

# INDEX PEMENUHAN TATA KELOLA PERUSAHAAN FULFILLMENT INDEX OF GOVERNANCE GUIDELINES



**PT SELAMAT SEMPURNA Tbk**  
MEMBER OF ADR GROUP

Index Pemenuhan ini guna memenuhi Peraturan Jasa Keuangan (POJK) Nomor 21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka dan Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 32/ SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka. Dalam penerapan 5 (lima) aspek, 8 (delapan) prinsip tata kelola perusahaan yang baik serta 25 (dua puluh lima) rekomendasi penerapan aspek dan prinsip tata kelola perusahaan yang baik berdasarkan pendekatan “comply or explain”.

Fulfillment Index to comply with the Regulation of Financial Services Authority Number 21/POJK.04/2015 regarding the Implementation of the Corporate Governance Guideline on Public Company and Circular of the Financial Services Authority (SEOJK) Number 32/SEOJK.04/2015 on Corporate Governance Guideline for Public Company. In the implementation of 5 (five) aspects, 8 (eight) principles of good corporate governance and 25 (twenty-five) recommendations in respect of the implementation of aspects and good corporate governance principles based on “comply or explain” approach.

**Aspek 1**  
**Aspect 1**

Hubungan Perusahaan Terbuka dengan Pemegang Saham dalam Menjamin Hak-Hak Pemegang Saham.  
Relationship between Public Companies and Shareholders in Ensuring Shareholders' Rights.

Prinsip 1 Principle 1	Meningkatkan Nilai Penyelenggaraan Rapat Umum Pemegang Saham (RUPS). Increase the Value of General Meeting of Shareholders (GMS).	Rekomendasi Recommendation	Keterangan Remarks
1	Perusahaan Terbuka memiliki cara atau prosedur teknis pengumpulan suara ( <i>voting</i> ) baik secara terbuka maupun tertutup yang mengedepankan independensi dan kepentingan Pemegang Saham.  Public Companies have a method or procedure for voting, whether open or closed, that protects the independence and the interests of the Shareholders.		Patuh Comply

**Kepatuhan Perseroan**  
**The Company Compliance**

Perseroan memiliki prosedur pemungutan suara yang menjaga independensi maupun kebebasan Pemegang Saham. Prosedur ini dijelaskan dalam Tata Tertib Rapat Umum Pemegang Saham, yang dibagikan sebelum penyelenggaraan Rapat. Tata Tertib menyatakan bahwa Ketua Rapat akan menanyakan apakah ada Pemegang Saham dan/atau kuasanya yang tidak setuju dengan butir-butir agenda, atau yang memilih untuk *abstain*, dengan cara mengangkat tangan sesuai dengan instruksi pilihan yang ditawarkan oleh Ketua Rapat. Para Pemegang Saham tersebut kemudian diberikan Kartu Suara yang dapat mereka isi secara rahasia, menyatakan abstain atau ketidaksetujuan mereka. Setiap penghitungan suara mengacu pada jumlah saham yang dipegang oleh masing-masing Pemegang Saham (*Poll Vote*). Suara kemudian dihitung, divalidasi dan diumumkan oleh pihak independen, yaitu Biro Administrasi Efek dan Notaris.

Pasal 23.4 Anggaran Dasar Perseroan menyatakan bahwa setiap saham yang diterbitkan dengan hak suara memiliki satu suara (satu saham satu suara).

The Company has a voting procedure that protects the independence or freedom of Shareholders. The voting procedure is explained in the Rules of Conduct for the General Meeting of Shareholders, which is distributed prior to the Meeting. The Rules of Conduct state that the Chair of the Meeting will ask if there are any Shareholders and/or their proxies who do not agree with the subject of an agenda item, or who choose to abstain, by raising hand in accordance with instruction of choices offered by the Chair of the Meeting. Those Shareholders are then given a vote card which they can fill in confidentially, declaring their abstention or disagreement. Every vote count refers to the number of shares held by each Shareholder (*Poll Vote*). The votes are counted, validated and announced by independent parties, i.e. the Securities Administration Bureau and Notary.

Article 23.4 of the Company's Articles of Association states that each issued share with voting rights has one vote (one share one vote).

Rekomendasi Recommendation	Keterangan Remarks
2	Seluruh anggota Direksi dan anggota Dewan Komisaris Perusahaan Terbuka hadir dalam Rapat Umum Pemegang Saham Tahunan.  All members of the Board of Directors and Board of Commissioners attend the Annual General Meeting of Shareholders.

**Kepatuhan Perseroan**  
**The Company Compliance**

RUPS Tahunan Perseroan Tahun 2025 dihadiri oleh seluruh anggota Direksi dan seluruh anggota Dewan Komisaris. Daftar hadir disertakan dalam risalah RUPS, yang dapat ditemukan di situs web Perseroan.

The Company's 2025 Annual GMS was attended by all members of the Board of Directors and all members of the Board of Commissioners. The attendance list is included in the minutes of the AGMS, which can be found on the Corporate website.

**Aspek 1**  
**Aspect 1**

Hubungan Perusahaan Terbuka dengan Pemegang Saham dalam Menjamin Hak-Hak Pemegang Saham.  
Relationship between Public Companies and Shareholders in Ensuring Shareholders' Rights.

Prinsip 1 Principle 1	Meningkatkan Nilai Penyelenggaraan Rapat Umum Pemegang Saham (RUPS). Increase the Value of General Meeting of Shareholders (GMS).	Rekomendasi Recommendation	Keterangan Remarks
3	Ringkasan risalah RUPS tersedia dalam situs web Perusahaan Terbuka paling sedikit selama 1 (satu) tahun. A summary of the minutes of the AGM is available on the website of a Public Company for at least 1 (one) year.		Patuh Comply

**Kepatuhan Perseroan**  
**The Company Compliance**

Pada tahun 2025 Perseroan telah menerbitkan Ringkasan Risalah RUPS Tahunan melalui (i) situs web Penyedia Elektronik RUPS (e-RUPS) yang disediakan oleh PT Kustodian Sentral Efek Indonesia (PT KSEI), (ii) situs web Bursa Efek Indonesia (IDX) dan (iii) situs web Perseroan ([www.smsm.co.id](http://www.smsm.co.id)) dalam dwibahasa (dalam bahasa Indonesia dan bahasa Inggris). Ringkasan ini diterbitkan satu hari kerja setelah diselenggarakannya RUPS. Risalah RUPS sejak 2014 tersedia di situs web Perseroan.

In 2025 the Company has published the Summary Minutes of the Annual GMS through (i) the Electronic GMS (e-GMS) Provider's website which provided by Indonesia Central Securities Depository (PT KSEI), (ii) the Indonesia Stock Exchange (IDX) website and (iii) the Company's website ([www.smsm.co.id](http://www.smsm.co.id)) in bilingual (in Indonesian and English). The summary is published one working day after the Annual GMS. Minutes of Annual GMS dating back to 2014 are available on the Company website.

Prinsip 2 Principle 2	Meningkatkan Kualitas Komunikasi Perusahaan Terbuka dengan Pemegang Saham atau Investor. Strengthening the Quality of Communication Between Public Companies and the Shareholders or Investors.	Rekomendasi Recommendation	Keterangan Remarks
4	Perusahaan Terbuka memiliki suatu kebijakan komunikasi dengan Pemegang Saham atau Investor. Public Companies have a policy on communication with the Shareholders or Investors.		Patuh Comply

**Kepatuhan Perseroan**  
**The Company Compliance**

Perseroan memiliki kebijakan komunikasi dengan Pemegang Saham dan Investor. Kebijakan yang tersedia di situs web Perseroan tersebut menjelaskan kebijakan dan proses yang mendukung komunikasi efektif dan efisien dengan Pemegang Saham dan Investor dengan cara mendorong keterlibatan aktif mereka dan memastikan bahwa hak-hak mereka dilindungi dan dilaksanakan.

Komunikasi yang dilakukan oleh Perseroan diantaranya melalui pelaksanaan RUPS, Paparan Publik, Laporan Keuangan Tahunan dan Interim, Laporan Tahunan, Laporan Keberlanjutan, melakukan komunikasi dan diskusi dengan analis atau komunitas investasi, serta menyediakan situs web.

The Company has a policy on Shareholder communications. The policy, which is available on the corporate website, describes policies and processes that support effective and efficient communication with Shareholders and Investors, encourage their active involvement and ensure that their rights are protected and exercised.

Communication carried out by the Company includes the implementation of the GMS, Public Expose, Annual and Interim Financial Reports, Annual Reports, Sustainability Reports, communicating and discussions with analysts or the investment community, and providing a website.

Rekomendasi Recommendation	Keterangan Remarks
5 Perusahaan Terbuka mengungkapkan kebijakan komunikasi Perusahaan Terbuka dengan Pemegang Saham atau Investor dalam Situs Web. Public Companies disclose their policies on communication with the Shareholders or Investors on the Website.	Patuh Comply

**Kepatuhan Perseroan**  
**The Company Compliance**

Kebijakan Komunikasi Pemegang Saham & Investor tersedia di situs web Perseroan pada menu Tata Kelola.

The Shareholder & Investor Communications Policy is available on the Company website under the Corporate Governance menu.

**Aspek 2**  
Aspect 2

Fungsi dan Peran Dewan Komisaris.  
Function and Role of the Board of Commissioners.

Prinsip 3 Principle 3	Memperkuat Keanggotaan dan Komposisi Dewan Komisaris. Strengthening the Membership and Composition of the Board of Commissioners.	Rekomendasi Recommendation	Keterangan Remarks
6	Penentuan jumlah anggota Dewan Komisaris mempertimbangkan kondisi Perusahaan Terbuka.  The determination of the number of members of the Board of Commissioners takes into account the condition of the Public Company.		Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Penentuan jumlah Dewan Komisaris telah mempertimbangkan kondisi Perseroan, yang mengacu pada Anggaran Dasar Perseroan dan Peraturan Perundang-Undangan yang berlaku. Jumlah Dewan Komisaris Perseroan per tanggal 31 Desember 2025 adalah 3 (tiga) orang, dimana 1 (satu) anggota Dewan Komisaris Perseroan (33%) merupakan komisaris independen. Komposisi Dewan Komisaris Perseroan secara keseluruhan telah memenuhi ketentuan peraturan Otoritas Jasa Keuangan No.33/POJK.04/2014.

Determination of the quantity of members of the Board of Commissioners has been made by considering the condition of the Company with reference to the Company's Articles of Association and Prevailing Laws and Regulations. The Quantity of the Board of Commissioners in the Company as of December 31, 2025 is 3 (three) persons, in which is 1 (one) of the members (33%) of the Board of Commissioners are independent. As such, the Company is in compliance with the provisions of OJK No.33/POJK.04/2014.

Rekomendasi Recommendation	Keterangan Remarks
7 Penentuan komposisi anggota Dewan Komisaris memperhatikan keberagaman keahlian, pengetahuan dan pengalaman yang dibutuhkan.  The determination of the composition of the Board of Commissioners takes into account the diversity of expertise, knowledge and experience required.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Komposisi anggota Dewan Komisaris telah memenuhi aspek keberagaman keahlian, pengetahuan dan pengalaman yang dibutuhkan sesuai dengan bidang usaha Perseroan.

The composition of the members of the Board of Commissioners has met the diversity of skills, knowledge and experience required in accordance with the Company's business field.

Rekomendasi Recommendation	Keterangan Remarks
8 Dewan Komisaris mempunyai kebijakan penilaian sendiri (self-assessment) untuk menilai kinerja Dewan Komisaris.  The Board of Commissioners has a policy on self-assessment to evaluate the performance of the Board of Commissioners.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Dewan Komisaris melakukan penilaian tahunan secara mandiri atas kinerjanya berdasarkan kriteria yang direkomendasikan oleh Komite Nominasi dan Remunerasi, termasuk pengawasan dan dukungan Dewan Komisaris terhadap penerapan tata kelola perusahaan yang baik dalam Perseroan. Hal ini ditetapkan dalam Pedoman Dewan Komisaris bagian Pertanggungjawaban.

The Board of Commissioners conducts an annual self-assessment of its performance based on the criteria recommended by the Nomination and Remuneration Committee, which include their oversight of, and support for, the implementation of good corporate governance in the Company. It is specified in the Board Commissioners Charter under the Accountability section.

**Aspek 2**  
Aspect 2

Fungsi dan Peran Dewan Komisaris.  
Function and Role of the Board of Commissioners.

**Prinsip 3**  
Principle 3

Memperkuat Keanggotaan dan Komposisi Dewan Komisaris.  
Strengthening the Membership and Composition of the Board of Commissioners.

	<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks
9	Kebijakan penilaian sendiri ( <i>self-assessment</i> ) untuk menilai kinerja Dewan Komisaris, diungkapkan melalui Laporan Tahunan Perusahaan Terbuka.  Self-assessment policy to assess the performance of Board of Commissioners is to be disclosed in Public Companies Annual Report.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Kebijakan *self-assessment* Dewan Komisaris diungkapkan dalam Laporan Tahunan pada bagian Tata Kelola Perusahaan sub bagian Dewan Komisaris. Laporan pengawasan Dewan Komisaris selama tahun berjalan dapat dilihat pada Laporan Dewan Komisaris yang tercantum dalam Laporan Tahunan ini.

The Board of Commissioners' self-assessment policy is disclosed in the Annual Report, under the Corporate Governance section, subsection of the Board of Commissioners. The Report of the Board of Commissioners' supervision of management during the year under review are presented in the Report of the Board of Commissioner on this Annual Report.

	<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks
10	Dewan Komisaris mempunyai kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan.  The Board of Commissioners has a policy on the resignation of members of the Board of Commissioners who are involved in financial crimes.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan memiliki kebijakan terkait pengunduran diri bagi anggota Dewan Komisaris jika seorang anggota Dewan dinyatakan bersalah atas tindak pidana. Hal ini ditetapkan dalam Pedoman Dewan Komisaris pada bagian Pengunduran Diri.

The Company has a policy of resignation for members of the Board of Commissioners if a Board member is convicted of a criminal offence. This is stated in the Board of Commissioners' Charter under the Resignation section.

	<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks
11	Dewan Komisaris atau Komite yang menjalankan fungsi Remunerasi dan Nominasi menyusun kebijakan suksesi dalam proses nominasi anggota Direksi.  The Board of Commissioners or the committee that performs the Remuneration and Nomination functions develops a succession policy for the process of nominating members of the Board of Directors.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan telah memiliki Komite Nominasi dan Remunerasi yang menyusun kebijakan suksesi dalam proses Nominasi anggota Direksi. Perencanaan suksesi dalam Perseroan adalah sebuah proses sistematis dan komprehensif yang mencakup pemetaan bakat, identifikasi orang-orang dengan potensi kepemimpinan di seluruh organisasi dan program pengembangan terintegrasi yang menggabungkan pelatihan, pembinaan, penempatan kerja dan rotasi.

The Company has a Nomination and Remuneration Committee that compiles a succession policy in the process of the Nomination of Directors. The Company's Nomination and Remuneration Committee has made recommendations on succession planning. Succession planning in the Company is a systematic and comprehensive process that covers talent mapping, identification of people with leadership potential across the organisation and an integrated development programme that incorporates training, mentoring and coaching, job placements and rotation.

**Aspek 3**  
Aspect 3

Fungsi dan Peran Direksi.  
Function and Role of the Board of Directors.

**Prinsip 5**  
Principle 5

Memperkuat Keanggotaan dan Komposisi Direksi.  
Strengthening the Membership and Composition of the Board of Directors.

	<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks
12	<p>Penentuan jumlah anggota Direksi mempertimbangkan kondisi Perusahaan Terbuka serta efektivitas dalam pengambilan keputusan.</p> <p>The determination of the number of members of the Board of Directors takes into account the condition of the Public Company and the effectiveness of decision making.</p>	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Penentuan jumlah anggota Direksi berpedoman pada peraturan yang berlaku dan mempertimbangkan kondisi Perseroan sebagai Perusahaan Terbuka serta efektivitas dalam pengambilan keputusan. Jumlah anggota Direksi di Perseroan sampai dengan tanggal 31 Desember 2025 adalah 5 (lima) orang.

Determination of the number of the members of the Board of Directors is in compliance with the applicable regulation and considers the Company's condition as a Public Company as well as its effectiveness in the decision-making process. The number of members of the Board of Directors of the Company as of December 31, 2025 was 5 (five) persons.

	<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks
13	<p>Penentuan komposisi anggota Direksi memperhatikan, keberagaman keahlian, pengetahuan dan pengalaman yang dibutuhkan.</p> <p>The determination of the composition of the Board of Directors takes into account the diversity of expertise, knowledge and experience required.</p>	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan telah memastikan bahwa keberagaman usia, keahlian, pengetahuan, pengalaman dan latar belakang sosial telah terwakili dalam komposisi Direksi.

The Company has ensured that the diversity of age, expertise, knowledge, experience and social background has been represented in the composition of the Board of Directors.

**Aspek 3**  
Aspect 3

Fungsi dan Peran Direksi.  
Function and Role of the Board of Directors.

**Prinsip 5**  
Principle 5

Memperkuat Keanggotaan dan Komposisi Direksi.  
Strengthening the Membership and Composition of the Board of Directors.

	<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks
14	<p>Anggota Direksi yang membawahi bidang akuntansi atau keuangan memiliki keahlian dan/atau pengetahuan di bidang akuntansi.</p> <p>Members of the Board of Directors who head accounting or finance areas have expertise in and/or knowledge of accounting.</p>	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Profil Direktur Keuangan Perseroan saat ini memiliki latar belakang pendidikan di bidang Akuntansi dan telah memiliki pengalaman di bidang keuangan pada beberapa perusahaan, yang dibuktikan dengan latar belakang pendidikan, sertifikasi pelatihan dan/atau pengalaman kerja terkait. Profil Direktur Keuangan Perseroan dapat dilihat pada bagian Profil Direksi dari Laporan ini.

The current Finance Director has an educational background in Accountancy and has amassed financial experience in several companies, as evidenced by their educational background, certification of training and/or related work experience. The profile of the respective Director is available in the Board of Directors Profile section of this report.

**Aspek 3**  
Aspect 3

Fungsi dan Peran Direksi.  
Function and Role of the Board of Directors.

<b>Prinsip 6</b> Principle 6	Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Direksi. Strengthening the Quality of the Execution of Duties and Responsibilities of the Board of Directors.
<b>Rekomendasi</b> Recommendation	
15	Direksi mempunyai kebijakan penilaian sendiri ( <i>self-assessment</i> ) untuk menilai kinerja Direksi. The Board of Directors has a policy on self-assessment to evaluate the performance of the Board of Directors.
<b>Keterangan</b> Remarks	
Patuh Comply	

**Kepatuhan Perseroan**  
The Company Compliance

Direksi telah memiliki kebijakan penilaian sendiri (*self-assessment*). Direksi melakukan penilaian tahunan secara mandiri atas kinerja kolektif dan individualnya berdasarkan kriteria yang diajukan oleh Komite Nominasi dan Remunerasi. Kriteria tersebut meliputi kinerja keuangan dan bisnis Perseroan, penerapan tata kelola perusahaan yang baik dan kepatuhan terhadap peraturan yang berlaku. Kinerja Direksi dievaluasi setiap tahun oleh Dewan Komisaris.

The Directors have a self-assessment policy. The Board of Directors conducts an annual self-assessment of its collective and individual performance based on criteria proposed by the Nomination and Remuneration Committee, which include the Company's financial and business performance, the implementation of good corporate governance and compliance with the prevailing regulations. The Board's performance is also evaluated annually by the Board of Commissioners.

<b>Rekomendasi</b> Recommendation		<b>Keterangan</b> Remarks
16	Kebijakan penilaian sendiri ( <i>self-assessment</i> ) untuk menilai kinerja Direksi diungkapkan melalui laporan tahunan Perusahaan Terbuka. The policy on self-assessment to evaluate the performance of the Board of Directors is stated in the annual report of a Public Company.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Kebijakan penilaian sendiri (*self-assessment*) untuk menilai kinerja Direksi telah diungkapkan melalui Laporan Tahunan Perusahaan bagian Tata Kelola Perusahaan sub bagian Direksi.

Self-assessment policy to evaluate the performance of the Board of Directors has been disclosed in the Company's Annual Report, under the Corporate Governance section, sub-section of the Board of Directors.

<b>Rekomendasi</b> Recommendation		<b>Keterangan</b> Remarks
17	Direksi mempunyai kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan. The Board of Directors has a policy on the resignation of members of the Board of Directors if they are involved in financial crimes.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan memiliki kebijakan terkait pengunduran diri bagi anggota Direksi apabila anggota Direksi tidak lagi memenuhi persyaratan perundangan-perundangan yang berlaku, termasuk terlibat dalam kejahatan keuangan. Hal ini ditetapkan dalam Pedoman Direksi pada bagian Pengunduran Diri dan Anggaran Dasar Perseroan.

The Company has a policy of resignation for members of the Board of Directors if a Board member does not meet such requirements, including involving in a financial crime. This is stated in the Board of Directors' Charter under the Resignation section and the Company's Articles of Association.

**Aspek 4**  
Aspect 4

Partisipasi Pemangku Kepentingan.  
Stakeholder Participation.

<b>Prinsip 7</b> Principle 7	Meningkatkan Aspek Tata Kelola Perusahaan melalui Partisipasi Pemangku Kepentingan. Strengthening Corporate Governance Aspects through Stakeholder Participation.
<b>Rekomendasi</b> Recommendation	
18	Perusahaan Terbuka memiliki kebijakan untuk mencegah terjadinya <i>insider trading</i> . Public Companies have a policy on preventing insider trading.
<b>Keterangan</b> Remarks	
Patuh Comply	

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan memiliki kebijakan untuk mencegah terjadinya informasi orang dalam (*insider trading*) yang ditetapkan dalam Standar Etika Perusahaan, menetapkan bahwa Dewan Komisaris, Direksi dan karyawan dilarang menggunakan informasi orang dalam (*insider trading*) untuk membeli atau menjual sekuritas di PT Selamat Sempurna Tbk. Sekuritas tersebut dapat mencakup saham, ekuitas dan derivatif, atau lindung nilai. Rincian tentang pencegahan *Insider Trading* dinyatakan dalam Standar Etika Perusahaan, yang dapat diakses di situs web Perseroan.

The Company has a policy to prevent insider trading which is stipulated in the Corporate Code of Conduct. The Code specifies that the Board of Commissioners, Board of Directors and employees are prohibited from using insider information to buy or sell securities in PT Selamat Sempurna Tbk. Securities may include shares, equities and derivatives, or hedging. Details on the prevention of Insider Trading are provided in the Corporate Code of Conduct, which can be accessed on the Company's website.

<b>Rekomendasi</b> Recommendation		<b>Keterangan</b> Remarks
19	Perusahaan Terbuka memiliki kebijakan anti-korupsi dan anti- <i>fraud</i> . Public Companies have anti-corruption and anti-fraud policies.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan memiliki Kebijakan anti-korupsi dan anti-*fraud* yang merupakan satu kesatuan dari Standar Etika Perusahaan pada bagian Pemberian dan Penerimaan Gratifikasi, Donasi dan Kebijakan tentang Larangan Suap. Perseroan memiliki komitmen untuk berbisnis secara berintegritas dengan konsistensi berstandar tinggi secara global, termasuk pendekatan tanpa toleransi (*zero tolerance*) terhadap praktik suap dan korupsi yang berlaku untuk semua usaha Perseroan, tanpa menghiraukan praktik bisnis lokal. Kebijakan anti-korupsi dan anti-*fraud* ini mencakup apa yang harus dilakukan dan tidak boleh dilakukan karyawan untuk memenuhi ketentuan tersebut.

The Company has anti-corruption and anti-fraud policy which is an integral part of the Corporate Code of Conduct under the section of Giving and Receiving Gratification, Donations and Policy on Bribery Prohibition. The Company's commitment to doing business ethically includes a zero-tolerance approach to bribery and corruption, irrespective of local business practices. The anti-corruption and anti-fraud policy clearly explains what employees must and must not do to comply with the Company's provisions.

**Aspek 4**  
Aspect 4

Partisipasi Pemangku Kepentingan.  
Stakeholder Participation.

<b>Prinsip 7</b> Principle 7	Meningkatkan Aspek Tata Kelola Perusahaan melalui Partisipasi Pemangku Kepentingan. Strengthening Corporate Governance Aspects through Stakeholder Participation.
Rekomendasi Recommendation	
20	Perusahaan Terbuka memiliki kebijakan tentang seleksi dan peningkatan kemampuan pemasok atau vendor. Public Companies have a policy on the selection and improvement of vendors.
Keterangan Remarks	
	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan berkomitmen untuk menjalankan proses pengadaan barang dan jasa secara profesional dan transparan. Komitmen untuk terciptanya proses pengadaan barang dan jasa yang profesional dan transparan tersebut tertuang dalam Kebijakan Perseroan yaitu:

1. Kebijakan Seleksi Pemasok atau Vendor dan Peningkatan Kemampuan Pemasok atau Vendor  
Kebijakan ini sesuai dengan Peraturan Otoritas Jasa Keuangan No.21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Publik, dimana lebih lanjut diatur dalam Surat Edaran Otoritas Jasa Keuangan No.32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka.
2. Kode Etik Pemasok  
Kode Etik Pemasok berlaku untuk penyedia barang dan/atau jasa di Perseroan. Melalui Kode Etik Pemasok ini, Perseroan menginformasikan persyaratan minimum yang diharap dapat diikuti oleh pemasok saat menjalankan bisnis dengan cara yang etis, bertanggung jawab secara sosial dan juga terhadap lingkungan.

Kebijakan Seleksi Pemasok atau Vendor dan Peningkatan Kemampuan Pemasok atau Vendor dan Kode Etik Pemasok tersedia di situs web Perseroan ([www.smsm.co.id](http://www.smsm.co.id)), pada bagian Tata Kelola.

The Company is committed to carry out goods and services procurement in a professional and transparent manner. The commitment to realize a professional and transparent procurement is stipulated in the Company's Policy i.e.:

1. Policy on Vendor or Supplier Selection and Capability Improvement  
The aforementioned policy in accordance with OJK Regulation No.21/POJK.04/2015 concerning the Implementation of Good Corporate Governance Guidelines of the Public Company, which is further stipulated in Circular Letter of OJK No.32/SEOJK.04/2015 concerning Corporate Governance Guidelines for the Public Company.
2. Supplier's Code of Conduct  
The Company's Supplier Code of Conduct applies to the Company's vendors of goods and/or services. Through this Supplier Code of Conduct, the Company communicate the minimum requirements that expected suppliers to follow while conducting business in an ethical, social and environmentally responsible manner.

The Policy on Supplier or Vendor Selection and Capability Improvement and Supplier's Code of Conduct is available on the Company website ([www.smsm.co.id](http://www.smsm.co.id)), in the Corporate Governance section.

Rekomendasi Recommendation		Keterangan Remarks
21	Perusahaan Terbuka memiliki kebijakan tentang pemenuhan hak-hak kreditur. Public Companies have a policy on fulfilling creditors' rights.	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan menjunjung tinggi dan memiliki kebijakan tentang pemenuhan hak-hak kreditur yang ditetapkan dalam Kebijakan Pemenuhan Hak-Hak Kreditur yang tersedia dalam bagian Tata Kelola di situs web Perseroan.

The Company upholds the creditor's rights and has a policy on the fulfilment of the creditors' rights specified in the Fullfilment Creditor Rights Policy which is available in the Corporate Governance section of the Company website.

**Aspek 4**  
Aspect 4

Partisipasi Pemangku Kepentingan.  
Stakeholder Participation.

<b>Prinsip 7</b> Principle 7	Meningkatkan Aspek Tata Kelola Perusahaan melalui Partisipasi Pemangku Kepentingan. Strengthening Corporate Governance Aspects through Stakeholder Participation.	
<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks	
22	<p>Perusahaan Terbuka memiliki kebijakan sistem <i>whistleblowing</i>.</p> <p>Public Companies have a policy on the whistleblowing system.</p>	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan memiliki kebijakan terkait sistem *whistleblowing*. Setiap pelaporan *whistleblowing* yang masuk akan dinilai apakah termasuk pelanggaran terhadap Standar Etika Perusahaan. Kebijakan tersebut dapat dilihat di situs web Perseroan, pada bagian Tata Kelola.

The Company has a policy on the whistleblowing system. Every whistleblowing report received is assessed to determine whether the reported concern constitutes a breach of the Corporate Code of Conduct. The policy can be seen on the Company website, in the Corporate Governance section.

<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks	
23	<p>Perusahaan Terbuka memiliki kebijakan pemberian insentif jangka panjang kepada Direksi dan Karyawan.</p> <p>Public Companies have a policy on long-term incentive for the Board of Directors and Employees.</p>	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan memiliki Kebijakan Pemberian Kompensasi Jangka Panjang dalam bentuk Program *Employee Stock Allocation (ESA)* yang dilakukan sejak tahun 2018. Informasi mengenai kebijakan pemberian kompensasi jangka panjang berbasis kinerja kepada karyawan yang dimiliki Perseroan telah dijelaskan lebih lanjut pada bagian Tata Kelola dan bagian Pengelolaan dan Pengembangan Sumber Daya Manusia di Laporan Tahunan ini.

The Company has Long-Term Compensation Policy in term of Employee Stock Allocation (ESA) Program which is conduct since 2018. Information regarding the policy of providing long-term compensation performance based to the employees of the Company has been explained in the Corporate Governance section and the Human Capital Management and Development section of this Annual Report.

**Aspek 5**  
Aspect 5

Keterbukaan Informasi.  
Information Disclosure.

<b>Prinsip 8</b> Principle 8	Meningkatkan Pelaksanaan Keterbukaan Informasi. Strengthening Information Disclosure.	
<b>Rekomendasi</b> Recommendation	<b>Keterangan</b> Remarks	
24	<p>Perusahaan Terbuka memanfaatkan penggunaan teknologi informasi secara lebih luas selain situs web sebagai media keterbukaan informasi.</p> <p>Public Companies make use of information technology other than the website as a means for disclosing information.</p>	Patuh Comply

**Kepatuhan Perseroan**  
The Company Compliance

Perseroan memanfaatkan penggunaan teknologi informasi sebagai media keterbukaan. Selain situs web, Perseroan menggunakan akun LinkedIn (@PTSelamatSempurnaTbk) dan Stockbit (@SMSM) untuk menyebarkan berita perusahaan.

The Company makes use of information technology for disclosing information. Besides the corporate website, the Company uses its LinkedIn account (@PTSelamatSempurnaTbk) and Stockbit (@SMSM) to disseminate corporate news.

**Aspek 5**  
Aspect 5

Keterbukaan Informasi.  
Information Disclosure.

**Prinsip 8**  
Principle 8

Meningkatkan Pelaksanaan Keterbukaan Informasi.  
Strengthening Information Disclosure.

**Rekomendasi**  
Recommendation

**Keterangan**  
Remarks

25

Laporan Tahunan Perusahaan Terbuka mengungkapkan pemilik manfaat akhir dalam kepemilikan saham Perusahaan Terbuka paling sedikit 5% (lima persen), selain pengungkapan pemilik manfaat akhir dalam kepemilikan saham Perusahaan Terbuka melalui Pemegang Saham Utama dan Pengendali.

The Annual Report of a Public Company discloses the ultimate beneficial owner in shareholdings in a Public Company of at least 5% (five percent), other than the declaration of the ultimate beneficial owner in the shareholding of a Public Company through the Main and Controlling Shareholders.

Patuh  
Comply

**Kepatuhan Perseroan**  
The Company Compliance

Laporan Tahunan Perseroan mengungkapkan pemilik manfaat akhir dalam kepemilikan saham Perseroan paling sedikit 5% (lima persen), selain pengungkapan pemilik manfaat akhir dalam kepemilikan saham Perseroan melalui Pemegang Saham Utama dan Pengendali. Pengungkapan mengenai kepemilikan saham utama dan pengendali dapat dilihat pada bagian Profil Perusahaan dari Laporan Tahunan ini.

The Company's Annual Report discloses the ultimate beneficial owner in shareholdings in the Company of at least 5% (five percent), other than the declaration of the ultimate beneficial owner in the shareholding of the Company through the Main and Controlling Shareholders. Disclosure of share ownerships of major and controlling shareholders are presented in Corporate Profile section of this Annual Report.