

Jakarta, 28 Juni 2024

Perihal: **Press Release Rapat Umum Pemegang Saham Tahunan (RUPST) PT Pan Brothers Tbk Tahun 2024**

PT Pan Brothers Tbk (“**Perseroan**” atau “**PBRX**”) telah menjadi salah satu produsen pakaian jadi (garmen) dengan orientasi ekspor terbesar di Indonesia berdasarkan kapasitas terpasang dan kemampuan produksinya dan bahkan di kawasan Asia berdasarkan kemampuan produksinya. Perseroan, merupakan industri padat karya, telah beroperasi sejak 1980, dan membuat kontribusi signifikan terhadap perolehan devisa negara. Segmentasi produk yang dihasilkan Perseroan dan Entitas Anak berfokus pada produk dengan kompleksitas menengah hingga tinggi, mulai dari “*Technical, Functional and Activewear*” untuk olahraga dan aktivitas outdoor, “*Woven Garment*”, sampai “*Cut and Sewn Knit Garments*” dengan berbagai macam jenis material. Perseroan berkantor pusat di Tangerang dengan pabrik Perseroan terletak antara lain di Tangerang, Boyolali, dan Sragen. Perseroan dan Entitas Anak bidang garment memasok ke lebih 50 negara tujuan ekspor untuk memenuhi permintaan yang datang dari brand global, antara lain: Uniqlo, Adidas, The North Face, Arcteryx, Hugo Boss, Salomon, Atomic, Spyder, Lacoste, Descente, Black Diamond, Polo Ralph Lauren, Stella Mc Cartney, Columbia, LL Bean, Orvis, Kathmandu, Duluth, Simm, Indyeva, Burton, Dakine, Montane, Lululemon, Hoka, UGG, Armada, Woolrich, Strellson, J-Crew, G-Star, dan brand lainnya.

Didukung oleh manajemen yang berpengalaman dan terampil serta 27 ribuan tenaga kerja yang terlatih, Perseroan telah mendapatkan akreditasi bergengsi termasuk standar sistem manajemen mutu ISO 9001:2015, standar kesehatan dan keamanan ISO 45001:2018, SA 8000, serta sistem manajemen lingkungan ISO14001. Pada proses produksinya, Perseroan juga telah tersertifikasi AEO, C-TPAT, SLCP, GRS, RDS, serta member dari US Cotton Trust Protocol. Perseroan berencana untuk terus mengoptimalkan proses-proses yang memaksimalkan kapasitas melalui digitalisasi dan otomasi sambil memperhatikan pengurangan emisi, penggunaan bahan ramah lingkungan dan pengurangan limbah, dengan fokus utama meningkatkan semua pabrik ke standar Industri 4.0 yang berkelanjutan. Peningkatan kualitas hasil dan inovasi produk, serta adopsi teknologi baru dan strategi pemasaran merupakan kunci utama Perseroan untuk mempertahankan dan membangun loyalitas brand.

Industri garmen sendiri merupakan suatu industri padat karya dan memainkan peran penting dalam menciptakan lapangan kerja juga mengurangi pengangguran di berbagai wilayah. Selanjutnya, juga merupakan penyumbang devisa negara dalam export yang mendukung pertumbuhan ekonomi dan menjaga stabilitas nilai tukar. Transformasi yang berkelanjutan dalam disiplin tenaga kerja dan adopsi teknologi baru diharapkan dapat terus memperkuat daya saing dan keberlanjutan industri ini di masa depan.

Perseroan menjadwalkan Rapat Umum Pemegang Saham Tahunan yang dilaksanakan pada:

Hari/Tanggal : **Jumat, 28 Juni 2024**
Waktu : **Pukul 14.00 WIB s/d selesai**
Tempat : **Financial Hall, Lantai 2, Graha CIMB Niaga
Jl. Jend. Sudirman, Kav. 58
Jakarta 12190**

Mata acara Rapat sesuai dengan Pemanggilan untuk Rapat ini, yaitu sebagai berikut:

1. Persetujuan Laporan Tahunan Perseroan termasuk di dalamnya Laporan Direksi dan Laporan Tugas Pengawasan Dewan Komisaris serta Pengesahan Neraca dan Perhitungan Laba Rugi Perseroan untuk tahun buku 2023.
2. Penunjukan Akuntan Publik dan/atau Kantor Akuntan Publik untuk melakukan audit terhadap Laporan Keuangan Perseroan untuk tahun buku 2024 dan penetapan honorarium Akuntan Publik tersebut serta persyaratan lain penunjukannya.
3. Penetapan gaji atau honorarium dan tunjangan lainnya untuk anggota Dewan Komisaris serta penetapan gaji, uang jasa dan tunjangan lainnya untuk anggota Direksi Perseroan untuk tahun 2024.

Penjelasan Mata acara Rapat sesuai dengan Pemanggilan untuk Rapat ini, yaitu sebagai berikut:

- **Mata acara 1 sampai dengan mata acara ke 3:**

Merupakan mata acara rutin yang diadakan dalam Rapat Umum Pemegang Saham Tahunan, hal ini sesuai dengan ketentuan dalam anggaran dasar Perseroan, Undang-Undang Nomor: 40 Tahun 2007 Tentang Perseroan Terbatas (“UU PT”) dan Peraturan Otoritas Jasa Keuangan Nomor 15/OJK.04/2020 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka.



Susunan Pengurus Perseroan

Dewan Komisaris :

Bpk Benny Soetrisno sebagai Komisaris Utama yang juga Komisaris Independen
Bpk Supandi Widi Siswanto sebagai Wakil Komisaris Utama, Komisaris Independen dan Ketua Komite Audit
Ibu Gita Rusmida Sjahrir sebagai Komisaris Independen
Bpk Ameesh Anand sebagai Komisaris

Susunan Direksi :

Bpk Ludijanto Setijo sebagai Direktur Utama;
Ibu Anne Patricia Sutanto sebagai Wakil Direktur Utama;
Ibu Fitri Ratnasari Hartono sebagai Direktur;
Bpk Jean Pierre Seveke sebagai Direktur;

Susunan Komite Audit :

Bpk Supandi Widi Siswanto sebagai Ketua Komite Audit;
Bpk Bunardy Limanto sebagai Anggota Komite Audit;
Bpk Toni Setioko sebagai Anggota Komite Audit.

Internal Audit : Bpk Gunawan Nursalim (Kepala Departemen)

Corporate Secretary : Bpk Satrio Boediarto (Boedi), Bpk Sudono Iswara dan Ibu Sasih Suarsih (Acih)

Finansial Tahun 2022, 2023 dan Q1-2024

Penjualan PBRX mengalami pergeseran berkaitan dengan ketidakpastian kondisi perekonomian global yang mempengaruhi daya beli pasar global dan juga terbatasnya ketersediaan modal kerja. Berikut adalah laporan finansial PBRX dengan periode 31 Desember 2022 ke 2023 dan 31 Maret 2024:

(Dalam Juta USD)	31 Des 2022	31 Des 2023	31 Mar 2024
Penjualan	690.0	581.6	92.3
Total Aset	724.6	696.8	629.4
Ekuitas	341.0	333.7	333.6

- Penjualan tahun 2023 tercatat mengalami pergeseran sebesar 14% dari tahun 2022.
- Total aset tahun 2023 menunjukkan pergeseran sebesar 4.0% dari tahun 2022.
- Ekuitas tahun 2023 yang menunjukkan pergeseran sebesar 2% dari tahun 2022.

Penjualan Tersegmen

Dalam (%)	2023	2022	2021	2020
Garmen	98.3	98.1	97.3	96.9
Tekstil, dll	1.7	1.9	2.7	3.1
TOTAL	100.0	100.0	100.0	100.0

Penjualan Berdasarkan Tujuan Pengiriman

Dalam Juta USD	31 Mar 2024	2023	2022	2021	2020
AS	21.2	122.8	143.9	157.7	184.0
Eropa	9.4	92.9	112.0	84.7	102.2
Asia	8.4	344.7	420.1	430.0	379.1
Lainnya	53.2	21.2	14.0	17.0	19.6
TOTAL	92.2	581.6	690.0	689.4	684.9

Realisasi CAPEX Tahun 2023

Sepanjang tahun 2023, PBRX terus mengoptimalkan proses-proses yang memaksimalkan kapasitas melalui digitalisasi, otomasi dan upskilling seluruh lini personal dengan total CAPEX USD 4.2 juta. Maintenance CAPEX 2024 dibudgetkan sebesar USD 2-3 juta.



Penghargaan yang diraih di Tahun 2023

Tahun 2023 ini Perseroan dan Anak Perusahaan memenangkan beberapa **Award**, antara lain:

- 1 (satu) The Best Indonesia Finance for Public Company 2023 of Economic Review's Indonesia Finance Award V
- 1 (satu) The Best Indonesia Risk Management for Public Company 2023 of Economic Review's Indonesia Enterprise Risk Management Award V
- 1 (satu) The Best Indonesia GCG for Public Company 2023 of Economic Review's Indonesia Good Corporate Governance Award VII
- 2 (dua) Penghargaan Gerakan Hemat Energi dan Air Tingkat Provinsi Jawa Tengah di 2023 untuk Kategori Industri dari Pemerintah Jawa Tengah
- 1 (satu) Top CSR Awards 2023 #4 of Top CSR Awards 2023 from Top Business
- 1 (satu) The Best Indonesia Sales & Marketing Award VI 2023 Category Garment Industry dari Economic Review
- 1 (satu) Penghargaan Program Pencegahan & Penanggulangan HIV-AIDS di Tempat Kerja dengan Kategori Silver untuk PT Pan Brothers Boyolali
- 1 (satu) Penghargaan Program Pencegahan & Penanggulangan HIV-AIDS di Tempat Kerja dengan Kategori Gold untuk PT Prima Sejati Sejahtera
- 2 (dua) Penghargaan Program Pencegahan & Penanggulangan Covid-19 di Tempat Kerja dengan Kategori Platinum untuk PT Pan Brothers Boyolali dan PT Prima Sejati Sejahtera
- 1 (satu) The Best of Indonesia CSR Award VI 2023 Category Sustainable Development Goals (SDGs) Program 3P dari Economic Review
- 1 (satu) Top GRC Awards 2023 #5 of Top GRC Awards 2023 dari Top Business
- 1 (satu) Pemenang Eksportir Tangguh Jawa Tengah Tahun Anggaran 2023 kategori Pelopor Go Green dan Recycle Bahan Baku
- 1 (satu) SDGs Award 2023 of AMA Leadership Summit 2023
- 1 (satu) Top Human Capital Awards 2023 #4 of Top HC Awards 2023 dari Top Business
- 1 (satu) Penghargaan Subroto 2023 untuk Subsektor EBTKE kategori Efisiensi Energi Pengelolaan Energi di Bangunan Gedung dan Industri dari Kementerian ESDM
- 1 (satu) Indonesia Best Corporate Sustainability Initiative 2023 kategori Circular Economy dari MIX
- 1 (satu) TOP DIGITAL Implementation 2023 # Level Stars 4 dari Top Business
- 1 (satu) Perusahaan Peduli dan Berperan Aktif dalam Pembinaan Penyandang Disabilitas dari Bupati Boyolali
- 2 (dua) Abhinawa Anugraha tahun 2023 dari Kabupaten Boyolali

Info lain dapat diunduh di website atau e-mail ke Corporate Secretary.

Website : <http://www.panbrotherstbk.com>

Instagram : @ptpanbrothers_tbk

E-mail (Corporate Secretary): corpsec@pbrx.co.id

Tangerang, 28 Juni 2024

DIREKSI PT PAN BROTHERS Tbk



Jakarta, June 28, 2024

Subject: **Press Release of Annual General Meeting of Shareholders (AGMS) PT Pan Brothers Tbk Year 2024**

PT Pan Brothers Tbk (the "**Company**" or "**PBRX**") has become one of the largest export-oriented apparel manufacturers in Indonesia based on its installed capacity and production capability, even in Asia based on its production capability. The company, a labor-intensive industry, has been in operation since 1980 and makes significant contributions to the country's foreign exchange earnings. The product segmentation of the Company and its Subsidiaries focuses on medium to high complexity products, ranging from "Technical, Functional and Activewear" for sports and outdoor activities, "Woven Garment", to "Cut and Sewn Knit Garments" with various types of materials. The Company is head-quartered in Tangerang with its factories located in Tangerang, Boyolali, and Sragen. The Company and its garment subsidiaries supply to more than 50 export destinations to fulfil the demand from global brands, among others: Uniqlo, Adidas, The North Face, Arcteryx, Hugo Boss, Salomon, Atomic, Spyder, Lacoste, Descente, Black Diamond, Polo Ralph Lauren, Stella Mc Cartney, Columbia, LL Bean, Orvis, Kathmandu, Duluth, Simm, Indyeva, Burton, Dakine, Montane, Lululemon, Hoka, UGG, Armada, Woolrich, Strellson, J-Crew, G-Star, and other brands.

Supported by an experienced and skilled management team and approximately 27 thousand trained and skilled workforce, the Company has acquired prestigious accreditations including with ISO 9001:2015 quality management system standard, ISO 45001:2018 health and safety standard, SA 8000, and ISO14001 environmental management system. In its production process, The Company is also AEO; C-TPAT; SLCP; GRS; RDS certified, and a member of US Cotton Trust Protocol. The Company plans to continue optimizing processes that maximize capacity through digitization and automation while paying attention to emission reduction, use of environmentally friendly materials, and waste reduction, with the main focus of upgrading all plants to sustainable Industry 4.0 standards. Improving product quality and fostering product innovation, as well as embracing new technologies and marketing strategies are vital for maintaining and building brand loyalty.

The garment industry is highly reliant on labor and plays a vital role in job creation also mitigating unemployment across diverse regions. Additionally, it serves as a significant source of foreign exchange through exports, thereby bolstering economic growth and fostering exchange rate stability. Anticipated advancements in labor management practices and the assimilation of new technologies are poised to further augment the industry's competitiveness and long-term viability.

The Company schedules the Annual General Meeting of Shareholders to be held on:

Day/Date : **Friday, June 28, 2024**
Time : **14.00 WIB until completion**
Venue : **Financial Hall, 2nd Floor, Graha CIMB Niaga
Jl. Jend. Sudirman, Kav. 58
Jakarta 12190**

The agenda of the Meeting is in accordance with the Invitation to this Meeting, as follows:

1. Approval of the Company's Annual Report, including the Board of Directors' Report and the Board of Commissioners' Supervisory Report, and Ratification of the Company's Balance Sheet and Profit and Loss Statement for the financial year 2023.
2. Election of a Public Accountant and/or Public Accounting Firm to audit the Company's Financial Statements for the financial year 2024 and determination of the honorarium of the Public Accountant and other terms of appointment.
3. Determination of salary or honorarium and other benefits for Board of Commissioners, and determination of salaries, fees and other benefits for Board of Directors for the year 2024.

Explanation of the Meeting Agenda in accordance with the Invitation to this Meeting, which is as follows:

- **1st Agenda to 3rd agenda:**

Is a routine agenda held at the Annual General Meeting of Shareholders, this is in accordance with the provisions in the Company's articles of association, Law Number: 40 of 2007 concerning Limited Liability Companies ("PT Law") and Financial Services Authority Regulation Number 15/OJK.04/2020 concerning Planning and Organizing General Meetings of Shareholders of Public Companies.



Composition of the Company's Management

Board of Commissioners:

Mr. Benny Soetrisno as President Commissioner who is also Independent Commissioner
 Mr. Supandi Widi Siswanto as Vice President Commissioner, Independent Commissioner and Chairman of the Audit Committee
 Mrs. Gita Rusmida Sjahrir as Independent Commissioner
 Mr. Ameesh Anand as Commissioner

Board of Directors composition:

Mr. Ludijanto Setijo as President Director;
 Ms. Anne Patricia Sutanto as Vice President Director;
 Mrs. Fitri Ratnasari Hartono as Director;
 Mr. Jean Pierre Seveke as Director;

Audit Committee composition:

Mr. Supandi Widi Siswanto as Chairman of the Audit Committee;
 Mr. Bunardy Limanto as Audit Committee Member;
 Mr. Toni Setioko as Audit Committee Member.

Internal Audit: Mr. Gunawan Nursalim (Head of Department)

Corporate Secretary: Mr. Satrio Boediarto (Boedi), Mr. Sudono Iswara, and Ms. Sasih Suarsih (Acih).

Financial Year 2022, 2023 and Q1-2024

PBRX's sales have shifted due to the uncertainty of global economic conditions that affect the purchasing power of the global market and due to the limited availability of working capital. Below are PBRX' financial statements for the period from December 31, 2021 to 2022 and March 31, 2024:

(In Mill USD)	31 Dec 2022	31 Dec 2023	31 Mar 2024
Sales	690.0	581.6	92.3
Total Asset	724.6	696.8	629.4
Equity	341.0	333.7	333.6

- Sales in 2023 recorded a 14% movement from 2022.
- Total assets in 2023 showed a 4.0% movement from 2022.
- Equity in 2023 showed a 2% movement from 2022.

Segmented Sales

In Percentage (%)	2023	2022	2021	2020
Garment	98.3	98.1	97.3	96.9
Textile, etc	1.7	1.9	2.7	3.1
TOTAL	100.0	100.0	100.0	100.0

Sales by Export Destination

In Mill USD	31 Mar 2024	2023	2022	2021	2020
US	21.2	122.8	143.9	157.7	184.0
Europe	9.4	92.9	112.0	84.7	102.2
Asia	8.4	344.7	420.1	430.0	379.1
Others	53.2	21.2	14.0	17.0	19.6
TOTAL	92.2	581.6	690.0	689.4	684.9

CAPEX Realization in 2023

Throughout 2023, PBRX continues to optimize processes that maximize capacity through digitization, automation and up skilling of all personal lines with a total CAPEX of USD 4.2 million. Maintenance CAPEX 2024 is budgeted at USD 2-3 million.



Awards achieved in 2023

In 2023, the Company and its subsidiaries won several awards, among others:

- 1 (one) The Best Indonesia Finance for Public Company 2023 of Economic Review's Indonesia Finance Award V
- 1 (one) The Best Indonesia Risk Management for Public Company 2023 of Economic Review's Indonesia Enterprise Risk Management Award V
- 1 (one) The Best Indonesia GCG for Public Company 2023 of Economic Review's Indonesia Good Corporate Governance Award VII
- 2 (two) Energy and Water Saving Movement Award for Central Java Province in 2023 for Industry category from Central Java Government
- 1 (one) Top CSR Awards 2023 #4 of Top CSR Awards 2023 from Top Business
- 1 (one) The Best Indonesia Sales & Marketing Award VI 2023 Category Garment Industry from Economic Review
- 1 (one) HIV-AIDS Prevention & Control Program in the Workplace Award with Silver Category for PT Pan Brothers Boyolali
- 1 (one) HIV-AIDS Prevention & Control Program in the Workplace Award with Gold Category for PT Prima Sejati Sejahtera
- 2 (two) Covid-19 Prevention & Countermeasure Program in the Workplace Award with Platinum Category for PT Pan Brothers Boyolali and PT Prima Sejati Sejahtera
- 1 (one) The Best of Indonesia CSR Award VI 2023 Category Sustainable Development Goals (SDGs) Program 3P from Economic Review
- 1 (one) Top GRC Awards 2023 #5 of Top GRC Awards 2023 from Top Business
- 1 (one) Central Java's Resilient Exporter for Fiscal Year 2023 Winner in Go Green and Raw Material Recycle Pioneer category
- 1 (one) SDGs Award 2023 of AMA Leadership Summit 2023
- 1 (one) Top Human Capital Awards 2023 #4 of Top HC Awards 2023 from Top Business
- 1 (one) Penghargaan Subroto 2023 for EBTKE Subsector Energy Efficiency for Energy Management in Building and Industry category from the Ministry of Energy and Mineral Resources
- 1 (one) Indonesia Best Corporate Sustainability Initiative 2023 for Circular Economy category from MIX
- 1 (one) TOP DIGITAL Implementation 2023 # Level Stars 4 from Top Business
- 1 (one) Companies That Support And Actively Participate In The Development Of People With Disabilities Award from Bupati Boyolali
- 2 (two) Abhinawa Anugraha tahun 2023 from Kabupaten Boyolali

Further information can be accessed or downloaded on our website or e-mail to the Corporate Secretary.

Website : <http://www.panbrotherstbk.com>

Instagram : @ptpanbrothers_tbk

E-mail (Corporate Secretary): corpsec@pbrx.co.id

Jakarta, 28 June 2024

DIRECTORS OF PT PAN BROTHERS Tbk

