

ASEAN Corporate Governance Scorecard PT Mitra Keluarga Karyasehat Tbk 2022

Part A - Rights of Shareholders			
Part	Principles and Recommendations	Practice	Remarks
A.1	Basic Shareholder Rights		
A.1.1	Does the Company pay (interim and final/annual) dividends in an equitable and timely manner; that is, all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by annual general meeting (AGM) for final dividends? In case the Company has offered Script dividend, did the Company paid the dividend within 60 days?	Interim Dividend: Mitra Keluarga didn't distribute Interim Dividend Script Dividend: Mitra Keluarga didn't distribute Script Dividend Final Dividend: Mitra Keluarga paid final dividend in an equitable and timely manner, 30 days after being approved by shareholder. AGMS date : May 11, 2022 Dividend payment date : June 10, 2022	Annual Report Page 100 Summary of Minutes of AGMS 2022
A.2	Right to participate in decisions concerning fundamental corporate changes		
	Do shareholders have the right to participate in:		
A.2.1	Amendments to the Company's constitution?	Shareholders have the right to participate in the amendments to the Company's constitution. Information about the right of MIKA's Shareholders to participate on any amendments on the Company's Constitution are identified in Annual Report of the Company.	Annual Report Page 109
A.2.2	The authorization of additional shares?	Shareholders have the right to participate in the authorization of additional shares. Information about the right of MIKA's Shareholders to participate on the authorization of additional shares are identified in BOC-BOD Charter.	BOC Charter BOD Charter
A.2.3	The transfer of all or substantially all assets, which in effect results in the sale of the Company?	Shareholders have the right to participate in the transfer of all or substantially all assets. Information about the right of MIKA's Shareholders have the right to participate in the transfer of all or substantially all assets are identified in BOC-BOD Charter.	BOC Charter BOD Charter

A.3	Right to participate effectively in and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholder meetings.		
A.3.1	Do shareholders have the opportunity, evidenced by an agenda item, to approve remuneration (fees, allowances, benefit-in-kind and other emoluments) or any increases in remuneration for the non-executive directors/ commissioners?	Shareholder have the opportunity to approve remuneration or any increase in remuneration for the non-executive director/commissioners. The agenda of AGMS, the shareholders approved and determined the honorarium and other benefits for BOD and BOC. The shareholders were also been informed of the same through: The Notice of AGMS which was published in Company's website 28 days before the AGMS. The Result of AGMS which was published in Company's website by the next working days after the AGMS.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.2	Does the company provide non-controlling shareholders a right to nominate candidates for board of directors/ commissioners?	Shareholder have the opportunity to approve remuneration or any increase in remuneration for the non-executive director/commissioners. The Announcement of AGMS was published in Mitra Keluarga's website 14 days before the Notice of AGMS.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.3	Does the company allow shareholders to elect directors/commissioners individually?	Members of the Board of Directors are appointed and dismissed the AGMS. This provision shall also apply to the AGMS held in order to revoke or strengthen the decision of temporary dismissal of members of the Board of Directors.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.4	Does the company disclose the voting procedures used before the start of meeting?	Mitra Keluarga disclosed the voting procedures used at AGMS in the Company's website.	Code of Conduct AGMS 2022
A.3.5	Do the minutes of the most recent AGM record that the shareholders were given the opportunity to ask questions and the questions raised by shareholders and answers given recorded?	The questions raised by shareholders and answer given were recorded in Summary of Minutes of AGMS.	Annual Report Page 110 Summary of Minutes of AGMS 2022

A.3.6	Does the company disclose the voting results including approving, dissenting, and abstaining votes for all resolutions/each agenda item for the most recent AGM?	Mitra Keluarga disclosed the voting results including approving, dissenting, and abstaining votes for all resolutions/each agenda item for the AGMS.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.7	Does the company disclose the list of board members who attended the most recent AGM?	Mitra Keluarga disclosed the Board of Director and Board of Commissioners who attended the most recent AGMS.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.8	Does the company disclose that all board members and the CEO (if he is not a board member) attended the most recent AGM?	Mitra Keluarga disclosed that All Board member attended the most recent AGMS.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.9	Does the company allow voting in absentia?	The attendance of a shareholder in the AGMS can be represented by other shareholders or by a third party authorized by a letter of attorney. Member of the Board of Directors, Board of Commissioners, secretary of the Board of Commissioners, and the employees can represent a shareholder in the AGMS however shall not cast a vote on behalf of the shareholders.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.10	Did the company vote by poll (as opposed to by show of hands) for all resolutions at the most recent AGM?	Mitra Keluarga vote by poll for all resolutions at the AGMS. Voting mechanism in AGMS: 1. Shareholders or their proxies that are abstain and against the proposed agenda are requested to raise their hands and submit their votes; 2. Shareholders or their proxies who do not raise their hands are deemed in favor of the proposed agenda or item in discussion; 3. Shareholders or their proxies that are abstain will be counted as the same votes with the majority of shareholders who cast their votes; 4. The notary announces voting result.	Annual Report Page 110 Summary of Minutes of AGMS 2022

A.3.11	Does the company disclose that it has appointed an independent party (scrutineers/inspectors) to count and/or validate the votes at the AGM?	Mitra Keluarga appointed independent party to count and/or validate the votes at the AGMS.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.12	Does the company make publicly available by the next working day the result of the votes taken during the most recent AGM/EGM for all resolutions?	Mitra Keluarga has published voting result under AGMS 2022 within 1 (one) business day or the next working day. AGMS held on May 11, 2022, and Mitra Keluarga announce the voting result on May 12, 2022.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.13	Does the company provide at least 21 days' notice for all AGMs and EGMS?	Mitra Keluarga provide at least 21 days' notice for all AGMS and EGMS. Announcement AGMS 2022 : April 4, 2022 Convocation AGMS 2022 : April 19, 2022 AGMS 2022 : May 11, 2022.	Annual Report Page 110 Announcement of AGMS 2022
A.3.14	Does the company provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of AGM/circulars and/or the accompanying statement?	Mitra Keluarga provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of AGM/circulars and/or the accompanying statement.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.3.15	Does the company give the opportunity for shareholder to place item/s on the agenda of AGM?	Mitra Keluarga give the opportunity for shareholder to place item/s on the agenda of AGMS.	Annual Report Page 110 Summary of Minutes of AGMS 2022
A.4	Markets for corporate control should be allowed to function in an efficient and transparent manner		
A.4.1	In cases of mergers, acquisitions and/or takeovers requiring shareholders' approval, does the board of directors/ commissioners of the company appoint an independent party to evaluate the fairness of the transaction price?	Based on OJK Regulation No. 42/POJK.04/2020 regarding to the affiliate transactions and conflicts of interest and in order to ensure the fairness of the transaction price in the event of acquisitions, BOD and/BOC will appoint an independent party to evaluate the fairness of the transaction price for affiliate transaction.	IDX-OJK Information Disclosure
A.5	The exercise of ownership rights by all shareholders, including institutional investors, should be facilitated		
A.5.1	Does the company disclose its practices to encourage shareholders to engage the company beyond AGM?	Mitra Keluarga disclose its practices to encourage shareholders to engage the company beyond AGMS.	Company's Website - Investor Calendar

Part B - Equitable Treatment of Shareholders			
Part	Principles and Recommendations	Practice	Remarks
B.1	Shares and Voting Rights		
B.1.1	Does the company's ordinary or common shares have one vote for one share?	Each share of Mitra. Keluarga has one vote for one share	Annual Report Page 109
B.1.2	Where the company has more than one class of shares, does the company publicize the voting rights attached to each class of shares (e.g. through the company website reports/the stock exchange/the regulator's website)?	The provisions in the Mitra Keluarga Articles of Association do not divide more than one classification of shares that can affect different voting rights. Mitra Keluarga has only one class of shares.	Annual Report Page 109
B.2	Notice of AGM		
B.2.1	Does each resolution in the most recent AGM deal with only one item, i.e., there is no bundling of several items into the same resolution?	Each resolution in AGMS 2022 only deals with only one item and there is no bundling of several items into the same resolution.	Announcement of AGMS 2022
B.2.2	Are the company's notice of the most recent AGM/circulars fully translated into English and published on the same date as the local - language version?	Mitra Keluarga's notice of the most recent AGMS/circulars fully translated into English and published on the same date as the Bahasa Indonesia (April 4, 2022).	Announcement of AGMS 2022 - Indonesia Announcement of AGMS 2022 - English
	Does the notice of AGM/circulars have the following details:		
B.2.3	Are the profiles of directors/commissioners (at least age, academic qualification, date of appointment, experience, and directorships in other listed companies) in seeking election/re-election included?	The profiles of directors/commissioners in seeking election/re-election are included and reflected in the Company's Website.	Summary of Minutes of AGMS 2022
B.2.4	Are the auditors seeking appointment/re-appointment clearly identified?	-	-
B.2.5	Were the proxy documents made easily available?	Proxy documents available at Mitra Keluarga's website and Share Administration Bureau ("BAE") i.e PT Adimitra Jasa Korpora.	Summary of Minutes of AGMS 2022

B.3 Insider trading and abusive self-dealing should be prohibited			
B.3.1	Does the company have policies and/or rules prohibiting directors/commissioners and employees to benefit from knowledge which is not generally available to the market?	Mitra Keluarga has policies and/or rules prohibiting directors/commissioners and employees to benefit from knowledge which is not generally available to the market (insider trading activities) as mention in Conflict of Interest Policy.	BOC Charter BOD Charter
B.3.2	Are the directors/commissioners required to report their dealings in company shares within 3 business days?	Mitra Keluarga has policies related to the requirement for directors/commissioners to report their dealings in Company shares within 3 business days.	BOC Charter BOD Charter
B.4 Related party transactions by directors and key executive			
B.4.1	Does the company have a policy requiring directors/commissioners to disclose their interest in transactions and any other conflicts of interest?	Mitra Keluarga has a policy requiring directors/commissioners to disclose their interest in transactions and any other conflicts of interest.	BOC Charter BOD Charter
B.4.2	Does the company have a policy requiring a committee of independent directors/commissioners to review material RPTs to determine whether they are in the best interests of the company and shareholders?	Mitra Keluarga has a policy requiring a committee of independent directors/commissioners to review material RPTs to determine whether they are in the best interests of the company and shareholders.	BOC Charter BOD Charter
B.4.3	Does the company have a policy requiring board members (directors/commissioners) to abstain from participating in the board discussion on a particular agenda when they are conflicted?	Mitra Keluarga has a policy requiring board members (directors/commissioners) to abstain from participating in the board discussion on a particular agenda when they are conflicted.	BOC Charter BOD Charter
B.4.4	Does the company have policies on loans to directors and commissioners either forbidding this practice or ensuring that they are being conducted at arm's length basis and at market rates?	-	-

B.5 Protecting minority shareholder from abusive actions			
B.5.1	Does the company disclose that RPTs are conducted in such a way to ensure that they are fair and at arms' length?	Mitra Keluarga has disclose that transactions with related parties (Related Party Transaction) in 2021 has been conducted in a fair, normal commercial terms and arm length basis.	Annual Report Page 101
B.5.2	In case of related party transactions requiring shareholders' approval, is the decision made by disinterested shareholders?	-	-
Part C - Role of Stakeholders			
Part	Principles and Recommendations	Practice	Remarks
C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected		
	Does the Company disclose a policy and practices that address:		
C.1.1	The existence and scope of the company's efforts to address customers' welfare?	Mitra Keluarga has disclose a policy and practices that address the existence and scope of the Mitra Keluarga's efforts to address customers' welfare.	Annual Report Page 203
C.1.2	Supplier/contractor selection procedures?	-	-
C.1.3	The company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Mitra Keluarga has policies and practices regarding to the Company efforts to ensure its value chain are environmentally friendly.	Annual Report Page 203
C.1.4	The company's efforts to interact with the communities in which they operate?	Mitra Keluarga has policies and practices regarding to the Company efforts to interact with the communities.	Annual Report Page 203
C.1.5	The company's anti-corruption programs and procedures?	Mitra Keluarga disclose the policies and practices regarding to the anti-corruption programs and procedures.	Code of Ethics
C.1.6	How creditors' rights are safeguarded?	-	-
C.1.7	Does the company have a separate report/section that discusses its efforts on environment/economy and social issues?	Mitra Keluarga has a separate Corporate Social Responsibility section that discusses its efforts on environment, economy, and social issues.	Annual Report Page 179

C.2	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights		
C.2.1	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	Mitra Keluarga provide contact details via website or Annual Report which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights. Stakeholder can share their concerns and/or complaints through Company's website.	Whistleblowing Policy
C.3	Mechanisms for employee participation should be permitted to develop		
C.3.1	Does the company explicitly disclose the policies and practices on health, safety and welfare for its employees?	Mitra Keluarga has policies and practices regarding health, safety and welfare for its employees.	Annual Report Page 221 Safety and Anti-Sexual Harassment Policy
C.3.2	Does the company explicitly disclose the policies and practices on training and development programs for its employees?	Mitra Keluarga has policies and practices on training and development programs for its employees.	Annual Report Page 220
C.3.3	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	-	-
C.4	Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this		
C.4.1	Does the company have a whistleblowing policy which includes procedures for complaints by employees and other stakeholders concerning alleged illegal and unethical behavior and provide contact details via the company's website or annual report	Mitra Keluarga has Whistleblowing Policy.	Whistleblowing Policy
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals alleged illegal/unethical behavior from retaliation?	Through the Whistleblowing Policy, Mitra Keluarga ensures the protection to the reporting party, witnesses and reporters, among others the protection of identity confidentiality, providing facilities that are possible under applicable law, as well as protection from counterattack by the reported party.	Whistleblowing Policy

Part D - Disclosure and Transparency			
Part	Principles and Recommendations	Practice	Remarks
D.1	Transparent ownership structure		
D.1.1	Does the information on shareholdings reveal the identity of beneficial owners, holding 5% shareholding or more?	Information on shareholding covers the information of ultimate shareholders, Top 20 shareholders, >5% shareholdings and shareholdings by BOC and BOD members.	Annual Report Page 110
D.1.2	Does the company disclose the direct and indirect (deemed) shareholdings of major and/or substantial shareholders?	Mitra Keluarga disclose the direct and indirect (deemed) shareholdings of major and/or substantial shareholders.	Annual Report Page 60
D.1.3	Does the company disclose the direct and indirect (deemed) shareholdings of directors (commissioners)?	Mitra Keluarga disclose the direct and indirect (deemed) shareholdings of directors and commissioners.	Annual Report Page 61
D.1.4	Does the company disclose the direct and indirect (deemed) shareholdings of senior management?	-	-
D.1.5	Does the company disclose details of the parent/holding company, subsidiaries, associates, joint ventures and special purpose enterprises/vehicles (SPEs)/(SPVs)?	Mitra Keluarga disclose details of the parent/holding company, subsidiaries, associates, joint ventures and special purpose enterprises/vehicles.	Annual Report Page 46
D.2	Quality of Annual Report		
D.2.1	Corporate Objectives	Vision : We desire to be people-centered and leading edge healthcare provider Mission : We are committed to optimize million's quality of life by providing compassionate, trusted, patient-oriented care. Mitra Keluarga's vision, mission, company's culture and key values were disclosed in Annual Report.	Annual Report Page 38
D.2.2	Financial Performance indicators	The disclosure of Mitra Keluarga's financial performance target and projections are available on Annual Report.	Annual Report Page 90

D.2.3	Non-Financial Performance indicators	Mitra Keluarga also uses non-financial indicators to measure the success and sustainability of its business. These include: customers satisfactory survey, customers complaints, employee turnover ratio, Company's contribution to the environment and society. Such indicators were disclosed in the Annual Report.	Annual Report Page 207
D.2.4	Dividend Policy	Mitra Keluarga's Dividend policy was disclosed in Company's Prospectus.	Prospectus Page 14
D.2.5	Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of all directors/commissioners	Biographical details and any other directorships of listed companies) of all directors/commissioners are disclosed in Annual Report.	Annual Report Page 48 Annual Report Page 51
D.2.6	Attendance details of each director/commissioner in all directors/commissioners' meetings held during the year	Attendance details of each director/commissioner in all directors/commissioners' meetings held during the year are disclosed in Annual Report.	Annual Report Page 126 Annual Report Page 139
D.2.7	Total remuneration of each member of the board of directors/commissioners	Mitra Keluarga's Annual Report discloses the Board of Commissioners' Remuneration and Board of Directors' Remuneration.	Annual Report Page 141
Corporate Governance Confirmation Statement			
D.2.8	Does the Annual Report contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue?	Mitra Keluarga has disclosed a statement confirming the company's compliance with the code of corporate governance.	Annual Report Page 166
D.3 Disclosure of Related Party Transactions (RPTs)			
D.3.1	Does the company disclose its policy covering the review and approval of material RPTs?	Based on OJK regulation No.42/POJK.04/2020 related to affiliate transactions and conflict of interest transactions, Mitra Keluarga has disclosed the information regarding to the latest affiliate transactions happened in 2017.	Annual Report Page 87

D.3.2	Does the company disclose the name, relationship, nature and value for each material RPTs?	Based on OJK regulation No.42/POJK.04/2020 related to affiliate transactions and conflict of interest transactions, Mitra Keluarga has disclosed the name, relationship, nature and value regarding to the latest affiliate transactions happened in 2017.	Annual Report Page 87
D.4	Directors and Commissioners dealings in the shares of the company		
D.4.1	Does the company disclose trading in the company's shares by insiders?	Mitra Keluarga has disclose the share ownership of Directors and Commissioners in tabular form showing ownership at the end of the year.	Annual Report Page 123 Annual Report Page 136
D.5	External Auditor and Auditor Report		
	Where the same audit firm is engaged for both audit and non-audit services		
D.5.1	Are the audit and non-audit fees disclosed?	The audit and non-audit fees disclosed were disclosed.	Annual Report Page 154
D.5.2	Does the non-audit fee exceed the audit fees?	The non-audit fees don't exceed the audit fees disclosed are disclosed.	Annual Report Page 154
D.6	Media of Communications		
	Does the company use the following modes of communication?		
D.6.1	Quarterly Reporting	Mitra Keluarga published quarterly report which can be downloaded from Company's website. Mitra Keluarga published its financial statement quarterly through national newspapers and Stock Exchange's website. The financial statement for the period of 1st - 3rd quarter (non-audited) shall be published no later than 1 month after the end of the report period. While for annual financial statements (audited) shall be published no later than 3 months after the end of the report period.	Company's Website - Quarterly Financial Report

D.6.2	Company Website	<p>Mitra Keluarga recognizes the importance of continuous communication with its investors, customers, shareholders and other stakeholders. Mitra Keluarga is committed to perform complete, fairly, timely and correct disclosure. Therefore, we ensure that all stakeholders can easily access the information about Mitra Keluarga through Website, which contains the information on Mitra Keluarga's profile, services, financial statements, annual report, implementation of GCG. Mitra Keluarga's website is available both in Indonesia and English version.</p>	<p>Company's Website</p>
D.6.3	Analyst's meeting	<p>The information about analyst meeting are disclosed. Analyst meeting is one of Mitra Keluarga's communication channels to its stakeholders as well as the implementation of transparency performed by Mitra Keluarga. Mitra Keluarga invites investor, analysts and other stakeholders, to attend Analyst Meeting which held at least once in the beginning of the year.</p>	<p>Company's Website - Investor Calendar</p>
D.6.4	Media briefings/press conferences	<p>Information about media briefing/press conference are disclosed. Press releases is also one of a proof of transparency implemented by Mitra Keluarga. Press releases issued by Mitra Keluarga can be accessed through Company's website.</p>	<p>Company's Website - News</p>
<p>D.7 Timely filing/release of annual/financial reports</p>			
D.7.1	<p>Are the audited annual financial report/statement released within 120 days from the financial year end?</p>	<p>Annual financial statement of 2021 released within 120 days from the financial year end.</p>	<p>Company's Website - Financial Statements</p>

D.7.2	Is the annual report released within 120 days from the financial year end?	Annual report of 2021 released on April 19, 2022. Annual Report issued by Mitra Keluarga can be accessed through Company's website.	Company's Website – Annual Report
D.7.3	Is the statement that the Annual Financial Report has been presented correctly and fairly, confirmed by the Board of Commissioners or the Board of Directors and/or related officials of the company.	Mitra Keluarga's Annual Report contain the statements from the Board of Directors on the responsibility for the consolidated financial statements, stated that Mitra Keluarga and its subsidiaries' consolidated financial statements have been prepared and presented in accordance with Indonesian Financial Accounting Standards, all information has been disclosed in a complete and truthful manner, the consolidated financial statements do not contain any incorrect information or material facts, or they omit information or material facts. The true and fairness representation of the annual financial statement is affirmed by Mr. Rustiyan Oen as President Director and Mrs. Joyce Handajani as Director of Finance.	Annual Report Page 260
D.8	Company Website		
	Does the company have a website disclosing up-to-date information on the following:		
D.8.1	Financial statements/reports (latest quarterly))	The monthly and quarterly financial reports can be accessed through Mitra Keluarga's website.	Company's Website – Financial Statements
D.8.2	Materials provided in briefings to analysts and media	The Analyst Meeting materials (Analyst Presentation) of Mitra Keluarga can be accessed through Company's website.	Company's Website – Company Presentation
D.8.3	Downloadable Annual Report	The Annual Report of Mitra Keluarga can be accessed and downloaded through Company's website.	Company's Website – Annual Report

D.8.4	Notice of AGM and/or EGM	In Mitra Keluarga's website particularly at Investors, Shareholders, it contains all information related to the AGMs and/or EGMs held by Mitra Keluarga, including Announcement of the AGMs and/or EGMs, Notice of the AGMs and/or EGMs, Agenda of the AGMs and/or EGMs, Materials and Explanations of AGMs and/or EGMs' agenda, Rule of AGMs and/or EGMs, Resume and Minutes of AGMs and/or EGMs.	Company's Website – Invitation AGMS 2022
D.8.5	Minutes of AGM and/or EGM	In Mitra Keluarga's website particularly at Investors, Shareholders, it contains all information related to the AGMs and/or EGMs held by Mitra Keluarga, including Announcement of the AGMs and/or EGMs, Notice of the AGMs and/or EGMs, Agenda of the AGMs and/or EGMs, Materials and Explanations of AGMs and/or EGMs' agenda, Rule of AGMs and/or EGMs, Resume and Minutes of AGMs and/or EGMs.	Company's Website – MOM AGMS 2022
D.8.6	Company's constitution (company's by-laws, memorandum and association)	-	-
D.9.1	Investor Relations		
D.9.1	Does the company disclose the contact details (e.g. telephone, fax, and email) of the officer/office responsible for investor relations?	The website of Mitra Keluarga discloses the contact details of its Corporate Secretary and Investor Relations, namely the address, phone number, fax number, email address.	Company's Website – Corporate Info

Part E - Responsibilities of The Board			
Part	Principles and Recommendations	Practice	Remarks
E.1	Board Duties and Responsibilities		
	Clearly defined board responsibilities and corporate governance policy		
E.1.1	Does the company disclose its corporate governance policy/board charter?	<p>Mitra Keluarga's Corporate Governance Policy is manifested through Articles of Association, Corporate Governance Policy, BOC Charter, Code of Ethics & Conduct, BOD Charter and other internal policies. All documents are easily downloaded through Company's website, particularly from the Corporate Information, Corporate Governance menu.</p> <p>The Board of Commissioners, Board of Directors and all employees of Mitra Keluarga are committed to consistently implement the Corporate Governance principles and best practices, so as it will create added value and provide high trust from the stakeholders on Mitra Keluarga's efforts to achieve the target and objective.</p>	Company's Website – Corporate Governance
E.1.2	Are the types of decisions requiring board of directors/commissioners' approval disclosed?	<p>Types of decisions requiring BOD/BOC approval are disclosed in:</p> <p>Articles of Association, BOC Charter, BOD Charter and Corporate Governance Policy.</p>	BOC Charter BOD Charter
E.1.3	Are the roles and responsibilities of the board of directors/commissioners clearly stated?	<p>The roles and responsibilities of BOC and BOD were clearly declared in the Mitra Keluarga's:</p> <p>Articles of Association Corporate Governance Policy BOC Charter BOD Charter</p>	BOC Charter BOD Charter

Corporate Vision/Mission			
E.1.4	Does the company have an updated Vision and Mission statement?	Vision, Mission and Core Values of Mitra Keluarga can be accessed through Company's website and mentioned in the Annual Report.	Annual Report Page 38 Company's Website – Vision Mission
E.1.5	Does the board of directors play a leading role in the process of developing and reviewing the company's strategy at least annually?	The Board of Directors shall prepare in time the Company's long -term plan, work plan and annual budget of the company and other work plans and changes to be submitted to the Board of Commissioners and approved by the Board of Commissioners.	Annual Report Page 140
E.1.6	Does the board of directors have a process to review, monitor and oversee the implementation of the corporate strategy?	The Roles and Responsibilities of BOD are described in BOD Chartered. BOD have a process to review, monitor and oversee the implementation of corporate strategy.	BOD Charter
E.2 Board Structure			
Code of Ethics or Conduct			
E.2.1	Are the details of the code of ethics or conduct disclosed?	Mitra Keluarga's Code of Ethics can be easily accessed through Company's website.	Code of Ethics
E.2.2	Are all directors/commissioners, senior management and employees required to comply with the code/s?	Mitra Keluarga's Code of Ethics applies for all members of BOC, BOD and employee (both permanent and contract employee).	Code of Ethics
E.2.3	Does the company have a process to implement and monitor compliance with the code/s of ethics or conduct?	After being ratified on December 10, 2018, to communicate the Code of Ethics to the entire organization, training on Mitra Keluarga's Code of Ethics has been included in the Company's Orientation Program for Newly recruited employees.	Code of Ethics

Board Structure & Composition			
E.2.4	Do independent directors/commissioners make up at least 50% of the board of directors/commissioners?	<p>2 out of 5 or 40% of Mitra Keluarga's Commissioners are Independent Commissioners, it is in accordance to OJK regulation No.33/POJK.04/2014 and Company's BOC Charter (at least 30% of BOC members are Independent).</p> <p>The composition of BOC members can be accessed through Company's website in BOC Profile, and Annual Report.</p>	<p>Annual Report Page 122 BOC 2021 Annual Report Page 136 BOD 2021 Company's Website – BOC Profile 2022 Company's Website – BOD Profile 2022</p>
E.2.5	<p>Does the company have a term limit of nine years or less or 2 terms of five years¹⁾ each for its independent directors/commissioners?</p> <p>¹⁾ The five years term must be required by legislation which pre-existed the introduction of the ASEAN Corporate Governance Scorecard in 2011</p>	<p>The term of Board of Commissioners and Director are 2 terms of 3 years and one may be reappointed through the re-declaration of their independency.</p>	<p>BOC Charter BOD Charter</p>
E.2.6	Has the company set a limit of five board seats that an individual independent/non-executive director/ commissioner may hold simultaneously?	<p>The Company set limit for an individual independent director/commissioner may hold simultaneously.</p>	<p>BOC Charter BOD Charter</p>
E.2.7	Does the company have any executive directors who serve on more than two boards of listed companies outside of the group?	<p>There is no member of BOD whom has concurrent position at other company outside of the Mitra Keluarga Group's. List of concurrent position of each member of BOD is determined in Annual Report.</p>	<p>Annual Report Page 123</p>

Nomination Committee (NC)			
E.2.8	Does the company have a Nominating Committee?	Mitra Keluarga has NRC which responsible to assist the implementation of duties and responsibilities of BOC related to providing recommendation on nomination and remuneration of members of BOC and BOD in accordance with GCG principles. Chairman : Johannes Setijono, S. Farm, Apt Member : Jozef Darmawan Angkasa, MBA, MSc Member : Sandra Wowiling	Annual Report Page 145
E.2.9	Is the Nominating Committee comprised of a majority of independent directors/commissioners?	NRC consists of 3 (three) members: 1 (one) members (Chairman of the Committee) are Independent Commissioners 1 (one) member is a Non-Independent Commissioner, and 1 (one) member is an Executive Officer - HR, (Non Director and Non Commissioner) The NRC composition is in compliance with OJK regulation No.34/POJK.04/2014 regarding implementation of NRC.	Annual Report Page 145
E.2.10	Is the chairman of the Nominating Committee an independent director/commissioner?	Chairman of Mitra Keluarga's NRC is Mr. Johannes Setijono, S. Farm, Apt, Independent Commissioner of the Company.	Annual Report Page 145
E.2.11	Does the company disclose the terms of reference/governance structure/charter of the Nominating Committee?	The NRC Charter and composition of NRC member can be accessed through Mitra Keluarga's website.	Company's Website - NRC Charter
E.2.12	Is the meeting attendance of the Nominating Committee disclosed and if so, did the Nominating Committee meet at least twice during the year?	NRC Meeting shall be held based on Company's need, at least once in 4 (four) months or 3 (three) times a year.	Annual Report Page 146

Remuneration Committee (RC)/Compensation Committee			
E.2.13	Does the company have a Remuneration Committee?	Mitra Keluarga has NRC which responsible to assist the implementation of duties and responsibilities of BOC related to providing recommendation on nomination and remuneration of members of BOC and BOD in accordance with GCG principles. Chairman : Johannes Setijono, S. Farm, Apt Member : Jozef Darmawan Angkasa, MBA, MSc Member : Sandra Wowiling	Annual Report Page 145
E.2.14	Is the Remuneration Committee comprised of a majority of independent directors/commissioners?	NRC consists of 3 (three) members: 1 (one) members (Chairman of the Committee) are Independent Commissioners 1 (one) member is a Non Independent Commissioner, and 1 (one) member is an Executive Officer - HR, (Non Director and Non Commissioner) The NRC composition is in compliance with OJK regulation No.34/POJK.04/2014 regarding implementation of NRC.	Annual Report Page 145
E.2.15	Is the chairman of the Remuneration Committee an independent director/commissioner?	Chairman of Mitra Keluarga's NRC is Mr. Johannes Setijono, S. Farm, Apt, Independent Commissioner of the Company.	Annual Report Page 145
E.2.16	Does the company disclose the terms of reference/governance structure/charter of the Remuneration Committee?	The NRC Charter and composition of NRC member can be accessed through Mitra Keluarga's website.	Company's Website - NRC Charter
E.2.17	Is the meeting attendance of the Remuneration Committee disclosed and, if so, did the Remuneration Committee meet at least twice during the year?	NRC Meeting shall be held based on Company's need, at least once in 4 (four) months or 3 (three) times a year.	Annual Report Page 146

Audit Committee (AC)			
E.2.18	Does the company have an Audit Committee?	<p>Mitra Keluarga has Audit Committee which responsible to assist the implementation of duties and function of BOC in supervising the implementation of BOD function to be accordance with GCG principles, particularly to supervise and evaluate the audit plan and execution, supervise the follow up on audit findings in order to assess the adequacy of internal control, assess the adequacy of financial reporting, and to provide recommendation to BOC on the appointment and removal of external auditor.</p> <p>Chairman : dr. I Gusti Gede Subawa, M. Kes, AAK Member : Sendjaja Halim, SE Member : Herman Widjaja</p>	Annual Report Page 141
E.2.19	Is the Audit Committee comprised entirely of non-executive directors/commissioners with a majority of independent directors/commissioners?	<p>Audit Committee consists of 3 (three) members: 1 (one) members (Chairman of the Committee) are Independent Commissioners 2 (one) member is an expert member from outside the Company. The Audit Committee is in compliance with OJK regulation No.55/POJK.04/2015 regarding implementation of Audit Committee.</p>	Annual Report Page 143
E.2.20	Is the chairman of the Audit Committee an independent director/commissioner?	<p>Chairman of Mitra Keluarga's Audit Committee is dr. I Gusti Gede Subawa, M. Kes, AAK, Independent Commissioner of the Company.</p>	Annual Report Page 143
E.2.21	Does the company disclose the terms of reference/governance structure/charter of the Audit Committee?	<p>The Audit Committee Charter and composition of Audit Committee member can be accessed through Mitra Keluarga's website.</p>	Audit Committee Charter

E.2.22	Does at least one of the independent directors/commissioners of the committee have accounting expertise (accounting qualification or experience)?	One member of Mitra Keluarga's Audit Committee Mr. Sendajaja Halim, SE have experience and/or qualification in accounting who hold bachelor's degree in Economics and has held various positions in Finance & Accounting as Manager or Director.	Annual Report Page 143
E.2.23	Is the meeting attendance of the Audit Committee disclosed and, if so, did the Audit Committee meet at least four times during the year?	Mitra Keluarga's Audit Committee Charter stated that Audit Committee meeting must be held at least once in 3 (three) months, or 4 (four) times a year.	Audit Committee Charter
E.2.24	Does the Audit Committee have primary responsibility for recommendation on the appointment, and removal of the external auditor?	Mitra Keluarga's Audit Committee Charter stated that Audit Committee responsible to review and provide the recommendation to BOC on the appointment of Public Accountant whom will audit Company's financial report.	Audit Committee Charter
E.3	Board Processes		
	Board Meetings and Attendance		
E.3.1	Are the board of directors meeting scheduled before the start of financial year?	The policy is determined in the BOC Charter, BOD Charter and Annual Report.	BOC Charter BOD Charter Annual Report Page 137

E.3.2	Does the board of directors/commissioners meet at least six times during the year?	<p>BOC Charter: BOC Meeting shall be held minimum once in 2 months and the joint meeting of BOC inviting BOD shall be held at least once in 4 months.</p> <p>BOD Charter: BOD Meeting shall be held minimum once a month and the BOD must hold joint meetings of the BOD and the BOC periodically at least once in 4 months.</p> <p>The BOC and BOD meetings held as follows: BOC Meetings: 6 BOC meetings, attended by BOC members only 6 BOC meetings inviting BOD, attended by BOC members and BOD members BOD Meetings: 12 BOD meetings, attended by BOD members 6 BOD meetings inviting BOC, attended by BOD members and BOC members The agenda and attendance of the meetings are disclosed in Annual Report.</p>	Annual Report Page 126
E.3.3	Has each of the directors/commissioners attended at least 75% of all the board meetings held during the year?	The attendance frequency of each members of BOC and BOD in BOC and BOD meetings were 100% in 2021. The attendance frequency of the meetings is disclosed in Annual Report.	Annual Report Page 126
E.3.4	Does the company require a minimum quorum of at least 2/3 for board decisions?	As stated in the BOC and BOD Charter, Board Meeting is valid and entitled to take legal and binding decision if attended/represented by more than 1/2 (one half) of the total members of the Board and the decision is agreed at least by 1/2 of Board members who present in the Meeting.	Annual Report Page 125

E.3.5	Did the non-executive directors/commissioners of the company meet separately at least once during the year without any executives present?	-	-
Access to Information			
E.3.6	Are Board papers for board of directors/commissioner's meetings provided to the board at least five business days in advance of the board meeting?	BOC and BOD Charter stated that the materials of the Board meeting are provided to the meeting attendances at least five business days in advance of the Board meeting	BOC Charter BOD Charter
E.3.7	Does the company secretary play a significant role in supporting the board in discharging its responsibilities?	Based on the Financial Services Authority Regulations No. 35/POJK.04/2014 on Corporate Secretary of Listed Company or Public Company, the duties of the Company's Corporate Secretary include among others are disclosed in Annual Report.	Annual Report Page 151
E.3.8	Is the company secretary trained in legal, accountancy or company secretarial practices and has kept abreast on relevant developments?	Mitra Keluarga's Corporate Secretary is Mrs. Joyce V Handajani, whom has sufficient qualification and in addition, every year the Corporate Secretary actively joints various trainings, seminars and workshops with the topics relevant to her functions, so as to keep updated with the latest development and to support her function as Corporate Secretary. The list of trainings attended by Corporate Secretary is determined in Annual Report.	Annual Report Page 152
Board Appointment and Re-Election			
E.3.9	Does the company disclose the criteria used in selecting new directors/commissioners?	The requirements and criteria for new BOC and BOD members of Mitra Keluarga are regulated in BOC Charter and BOD Charter. The criteria for new Director and Commissioner can be found also in Annual Report.	Annual Report Page 119 BOC Criteria Annual Report Page 133 BOD Criteria

E.3.10	Did the company describe the process followed in appointing new directors/commissioners?	-	-
E.3.11	<p>Are all directors/commissioners subject to re-election every 3 years; or 5 years for listed companies in countries whose legislation prescribes a term of 5 years²⁾ each?</p> <p>²⁾ The five years term must be required by legislation which pre-existed the introduction of the ASEAN Corporate Governance Scorecard in 2011</p>	<p>The term of office for the members of the Board of Commissioners is for a certain period of time, namely 1 (one) period with a term of office of no more than 3 (three) years or until the closing of the Annual GMS at the end of 1 (one) term of office, unless otherwise stipulated in the GMS. It is regulated in BOC Charter and BOD Charter.</p>	<p>BOC Charter BOD Charter</p>
Remuneration Matters			
E.3.12	Does the company disclose its remuneration (fees, allowances, benefit-in-kind and other emoluments) policy/ practices (i.e. the use of short term and long-term incentives and performance measures) for its executive directors and CEO?	Mitra Keluarga disclosed the remuneration for Director in Annual Report. The remuneration for members of BOD was approved by Shareholders through AGM.	Annual Report Page 141
E.3.13	Is there disclosure of the fee structure for non-executive directors/commissioners?	Mitra Keluarga disclosed the remuneration for Commissioner in Annual Report. The remuneration for members of BOC was approved by Shareholders through AGM.	Annual Report Page 141
E.3.14	Do the shareholders or the Board of Directors approve the remuneration of the executive directors and/or the senior executives?	One of the agendas of Mitra Keluarga's AGM is to approve and determined the salary or honorarium and other benefits of BOC and BOD for the current year and approved the BOD's tentiem/bonus for the previous year. The proposed salary or honorarium, other benefits and tentiem/bonus was proposed to the AGM. The Result of AGM can be accessed through Company's website.	Summary of Minutes of AGMS 2022

E.3.15	Does the company have measurable standards to align the performance-based remuneration of the executive directors and senior executive with long-term interests of the company, such as claw back provision and deferred bonuses?	-	-
Internal Audit			
E.3.16	Does the company have a separate internal audit function?	Mitra Keluarga have a separate Internal Audit Function and to support the implementation of its duties, IAU has developed its Internal Audit Charter that serves as the basic guidelines governing its status, authority and responsibilities, as well as the methods in performing its internal auditing duties to achieve an effective internal control system in the Company.	Internal Audit Charter Annual Report Page 155
E.3.17	Is the head of internal audit identified or, if outsourced, is the name of the external firm disclosed?	Head of Internal Audit of Mitra Keluarga is Ruddy Lesmana. His profile is disclosed in Annual Report.	Annual Report Page 59
E.3.18	Does the appointment and removal of the internal auditor require the approval of the Audit Committee?	The appointment and removal of the internal auditor of Mitra Keluarga require the recommendation of the Audit Committee.	-
Risk Oversight			
E.3.19	Does the company establish a sound internal control procedures/risk management framework and periodically review the effectiveness of that framework?	Mitra Keluarga establish a sound internal control procedures/risk management framework. The periodic review of risk management's effectiveness determined in Annual Report.	Annual Report Page 161

E.3.20	Does the Annual Report/Annual CG Report disclose that the board of directors/commissioners has conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems?	Mitra Keluarga disclose that the review of material/key controls and risk management system has been conducted during by the BOC-BOD and determined in Annual Report.	Annual Report Page 161
E.3.21	Does the company disclose the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic)?	Mitra Keluarga disclose its risk exposure and how the Company implements risk management to reduce exposure and determined in Annual Report.	Annual Report Page 158
E.3.22	Does the Annual Report/Annual CG Report contain a statement from the board of directors/commissioners or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems?	Mitra Keluarga's Annual Report contain the statements from the Board of Directors and Board of Commissioners on the adequacy of the company's internal controls/risk management systems and stated in Annual Report.	Annual Report Page 161
E.4	People on the Board		
	Board Chairman		
E.4.1	Do different persons assume the roles of chairman and CEO?	President Commissioner (Chairman) of Mitra Keluarga is Mr. Jozef Darmawan Angkasa, MBS, Msc, while President Director is Mr. Ir. Rustiyan Oen MBA. The profile of BOC and BOD member can be accessed through Company's website and Annual Report.	Annual Report Page 48 BOC Annual Report Page 51 BOD
E.4.2	Is the chairman an independent director/commissioner?	President Commissioner (Chairman) of Mitra Keluarga is not an Independent, He is affiliated to the member of the Company's BOC, BOD and the controlling shareholder of the Company. The profile of BOC member can be accessed through Company's website and Annual Report.	Company's Website - President Commissioner Annual Report Page 48

E.4.3	Is any of the directors a former CEO of the company in the past 2 years?	There is no member of BOD whom was a former CEO in the past 2 years. The profile of BOD member can be accessed through Company's website and Annual Report.	Annual Report Page 51
E.4.4	Are the roles and responsibilities of the chairman disclosed?	Roles and responsibilities of President Commissioner (Chairman) of Mitra Keluarga is disclosed in Annual Report and BOC Charter.	BOC Charter BOD Charter
Lead Independent Director			
E.4.5	If the Chairman is not independent, has the Board appointed a Lead/Senior Independent Director and has his/her role been defined?	Mitra Keluarga has appointed and determine Mr. dr. I Gede Subawa, M.Kes, AAK and Mr. Johannes Setijono, S.Farm, Apt. as Senior Independent Commissioner along with their role.	Company's Website – Independent Commissioner Annual Report Page 49
Skills and Competencies			
E.4.6	Does at least one non-executive director/commissioner have prior working experience in the major sector that the company is operating in?	Several of BOC members of Mitra Keluarga have working experience in pharmaceutical or healthcare industry. Criteria of BOC and BOD members disclosed in BOC and BOD Charter. While the profile of BOC members can be accessed through Company's website & Annual Report.	Company's Website – BOC Profile 2022 Annual Report Page 48
E.5 Board Performance			
Directors Development			
E.5.1	Does the company have orientation programs for new directors/commissioners?	-	-
E.5.2	Does the company have a policy that encourages directors/commissioners to attend on-going or continuous professional education programs?	Mitra Keluarga has a policy that encourages director/commissioner to attend on-going or continuous professional education programs.	BOC Charter BOD Charter

CEO/Executive Management Appointments and Performance			
E.5.3	Does the company disclose the process on how the board of directors/commissioners plans for the succession of the CEO/Managing Director/President and key management?	-	-
E.5.4	Does the board of directors/commissioners conduct an annual performance assessment of the CEO/Managing Director/President?	-	-
Board Appraisal			
E.5.5	Did the company conduct an annual performance assessment of the board of directors/commissioners and disclose the criteria and process followed for the assessment?	-	-
Director Appraisal			
E.5.6	Did the company conduct an annual performance assessment of the individual directors/commissioners and disclose the criteria and process followed for the assessment?	-	-
Committee Appraisal			
E.5.7	Did the company conduct an annual performance assessment of the board committees and disclose the criteria and process followed for the assessment?	-	-

BONUS			
No	Principles and Recommendations	Practice	Remarks
(B)A	Rights of Shareholders		
(B)A.1	Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures, that govern general shareholders meeting		
(B)A.1.1	Does the company practice secure electronic voting in absentia at the general meetings of shareholders?	In the AGM held in 2022, Mitra Keluarga practiced secure electronic voting in absentia. The detail of rules, e-voting procedure and resolutions of the meeting can be accessed through Company's website 28 days prior to the AGM.	Code of Conduct AGMS 2022 Summary of Minutes of AGMS 2022
(B)B	Equitable Treatment of Shareholders		
(B)B.1	Notice of AGM		
(B)B.1.1	Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	At AGM held in 2022, Mitra Keluarga issued Invitation of the AGM 28 days prior to the date of the AGM. 2022 AGM: Invitation of 2022 AGM issued on 19 April 2022, AGM on 11 Mei 2022 The Notice, included detailed genda and explanatory of each agenda was published through national Company's website and IDX's website 28 days prior to the date of AGM.	Invitation AGMS 2022
(B)C	Role of Stakeholder		
(B)C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected		
(B)C.1.1	Does the company adopt an internationally recognized reporting framework for sustainability (i.e. GRI, Integrated Reporting, SASB)?	Mitra Keluarga issued Sustainability Report which prepared based on OJK Regulation No. 51/POJK.03/2017 and GRI Standard Framework.	Company's Website - Sustainability Report

(B)D	Disclosure and Transparency		
(B)D.1	Quality of Annual Report		
(B)D.1.1	Are the audited annual financial report/statement released within 60 days from the financial year end?	Mitra Keluarga's 2021 Audited Financial Report was released on March 28, 2022, within 60 days after the financial year end, and published through Company's website and newspapers.	Company's Website - Laporan Keuangan
(B)D.1.2	Does the company disclose details of remuneration of the CEO?	CEO (President Director)'s remuneration of Mitra Keluarga was included in the disclosure of BOD's remuneration in 2021 Annual Report.	Annual Report Page 110
(B)E	Responsibilities of the Board		
(B)E.1	Board Competencies and Diversity		
(B)E.1.1	Does the company have at least one female independent director/commissioner?	Mitra Keluarga has no female Independent Commissioner out of 6 BOC members and 2 female Directors out of 3 BOD members. The profile of BOC and BOD members are disclosed in Company's website (BOC Profile & BOD Profile).	NOT COMPLY Annual Report Page 122 BOC 2021 Annual Report Page 136 BOD 2021 Company's Website – BOC Profile 2022 Company's Website – BOD Profile 2022
(B)E.1.2	Does the company have a policy and disclose measurable objectives for implementing its board diversity and report on progress in achieving its objectives?	-	-
(B)E.2	Board Structure		
(B)E.2.1	Is the Nominating Committee comprise entirely of independent directors/commissioners?	Mitra Keluarga has NRC which responsible to assist the implementation of duties and responsibilities of BOC related to providing recommendation on nomination and remuneration of members of BOC and BOD in accordance with GCG principles. Chairman : Johannes Setijono, S. Farm, Apt Member : Jozef Darmawan Angkasa, MBA, MSc Member : Sandra Wowiling	NOT COMPLY Annual Report Page 145

(B)E.2.2	Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	-	-
(B)E.3	Board Appointments and Re-Election		
(B)E.3.1	Does the company use professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors/ commissioners?	-	-
(B)E.4	Board Appointments and Re-Election		
(B)E.4.1	Do independent non-executive directors/commissioners make up more than 50% of the board of directors/ commissioners for a company with independent chairman?	2 out of 5 or 40% of Mitra Keluarga's Commissioners are Independent Commissioners, it is in accordance to OJK regulation No.33/POJK.04/2014 and Company's BOC Charter (at least 30% of BOC members are Independent). The composition of BOC members can be accessed through Company's website in BOC Profile, and Annual Report.	NOT COMPLY - 2022 Annual Report Page 122 BOC 2021 Annual Report Page 136 BOD 2021 Company's Website – BOC Profile 2022 Company's Website – BOD Profile 2022
(B)E.5	Risk Oversight		
(B)E.5.1	Does the board describe its governance process around IT issues including disruption, cyber security, disaster recovery, to ensure that all key risks are identified, managed and reported to the board?	-	-
(B)E.6	Board Performance		
(B)E.6.1	Does the company have a separate board level Risk Committee?	-	-

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No	Principles and Recommendations	Practice	Remarks
(P)A	Rights of Shareholders		
(P)A.1	Basic Shareholder Right		
(P)A.1.1	Did the company fail or neglect to offer equal treatment for share repurchases to all shareholders?	<p>Mitra Keluarga has provided equal treatment for share repurchase to all shareholders – such is evidenced as follows: Mitra Keluarga bought back maximum of 80 million shares of the Mitra Keluarga’s share from the public shareholders to be used as variable remuneration, in accordance with OJK regulation No. 3/SEOJK.04/2020 and POJK No.2/POJK.04/2013. Mitra Keluarga has conducted the buyback through the Indonesia Stock Exchange; The price and the buyback mechanic are aligned with the prevailing regulation.</p>	IDX-OJK Information Disclosure
(P)A.2	Shareholders, including institutional shareholders, should be allowed to consult with each other on issues concerning their basic shareholder rights as defined in the Principles, subject to exceptions to prevent abuse.		
(P)A.2.1	Is there evidence of barriers that prevent shareholders from communicating or consulting with other shareholders?	There is no evidence of barriers that prevent shareholders from communicating or consulting with other shareholders.	-
(P)A.3	Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures, that govern general shareholders meeting		
(P)A.3.1	Did the company include any additional and unannounced agenda item into the notice of AGM/EGM?	2022 AGM did not include any additional and unannounced agenda item into the notice of AGM/EGM.	Invitation AGMS 2022
(P)A.3.2	Did the Chairman of the Board, Audit Committee Chairman and CEO attend the most recent AGM?	<p>In 2022 AGM, President Commissioner, Chairman of Audit Committee and President Director was attended the AGM. Such attendances were disclosed in the Result and Meeting Resume (Notarial) of 2022 AGM which published at the Company's website at the next day with the closing of the meeting.</p>	Summary of Minutes of AGMS 2022

(P)A.4	Capital structures and arrangements that enable certain shareholders to obtain a degree of control disproportionate to their equity ownership should be disclosed		
(P)A.4.1	Shareholders Agreement?	Mitra Keluarga does not have Shareholders Agreement.	-
(P)A.4.2	Voting Cap?	Mitra Keluarga does not have Voting Cap.	-
(P)A.4.3	Multiple Voting Rights?	Mitra Keluarga does. not provide Multiple Voting Rights	-
(P)A.5	Capital structures and arrangements that enable certain shareholders to obtain a degree of control disproportionate to their equity ownership should be disclosed.		
(P)A.5.1	Is a pyramid ownership structure and/or cross holding structure apparent?	There is no pyramid ownership structure and/or cross holding structure.	Annual Report Page 46
(P)B	EQUITABLE TREATMENT OF SHAREHOLDERS		
(P)B.1	Insider trading and abusive self-dealing should be prohibited		
(P)B.1.1	Has there been any conviction of insider trading involving directors/commissioners, management and employees in the past three years?	In the last 3 years, there is no evidence of insider trading involving Directors/Commissioners, management and employees.	Annual Report Page 61
(P)B.2	Protecting minority shareholders from abusive action		
(P)B.2.1	Has there been any cases of non compliance with the laws, rules and regulations pertaining to material related party transactions in the past three years?	Mitra Keluarga did not conduct material related party transactions that in compliance with the laws, rules and regulations in the last 3 years.	-
(P)B.2.2	Were there any RPTs that can be classified as financial assistance (i.e not conducted at arms length) to entities other than wholly-owned subsidiary companies?	All related party transactions were conducted at arms length, it is disclosed in Company's Audited Financial Report and Annual Report.	-
(P)C	ROLE OF STAKEHOLDERS		
(P)C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected		
(P)C.1.1	Have there been any violations of any laws pertaining to labour / employment / consumer / insolvency / commercial / competition or environmental issues?	There is no violation of any laws pertaining to labour/ employment/ consumer/ insolvency/ commercial/ competition or environmental issues.	-

(P)C.2	Where stakeholders participate in the corporate governance process, they should have access to relevant, sufficient and reliable information on a timely and regular basis		
(P)C.2.1	Has the company faced any sanctions by regulators for failure to make announcements within the requisite time period for material events?	There is no sanctions from regulators for failure to make announcements on material events.	-
(P)D	DISCLOSURE AND TRANSPARENCY		
(P)D.1	Sanctions from regulator on financial reports		
(P)D.1.1	Did the company receive a "qualified opinion" in its external audit report?	Mitra Keluarga received unqualified in all material aspects opinion for its 2021 Audited Financial Report which has been audited by Public Accounting Firm of Tanubrata Sutanto Fahmi Bambang & Rekan.	Company's Website - Laporan Keuangan
(P)D.1.2	Did the company receive an "adverse opinion" in its external audit report?		
(P)D.1.3	Did the company receive a "disclaimer opinion" in its external audit report?		
(P)D.1.4	Has the company in the past year revised its financial statements for reasons other than changes in accounting policies?	In last 1 year, Mitra Keluarga did not revise its financial statements.	Company's Website - Laporan Keuangan
(P)E	RESPONSIBILITIES OF THE BOARD		
(P)E.1	Compliance with listing rules, regulations and applicable laws		
(P)E.1.1	Is there any evidence that the company has not complied with any listing rules and regulations over the past year apart from disclosure rules?	Mitra Keluarga did not conduct material violation on prevailing laws and regulation, including listing rule.	-
(P)E.1.2	Have there been any instances where non-executive directors/commissioner have resigned and raised any issues of governance-related concerns?	There is no member of BOD and BOC whom has resigned and raised any issues of governance-related concerns.	-

(P)E.2 Board Structure			
(P)E.2.1	Does the Company have any independent directors/commissioners who have served for more than nine years or two terms of five years ¹ each (which ever is higher) in the same capacity? ¹ The five years term must be required by legislation which pre-existed before the introduction of the ASEAN Corporate Governance Scorecard in 2011	There is no Independent Commissioners of Mitra Keluarga who served more than nine years. All the profile of Independent Commissioners (including their tenure) are disclosed in Company's website (BOC Profile).	Annual Report Page 122 BOC 2021 Annual Report Page 136 BOD 2021 Company's Website – BOC Profile 2022 Company's Website – BOD Profile 2022
(P)E.2.2	Did the company fail to identify who are the independent director(s)/ commissioner(s)?	Mitra Keluarga discloses profile of Independent Commissioners in Company's website (BOC Profile) & 2021 Annual Report.	Annual Report Page 122 BOC 2021 Annual Report Page 136 BOD 2021 Company's Website – BOC Profile 2022 Company's Website – BOD Profile 2022
(P)E.2.3	Does the company have any independent directors/non-executive/commissioners who serve on a total of more than five boards of publicly-listed companies?	There is no BOC members of Mitra Keluarga who serve on a total of more than 5 publicly-listed companies, except Non Independent Commissioner who perform functional duties from the shareholder . The detail of concurrent position of BOC members are disclosed in the 2021 Annual Report.	Annual Report Page 122 BOC 2021 Annual Report Page 136 BOD 2021 Company's Website – BOC Profile 2022 Company's Website – BOD Profile 2022
(P)E.3 External Audit			
(P)E.3.1	Is any of the directors or senior management a former employee or partner of the current external auditor (in the past 2 years)?	There is no members of BOD and BOC whom in the last 2 years is a former employee of partner of the current External Auditor.	Annual Report Page 136 BOD 2021 Company's Website – BOD Profile 2022
(P)E.4 Board Structure and Composition			
(P)E.4.1	Has the chairman been the company CEO in the last three years?	Mitra Keluarga's President Commissioner did not serve as President Director of the Company in the last 3 years.	Annual Report Page 122 BOC 2021 Company's Website – BOC Profile 2022
(P)E.4.2	Do independent non-executive directors/commissioners receive options, performance shares or bonuses?	As identified in the Result and Meeting Resume (Notarial) of 2022 AGM which published to the Company's website at the next day after the closing of the meeting 2022 AGMS, all members of the BOC did not receive any options, performance shares or bonus. It shown in the Result of 2022 AGMS Meeting Resume (Notarial) of 2022 AGMS.	Summary of Minutes of AGMS 2022