



Delivering Sustainable Value for Communities

Daftar Isi

Table of Contents

PERNYATAAN Statements	1	PROFIL PERSEROAN Company Profile	15	Tata Kelola Keberlanjutan Sustainability Governance	44
TEMA DAN PENJELASAN TEMA Theme and Theme Explanation	2	Profil Perseroan Company Profile	16	Kinerja Ekonomi Economic Performance	50
Strategi Keberlanjutan Sustainability Strategy	4	KINERJA KEBERLANJUTAN Sustainability Governance	25	TENTANG LAPORAN KEBERLANJUTAN About Sustainability Report	55
Ikhtisar Kinerja Aspek Keberlanjutan Sustainability Performance Highlights	6	Kinerja Lingkungan Environmental Performance	26	Referensi POJK 51 POJK 51 Reference	57
Penjelasan Direksi Board of Directors' Message	8	Bersama Menjaga Lingkungan Preserving the Environment Together	27	Indeks Konten GRI GRI Content Index	60
Surat Pernyataan Anggota Dewan Komisaris Dan Direksi Tentang Tanggung Jawab Atas Laporan Keberlanjutan PT Surya Citra Media Tbk Tahun 2022 Statement of Members of the Board of Commissioners and the Board of Directors on the Responsibility for the Sustainability Report 2022 of PT Surya Citra Media Tbk	12	Kinerja Sosial Social Performance	32	Lembar Umpan Balik Feedback Sheet	63
		Karyawan dan Masyarakat Kami Our Employees and Communities	33		
		TATA KELOLA KEBERLANJUTAN Sustainability Performance	43		

ESSJAY
STUDIOS

CUT SYIFA
HARRIS VRIZA
AFIFAH IFAH

Executive : ANJIEV MUTRIZA Cerita : NINJOY SHAKIR Skenario : SERENA LUNA Co-Producer : JIMMY L. LAHMUNI Produser : NIDHAR JETTY Produser Eksekutif : DAVID A. SUWARTO

Produksi : ONE ENTERTAINMENT
Distribusi : ONE ENTERTAINMENT
Ditulis dan Disutradarai oleh : NIDHAR JETTY
#PRODUKSIPTVINDONESIA

*Tajwid
Cinta*



Pernyataan

Statements

Laporan Keberlanjutan ini berisikan pernyataan-pernyataan kinerja ekonomi, lingkungan, sosial, dan tata kelola, serta strategi Perseroan, yang digolongkan sebagai pernyataan ke depan dalam pengertian perundang-undangan yang berlaku, kecuali hal-hal yang bersifat historis. Pernyataan-pernyataan tersebut bersifat prospektif yang memiliki risiko dan ketidakpastian, serta dapat mengakibatkan perkembangan aktual secara material berbeda dari yang tertulis dalam pernyataan-pernyataan tersebut. Pernyataan prospektif dalam Laporan Keberlanjutan ini dibuat berdasarkan berbagai asumsi mengenai kondisi terkini dan kondisi mendatang dari Perseroan, serta lingkungan bisnis, tempat Perseroan menjalankan kegiatan usaha. Perseroan tidak menjamin bahwa segala tindakan yang telah diambil untuk memastikan keabsahan dokumen ini akan membawa hasil-hasil tertentu sesuai harapan.

Kata “Perseroan”, “SCM”, “SCMA”, “Grup”, dan “Kami” mendefinisikan PT Surya Citra Media Tbk dan entitas anaknya. Penulisan angka-angka pada seluruh tabel dan grafik menggunakan notasi bahasa Indonesia. Pemaparan numerik dalam teks menggunakan standar kaidah Indonesia dan bahasa Inggris sesuai konteksnya.

This Sustainability Report contains statements of the Company's economic performance, environment, social, corporate governance, and the strategies which are classified as forward-looking statements in the compliance with the applicable laws, excluding historical matters. Such statements are prospective and subject to risks of uncertainties, and may cause actual results to differ materially from expected results. Prospective statements in this Sustainability Report are prepared based on numerous assumptions concerning current conditions and future events of the Company and the business environment where the Company conducts business. The Company does not guarantee that all the actions that have been taken to ensure the validity of this document will bring specific results as expected.

The words “the Company”, “SCM”, “SCMA”, “Group”, and “We” refer to PT Surya Citra Media Tbk and its subsidiaries. The numbers in all tables and graphs are written Indonesian notation. Numerical presentation in the text are expressed in the Indonesian and English rules according to the context.





Tema dan Penjelasan Tema

Theme and Theme Explanation

DELIVERING SUSTAINABLE VALUE FOR COMMUNITIES

PT Surya Citra Media Tbk (SCM) merupakan perusahaan *holding* dengan berbagai bidang usaha, yang bergerak di industri jasa penyiaran, konten, dan multimedia. Perseroan berkomitmen untuk menjaga kinerja positif dengan memastikan program, konten, serta layanan yang diberikan berkualitas dan mudah diakses sampai ke pelosok Indonesia. Selain komitmen tersebut, Perseroan juga memastikan keseimbangan antara kinerja ekonomi, sosial, lingkungan dan implementasi tata kelola yang baik. Dalam menjaga keseimbangan tersebut, Perseroan berkomitmen untuk menjaga kelestarian lingkungan dan memberikan kontribusi positif terhadap masyarakat sekitar. Perseroan percaya bahwa dengan terjaganya keseimbangan aspek tersebut, Perseroan dapat tumbuh bersama dengan Pemangku Kepentingan menuju masa depan yang berkelanjutan.

Pada aspek lingkungan, SCM telah melakukan berbagai upaya internal untuk mendukung tercapainya operasional yang lebih ramah lingkungan, seperti mengurangi konsumsi BBM, pemakaian listrik, dan pengelolaan limbah sesuai prinsip 3R (*reuse, reduce, recycle*). Sementara itu, pada aspek sosial, Perseroan berkontribusi terhadap kesejahteraan masyarakat sekitar melalui program tanggung jawab sosial (CSR). Grup SCMA mendirikan Yayasan Pundi Amal Peduli Kasih (YPP) untuk pelaksanaan program CSR. Kerja sama ini dilakukan dengan tujuan menyalurkan bantuan yang diberikan oleh Perseroan dan pemirsa, kepada masyarakat yang membutuhkan bantuan.

Perseroan berkomitmen untuk memaknai kehadiran kami di tengah masyarakat melalui kepedulian, semangat untuk berbagi, dan kontribusi untuk kesejahteraan sosial. Komitmen tersebut kami bagikan melalui Laporan Keberlanjutan ini, yang akan kami sampaikan rutin setiap tahun. Perseroan berharap Laporan Keberlanjutan ini dapat menjadi saluran komunikasi kami untuk menyampaikan dukungan kami terhadap Tujuan Pembangunan Berkelanjutan.

PT Surya Citra Media Tbk (SCM) is a holding company engaged in various businesses such as broadcasting, content and multimedia services. The Company is committed to maintaining positive performance by ensuring that the programs, content, and services provided are high quality and easily accessible throughout Indonesia. In addition to this commitment, the Company also ensures the balance of its economic, social, environmental performances and the implementation of good governance. In order to maintain it, the Company is committed to preserving the environment and making a positive contribution to the surrounding community. The Company believes that by maintaining the balance of these aspects, the Company can grow together with Stakeholders towards a sustainable future.

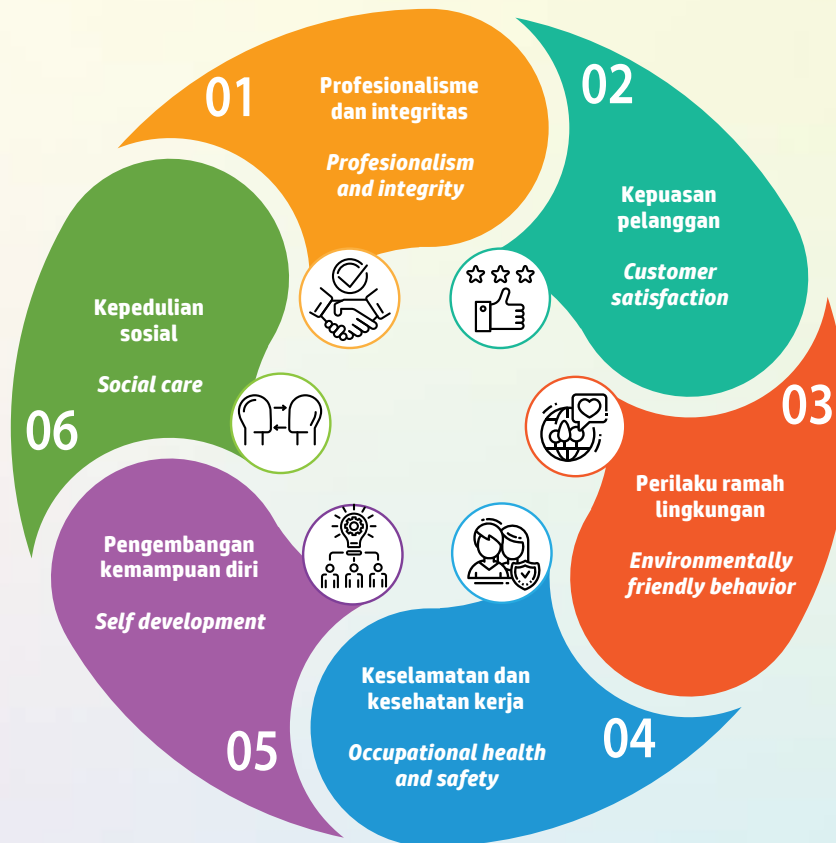
On the environmental aspect, SCM has made various internal efforts to support the achievement of more environmentally friendly operations, such as reducing fuel consumption, electricity usage, and waste management according to 3R principle (reuse, reduce, recycle). Meanwhile, on the social aspect, the Company contributes to the welfare of the surrounding community through Corporate Social Responsibility (CSR) programs. The Company established Yayasan Pundi Amal Peduli Kasih (YPP) in implementing CSR programs. This cooperation is carried out with the aim of channelling assistance provided by the Company and viewers, to the needy.

The Company is committed to defining our presence in the community through our concern, passion for sharing, and contribution to social welfare. We share this commitment through this Sustainability Report, which we will submit annually. The Company expects that this Sustainability Report can be our communication channel to convey our support for the Sustainable Development Goals.



Strategi Keberlanjutan [POJK51-A.1]

Sustainability Strategy



Perseroan berkomitmen untuk memberikan manfaat kepada seluruh masyarakat melalui semangat berbagi, peduli, dan berbagai kontribusi kegiatan tanggung jawab sosial Perseroan (CSR)

Perseroan terus melakukan berbagai inovasi agar dapat mempertahankan eksistensinya dengan cara menyediakan program, konten, tayangan, dan layanan yang berkualitas dan informatif kepada seluruh pemirsa. Perseroan juga terus beradaptasi seiring berkembangnya teknologi informasi dan komunikasi, untuk dapat memberikan pelayanan terbaik bagi pemirsa. Perseroan meyakini melalui upaya tersebut dapat menjalankan kegiatan operasional bisnis yang berkelanjutan, mempertahankan tingkat pangsa pasar kepemirsaaan, serta terutama dapat mendukung Tujuan Pembangunan Berkelanjutan (TPB).

Seluruh hasil kinerja keberlanjutan di bidang ekonomi, sosial, lingkungan, dan tata kelola menjadi tanggung jawab kolektif dan di bawah pengawasan Direktur Utama. Perseroan telah memiliki strategi keberlanjutan yang menjadi dasar kegiatan usaha kami, di antaranya yaitu: [2-17] [2-22] [2-23] [2-24]

The Company is committed to provide benefits to the communities through the spirit to sharing, caring, and various contributions to corporate social responsibility (CSR) activities

The Company continues to innovates in order to maintain its existence by providing quality and informative programs, contents, shows and services to its viewers. The Company also continues to adapt to the rapid development of information and communication technologies, to provide the best service for viewers. The Company believes that this effort will enable it to implement sustainable business operations, maintain audience share viewership levels, and support the Sustainable Development Goals (SDGs).

All the results of sustainability performance in the economic, social, environmental, and governance aspects are collective responsibility and are under the supervision of the President Director. The Company also has the following sustainability strategies as the foundation of our business activities: [2-17] [2-22] [2-23] [2-24]



1. Terus berkembang dan meningkatkan produktivitas tim serta berkomitmen untuk berinvestasi dalam program pelatihan dan pendidikan di dalam Perseroan.
2. Fokus mendukung setiap anak Perseroan dalam menciptakan fasilitas dan program-program barunya, termasuk mempromosikan konten ke luar Indonesia.
3. Memanfaatkan peluang-peluang baru yang ada di Indonesia maupun negara-negara sekitar untuk selalu bisa meningkatkan nilai dan manfaat pada pemegang saham.
4. Berfokus pada industri televisi *free-to-air* (FTA); produksi konten dan inisiatif media digital, termasuk layanan *over-the-top* (OTT), daring, dan *out-of-home* (OOH); dan meningkatkan kemampuan untuk terus mengembangkan bisnis media yang lebih luas.

Penilaian Risiko dan Permasalahan atas Penerapan Kinerja Keberlanjutan [POJK51-E.3, E.5]

Melalui penerapan Sistem Manajemen Risiko, Perseroan dapat melakukan berbagai pengelolaan risiko termasuk risiko lingkungan, sosial, dan tata kelola (LST). Perseroan menunjuk Divisi Audit Internal yang dibantu oleh fungsi manajemen risiko pada setiap unit untuk melakukan pengawasan kinerja manajemen risiko. Unit Audit Internal akan melaporkan hasil kinerja manajemen risiko secara berkala kepada Direktur Utama dan Komite Audit. [2-23]

Selama tahun 2022, Perseroan mulai beradaptasi di era *New Normal* dimana kondisi ini telah memberikan dampak positif bagi kegiatan operasional bisnis Perseroan. Namun demikian, Perseroan tetap melakukan berbagai inovasi di tengah pesatnya perkembangan teknologi dan industri media di Indonesia. Adapun kehadiran teknologi yang semakin berkembang telah menghadirkan berbagai peluang bagi pengembangan dan keberlanjutan bisnis Perseroan di masa mendatang.

Perseroan menyadari bahwa adanya perubahan iklim dapat berpengaruh pada kegiatan operasional mitra usaha kami, sehingga diperlukan adanya strategi khusus untuk memitigasi potensi dampak negatif dengan menerapkan *Business Continuity and Contingency Plan*. Meskipun kegiatan operasional tidak terkait langsung oleh perubahan iklim, namun peran Perseroan cukup signifikan dalam memberikan edukasi mengenai pelestarian lingkungan kepada masyarakat. Hingga akhir periode pelaporan, Perseroan tidak melihat adanya implikasi finansial yang signifikan terkait perubahan iklim. [2-25] [201-2]

Membangun Budaya Keberlanjutan [POJK51-F.1]

SCM membangun budaya keberlanjutan melalui imbauan perilaku ramah lingkungan, baik dari penghematan energi, air, dan meminimalkan penggunaan botol kemasan.

1. Continue to develop and improve team productivity and commit to investing in in-house training and education programs.
2. Focus on supporting each subsidiary in creating new facilities and programs, including promoting content outside Indonesia.
3. Take advantage of new opportunities in Indonesia and neighboring countries to remain capable of increasing the value and benefits to shareholders.
4. 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.

Assessment of Risks and Problems on the Implementation of Sustainability Performance [POJK51-E.3, E.5]

Through the implementation of Risk Management, the Company carry out various management of environmental, social and governance (ESG) risks. The Company appoints the Internal Audit Division with assistance from the risk management function in each unit to supervise the performance of risk management. The Internal Audit Unit reports the risk management performance regularly to the President Director and Audit Committee. [2-23]

Throughout 2022, the Company started to adapt with the New Normal era which provides positive impacts to the Company's business operations. However, the Company is still carrying our various innovations amid the rapid development of technology and media industry in Indonesia. The rapid development of technology has presented various opportunities for the development and sustainability of the Company's businesses in the future.

The Company realizes that climate change can affect the operational activities of our business partners, which requires a specific strategy to mitigate the potential negative impact through the implementation of Business Continuity and Contingency Plan. Although the operational activities are not directly related to climate change, the Company has a significant role in providing education related to environmental preservation to the public. Until the end of reporting period, the Company is not aware of any significant financial implication due to climate change. [2-25] [201-2]

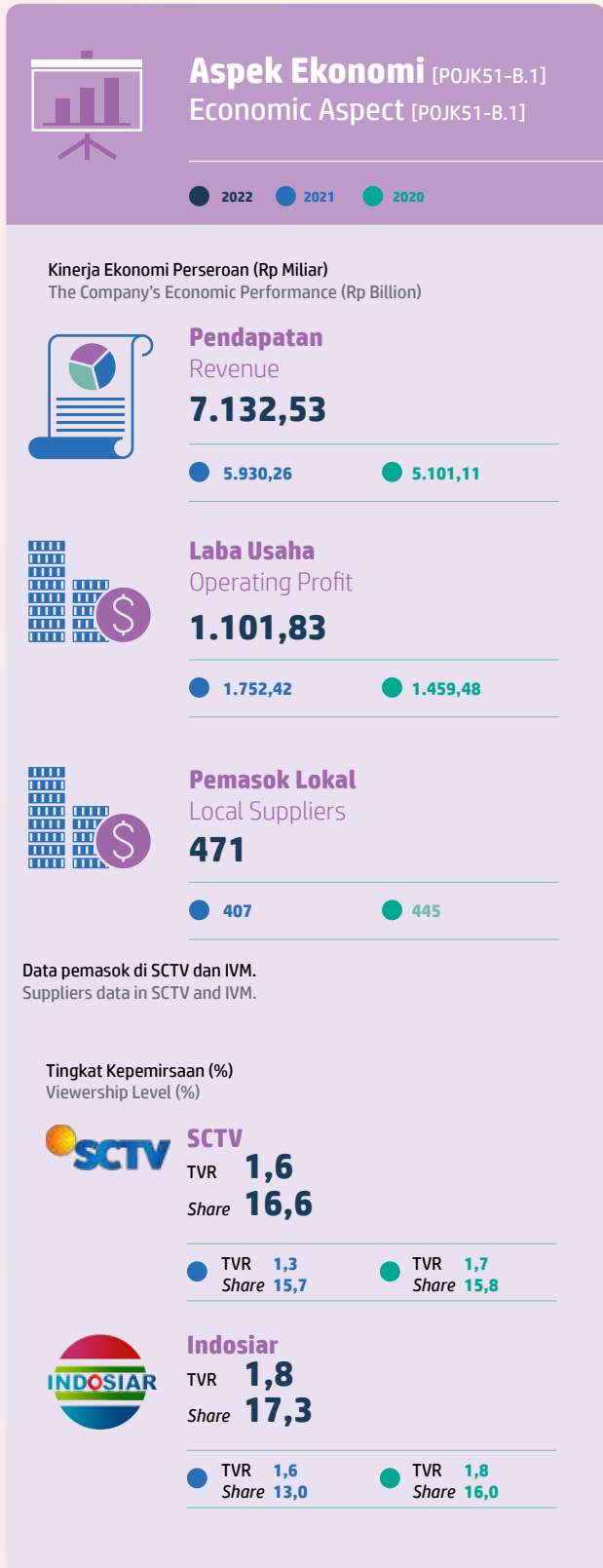
Establishing Sustainability Culture [POJK51-F.1]

SCM establishes sustainability culture by encouraging environmentally-friendly behavior, including energy and water efficiency, as well as minimize the use of plastic bottles.



Ikhtisar Kinerja Aspek Keberlanjutan

Sustainability Aspect Performance Highlights





Aspek Sosial [POJK51-B.3]
Social Aspect [POJK51-B.3]

● 2022 ● 2021 ● 2020



Jumlah Karyawan (Orang)
Total Employees (personnel)

4.519

● 4.223 ● 3.786



Total Jam Pelatihan Karyawan (Jam)
Total Employee Training Hours (hours)

4.726

● 757,5 ● 2.001



Audience Share

33,9%

● 28,7% ● 31,8%



Tanggung Jawab Sosial Lingkungan yang telah disalurkan oleh YPP dan Perseroan (Rp Miliar)

Corporate Social and Environmental Responsibility Expenses that already distributed to the needy by YPP and the Company (Rp Billion)

15,68

● 16,47 ● 41,02





Penjelasan Direksi [POJK 51-D] [2-22]

Board of Directors' Message [POJK 51-D] [2-22]



Perseroan meyakini dapat menjalankan seluruh kegiatan operasional bisnis yang berkelanjutan, dengan cara mempertahankan pangsa pasar kepemirsaaan dan mendukung Tujuan Pembangunan Berkelanjutan (TPB).

The Company believes that it can carry out all business operational activities in a sustainable manner, by maintaining audience share levels and supporting the Sustainable Development Goals (SDG).

SUTANTO HARTONO
Direktur Utama
President Director

Pemangku kepentingan yang terhormat,

Atas nama Direksi, izinkan saya menyampaikan penghargaan kepada seluruh pemangku kepentingan yang telah mendukung Perseroan dalam mengatasi tantangan dan memberikan kinerja yang baik selama tahun 2022. Laporan ini menyampaikan informasi tata kelola dan pendekatan kami terhadap keberlanjutan, pengelolaan lingkungan, masyarakat, kesehatan, keselamatan, dan keberagaman. Kami juga akan terus meningkatkan pengelolaan aspek keberlanjutan, tidak hanya aspek ekonomi namun mengintegrasikan aspek Lingkungan, Sosial, dan Tata kelola (LST) yang lebih seimbang.

Nilai Keberlanjutan Bagi Kami

Melalui strategi keberlanjutan yang telah disusun dan diterapkan, Perseroan meyakini dapat menjalankan kegiatan operasional bisnis yang berkelanjutan, mempertahankan tingkat kepemirsaaan, dan terutama dapat mendukung Tujuan Pembangunan Berkelanjutan (TPB).

Sejalan dengan berbagai isu yang berdampak pada kinerja Perseroan, maka Perseroan merespons dengan cara terus melakukan inovasi agar dapat mempertahankan eksistensinya melalui program, konten, tayangan, dan layanan yang berkualitas kepada seluruh pemirsa.

Kebijakan Merespons Tantangan Keberlanjutan

Pada bulan April dan November 2022, adanya kebijakan pelaksanaan *Analog Switch Off* (ASO) atau perpindahan dari siaran TV analog ke siaran TV digital merupakan salah satu tantangan yang dihadapi oleh Perseroan. Dengan sudah diterapkannya ASO maka kami melihat suatu kesempatan bagi TV digital untuk bertumbuh, dan oleh karenanya kami mengambil momentum ini untuk menayangkan *channel* TV digital yaitu Mentari TV dengan pangsa pasar anak-anak dan para ibu, pangsa pasar yang belum terjangkau secara optimal sebelumnya melalui *channel* TV kami satu misi Perseroan yaitu ikut mencerdaskan masyarakat Indonesia, dan oleh karena itu Perseroan memandang sangatlah penting untuk memberikan tontonan yang mendidik bagi anak-anak yang akan menjadi akar dalam pertumbuhan Indonesia di masa mendatang.

Performa Mentari TV sendiri cukup mengejutkan. Hanya dalam kurun waktu 3 bulan sejak *launching*, Mentari TV berhasil menduduki posisi ke-7 di antara *Free-to-air* ("FTA") TV lain. Selain itu, Perseroan memiliki produk platform TV berlangganan satelit (DTH) Nex Parabola yang dapat memperluas jangkauan siaran ke daerah pedesaan dan terpencil serta platform *streaming Over-The-Top* ("OTT") yaitu Vidio yang menayangkan sejumlah *channel* FTA yang dapat diakses secara *live* dan gratis. Dengan demikian, layanan Perseroan dapat memberikan akses yang lebih luas ke pelosok Indonesia serta dapat diakses secara digital dan memberikan kemudahan bagi masyarakat Indonesia untuk mengakses tayangan-tayangan kami dari manapun mereka berada.

Lebih lanjut, kehadiran pesaing global pada pasar OTT di Indonesia juga menjadi tantangan baru yang perlu dihadapi dan direspons oleh Perseroan. Kemudahan yang ditawarkan oleh media OTT membawa tantangan bagi Perseroan untuk mempertahankan eksistensinya.

Dear respected Stakeholders,

On behalf of the Board of Directors, allow me to express my appreciation to all stakeholders who have supported the Company in overcoming challenges and delivering exceptional performance in 2022. This report conveys information on governance and our approach to sustainability, management of environment, community, health, safety and diversity. We will also continue to improve the management of our sustainability aspects, not only in economic aspects but integrating more balanced Environmental, Social and Governance (ESG) aspects.

Our Sustainability Value

Through the sustainability strategy that has been prepared and implemented, the Company believes that it can carry out sustainable business operations, maintain audience levels, and especially be able to support the Sustainable Development Goals (SDGs).

In line with various issues that affect the Company's performance, the Company responded by continuing to innovate in order to maintain its existence through quality programs, content, shows and services to all viewers.

Policies Responding to Sustainability Challenges

In April and November 2022, the implementation of the Analog Switch Off (ASO) policy or the migration from analog TV broadcasts to digital TV broadcasts is one of the challenges faced by the Company. With the ASO having been implemented, we saw an opportunity for digital TV to grow, and therefore we took this momentum to broadcast a digital TV channel, namely Mentari TV, with children and mothers as its audience target, which had not yet been optimally reached through our other TV channels such as SCTV and Indosiar. This also inline with one of the Company's missions which is to educate the Indonesian people, and therefore it is the Company's view that it is extremely important to provide educational contents to the children who will be the core of Indonesia's growth in the future.

Mentari TV's performance itself is quite surprising. Within only 3 months since its launching, Mentari TV has managed to occupy the 7th position among other *Free-to-air* ("FTA") TVs. Additionally, the Company has the Nex Parabola TV satellite platform with subscriber based (DTH) which can expand its broadcast coverage to rural and remote areas as well as the *Over-The-Top* ("OTT") streaming platform, namely Vidio, which broadcasts a number of FTA channels that can be accessed live and free of charge. Thus, the Company's services can provide wider access to remote parts of Indonesia and can be accessed digitally and provide easy access for Indonesians to view our programs wherever they are.

Furthermore, the presence of global OTT competitors in Indonesia also becomes a new challenge that the Company needs to overcome and respond to. The convenience offered by OTT media brings challenges for the Company to maintain its existence.



Untuk merespons tantangan tersebut dan mempertahankan eksistensinya, Perseroan telah memberikan berbagai program dan terus berinvestasi dengan mengembangkan Vidio yang menghadirkan konten *sports* premium dan *Original Series*. Pada tahun 2022, Vidio telah menghadirkan setidaknya 37 judul Vidio Originals yang menjadikan Vidio sebagai pemimpin pasar dalam kategori pembuat konten asli lokal (*local originals content producer*). Adapun pada tahun 2022, Vidio juga berhasil menempati posisi sebagai platform OTT #1 di Indonesia dari sisi pengguna aktif bulanan dan jumlah menit ditonton.

Penerapan Kinerja Keberlanjutan

Pada aspek ekonomi, Perseroan berhasil mendapatkan pendapatan usaha konsolidasian sebesar Rp7.132,53 miliar, naik 20,27% dari tahun 2021 sebesar Rp5.930,26 miliar. Adapun Perseroan mencatatkan laba usaha sebesar Rp1.101,83 miliar, turun 37,13% dari tahun sebelumnya sebesar Rp1.752,42 miliar.

Perseroan juga terus berupaya untuk memberikan kontribusi dan dampak pertumbuhan ekonomi kepada bangsa Indonesia dengan cara memprioritaskan pemasok lokal. Sampai akhir tahun 2022, terdapat 471 pemasok lokal yang bekerja sama dengan Perseroan.

Perseroan berkomitmen untuk menerapkan prinsip-prinsip Hak Asasi Manusia (HAM) kepada semua karyawan. Komitmen ini diwujudkan melalui praktik pengelolaan ketenagakerjaan dengan melakukan proses rekrutmen secara transparan dan berdasarkan pada prinsip non-diskriminasi, menghargai adanya keberagaman dengan tidak membedakan suku, agama, ras dan golongan, gender, warna kulit, maupun afiliasi politik. Prinsip serupa juga diterapkan Perseroan dalam memilih pemasok-pemasok yang bekerja sama dengan Perseroan.

Seluruh karyawan diberikan kesempatan setara untuk mengikuti seluruh program pendidikan dan pelatihan sesuai dengan minat dan kompetensi yang disesuaikan dengan kebutuhan Perseroan. Selama tahun 2022, Perseroan mengikutsertakan 4.562 orang karyawan sebagai peserta pelatihan dengan total jam pelatihan sebanyak 4.726 jam.

Bentuk kepedulian kami kepada masyarakat diwujudkan melalui penerapan program tanggung jawab sosial (CSR). Hingga tahun 2022, Perseroan berhasil menyalurkan dana CSR yang berasal dari CSR Perseroan dan donasi pemirsa sebesar Rp15,68 miliar, lebih rendah dibandingkan tahun sebelumnya sebesar Rp16,47 miliar. Penurunan ini terutama disebabkan karena sudah terkendalinya pandemi COVID-19 di Indonesia, sehingga bantuan CSR terutama yang berasal dari donasi Perseroan untuk membantu masyarakat Indonesia di masa pandemi menjadi berkurang.

Pada aspek dukungan terhadap lingkungan, Perseroan secara berkala terus melakukan berbagai upaya untuk melakukan efisiensi energi. Sepanjang tahun 2022, total penggunaan energi dari PLN sebesar 57.588,85 GJ meningkat sedikit dibandingkan tahun 2021 sebesar 57.022,41 GJ, walaupun lebih banyaknya konten baru yang kami produksi di 2022. Hal ini terutama dikarenakan adanya penghematan energi yang kami lakukan dengan menggunakan peralatan penyiaran yang baru termasuk peralatan untuk penyiaran digital yang menggunakan konsumsi listrik yang lebih kecil.

To respond to those challenges and maintain its existence, the Company has provided various programs and keep investing in Vidio by presenting premium sports content and Original Series. In 2022, Vidio has presented at least 37 Vidio Original titles which made Vidio the market leader in local originals content producer category. Also in 2022, Vidio successfully occupied the position of #1 OTT platform in Indonesia in the category of monthly active users and minutes streamed.

Implementation of Sustainability Performance

On the economic aspect, the Company succeeded in recording consolidated revenue of Rp7,132.53 billion, increased by 20.27% from 2021 of Rp5,930.26 billion. On the other hand, the Company recorded an operating profit of Rp1,101.83 billion, a decrease of 37.13% from the previous year of Rp1,752.42 billion.

The Company also continues striving to contribute and provide economic growth impact to Indonesia by prioritizing local suppliers. Until the end of 2022, there are 471 local suppliers collaborating with the Company.

The Company is committed to implementing the principles of Human Rights (HAM) to all employees. This commitment is realized through employment management practices by carrying out the recruitment process transparently and based on the principle of non-discrimination, respecting diversity regardless of ethnicity, religion, race and class, gender, skin color, or political affiliation. The same principle is also being implemented by the Company in selecting the vendors which the Company will collaborate with.

All employees are given equal opportunities to participate in all educational and training programs according to their interests and competencies which are based on the needs of the Company. Throughout 2022, the Company has registered 4,562 employees as training participants with total training hours of 4,726 hours.

Our concern for the community is manifested through the implementation of social responsibility (CSR) programs. As of 2022, the Company managed to distribute CSR funds from the Company's CSR budget and viewers donation of Rp15.68 billion, lower compared to the previous year of Rp16.47 billion. This decrease mainly due to the COVID-19 pandemic in Indonesia already being under control and therefore the CSR funds especially from the Company's donation that used to be distributed to help the people in the pandemic period is being reduced.

In the environmental preservation aspect, the Company periodically conducts various efforts to implement energy efficiency. Throughout 2022, energy usage from PLN was 57,588.85 GJ, slightly increased compared to in 2021 of 57,022.41 GJ, despite of more fresh production that we produced in 2022. This is mainly due to energy saving by using less electricity consumption on the new broadcasting and shooting equipment including digital broadcast equipment.

Sebagai perusahaan yang bergerak di bidang industri jasa penyiaran, konten, dan multimedia, Perseroan berkomitmen untuk menerapkan etika bisnis dengan memastikan perlindungan dan keamanan data pengiklan dan pemirsa. Upaya ini berhasil memberikan dampak positif, di mana Perseroan tidak menerima pengaduan mengenai pelanggaran privasi pelanggan, baik terkait kebocoran, pencurian, atau kehilangan data.

Strategi Pencapaian Target

Sejak masa pandemi COVID-19, sebagian besar masyarakat beralih mengonsumsi berita dan konten melalui media baik melalui platform *news portal digital* ataupun platform OTT. Hal ini membawa tantangan baru bagi Perseroan untuk terus melakukan berbagai upaya untuk mempertahankan eksistensinya. Kami juga akan terus mempelajari berbagai teknologi dalam menciptakan berbagai inovasi dan meningkatkan layanan kami. Kami akan senantiasa memperkuat penerapan aspek keberlanjutan di seluruh kegiatan operasional yang didukung dengan terbentuknya Komite Keberlanjutan, di mana memegang peran penting dalam mengelola risiko Lingkungan, Sosial, dan Tata kelola (LST).

Perseroan meyakini bahwa peran media sangat penting dalam memberikan pengetahuan dan penyampaian informasi, termasuk memberikan hiburan yang menyenangkan. Ke depan, kami akan terus memperluas jangkauan siaran ke berbagai daerah pedesaan dan terpencil agar dapat meningkatkan kualitas pendidikan, pengetahuan, serta hiburan yang bermanfaat bagi seluruh masyarakat Indonesia.

Penutup


Atas nama Direksi, saya mengucapkan terima kasih kepada seluruh karyawan atas kerja keras dan dedikasinya. Selain itu, kami juga mengucapkan terima kasih kepada seluruh pemangku kepentingan atas dukungan dan kontribusinya dalam mendukung keseimbangan kinerja ekonomi, sosial, dan lingkungan.

Kami menyadari bahwa keberhasilan yang diraih oleh Perseroan tidak terlepas dari dukungan proaktif dan kooperatif dari seluruh pihak. Maka dari itu, kami terus berupaya menciptakan nilai tambah dan memberikan manfaat yang berkelanjutan bagi seluruh pemangku kepentingan. Hal ini merupakan langkah kami untuk meniti jalan menuju kegiatan operasional yang berkelanjutan.

Jakarta, 28 April 2023

Jakarta, April 28, 2023

Atas Nama Direksi
On behalf of the Board of Directors



Sutanto Hartono
Direktur Utama
President Director

As a company engaged in the broadcasting, content and multimedia service industry, the Company is committed to implementing business ethics by ensuring the protection and security of advertisers and viewers data. This effort succeeded in having a positive impact, in which the Company did not receive any complaints regarding violations of customer privacy, whether related to leaks, theft or loss of data.

Target Achievement Strategy

Since the COVID-19 pandemic, most people have switched to consuming news and content either through a digital news portal platform or through OTT platforms. This brings new challenges for the Company to continue conducting various efforts to maintain its existence. We will also continue to study various technologies in creating various innovations and improving our services. We will constantly improve the implementation of sustainability aspects in all operational activities supported by the establishment of the Sustainability Committee, which plays an important role in managing Environmental, Social and Governance (ESG) risks.

The Company believes that the media's role is fundamental in providing knowledge and conveying information, including providing refreshing entertainment. Going forward, we will continue to expand our broadcast coverage to various rural and remote areas in order to improve the quality of education, knowledge, and entertainment that will benefit all Indonesian people.

Closing

On behalf of the Board of Directors, I would like to thank all employees for their hard work and dedication. In addition, we also thank all stakeholders for their support and contribution in supporting a balance of our economic, social and environmental performance.

We realize that the Company's success is inseparable from the proactive and cooperative support from all parties. Therefore, we continue striving to create added value and provide sustainable benefits for all stakeholders. This is our effort to carve the path towards sustainable operational activities.



**SURAT PERNYATAAN ANGGOTA DEWAN KOMISARIS DAN DIREKSI
TENTANG TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN
PT SURYA CITRA MEDIA TBK TAHUN 2022**

STATEMENT OF MEMBERS OF THE BOARD OF COMMISSIONERS
AND THE BOARD OF DIRECTORS
ON THE RESPONSIBILITY FOR THE SUSTAINABILITY REPORT 2022 OF
PT SURYA CITRA MEDIA TBK

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Surya Citra Media Tbk tahun 2022 telah disampaikan secara lengkap dan bertanggung jawab atas kebenaran isi Laporan Keberlanjutan Perseroan.

Demikian pernyataan ini dibuat dengan sebenarnya

We, the undersigned, declare that all information in the 2022 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.

Thus, this statement is made truthfully

Jakarta, 28 April 2023
DEWAN KOMISARIS
BOARD OF COMMISSIONERS



Alvin W. Sariaatmadja
Komisaris Utama
President Commissioner



Suryani Zaini
Wakil Komisaris Utama/
Komisaris Independen
Vice President Commissioner/
Independent Commissioner



Jay Geoffrey Wachter
Komisaris
Commissioner



Glenn M. Surya Yusuf
Komisaris Independen
Independent Commissioner

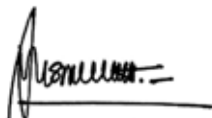
DIREKSI
BOARD OF DIRECTORS



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



Program Pembangunan Jembatan Asa SCTV - Batu Benawa, Kalimantan Selatan
SCTV Asa Bridge Development Program - Batu Benawa, South Kalimantan





12:03

SCTV BUSINESS NEWS

100 EMPLOYEES

MUSIC

SPORTS NEWS

HEALTHY LIFE

Vidio



HEALTHY LIFE

WORLD MARKET

LOAD MORE



Profil Perseroan

COMPANY PROFILE



Profil Perseroan [POJK51-C.2] Company Profile [POJK51-C.2]

Sekilas Tentang SCM

Sejak tahun 1999, Perseroan 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.

SCM in Brief

The Company has been contributing to the Indonesian media industry through various programs, contents, shows, and media services since 1999. SCM has also expanded its services to quality content creation and advertising services, artist management, and broadcast and film production facility management.

Nama Perusahaan [2-1]
Company Name [2-1]



Bidang Usaha [2-6]
Line of Business [2-6]



Tanggal Pendirian
Date of Establishment



PT Surya Citra Media Tbk

Bidang jasa (informasi dan aktivitas profesional), perdagangan dan multimedia.
Services (information and professional activities), trade and multimedia.

29 Januari 1999
January 29, 1999

Dasar Hukum Pendirian [2-1]
Legal Basis of Establishment [2-1]



- 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.

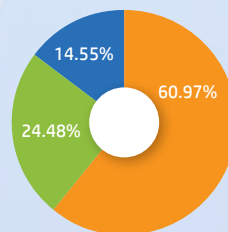
Produk dan layanan [POJK51-C.4] [2-6]
Products and Services [POJK51-C.4] [2-6]



Kepemilikan saham [2-1]
Ownership [2-1]



1. Televisi (Saluran televisi FTA dan DTH berlangganan)
 2. Digital dan Iklan Luar Ruangan (Megaportal website, video-on demand, digital brand integrated ("DBI") dan periklanan luar ruangan)
 3. Konten dan Lainnya (Produksi film dan video, perdagangan film dan konten, rumah produksi, industri multimedia, KOL/Influencers dan manajemen artis)
1. Television (FTA and DTH subscription television channels)
 2. Digital and Outdoor Advertising (Megaportal website, video-on demand, digital brand integrated ("DBI") and outdoor advertising)
 3. Content and Others (Film and video production, film and content trade, production houses, multimedia industry, KOL/Influencers and artist management)



- PT Elang Mahkota Teknologi Tbk (60,97%)
- Masyarakat (24,48%)
- Saham Treasuri (14,55%)
- PT Elang Mahkota Teknologi Tbk (60.97%)
- Public (24.48%)
- Treasury Stock (14.55%)

Modal Dasar
Authorized Capital



Modal Ditempatkan dan Disetor Penuh
Issued and Fully Paid-In Capital



Rp2.900.000.000.000

Rp739.705.695.050

Wilayah Operasional [2-6]
Operational Area [2-6]



Bentuk Legal
Legal Form



Indonesia

Perseroan Terbatas Terbuka
Public Limited Liability Company

Alamat dan Detail Kontak [2-1]
Address and Contact Details [2-1]



Alamat Kantor Pusat
Head Office Address

SCTV Tower Lt. 18
Jl. Asia Afrika Lot 19
Senayan City, Jakarta, 10270
Telepon: (+6221) 2793 5599
Faksimile: (+6221) 2793 5598
Email: corsec@scm.co.id
Website: www.scm.co.id



Perubahan Signifikan [POJK51-C.6]

Selama tahun 2022, tidak terdapat perubahan yang bersifat signifikan dan mempengaruhi kegiatan operasional.

Significant Changes [POJK51-C.6]

Throughout 2022, there were no significant changes that influence the Company's operational activities.

Pasar yang Dilayani

Markets Served

Uraian	Satuan	2022	2021	2020
Cakupan Analog (Provinsi) Analog Coverage (Province)	SCTV	29	29	30
	IVM	25	25	25
Cakupan Digital (Provinsi) Digital Coverage (Province)	SCTV	31	30	12
	IVM	32	31	12

Visi dan Misi [2-23]

Vision and Mission [2-23]



Vision Visi

Menjadi penyedia hiburan dan informasi terdepan bagi bangsa Indonesia.

To be the leading provider of entertainment and information to Indonesians.



Mission Misi

- 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 sebuah usaha menguntungkan yang berkelanjutan bagi para pemangku kepentingan kami.
- We aim to be the first top of mind provider of high quality content to entertain, educate and provide accurate and reliable information to Indonesians.
- We will become the first choice through attractive content, superior delivery service and the continuous development of our human resources. Through these achievements, we will create a sustainable profitable business for our stakeholders.





Skala Usaha [POJK51-C.3]

Scale of Business [POJK51-C.3]

Uraian	Description	Satuan/Unit	2022	2021	2020
Pendapatan	Revenue	Rp Miliar/Billion Rp	7.132,53	5.930,26	5.101,11
Laba Usaha	Operating Profit	Rp Miliar/Billion Rp	1.101,83	1.752,42	1.459,48
Total kapitalisasi/Total capitalization					
Total Liabilitas	Total Liabilities	Rp Miliar/Billion Rp	2.249,80	2.452,26	2.870,32
Total Ekuitas	Total Equity	Rp Miliar/Billion Rp	8.709,30	7.461,18	3.896,59
Total Aset	Total Assets	Rp Miliar/Billion Rp	10.959,10	9.913,44	6.766,90
Karyawan Perseroan	Employees of the Company	Orang/Persons	4.519	4.223	3.786

Keanggotaan pada Asosiasi [POJK51-C.5] [2-28]

Membership in Association [POJK51-C.5] [2-28]

Perseroan aktif menjadi anggota di beberapa asosiasi. Dengan keterwakilan ini, Perseroan aktif memberikan masukan dan tanggapan terkait penyusunan peraturan penyiaran oleh pemerintah dan Dewan Perwakilan Rakyat (DPR).

The Company is an active member in several associations. Through this representation, the Company actively provides input and feedback regarding the formulation of broadcasting bills by the government and the House of Representatives.

Nama Asosiasi Name of Association	Perseroan atau Entitas Company or Entity	Posisi Position	Skala Position
Asosiasi Emiten Indonesia (AEI) Indonesian Public Listed Companies Association (AEI)	SCMA	Anggota Member	Nasional National
Asosiasi Televisi Swasta Indonesia (ATVSI) Indonesian Private Televisions Association (ATVSI)	SCTV dan/and Indosiar	Sekretaris Jenderal Secretary General	Nasional National
Masyarakat Telematika Indonesia (Mastel) Indonesian Telematics Society (Mastel)	SCTV dan/and Indosiar	Anggota Member	Nasional National
Asosiasi Pengusaha Indonesia (APINDO) Indonesian Employers Association (APINDO)	SCMA dan/and SCTV	Anggota Member	Nasional National
Lembaga Manajemen Kolektif Wahana Musik Indonesia (WAMI) Collective Management Institution of Wahana Musik Indonesia (WAMI)	DRM	Anggota Member	Nasional National
Asosiasi Industri Rekaman Indonesia (ASIRI) Indonesian Recording Industry Association (ASIRI)	DRM	Anggota Member	Nasional National
Asosiasi Penyelenggara Multimedia Indonesia Indonesian Multimedia Provider Association	Nexparabola	Anggota Member	Nasional National
Dewan Pers Press Council	KLY	Anggota Member	Nasional National
Asosiasi Media Siber Indonesia (AMSI) Indonesian Cyber Media Association (AMSI)	KLY	Ketua Umum Chairman	Nasional National
Aliansi Jurnalis Independen(AJI) Alliance of Independent Journalists (AJI)	KLY	Anggota Member	Nasional National
Persatuan Wartawan Indonesia(PWI) Indonesian Journalists Association (PWI)	KLY	Anggota Member	Nasional National
<i>Indonesian Digital Association</i>	KLY	Vice Chairman & Head of Knowledge	Nasional National
Cekfakta.com	KLY	Anggota Member	Nasional National
<i>International Fact-Checking Network (IFCN)</i>	KLY	Anggota Member	Global
Pewartar Foto Indonesia (PFI) Indonesian Photojournalist (PFI)	KLY	Anggota Member	Nasional National
Komite Keselamatan Jurnalis Journalist Safety Committee	KLY	Anggota Member	Nasional National

Penghargaan 2022

Awards in 2022





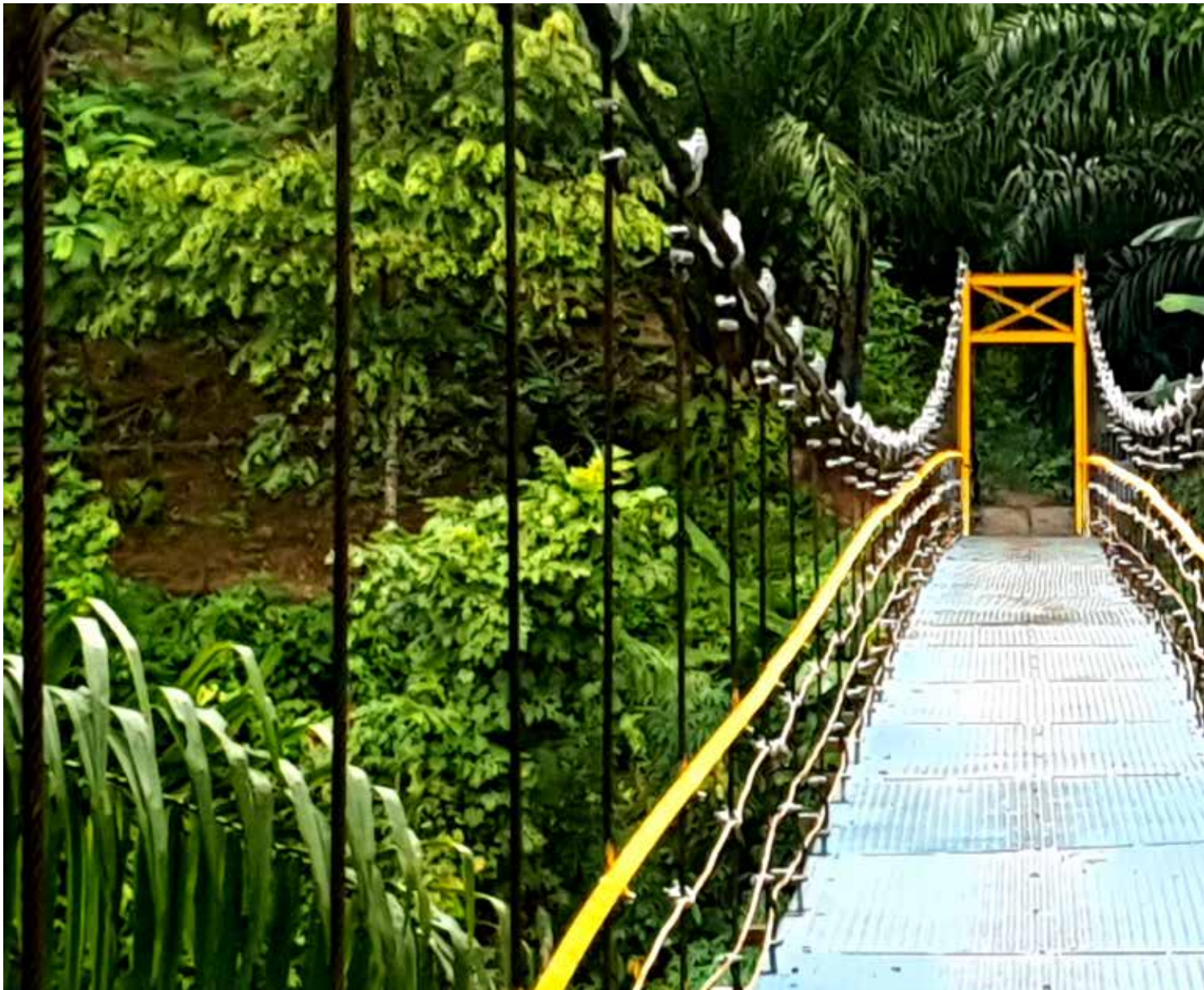
Nama Penerima Recipient	Penghargaan Award	Pemberi Penghargaan Awarding Institution
SCTV	<ol style="list-style-type: none"> Penghargaan Khusus Anugerah Syiar Ramadan : Para Pencari Tuhan Jilid 15 Ke Surga Yuk! Special Ramadan Broadcasting Award : Para Pencari Tuhan Jilid 15 Ke Surga Yuk! Pemenang Kategori Dakwah Non Talkshow Kultum : Mengetuk Pintu Hati Winner in the category of Non-Talkshow Kultum : Mengetuk Pintu Hati Pemenang Kategori Aktor Muda Inspiratif : Lavicky Nicholas (PPT Jilid 15) Winner in the Category of Inspirational Young Actor : Lavicky Nicholas (PPT Jilid 15) Pemenang Kategori Aktris Muda Inspiratif : Dinda Kirana (PPT Jilid 15) Winner in the Category of Inspirational Young Actress : Dinda Kirana (PPT Jilid 15) Pemenang Kategori Qari Muda Inspiratif : Salim Bahanan (30 Hari 30 Juz) Winner in the Category of Inspirational Young Qari : Salim Bahanan (30 Hari 30 Juz) Pemenang Kategori Qariah Muda Inspiratif : Fatmah Muthi'ah (30 Hari 30 Juz) Winner in the Category of Inspirational Young Qariah : Fatmah Muthi'ah (30 Hari 30 Juz) <p>Pemenang Kategori Program Film Televisi – Sinema Wajah Indonesia : Mencari Imam Winner in the Category of Television Film Program - Indonesian Themed Cinema : Mencari Imam</p> <ol style="list-style-type: none"> Aceh – Pemenang Kategori Televisi Program Wisata Budaya : Program Pesona Wajah Indonesia Aceh – Winner in the Category of Cultural Tourism Television Program : Program Pesona Wajah Indonesia Yogyakarta – Pemenang Program Berita Terbaik : Liputan Daerah Yogyakarta Yogyakarta – Winner of the Best News Program : Liputan Daerah Yogyakarta NTB – Pemenang Berita Terbaik Kategori Televisi NTB – Winner of the Best News of Television Category Bali – Pemenang Program Televisi Berbahasa Bali Terbaik Bali – Winner of the Best Balinese Language Television Program <p><i>Best Talk Show : POINT OF VIEW</i></p>	<p>Anugerah Syiar Ramadan 2022 Ramadan Broadcasting Award 2022</p> <p>Anugerah KPI 2022 KPI Award 2022</p> <p>Anugerah KPID 2022 KPID Award 2022</p> <p>27th Asian Television Awards</p>
Indosiar	<p>Most Subscriber Gained Channel Award untuk kategori TV dan Film Most Subscriber Gained Channel Award for TV and Film category</p>	<p>Youtube Partners Day</p>
IEG	<p><i>Best Live Sports Coverage: UEFA Champions League</i></p> <p><i>Best Sports Presenter / Commentator: NBA Weekend Showdown Kartika Berliana</i></p>	<p>27th Asian Television Awards</p>
SCM	<p><i>Cable / Satellite / Digital Broadcast of the Year</i></p>	
Emtek Digital	<p><i>Silver Award Category : Lead Generation & Programmatic Pizza Hut “Maximise the traffic and transactions of their product, triple box during the Ngabuburit period”</i></p> <p><i>Bronze Award Category : Customer Experience Telkomsel x Olympic 2021 “Bring a new experience for Telkomsel users on watching Olympic through OTT Platform”</i></p> <p><i>Bronze Award Category : Customer Life Cycle Marketing Pocari Sweat “Drives user engagement by bringing passion incentives and sports as the center of solution</i></p>	<p>Smarties Indonesia Awards</p>
DRM	<p><i>Most Subscriber Gained MCN Creator (Deddy Corbuzier - Digital Rantai Maya)</i></p>	<p>YouTube</p>
YPP	<p>Dedikasi dan partisipasi pembangunan kembali hunian dan Community Center di Wini, Timor Tengah Utara, NTT; Dedication and participation in the reconstruction of houses and Community Center in Wini, North Central Timor, NTT;</p> <p>Kontribusi YPP mendukung akomodasi dan transportasi pekerja medis selama pandemi Covid-19. YPP's contribution in supporting the accommodation and transportation of medical workers during the Covid-19 pandemic.</p>	<p>Kementerian Sosial Republik Indonesia Ministry of Social of the Republic of Indonesia</p> <p>Habitat Indonesia</p>

Nama Penerima Recipient	Penghargaan Award	Pemberi Penghargaan Awarding Institution
Kapanlagi	Budy Santoso (Fotografer) - Juara 3 Foto Berita Budy Santoso (Photographer) - Third Place in News Photo	BPK Journalist Award 2022
Merdeka Arie Basuki (Fotografer)	Juara 1 'Anugerah Foto Jurnalistik BTN 2022' First Place 'Journalism Photo Award, BTN 2022'	Bank Tabungan Negara (BTN)
	Juara 2 'Lomba foto AJI-ILO 2022' Second Place 'Photo contest AJI-ILO 2022'	Aliansi Jurnalis Indonesia (AJ) & International Labour Organisation (ILO) Jakarta
	Juara 1 'Asian Press Photo 2022' First Place 'Asian Press Photo 2022'	Asian Art Association of Singapore
	Juara 3 'Pewarta Foto Indonesia (PFI – kppod.id Photo Contest 2022)' Third Place 'Indonesian Photojournalist' (PFI – kppod.id Photo Contest 2022)	PFI – kppod.id of Jakarta
	Juara 3 'Ministry of Maritime Affairs and Fisheries Journalism Award' Third Place 'Ministry of Maritime Affairs and Fisheries Journalism Award'	Indonesian Ministry of Maritime Affairs and Fisheries of Jakarta
	Juara 3 'APEC Photo Contest 2022' Third Place 'APEC Photo Contest 2022'	APEC of Singapore
	Juara 1 'Environment Photographer of the Year 2022' Category Vision of Future First Place 'Environment Photographer of the Year 2022' Category Vision of Future	Epoty of London
BOLA.COM Iqbal Ichsan	Juara lomba foto BRI Liga 1 edisi Agustus Winner of BRI Liga 1 photo contest of August edition	BRI Liga 1
BOLA.COM Bagaskara Lazuardi	Runner up lomba Foto Porprov VI Banten Runner of photo contest Porprov VI Banten	Porprov VI Banten
BOLA.NET Asad Syamsul Arifin	Juara lomba tulisan BRI Liga 1 edisi Agustus Winner of BRI Liga 1 writing contest of August edition	BRI Liga 1
FIMELA Novi Nadya – Fimela.com	Konten terbaik Artikel Kesehatan The Best Health Article	BKP Journalist Awards 2022
FIMELA Ayu Puji Lestari – Fimela.com	Nominasi 1 Artikel Kecantikan First Nominee of Beauty Article	BKP Journalist Awards 2022
FIMELA Bambang E Ros – Fimela.com	Juara 1 Lomba Foto Hari Film Nasional 2022 First Place in National Film Day 2022 Photo Contest	Pusat Perfilman Haji Usmar Ismail (PPHUI)
FIMELA Adrian Putra – Fimela.com	Juara 1 Lomba Foto Pagelaran Sabang Merauke 2022 First Place of Pagelaran Sabang Merauke 2022 Photo Contest	Mega Pro
OTOSIA Nurrohman Sidiq	10 Tulisan Terfavorit 10 Favorite Writing	Astra Financial Journalist Competition 2022 Jakarta
	Juara 1 Photo Artikel Wuling Motors <i>Journalist Competition</i> kategori Wuling Almaz First Place of Photo Article Wuling Motor Journalist Competition in the category of Wuling Almaz	IIMS Hybrid 2022
	Juara 2 NGK Journalist Writing Competition 2021 Second Place NGK Journalist Writing Competition 2021	NGK Journalist Writing Competition
OTOSIA Nazzaridin Ray	Juara 3 Wuling Motors <i>Journalist Photo Competition</i> GIIAS 2022 Third Place Wuling Motors Journalist Photo Competition GIIAS 2022	GIIAS
	Juara 3 Chery Motor Indonesia <i>Journalist Test Drive Tiggo 7 Pro dan 8 Pro Photo Competition 2022</i> Third Place Chery Motor Indonesia Journalist Test Drive Tiggo 7 Pro dan 8 Pro Photo Competition 2022	Chery Motor Indonesia
	Juara 1 Mitsubishi Xpander <i>Life Adventure Social Media Journalist Photo Competition</i> IIMS/GIIAS 2022 First Place Mitsubishi Xpander Life Adventure Social Media Journalist Photo Competition IIMS/GIIAS 2022	IIMS/GIIAS
LIPUTAN6.COM Luthfie Febrianto (Redaksi Liputan6.com: Bola -Sport)	Pilihan Juri kategori Media Nasional & Jabodetabek: Kreasi <i>Pewarta Anak Bangsa 2021</i> Jury Choice in the category of National & Jabodetabek Media: National Reporter Creation 2021	Gojek dan Asosiasi Media Siber Indonesia (AMSI) Gojek and Indonesia Cyber Media Association (AMSI)
LIPUTAN6.COM Nefri Inge Yan Resti (Redaksi Liputan6.com: Regional)	Juara 1 Lomba Karya Tulis Jurnalistik dengan tema <i>Gerakan Sumsel Mandiri Pangan</i> First Place of Journalism Writing Contest with the theme of Achieving Food Security in South Sumatera	Pemerintah Provinsi Sumatera Selatan South Sumatera Provincial Government
LIPUTAN6.COM Noer Paji Prayitno (Redaksi Liputan6.com: Regional)	Juara 2 <i>JNE Content Competition 2021 kategori Feature News Online</i> Second Place JNE Content Competition 2021 in the category of Feature News Online	JNE
LIPUTAN6.COM Wayan Diananto (Redaksi Liputan6.com: Showbiz)	Juara 3 Lomba Karya Jurnalistik Hari Film Nasional 2022 Third Place of Journalism Contest in the National Film Day 2022	PWI Jaya Sie Film
LIPUTAN6.COM Herman Zkharria (Redaksi Liputan6.com: Multimedia)	Juara 3 Lomba Karya Foto Hari Film Nasional 2022 Third Place of Photo Contest in the National Film Day 2022	PWI Jaya Sie Film





Nama Penerima Recipient	Penghargaan Award	Pemberi Penghargaan Awarding Institution
LIPUTAN6.COM Ilyas Istianur Praditya (Redaksi Liputan6.com: Bisnis)	Juara 1 Kategori Media Online, Lomba Karya Jurnalistik Anugerah Utama 2022 First Place in Online Media Category, Journalism Contest, Utama Award 2022	Hutama Karya
LIPUTAN6.COM Agustinus Mario Damar (Redaksi Liputan6.com: Tekno)	Juara 1 Media Nasional Kategori <i>Soft News</i> First Place National Media in Soft News Category	Cipta Cerita Pewarta Jenius 2022
LIPUTAN6.COM	Tiga tahun berturut-turut menjadi <i>partner International Fact Check Network (IFCN)</i> untuk Media Anti Hoax dengan <i>Grant</i> selama 12 bulan sebesar US\$13.800 per bulan Three years in a row of becoming partner of International Fact Check Network (IFCN) for Anti-Hoax Media with 12 months Grant of US\$13,800 per month	International Fact Check Network (IFCN)
LIPUTAN6.COM Johan Oktavianus (Multimedia Liputan6.com: Foto)	Nominee 2 Kategori Foto "Anugerah Jurnalistik MH. Thamrin 2022" Nominee 2 in Photo Category "MH Thamrin Journalism Award 2022"	Anugerah Jurnalistik MH. Thamrin 2022 MH. Thamrin Journalism Award 2022
LIPUTAN6.COM Ahmad Apriyono (Redaksi Liputan6.com: Regional)	Juara ke 2 <i>Journalist Writing Competition</i> Hari Kontrasepsi Sedunia 2022 Second Place in Journalist Writing Competition of World Contraception Day 2022	Journalist Writing Competition



Nama Penerima Recipient	Penghargaan Award	Pemberi Penghargaan Awarding Institution
LIPUTAN6.COM Faizal Fanani (Multimedia Liputan6.com: Foto)	Pemenang Kategori Foto Tunggal Rekam Jakarta Megapolitan Awards 2022 Winner of Single Photo Record Category at the Jakarta Megapolitan Awards 2022	Jakarta Megapolitan Awards 2022
LIPUTAN6.COM Fitri Haryanti Harsono (Redaksi Liputan6.com: Health)	Jurnalists Peduli Kesehatan 2022 Journalists Care for Health 2022	Kementerian Kesehatan Republik Indonesia
LIPUTAN6.COM	Media paling sedikit disinformasi di urutan Nomor 1 Number 1 media with the least disinformation	The Global Disinformation Index (GDI)
LIPUTAN6.COM Ady Anugrahadi (Redaksi Liputan6.com: News)	Juara Favorit 2 dalam ajang Kreasi Pewarta Anak Bangsa (KPAB) GOJEK 2022 Second Favorite Winner in the National Reporter Creation (KPAB) GOJEK 2022	GOJEK
LIPUTAN6.COM Herman Zakharia (Multimedia Liputan6.com)	Juara 2 <i>Journalist Photo Competition</i> Pagelaran Sabang Merauke Second Place Journalist Photo Competition Pagelaran Sabang Merauke	Journalist Photo Competition
LIPUTAN6.COM Surya Hadiansyah (Redaksi Liputan6.com: Showbiz)	Juara 3 <i>Journalist Writing Competition</i> Pagelaran Sabang Merauke Third Place Journalist Writing Competition Pagelaran Sabang Merauke	Journalist Writing Competition





YPP YAYASAN
PUNDI AMAL
PEDULI KASIH

id.flow
stories



**PENYULUHAN
LITERASI MEDIA**





KINERJA KEBERLANJUTAN

SUSTAINABILITY GOVERNANCE



Kinerja Lingkungan

Environmental Performance



Bersama Menjaga Lingkungan

Preserving the Environment Together

Sebagai Perseroan yang bergerak di bidang penyediaan jasa, maka Perseroan tidak mengeluarkan produk ramah lingkungan. Namun demikian, seluruh proses kegiatan operasional harus efisien sehingga tidak banyak mengeluarkan emisi yang berasal dari pemakaian energi dalam proses multimedia. Kami juga terus berupaya mengganti material yang lebih ramah lingkungan atau menggunakan teknologi yang lebih efisien. Hingga akhir periode pelaporan, Perseroan senantiasa selalu patuh terhadap regulasi dan peraturan Perundang-undangan di bidang lingkungan yang berlaku sehingga tidak menerima pengaduan terkait lingkungan hidup.

As a Company engaged in service industry, the Company does not produce environmentally friendly products. However, the entire process of operational activities must be efficient to reduce the emissions from energy consumption in the multimedia process. We also continue striving to shift into more environmentally friendly materials or utilizing more efficient technologies. Until the end of the reporting period, the Company always complies with the prevailing environmental laws and regulations and did not receive complaints related to the environment.

Penggunaan Energi, Pengendalian Emisi

Energy Usage, Emission Control

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

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

Pengelolaan energi menjadi tanggung jawab Unit Pemeliharaan Gedung (*Building Management*) dan dievaluasi melalui mekanisme penilaian pelaporan berkala oleh Direksi.

Energy management is the responsibility of the Building Management Unit and is evaluated through a periodic reporting assessment by the Board of Directors.

Penggunaan Energi [POJK51-F.6]

Energy Use [POJK51-F.6]

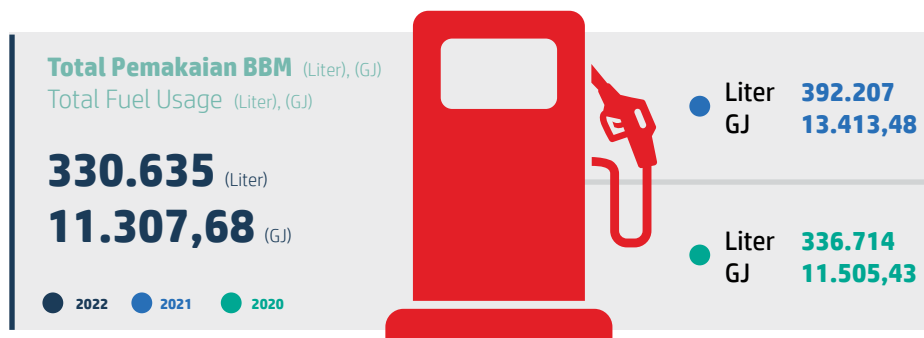
Seluruh data penggunaan energi berasal dari Kantor Pusat SCM di Jakarta dan studio unit pendukungnya. Penggunaan energi di lingkungan Perseroan berasal dari bahan bakar minyak (BBM) dan listrik. Di tahun 2022, kebutuhan listrik didapat dari PT PLN (Persero) dengan jumlah pemakaian listrik mencapai 57.588,85 GJ, naik dibandingkan dengan tahun 2021 sebesar 57.022,41 GJ, namun demikian Perseroan berkomitmen untuk senantiasa berupaya mengurangi maupun menghindari dampak penggunaan energi dan memperbaiki efisiensi atas penggunaan energy. [302-1]

All energy consumption data comes from SCM's Main Office in Jakarta and its supporting studio units. Energy consumption in the Company derives from fuel and electricity. In 2022, electricity needs are purchased from PT PLN (Persero) with a total electricity consumption of 57,588.85 GJ, increased compared to the total electricity consumption in 2021 of 57,022.41 GJ, however, the Company is committed to always striving to reduce or avoid the impact of energy usage and improve the efficiency of energy consumption. [302-1]

Pemakaian BBM (Liter)

Fuel Usage (Liter)

Sumber Energi Source of Energy	2022	2021	2020
Pertalite	277.526	341.938	293.460
Dexlite	36.135	42.363	35.698
Solar	16.617	6.391	5.937
Pertamax	357	1.515	1.619





Pemakaian Listrik

Electricity Usage

Tahun Year	SCTV		Indosiar		Total	
	KwH	GJ	KwH	GJ	KwH	GJ
2022	8.327.984,98	29.980,72	7.668.931,65	27.608,13	15.996.916,64	57.588,85
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

Perseroan telah menghitung efisiensi energi dengan menggunakan metode volume konsumsi daya dalam KwH, kemudian dikonversikan menjadi satuan energi GJ sesuai dengan Standar Protokol Gas Rumah Kaca (GRK) untuk Perseroan. Hasil penghitungan efisiensi energi akan dibandingkan dengan periode pelaporan. Pencapaian penghematan energi dapat diketahui dari nilai Intensitas Konsumsi Energi (IKE), yang dihitung sebagai besaran energi yang digunakan per satuan luas tempat dan dinyatakan dalam satuan GJ/m².

The Company has calculated the energy efficiency using the method of 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). The energy-saving achievement 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.

Penghitungan Intensitas Konsumsi Energi [302-3]

Calculation of Energy Consumption Intensity [302-3]

Sumber Energi Energy Sources	Satuan Unit	2022	2021	2020
Konsumsi Energi Energy Consumption	GigaJoule	57.588,85	57.022,41	57.188,34
Luas Bangunan Building Area	m ²	14.025	14.025	14.025
IKE ECI	GJ/m ²	4,11	4,07	4,08

Meskipun jumlah penggunaan energi mengalami peningkatan, Perseroan secara berkala terus melakukan berbagai upaya untuk melakukan efisiensi energi, di antaranya yaitu: **[POJK51-F.7] [302-4]**

Despite the increase in energy consumption, the Company regularly carries out energy efficiency various efforts, such as: **[POJK51-F.7] [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 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 the efficiency of energy consumption.

Pengendalian Emisi [POJK51-F.11] [3-3]

Emission Control [POJK51-F.11] [3-3]

Perseroan menyadari adanya risiko signifikan yang ditimbulkan oleh perubahan iklim terhadap kondisi global. Maka dari itu, kami mendukung implementasi peningkatan praktik akuntansi dan pelaporan Gas Rumah Kaca (GRK) untuk mematuhi Standar Protokol Gas Rumah Kaca (GRK) berdasarkan Protokol Gas Rumah Kaca (GHGP) dan Standar GRI.

The Company is aware of the significant risk caused by climate change to the global conditions. Therefore, we support the implementation of Green House Gas (GHG) accounting and reporting practice to comply with the Standard Protocol of Green House Gas (GHG) based on the Green House Gas Protocol (GHGP) and GRI Standards.

Hingga periode pelaporan, SCM mampu mengidentifikasi emisi GRK langsung (cakupan 1) dan emisi GRK tidak langsung (cakupan 2). Ke depan, Perseroan akan berupaya untuk menghitung emisi yang berasal dari cakupan 3. **[305-1] [305-2] [305-3]**

As of the reporting period, SCM was able to identify the direct GHG emissions (scope 1) and indirect GHG emissions (scope 2). Going forward, the Company will strive to calculate the amount of scope 3 emissions. **[305-1] [305-2] [305-3]**

Emisi GRK (Ton CO₂eq) [305-1] [305-2][305-4]

GHG Emissions (Ton CO₂eq) [305-1] [305-2][305-4]

Uraian Description	2022	2021*	2020*
Estimasi Emisi Cakupan 1 Estimated Emissions of Scope 1	818,63	971,08	833,68
Estimasi Emisi Cakupan 2 Estimated Emissions of Scope 2	13.917,32	13.780,42	13.820,52
Estimasi Emisi Cakupan 1+2 Estimated Emissions of Scope 1+2	14.735,95	14.751,50	14.654,20

* Pernyataan ulang atas perhitungan dalam laporan sebelumnya
* Restatement from previous report

Intensitas Emisi

Emission Intensity

Uraian Description	Satuan Unit	2022	2021	2020
Emisi GRK GHG Emissions	Ton CO ₂ eq	14.735,95	14.751,50	14.654,20
Intensitas Emisi GRK* Emission Intensity	Ton CO ₂ eq/Rupiah	0,0000000021	0,0000000025	0,0000000029

* Perhitungan emisi = total emisi dibagi total pendapatan | Emission Calculation = total emissions divided by revenue

Selama tahun 2022, SCM telah melakukan berbagai upaya untuk mengurangi emisi yang dihasilkannya, yaitu dengan cara melakukan pencatatan, perhitungan, dan pelaporan terhadap emisi cakupan 1 dan cakupan 2 yang dihasilkan oleh Perseroan untuk mengetahui langkah-langkah selanjutnya yang dapat dilakukan dalam pengurangan emisi, penggunaan lampu LED, penerapan gerakan hemat energi. [POJK51-F.12] [305-5]

Throughout 2022, SCM has carried out various efforts to reduce the generated emissions through recording, calculating, and reporting the emissions scope 1 and scope 2 generated by the Company to formulate the next steps to reduce emissions, utilizing LED bulbs, implementation of energy saving initiatives. [POJK51-F.12] [305-5]

SCM ikut serta dalam mendukung target Pemerintah untuk menurunkan emisi hingga 29% pada tahun 2030.

SCM participated in supporting the Government's targets to reduce emissions up to 29% by 2030.

Air yang Digunakan [POJK51-F.8]

Water Consumption [POJK51-F.8]

SCM menggunakan air untuk memenuhi kebutuhan domestik dan memelihara lingkungan di area kantor pusat. Sumber air yang kami gunakan berasal dari PDAM dan air tanah yang telah dilengkapi dengan Surat Izin Pengambilan Air Tanah (SIPA). Semua pengambilan air memiliki izin dengan pihak/regulator terkait. Selama tahun 2022, SCM menggunakan air sebanyak 83.715 m³, turun bila dibandingkan tahun sebelumnya sebesar 85.256 m³.

SCM uses water to fulfill domestic needs and preserve the environment at head office. The source of water that we use comes from PDAM and groundwater which has been complemented with a Groundwater Intake Permit (SIPA). All water withdrawals are licensed with the relevant parties/regulators. Throughout 2022, SCM uses 83,715 m³ water, decreased when compared to the previous year of 85,256 m³.

Penggunaan Air (m³)

Water Consumption (m³)

Lokasi Location	2022	2021	2020
SCTV Tower	16.044	13.533	17.598
Kawasan Emtek City Emtek City area	67.671	71.723	78.640
Jumlah/Total	83.715	85.256	96.238

Limbah yang Dikelola [POJK51-F.13, F.14] [306-1]

Managed Waste [POJK51-F.13, F.14] [306-1]

Sepanjang tahun 2022, Perseroan telah menghitung limbah organik dan non organik yang dihasilkan Perseroan, yaitu sebesar 6.246 kg. Limbah organik dan non organik yang dihitung terdiri dari kertas, kardus, daun, kayu, sisa makanan serta botol minuman dan plastik. Seluruh limbah padat non-B3 dikelola oleh Perseroan menggunakan metode 3R; *reduce* (mengurangi), *reuse* (memanfaatkan kembali), dan *recycle* (daur ulang). Adapun, sampah domestik lainnya yang tidak terkelola diserahkan kepada pihak ketiga dan Tempat Penampungan Sementara (TPS).

Throughout 2022, the Company has calculated both the organic and non-organic waste generated by the Company, which was 6,246 kg. The calculated organic and non-organic waste consists of paper, cardboard, leaves, wood, foodwaste, and water bottle or other plastic waste. All the non-B3 solid waste are managed by the Company through 3R method; reduce, reuse, and recycle. Meanwhile, the remaining unmanaged domestic waste is handed over to third parties and Temporary Shelters (TPS).





Jumlah Limbah Padat Non-B3 (Kg)

Total Non-B3 Solid Waste (Kg)

Jenis Type	2022		2021	
	SCTV Tower	Kawasan Emtek City Emtek City Area	SCTV Tower*	Kawasan Emtek City** Emtek City Area**
Kertas Paper	198	1.091	0	489
Kardus Cardbox	2.858	3.054	470	696
Daun Leaves	0	1.065	0	1.096
Kayu Wood	36	1.722	0	3.128
Sisa Makanan Foodwaste	3.133	10.856	6.442	7.920
Botol Minuman dan Plastik Water Bottles and Plastics	21	2.803	0	764
Jumlah/Total	6.246	20.591	6.912	14.093

Keterangan:

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

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

Limbah Non-B3 yang Dikelola Perseroan Tahun 2022

Non-B3 Waste Managed by the Company in 2022

Jenis Limbah Waste Type	Total pemanfaatan limbah per bulan (Kg) Total utilization of waste per month (Kg)		Rata-rata pemanfaatan limbah per bulan (Kg) Average utilization of waste per month (Kg)	
	Recycle	Reuse	Recycle	Reuse
Kertas/Paper	1.091	1.350	91	113
Kardus/Cardbox	3.054	-	254	-
Daun/Leaves	1.065	144	89	12
Kayu/Wood	1.722	-	143	-
Sisa Makanan/Foodwaste	10.856	-	905	-
Botol Minuman dan Plastik Water Bottles and Plastics	2.803	144	234	12
Total Keseluruhan/Grand Total	20.591	1.638	1.715	137

SCM telah 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. Melalui inisiatif ini, dijadikan sebagai salah satu upaya Perseroan untuk melakukan efisiensi penggunaan air bersih. [306-2]

SCM has a Wastewater Treatment Plant (WWTP) at the Daan Mogot office which functions to treat wastewater in order to be reused to water plants in the office area. This initiative is one of the Company's efforts in the efficiency of clean water consumption. [306-2]

Air Limbah yang Dihasilkan (m³)

Generated Wastewater (m³)

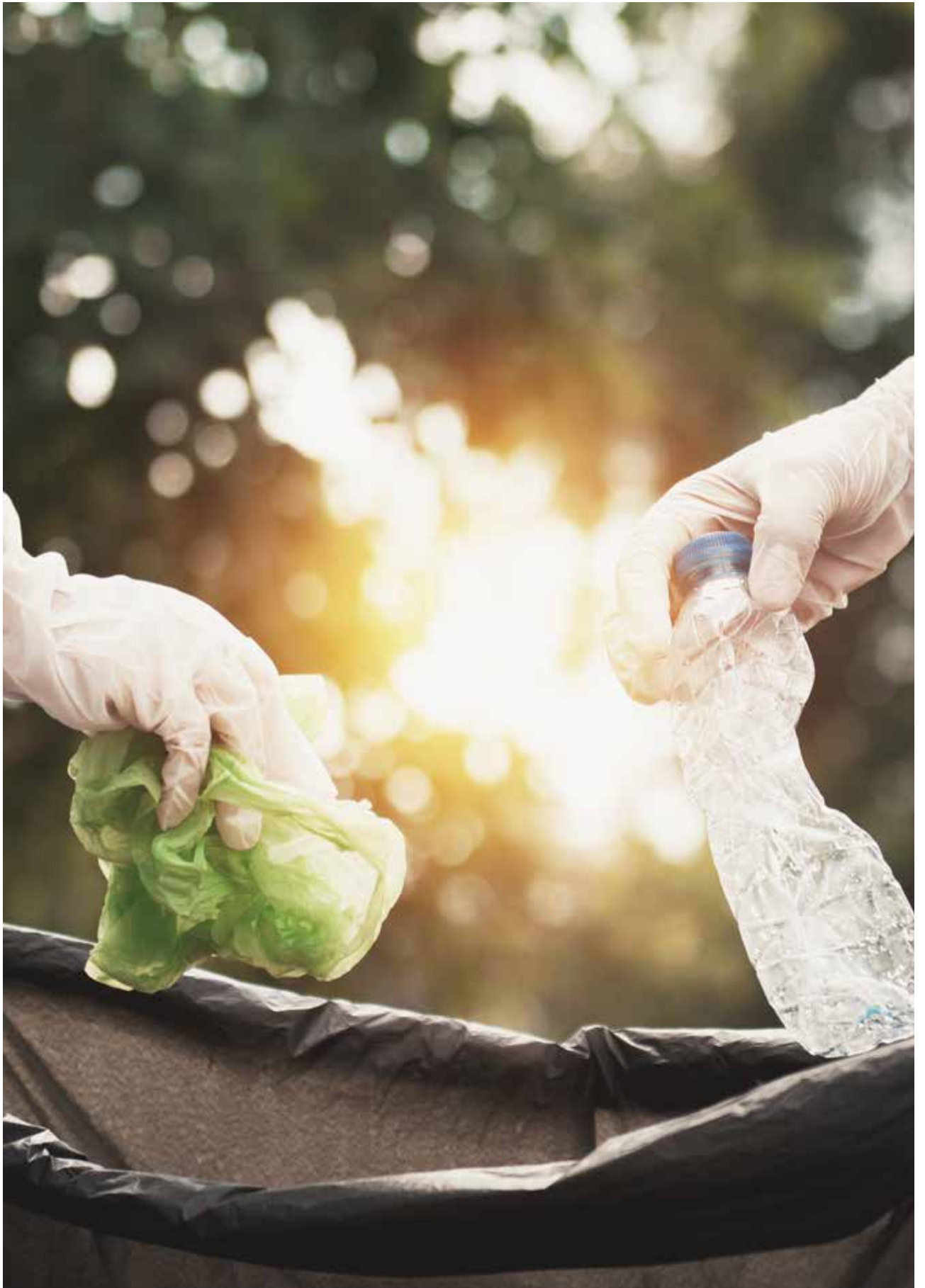
Lokasi Location	2022	2021	2020
Kawasan Emtek City Emtek City area	23.553	25.204	25.794

Dukungan terhadap Keaneekaragaman Hayati

SCM merupakan industri yang tidak bersinggungan secara langsung dengan alam. Adapun kantor kami tidak berada pada daerah konservasi atau wilayah yang memiliki tingkat keanekaragaman hayati yang tinggi. Namun demikian, kami percaya bahwa keanekaragaman hayati merupakan dasar bagi kehidupan semua semesta. Hingga akhir periode pelaporan, Perseroan melakukan berbagai dukungan terhadap keanekaragaman hayati, di antaranya yaitu melakukan penanaman hutan bakau, dan mendukung berbagai program lingkungan lain. Namun demikian, Perseroan belum melakukan perhitungan biaya lingkungan hidup yang dikeluarkan. [POJK51-F.4, F.9, F.10]

Support towards Biodiversity

SCM is an industry that has no direct impact to the nature. Our office is not located in a conservation area or an area that has a high level of biodiversity. However, we believe that biodiversity is the foundation of life in the universe. Until the end of the reporting period, the Company has carried out various efforts to support biodiversity, including planting mangrove forests, and supported other environmental programs. However, the Company has not yet calculated the environmental costs incurred. [POJK51-F.4, F.9, F.10]





Kinerja Sosial Social Performance



Karyawan dan Masyarakat Kami

Our Employees and Communities

SCM berkomitmen untuk menerapkan prinsip-prinsip HAM dalam menjalankan proses bisnis. Perseroan juga meyakini bahwa keberadaan masyarakat memiliki arti penting bagi keberlanjutan usaha, baik di masa kini maupun di masa depan.

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

SCM terus berupaya untuk menjaga hubungan ketenagakerjaan dengan menerapkan prinsip kesetaraan, keberagaman, dan kepatuhan terhadap berbagai regulasi yang berlaku. Seluruh pengelolaan SDM menjadi tanggung jawab Divisi *Human Resources* yang dievaluasi oleh Direksi melalui penilaian kinerja berdasarkan *key performance indicators* (KPI). Pada tahun 2022, seluruh atau 100% karyawan telah mendapatkan tinjauan kinerja dan mengikuti seluruh kegiatan pengembangan karier. [404-3]

Perseroan memiliki Peraturan Perusahaan yang disepakati bersama dengan karyawan yang sesuai dengan ketentuan Peraturan Perundang-undangan yang berlaku sehingga menjadi sarana guna menjamin hak dan kewajiban masing-masing demi terciptanya hubungan kerja yang selaras dan seimbang.

Peraturan Perusahaan ini juga telah dipublikasikan dan diperkenalkan kepada seluruh karyawan Perseroan dan dapat diakses dengan mudah di seluruh platform perusahaan.

Ketenagakerjaan [2-7] [2-8]

Pada tahun 2022, terdapat 4.519 karyawan yang terdiri dari 3.838 karyawan tetap dan 681 karyawan kontrak dengan tingkat perputaran karyawan (turnover rate) sebesar 12,99%. SCM berupaya menjaga keseimbangan kelompok usia serta tingkat pendidikan yang beragam. Data karyawan yang tersaji, terdiri dari karyawan SCM Media dan SCM *Digital & Other Business*.

Karyawan Berdasarkan Jenis Kelamin

Jenis Kelamin Gender	2022	2021	2020
Laki-laki/Male	3.012	2.956	2.701
Perempuan/Female	1.507	1.267	1.085
Jumlah/Total	4.519	4.223	3.786

Karyawan Berdasarkan Status Ketenagakerjaan

Status Ketenagakerjaan Employment Status	2022	2021	2020
Pegawai Tetap Permanent Employees	3.838	3.532	3.286
Pegawai Tidak Tetap Contract Employees	681	691	500
Jumlah/Total	4.519	4.223	3.786

SCM is committed to implementing the principles of HAM in its business processes. The Company also believes that the existence of the community has an important meaning for business continuity, both for now and in the future.

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

SCM continues striving to maintain employment relationship by implementing the principles of equality, diversity and compliance with various applicable regulations. All HR management are the responsibility of the Human Resources Division which is evaluated by the Board of Directors through performance assessment based on key performance indicators (KPI). In 2022, all or 100% of employees have received a performance review and participated in all career development activities. [404-3]

The Company has a Company Regulation that has been mutually agreed with employees in accordance with the prevailing laws and regulations so that it can become a facility to ensure their respective rights and obligations in order to establish a harmonious and balanced working relationship.

This Company Regulation has also been published and introduced to all of the Company's employees and is easily accessible in all of the Company's platforms.

Employment [2-7] [2-8]

In 2022, there were 4,519 employees consisting of 3,838 permanent employees and 681 contract employees with turnover rate of 12.99%. SCM strives to maintain a balanced age group and diverse educational level. The presented employee data includes the employees of SCM Media and SCM Digital & Other Business.

Employee Based on Gender

Employee Based on Employment Status





Karyawan Berdasarkan Kelompok Usia

Employee Based on Age Group

Kelompok Usia Age Group	2022	2021	2020
20-30	1.696	1.494	1.268
30-40	1.412	1.317	1.153
40-50	920	960	942
> 50	491	452	423
Jumlah/Total	4.519	4.223	3.786

Karyawan Berdasarkan Jabatan

Employee Based on Position

Jabatan Position	2022	2021	2020
Manajerial Managerial	1.406	1.278	930
Non-Manajerial Non-Managerial	3.113	2.945	2.856
Jumlah/Total	4.519	4.223	3.786

Karyawan Berdasarkan Pendidikan

Employee Based on Education

Tingkat Pendidikan Education Level	2022	2021	2020
Pra Perguruan Tinggi Pre-College	909	932	922
Diploma	769	719	611
Sarjana Bachelor	2.693	2.447	2.157
Pascasarjana Postgraduate	148	125	96
Jumlah/Total	4.519	4.223	3.786

Jumlah Karyawan Baru [404-1]

Total New Employees [404-1]

Uraian Description	Laki-Laki Male	Perempuan Female	Jumlah Karyawan Total Employee
SCM Media	176	82	258
SCM Digital & Other Business	325	300	625
Jumlah/Total	501	382	883

Jumlah Karyawan yang Meninggalkan Perseroan [404-1]

Total Employees Leaving the Company [404-1]

Perusahaan Company	Pensiun Pension	Mengundurkan Diri Resigned	Meninggal Dunia Passed Away	Lainnya Others
SCM Media	51	145	5	57
SCM Digital & Other Business	0	292	1	36
Jumlah/Total	51	437	6	93

Jumlah dan Alasan Karyawan yang Meninggalkan Perseroan [404-1]

Total and Reason for Employee Leaving the Company [404-1]

Alasan Reason	2022	2021	2020
Pensiun Retire	51	62	39
Meninggal Dunia Passed Away	6	16	13
Mengundurkan Diri dan Lainnya Resign and Others	530	390	428
Jumlah/Total	587	468	480

Kesetaraan dalam Bekerja [POJK51-F.18] [3-3]

Perseroan berkomitmen untuk menerapkan prinsip-prinsip HAM kepada semua individu, sesuai dengan Undang-Undang RI No. 13 Tahun 2003 tentang Ketenagakerjaan dalam mendukung kegiatan operasional bisnis. Komitmen ini diwujudkan melalui praktik pengelolaan ketenagakerjaan dengan melakukan proses rekrutmen secara transparan. Perseroan memberikan kesempatan kepada setiap masyarakat yang telah memasuki usia untuk bekerja di Perseroan sesuai dengan bidang keahliannya. Proses rekrutmen berdasarkan pada prinsip non-diskriminasi, menghargai adanya keberagaman dengan tidak membedakan suku, agama, ras dan golongan, gender, disabilitas, kewarganegaraan, warna kulit, maupun afiliasi politik. [401-1]

Lebih lanjut, Perseroan juga mendukung serta memberikan kesempatan setara kepada seluruh karyawan maupun jajaran manajemen untuk menduduki posisi atau jabatan sesuai dengan keahlian dan kebutuhan. Hingga akhir tahun 2022, jumlah Direktur laki-laki dan perempuan pada jajaran manajemen adalah sama, yaitu masing-masing tiga orang (50%).

Sepanjang tahun 2022, Perseroan juga memberikan kesempatan kerja setara bagi 16 karyawan berkebutuhan khusus. Perseroan terus berkomitmen untuk memastikan tidak terdapat pekerja anak dan tidak ada tenaga kerja paksa, hingga akhir tahun 2022 Perseroan menyatakan tidak terdapat pekerja anak dan tidak ada tenaga kerja paksa sesuai dengan UU Ketenagakerjaan. Seluruh aturan jam-jam kerja terdapat di dalam Peraturan Perusahaan pasal 26 dan 29 yang mengikuti UU tenaga kerja dan sudah didaftarkan di Kementerian Ketenagakerjaan Republik Indonesia, serta Perseroan senantiasa mematuhi Peraturan Pemerintah (PP) Pasal 21, 22, 26, 27, dan 28. Selain itu, Perseroan juga memberikan kesempatan yang sama kepada tenaga kerja asing untuk bekerja dan berkembang bersama Perseroan, hingga akhir tahun 2022 Perseroan menggunakan tenaga kerja asing sebanyak 7 orang. [POJK51-F.19]

Mengenai pemberian hak cuti melahirkan, SCM memberikan cuti melahirkan selama 90 hari kalender bagi karyawan perempuan dan dapat kembali bekerja setelah selesai menjalani masa cuti. Perseroan juga memberikan hak cuti kepada karyawan laki-laki yang istrinya melahirkan (*paternity leave*) selama 2 hari kalender. Hingga akhir tahun 2022, terdapat 53 karyawan perempuan yang menjalani cuti melahirkan dan seluruh karyawan yang telah kembali bekerja, ditempatkan pada posisi yang sama. [401-3]

Perjanjian Kerja Bersama (PKB) [2-30]

Bagi SCM, karyawan merupakan pemangku kepentingan strategis yang berpengaruh langsung pada keberlanjutan Perseroan. Selama tahun 2022, tidak ada praktik-praktik diskriminasi terhadap karyawan. [2-30] [406-1] [408-1] [409-1]

Lebih lanjut, SCM menjamin adanya kebebasan berserikat dan berkumpul untuk setiap karyawan, 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]

Kesejahteraan Karyawan [201-1] [405-2]

SCM membayarkan remunerasi kepada seluruh karyawan tanpa membedakan antara laki-laki dengan perempuan. Namun demikian, Perseroan tetap memiliki ketentuan remunerasi karyawan yang telah

Equality in Working [POJK51-F.18] [3-3]

The Company is committed to implement the principles of HAM to all individuals, in accordance with the Republic of Indonesia Law No. 13 Year 2003 concerning Employment in supporting business operations. This commitment is realized through employment management by conducting transparent recruitment process. The Company provides opportunities to individuals who have reached employment age to work in the Company according to their field of expertise. The recruitment process is based on the principles of non-discrimination, respecting diversity regardless of ethnicity, religion, race and group, gender, disabilities, nationality, skin color, or political affiliation. [401-1]

Furthermore, the Company also support and provides equal opportunities to all employees and board to serve in position based on 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 (50%).

In 2022, the Company also provided equal work opportunities for 16 employees with special needs. The is always committed to ensure that there is no child labor and forced labor, thus as of the end of 2022, the Company declares that there is no child labor and forced labor in accordance with the Manpower Laws. All of the working hours regulations are stipulated in the Company Regulation article 26 and 29 which follow the manpower laws and have been registered in the Ministry of Manpower of the Republic of Indonesia, the Company also always complies with the Government Regulation (PP) Article 21, 22, 26, 27, and 28. Furthermore, the Company also provides equal opportunities to foreign employees to work and grow together with the Company, as of the end of 2022, the Company has hired 7 foreign employees. [POJK51-F.19]

Concerning the provision of maternity leave, SCM provides maternity leave for 90 calendar days for female employees and can return to work after the leave. The Company also provides leave rights for male employees whose wife is giving birth (*paternity leave*) for 2 calendar days. Until the end of 2022, there were 53 female employees who took maternity leave and all of them have returned to work in their original position. [401-3]

Collective Labor Agreement (CLA) [2-30]

For SCM, employees are strategic stakeholders who have direct influence to the Company's sustainability. Throughout 2022, there was no discrimination practices towards employees. [2-30] [406-1] [408-1] [409-1]

Furthermore, SCM guarantees freedom of association and assembly for every employee. 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]

Employee Welfare [201-1] [405-2]

SCMA pays remuneration to all employees regardless of their gender. However, the Company still has an employee remuneration policy that has been adjusted to the minimum wage provisions. As of 2022, SCM





disesuaikan dengan peraturan tentang upah minimum. Sampai dengan tahun 2022, SCM memberikan remunerasi sesuai dengan rasio 1:1 terhadap ketentuan Upah Minimum Provinsi DKI Jakarta dan Peraturan Perusahaan Pasal 15. Perseroan mempertimbangkan pemberian tunjangan dan fasilitas pendukung lain sesuai dengan keahlian, masa kerja, dan kebutuhan serta pengupahan dan remunerasi (equal pay for equal work). Perseroan memiliki kebijakan kepemilikan saham untuk manajemen atau karyawan (Management Employee Stock Option Program/MESOP) dan beberapa anak Perseroan. [POJK51-2-19] [2-20]

Fasilitas yang Diterima Karyawan Berdasarkan Status Kepegawaian [401-2]

Bentuk Manfaat Type of Benefits	Karyawan Tetap Permanent Employee	Karyawan Kontrak Contract Employee
Asuransi Jiwa/Life Insurance	✓	✓
Perawatan Kesehatan/Health Insurance	✓	✓
Cuti Melahirkan/Maternity Leave	✓	✓
Persiapan Masa Pensiun/Pension Preparation	✓	✓
Kepemilikan Saham/Share Ownership	✓	✓

Aman, Selamat, dan Sehat di Tempat Kerja [POJK51-F21]

SCM berkomitmen akan selalu menyediakan tempat bekerja yang layak, aman, dan sehat bagi seluruh karyawan dengan cara penerapan kebijakan kesehatan dan keselamatan kerja (K3). Perseroan juga mengikutsertakan karyawan pada jaminan sosial ketenagakerjaan dan jaminan sosial kesehatan.

Untuk mendukung penerapan K3 dengan baik, SCM telah menyediakan berbagai pelatihan terkait K3 di antaranya yaitu evakuasi kebakaran gabungan, simulasi damkar kering, dan pelatihan penggunaan tabung apar. Sampai dengan akhir tahun 2022, kinerja pengelolaan K3 tercatat baik dengan tidak terdapat insiden kecelakaan kerja. [403-5, 403-9]

Pelatihan dan Pengembangan Kompetensi [POJK51-F22]

Pendekatan Manajemen [2-27] [3-3] [404-2]

SCM memberikan kesempatan setara kepada seluruh karyawan untuk mengikuti program pendidikan dan pelatihan sesuai dengan minat dan kompetensi yang disesuaikan dengan kebutuhan Perseroan. SCM memberikan tanggung jawab kepada Divisi *Human Resources* untuk memberikan pendidikan dan pelatihan kepada seluruh karyawan, di mana hasilnya akan dievaluasi oleh Direksi melalui mekanisme penilaian pencapaian *key performance indicator* (KPI). Sepanjang tahun 2022, terdapat 4.562 karyawan yang menjadi peserta pelatihan. Perseroan telah merealisasikan biaya untuk menunjang pelatihan dan pengembangan kompetensi sebesar Rp374,62 juta.

Pelatihan Karyawan [404-1]

Uraian Description	2022	2021	2020
Jumlah pelatihan Training sessions	62	44	30
Jumlah jam pelatihan Number of training hours	4.726	757,5	2.001
Rata-rata jam pelatihan/sesi Average training hours/session	76,23	17,23	66,70

provided remuneration with a 1:1 ratio in accordance with the Minimum Provincial Wage of DKI Jakarta and the Company Regulation Article 15. The Company considers the provision of allowances and other supporting facilities based on the expertise, term of office, and needs as well as the salary and remuneration (equal pay for equal work). The Company and some of its subsidiaries have a Management Employee Stock Option Program/MESOP). [POJK51-2-19] [2-20]

Facilities Received by Employees Based on Employment Status [401-2]

Secure, Safe, and Healthy at Work [POJK51-F21]

SCM is committed to always providing a decent, safe, and healthy workplace for all employees by implementing the occupation health and safety (OHS) policies. The Company also registers its employees in employment social security and health social security.

To support the proper implementation of OHS, SCM has provided various OHS-related trainings including joint fire evacuation, dry fire fighting simulation, and training on the use of fire extinguishers. Until the end of 2022, the performance of OHS management was good with no work accidents. [403-5, 403-9]

Training and Competency Development [POJK51-F22]

Management's Approach [2-27] [3-3] [404-2]

SCM provides equal opportunities for all employees to participate in education and training programs according to their interests and competencies based on the Company's needs. SCM appoints the Human Resources Division to be responsible for providing education and training to all employees, where the results will be evaluated by the Board of Directors through a key performance indicator (KPI) mechanism. Throughout 2022, there were 4,562 employees who participate in training. The Company has realized a total of Rp374.62 million of training and competency development funds.

Employee Training [404-1]

Pemberian Penilaian Kinerja [404-3]

SCM melaksanakan penilaian kinerja secara berkala kepada karyawan untuk mengukur hasil kerja dan capaian sesuai dengan target yang telah ditentukan, 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. Tujuan penilaian lainnya yakni untuk memberikan kesempatan kenaikan jenjang karier atau mengukur minat dan kebutuhan pekerjaan. Pada tahun 2022, seluruh karyawan (100%) telah mendapatkan tinjauan kinerja dan mengikuti seluruh kegiatan pengembangan karier, serta karyawan telah menerima penghargaan sesuai dengan penilaian atas kinerja masing-masing.

Survei Kepuasan Karyawan

Pada tahun 2022, Perseroan telah mengadakan survei karyawan. Survei ini dilakukan untuk karyawan SCM, SCTV, Indosiar dan IEP pada bulan April 2022. Jumlah karyawan yang mengikuti survei sebanyak 1.505 karyawan dengan total jumlah karyawan yang menyatakan bangga bekerja di Perseroan dan entitas anaknya sebanyak 1.268 karyawan, meliputi 84% dari total seluruh karyawan yang mengikuti survei.

Selain karyawan Perseroan dan entitas anak di atas, Vidio juga melakukan survei untuk karyawannya pada bulan Februari 2022. Survei ini dilakukan oleh lembaga independen *Great Place To Work* dengan jumlah karyawan yang mengikuti survei 256 karyawan dengan total jumlah karyawan yang menyatakan Vidio merupakan tempat yang bagus untuk bekerja (*Great Place to Work*) 231 karyawan, meliputi 90% dari total seluruh karyawan Vidio yang mengikuti survei.

Performance Assessment [404-3]

SCM conducts periodic performance assessment to employees to measure their performance and achievements according to set targets, regardless of ethnicity, religion, race, intergroup, social status, gender, or other discriminatory backgrounds. Each employee has equal rights to obtain performance assessments in accordance with the Company's Regulations. The assessment also aims to provide opportunities for career advancement or to measure interest and employment needs. In 2022, all employees (100%) have received a performance assessment and participated in all career development activities, and employees have received awards according to their respective performance ratings.

Employee Satisfactory Survey

In 2021, the Company has conducted employee survey. This survey was conducted for SCM, SCTV, Indosiar and IEP employees in April 2022. The number of employees who took part in the survey were 1,505 employees with a total number of employees who expressed their pride in working for the Company and its subsidiaries were 1,268 employees, covering 84% of the total number of employees who taken the survey.

Apart from the above-mentioned employees of the Company and its subsidiaries, Vidio also conducted a survey for its employees in February 2022. This survey was conducted by the independent agency *Great Place To Work* with a total of 256 employees who participated in the survey with 231 employees who stated that Vidio was a good place to work, which covered 90% of the total Vidio employees who took part in the survey.



Apabila karyawan ingin melakukan pengaduan mengenai ketenagakerjaan, SCM telah menyediakan akses melalui whistleblowing@scm.co.id. For employees who would like to submit complaints regarding employment, SCM has provided access via whistleblowing@scm.co.id.

Kegiatan Tanggung Jawab Sosial [POJK51-F23, F.24, F.25]

Masyarakat memiliki arti penting bagi SCM untuk mendukung proses bisnis agar berkelanjutan baik saat ini maupun di masa yang akan datang. Maka dari itu, Perseroan akan terus berupaya untuk memberikan dampak positif dan manfaat bagi masyarakat melalui berbagai kegiatan kegiatan tanggung jawab sosial (CSR). Harapannya, melalui program CSR yang diselenggarakan, SCM dapat menciptakan kesejahteraan sosial yang lebih baik.

Perseroan menyalurkan biaya donasi kepada masyarakat melalui program Pundi Amal SCTV dan Peduli Kasih Indosiar, yang dikelola Yayasan Pundi Amal Peduli Kasih (YPP). SCM juga memperluas jangkauannya kepada publik untuk berdonasi pada kegiatan-kegiatan sosial Perseroan. Hingga akhir tahun 2022, Perseroan tidak menerima pengaduan dari masyarakat baik terkait dampak sosial maupun lingkungan atas keberadaan perusahaan.

Yayasan Pundi Amal Peduli Kasih (YPP) [POJK51-6.c.3.c]

Hingga akhir tahun 2022, SCM dan YPP telah menyalurkan biaya sebesar Rp15,68 miliar yang berasal dari dana CSR dan dana donasi pemirsa. Jumlah ini turun dari tahun sebelumnya sebesar Rp0,79 miliar dikarenakan sudah terkendalanya pandemi COVID-19 di Indonesia, sehingga biaya CSR terutama yang berasal dari donasi Perseroan untuk membantu masyarakat Indonesia di masa pandemi menjadi berkurang. Namun demikian, SCM tetap berkomitmen untuk mendukung kegiatan CSR dengan menanggung biaya operasional sebesar Rp3,73 miliar yang mengalami kenaikan dari tahun 2021 sebesar Rp3,48 miliar.

Social Responsibility Activities [POJK51-F.23, F.24, F.25]

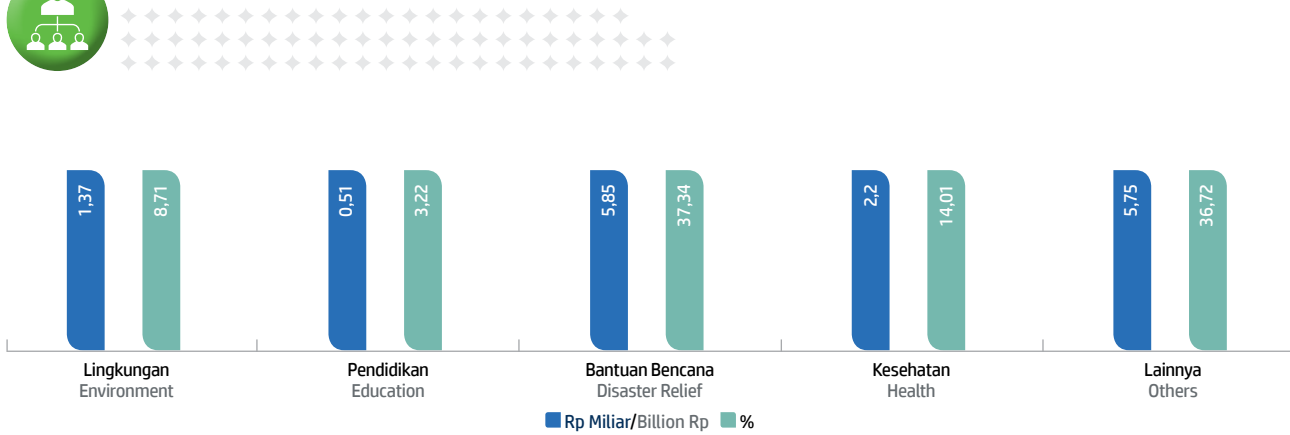
Community has an important role for SCM to support the sustainability of business processes both for now and in the future. Therefore, the Company will continue striving to provide positive impacts and benefits to the community through various social responsibility (CSR) activities. It is expected that through a harmonized CSR program, SCM can create better social welfare.

The Company distributes donation funds to the community through the Pundi Amal SCTV and Peduli Kasih Indosiar programs, which are managed by the Pundi Amal Peduli Kasih Foundation (YPP). SCM has also expanded its reach to the public to donate to the Company's social activities. Until the end of 2022, the Company has not received any complaints from the public regarding the social and environmental impacts of the company's existence.

Foundation Pundi Amal Peduli Kasih (YPP) [POJK51-6.c.3.c]

Until the end of 2022, SCM and YPP has distributed Rp15.68 billion which comes from the Company's CSR funds and viewers donation. This total has decreased by Rp0.79 billion due to the COVID-19 pandemic in Indonesia already being under control and therefore the CSR funds especially from the Company's donation that used to be distributed to help the people in the pandemic period is being reduced. However, SCM remains committed to supporting CSR activities by bearing the operational expenses Rp3.73 billion, which has increased from 2021 of Rp3.48 billion.





Penghargaan Tahun 2022:

- Kementerian Sosial Republik Indonesia atas dedikasi dan partisipasi pembangunan kembali hunian dan *Community Center* di Wini, Timor Tengah Utara, NTT; dan
- Habitat Indonesia, atas kontribusi YPP mendukung akomodasi dan transportasi pekerja medis selama pandemi COVID-19.

Awards in 2022:

- The Ministry of Social Affairs of the Republic of Indonesia for the dedication and participation in the rebuilding of houses and Community Center in Wini, North Central Timor, NTT; and
- Habitat Indonesia, for the contribution of YPP in supporting the accommodation and transportation of medical workers during the COVID-19 pandemic.

Yayasan Pundi Amal Peduli Kasih (YPP) merupakan bentuk kerja sama antara SCTV dan Indosiar dalam menjalankan tanggung jawab sosial perusahaan. YPP dibentuk untuk mengelola dan menyalurkan kembali dana sosial yang dikumpulkan dari Pemirsa, dan bantuan yang diberikan oleh SCTV dan Indosiar, untuk disalurkan kembali kepada masyarakat yang membutuhkan. Bantuan diberikan dengan berfokus pada empat bidang kegiatan, yaitu Bencana, Sosial Kesehatan, Pendidikan, dan Lingkungan.

The Pundi Amal Peduli Kasih Foundation (YPP) is a form of collaboration between SCTV and Indosiar in carrying out corporate social responsibility. YPP was established to manage and redistribute social funds collected from Viewers, and donation from SCTV and Indosiar, to be redistributed to people in need. The donation is provided by focusing on four activity areas, including Disaster, Social Health, Education, and Environment.

Pada bidang kesehatan, YPP telah memberikan dukungan kepada lebih dari 4.000 orang: **(SDG 3)**

- 347 operasi katarak gratis di: Nganjuk, Sampang Madura, Babel, Kaltara, Alor.
- 140 *test lab* dan PCR untuk pasien Hernia di RS EMC Tangerang.
- Donor darah bagi 3.280 pendonor di Surabaya, Sleman, Jogjakarta, Malang, Depok, Jakarta.
- Peralatan ambulans, dan lainnya.

In health sector, YPP has provided support to more than 4,000 people: **(SDG 3)**

- 347 free cataract surgeries in: Nganjuk, Sampang Madura, Babel, Kaltara, Alor.
- 140 lab tests and PCR for Hernia patients in EMC Tangerang Hospital.
- Blood donor for 3,280 donors in Surabaya, Sleman, Jogjakarta, Malang, Depok, Jakarta.
- Ambulance equipment, and others.

Dalam menghadapi masa Pandemi COVID-19, YPP memberikan bantuan berupa: **(SDG 3, 8)**

- Mendukung program vaksinasi pemerintah di Bali, Sumatra Utara, Jawa Tengah, Jawa Barat, dll., dengan total penerima manfaat lebih dari 36.000 orang.
- Menyumbang 1.000 dosis vaksin Sinopharm.
- Memberdayakan kembali ekonomi masyarakat yang terkena pandemi, dengan memberikan pelatihan keterampilan di berbagai tempat, seperti pelatihan pembuatan pupuk organik, pelatihan barista, pembuatan madu lebah dll., dengan total penerima manfaat lebih dari 18.000 orang.
- Memberikan ribuan sembako kepada masyarakat di berbagai kota dengan total penerima manfaat lebih dari 60.000 orang.

To overcome the COVID-19 Pandemic, YPP has provided the following assistance: **(SDG 3, 8)**

- Supported government vaccination programs in Bali, North Sumatra, Central Java, West Java, etc., with a total beneficiary of more than 36,000 people.
- Donated 1,000 doses of Sinopharm vaccine.
- Re-empowered the economy of communities affected by the pandemic, by providing skills training in various places, such as training in making organic fertilizers, training for baristas, making honey bees, etc., with a total beneficiary of more than 18,000 people.
- Provided thousands of groceries to people in various cities with a total beneficiary of more than 60,000 people.

Pada bidang lingkungan, YPP memberikan dukungan kepada lebih dari 10.000 orang: **(SDG 6, 9)**

- Pembangunan Jembatan Asa di Rumpin, Bogor.
- Pembangunan Jembatan Asa di Hantakan, Kalimantan Selatan.
- Pembangunan Jembatan Asa di Busang, Kalimantan Timur.
- Pembangunan 10 toilet di Desa Timboa, Boyolali, Jawa Tengah.
- Pendistribusian donasi SCTV Cinta Anak Yatim untuk 73 Panti Asuhan di seluruh Indonesia.
- Renovasi rumah tidak layak huni di Kab. Sikka, NTT.
- Instalasi air bersih di Atambua, NTT.

In the environmental sector, YPP provides support to more than 10,000 people: **(SDG 6, 9)**

- Construction of the Asa Bridge in Rumpin, Bogor.
- Construction of the Asa Bridge in Hantakan, South Kalimantan.
- Construction of the Asa Bridge in Busang, East Kalimantan.
- Construction of 10 toilets in Timboa Village, Boyolali, Central Java.
- Distribution of donations from SCTV Cinta Anak Yatim to 73 Orphanages throughout Indonesia.
- Renovation of uninhabitable houses in Sikka Regency, East Nusa Tenggara.
- Clean water installation in Atambua, NTT.

Pada bidang pendidikan, YPP memberikan dukungan kepada lebih dari 4.000 orang: (SDG 4)

- Literasi Media di 10 sekolah dasar di Jabodetabek.
- Peralatan belajar-mengajar dan tas sekolah di Jabodetabek dan Jawa Tengah.
- Beasiswa untuk 11 mahasiswa yang membutuhkan.

Pada bidang kebencanaan, YPP menyampaikan bantuan untuk korban Erupsi Semeru, banjir bandang NTT, dan Gempa Cianjur dalam bentuk: (SDG 1, 2, 3, 4, 9)

- Ratusan peralatan masak.
- Ratusan perlengkapan sekolah dan tas.
- Pengobatan gratis untuk ribuan pasien.
- Renovasi sekolah.
- Pembangunan balai pertemuan, dapur umum.
- Pembagian ribuan sembako, tenda, dan pakaian.
- Membangun kembali 20 hunian dan *community center* di Wini, NTT.

Yayasan Indosiar

Untuk dapat mengembangkan daya manusia melalui aspek pendidikan, SCM mendirikan Akademi Televisi Indonesia (ATVI) melalui Yayasan Indosiar yang telah berhasil menghasilkan lulusan-lulusan yang bekerja di bidang penyiaran. [POJK51-6.c.3.b]

Perilaku Kompetitif

Pendekatan Manajemen [2-27] [3-3] [206-1]

Seluruh kegiatan usaha yang dilakukan oleh SCM sangat memperhatikan aspek persaingan sehat dan memberikan layanan setara kepada pemirsa dan pengiklan. Implementasi persaingan bisnis sehat merupakan tanggung jawab seluruh insan SCM, dimana implementasinya diawasi langsung oleh Dewan Komisaris. Hingga akhir periode pelaporan, SCM tidak menerima sanksi apapun mengenai persaingan usaha, baik dari otoritas Indonesia, maupun Komisi Pengawas Persaingan Usaha (KPPU). [POJK51-F.17]

Kami mengelola performa dan aktivitas bisnis melalui pendekatan keunggulan program, konten, dan layanan. Hal ini kami lakukan agar dapat memastikan stasiun televisi dan platform digital SCM menjadi pilihan utama pemirsa di seluruh Indonesia. SCM juga mendorong anak perusahaannya untuk memberikan program, konten, dan layanan yang berkualitas serta kemudahan untuk mudah diakses sebagai daya saing unggulan.

Kepatuhan Perseroan dan Capaian 2022

SCM bertanggung jawab dalam hal menyiarkan iklan di seluruh program maupun konten yang diproduksi. Komitmen ini kami wujudkan melalui kepatuhan terhadap regulasi Pemerintah, seperti etika pariwara dan kebijakan oleh Menkominfo dan/atau Komisi Penyiaran Indonesia (KPI).

Sampai dengan akhir tahun 2022, SCM berhasil mempertahankan kinerja terbaiknya, dimana SCTV dan Indosiar mempertahankan peringkat tiga teratas berdasarkan survei tingkat kepemirsaaan yang dilakukan oleh pihak independen. Adapun Vidio tercatat sebagai layanan lokal (OTT) terbaik berdasarkan laporan MPA dan menjadi salah satu aplikasi hiburan yang paling banyak diunduh di Indonesia. [POJK51-F.30]

Untuk mendukung produksi konten, SCM mendirikan Indonesia Entertainment Grup (IEG). Perseroan menerapkan strategi produksi konten dengan menyesuaikan tren serta perkembangan dunia edukasi dan hiburan. SCM juga memiliki produk NexParabola yang dapat memperluas jangkauan siaran ke daerah pedesaan dan terpencil.

In the education sector, YPP provides support to more than 4,000 people: (SDG 4)

- Media Literacy in 10 elementary schools in Jabodetabek.
- Teaching and learning equipment and school bags in Jabodetabek and Central Java.
- Scholarships for 11 students in need.

In the disaster sector, YPP provided assistance to victims of the Semeru Eruption, flash floods in NTT, and Cianjur Earthquake in the form of: (SDG 1, 2, 3, 4, 9)

- Hundreds of cookware.
- Hundreds of school supplies and bags.
- Free medical treatment for thousands of patients.
- School renovation.
- Construction of meeting halls, public kitchens.
- Distribution of thousands of groceries, *tents* and clothes.
- Rebuilding 20 shelters and a community center in Wini, NTT.

Indosiar Foundation

To be able to develop human resources through the educational aspect, SCM established the Indonesian Television Academy (ATVI) through the Indosiar Foundation which has succeeded in developing graduates working in the broadcasting sector. [POJK51-6.c.3.b]

Competitive Behavior

Management's Approach [2-27] [3-3] [206-1]

All business activities of SCM are carried out by paying close attention to the aspects of fair competition and provision of equal services to viewers and advertisers. The implementation of fair business competition is the responsibility of all SCM personnel, where the implementation is directly supervised by the Board of Commissioners. Until the end of the reporting period, SCM did not receive any sanctions regarding business competition, either from the Indonesian authorities or the Business Competition Supervisory Commission (KPPU). [POJK51-F.17]

We manage our business performance and activities through an excellence approach in our programs, contents, and services. Our intention is to ensure that SCM's television stations and digital platforms are the main choice of viewers throughout Indonesia. SCM also encourages its subsidiaries to provide quality programs, contents, and services as well as accessibility as a competitive edge.

The Company's Compliance and Achievements in 2022

SCM is responsible for broadcasting advertisements in all of its programs and contents. We realize this commitment by complying with Government regulations, such as advertising ethics and policies by the Minister of Communication and Information and/or the Indonesian Broadcasting Commission (KPI).

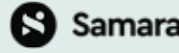
Until the end of 2022, SCM managed to maintain its best performance, with SCTV and Indosiar able to maintain their top three rankings based on audience surveys conducted by an independent party. Meanwhile, Vidio is listed as the best local service (OTT) based on the MPA report and is one of the most downloaded entertainment applications in Indonesia. [POJK51-F.30]

To support content production, SCM established the Indonesia Entertainment Grup (IEG). The Company implements a content production strategy by adjusting trends and developments in the world of education and entertainment. SCM also has the NexParabola which can expand broadcast coverage to rural and remote areas.





SCM memiliki beberapa bidang usaha yang bergerak di industri jasa penyiaran, konten, dan multimedia. [2-27]
 SCM has several business sectors that engaged in broadcasting, content, and multimedia service industries. [2-27]



Etika Media

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

Pada dasarnya, peran media sangat penting dalam menyeleksi informasi dan berita yang akan disampaikan kepada masyarakat. Maka dari itu, Perseroan selalu memastikan seluruh acara yang diproduksi dan ditayangkan telah melalui proses seleksi serta telah sesuai dengan perundang-undangan dan tidak memberikan dampak negatif. Sehingga selama tahun 2022, tidak terdapat program maupun konten SCM yang ditarik kembali. Perseroan juga selalu memastikan kebenaran berita melalui: Cek Fakta. [POJK51-F.28, F.29]

Seluruh masyarakat dan pemirsa dapat melakukan pengaduan terkait penayangan program ataupun konten melalui whistleblowing@scm.co.id. Tidak terdapat pengaduan masyarakat yang signifikan atas isi program dan konten yang ditayangkan Perseroan. [POJK51-6.c.3.b]

Hak Kekayaan Intelektual dan Perlindungan Pemirsa

Adanya kebijakan menghormati hak kekayaan intelektual pemirsa serta mitra lainnya selalu diterapkan oleh Perseroan pada saat proses produksi atau penayangan program maupun konten. Perseroan memastikan seluruh aspek legalitas perizinan atas program dan konten dari luar entitas yang ditayangkan oleh Perseroan. Melalui kebijakan ini, selama tahun 2022, 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 dan produk multimedia lainnya dilakukan melalui proses sensor oleh lembaga berwenang (Lembaga Sensor Film Republik Indonesia) dan mekanisme sensor independen yang diterapkan oleh Perseroan. SCM juga melakukan koordinasi dengan Komisi Penyiaran Indonesia serta Kementerian Komunikasi dan Informasi (Kominfo) secara berkala. [POJK51-F.27]

Keterbatasan pergerakan aktivitas di masa pandemi membuat pemirsa di Indonesia terus mengadopsi tren dan *update* terbaru dalam kehidupan sehari-hari melalui berita *online*. Oleh karena itu, informasi dan berita yang benar dan tidak menyesatkan sangatlah penting. Pada tahun 2022, Liputan6 menjadi platform media No. 1, diikuti oleh Bola.com dari total 38 platform media terkemuka di Indonesia dengan Peringkat Risiko *Disinformasi* terbaik dari *Global Disinformation Index (GDI)*.

Media Ethics

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

In general, media has a very important role in selecting information and news that will be broadcasted to the public. Therefore, the Company always ensures that all programs that are produced and aired have gone through a selection process and are in compliance with laws and regulations and did not have negative impact. Thus in 2022, SCM has no withdrawn programs or contents. The Company also always ensures the validity of news through: Fact Checks. [POJK51-F.28, F.29]

The entire community and viewers can submit complaints regarding the broadcast of programs or contents through whistleblowing@scm.co.id. There were no significant public complaints regarding the contents of the programs and content aired by the Company. [POJK51-6.c.3.b]

Intellectual Property Rights and Viewer Protection

The existence of a policy of respecting the intellectual property rights of viewers and other partners is always implemented by the Company during the producing or broadcasting processes of programs and contents. The Company ensures all legal licensing for programs and contents from outside entities broadcasted by the Company. Through this policy, SCM did not receive significant sanctions related to alleged violations of intellectual property rights in 2022, either violation of program contents and violation of stakeholder privacy.

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

1. Not slanderous, inciting, misleading and/or lying;
2. Does not feature elements of violence, pornography/pornoactions, gambling, abuse of narcotics and illegal drugs including cigarettes;
3. Does not discriminate ethnicity, religion, race and inter-group;
4. Not ridiculing, demeaning, harassing, and/or ignoring religious values, Indonesian human dignity, or damaging international relations.

The fulfillment of content criteria and other multimedia products is realized through a censorship process by the authorized institution (Republic of Indonesia Film Censorship Institute) and an independent censorship mechanism of the Company. SCM also coordinates with the Indonesian Broadcasting Commission and the Ministry of Communication and Information (Kominfo) on a regular basis. [POJK51-F.27]

The limited movement of activities during the pandemic encouraged viewers in Indonesia continue to adopt the latest trends and updates in their daily lives through online news. Therefore, reliable information and news became very important. In 2022, Liputan6 gained the position as No. 1 media platform, followed by Bola.com, out of a total of 38 leading media platforms in Indonesia with the best *Disinformation Risk Rating* from the *Global Disinformation Index (GDI)*.

Hingga akhir periode pelaporan, tidak ada tayangan program, konten, maupun produk multimedia lainnya yang dilakukan pemberhentian penyiarannya.

Until the end of the reporting period, there were no program shows, contents and other multimedia products that have been suspended from broadcasting.

Menjaga Privasi Pelanggan

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.

SCM berkomitmen untuk menerapkan etika bisnis dan integritas, menghindari praktik pelanggaran hak milik, dan memastikan perlindungan privasi, data pemirsa, serta pengiklan. Direksi memastikan bahwa SCM dapat menerapkan etika perlindungan data pelanggan yang berdampak pada penguatan integritas dalam operasi bisnisnya.

Dalam memastikan perlindungan data pengiklan dan pemirsa, Divisi IT bertanggung jawab untuk menjaga semua kerahasiaannya. Beberapa strategi yang diterapkan, di antaranya: [3-3]

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.

Hingga akhir periode pelaporan, SCM tidak menerima adanya pengaduan mengenai pelanggaran terhadap privasi pelanggan yang mencakup kebocoran, pencurian, dan kehilangan data. [418-1]

Until the end of the reporting period, SCM did not receive any complaints regarding customer privacy infringement which include data leakage, theft, and loss. [418-1]

Inovasi dan Pengembangan Produk [POJK51-F.26, F.27]

SCM terus melakukan investasi pada kreativitas dalam menghasilkan produk dan layanan kepada para pemirsa. SCM meyakini bahwa kreativitas dapat mendorong hadirnya layanan yang dapat menghibur dan memberikan edukasi masyarakat luas. Selain itu, investasi yang dilakukan dapat mendorong keberlanjutan SCM untuk dapat memenuhi selera dan kebutuhan pemirsa. Adapun berbagai inovasi yang telah dilakukan, SCM senantiasa memastikan konten yang disiarkan telah dievaluasi keamanannya dan tepat sasaran dengan senantiasa mengimplementasi peraturan dari Pemerintah dalam menyusun kebijakan Perseroan maupun melaksanakan bisnisnya.

Protecting Customer Privacy

Management's 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 the integrity of its business operations.

SCM is committed to practicing business ethics and integrity, avoiding property rights infringing practices, and ensuring the protection of privacy, viewer data, and advertisers. The Board of Directors ensures that SCM can apply customer data protection ethics which strengthens integrity in its business operations.

In ensuring the protection of advertisers and viewers data, the IT Division is responsible for maintaining all the confidentiality. Some of the strategies implemented are: [3-3]

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

Product Innovation and Development [POJK51-F.26, F.27]

SCM continues to invest in creativity in delivering products and services to its audience. SCM believes that creativity can encourage the provision of entertaining and educating services to the wider community. In addition, SCM's investments can encourage its sustainability to be able to meet the tastes and needs of viewers. There are various innovations that have been made, SCM has always ensured that the broadcasted content is evaluated safe and on target by always complying with regulations from the Government in formulating Company policies and conducting its business.







Tata Kelola Keberlanjutan

SUSTAINABILITY PERFORMANCE



Tata Kelola Keberlanjutan

Sustainability Governance

SCM meyakini bahwa seluruh pencapaian tujuan keberlanjutan dapat diraih dengan lebih efektif dan efisien melalui penerapan praktik terbaik Tata Kelola Perusahaan yang Baik. SCM telah melakukan berbagai program peningkatan kualitas kinerja operasional, memperbaiki kualitas pengelolaan risiko, melakukan program pengawasan, dan menegakkan aturan yang berlaku.

SCM believes that all sustainability goals can be achieved more effectively and efficiently through the implementation of the best practices of Good Corporate Governance. SCM has carried out various programs to improve the quality of operational performance and risk management, carried out monitoring programs, and enforced the applicable regulations.

Struktur Tata Kelola Keberlanjutan

Struktur tata kelola SCM mengacu pada Undang-Undang (UU) Perseroan Terbatas dengan organ tertinggi yaitu Rapat Umum Pemegang Saham (RUPS), dengan Direksi sebagai pengelola Perseroan dan Dewan Komisaris sebagai pengawas. Perseroan juga memiliki struktur pendukung lainnya yaitu Sekretaris Perseroan, Unit Audit Internal, dan komite-komite di bawah Dewan Komisaris.

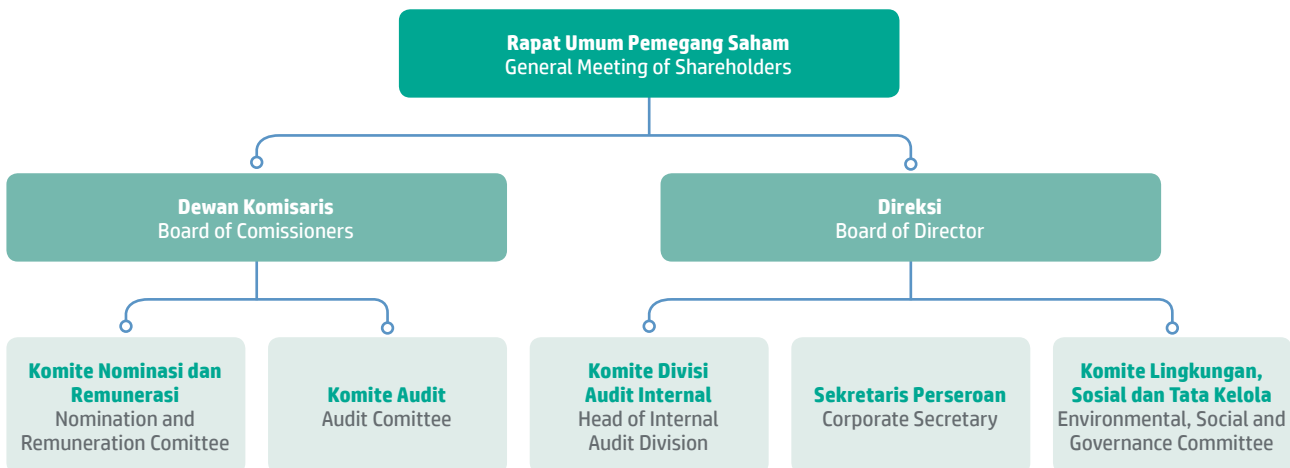
Pengungkapan informasi secara lengkap terkait tata kelola perseroan, tugas, remunerasi dan kompensasi, tanggung jawab, dan kewenangan RUPS, Direksi, maupun Dewan Komisaris, terdapat pada Laporan Tahunan 2022 yang disusun terpisah, namun saling melengkapi dengan Laporan ini. [\[2-9\]](#) [\[2-10\]](#) [\[2-11\]](#) [\[2-13\]](#) [\[2-15\]](#) [\[2-16\]](#) [\[2-18\]](#) [\[2-21\]](#) [\[2-27\]](#)

Sustainability Governance Structure

The SCM governance structure refers to the Law on Limited Liability Companies with the highest organ includes the General Meeting of Shareholders (GMS), the Board of Directors as the manager of the Company and the Board of Commissioners as the supervisor. The Company also has other supporting structures which include Corporate Secretary, Internal Audit Unit, and committees under the Board of Commissioners.

Detailed information disclosure regarding the Company's governance, duties, remuneration and compensation, responsibilities, and authorities of GMS, the Board of Directors, or the Board of Commissioners, can be seen in the 2022 Annual Report which has been prepared separately but compliments each other with this Report. [\[2-9\]](#) [\[2-10\]](#) [\[2-11\]](#) [\[2-13\]](#) [\[2-15\]](#) [\[2-16\]](#) [\[2-18\]](#) [\[2-21\]](#)

Struktur Tata Kelola



Detail mengenai tata kelola perseroan, tugas, remunerasi dan kompensasi, tanggung jawab, dan kewenangan RUPS, Direksi, maupun Dewan Komisaris dapat merujuk pada Laporan Tahunan 2022 <https://www.scm.co.id/annual-reports> 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]

The details regarding corporate governance, duties, remuneration and compensation, responsibilities and authorities of the GMS, the Board of Directors and the Board of Commissioners can refer to the 2022 Annual Report <https://www.scm.co.id/annual-reports> which is prepared separately, but complement each other with 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 (ESG Committee) yang memiliki tanggung jawab dalam penerapan dan kinerja aspek ekonomi, lingkungan, sosial, dan tata kelola serta mengoordinasi sinergi kinerja yang terkelola terkait aspek LST. Komite Keberlanjutan akan mengevaluasi kinerja keberlanjutan yang terpetakan dan terukur baik dalam hal pencapaian TPB dan secara berkala melaporkan kinerja kepada Direksi disertai pengawasan oleh Komisaris. [POJK51-E.1] [2-9]

Environmental, Social, and Governance Committee

SCM has established a Sustainability Committee (ESG Committee) which is responsible to the implementation and performance of economic, environment, Social, and governance aspects as well as coordinating the synergy of the management of ESG performance. The Sustainability Committee will evaluate sustainability performance that has been mapped and measured in terms of achieving SDGs and periodically reporting the performance to the Board of Directors with the supervision of a Commissioner. [POJK51-E.1] [2-9]

Struktur Komite Lingkungan, Sosial, dan Tata Kelola



Environment, Social, and Governance Structure

Pengembangan Kompetensi Terkait Keberlanjutan [POJK51-E.2]

Perseroan secara aktif menyelenggarakan berbagai pengembangan kompetensi terkait keberlanjutan kepada seluruh jabatan Perseroan, mulai dari jenjang staf dan karyawan operasional sampai ke jenjang Direksi. Pelatihan untuk staf dan karyawan operasional dikoordinasikan secara internal oleh Perseroan, sedangkan pelatihan jenjang Direksi diselenggarakan oleh pihak eksternal.

Competency Development Related to Sustainability [POJK51-E.2]

The Company actively organizes various competency developments related to sustainability for all positions within the Company, starting from staff and operational employees up to the Board of Directors. The trainings for operational staff and employees are arranged internally by the Company, while trainings for the Board of Directors is organized by external parties.

Kebijakan Antikorupsi

Perseroan mewajibkan seluruh karyawan patuh pada hukum, peraturan, dan ketentuan yang berlaku yang telah diatur di dalam Kebijakan Standar Perilaku. Salah satu bentuk kebijakan yang ada yaitu Kebijakan Antikorupsi yang diatur di dalam Pedoman Tata Kelola Perseroan. Melalui adanya kebijakan Antikorupsi, Perseroan telah mengatur praktik antikorupsi yang harus diutamakan dalam berbagai perilaku, salah satunya dalam menjalin hubungan dengan seluruh pemangku kepentingan. Perseroan telah menunjuk Komite Audit dan Departemen Corporate Legal untuk bertanggung jawab atas kinerja kepatuhan antikorupsi, dimana hasil tersebut langsung disampaikan kepada Direksi. [2-27] [3-3]

Anti-Corruption Policy

The Company requires all employees to comply with applicable laws and regulations. One of the established policies is the Anti-Corruption, Bribery, and Illegal Donations Policy. Through this policy, the Company controls anti-corruption practices that must be upheld in various conducts, including in relations with stakeholders. The Company has appointed the Audit Committee and the Corporate Legal Department to be responsible on the compliance of anti-corruption, and the results are reported directly to the Board of Directors. [2-27] [3-3]

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

The Company's support for anti-corruption practices is realized 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]

- Pemberian dan penerimaan segala bentuk penyuapan atau penyuapan lainnya merupakan pelanggaran keras, dengan tidak ada pengecualian siapapun penerimanya.
- 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.

- Giving and receiving all forms of bribery or other bribes are a serious offense, without exceptions for whoever the recipient is.
- 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.





Perseroan juga terus berusaha meningkatkan komitmen antikorupsi bagi seluruh karyawan dengan menerapkan standar, norma, serta ketentuan global terkait antikorupsi. Lebih lanjut, seluruh karyawan wajib mentaati prinsip antikorupsi melalui perjanjian kerja guna memitigasi pelanggaran. Bagi seluruh mitra bisnis Perseroan juga diterapkan prinsip antikorupsi melalui "Kode Etik Perseroan". Hal ini dilakukan untuk mencegah terjadinya benturan kepentingan dan pelanggaran lainnya.

Seluruh proses pengadaan dapat dipastikan telah menerapkan prinsip antikorupsi yang diterapkan pada saat melakukan hubungan kerja dengan pemasok dan mitra kerja. Hal ini terjadi karena Perseroan memiliki perjanjian atau kontrak tertulis terkait antikorupsi dan antipenyuapan dengan tiap pemasok dan mitra kerja. Perseroan telah menunjuk Departemen Audit Internal untuk melakukan evaluasi dan reviu seluruh proses serta prosedur pembelian dan penjualan barang dan jasa dan hasilnya disampaikan kepada Direksi, Komite Audit, dan Dewan Anggota.

Sepanjang tahun 2022 Perseroan tidak memiliki afiliasi serta tidak memberikan kontribusi dalam bentuk apapun dengan partai politik manapun.

Kebijakan Whistleblowing System [2-26] [205-3]

Perseroan memiliki mekanisme pelaporan pelanggaran (*whistleblowing system*), yang telah diatur dalam Kebijakan Pelaporan Pelanggaran. Melalui implementasi kebijakan ini merupakan salah satu upaya Perseroan untuk menerapkan prinsip-prinsip tata kelola Perseroan yang baik. Pengaduan terkait adanya dugaan praktik korupsi dapat disampaikan melalui whistleblowing@scm.co.id. Namun demikian, selama tahun 2022, Perseroan tidak mengalami adanya insiden korupsi ataupun pelaporan mengenai korupsi.

Perseroan berkomitmen untuk menerapkan Sistem Pelaporan Pelanggaran (*Whistleblowing System/WBS*) sebagai salah satu bentuk implementasi prinsip Tata Kelola Perusahaan yang baik (*Good Corporate Governance*). Melalui penerapan sistem WBS diharapkan dapat menciptakan sebuah lingkungan bisnis yang bersih, aman, serta transparan dan dapat mendorong kesadaran karyawan maupun pemangku kepentingan lainnya dalam mengungkapkan tindakan pelanggaran yang mungkin terjadi tanpa rasa takut.

Informasi lengkap terkait WBS dapat dilihat pada Laporan Tahunan 2022.

The Company also continues striving to increase its commitment to anti-corruption by implementing global standards, norms, and provisions related to anticorruption. Furthermore, all employees are required to comply with the anti-corruption principles through work contract in order to mitigate violations. In addition, the anti-corruption principles are also applied to business partners through the Company's Code of Conduct to prevent conflicts of interest and other violations.

All the procurement processes have implemented anti-corruption policies during the work relations with suppliers and business partners. This is due to the Company has written agreements or contracts concerning anticorruption and anti-bribery with each supplier and business partner. The Company has appointed the Internal Audit Department to evaluate and review all processes and procedures for sale and purchase of goods and services and the results are submitted to the Board of Directors, the Audit Committee, and the Board of Members.

Throughout 2022, the Company did not have affiliation and also did not provide contribution in any form to any political parties.

Whistleblowing System Policy [2-26] [205-3]

The Company has a whistleblowing system mechanism, which is regulated in the Whistleblowing Policy. The implementation of this policy is one of the Company's efforts to implement the principles of good corporate governance. Reports regarding alleged corruption practices can be submitted to our reporting channel: whistleblowing@scm.co.id. However in 2022, the Company did not experience any incidents of corruption or any reports about corruptions.

The Company is committed to implement the Whistleblowing System (WBS) as a form of the implementation of the Good Corporate Governance principles. The implementation of the WBS system is expected to create a clean, safe and transparent business environment and can encourage awareness of employees and other stakeholders in reporting violations that may occur without fear.

Detailed information regarding WBS can be seen in the 2022 Annual Report.

"Pengaduan terkait adanya dugaan praktik korupsi dapat disampaikan melalui whistleblowing@scm.co.id."
"Reports regarding alleged corruption practices can be submitted via whistleblowing@scm.co.id."

Pelibatan Pemangku Kepentingan [POJK51-E.4] [2-29]

Pemangku kepentingan memiliki peran sangat penting dalam membangun operasi bisnis yang berkelanjutan. SCM telah mengidentifikasi kelompok pemangku kepentingan yang signifikan berdasarkan tingkat komunikasi, kedekatan, dampak/pengaruh, respons, dan partisipasi. Identifikasi ini dilakukan melalui diskusi internal.

Stakeholder Engagement [POJK51-E.4] [2-29]

Stakeholders have a crucial role in the establishment of a sustainable business operation. SCM has identified the significant stakeholder groups based on the level of communication, affinity, impact/influence, response and participation. This identification was carried out through internal discussions.



Pemangku Kepentingan Stakeholder	Topik Utama Main Concern	Metode dan Frekuensi Pelibatan Pemangku Kepentingan Stakeholder Engagement Method and Frequency	Respons dan Tindak Lanjut Response and Follow Up
Pemegang Saham Shareholders	Kinerja Perseroan dan pengembangan usaha Company performance and business development	<p>Minimal satu kali dalam setahun:</p> <ul style="list-style-type: none"> ▪ Rapat Umum Pemegang Saham (RUPS) <p>Sesuai kebutuhan:</p> <ul style="list-style-type: none"> ▪ Korespondensi melalui surat-menyurat atau pengumuman melalui media massa ▪ Penyampaian informasi termasuk public expose ▪ Pertemuan dengan investor <p>At least once a year:</p> <ul style="list-style-type: none"> ▪ General Meeting of Shareholders (GMS) <p>As and when needed:</p> <ul style="list-style-type: none"> ▪ Correspondence via mail or announcements on the mass media ▪ Delivery of information including public expose ▪ Meetings with investors 	<ul style="list-style-type: none"> ▪ Menyediakan informasi terkini atas kinerja keuangan, aksi korporasi signifikan, dan hal lainnya ▪ Menerbitkan laporan keuangan, menyediakan press release atau publikasi di website <p>Provide up-to-date information on financial performance, significant corporate actions, and other matters</p> <ul style="list-style-type: none"> ▪ Publish financial statements, provide press releases or publications on the website
Karyawan Employees	<p>Perlindungan hubungan ketenagakerjaan; pemenuhan kesejahteraan dan hak-hak normatif; serta pengembangan kompetensi dan karier</p> <p>Protection of employment relations; fulfillment of welfare and normative rights; as well as competency and career development</p>	<p>Sesuai kebutuhan:</p> <ul style="list-style-type: none"> ▪ Pertemuan berkala antara manajemen dengan karyawan ▪ Pelatihan, penilaian kinerja, dan promosi jabatan <p>Setiap dua tahun:</p> <ul style="list-style-type: none"> ▪ Penyusunan dan pembaruan Peraturan Perseroan <p>As and when needed:</p> <ul style="list-style-type: none"> ▪ Regular meetings between management and employees ▪ Training, performance assessment, and promotion <p>Every two years:</p> <ul style="list-style-type: none"> ▪ Preparation and renewal of Company Regulation 	<p>Melaksanakan survei karyawan</p> <ul style="list-style-type: none"> ▪ Mengedarkan dan sosialisasi kebijakan terbaru kepada karyawan, termasuk karyawan baru ▪ Melaksanakan pelatihan karyawan setiap tahunnya ▪ Melaksanakan prosedur kesehatan untuk melindungi karyawannya <p>Conduct employee surveys</p> <ul style="list-style-type: none"> ▪ 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	<p>Kepatuhan terhadap hukum dan koordinasi rutin mengenai kegiatan Perseroan</p> <p>Compliance with laws and routine coordination regarding Company activities</p>	<p>Sesuai kebutuhan:</p> <ul style="list-style-type: none"> ▪ Pertemuan dengan regulator/ otoritas ▪ Pelaporan berkala kegiatan dan kinerja Perseroan <p>As and when needed:</p> <ul style="list-style-type: none"> ▪ Meetings with regulators/ authorities ▪ Periodic reporting of Company activities and performance 	<ul style="list-style-type: none"> ▪ 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 <p>Disclose the Company's plans and achievements through annual report, sustainability report, and other reports in compliance with regulations</p> <ul style="list-style-type: none"> ▪ Ensure the program and advertisement contents broadcasted are all complied to the government regulations
Pemirsa Viewers	<p>Layanan program dan konten penyiaran</p> <p>Broadcasting program and content services</p>	<p>Sesuai kebutuhan:</p> <ul style="list-style-type: none"> ▪ Informasi dan promosi melalui website, media sosial, iklan, dan promosi ▪ Survei kepuasan pelanggan <p>According to needs:</p> <ul style="list-style-type: none"> ▪ Information and promotion through websites, social media, advertisements and promotions ▪ Customer satisfaction survey 	<ul style="list-style-type: none"> ▪ 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 <p>Evaluate and follow up on customer satisfaction survey results</p> <ul style="list-style-type: none"> ▪ Improve the quality of media programs and services ▪ Deliver new programs and changes to the Company through various accessible platforms





Pemangku Kepentingan Stakeholder	Topik Utama Main Concern	Metode dan Frekuensi Pelibatan Pemangku Kepentingan Stakeholder Engagement Method and Frequency	Respons dan Tindak Lanjut Response and Follow Up
Agensi Iklan Advertising Agency	Kinerja Perseroan Company performance	<p>Sesuai kebutuhan:</p> <ul style="list-style-type: none"> Penyampaian informasi termasuk public expose Pertemuan dengan agensi iklan <p>According to needs:</p> <ul style="list-style-type: none"> Delivery of information including public expose Meeting with advertising agencies 	<ul style="list-style-type: none"> 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 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 Presenters	<p>Transparansi kontrak kerja dan pelaksanaannya</p> <p>Transparency of work contracts and the application</p>	<p>Sesuai kebutuhan:</p> <ul style="list-style-type: none"> Informasi kerja sama produksi dan pertemuan berkala <p>According to needs:</p> <ul style="list-style-type: none"> Information on production cooperation and regular meetings 	<ul style="list-style-type: none"> 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 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	<p>Transparansi tender, kontrak kerja, dan pelaksanaannya</p> <p>Transparency of tenders, work contracts and the implementation</p>	<p>Sesuai kebutuhan:</p> <ul style="list-style-type: none"> Informasi tender dan kontrak kerja sebagai dasar pelaksanaan kerja Pertemuan berkala dengan pemasok <p>According to needs:</p> <ul style="list-style-type: none"> Information on tenders and work contracts as a basis for implementation of work Regular meetings with suppliers 	<ul style="list-style-type: none"> Mendiskusikan kebutuhan Perseroan lebih awal Menyampaikan rencana program dan perubahan Perseroan yang terkait dengan kebutuhan pasokan barang dan jasa Discuss the needs of the Company in advance Deliver the Company's program plans and changes related to the supply of goods and services

Penentuan Topik Material dan Batasan Dampak

Berdasarkan hasil diskusi internal dengan memperhatikan kebutuhan pemangku kepentingan, Perseroan telah menetapkan delapan topik material. Seluruh topik material telah disetujui oleh Direksi sebagai badan tata kelola tertinggi dalam fungsi eksekutif Perseroan. Adapun dampak dari topik material telah dikelola oleh Perseroan dan menjadi prioritas dalam menjalankan kegiatan operasional bisnis. [2-12] [2-14] [3-1] [3-2]

Determination of Material Topic and Boundaries of Impact

Based on the results of internal discussions taking into account the needs of stakeholders, the Company has determined eight material topics. All material topics have been approved by the Board of Directors as the highest governance organ in the executive function of the Company. The impact of material topics has been managed by the Company and has become a priority in carrying out business operational activities. [2-12] [2-14] [3-1] [3-2]

Topik Material Material Topic	Topik Utama Main Concern	Batasan Dampak Impact Boundaries	
		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 process of business activities and supporting environmental concern.	Pemegang Saham Shareholders	Pemerintah dan Regulator Government and Regulator Investor

Topik Material Material Topic	Topik Utama Main Concern	Batasan Dampak Impact Boundaries	
		Internal Internal	Eksternal External
Ketenagakerjaan <i>Employment</i>	Kesetaraan dan kesempatan yang sama, keberagaman, dan hak asasi manusia bagi seluruh karyawan. <i>The Company respects equal opportunity and human rights for all employees and business partners.</i>	<ul style="list-style-type: none"> ▪ Pemegang Saham <i>Shareholders</i> ▪ Karyawan <i>Employee</i> 	<ul style="list-style-type: none"> ▪ Pemerintah dan Regulator <i>Government and Regulator</i> ▪ Pelanggan <i>Customers</i>
Pelatihan dan Pendidikan <i>Training and Education</i>	Pengembangan kompetensi karyawan dan penggunaan teknologi media. <i>Employee competency development and technology application.</i>	<ul style="list-style-type: none"> ▪ Pemegang Saham <i>Shareholders</i> ▪ Karyawan <i>Employee</i> 	<ul style="list-style-type: none"> ▪ Agensi Iklan <i>Advertising Agency</i> ▪ Pengisi Acara <i>Talents</i>
Perilaku Kompetitif <i>Competitive Behavior</i>	Keunggulan program, konten, dan layanan untuk dapat bersaing secara sehat dalam industri media. Perseroan juga menghormati hak intelektual yang mencerminkan perilaku kompetisi yang adil. <i>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.</i>	<ul style="list-style-type: none"> ▪ Pemegang Saham <i>Shareholders</i> ▪ Karyawan <i>Employee</i> 	<ul style="list-style-type: none"> ▪ Pemerintah dan Regulator <i>Government and Regulator</i> ▪ Pelanggan <i>Customers</i> ▪ Agensi Iklan <i>Advertising Agency</i> ▪ Pengisi Acara <i>Talents</i> ▪ Pemasok <i>Suppliers</i>
Antikorupsi <i>Anti-corruption</i>	Adanya sistem pelaporan, pelaksanaan tata kelola, termasuk strategi antikorupsi. <i>The existence of a reporting system, implementation of good governance including anti-corruption strategies.</i>	<ul style="list-style-type: none"> ▪ Pemegang Saham <i>Shareholders</i> ▪ Karyawan <i>Employee</i> 	<ul style="list-style-type: none"> ▪ Pemerintah dan Regulator <i>Government and Regulator</i> ▪ Investor ▪ Agensi Iklan <i>Advertising Agency</i> ▪ Pemasok <i>Suppliers</i>
Etika Media <i>Media Ethics</i>	Patuh pada peraturan publikasi dan media, dengan memperhatikan konten serta kredibilitas informasi yang disampaikan kepada publik. <i>Comply with publication and media regulations, by giving attention to the content and credibility of the information presented to the public.</i>	<ul style="list-style-type: none"> ▪ Pemegang Saham <i>Shareholders</i> ▪ Karyawan <i>Employee</i> 	<ul style="list-style-type: none"> ▪ Pemerintah dan Regulator <i>Government and Regulator</i> ▪ Investor ▪ Pelanggan <i>Customers</i> ▪ Agensi Iklan <i>Advertising Agency</i> ▪ Pengisi Acara <i>Talents</i>
Privasi Pelanggan <i>Customer Privacy</i>	Menghormati privasi pemangku kepentingan dan memastikan keamanan data pribadi pelanggan. <i>Respecting the data privacy and security of its stakeholders, both advertisers and viewers.</i>	<ul style="list-style-type: none"> ▪ Pemegang Saham <i>Shareholders</i> ▪ Karyawan <i>Employee</i> 	<ul style="list-style-type: none"> ▪ Pelanggan <i>Customers</i>





Kinerja Ekonomi

Economic Performance

RA
RDINARY



SCM berkomitmen untuk untuk menjaga kualitas tayangan, program, konten maupun produk multimedia lainnya yang berkualitas dan informatif.

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

Pengelolaan dan pemantauan kinerja ekonomi merupakan tanggung jawab Direktur Keuangan. Keberhasilan peningkatan kinerja ekonomi didapatkan dengan berbagai cara, antara lain:

- Memaksimalkan pendapatan periklanan.
- Mengembangkan platform digital *over-the-top* (OTT) Vidio dan KLY.
- Mengendalikan biaya program dan operasional, termasuk memanfaatkan konten dari pustaka untuk tayangan ulang program.

Selain itu, Perseroan juga tetap melaksanakan acara siaran secara daring (*online live streaming*) yang turut memberi ruang kepada para seniman agar tetap dapat berkarya di era *New Normal*.

Lebih lanjut, dengan melakukan berbagai upaya tersebut Perseroan berhasil meningkatkan pendapatan usaha yang lebih baik dibandingkan periode tahun sebelumnya. Kami menyajikan hasil kinerja ekonomi sesuai dengan angka audit dari seluruh kinerja entitas SCM. Seluruh pengelolaan dan pemantauan kinerja ekonomi merupakan tanggung jawab Direktur Keuangan yang dilaporkan kepada Direktur Utama secara berkala. [3-3]

Nilai Ekonomi Langsung Dihasilkan dan Didistribusikan (Rp Miliar) [201-1]

dalam miliar Rupiah	2022	2021	2020	in billion Rupiah
Nilai Ekonomi Langsung Diterima				Direct Economic Value Generated
Pendapatan	7.132,53	5.930,26	5.101,11	Revenue
Jumlah Nilai Ekonomi Langsung yang Diterima (A)	7.132,53	5.930,26	5.101,11	Total Direct Economic Value Generated (A)
Nilai Ekonomi Langsung Didistribusikan				Direct Economic Value Distributed
• Biaya operasional	4.430,32	2.886,52	2.491,63	Operating Costs •
• Upah dan Tunjangan Karyawan	934,61	734,05	657,85	Employee Wages and Benefits •
• Pembayaran kepada Penyedia Modal	158,02	0	0	Modal Payments to Providers of Capital •
• Pembayaran kepada Pemerintah	506,12	427,61	236,29	Payments to Government •
• Investasi Komunitas	15,68	16,47	41,02	Community Investments •
Jumlah Nilai Ekonomi Langsung Didistribusikan (B)	6.044,75	4.064,65	3.426,79	Total Direct Economic Value Distributed (B)
Nilai Ekonomi Langsung yang Ditahan (A-B)	1.087,78	1.865,61	1.674,32	Direct Economic Value Retained (A-B)

Target dan Realisasi Kinerja Keuangan

Selama periode pelaporan, Perseroan belum mengidentifikasi adanya kerugian signifikan akibat adanya dampak negatif dari perubahan iklim. Perseroan juga tidak menerima bantuan finansial apapun yang berasal dari Pemerintah. Demikian pula, kebijakan terkait pajak telah Perseroan bayarkan sesuai dengan peraturan perpajakan yang berlaku di Indonesia dan semua pelaporan ini telah diaudit oleh pihak independen. [201-2] [201-4]

SCM is committed to maintaining the informative quality of its broadcasts, programs, contents and other multimedia products.

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

The management and monitoring of economic performance are the responsibility of the Director of Finance. The success of economic performance improvement is realized through various ways, including:

- Maximizing advertising revenue.
- Developing digital *over-the-top* (OTT) platforms for Vidio and KLY.
- Controlling program and operational costs, including utilizing content from the library for program reruns.

In addition, the Company also continues to carry out online live streaming events which also provide space for artists to continue working in the *New Normal* era.

Furthermore, by carrying out these efforts, the Company has succeeded in increasing its operating revenue which was better than the previous year's period. We present economic performance results according to the audited figures of the consolidated performance of SCM entities. All the management and monitoring of economic performance are the responsibility of the Director of Finance which periodically reports to the President Director. [3-3]

Generated and Distributed Economic Values (Billion Rp) [201-1]

Financial Performance Targets and Realizations

During the reporting period, the Company has not identified any significant losses due to the negative impacts of climate change. The Company also did not receive any financial assistance from the Government. Likewise, the Company has paid its taxes in accordance with the applicable tax regulations in Indonesia and all of these reports have been audited by an independent party. [201-2] [201-4]





Rantai Pasokan [2-6]

SCM berupaya untuk meningkatkan proses rantai pasokan yang berkualitas, transparan, profesional, dan aman guna mewujudkan kinerja keuangan yang berkelanjutan. Rantai pasok ini meliputi seluruh proses pengadaan barang dan jasa yang kinerjanya menjadi tanggung jawab Divisi *Procurement* untuk disampaikan kepada Direktur Utama.

Perseroan terus berupaya untuk memberikan dampak ekonomi kepada bangsa Indonesia dengan lebih memprioritaskan pemasok nasional maupun lokal. Sampai akhir tahun 2022, terdapat 471 pemasok lokal (pelibatan pihak lokal) dengan nilai kontrak mencapai Rp1.846,30 miliar, turun 0,76% dibandingkan tahun 2021 sebesar Rp1.860,36 miliar. Secara berkala, seluruh pemasok akan dievaluasi secara rutin sesuai dengan peraturan atau kebijakan yang berlaku.

Jumlah Pemasok

Uraian Description	2022	2021	2020
	Total SCTV & Indosiar	Total SCTV & Indosiar	Total SCTV & Indosiar
Pemasok Lokal (Nasional) Local Supplier	471	407	445
Pemasok Luar Negeri Overseas Supplier	17	18	13
Total Pemasok Total Supplier	488	425	458

Nilai Kontrak Pengadaan (Rp Miliar)

Uraian Description	2022	2021	2020
	Total SCTV & Indosiar	Total SCTV & Indosiar	Total SCTV & Indosiar
Pemasok Lokal (Nasional) Local Supplier (National)	1.846,30	1.860,36	1.237,64
Pemasok Luar Negeri Overseas Supplier	601,05	109,86	83,02
Total Pemasok Total Supplier	2.447,35	1.970,22	1.320,66

Supply Chain [2-6]

SCM strives to improve the quality, transparency, professionalism and safety of supply chain processes in order to achieve sustainable financial performance. This supply chain includes the entire process of goods and services procurement whose performance is the responsibility of Procurement Division to be submitted to President Director.

The Company continues striving to provide economic impact to Indonesian citizens by prioritizing national and local suppliers. Until the end of 2022, there were 471 local suppliers (involvement of local parties) with contract values reaching Rp1,846.30 billion, a decrease of 0.76% compared to 2021 of Rp1,860.36 billion. Periodically, all suppliers will be routinely evaluated in accordance with applicable regulations or policies.

Total Suppliers

Procurement Contract Amount (Billion Rp)



1



2



3

1. Kegiatan *Media Literacy* kepada Anak-anak.
Media Literacy Activities for Children.
2. Pelatihan pembuatan pupuk organik kepada Petani.
Training on making organic fertilizer for Farmers.
3. Vaksin *booster* untuk membantu pemerintah mengatasi pandemi COVID-19.
Booster vaccine to help the government overcoming the COVID-19 pandemic.



YPP YAYASAN
PUNDI AMAL
PEDULI KASIH

IN
P
RAHA
LAT P
LOMI
YU
D





AN A MASAK STAINLESS,
PAN AN SEMBAKO
POK F GULA WARGA SEKITAR TX
IMAS TUS 2022



Tentang Laporan Keberlanjutan

ABOUT SUSTAINABILITY REPORT



Acuan Penerbitan Laporan Keberlanjutan

Laporan ini diterbitkan sesuai dengan kondisi Perseroan sepanjang tahun 2022 dengan mengacu pada ketentuan:

- POJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Perusahaan Publik; Pengungkapan informasi disesuaikan dengan bisnis Perseroan di bidang jasa (informasi dan aktivitas profesional) dan perdagangan. Laporan tidak mengungkapkan informasi yang kurang relevan seperti, penggunaan material ramah lingkungan, produk ramah lingkungan, dan beberapa hal terkait penerapan Keuangan Berkelanjutan (target pembiayaan). Selain itu, tidak terdapat tumpahan yang terjadi akibat kegiatan operasional Perseroan. [POJK51-F.3, F.5, F.15]
- SEOJK No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik; dan
- *Global Reporting Initiative (GRI) Standards 2021* dengan kesesuaian: 'reference to the GRI Standards'.

Periode, Cakupan, dan Batasan Pelaporan

Laporan Keberlanjutan diterbitkan oleh Perseroan tidak hanya untuk mematuhi peraturan yang disyaratkan oleh regulator, namun sebagai komitmen untuk menjalankan kegiatan operasional yang berkelanjutan. Laporan Keberlanjutan diterbitkan setiap tahun, yang sebelumnya diterbitkan pada tanggal 25 Mei 2022. Laporan memuat informasi dan data kinerja keberlanjutan periode 1 Januari 2022 – 31 Desember 2022. Khusus Laporan Keuangan Perusahaan mencakup seluruh anak Perseroan yang telah diaudit oleh Kantor Akuntan Publik (KAP). [2-2][2-3]

Tanggapan Umpan Balik Laporan Tahun Sebelumnya

Perseroan mengucapkan terima kasih kepada seluruh pemangku kepentingan yang telah memberikan saran, kritik, serta tanggapan atas Laporan Keberlanjutan SCM 2021. Kami telah menerima dan menanggapi seluruh saran, kritik, maupun tanggapan yang diberikan dengan menyampaikan hasil kinerja yang lebih komprehensif dalam Laporan ini.

Seluruh pemangku kepentingan juga dapat memberikan saran, kritik, dan tanggapan, maupun pertanyaan terkait Laporan Keberlanjutan 2022 melalui lembar umpan balik yang dilampirkan di halaman akhir laporan ini, maupun melalui:

Kontak Terkait Laporan [2-3] Contact for the Report [2-3]

Olle Wennerdahl
Head of Investor Relations
Member of the ESG Committee

SCTV Tower - Senayan City
Jalan Asia Afrika Lot 19, Jakarta 10270
Indonesia
Telp: (021) 2793 5599
Fax: (021) 2793 5598
E-mail: Corsec@scm.co.id

Pernyataan Kembali dan Verifikasi Pihak Independen

Laporan Keberlanjutan ini belum melalui proses verifikasi oleh pihak independen (eksternal). Namun, seluruh pengungkapan informasi pada laporan ini sudah disetujui dan diverifikasi oleh pihak internal yang bertanggung jawab, termasuk Pimpinan Perseroan. Dalam laporan ini tidak ada informasi yang dinyatakan kembali dari tahun sebelumnya. [POJK51-G.1] [2-4][2-14][2-5]

Sustainability Report Issuance Reference

This report is published based on the Company's conditions throughout 2022 by referring to the following provisions:

- POJK No. 51/POJK.03/2017 concerning Implementation of Public Company Sustainable Finance; Disclosure of information is tailored to the Company's business in the services (information and professional activities) and trading sectors. The report does not disclose less relevant information such as the use of environmentally friendly materials, environmentally friendly products, and several matters related to the implementation of Sustainable Finance (financing targets). In addition, there were no spills that occurred as a result of the Company's operational activities. [POJK51-F.3, F.5, F.15]
- SEOJK No. 16/SEOJK.04/2021 concerning Form and Content of Annual Reports of Issuers or Public Companies; and
- Global Reporting Initiative (GRI) Standards 2021 with conformity: 'reference to the GRI Standards'.

Period, Scope, and Boundary of Reporting

The Company publishes Sustainability Report not only to comply with the regulations required by regulators, but as a commitment to carry out sustainable operational activities. The Sustainability Report is published every year, the previous report was published on May 25, 2022. The report contains information and data on sustainability performance for the period of January 1, 2022 – December 31, 2022. The Company's Financial Statements specifically cover all of the Company's subsidiaries which has been audited by a Public Accounting Firm (KAP). [2-2][2-3]

Feedback on Previous Year's Report

The Company would like to thank all stakeholders who have provided suggestions, criticisms and responses to the 2021 SCM Sustainability Report. We have received and responded to all suggestions, criticisms and responses by preparing a more comprehensive performance results in this Report.

All stakeholders can also provide suggestions, criticisms and responses, as well as questions related to the 2022 Sustainability Report through the feedback sheet attached at the end of this report, or via:

Restatement and Independent Party Verification

This Sustainability Report has not been verified by an independent (external) party. However, all information disclosure in this report has been approved and verified by responsible internal parties, including the Company's Executives. In this report there is no restatement of information from the previous year. [POJK51-G.1] [2-4][2-14][2-5]

Referensi POJK 51 [POJK51-G.4]

POJK 51 Reference [POJK51-G.4]

POJK 51 OJK.03/2017	Pengungkapan Disclosure	Halaman Page
A. Strategi Keberlanjutan A. Sustainability Strategy		
A.1	Penjelasan Strategi Keberlanjutan Explanation of Sustainability Strategy	4-5
B. Ikhtisar Kinerja Aspek Berkelanjutan B. Sustainability Aspect Performance Highlights		
B.1. Aspek Ekonomi (3 tahun terakhir) B.1. Economic Aspect (last 3 years)	Kuantitas produksi atau jasa yang dijual Quantity of products and services being sold	6
	Pendapatan atau penjualan Revenues or sales	6
	Laba atau rugi bersih Net profits or loss	6
	Produk ramah lingkungan Environmentally friendly products	25
	Pelibatan pihak lokal yang berkaitan dengan proses bisnis Keuangan Berkelanjutan Involving local party who are related to Sustainable Financial business process	6
B.2. Aspek Lingkungan Hidup B.2. Environmental Aspect	Penggunaan energi (listrik dan air) Energy usage (electricity and water)	6
	Pengurangan emisi yang dihasilkan Reducing emission production	6
	Pengurangan limbah dan efluen yang dihasilkan Reducing waste and effluent production	6
	Pelestarian keanekaragaman hayati Biodiversity preservation	29
B.3. Aspek Sosial B.3. Social Aspect	Dampak positif dan negatif dari penerapan Keuangan Berkelanjutan Positive and negative impact from the implementation of Sustainable Finance	7
	Pengeluaran biaya untuk masyarakat Allocated fund for the community	7
C. Profil Perseroan C. Company Profile		
C.1	Visi, misi, dan nilai keberlanjutan Perseroan Vision, mission, and sustainability value of the Company	17
C.2	Nama, alamat, nomor telepon, nomor faksimile, email, dan situs resmi Name, address, phone number, fax number, email, and official website	16-17
C.3	Skala usaha (total aset atau kapitalisasi aset, total kewajiban, jumlah karyawan yang dibagi menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan), persentase kepemilikan saham (publik dan pemerintah), wilayah operasional Scale of business (total assets or assets capitalization, total liabilities, total employees based on gender, position, age, education, and employment status), share ownership percentage (public and government), operational area	18
C.4	Penjelasan singkat produk, layanan, dan kegiatan usaha yang dijalankan Brief explanation on products, services, and business activities	16
C.5	Keanggotaan pada asosiasi Membership in association	18
C.6	Perubahan Perseroan yang bersifat signifikan misal terkait dengan penutupan atau pembukaan cabang, dan struktur kepemilikan Significant changes in the Company, such as the closing or opening of branches, and ownership structure	17
D. Penjelasan Direksi D. Board of Directors' Explanation		
D.1	Kebijakan untuk merespons tantangan dalam pemenuhan strategi keberlanjutan Policy to response to challenges in fulfilling sustainability strategy	9-10
D.2	Penjelasan respons Perseroan terkait penerapan Keuangan Berkelanjutan Explanation on the Company's response related to the implementation of Sustainable Finance	10-11
D.3	Strategi pencapaian target Target achievement strategy	11





POJK 51 OJK.03/2017	Pengungkapan Disclosure	Halaman Page
E. Tata Kelola Keberlanjutan E. Sustainability Governance		
E.1	Penanggung jawab penerapan Keuangan Berkelanjutan Responsible person for the implementation of Sustainable Finance	42-43
E.2	Pengembangan kompetensi terkait Keuangan Berkelanjutan Competency development related to Sustainable Finance	43
E.3	Penilaian risiko atas penerapan Keuangan Berkelanjutan Risk assessment on Sustainable Finance implementation	5
E.4	Hubungan dengan pemangku kepentingan Relationship with the stakeholders	44-46
E.5	Permasalahan terhadap penerapan Keuangan Berkelanjutan Issues on Sustainable Finance implementation	5
F. Kinerja Keberlanjutan F. Sustainability Performance		
F.1	Kegiatan membangun budaya keberlanjutan Activities to establish sustainability culture	5
Kinerja Ekonomi Economic Performance		
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of Target and Production Performance, Portfolio, Financing Target, or Investment, Income and also Profit and Loss	49-50
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of Targets and Portfolio Performance, Financing Targets, or Investments in Financial Instruments or Projects Compatible with Sustainable Finance	54
Kinerja Lingkungan Hidup Environment Performance		
Aspek Umum General Aspect	F.4 Biaya Lingkungan Hidup Environmental Cost	29
Aspek Material Material Aspect	F.5 Penggunaan Material yang Ramah Lingkungan The Use of Environmentally Friendly Materials	25, 54
Aspek Energi Energy Aspect	F.6 Jumlah dan Intensitas Energi yang Digunakan Amount and Intensity of Energy Used	25-28
	F.7 Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements of Energy Efficiency and The Use of Renewable Energy	27
Aspek Air Water Aspect	F.8 Penggunaan Air The Use of Water	28
Aspek Keanekaragaman Hayati Biodiversity Aspect	F.9 Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impact of Operational Areas Nearby or Located in Conservation Areas or Possessing Biodiversity	29
	F.10 Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Effort	29
Aspek Emisi Emission Aspect	F.11 Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Amount and Intensity of Emissions Produced Based on Type	27
	F.12 Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Emission Reduction Efforts and Achievements	28
Aspek Limbah dan Efluen Waste and Effluent Aspects	F.13 Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Produced Based on Type	28-29
	F.14 Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism	28-29
	F.15 Tumpahan yang Terjadi (jika ada) Spills Occurrence (if any)	54
Aspek Pengaduan Terkait Lingkungan Hidup Aspects of Complaints Related to the Environment	F.16 Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Material of Environmental Complaints Received and Resolved	25

POJK 51 OJK.03/2017	Pengungkapan Disclosure	Halaman Page
Kinerja Sosial Social Performance		
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Providing Equal Products and/or Services to Consumers	37
Aspek Ketenagakerjaan Employment Aspect	F.18 Kesetaraan Kesempatan Bekerja Equal Employment Opportunity	33
	F.19 Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	33
	F.20 Upah Minimum Regional Regional Minimum Wage	34
	F.21 Lingkungan Bekerja yang Layak dan Aman Decent and Safe Working Environment	34
	F.22 Pelatihan dan Pengembangan Kemampuan Pegawai Employee Capabilities Training and Development	34-35
Aspek Masyarakat Community Aspect	F.23 Dampak Operasi terhadap Masyarakat Sekitar Impact of Operations on Surrounding Communities	35
	F.24 Pengaduan Masyarakat Public Complaint	35
	F.25 Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Environmental and Social Responsibility Activities (TJSL)	35-37
Tanggung Jawab Pengembangan Produk dan/atau Jasa Keuangan Berkelanjutan Sustainable Finance Products and/or Services Development Responsibility		
F.26	Inovasi dan Pengembangan Produk/Jasa Berkelanjutan Innovation and Sustainable Product/Service Development	39
F.27	Produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan Products and services regarding the safety for customers	39
F.28	Dampak Produk/Jasa Product/Service Impact	38
F.29	Jumlah produk yang ditarik kembali Total recalled products	38
F.30	Survei kepuasan pelanggan terhadap produk dan/atau Jasa Keuangan Keberlanjutan Customer satisfaction survey on products and/or Sustainability Financial Services	38
G. Lain-lain C. Others		
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from an Independent Party (if any)	54
G.2	Lembar Umpan Balik Feedback Sheet	55
G.3	Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Review on Previous Year's Sustainability Report Feedback	54
G.4	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik List of Disclosures According to Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies	59



Indeks Konten GRI

GRI Content Index

Standar GRI/Sumber Lain GRI Standard/Other Source	Pengungkapan Disclosure	Halaman Page
Pengungkapan Umum/General Disclosures		
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1 Rincian organisasi 2-1 Organizational details	16
	2-2 Entitas yang termasuk dalam pelaporan keberlanjutan organisasi 2-2 Entities included in the organisation's sustainability reporting	54
	2-3 Periode pelaporan, frekuensi, dan titik kontak 2-3 Reporting period, frequency, and contact point	54
	2-4 Penyajian kembali informasi 2-4 Restatements of information	54
	2-5 Jaminan eksternal 2-5 External assurance	54
	2-6 Aktivitas, rantai nilai, dan hubungan bisnis lainnya 2-6 Activities, value chain, and other business relationships	16
	2-7 Karyawan 2-7 Employees	31-32
	2-8 Pekerja yang bukan karyawan 2-8 Workers who are not employees	31-32
	2-9 Struktur dan komposisi tata kelola 2-9 Governance structure and composition	42
	2-10 Nominasi dan pemilihan badan tata kelola tertinggi 2-10 Nomination and selection of the highest governance body	42
	2-11 Ketua badan tata kelola tertinggi 2-11 Chair of the highest governance body	42
	2-12 Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak 2-12 Role of the highest governance body in overseeing the management of impacts	46
	2-13 Pendelegasian tanggung jawab untuk mengelola dampak 2-13 Delegation of responsibility for managing impacts	42
	2-14 Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan 2-14 Role of the highest governance body in sustainability reporting	54
	2-15 Konflik kepentingan 2-15 Conflicts of interest	42
	2-16 Komunikasi keprihatinan kritis 2-16 Communication of critical concerns	42
	2-17 Pengetahuan kolektif dari badan tata kelola tertinggi 2-17 Collective knowledge of the highest governance body	4
	2-18 Evaluasi kinerja badan tata kelola tertinggi 2-18 Evaluation of the performance of the highest governance body	42
	2-19 Kebijakan remunerasi 2-19 Remuneration policies	34
	2-20 Proses penentuan remunerasi 2-20 Process to determine remuneration	34
	2-21 Rasio kompensasi total tahunan 2-21 Annual total compensation ratio	42
	2-22 Pernyataan tentang strategi pembangunan berkelanjutan 2-22 Statement on sustainable development strategy	4
	2-23 Komitmen kebijakan 2-23 Policy commitments	4, 17
	2-24 Menanam komitmen kebijakan 2-24 Embedding policy commitments	4
	2-25 Proses untuk memulihkan dampak negatif 2-25 Processes to remediate negative impacts	5
	2-26 Mekanisme untuk mencari saran dan menyampaikan kekhawatiran 2-26 Mechanisms for seeking advice and raising concerns	44
	2-27 Kepatuhan terhadap hukum dan peraturan 2-27 Compliance with laws and regulations	49
	2-28 Asosiasi keanggotaan 2-28 Membership associations	18-19
	2-29 Pendekatan keterlibatan pemangku kepentingan 2-29 Approach to stakeholder engagement	44-46
	2-30 Perjanjian perundingan bersama 2-30 Collective bargaining agreements	33-34
Topik Material/Material Topics		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-1 Proses penentuan topik material 3-1 Process to determine material topics	46-47
	3-2 Daftar topik material 3-2 List of material topics	46-47

Standar GRI/Sumber Lain GRI Standard/Other Source	Pengungkapan Disclosure	Halaman Page
Economic Performance/Economic Performance		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Pengelolaan topik material 3-3 Management of material topics	49
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1 Nilai ekonomi langsung dihasilkan dan didistribusikan 201-1 Direct economic value generated and distributed	49
	201-2 Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim 201-2 Financial implications and other risks and opportunities due to climate change	49
	201-3 Kewajiban program pensiun manfaat pasti dan program pensiun lainnya 201-3 Defined benefit plan obligations and other retirement plans	-
	201-4 Bantuan finansial yang diterima dari pemerintah 201-4 Financial assistance received from government	49
Antikorupsi/Anti-corruption		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Pengelolaan topik material 3-3 Management of material topics	43
GRI 205: Antikorupsi 2016 GRI 205: Anti-corruption 2016	205-1 Operasi-operasi yang dinilai memiliki risiko terkait korupsi 205-1 Operations assessed for risks related to corruption	43
	205-2 Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi 205-2 Communication and training about anti-corruption policies and procedures	43
	205-3 Insiden korupsi yang terbukti dan tindakan yang diambil 205-3 Confirmed incidents of corruption and actions taken	44
Energi/Energy		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Pengelolaan topik material 3-3 Management of material topics	25
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1 Konsumsi energi dalam organisasi 302-1 Energy consumption within the organisation	25-26
	302-2 Konsumsi energi di luar organisasi 302-2 Energy consumption outside of the organization	-
	302-3 Intensitas energi 302-3 Energy intensity	27
	302-4 Pengurangan konsumsi energi 302-4 Reduction of energy consumption	27
	302-5 Pengurangan pada energi yang dibutuhkan untuk produk dan jasa 302-5 Reductions in energy requirements of products and services	-
Emisi/Emissions		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Pengelolaan topik material 3-3 Management of material topics	27
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1 Emisi GRK (Cakupan 1) langsung 305-1 Direct (Scope 1) GHG emissions	27
	305-2 Emisi energi GRK (Cakupan 2) tidak langsung 305-2 Energy indirect (Scope 2) GHG emissions	27
	305-3 Emisi GRK (Cakupan 3) tidak langsung lainnya 305-3 Other indirect (Scope 3) GHG emissions	27
	305-4 Intensitas emisi GRK 305-4 GHG emissions intensity	27
	305-5 Pengurangan emisi GRK 305-5 Reduction of GHG emissions	27
	305-6 Emisi zat perusak ozon (ODS) 305-6 Emissions of ozone-depleting substances (ODS)	-
	305-7 Nitrogen oksida (NOx), belerang oksida (SOx), dan emisi udara signifikan lainnya 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
Limbah/Waste		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Pengelolaan topik material 3-3 Management of material topics	28
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1 Timbulan limbah dan dampak signifikan terkait limbah 306-1 Waste generation and significant waste-related impacts	28-29
	306-2 Manajemen dampak signifikan terkait limbah 306-2 Management of significant waste-related impacts	28-29
	306-3 Timbulan limbah 306-3 Waste generated	-
	306-4 Limbah yang dialihkan dari pembuangan akhir 306-4 Waste diverted from disposal	-
	306-5 Limbah yang dikirimkan ke pembuangan akhir 306-5 Waste directed to disposal	-
Pekerjaan/Employment		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Pengelolaan topik material 3-3 Management of material topics	33
GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016	401-1 Perekrutan karyawan baru dan perputaran karyawan 401-1 New employee hires and employee turnover	33
	401-2 Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	34
	401-3 Cuti melahirkan 401-3 Parental leave	33





Tentang Laporan Ini About this Report



Standar GRI/Sumber Lain GRI Standard/Other Source	Pengungkapan Disclosure	Halaman Page
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-5 Pelatihan pekerja mengenai kesehatan dan keselamatan kerja 403-5 Worker training on occupational health and safety	34
	403-9 Kecelakaan kerja 403-9 Work-related injuries	34
Pelatihan dan Pendidikan/Training and Education		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Pengelolaan topik material 3-3 Management of material topics	34
GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1 Rata-rata jam pelatihan per tahun per karyawan 404-1 Average hours of training per year per employee	35
	404-2 Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan 404-2 Programs for upgrading employee skills and transition assistance programs	34
	404-3 Persentase karyawan yang menerima tinjauan kinerja dan pengembangan karier secara berkala 404-3 Percentage of employees receiving regular performance and career development reviews	35
Keanekaragaman dan Kesempatan yang Sama/Diversity and Equal Opportunity		
GRI 405: Keanekaragaman dan Kesetaraan Peluang GRI 405: Diversity and Equal Opportunity	405-2 Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki 405-2 Ratio of basic salary and remuneration of women to men	34
Tanpa Diskriminasi/Non-discrimination		
GRI 406: Tanpa Diskriminasi 2016 GRI 406: Non-discrimination 2016	406-1 Insiden diskriminasi dan tindakan korektif yang diambil 406-1 Incidents of discrimination and corrective actions taken	33
GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016	408-1 Operasi dan pemasok yang berisiko tinggi terhadap insiden pekerja anak 408-1 Operations and suppliers at significant risk for incidents of child labor	33
GRI 409: Kerja Paksa atau Kerja Wajib 2016 GRI 409: Forced or Compulsory Labor 2016	409-1 Operasi dan pemasok dengan risiko signifikan untuk insiden kerja paksa atau kerja wajib 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	33
Privasi Pelanggan/Customer Privacy		
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Pengelolaan topik material 3-3 Management of material topics	39
GRI 418: Privasi Pelanggan 2016 GRI 418: Customer Privacy 2016	418-1 Pengaduan beralasan mengenai pelanggaran privasi pelanggan dan hilangnya data pelanggan 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	39

Lembar Umpan Balik [POJK-G.2]

Feedback Sheet [POJK-G.2]

Laporan Keberlanjutan PT Surya Citra Media Tbk Tahun 2022 telah memberikan gambaran kinerja keuangan dan keberlanjutan. Kami mengharapkan masukan, kritik, dan saran dari Bapak/Ibu/Saudara atas penyajian Laporan Keberlanjutan 2022 ini melalui kontak atau email di bagian bawah lembar ini:

The 2022 Sustainability Report of PT Surya Citra Media Tbk describes the Company's financial and sustainability performance. We are looking forward to the feedbacks, criticisms, and suggestions from all stakeholders after reading this 2022 Sustainability Report through the following contact or email:

Profil Anda/Your Profile

Nama (bila berkenan)/Name (optional) : _____

Institusi/Perusahaan : _____
Institution/Company

Surel/Email : _____

Telp/Hp/Phone/Mobile : _____

Golongan Pemangku Kepentingan/Stakeholder Group

- | | |
|---|--|
| <input type="checkbox"/> Pemegang Saham/Shareholder | <input type="checkbox"/> Media/Media |
| <input type="checkbox"/> Pelanggan/Customer | <input type="checkbox"/> Mitra Usaha/Business Partner |
| <input type="checkbox"/> Pegawai/Employee | <input type="checkbox"/> Masyarakat dan komunitas/Public and community |
| <input type="checkbox"/> Pemerintah/Government | <input type="checkbox"/> Lain-lain, mohon sebutkan
Others, please mention |

Mohon pilih jawaban berikut yang paling sesuai dengan pertanyaan di bawah/Please chose the most appropriate answer to the following questions

	Ya/Yes	Tidak/No
Laporan ini mudah dimengerti/This report is easy to understand	_____	_____
Laporan ini bermanfaat bagi Anda/This report is useful for You	_____	_____
Laporan ini sudah menggambarkan kinerja Perseroan dalam pembangunan berkelanjutan This report has described the Company's performance in sustainable development	_____	_____

Mohon berikan penilaian topik material yang paling penting menurut anda bagi keberlanjutan PT Surya Citra Media Tbk (nilai 1 = paling tidak penting s.d. 5 = paling penting)/Please rate the material topics that are most important to you for the sustainability of PT Surya Citra Media Tbk (1: not useful, 5: very useful).

- Kinerja Ekonomi/Economic Performance
- Ketenagakerjaan/Employment
- Pelatihan dan Pendidikan/Training and Education
- Perilaku Kompetitif/Competitive Behavior
- Antikorupsi/Anti-corruption
- Etika Media/Media Ethics
- Privasi Pelanggan/Customer Privacy

Saran atau kritik terkait laporan/Suggestion or criticism regarding the report:

Terima kasih atas masukan anda. Mohon lembar umpan balik dapat dikirim melalui surat elektronik kepada kontak yang tertera di laporan ini.
Thank you for your feedback. Please send this feedback sheet to the email provided in this report.

Olle Wennerdahl
Head of Investor Relation
Member of the ESG Committee

SCTV Tower - Senayan City
Jalan Asia Afrika Lot 19, Jakarta 10270
Indonesia
T: (021) 2793 5599
F: (021) 2793 5598
E: Olle.wennerdahl@scm.co.id, Corsec@scm.co.id





2022 Laporan Keberlanjutan Sustainability Report

PT Surya Citra Media Tbk
SCTV Tower - Senayan City
Jl. Asia Afrika Lot. 19
Jakarta 10270
Telp/Phone: +62 21 2793 5599
Fax: +62 21 2793 5598

www.scm.co.id

