservation although the media industry is not directly related to climate change. [2-25]

Profil Singkat

Brief Profile

Sejak didirikan pada tahun 1999, SCM terus hadir memberikan kontribusi di industri media Indonesia melalui berbagai program, konten, tayangan, dan layanan di bidang media. SCM juga memperluas layanan pembuatan konten berkualitas dan jasa periklanan yang unggul, manajemen artis, serta manajemen fasilitas siaran dan produksi film.

Since its establishment in 1999, SCM has continued to contribute to the Indonesian media industry through various programs, content, shows, and services in the media sector. SCM has also expanded its quality content creation and advertising services, artist management, and broadcast and film production facility management.

Visi, Misi, dan Nilai Keberlanjutan

Vision, Mission, and Sustainability Values



Visi | Vision

Menjadi penyedia hiburan dan informasi terdepan bagi bangsa Indonesia.
To be the leading provider of entertainment and information to Indonesia.



Misi | Mission

Kami berupaya untuk menjadi pilihan pertama dalam penyedia konten berkualitas, untuk menghibur, mendidik, dan memberi informasi akurat dan terpercaya bagi bangsa Indonesia.

Kami akan menjadi pilihan pertama melalui pengadaan konten yang menarik, penyediaan layanan yang unggul dan pengembangan berkelanjutan dari sumber daya manusia kami. Melalui pencapaian ini, kami akan menciptakan dan mempertahankan sebuah usaha menguntungkan yang berkelanjutan bagi para pemangku kepentingan kami.

We work to be the first choice provider of quality content to entertain, educate, and inform Indonesians.

We will become the first choice through the attractive delivery of content, superior delivery service, and the continuing development of our human resources. By achieving this, we will maintain sustainable profitable business for our stakeholders.

Profil Perseroan ^[2-1]

Company Profile



Nama Perseroan
Name of the Company
 PT Surya Citra Media Tbk



Alamat Kantor Pusat
Head Office Address
 SCTV Tower Lt. 18
 Jl. Asia Afrika Lot 19
 Senayan City, Jakarta, 10270
 Telepon: (+6221) 2793 5599
 Faksimili: (+6221) 2793 5598
 Email: corsec@scm.co.id
 Situs web: www.scm.co.id



Bidang Usaha
Line of Business
 Bidang jasa (informasi dan aktivitas profesional) dan perdagangan
 Services (information and professional activities) and trade



Produk dan layanan
Products and services
 1. Televisi (Saluran televisi FTA dan berlangganan)
 2. Digital dan Iklan Luar Ruang (Megaportal website, video-on-demand, dan periklanan luar ruangan)
 3. Konten dan Lainnya (Produksi film dan video, perdagangan film dan konten, rumah produksi, industri multimedia, dan manajemen artis)

Products and services
 1. Television (FTA and subscription television channels)
 2. Digital and Outdoor Advertising (Megaportal website, video-on-demand, and outdoor advertising)
 3. Content and Others (Film and video production, film and content trade, production houses, multimedia industry, and artist management)



Tanggal Pendirian
Establishment Date
 29 Januari 1999
 January 29, 1999



Bentuk Legal
Legal Form
 Perseroan Terbatas Terbuka
 Public Limited Liability Company



Dasar Hukum Pendirian
Legal Basis of Establishment

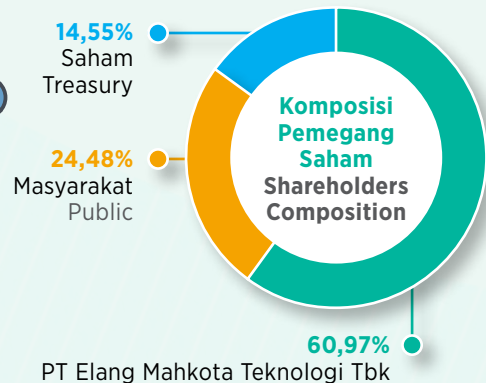
- Akta Pendirian Perseroan Terbatas No. 3 tanggal 29 Januari 1999 dan mendapatkan pengesahan dari Menteri Kehakiman Republik Indonesia melalui Surat Keputusan No. C-18033 HT.01.01.Th.99 tanggal 25 Oktober 1999.
- Kantor Pendaftaran Perusahaan Kodya Jakarta Barat dengan No. 1024/BH.09-02/IX/2000 pada tanggal 26 September 2000 dan telah diumumkan dalam Berita Negara Republik Indonesia No. 9 tanggal 29 Januari 2002, Tambahan No. 997
- Deed of Establishment of Limited Liability Company No. 3 dated January 29, 1999 and received approval from the Minister of Justice of the Republic of Indonesia through Decree No. C-18033 HT.01.01.Th.99 dated October 25, 1999.
- West Jakarta Municipality Company Registration Office with No. 1024/BH.09-02/IX/2000 dated 26 September 2000 and has been announced in the State Gazette of the Republic of Indonesia No. 9 dated 29 January 2002, Supplement No. 997



Negara dan Wilayah Operasional
Countries Operational Area
 Indonesia

Pasar yang Dilayani (provinsi)
Markets served (provinces)

Cakupan Analog Analog Coverage		Cakupan Digital Digital Coverage	
29	25	30	31
SCTV	IVM	SCTV	IVM



Perubahan Signifikan ^[102-10] ^[2-6]

Sepanjang tahun 2021, tidak ada perubahan signifikan yang berpengaruh pada keberlangsungan usaha atau operasional SCM.

Significant Change ^[102-10] ^[2-6]

Throughout 2021, there were no significant changes that affected the sustainability of SCM's business.

Keanggotaan Asosiasi

Association Membership

Kami aktif menjadi anggota sejumlah asosiasi. Dengan keterwakilan ini, SCM aktif memberikan masukan dan tanggapan terkait penyusunan kebijakan penyiaran dan media. Selain itu, SCM juga terlibat dalam penyusunan peraturan terkait penyiaran oleh pemerintah dan Dewan Perwakilan Rakyat (DPR). [2-28]

We have actively joined the membership of several associations. Through this representation, SCM actively provides input and feedback regarding the formulation of broadcasting and media policies. In addition, SCM is also involved in bill drafting concerning broadcasting by the government and the House of Representatives. [2-28]

Nama Asosiasi

Association Name

Pelibatan Engagement	Nama Asosiasi Association Name	Posisi Position
SCTV dan Indosiar SCTV and Indosiar	Asosiasi Televisi Swasta Indonesia (ATVSI) Indonesian Private Television Association	Sekretaris Jenderal Secretary General
SCM	Asosiasi Emiten Indonesia Indonesian Issuer Association	Anggota Member
SCTV dan Indosiar SCTV and Indosiar	Asosiasi Telematika Indonesia (MASTEL) Indonesian Telematics Association	Anggota Member
DRM	Lembaga Manajemen Kolektif Wahana Musik Indonesia (WAMI) Wahana Musik Indonesia Collective Management Institute	Anggota Member
DRM	Asosiasi Industri Rekaman Indonesia (ASIRI) Indonesian Recording Industry Association	Anggota Member
NexParabola	Asosiasi Penyelenggara Multimedia Indonesia Indonesian Multimedia Organizer Association	Anggota Member
SCM dan SCTV SCM dan SCTV	Asosiasi Pengusaha Indonesia (APINDO) Indonesian Entrepreneurs Association	Anggota Member

Tentang Laporan

About the Report

Pemberian bantuan paket kepada anak pemulung di TPS Gunung Balong, Lebak Bulus, Jakarta Selatan.
Providing package assistance to scavengers at Gunung Balong TPS, Lebak Bulus, South Jakarta.



Laporan Keberlanjutan 2021 ini merupakan laporan kinerja keberlanjutan ke-dua. Laporan ini mengungkapkan informasi kinerja keberlanjutan yang mencakup kinerja ekonomi, lingkungan, sosial, dan tata kelola (LST) periode 1 Januari – 31 Desember 2021 dan merupakan kesinambungan dari laporan yang diterbitkan pada 29 April 2022. Data dan informasi diperoleh dari Kantor Pusat dan mencakup seluruh anak Perseroan. Data keuangan berasal dari laporan keuangan konsolidasi yang telah diaudit secara independen, mencakup semua unit kerja dan anak Perseroan. [2-2] [2-3]

Penyusunan laporan mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017, standar Global Reporting Initiative (GRI) dengan opsi kesesuaian *with reference to the GRI Standards*, serta Sustainable Accounting Standard Board (SASB) untuk Media & Entertainment Sector. Terdapat penyajian kembali informasi (*restatement*) dari pengungkapan di periode sebelumnya. Laporan ini belum diverifikasi secara eksternal oleh pihak independen, namun demikian, data keuangan telah diaudit oleh auditor eksternal. [2-4] [2-5]

Kami menerima masukan dan saran terhadap Laporan Keberlanjutan tahun 2020 melalui penilaian dan saran serta masukan yang diberikan oleh FTSE4Good.

Topik Material, Batasan, dan Dukungan pada TPB

Material Topics, Boundaries, and Support to SDGs









Perseroan telah menentukan delapan topik material melalui diskusi internal dengan memperhatikan kebutuhan pemangku kepentingan. Topik material ini telah disetujui oleh Direksi sebagai badan tata kelola tertinggi dalam fungsi eksekutif Perseroan. Adapun dampak dari topik material dikelola oleh Perseroan dan menjadi prioritas dalam menjalankan operasi bisnis, serta mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). [2-12] [2-14] [3-1] [3-2]

The Sustainability Report 2021 is the second report on SCM's sustainability performance. This report discloses information on sustainability performance which includes economic, environmental, social, and governance (ESG) performance for the period January 1 – December 31, 2021 and is a continuation of the report published on 29 April 2022. Data and information were collected from the Head Office and covered all subsidiaries. Financial data comes from consolidated financial statements covering all work units and subsidiaries that have been independently audited. [2-2] [2-3]

The preparation of the report refers to the Regulation of the Financial Services Authority (POJK) No. 51/POJK.03/2017, the Global Reporting Initiative (GRI) standard with the option of conformity with reference to the GRI Standards, and the Sustainable Accounting Standard Board (SASB) for the Media & Entertainment Sector. There is restatement of information (*restatement*) from disclosures in the previous period. This report has not been verified by an independent external party, however, the financial data has been audited by an external auditor. [2-4] [2-5]

We have received input and suggestions regarding our Sustainability Report 2020 through the assessment and suggestions as well as inputs provided by FTSE4Good.

The company has determined eight material topics through internal discussions by considering the stakeholders' needs. These material topics have been approved by the Board of Directors as the highest governance body in the executive function of the Company. The impact of material topics is managed by the Company and becomes a priority in carrying out business operations, as well as supporting the achievement of the Sustainable Development Goals (SDGs). [2-12] [2-14] [3-1] [3-2]

Topik Material Material Topics	Topik Utama Key Concerns	Batasan Dampak Boundary	
		Internal Internal	Eksternal External
Kinerja Ekonomi Economic Performance 	Ketahanan kinerja ekonomi di tengah pandemi COVID-19 dan distribusi manfaatnya kepada pemangku kepentingan. Economic performance amid the COVID-19 pandemic and distribution of benefits to stakeholders.	<ul style="list-style-type: none"> • Pemegang Saham Shareholders • Karyawan Employee 	<ul style="list-style-type: none"> • Pemerintah dan Regulator Government and Regulator • Investor • Pelanggan Customers • Agensi Iklan Advertising Agency • Pemasok Suppliers
Energi Energy 	Inovasi dan efisiensi energi dalam proses kegiatan usaha dan mendukung kepedulian lingkungan. Innovation and energy efficiency in the production process and support for environmental stewardship.	<ul style="list-style-type: none"> • Pemegang Saham Shareholders 	<ul style="list-style-type: none"> • Pemerintah dan Regulator Government and Regulator • Investor
Ketenagakerjaan Employment 	Kesetaraan dan kesempatan yang sama, keberagaman, dan hak asasi manusia bagi seluruh karyawan. The Company respects equal opportunity and human rights for all employees and business partners.	<ul style="list-style-type: none"> • Pemegang Saham Shareholders • Karyawan Employee 	<ul style="list-style-type: none"> • Pemerintah dan Regulator Government and Regulator • Pelanggan Customers
Pelatihan dan Pendidikan Training and Education 	Pengembangan kompetensi karyawan dan penggunaan teknologi media. Employee competency development and technology application.	<ul style="list-style-type: none"> • Pemegang Saham Shareholders • Karyawan Employee 	<ul style="list-style-type: none"> • Agensi Iklan Advertising Agency • Pengisi Acara Talents
Perilaku Kompetitif Competitive Behavior 	Keunggulan program, konten, dan layanan untuk dapat bersaing secara sehat dalam industri media. Perseroan juga menghormati hak intelektual yang mencerminkan perilaku kompetisi yang adil. The excellence of program, content and service to be able to compete fairly in the media industry. The Company also respects intellectual property rights that reflect fair competitive behavior.	<ul style="list-style-type: none"> • Pemegang Saham Shareholders • Karyawan Employee 	<ul style="list-style-type: none"> • Pemerintah dan Regulator Government and Regulator • Pelanggan Customers • Agensi Iklan Advertising Agency • Pengisi Acara Talents • Pemasok Suppliers
Antikorupsi Anti-corruption 	Adanya sistem pelaporan, pelaksanaan tata kelola, termasuk strategi antikorupsi. The existence of a reporting system, implementation of good governance including anti-corruption strategies.	<ul style="list-style-type: none"> • Pemegang Saham Shareholders • Karyawan Employee 	<ul style="list-style-type: none"> • Pemerintah dan Regulator Government and Regulator • Investor • Agensi Iklan Advertising Agency • Pemasok Suppliers
Etika Media Media Ethics 	Patuh pada peraturan publikasi dan media, dengan memperhatikan konten serta kredibilitas informasi yang disampaikan kepada publik. Comply with publication and media regulations, by giving attention to the content and credibility of the information presented to the public.	<ul style="list-style-type: none"> • Pemegang Saham Shareholders • Karyawan Employee 	<ul style="list-style-type: none"> • Pemerintah dan Regulator Government and Regulator • Investor • Pelanggan Customers • Agensi Iklan Advertising Agency • Pengisi Acara Talents
Privasi Pelanggan Customer Privacy 	Menghormati privasi pemangku kepentingan dan memastikan keamanan data pribadi pelanggan. Respecting the data privacy and security of its stakeholders, both advertisers and viewers.	<ul style="list-style-type: none"> • Pemegang Saham Shareholders • Karyawan Employee 	<ul style="list-style-type: none"> • Pelanggan Customers

Tata Kelola Keberlanjutan

Sustainability Governance



Penerapan protokol kesehatan di lingkungan kerja
Implementation of health protocols in the work environment



Tata kelola keberlanjutan dilaksanakan dengan menerapkan praktik *good corporate governance* (GCG) untuk mencapai kinerja bisnis yang beretika. Selain itu, dengan GCG, kami dapat memaksimalkan distribusi nilai terbaik Perseroan kepada para pemangku kepentingan.

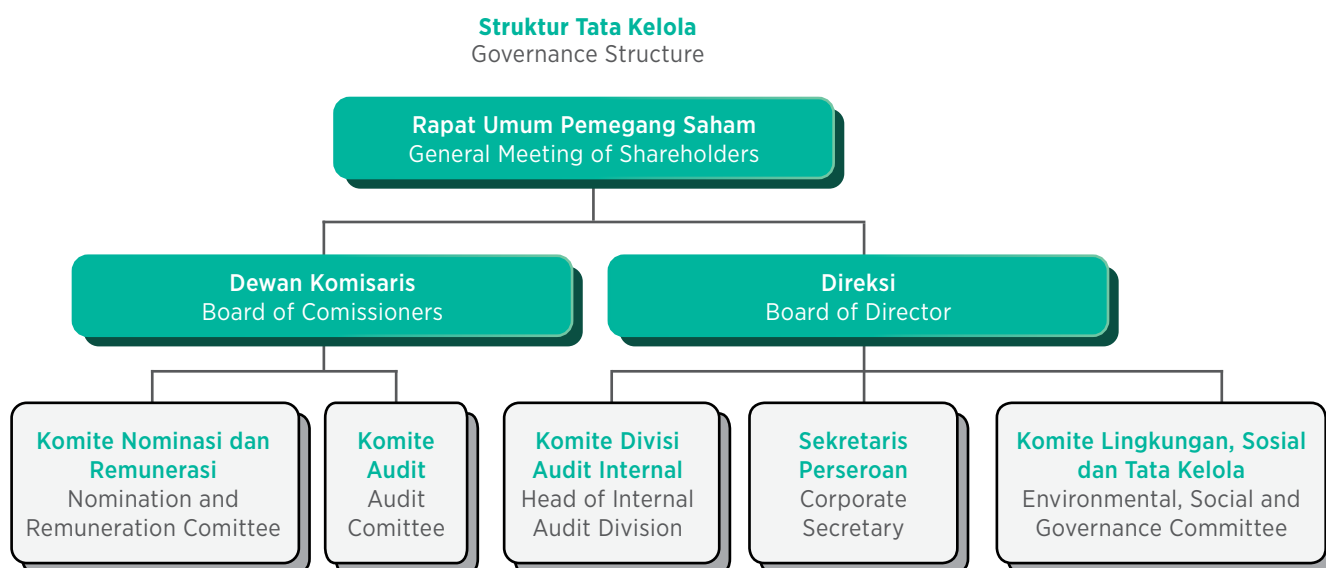
Sustainability governance is implemented through good corporate governance (GCG) practices to achieve ethical business performance. With GCG, we can maximize the distribution of the Company's best value to stakeholders.

Struktur Tata Kelola Keberlanjutan

Sustainability Governance Structure

Struktur tata kelola Perseroan terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi, yang memiliki fungsi, tanggung jawab, dan wewenang masing-masing. Perseroan juga memiliki organ pendukung, yaitu Sekretaris Perseroan, Unit Audit Internal, serta komite-komite di bawah Dewan Komisaris.

The corporate governance structure consists of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors, each of which has different functions, responsibilities, and authorities. The Company also has supporting organs, namely the Corporate Secretary, Internal Audit Unit, and committees under the Board of Commissioners.



Pengungkapan informasi secara lengkap mengenai tata kelola perseroan, tugas, remunerasi dan kompensasi, tanggung jawab, dan kewenangan RUPS, Direksi, maupun Dewan Komisaris, dapat dibaca secara lengkap dalam Laporan Tahunan 2021 yang disusun terpisah, namun saling melengkapi dengan Laporan ini. [\[2-9\]](#) [\[2-10\]](#) [\[2-11\]](#) [\[2-13\]](#) [\[2-15\]](#) [\[2-16\]](#) [\[2-18\]](#) [\[2-21\]](#)

Complete disclosure of information regarding corporate governance, duties, remuneration and compensation, responsibilities, as well as authorities of the GMS, the Board of Directors, and the Board of Commissioners, can be read in the Annual Report 2021, which has been prepared separately, but complements this report. [\[2-9\]](#) [\[2-10\]](#) [\[2-11\]](#) [\[2-13\]](#) [\[2-15\]](#) [\[2-16\]](#) [\[2-18\]](#) [\[2-21\]](#)

Komite Lingkungan, Sosial, dan Tata Kelola

SCM telah membentuk Komite Keberlanjutan yang disebut ESG Committee yang memiliki peran dalam menentukan arah penerapan kinerja aspek ekonomi, sosial, dan tata kelola Perseroan. Komite Keberlanjutan beranggotakan 3 orang, yaitu Chief Executive Officer (CEO), Chief Financial Officer (CFO), dan Head of Investor Relations. Komite ini juga berfungsi untuk mengkoordinasi sinergi kinerja yang terkelola terkait aspek LST. Selanjutnya, Komite akan mengevaluasi kinerja keberlanjutan yang terpetakan dan terukur baik dalam hal pencapaian TPB. Dalam pelaksanaannya, Komite melaporkan kinerja kepada Direksi disertai pengawasan berkala oleh Komisaris. [\[2-9\]](#)

Environmental, Social and Governance (ESG) Committee

SCM has established a Sustainability Committee called the ESG Committee which has a role in determining the direction of implementation of the economic, social, and corporate governance aspects of performance. The Sustainability Committee consists of 3 people, namely the Chief Executive Officer (CEO), Chief Financial Officer (CFO), and Head of Investor Relations. This committee also functions to coordinate managed performance synergies related to ESG aspects. Furthermore, the Committee will evaluate the sustainability performance that is mapped and measurable in terms of achieving the SDGs. In its implementation, the Committee reports its performance to the Board of Directors accompanied by periodic supervision by the Commissioners. [\[2-9\]](#)

Kebijakan Standar Perilaku, Antikorupsi, dan Pelaporan Pelanggaran

Code of Conduct, Anti-Corruption and Whistleblowing Policy

Pendekatan Manajemen [2-27] [3-3]

SCM memiliki Kebijakan Standar Perilaku yang mewajibkan setiap karyawan untuk patuh pada hukum, peraturan, dan ketentuan yang berlaku. Salah satu bentuk kebijakan yang ada ialah Kebijakan Antikorupsi, Penyuapan, dan Sumbangan Ilegal. Kebijakan ini mengatur praktik antikorupsi yang harus diutamakan dalam berbagai perilaku, salah satunya pada hubungan dengan pemangku kepentingan. Kebijakan terkait antikorupsi diatur dalam Pedoman Tata Kelola Perseroan. Kepatuhan pada antikorupsi dikelola dan menjadi tanggung jawab Komite Audit dan Departemen Corporate Legal, yang menyampaikan hasil kerjanya langsung kepada Direksi.

Dukungan Perseroan pada praktik antikorupsi disampaikan pada “Kebijakan Antikorupsi, Penyuapan, dan Sumbangan Ilegal”, dan disosialisasikan pada karyawan melalui pelatihan terkait kode etik. Ketentuan tersebut mengatur hal-hal berikut: [205-1] [205-2] [404-2]

1. Pemberian dan penerimaan segala bentuk penyuapan atau penyuapan lainnya merupakan pelanggaran keras, dengan tidak ada pengecualian siapapun penerimanya.
2. Larangan keras pemberian atau penawaran uang, biaya, komisi, kredit, hadiah, benda berharga, atau kompensasi dalam bentuk apapun, langsung ataupun tak langsung, kepada badan pemerintah, pejabat, kontraktor atau subkontraktor untuk memperoleh suatu kontrak atau perlakuan khusus.

Secara bertahap, Perseroan berusaha meningkatkan komitmen pada antikorupsi dengan menerapkan standar, norma, serta ketentuan global terkait antikorupsi. Setiap karyawan dibekali prinsip anti korupsi melalui perjanjian kerja guna meminimalkan pelanggaran. Selain itu, prinsip antikorupsi juga diterapkan pada mitra bisnis melalui Kode Etik Perseroan untuk mencegah terjadinya benturan kepentingan dan pelanggaran lainnya.

Perseroan memastikan komitmen terhadap antikorupsi juga berlaku dalam hubungan dengan pemasok dan mitra kerja dalam proses pengadaan. Perseroan memastikan perjanjian atau kontrak tertulis terkait antikorupsi dan antipenyuapan dengan tiap pemasok dan mitra kerja. Perseroan mengevaluasi dan memantau semua proses serta prosedur pembelian dan penjualan barang dan jasa. Proses ini dilakukan oleh Internal Audit sesuai dengan

Management Approach [2-27] [3-3]

SCM has a Code of Conduct Policy that requires every employee to comply with applicable laws and regulations. One of the established policies is the Anti-Corruption, Bribery, and Illegal Donations Policy. This policy controls anti-corruption practices that must be upheld in various conducts, including in relations with stakeholders. Policies related to anti-corruption are stipulated in the Corporate Governance Guidelines. Compliance with the anti-corruption policy is handled and is the responsibility of the Audit Committee and the Corporate Legal Department, who reports their work directly to the Board of Directors.

The Company’s support for anti-corruption practices is expressed in the “Anti-Corruption, Bribery, and Illegal Donations Policy”, which is disseminated to employees through training on code of ethics. These provisions stipulate the following: [205-1] [205-2] [404-2]

1. Giving and receiving all forms of bribery or other bribes is a serious offense, without exceptions for whoever the recipient is.
2. It is strictly prohibited to give or offer money, fees, commissions, credits, gifts, valuables, or compensation in any form, directly or indirectly, to government agencies, officials, contractors or subcontractors, to get a contract or special treatment.

Gradually, the Company is trying to increase its commitment to anti-corruption by implementing global standards, norms, and provisions related to anti-corruption. Every employee is aware of anti-corruption principles through work contract to minimize violations. In addition, the anti-corruption principles are also applied to business partners through the Company’s Code of Ethics to prevent conflicts of interest and other violations.

The Company ensures that its commitment to anti-corruption also applies to relationships with suppliers and partners during the procurement process. The Company ensures written agreements or contracts concerning anti-corruption and anti-bribery with each supplier and work partner. The Company evaluates and monitors all processes and procedures for sale and purchase of goods and services. This process is carried out by Internal Audit Unit

standar prosedur operasi (SPO) dan hasilnya disampaikan kepada Direksi, Komite Audit dan Dewan Anggota.

Perseroan memiliki mekanisme pelaporan pelanggaran (*whistleblowing system*), termasuk laporan terkait dugaan praktik korupsi, yang diatur dalam Kebijakan Pelaporan Pelanggaran. Kebijakan ini merupakan bentuk implementasi dari prinsip-prinsip tata kelola Perseroan yang baik. Perseroan menjamin perlindungan pelapor dengan menjaga kerahasiaan identitas pelapor dan isi laporan. Pengaduan terkait dugaan praktik korupsi dapat disampaikan melalui saluran pengaduan kami: whistleblowing@scm.co.id. Selama tahun 2021, Perseroan tidak mengalami insiden korupsi. [2-26] [205-3]

in accordance with standard operating procedures (SOP) and the results are submitted to the Board of Directors, the Audit Committee and the Board of Members.

The Company has a whistleblowing system in place, including reports regarding suspected corrupt practices, which are regulated in the Whistleblowing Policy. This policy is a form of implementation of the principles of good corporate governance. The Company guarantees the protection of the reporter by maintaining the confidentiality of the identity of the whistleblower and the contents of the report. Complaints regarding alleged corrupt practices can be submitted to our complaint channel: whistleblowing@scm.co.id. In 2021, the Company did not experience any incidents of corruption. [2-26] [205-3]

Keterlibatan Pemangku Kepentingan

Stakeholder Engagement

Peran para pemangku kepentingan sangat penting dalam membangun operasi bisnis yang berkelanjutan. SCM melakukan identifikasi pemangku kepentingan berdasarkan relasi yang terbangun serta derajat keterkaitan pengaruh dampak antar perseroan dan pemangku kepentingan. [2-29]

Stakeholders play a significant role in building sustainable business operations. SCM identifies its stakeholders based on the relationships that have been built and the degree of interrelationship between the impact of the company and its stakeholders. [2-29]



Pemegang Saham Shareholders

Topik Utama | Main Concern
Kinerja Perseroan dan pengembangan usaha
Company performance and business development

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Minimal satu kali dalam setahun:

- Rapat Umum Pemegang Saham (RUPS)

Sesuai kebutuhan:

- Korespondensi melalui surat-menyurat atau pengumuman melalui media massa
- Penyampaian informasi termasuk *public expose*
- Pertemuan dengan investor

Respons dan Tindak Lanjut

- Menyediakan informasi terkini atas kinerja keuangan, aksi korporasi signifikan, dan hal lainnya
- Menerbitkan laporan keuangan, menyediakan *press release* atau publikasi di *website*

Stakeholder Engagement Method and Frequency

At least once a year:

- General Meeting of Shareholders (GMS)

As and when needed:

- Correspondence via mail or announcements on the mass media
- Delivery of information including public expose
- Meetings with investors

Response and Follow Up

- Provide up-to-date information on financial performance, significant corporate actions, and other matters
- Publish financial statements, provide press releases or publications on the website



Karyawan Employees

Topik Utama | Main Concern

Perlindungan hubungan ketenagakerjaan; pemenuhan kesejahteraan dan hak-hak normatif; serta pengembangan kompetensi dan karir

Protection of employment relations; fulfillment of welfare and normative rights; as well as competency and career development

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Sesuai kebutuhan:

- Pertemuan berkala antara manajemen dengan karyawan
- Pelatihan, penilaian kinerja, dan promosi jabatan

Setiap dua tahun:

- Penyusunan dan pembaruan Peraturan Perseroan

Respons dan Tindak Lanjut

- Melaksanakan survei karyawan
- Mengedarkan dan sosialisasi kebijakan terbaru kepada karyawan, termasuk karyawan baru
- Melaksanakan pelatihan karyawan setiap tahunnya
- Melaksanakan prosedur kesehatan untuk melindungi karyawannya

Stakeholder Engagement Method and Frequency

As and when needed:

- Regular meetings between management and employees
- Training, performance assessment, and promotion

Every two years:

- Preparation and renewal of Company Regulation

Response and Follow Up

- Conduct employee surveys
- Circulate and disseminate the latest policies to employees, including new employees
- Carry out employee training every year
- Carry out health procedures to protect its employees



Pemerintah/ Regulator Government/ Regulator

Topik Utama | Main Concern

Kepatuhan terhadap hukum dan koordinasi rutin mengenai kegiatan perseroan

Compliance with laws and regular coordination regarding company activities

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Sesuai kebutuhan:

- Pertemuan dengan regulator/otoritas
- Pelaporan berkala kegiatan dan kinerja perseroan

Respons dan Tindak Lanjut

- Melaporkan rencana dan capaian Perseroan melalui laporan tahunan, laporan keberlanjutan, maupun laporan lainnya sesuai dengan peraturan
- Memastikan tayangan konten program dan iklan mengikuti peraturan pemerintah

Stakeholder Engagement Method and Frequency

As and when needed:

- Meetings with regulators/ authorities
- Periodic reporting of company activities and performance

Response and Follow Up

- Disclose the Company's plans and achievements through annual report, sustainability report, and other reports in compliance with regulations
- Ensure the program and advertisement contents broadcasted are all complied to the government regulations



Pemirsa Viewers

Topik Utama | Main Concern

Layanan program dan konten penyiaran
Broadcasting program and content services

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Sesuai kebutuhan:

- Informasi dan promosi melalui *website*, media sosial, iklan, dan promosi

- Survei kepuasan pelanggan

Respons dan Tindak Lanjut

- Mengevaluasi dan menindaklanjuti hasil survei kepuasan pelanggan
- Meningkatkan kualitas program dan layanan media
- Menyampaikan program-program baru maupun perubahan Perseroan melalui berbagai platform yang mudah diakses

Stakeholder Engagement Method and Frequency

According to the needs:

- Information and promotion through websites, social media, advertisements and promotions
- Customer satisfaction survey

Response and Follow Up

- Evaluate and follow up on customer satisfaction survey results
- Improve the quality of media programs and services
- Deliver new programs and changes to the Company through various accessible platforms



Agensi Iklan Advertising Agencies

Topik Utama | Main Concern
Kinerja perseroan
Company performance

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Sesuai kebutuhan:

- Penyampaian informasi termasuk *public expose*
- Pertemuan dengan agensi iklan

Respons dan Tindak Lanjut

- Menyampaikan program-program baru dan perubahan Perseroan secara langsung maupun melalui *platform* yang mudah diakses
- Melakukan diskusi untuk meningkatkan kerja sama dan mengakomodasi kebutuhan masing-masing

Stakeholder Engagement Method and Frequency

According to the needs:

- Delivery of information including public expose
- Meeting with advertising agencies

Response and Follow Up

- Deliver new programs and changes to the Company directly or through accessible platform
- Hold discussions to increase cooperation and accommodate each other's needs



Pengisi Acara Performers

Topik Utama | Main Concern
Transparansi kontrak kerja dan pelaksanaannya
Transparency of work contracts and their implementation

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Sesuai kebutuhan:

- Informasi kerja sama produksi dan pertemuan berkala

Respons dan Tindak Lanjut

- Melakukan sosialisasi kebijakan Perseroan secara langsung
- Memberitahukan perubahan jadwal, kontrak, maupun hal lainnya secara efisien
- Melakukan diskusi untuk meningkatkan kualitas program berdasarkan hasil survei kepuasan pemirsa

Stakeholder Engagement Method and Frequency

According to the needs:

- Information on production cooperation and regular meetings

Response and Follow Up

- Conduct direct dissemination of Company policies
- Notify changes to schedules, contracts, and other things efficiently
- Conduct discussions to improve program quality based on the results of the viewer satisfaction survey



Pemasok Suppliers

Topik Utama | Main Concern
Transparansi tender, kontrak kerja, dan pelaksanaannya
Transparency of tenders, work contracts and their implementation

Metode dan Frekuensi Pelibatan Pemangku Kepentingan

Sesuai kebutuhan:

- Informasi tender dan kontrak kerja sebagai dasar pelaksanaan kerja
- Pertemuan berkala dengan pemasok

Respons dan Tindak Lanjut

- Mendiskusikan kebutuhan Perseroan lebih awal
- Menyampaikan rencana program dan perubahan Perseroan yang terkait dengan kebutuhan pasokan barang dan jasa

Stakeholder Engagement Method and Frequency

According to the needs:

- Information on tenders and work contracts as a basis for implementation of work
- Regular meetings with suppliers

Response and Follow Up

- Discuss the needs of the Company in advance
- Deliver the Company's program plans and changes related to the supply of goods and services

Kinerja Ekonomi

Economic Performance



Pandemi COVID-19 yang masih berlangsung sepanjang tahun 2021 turut memengaruhi kegiatan bisnis SCM. Pemberlakuan Pembatasan Kegiatan Masyarakat (PPKM) membawa dampak pada terhambatnya produksi dan pemrograman. Namun demikian, Perseroan berhasil mengatasi tantangan ini dengan tetap menjaga protokol kesehatan dan membukukan kinerja ekonomi yang lebih baik dibanding tahun 2020. Kenaikan kinerja ekonomi ini didukung adanya pendapatan iklan dan media digital yang tumbuh positif.

Pendekatan Manajemen [2-27] [3-3]

Kinerja ekonomi diperoleh dengan berbagai strategi, antara lain memaksimalkan pendapatan periklanan, mengembangkan platform digital *over-the-top* (OTT) Vidio dan KLY, pengendalian biaya program dan operasional, termasuk memanfaatkan konten dari pustaka untuk tayangan ulang program. Kami juga banyak melaksanakan acara siaran secara daring (*online live streaming*) yang turut memberi ruang kepada para seniman agar tetap dapat berkarya di tengah pandemi COVID-19.

The COVID-19 pandemic that was still ongoing in 2021 also affected SCM's business activities. The implementation of Community Activity Restrictions (PPKM) had caused delays in production and programming. However, the Company managed to overcome this challenge by maintaining health protocols and posting a better economic performance compared to 2020. The increase in economic performance was supported by growth in advertising and digital media revenues.

Management Approach [2-27] [3-3]

Economic performance is obtained through various strategies, including maximizing advertising revenue, developing Vidio over-the-top (OTT) and KLY Digital Platforms, controlling program and operational costs, including utilizing content from libraries for program reruns. We also carry out many online broadcast events (*online live streaming*) which also allows artists to continue to work during the COVID-19 pandemic.

Berbagai upaya yang dilakukan sepanjang periode pelaporan mampu menghasilkan pendapatan usaha yang lebih baik dibandingkan periode tahun sebelumnya (*year-on-year/yoy*). Kami menyajikan hasil kinerja ekonomi sesuai dengan angka audit dari seluruh kinerja entitas SCM. Pengelolaan dan pemantauan kinerja ekonomi merupakan tanggung jawab Direktur Keuangan. [3-3]

Various efforts made during the reporting period were able to generate better operating income compared to the previous year period (*year-on-year/yoy*). We present the economic performance according to the audited figures from all SCM subsidiaries' performance. Management and monitoring of economic performance is the responsibility of the Director of Finance. [3-3]

Nilai Ekonomi Diperoleh dan Didistribusikan

Economic Value Generated and Distributed

Sebagian Pendapatan Usaha yang didistribusikan kepada para pemangku kepentingan selama tahun 2021 antara lain mencakup pembayaran gaji dan kesejahteraan karyawan, pembayaran pajak kepada pemerintah, dan investasi untuk masyarakat dalam bentuk pelaksanaan kegiatan tanggung jawab sosial perseroan (TJSL).

A portion of the Operating Income distributed to stakeholders during 2021 included payment of salaries and employee benefits, tax payments to the government, and investment for the community in the form of corporate social responsibility (CSR) activities.

Nilai Ekonomi Langsung dan Didistribusikan (dalam miliar Rupiah) Direct Economic Value Generated and Distributed (in billion Rupiah)

Uraian Description	2021	2020	2019
Nilai Ekonomi Langsung Diterima (dalam juta Rupiah) Direct Economic Value Generated (in Million Rupiah)			
I Pendapatan Revenue	5.930,26	5.101,11	5.523,36
Jumlah Nilai Ekonomi Langsung yang Diterima Total Direct Economic Value Generated	5.930,26	5.101,11	5.523,36
Nilai Ekonomi Langsung Didistribusikan Direct Economic Value Distributed			
I Biaya operasional Operating Costs	2.886,52	2.491,63	2.862,90
II Upah dan Tunjangan Karyawan Employee Wages and Benefits	734,05	657,85	624,67
III Pembayaran kepada Penyedia Modal Payments to Providers of Capital	0	0	820,27
IV Pembayaran kepada Pemerintah Payments to Government	427,61	236,29	497,20
V Investasi Komunitas Community Investments	31,78	42,89	15,96
Jumlah Nilai Ekonomi Langsung Didistribusikan Total Direct Economic Value Distributed	4.079,96	3.428,66	4.821,00
Nilai Ekonomi Langsung yang Ditahan Direct Economic Value Retained	1.850,30	1.672,45	702,36

Perbandingan Target dan Realisasi Kinerja Keuangan

Pendapatan Usaha pada tahun 2021 sebesar Rp5.930,26 miliar atau naik 16,25% dibanding tahun 2020 sebesar Rp5.101,11 miliar. Sementara itu, Perolehan Laba Usaha tahun 2021 mencapai Rp1.752,42 miliar atau naik 20% dibanding tahun 2020 sejumlah Rp 1.459,48 miliar. Sepanjang tahun 2021, Perseroan belum mengidentifikasi adanya kerugian yang signifikan akibat dampak negatif perubahan iklim. Sementara, Perseroan juga tidak menerima bantuan finansial dari Pemerintah. Demikian pula kebijakan terkait pajak yang telah kami sampaikan sesuai dengan peraturan perpajakan yang berlaku di Indonesia dan semua pelaporan ini telah diaudit oleh pihak independen. [201-4]

Kebijakan Terkait Pajak

Kebijakan perpajakan Perseroan mematuhi peraturan perpajakan yang berlaku di Indonesia. Pembayaran pajak dilakukan melalui kantor pelayanan pajak, baik di pusat maupun daerah, tergantung dari jenis pajak yang dikenakan kepada Perseroan dan anak perusahaan, karyawan, kontraktor/pemasok serta pihak lainnya sebagai wajib pajak.

Perseroan memberikan sosialisasi dan penyuluhan Surat Pemberitahuan Pajak (SPT) secara berkala kepada wajib pajak. Selama periode pelaporan, kegiatan sosialisasi dan konsultasi dilakukan secara daring, serta dapat melibatkan kantor pelayanan pajak dan sesi yang dilaksanakan dapat digunakan untuk menyampaikan pelaporan terkait perpajakan.

Rantai Pasok

Selama periode pelaporan terdapat penyesuaian terkait rantai pasok Perseroan dan pengelolannya dikarenakan operasional bisnis yang kembali normal pasca pandemi, namun inisiatif digital tetap dilaksanakan. Selain itu, Perseroan meneruskan komitmen untuk melibatkan pemasok nasional sebagai mitra kerja dan pemasok lokal untuk turut menciptakan lapangan kerja bagi masyarakat.

Selama tahun 2021, terdapat 250 perusahaan hiburan lokal yang menjadi bagian dari rantai pasok SCM dengan nilai total kontrak mencapai Rp1.405,89 miliar. Jumlah ini naik 64,58% dibandingkan dengan periode sebelumnya dengan jumlah 221 pemasok serta nilai total kontrak naik Rp551,68 miliar dari tahun lalu sebesar Rp854,21 miliar. [2-6]

Comparison of Financial Performance Target and Realization

Operating Revenue in 2021 amounted to Rp5,930.26 billion or increased by 16.25% from Rp5,101.11 billion in 2020. Meanwhile, Operating Profit in 2021 reached Rp1,752.42 billion or increased by 20% from Rp 1,459.48 billion in 2020. Throughout 2021, the Company has not identified any significant losses due to the negative impacts of climate change. Meanwhile, the Company also did not receive financial assistance from the Government. Likewise, the taxation policies that we submitted have been in compliance with the tax regulations in force in Indonesia and all of these reports have been audited by an independent party. [201-4]

Tax Related Policy

The Company's tax practices are in accordance with Indonesian tax legislation. Tax payments are done through tax service offices, both central and regional, depending on the kind of tax levied on the Company and its subsidiaries, workers, contractors/suppliers, and other taxpayers.

Taxpayers receive periodic socialization and tax return counseling (SPT) from the firm. During the reporting period, socializing and consultation activities are carried out online, and the sessions held can be used to submit tax-related reports.

Supply Chain

During the reporting period there were adjustments related to the Company's supply chain and its management due to business operations returning to normal after the pandemic, but digital initiatives were still being implemented. In addition, the Company continues its commitment to involve national suppliers as business partners and local suppliers to help create jobs for the community.

In 2021, a total of 250 local entertainment companies joined the SCM supply chain with a total contract value of Rp1,405.89 billion. This figure was a 64.58% increase or Rp551.68 billion from the previous period with 221 suppliers and with total contract value Rp854.21 billion. [2-6]

Jumlah Pemasok
Number of Suppliers

Uraian Description	2021			2020			2019		
	SCTV	Indosiar	Total	SCTV	Indosiar	Total	SCTV	Indosiar	Total
Pemasok Lokal (Nasional) Local Supplier	208	42	250	192	29	221	204	52	256
Pemasok Luar Negeri Overseas Supplier	9	13	22	8	4	12	9	4	13
Total Pemasok Total Supplier	217	55	272	200	33	233	213	56	269

Nilai Kontrak Pengadaan (dalam miliar Rupiah)
Procurement Contract Value (in billion Rupiah)

Uraian Description	2021			2020			2019		
	SCTV	Indosiar	Total	SCTV	Indosiar	Total	SCTV	Indosiar	Total
Pemasok Lokal (Nasional) Local Supplier	805,45	600,44	1.405,89	590,44	263,77	854,21	794,99	478,78	1.273,77
Pemasok Luar Negeri Overseas Supplier	82,02	20,15	102,17	80,17	2,16	82,33	104,64	6,42	111,06
Total Pemasok Total Supplier	887,47	620,59	1.508,06	670,61	265,93	936,54	899,63	485,20	1.384,83

Kinerja Lingkungan

Environmental Performance



Pembersihan enceng gondok di Danau Todano, Sulawesi Utara.
Cleaning water hyacinth in Lake Tondano, North Sulawesi.

Dunia yang layak huni merupakan masa depan yang dibutuhkan bagi generasi mendatang. Demi mewujudkan cita-cita tersebut, Perseroan turut menjaga kondisi lingkungan dan melakukan inisiatif untuk meningkatkan kesejahteraan lingkungan hidup, salah satunya adalah mencegah dampak negatif perubahan iklim.

Sebagai perusahaan jasa, Perseroan tidak mengeluarkan produk ramah lingkungan. Namun demikian, proses kegiatan usaha tetap harus efisien sehingga tidak banyak mengeluarkan emisi. Emisi ini dihasilkan dari pemakaian energi yang banyak digunakan dalam proses multimedia. Sementara, kami juga menggunakan material-material dari bahan plastik. Kami terus berupaya untuk mengganti material yang lebih ramah lingkungan atau menggunakan teknologi yang lebih efisien. Salah satu upaya ini adalah menggunakan kembali material yang dapat didaur ulang.

Selama periode pelaporan, Perseroan senantiasa menaati regulasi dan peraturan lingkungan yang berlaku, dan tidak menerima pengaduan terkait lingkungan hidup.

A livable world is crucial for future generations. In order to realize this goal, the Company participates in maintaining environmental conditions and takes initiatives to improve environmental welfare, including to prevent the negative impacts of climate change.

As a service company, the Company does not issue environmentally friendly products. However, the business activity processes must still be efficient so as not to emit a lot of emissions. The emissions are generated from the energy which is widely used in multimedia processes. Meanwhile, we also use plastic materials. We continue the effort to replace them with more environmentally friendly materials or use more efficient technology. One of these efforts is to reuse recyclable materials.

During the reporting period, the Company always complied with existing regulations and provisions on environment and did not receive complaints about the environment.

Efisiensi Energi dan Pengendalian Emisi

Energy Efficiency and Emission Control

Pendekatan Manajemen [2-27] [3-3]

Pada laporan ini, kami mengungkapkan informasi penggunaan energi di Kantor Pusat SCM di Jakarta dan unit pendukungnya. Pengelolaan energi dilaksanakan dengan meningkatkan efisiensi. Pada tahun 2021, pemakaian energi mencapai 70.435,89 GigaJoule (GJ), naik 1.742,12 GJ dibanding tahun 2020. Pengelolaan energi dipantau oleh Unit Pemeliharaan Gedung (Building Management) dan dievaluasi melalui mekanisme penilaian pelaporan berkala oleh Direksi. Kenaikan terjadi karena kembali normal aktivitas luring pascapandemi dan bertambahnya program-program baru di SCM. [3-3]

Energi dan Emisi

Penggunaan energi di lingkungan Perseroan berasal dari bahan bakar minyak (BBM) dan listrik. Hingga akhir tahun 2021, penggunaan BBM untuk kendaraan berasal dari pembelian di stasiun pengisian bahan bakar umum (SPBU). Total volume pemakaian BBM sebanyak 13.413,48 GJ atau naik sebesar 1.908,05 GJ (16,58%) dari tahun 2020.

Management Approach [2-27] [3-3]

In this report, we disclose information on energy use at the SCM Head Office in Jakarta and its supporting units. Energy management is implemented by increasing efficiency. In 2021, energy consumption reached 70,435.89 GigaJoule (GJ), increased by 1,742.12 GJ compared to 2020. Energy management is monitored by the Building Management Unit and evaluated through a regular reporting assessment by the Board of Directors. The increase was due to the return to normal post-pandemic offline activities and the addition of new programs at SCM. [3-3]

Energy and Emissions

The internal use of energy in the Company comes from fuel oil and electricity. By the end of 2021, the fuels used for vehicles were supplied from purchases at public gas stations (SPBU). The total volume of fuel consumption is 13,413.48 GJ or an increase of 1,908.05 GJ (16.58%) from 2020.

Sementara itu kebutuhan listrik diperoleh dari PT PLN (Persero), dengan total pemakaian listrik pada periode pelaporan mencapai 15.839.560,38 Kwh atau setara 57.022,41 GJ. Jumlah tersebut berkurang sebesar 46.090,02 Kwh atau setara 165,93 GJ dari tahun sebelumnya. [302-1]

Meanwhile, electricity needs were supplied from PT PLN (Persero), with total electricity consumption in the reporting period reaching 15,839,560.38 Kwh or equivalent 57,022.41 GJ. The volume decreased by 46,090.02 Kwh or equivalent 165.93 GJ from the previous year. [302-1]

Pemakaian BBM (Liter) Fuel Use (Liter)

Sumber Energi Energy Sources	2021				2020			
	SCTV	SCM	IEP	IVM	SCTV	SCM	IEP	IVM
Pertalite Pertalite	130.083	5.328	63.233	143.294	117.237	4.391	53.972	117.860
Dexlite Dexlite	36.455	0	3.334	2.574	31.712	0	2.188	1.798
Solar Solar	138	0	181	6.072	403	0	533	5.001
Pertamax Pertamax	75	0	0	1.440	298	0	0	1.321
Jumlah Total	166.751	5.328	66.748	153.380	149.650	4.391	56.693	125.980



392.207

Total Pemakaian BBM (Liter)
Total Fuel Consumption (Liter)

2020 336.714

13.413,48

Total Pemakaian BBM (GJ)
Total Fuel Consumption (GJ)

2020 11.505,43

Pemakaian Energi Listrik Electricity Use

Tahun Year	SCTV		Indosiar		Jumlah	
	Kwh	GJ	Kwh	GJ	Kwh	GJ
2021	7.499.492,85	26.998,17	8.340.067,53	30.024,24	15.839.560,38	57.022,41
2020	7.439.224,29	26.781,21	8.446.426,11	30.407,13	15.885.650,40	57.188,34

Efisiensi energi dihitung dengan metode volume konsumsi bahan bakar dalam liter dan daya dalam Kwh, yang kemudian diubah menjadi satuan energi (GigaJoule) sesuai dengan Standar Protokol Gas Rumah Kaca (GRK) untuk Perseroan. Hasil penghitungan tersebut kemudian dibandingkan selama periode pelaporan (yoy).

Energy efficiency is calculated by the method of fuel consumption volume in liters and power in Kwh, which is then converted into energy units (GigaJoule) in accordance with the Greenhouse Gases (GHG) Protocol Standard for Companies. The calculation results are then compared to the current period of reporting (yoy).

Pencapaian penghematan energi juga diketahui dari nilai Intensitas Konsumsi Energi (IKE), yang dihitung sebagai besaran energi yang digunakan per satuan luas tempat dan dinyatakan dalam satuan GJ/m².

Achievement of energy-saving is also indicated by the value of Energy Consumption Intensity (ECI), which is calculated as the amount of energy used per unit area and expressed in GJ/m².

Besaran IKE tahun 2021 adalah 5,02 GJ/m², lebih tinggi dibanding tahun 2020 sebesar 4,90 GJ/m². Kenaikan disebabkan oleh bertambahnya program acara dan tayangan baru SCM seiring dengan melonggarnya batasan PPKM yang telah ditetapkan Pemerintah.

Total Energy Consumption Intensity in 2021 was 5.02 GJ/m², higher from 4.90 GJ/m² in 2020. The increase is due to the addition of new SCM events and programs in line with the loosening of the Community Activity Restrictions set by the Government.



Penghitungan Intensitas Konsumsi Energi [302-3]
Energy Consumption Intensity Calculation [302-3]

Sumber Energi Energy Sources	Satuan Unit	2021	2020
Konsumsi Energi Energy Consumption	GigaJoule	70.435,89	68.693,77
Luas Bangunan Building Area	m ²	14.025	14.025
IKE ECI*	GJ/m ²	5,02	4,90

Keterangan | Note: *Pernyataan ulang karena perubahan metode perhitungan | Restatement due to change in calculation method

Perseroan telah memiliki kebijakan untuk memastikan kegiatan yang dilakukan konsisten dengan komitmen untuk mengurangi dampak negatif perubahan cuaca. Selama tahun 2021 Perseroan telah melakukan berbagai langkah efisiensi energi, di antaranya: [302-4]

- Perseroan menggunakan tim kecil untuk kegiatan produksi program, sehingga mengurangi pemakaian jumlah kendaraan operasional.
- Perseroan menggunakan sistem otomasi untuk mengontrol pendingin ruangan (AC) di beberapa area kantor.
- Perseroan mengganti kabel listrik berbahan aluminium menjadi tembaga yang mampu mengurangi hambatan arus listrik, sehingga penggunaan listrik dapat berkurang.
- Perseroan menggunakan lampu LED untuk perlengkapan produksi di studio yang lebih efisien dalam penggunaan listrik.
- Terdapat sistem elevator terkoordinasi (*smart elevator*).
- Mengurangi dampak negatif dari penggunaan energi.
- Meningkatkan efisiensi dalam menggunakan energi.

The Company has a policy to ensure that all activities carried out are consistent with our commitment to reduce the negative impact of climate change. During 2021 the Company has taken various measures of energy efficiency, including: [302-4]

- The Company works in small teams for program production activities, in order to reduce the number of operational vehicles used.
- The Company uses an automation system to control air conditioners (AC) in several office areas.
- The Company replaces the power cable made of aluminum with copper, which is able to reduce the electric current resistance, in order to reduce electricity consumption.
- The Company uses LED lighting for production equipment in the studio which is more efficient in using electricity.
- There is a coordinated elevator system (*smart elevator*).
- Reduce the negative impact of energy use.
- Increase efficiency in using energy.

Pada akhir 2021, upaya efisiensi ini dapat mengurangi konsumsi energi listrik sebesar 46.090,02 kWh atau apabila dihitung setara dengan 5,93 ton CO₂eq. Penghitungan energi dalam laporan ini hanya mencakup penggunaan di dalam organisasi (lingkup 1 dan 2) dan tidak termasuk di luar organisasi (lingkup 3). Adapun perhitungan intensitas emisi dilakukan dengan membandingkan penggunaan energi yang telah disetarakan dengan emisi yang dihasilkan, dibanding dengan luas area bangunan. [302-4] [305-5]

By the end of 2021, these efficiency measures managed to reduce electricity consumption by 46,090.02 kWh or 5.93 tons CO₂eq. Energy calculations in this report only covered the organization's internal use (scope 1 and 2) and did not include external use (scope 3). The emission intensity is calculated by comparing the energy use that has been equated with the emissions produced, compared to the building area. [302-4] [305-5]

Perseroan turut serta dalam mendukung target Pemerintah untuk menurunkan emisi hingga 29% dan saat ini Perseroan sedang dalam proses untuk menetapkan dasar perhitungan agar dapat menentukan target reduksi emisi.

The Company participates in supporting the Government's target to reduce emissions by up to 29% and currently we are in the process of calculate the baseline in order to setting the emission reduction target.



Emisi GRK (Ton CO₂eq) [305-1]
GHG Emissions (Ton CO₂eq)

Tahun Year	Estimasi Emisi Cakupan 1 Estimated Emissions of Scope 1	Estimasi Emisi Cakupan 2 Estimated Emissions of Scope 2	Estimasi Emisi Cakupan 1+2 Estimated Emissions of Scope 1+2
2021	518,25	2.038,55	2.556,80
2020	621,30	2.044,48	2.665,78
2019	438,46	2.207,16	2.645,62



**Intensitas Emisi GRK
(Ton CO₂eq/GJ) [305-1]**
GHG Emissions Intensity
(Ton CO₂eq/GJ)

	2021	2020	2019
	0,03	0,04	0,03

Pengelolaan Air dan Pengolahan Limbah

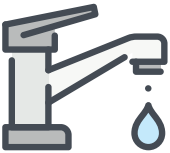
Waste Management and Water Treatment

Pengelolaan Air

Air yang digunakan oleh Perseroan berasal dari sumber air tanah dan PDAM yang telah dilengkapi dengan Surat Izin Pengambilan Air Tanah (SIPA). Semua pengambilan air memiliki izin dengan pihak/regulator terkait. [305-1]

Water Management

The water used by the Company comes from groundwater sources and PDAM which has been equipped with a Groundwater Intake Permit (SIPA). All water withdrawals are licensed with the relevant parties/regulators. [305-1]



Penggunaan Air (m³)
Water Usage

	2021	2020
SCTV Tower	13.533	17.598
Kawasan Emtek City	71.723	78.640

Pengelolaan Limbah

Kami memiliki Instalasi Pengolahan Air Limbah (IPAL) di kantor Daan Mogot yang berfungsi mengolah limbah air sehingga dapat dimanfaatkan kembali untuk menyiram tanaman di area kantor. Inisiatif ini mendukung pengurangan penggunaan air bersih.

Waste Management

We have a Wastewater Treatment Plant (WWTP) at the Daan Mogot office which treats wastewater in order to be reused to water plants in the office area. This initiative supports reducing the use of clean water.



Air Limbah yang Dihasilkan (m³)
Wastewater Generated (m³)

	2021	2020	2019
Kawasan Emtek City	25.204	25.794	27.219

Perseroan mengelola limbah padat non-B3 sesuai prinsip 3R; *reduce* (mengurangi), *reuse* (memanfaatkan kembali), dan *recycle* (daur ulang). Sementara, sampah domestik lainnya yang tidak terkelola diserahkan kepada pihak ketiga dan Tempat Penampungan Sementara (TPS).

The company manages non-B3 solid waste according to the 3R principles; reduce, reuse, and recycle. Meanwhile, other unmanaged domestic waste is handed over to third parties and Temporary Shelters (TPS).



Jumlah Limbah Padat Non-B3 (Kg)

Amount of Non-B3 Solid Waste (Kg)

Jenis Type	2021*	
	SCTV Tower*	Kawasan Emtex City**
Kertas Paper	0	489
Kardus Cardbox	470	696
Daun Leaves	0	1.096
Kayu Wood	0	3.128
Sisa Makanan Foodwaste	6.442	7.920
Botol Minuman dan Plastik Water bottle and other plastic	0	764
Total	6.912	14.093

*Data akumulasi bulan Juli-Desember 2021 | Accumulated data for July-December 2021

**Data akumulasi bulan Oktober-Desember 2021 | Accumulated data for October-December 2021

Biaya Lingkungan Hidup

Di tahun 2021, Perseroan belum melakukan perhitungan biaya lingkungan hidup.

Environmental Cost

In 2021, the Company has not yet calculated environmental costs.

Keanekaragaman Hayati

Sebagai upaya dukungan terhadap keanekaragaman hayati, SCM melakukan penanaman hutan bakau.

Biodiversity

As an effort to support biodiversity, SCM has been cultivating mangroves.



Penanaman hutan bakau di Pandeglang
Mangrove Plantation, Pandeglang

Kinerja Sosial

Social Performance



SCM mengelola isu-isu sosial dengan mempertimbangkan dampaknya terhadap keberlanjutan Perseroan dan kebutuhan pemangku kepentingan. Dengan terjadinya pandemi COVID-19, isu kesehatan dan keselamatan kerja menjadi isu yang sangat penting untuk memastikan semua karyawan dan mitra usaha SCM tetap sehat dan dapat menghadapi situasi ini dengan saling berkolaborasi.

Selama tahun 2021, SCM melalui saluran Indosiar dan SCTV memberikan edukasi dan himbauan untuk menjaga kesehatan, khususnya kepatuhan atas protokol kesehatan dalam rangka pencegahan COVID-19 dengan persentase 0,20% setahun. Selain itu, SCM juga menayangkan program-program yang mengangkat tema kebudayaan daerah seperti kuliner, tempat wisata, keanekaragaman budaya, dan hasil kesenian daerah dengan persentase 4,17% setahun. Perseroan memiliki iklan layanan masyarakat yang mengandung unsur melestarikan budaya dan sosialisasi kepatuhan terhadap protokol kesehatan sekurang-kurangnya 91.035 kali penayangan atau 404,9 jam pada tahun 2021.

SCM manages social issues by considering their impact on the sustainability of the Company and the needs of stakeholders. With the COVID-19 pandemic, occupational health and safety issues are significant to ensure the health of all SCM's employees and business and can face this situation by working together.

During 2021, SCM offered education and appeals to preserve health, particularly compliance with health protocols in the context of avoiding COVID-19, with a percentage of 0.20 percent every year via Indosiar and SCTV channels. Furthermore, with a ratio of 4.17 percent every year, SCM transmits programs with the topic of regional culture such as cuisine, tourism attractions, cultural diversity, and regional arts. The Company has public service advertising that include components of conserving culture and socializing compliance with health norms at least 91.035 times or 404.9 hours in 2021.

Ketenagakerjaan

Employment

Pendekatan Manajemen [2-27] [3-3]

Kami membangun hubungan ketenagakerjaan yang baik dengan mengedepankan kesetaraan, keberagaman, dan kepatuhan terhadap regulasi yang berlaku. Perseroan memastikan pengelolaan SDM yang cermat di bawah pengawasan Divisi Human Resources, dengan evaluasi berkala oleh Direksi melalui penilaian kinerja berdasarkan *key performance indicators* (KPI). Saat ini proses evaluasi penilaian kinerja tahun 2021 sudah diselesaikan dan sedang dalam tahap perhitungan hasilnya. Kami akan menyampaikan hasil ini di pelaporan berikutnya. [2-27] [3-3]

Ketenagakerjaan dan Kesetaraan Kesempatan Bekerja

Dalam menjalankan bisnisnya, SCM menerapkan penghargaan terhadap prinsip-prinsip Hak Asasi Manusia (HAM) kepada semua individu, sesuai dengan Undang-Undang RI No.13 Tahun 2003 tentang Ketenagakerjaan. Penghormatan terhadap HAM, salah satunya diwujudkan melalui praktik pengelolaan ketenagakerjaan, yakni proses rekrutmen terbuka. SCM memberikan kesempatan setara kepada setiap warga negara Indonesia yang telah memasuki usia kerja untuk bekerja di Perseroan sesuai dengan keahliannya. Rekrutmen didasarkan pada prinsip non-diskriminasi dan adanya keberagaman dengan tidak membedakan suku, agama, ras dan golongan, gender, warna kulit, maupun afiliasi politik. [401-1]

Kesempatan yang setara juga diberikan kepada semua karyawan untuk menduduki posisi atau jabatan sesuai dengan keahlian dan kebutuhan. Hingga akhir 2021, jumlah Direktur laki-laki dan perempuan pada jajaran manajemen adalah sama, yaitu masing-masing tiga orang. Selain itu, Perseroan juga memberikan kesempatan kerja yang setara bagi pekerja berkebutuhan khusus. Saat ini SCM memperkerjakan sejumlah orang berkebutuhan khusus di berbagai posisi. Perseroan memastikan tidak ada pekerja anak dan tidak ada praktik kerja paksa sesuai dengan UU Ketenagakerjaan. Pengaturan jam kerja tercantum dalam Peraturan Perusahaan Pasal 26 dan 29, dan Peraturan Pemerintah Pasal 21, 22, 26, 27, dan 28.

Selama tahun 2021, Perseroan mencatat tingkat perputaran karyawan (*turnover rate*) sebesar 11%. Terdapat 468 orang dari total karyawan, meninggalkan perseroan karena berbagai alasan. Sementara itu, Perseroan merekrut karyawan baru yang berjumlah 687 orang, terdiri dari 408 atau 59% laki-laki dan 279 atau 41% perempuan.

Management Approach [2-27] [3-3]

We are building good employment relationships by promoting equality, diversity, and compliance with applicable regulations. The Company ensures careful HR management under the supervision of the Human Resources Division, with regular evaluations by the Board of Directors through performance assessments based on key performance indicators (KPI). At this stage, the performance evaluation process has been completed and the results are being examined. We will present the results in the next reporting. [2-27] [3-3]

Employment and Equal Opportunities

In running its business, SCM applies the respect for Human Rights (HAM) principles to all individuals, in accordance with the Law of the Republic of Indonesia No. 13 of 2003 concerning Manpower. Respect for human rights, one of which is realized through employment management practices, including the open recruitment process. SCM gives equal opportunities to every Indonesian citizen who has entered working age to work for the Company according to their expertise. The recruitment is based on the principle of non-discrimination and diversity without discriminating against ethnicity, religion, race and class, gender, skin color, or political affiliation. [401-1]

Equal opportunities are also given to all employees to occupy positions according to their expertise and needs. By the end of 2021, there were equal number of male and female directors in the management ranks, namely three people each. In addition, the Company also gives equal employment opportunities for workers with special needs. Currently SCM has employed several people with special needs in various positions. The Company made sure there were no child labor and no forced labor practices in accordance with the Law on Manpower. The regulation of working hours is stated in Articles 26 and 29 of Company Regulations, and Government Regulations Articles 21, 22, 26, 27, and 28.

During 2021, the Company recorded an employee turnover rate of 11%. There were 468 people of the total employees, leaving the company for various reasons. Meanwhile, the Company recruited a total of 687 new employees, consisting of 408 or 59% male and 279 or 41% female.



Tingkat Perputaran Karyawan (%)

Employee Turnover Rate (%)

2021	2020	2019
11	13	24



Jumlah Karyawan (Orang)

Number of Employees (Number of People)

2021	2020	2019
4.223	3.786	3.529

Jumlah dan Persentase Latar Belakang Karyawan yang Meninggalkan Perseroan

Number and Percentage of Employees Reasons for Leaving the Company

Alasan Reason	2021		2020	
	Jumlah Number	Persentase Percentage	Jumlah Number	Persentase Percentage
Pensiun Retire	62	1,47	39	1,03
Meninggal Dunia Passed Away	16	0,38	13	0,34
Mengundurkan Diri dan Lainnya Resign and others	390	9,24	428	11,30
Jumlah Total	468	11,08	480	12,67

Informasi Karyawan dan Pekerja lain

Total karyawan pada akhir tahun 2021 berjumlah 4.223 orang, dengan jumlah karyawan laki-laki sebanyak 2.956 orang atau 70%, sementara karyawan perempuan berjumlah 1.267 orang atau 30%. Berdasarkan status kepegawaian, jumlah karyawan tetap ada 3.532 orang atau 84%, sementara karyawan tidak tetap berjumlah 691 orang atau 16%. [2-7] [2-8]

Information of Employees and Other Workers

The total number of employees at the end of 2021 was 4.223 people, with 2,956 male employees or 70%, and 1,267 female employees or 30%. Based on employment status, the number of permanent employees was 3,532 people or 84%, while the number of non-permanent employees was 691 people or 16%. [2-7] [2-8]

Karyawan Berdasarkan Gender

Employees by Gender

Gender Gender	2021	2020
Laki-laki Male	2.956	2.701
Perempuan Female	1.267	1.085
Total	4.223	3.786

Karyawan Berdasarkan Status Ketenagakerjaan [2-8]

Employees by Employment Status

Status Ketenagakerjaan Employment Status	2021	2020
Pegawai Tetap Permanent Employees	3.532	3.286
Pegawai Tidak Tetap Contract Employees	691	500
Total	4.223	3.786

Karyawan Berdasarkan Kelompok Usia

Employees by Age Group

Kelompok Usia Age Group	2021	2020
20-30	1.494	1.268
30-40	1.317	1.153
40-50	960	942
> 50	452	423
Total	4.223	3.786

Karyawan Berdasarkan Jabatan

Employees by Position

Jabatan Position	2021	2020
Manajerial Managerial	1.278	930
Non-Manajerial Non-Managerial	2.945	2.856
Total	4.223	3.786

Karyawan Berdasarkan Tingkat Pendidikan

Employees by Education Level

Tingkat Pendidikan Education Level	2021	2020
Pra Perguruan Tinggi Pre-College	932	922
Diploma	719	611
Sarjana Bachelor	2.447	2.157
Pascasarjana Postgraduate	125	96
Total	4.223	3.786

Remunerasi Karyawan dan Program Kepemilikan Saham (MSOP/ESOP)

SCM memastikan kesejahteraan karyawan dengan memberikan remunerasi sesuai dengan ketentuan Upah Minimum Provinsi DKI Jakarta dan Peraturan Perusahaan Pasal 15. SCM juga memberikan manfaat berbagai tunjangan berupa bantuan biaya rawat jalan, asuransi rawat inap dan BPJS Kesehatan, biaya bersalin, pernikahan, kedukaan, penggantian kacamata, subsidi parkir, tunjangan hari raya (THR), dan bonus kepada karyawan tetap. Sementara itu, karyawan kontrak mendapatkan tunjangan berupa *reimbursement* biaya rawat jalan dan BPJS Kesehatan. ^[401-2]

Employee Remuneration and Share Ownership Program (MSOP/ESOP)

SCM ensures the welfare of employees by providing remuneration in accordance with the provisions of the DKI Jakarta Provincial Minimum Wage and Article 15 of the Company Regulations. SCM also provides various benefits in the form of assistance for outpatient expenses, inpatient insurance and BPJS Health, maternity costs, marriage, bereavement, replacement of glasses, parking subsidies, holiday allowances (THR), and bonuses to permanent employees. Meanwhile, contract employees receive benefits in the form of reimbursement of outpatient costs and BPJS Health. ^[401-2]

Perseroan memberikan imbal jasa pekerjaan tanpa diskriminasi antara karyawan laki-laki dan perempuan, atau dengan perbandingan 1:1 untuk jabatan yang sama. Perseroan mempertimbangkan pemberian tunjangan dan fasilitas pendukung lain sesuai dengan keahlian, masa kerja, dan kebutuhan. Perseroan memiliki kebijakan kepemilikan saham untuk manajemen atau karyawan (*Management Employee Stock Option Program/MESOP*) dan beberapa anak Perseroan. [2-19] [2-20]

Kebebasan Berserikat dan Perjanjian Kerja Bersama

Perseroan mengatur Perjanjian Kerja Bersama (PKB) dengan karyawan dalam Peraturan Perusahaan yang menjadi pedoman dalam menjaga hubungan ketenagakerjaan, termasuk hak dan kewajiban karyawan. SCM juga menjamin kebebasan berserikat dan berkumpul untuk setiap karyawan. Mereka berhak menyampaikan pemikiran dan pendapatnya, serta berkumpul untuk melakukan perundingan bersama. Praktik ini sejalan dengan UUD 1945 Pasal 28E, Ketentuan Ketenagakerjaan 104, Pasal 1 (UU No. 13/2003), dan Ketentuan Serikat Pekerja Pasal 29 (UU No. 21/2000). [2-30]

Jaminan Bekerja Kembali Pasca Cuti Melahirkan

SCM menjamin hak setiap karyawan perempuan atas cuti melahirkan selama 90 hari kalender dan dapat kembali bekerja pada posisi yang sama setelah selesai menjalani cuti. Selain itu, Perseroan juga memberikan hak cuti kepada pekerja laki-laki yang istrinya melahirkan (*paternity leave*), sesuai dengan ketentuan Perundang-undangan. Selama tahun 2021, karyawan perempuan yang menjalani cuti melahirkan dan kembali bekerja pada jabatan semula tercatat sebanyak 52 orang. [401-3]

Keselamatan dan Kesehatan Kerja (K3)

Occupational Health and Safety (OHS)

SCM peduli terhadap kesehatan dan keselamatan karyawan, terutama dalam keadaan pandemi COVID-19. Beberapa upaya Perseroan atas komitmen tersebut antara lain melanjutkan fungsi Gugus Tugas COVID-19 yang dibentuk pada tahun 2020 dan terus berupaya meningkatkan kesadaran akan mitigasi COVID-19, serta menerapkan protokol kesehatan di kantor dan lingkungan kerja, melakukan *rapid test* berkala, dan kebijakan bekerja dari rumah.

The Company provides remuneration for work without discrimination between male and female employees, or with a ratio of 1:1 for the same position. The company considers providing allowances and other supporting facilities according to skills, years of service, and needs. The Company has a share ownership policy for management or employees (*Management Employee Stock Option Program/MESOP*) and some subsidiaries.

[2-19] [2-20]

Freedom of Association and Collective Labor Agreement

The Company's Collective Labor Agreement (CLA) with employees is stipulated in the Company Regulation which serves as guidelines in maintaining employment relations, including the rights and obligations of employees. SCM also guarantees freedom of association and assembly for every employee. They have the right to express their thoughts and opinions, as well as to gather for collective bargaining. This practice is in line with Article 28E of the 1945 Constitution, Manpower Regulation No. 104, Article 1 (Law No. 13/2003), and Article 29 of the Labor Union Provisions (Law No. 21/2000). [2-30]

Guaranteed Return to Work After Maternity Leave

SCM guarantees the right of every female employee to take maternity leave for 90 calendar days and to return to work in the same position after completing the leave. The Company also provides leave rights to male employees whose wives give birth (*paternity leave*), in accordance with the Indonesia labour laws. During 2021, there were 52 female employees who took maternity leave and returned to work in their original positions. [401-3]

SCM cares about the health and safety of employees, especially during the COVID-19 pandemic. Some of the Company's efforts for this commitment include continuing the COVID-19 Task Force, which was formed in 2020, and continuing the efforts to raise awareness of COVID-19 mitigation, as well as implementing health protocols in the office and work environment, conducting regular rapid tests, and working from home policy.

Tempat Kerja Layak dan Aman

Perseroan menyadari pentingnya menciptakan lingkungan kerja yang layak dan aman bagi karyawan melalui penerapan kebijakan kesehatan dan keselamatan kerja (K3). Selain itu, Perseroan juga menyertakan karyawan pada jaminan sosial ketenagakerjaan dan jaminan sosial kesehatan.

Secara berkala, Perseroan melakukan penyemprotan cairan disinfektan, menggunakan cahaya ultraviolet (UVC), dan menggunakan *High Efficiency Particulate Absorbing* (HEPA) filter untuk membersihkan udara dari virus dan partikel berbahaya lainnya. Kami juga menjaga sanitasi mobil operasional kantor setelah digunakan. Pemeriksaan suhu di setiap pintu masuk kantor juga diterapkan.

Selain itu, SCM menyediakan fasilitas tes swab PCR COVID-19 secara berkala. Sebagai upaya meminimalkan penularan, kami juga melacak penyebaran COVID-19 di lingkungan kantor. Karyawan juga dapat mengakses fasilitas kesehatan terkait COVID-19, antara lain konsultasi dokter dan pemeriksaan lab. Kami juga tetap mengimplementasikan kegiatan kerja dari rumah (*work from home*) sembari secara bertahap melaksanakan kerja dari kantor (*work from office*). Karyawan yang melaksanakan WFO didukung dengan berbagai fasilitas penunjang, di antaranya *catering* makan siang.

Keberlanjutan Proses Produksi

Sepanjang 2021, SCM senantiasa mengikuti protokol kesehatan yang diimbau oleh Pemerintah. Untuk memitigasi risiko gangguan proses produksi yang dikarenakan pandemi atau permasalahan lainnya di masa mendatang, kami sedang membangun studio produksi untuk sinetron dan film.

Pelatihan Karyawan terkait K3

Selama periode pelaporan, kegiatan pelatihan terkait K3 yang diselenggarakan di antaranya adalah evakuasi kebakaran gabungan, simulasi damkar kering, dan pelatihan penggunaan tabung apar. Kegiatan ini diikuti oleh 888 karyawan Perseroan. ^[404-2]

Kinerja Pengelolaan K3

Hingga akhir tahun 2021, kinerja pengelolaan K3 tercatat baik dengan tidak adanya insiden kecelakaan kerja fatal.

Decent and Safe Workplace

The Company is aware of the importance of creating a decent and safe work environment for employees through the implementation of occupational health and safety (OHS) policies. In addition, the Company also includes employees in manpower social security and health social security.

The Company regularly sprays disinfectant liquid, uses ultraviolet light (UVC), and uses a High-Efficiency Particulate Absorbing (HEPA) filter to clean the air from viruses and other harmful particles. We also maintain the sanitation of the company's operational cars after use. The temperature checks at every office entry is also implemented.

In addition, SCM provides regular COVID-19 PCR swab test facilities. In an effort to minimize transmission, we are also tracking the spread of COVID-19 in the office environment. Employees can also access health facilities related to COVID-19, including doctor consultations and lab examinations. We also continue to implement work from home activities while gradually carrying out work from office. Employees who carry out WFO are supported by various supporting facilities, including lunch catering.

Workplace

Throughout 2021, SCM has been continuing to follow the health protocols recommended by the Government. To mitigate the risk of disruption to the production process due to pandemic or other problems in the future, we are constructing a private production studio for drama series and movies.

Employee Training on OHS

During the reporting period, several training activities related to OSH were held including joint fire evacuation, dry fire simulation, and training on the use of fire extinguishers. This activity was attended by 888 Company employees. ^[404-2]

OHS Management Performance

Until the end of 2021, the OHS management was recorded to have good performance with no incidents of fatal work accidents.

Pendidikan dan Pelatihan Karyawan

Employee Education and Training

Pendekatan Manajemen [2-27] [3-3]

Perseroan memberikan kesempatan setara kepada setiap karyawan untuk mengikuti program pendidikan dan pelatihan sesuai dengan minat, kompetensi, serta berdasarkan keberagaman dan kebutuhan organisasi. Penyelenggaraan pendidikan dan pelatihan merupakan tanggung jawab Divisi Human Resources, untuk kemudian dievaluasi oleh Direksi melalui mekanisme penilaian pencapaian *key performance indicator* (KPI). [3-3] [404-2]

Di tahun 2021, total terdapat 757,5 jam pelatihan yang diikuti oleh 283 karyawan. Biaya yang dikeluarkan SCM untuk pelatihan selama tahun 2021 sebesar Rp204.820.942, meningkat dari Rp99.645.755 pada tahun 2020.

Management Approach [2-27] [3-3]

The company provides equal opportunities to every employee to participate in education and training programs according to their interests, competencies, and based on the diversity and needs of the organization. The implementation of education and training is the responsibility of the Human Resources Division, which is evaluated by the Board of Directors through an assessment of the achievement of key performance indicators (KPI). [3-3] [404-2]

In 2021, there were a total of 757.5 hours of training attended by 283 employees. The costs incurred by SCM for training during 2021 amounted to Rp204,820,942, increased from Rp. 99,645,755 in 2020.

Pelatihan Karyawan [404-1]

Employees Training

Uraian Description	2021	2020	2019
Jumlah pelatihan Training sessions	44	30	38
Jumlah jam pelatihan Number of training hours	757,5	2.001	2.870
Rata-rata jam pelatihan/sesi Average training hours/session	17,2	67	76

Penilaian Kinerja Karyawan

Perseroan melaksanakan mekanisme penilaian kinerja tanpa membedakan suku, agama, ras, antargolongan, status sosial, gender, ataupun hal-hal lain yang bersifat diskriminatif. Setiap pekerja memiliki hak yang sama dalam mendapatkan penilaian kerja sesuai Peraturan Perusahaan. Hasil penilaian kinerja menjadi salah satu pertimbangan dalam menentukan jenjang karir dan promosi jabatan karyawan. Selama periode pelaporan, Perseroan telah menilai kinerja semua karyawan dan karyawan telah menerima penghargaan sesuai dengan penilaian atas kinerja masing-masing.

Sebanyak 333 karyawan mendapatkan promosi jabatan, terdiri dari 125 atau 38% perempuan dan 208 atau 62% laki-laki. Jumlah tersebut meningkat 18,08% dari tahun 2020 dengan total karyawan yang mendapat promosi adalah 282 orang.

Saluran Pengaduan bagi Karyawan

Perseroan menyediakan akses pengaduan bagi karyawan terkait ketenagakerjaan melalui whistleblowing@scm.co.id.

Employee Performance Assessment

The Company carries out a performance assessment mechanism without discriminating against ethnicity, religion, race, inter-group, social status, gender, or other discriminatory factors. Every employee has equal rights in getting a work assessment in accordance with Company Regulations. The results of the performance assessment become one of the considerations in determining the career path and promotion of employees. During the reporting period, the Company has assessed the performance of all employees and they have been rewarded in accordance with the assessment results of their respective performance.

A total of 333 Employees received promotions, consisting of 125 or 38% female and 208 or 62% male. This number increases 18,08% from 2020 when the total number of employees who received promotions was 282 people.

Complaint Channels for Employees

The Company provides access to complaints on employment matters for employees whistleblowing@scm.co.id.

Tanggung Jawab Sosial Perseroan

Corporate social responsibility



Pemberian bantuan kesehatan bagi korban bencana alam di Pulau Adonara, Nusa Tenggara Timur
Providing health assistance for victims of natural disasters on Adonara Island, East Nusa Tenggara

Bagi Perseroan, masyarakat memiliki arti penting bagi keberlanjutan usaha saat ini maupun di masa yang akan datang. Oleh sebab itu, kehadiran Perseroan di tengah masyarakat sangat penting, baik melalui jasa layanan maupun kegiatan tanggung jawab sosial (CSR). Melalui berbagai program CSR yang diselenggarakan dengan visi misi perseroan, SCM turut mendukung terciptanya kesejahteraan sosial.

Program CSR dilakukan dengan menyalurkan donasi masyarakat salah satunya melalui Pundi Amal SCTV dan Peduli Kasih Indosiar, yang dikelola Yayasan Pundi Amal Peduli Kasih (YPP). SCM juga menghadirkan donasi sponsorship atau donasi artis untuk kegiatan pemerintah, tujuan kampus/pendidikan, dan bantuan untuk masyarakat di sekitar kantor. Seperti perusahaan media lainnya di Indonesia, SCM memperluas jangkauannya kepada publik untuk berdonasi pada kegiatan-kegiatan sosial Perseroan.

For the Company, the community has a significant role in business sustainability today and in the future. Therefore, the Company's presence in the community is very important, both through services and corporate social responsibility (CSR) activities. Through various CSR programs that are aligned with the company's vision and mission, SCM also supports the establishment of social welfare.

The CSR program is carried out by channeling community donations, one of which through Pundi Amal SCTV and Peduli Kasih Indosiar, which are managed by the Pundi Amal Peduli Kasih Foundation (YPP). SCM also carried out other donations namely sponsorship and artists donations for government activities, educational purposes, or for the wellbeing of public who live around the office. Like other media companies in Indonesia, SCM reaches out to the public to donate to the Company's social activities.

Yayasan Indosiar/ATVI

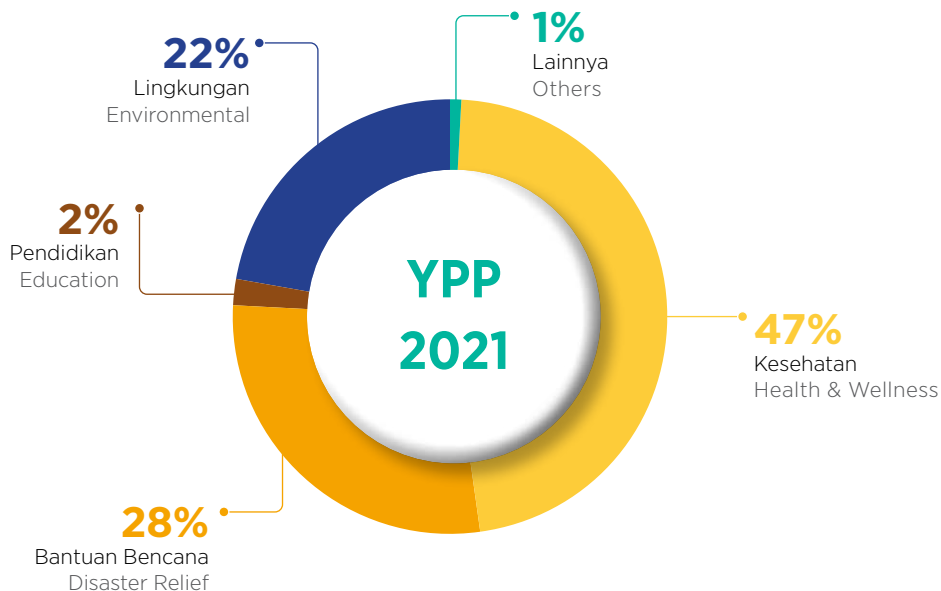
SCM mewujudkan komitmennya untuk terus mengembangkan sumber daya manusia melalui aspek pendidikan dengan mendirikan Akademi Televisi Indonesia (ATVI) melalui Yayasan Indosiar. Didirikan pada tahun 1998, pendidikan Diploma 3 ini sudah menghasilkan lulusan-lulusan yang bekerja di bidang penyiaran.

Selama periode pelaporan, total dana yang disalurkan SCM Rp31,78 miliar, terdiri dari dana CSR Perseroan senilai 22,85 miliar dan dana donasi pemirsa senilai Rp8,93 miliar. Jumlah dana ini turun Rp11,14 miliar dari tahun sebelumnya, yaitu Rp42,89 miliar. Penurunan ini terutama karena menurunnya dana donasi pemirsa. Sedangkan Perseroan tetap berkomitmen untuk mendukung kegiatan CSR dengan memberikan sejumlah dana sebesar Rp22,85 miliar, atau meningkat Rp0,05 miliar dari tahun 2020.

Indosiar Foundation/ATVI

SCM realizes its commitment to continue to develop human resources through the educational aspect by establishing the Indonesian Television Academy (ATVI) through the Indosiar Foundation. Established in 1998, this Diploma 3 education has produced graduates who work in the broadcasting field.

During the reporting period, the total funds disbursed by SCM amounted to Rp31.78 billion, consisting of the Company's CSR funds of Rp22.85 billion and audience donations of Rp8.93 billion. The amount of funds decreased by Rp11.14 billion from the previous year, which was Rp42.89 billion. This decline was mainly due to a decrease in audience donations. Meanwhile, the Company remains committed to supporting CSR activities by providing a total of Rp22.85 billion, an increase of Rp0.05 billion from 2020.





Operasi Katarak
Cataract Surgery



Pengobatan gratis bagi korban bencana di Pulau Lembata, NTT
Free medical treatment for disaster victims in Lembata Island, NTT



Pemberian santunan kepada anak yatim
Donation to orphans



Pembangunan SDN Sumberjaya I Pandeglang
Construction of SDN Sumberjaya I Pandeglang



Pembangunan Jembatan
Bridge construction



Pemberian bantuan mesin jahit
Sewing machine hands-out



Pengobatan gratis bagi korban bencana Erupsi Gn, Semeru
Free medical treatment for victims of the Mt. Semeru eruption disaster



Pembangunan penampungan air bersih
Construction of clean water reservoirs



Perilaku Kompetitif

Competitive Behavior

Pendekatan Manajemen [2-27] [3-3]

Perseroan berkomitmen untuk melakukan usaha dengan memperhatikan persaingan yang sehat dan memberikan layanan setara kepada pemirsa dan pengiklan di semua aspek bisnisnya. Untuk itu, informasi pada bab ini penting untuk disampaikan kepada pemangku kepentingan. Kami mengelola performa dan aktivitas bisnis melalui pendekatan keunggulan program, konten, dan layanan untuk memastikan stasiun televisi dan platform digital Perseroan menjadi pilihan utama pemirsa di Indonesia. [2-27] [3-3]

Atas komitmen Perseroan pada persaingan usaha yang sehat, SCM mendorong anak-anak perusahaannya untuk memprioritaskan program, konten, serta layanan yang berkualitas dan mudah diakses sebagai keunggulan bersaing. Implementasi persaingan bisnis yang sehat adalah tanggung jawab seluruh insan SCM dan implementasinya diawasi langsung oleh Dewan Komisaris. Sepanjang tahun 2021, Perseroan tidak menerima sanksi atas persaingan usaha, baik dari otoritas Indonesia, maupun Komisi Pengawas Persaingan Usaha (KPPU). [3-3] [206-1]

Complaint [2-27] [3-3]

The Company is committed to conducting business based on fair competition and providing equal service to audience and advertisers in all aspects of its business. Therefore, the information in this chapter is important to convey to stakeholders. We manage business performance and activities through a program, content, and service excellence approach to ensure that the Company's television stations, and digital platforms become the first choice of viewers in Indonesia. [2-27] [3-3]

As the implementation of the Company's commitment to fair business competition, SCM encourages its subsidiaries to prioritize programs, content, and services that are high quality and easily accessible as a competitive advantage. The implementation of fair business competition is the responsibility of all SCM personnel, and its implementation is directly under the supervision of the Board of Commissioners. Throughout 2021, the Company did not receive any sanctions for business competition, either from the Indonesian authorities or the Business Competition Supervisory Commission (KPPU). [3-3] [206-1]

Pencapaian dan Kepatuhan Perseroan

Hingga akhir periode pelaporan, SCM memiliki beberapa bidang usaha yang bergerak di industri jasa penyiaran, konten, dan multimedia. Bidang usaha tersebut, antara lain dua stasiun televisi *free-to-air* (FTA): SCTV dan Indosiar; siaran berlangganan televisi satelit (Nex Parabola); *content & talent*; dan bisnis digital, situs berita daring KLY, dan Vidio yang merupakan platform video daring, serta EYE, yang merupakan layanan OOH bisnis pengiklanan digital. (2-27)

Selama tahun 2021, Perseroan berhasil mempertahankan kinerja terbaiknya. Saluran televisi SCTV dan Indosiar mempertahankan peringkat tiga teratas berdasarkan survei tingkat kepemirsaaan yang dilakukan oleh pihak independen. Vidio tercatat sebagai layanan lokal (OTT) terbaik berdasarkan laporan MPA dan salah satu aplikasi hiburan yang paling banyak diunduh di Indonesia.

Di bidang produksi konten, Perseroan mendirikan Indonesia Entertainment Group (IEG). Selain itu, Perseroan menerapkan strategi produksi konten dengan menyesuaikan tren saat ini dan perkembangan dunia edukasi dan hiburan. Perseroan juga memiliki produk NexParabola yang dapat memperluas jangkauan siaran ke daerah pedesaan dan terpencil. Dengan demikian, layanan SCM dapat memberikan akses yang lebih luas ke pelosok Indonesia.

Kami juga berkomitmen dalam menyiarkan iklan secara bertanggung jawab. Komitmen ini kami pertegas melalui kepatuhan kami terhadap regulasi Pemerintah, seperti etika pariwisata dan kebijakan oleh Menkominfo dan/atau Komisi Penyiaran Indonesia (KPI).

Company's Achievement and Compliance

As of the end of the reporting period, SCM had several business lines engaged in the broadcasting, content, and multimedia services industry. The business lines include two free-to-air (FTA) television stations: SCTV and Indosiar; satellite television subscription broadcast (Nex Parabola); content & talent; and digital businesses, online news portal KLY, and Vidio which is an online video platforms, and EYE, which is OOH services for digital advertising businesses. (2-27)

During 2021, the Company managed to maintain its top three performance. Television channels SCTV and Indosiar maintain the top 3 rankings based on an independent audience survey. Vidio is listed as the best local service (OTT) in Indonesia by MPA and one of the most downloaded entertainment applications in Indonesia.

In content production, the Company established the Indonesia Entertainment Group (IEG). The Company has also implemented a content production strategy by adapting to current trends and developments in the world of education and entertainment. In addition, the company also has the NexParabola product that can expand broadcast coverage to rural and remote areas. Thus, SCM services can provide wider access to remote areas of Indonesia.

We are committed to broadcast ads responsibly. We reaffirm this commitment through our compliance on governance's regulation, namely advertising ethics and policy from Menkominfo and/or Indonesian Broadcasting Commission.



Etika Media

Media Ethics

Pendekatan Manajemen [2-27] [3-3]

Perseroan menyadari bahwa media berperan penting dalam menyeleksi informasi dan berita yang disampaikan sebagai sarana edukasi masyarakat. Perseroan memastikan semua acara yang ditayangkan telah melalui proses seleksi dan sesuai dengan perundang-undangan, terutama dalam memastikan kebenaran berita melalui: Cek Fakta.

Penghargaan Hak Kekayaan Intelektual dan Perlindungan Pemirsa

Perseroan memiliki kebijakan menghormati hak kekayaan intelektual pemirsa serta mitra lainnya. Perseroan memastikan semua aspek legalitas perijinan atas program dan konten dari luar entitas yang ditayangkan oleh Perseroan. Atas upaya ini, selama periode pelaporan, SCM tidak menerima sanksi yang signifikan terkait dugaan pelanggaran hak kekayaan intelektual, baik isi program maupun pelanggaran privasi pemangku kepentingan.

SCM memastikan pemenuhan kriteria pada Undang-Undang No. 32 Tahun 2002 tentang Penyiaran. Beberapa kriteria tersebut, antara lain:

1. Tidak bersifat fitnah, menghasut, menyesatkan dan/atau bohong;
2. Tidak menonjolkan unsur kekerasan, pornografi/pornoaksi, perjudian, penyalahgunaan narkoba dan obat terlarang termasuk rokok;
3. Tidak mempertentangkan suku, agama, ras, dan antargolongan;
4. Tidak mengolok, merendahkan, melecehkan, dan/atau mengabaikan nilai-nilai agama, martabat manusia Indonesia, atau merusak hubungan internasional.

Pemenuhan kriteria konten maupun produk multimedia lain dilakukan melalui proses sensor oleh lembaga berwenang (Lembaga Sensor Film Republik Indonesia) dan mekanisme sensor independen yang diterapkan oleh Perseroan. Selain itu, SCM juga rutin berkoordinasi dengan Komisi Penyiaran Indonesia serta Kementerian Komunikasi dan Informasi (Kominfo). Selama tahun 2021, tidak ada tayangan program, konten, maupun produk multimedia lain yang dihentikan penyiarannya.

Management Approach [2-27] [3-3]

The Company is aware that the media plays an important role in selecting information and news to be as a means of educating the public. The Company ensures that all of its broadcast programs have gone through a selection process and are in compliance with laws, particularly in confirming the accuracy of the news through Fact Checking.

Intellectual Property Rights Award and Audience Protection

The Company has a policy of respecting the intellectual property rights of viewers and other partners. The Company ensures compliance with all legal aspects and permit for external programs and content that are broadcast by the Company. Therefore, during the reporting period, SCM did not receive any significant sanctions over alleged violations of intellectual property rights, both in program content and stakeholder privacy.

SCM ensures compliance with the criteria in Law No. 32 of 2002 concerning Broadcasting. Some of these criteria are:

1. Shall not contain slanderous, inciting, misleading and/or false materials;
2. Shall not contain elements of violence, obscenity, gambling, narcotics and illicit drug abuse, including cigarettes;
3. Shall not polarize ethnicity, religion, race, and inter-group relations;
4. Shall not denigrate, demean, harass, and/or ignore religious values, and dignity of Indonesian citizen, or harm international relations.

The criteria for content and other multimedia products are met through a censorship process by the authorities (Republic of Indonesia Film Censorship Board) and an independent censorship mechanism by the Company. In addition, SCM also regularly coordinates with the Indonesian Broadcasting Commission and the Ministry of Communication and Information. During 2021, there was no suspension of broadcasting of programs, content, or other multimedia products.



Privasi Pelanggan

Customer Privacy

Pendekatan Manajemen [2-27] [3-3]

Perseroan menerapkan etika bisnis dan integritas, serta menghindari praktik pelanggaran hak milik, termasuk memastikan perlindungan privasi dan data pemirsa, serta pengiklan. Direksi di bawah pengawasan Dewan Komisaris memastikan bahwa Perseroan menerapkan etika perlindungan data pelanggan dan memperkuat integritas dalam operasi bisnisnya. [3-3]

Dalam memastikan perlindungan data pengiklan dan pemirsa, Divisi IT bertanggung jawab untuk menjaga semua kerahasiannya. Beberapa strategi yang diterapkan, di antaranya:

1. Memberikan akses kepada pelanggan untuk memperbarui data pribadi guna meminimalisasi peluang penyalahgunaan data oleh pihak yang tidak bertanggung jawab.
2. Memeriksa sistem pengamanan data untuk memastikan tindak lanjut yang cepat dan responsif apabila terjadi penyalahgunaan data. Pemeriksaan dapat melibatkan pihak independen dengan membuat perjanjian kerahasiaan data.
3. Memberikan pelatihan dan program peningkatan kompetensi terkait perkembangan teknologi informasi dan komunikasi kepada karyawan yang bertanggung jawab mengelola dan mengamankan data, khususnya Divisi IT. [3-3] [404-2]

Hingga akhir tahun 2021, Perseroan tidak menerima adanya pengaduan mengenai pelanggaran terhadap privasi pelanggan yang mencakup kebocoran, pencurian, atau kehilangan data. [418-1]

Management Approach [2-27] [3-3]

The Company applies business ethics and integrity, and avoids property rights infringement practices, including ensuring the protection of the privacy and data of viewers, as well as advertisers. The Board of Directors under the supervision of the Board of Commissioners ensures that the Company applies ethical customer data protection and strengthens integrity in its business operations. [3-3]

In ensuring the protection of advertisers and viewers' data, the IT Division is responsible for maintaining all confidentiality. Several strategies that have been implemented, include:

1. Provide access to customers to update personal data in order to minimize opportunities for data misuse by irresponsible parties.
2. Checking the data security system to ensure fast and responsive follow-up in the event of data misuse. The examination may involve an independent party by entering into a data confidentiality agreement.
3. Provide training and competency improvement programs related to the development of information and communication technology to employees who are responsible for managing and securing data, especially the IT Division. [3-3] [404-2]

By the end of 2021, the Company did not receive any complaints regarding violations of customer privacy which include data leak, theft, or loss. [418-1]

Tanggung Jawab Produk

Product Responsibility



Sebagai perusahaan media ternama di Indonesia, SCM berinvestasi pada kreativitas dalam menghasilkan produk dan layanan kepada para pemirsa. Kami percaya bahwa kreativitas dapat mendorong hadirnya layanan yang dapat menghibur dan memberikan edukasi masyarakat luas.

As a prominent media company in Indonesia, SCM invests in creativity in delivering products and services to its audiences. We believe that creativity can deliver programs that will entertain and educate the wider community.

Inovasi dan Pengembangan Produk

Product Innovation and Development

Salah satu faktor esensial yang mendorong keberlanjutan Perseroan adalah kemampuan dalam berinovasi guna memenuhi selera dan kebutuhan pemirsa. Hingga akhir tahun 2021, SCM telah mengembangkan berbagai layanan/tayangan baru berbasis teknologi yaitu berupa perubahan sistem analog menjadi digital.

One of the essential factors that drives the Company's sustainability is the ability to innovate to meet the tastes and needs of the audience. Until the end of 2021, SCM has developed various new technology-based services/shows, in the form of a change from analog to digital system.

Selain terus berinovasi, Perseroan senantiasa memastikan konten yang disiarkan aman dan tepat sasaran dengan senantiasa mengimplementasi peraturan dari Pemerintah dalam menyusun kebijakan Perseroan maupun melaksanakan bisnisnya.

In addition to continuous innovation, the Company always ensures that the content that is broadcast is safe and appropriate by continuously implementing regulations from the Government in formulating Company policies and conducting business

Referensi POJK 51/OJK.03/2017 dan Indeks Isi Standar GRI

POJK 51/OJK.03/2017 Reference and GRI Standard Content Index

Pernyataan penggunaan Statement of use	PT Surya Citra Media Tbk has reported the information cited in this GRI content index for the period 1 January 2021-31 December 2021 with reference to the GRI Standards.
GRI 1 yang digunakan GRI 1 used	GRI 1: Foundation 2021
GRI Sector Standard yang digunakan Applicable GRI Sector Standard(s)	-

Standar GRI/ Acuan Lain GRI Standard/ Other Source	Pengungkapan Disclosure	Lokasi Location
Pengungkapan Umum General disclosures		
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1 Detail Organisasi Organizational details	15
	2-2 Entitas yang termasuk dalam pelaporan keberlanjutan Entities included in the organization's sustainability reporting	12,17
	2-3 Periode pelaporan, frekuensi, dan kontak Reporting period, frequency and contact point	17
	2-4 Pernyataan ulang informasi Restatements of information	17
	2-5 Jaminan eksternal External assurance	17
	2-6 Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other business relationships	5,15,27
	2-7 Karyawan Employees	36
	2-8 Pekerja yang bukan karyawan Workers who are not employees	36
	2-9 Struktur dan komposisi tata Kelola Governance structure and composition	20
	2-10 Pengangkatan dan pemilihan badan tata kelola tertinggi Nomination and selection of the highest governance body	20
	2-11 Ketua badan tata Kelola tertinggi Chair of the highest governance body	20
	2-12 Peran badan tata Kelola tertinggi dalam mengawasi dampak pengelolaan Role of the highest governance body in overseeing the management of impacts	17
	2-13 Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	20
	2-14 Peran badan tata Kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	17
	2-15 Konflik kepentingan Conflicts of interest	20
	2-16 Penyampaian hal-hal yang genting Communication of critical concerns	20
	2-17 Pengetahuan kolektif dari badan tata kelola tertinggi Collective knowledge of the highest governance body	12
	2-18 Evaluasi kinerja badan tata Kelola tertinggi Evaluation of the performance of the highest governance body	20
	2-19 Kebijakan remunerasi Remuneration policies	37

Standar GRI/ Acuan Lain GRI Standard/ Other Source		Pengungkapan Disclosure	Lokasi Location
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-20	Proses untuk menentukan remunerasi Process to determine remuneration	37
	2-21	Rasio kompensasi total tahunan Annual total compensation ratio	20
	2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	12
	2-23	Komitmen kebijakan Policy commitments	12-13
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	12
	2-25	Proses untuk memulihkan dampak negatif Processes to remediate negative impacts	13
	2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	21, 25, 29, 35, 39
	2-28	Asosiasi keanggotaan Membership associations	16
	2-29	Pendekatan keterlibatan pemangku kepentingan Approach to stakeholder engagement	22
	2-30	Perjanjian Perundingan Bersama Collective bargaining agreements	38
POJK 51/ OJK.03/2017	2	Ikhtisar kinerja aspek keberlanjutan An overview of the sustainability performance aspect	4
	5.a	Tugas Direksi dan Dewan Komisaris Board of Directors and Board of Commissioners duties on sustainable finance	8
	5.b	Pengembangan kompetensi anggota Direksi terkait keuangan keberlanjutan Competencies development for the Board of Directors regarding to sustainable finance	20
	5.c	Prosedur LJK mengenai pengendalian risiko keberlanjutan FSI procedures in controlling the risk of sustainability	13
	5.d	Isu yang terkait dengan kinerja keberlanjutan Issues related to sustainability performance	13
	5.e	Membangun budaya keberlanjutan internal Building an internal sustainability culture	12-13
Topik Material Material topics			
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-1	Proses untuk menentukan topik material Process to determine material topics	17
	3-2	Daftar topik material List of material topics	18
Kinerja ekonomi Economic performance			
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	17
	GRI 201: Kinerja ekonomi 2016 GRI 201: Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed
201-4		Bantuan finansial yang diterima dari pemerintah Financial assistance received from government	27

Standar GRI/ Acuan Lain GRI Standard/ Other Source		Pengungkapan Disclosure	Lokasi Location
POJK 51/ OJK.03/2017	6.b.1	Perbandingan target dan kinerja produksi, portofolio, pembiayaan, pendapatan dan laba rugi Comparison of targets and performance of production, portfolio, financing, income and profit and loss	27-28
	6.b.2	Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi yang sejalan dengan Keuangan Berkelanjutan Comparison of portfolio targets and performance, financing targets, or investments in projects in line with Sustainable Finance.	27-28
	6.c.1	Produk dan/atau jasa yang setara kepada konsumen Products and / or services equivalent to consumers	48
	6.f.1	Inovasi dan pengembangan produk dan/atau jasa keuangan berkelanjutan Innovation of sustainable finance product	48
	6.f.4	Jumlah produk yang ditarik kembali Products withdrawn	46
	6.c.3.a	Kegiatan atau wilayah operasional yang menghasilkan dampak positif dan negatif pada literasi dan inklusi keuangan Activities or operational areas that have an impact to the literacy and financial inclusion	15
	6.c.3.c	TJSL pada tujuan pembangunan berkelanjutan Corporate Social and Environmental Responsibility on the sustainable development purpose	41
Antikorupsi Anti-corruption			
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	21
GRI 205: Antikorupsi 2016 GRI 205: Anti-corruption 2016	205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	21
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti-korupsi Communication and training about anti-corruption policies and procedures	21
	205-3	Insiden korupsi yang dikonfirmasi dan tindakan yang diambil Confirmed incidents of corruption and actions taken	22
Anti-competitive behavior Anti-competitive behavior			
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	44
GRI 206: Anti-competitive Behavior 2016 GRI 206: Anti-competitive Behavior 2016	206-1	Langkah-langkah hukum untuk perilaku anti-persaingan, praktik anti-trust dan monopoli Legal actions for anti-competitive behavior, antitrust, and monopoly practices	44
Materials Materials			
POJK 51/ OJK.03/2017	6.d.2	Penggunaan material ramah lingkungan Use of environmentally friendly materials	29
Energi Energy			
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	29
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	30
	302-3	Intensitas energi Energy intensity	31
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	31

Standar GRI/ Acuan Lain GRI Standard/ Other Source		Pengungkapan Disclosure	Lokasi Location
POJK 51/ OJK.03/2017	6.d.3.a	Jumlah dan intensitas energi Number and intensity of energy	30
	6.d.3.b	Efisiensi energi Energy efficiency	31
Air dan efluen Water and effluents			
GRI 303: Air dan efluen 2018 GRI 303: Water and Effluents 2018	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	32
Keanekaragaman hayati Biodiversity			
POJK 51/ OJK.03/2017	6.e.3.a	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi atau memiliki keanekaragaman hayati Impacts of operational areas that are near or in conservation area	33
	6.e.3.b	Usaha konservasi keanekaragaman hayati Efforts to conserve biodiversity	33
Emisi Emissions			
GRI 305: Emisi 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	32
GRI 305: Emissions 2016	305-4	Intensitas emisi GRK GHG emissions intensity	32
	305-5	Pengurangan emisi GRK Reduction of GHG emissions	31
POJK 51/ OJK.03/2017	6.e.4.a	Jumlah dan intensitas emisi yang dihasilkan berdasarkan jenisnya Number and intensity of emissions by type	32
	6.e.4.b	Upaya dan pencapaian pengurangan emisi yang dilakukan Reduction of emission	31
	6.d.1	Biaya Lingkungan Hidup yang dikeluarkan Environmental costs incurred	33
Limbah Waste			
POJK 51/ OJK.03/2017	6.e.5.a	Jumlah limbah dan efluen yang dihasilkan berdasarkan jenis The amount of waste and effluent produced by type	33
	6.e.5.b	Mekanisme pengelolaan limbah dan efluen Waste and effluent management mechanisms	33
Ketenagakerjaan Employment			
GRI 3: Material Topics 2021 GRI 3: Material Topics 2021	3-3	Pendekatan manajemen topik material Management of material topics	35
GRI 401: Ketenagakerjaan 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	36
GRI 401: Employment 2016	401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	37
	401-3	Cuti melahirkan Parental leave	38

Standar GRI/ Acuan Lain GRI Standard/ Other Source		Pengungkapan Disclosure	Lokasi Location
Pelatihan dan pendidikan Training and education			
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	40
GRI 404: Pelatihan dan pendidikan 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee	40
GRI 404: Training and Education 2016	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	21, 40
POJK 51/ OJK.03/2017	6.c.2.d	Pelatihan dan pendidikan bagi karyawan Training and education for employees	40
Keberagaman dan kesetaraan kesempatan Diversity and equal opportunity			
POJK 51/ OJK.03/2017	6.c.2.a	Kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak Equality of employment opportunities, forced labor and child labor	35
	6.c.2.c	Lingkungan bekerja yang layak dan aman Decent and safe working environment	39
	6.c.2.b	Persentase remunerasi pegawai tetap di tingkat terendah terhadap upah minimum regional Permanent employee remuneration at the lowest level against the regional minimum wage	37
Privasi pelanggan Customer privacy			
GRI 3: Material Topics 2021	3-3	Pendekatan manajemen topik material Management of material topics	47
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Keterangan | Note:

Berdasarkan GRI 2021, pengungkapan umum sudah disampaikan secara lengkap sehingga tidak ada pengungkapan yang tidak disertakan, demikian juga tidak diperlukan alasan atau penjelasan. Based on GRI 2021, general disclosures have been disclosed so that omission is no longer needed, as well as no reasons or explanations are required.

Lembar Umpan Balik

Feedback Form

Laporan Keberlanjutan 2021 PT Surya Citra Media Tbk. menggambarkan kinerja keberlanjutan Perseroan. Kami mohon kesediaan dari Bapak/Ibu/Saudara atas para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan ini.

The Sustainability Report 2021 of PT Surya Citra Media Tbk. describes the Company's sustainability performance. We are looking forward to the feedback from all stakeholders after reading this Sustainability Report.

Profil Anda | Your Profile

Nama (bila berkenan):

Name (optional)

Institusi/Perusahaan:

Organization/Company

Surel:

Email

Telp/Hp:

Phone/Mobile

1. Mohon beri penilaian atas manfaat informasi topik yang paling bermanfaat bagi Anda dalam laporan ini (1: tidak bermanfaat, 5: sangat bermanfaat).

Please rate the usefulness of the topic information to you in this report (1: not useful, 5: very useful).

- | | |
|---|--|
| a. Kinerja ekonomi
Economic performance | e. Perilaku kompetitif
Competitive behavior |
| b. Energi
Energy | f. Antikorupsi
Anti-corruption |
| c. Ketenagakerjaan
Employment | g. Etika media
Media ethics |
| d. Pelatihan dan pendidikan
Training and education | h. Privasi pelanggan
Customer privacy |

2. Topik/informasi lain apa yang Anda harap disediakan dalam laporan keberlanjutan mendatang?

What other topics/information do you expect to be presented in the next sustainability report?

.....
.....

3. Mohon berikan saran/usul/komentar Anda atas laporan ini

Please provide your advice/suggestions/ comments about this report

.....
.....

Terima kasih atas partisipasi Anda.

Thank you for participating.

Pertanyaan dan input terkait Laporan Keberlanjutan ^[2-3]

Questions and input about the Sustainability Report

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