

Lampiran 1. Hasil Tabulasi data CSR

NO	KODE EMITEN	2020	2021	2022	2023
1	AGII	0.20	0.19	0.16	0.24
2	AKPI	0.14	0.12	0.16	0.12
3	ALDO	0.20	0.23	0.19	0.19
4	ALKA	0.18	0.19	0.19	0.18
5	ANTM	0.36	0.34	0.40	0.33
6	APLI	0.12	0.11	0.12	0.11
7	AVIA	0.29	0.29	0.22	0.27
8	BAJA	0.27	0.31	0.27	0.27
9	BEBS	0.27	0.20	0.22	0.18
10	BMSR	0.23	0.22	0.24	0.21
11	BTON	0.22	0.20	0.24	0.22
12	CHEM	0.15	0.23	0.22	0.27
13	CITA	0.31	0.33	0.44	0.33
14	CLPI	0.11	0.10	0.16	0.13
15	CMNT	0.20	0.27	0.29	0.29
16	DKFT	0.24	0.26	0.24	0.32
17	DPNS	0.23	0.23	0.24	0.22
18	EKAD	0.12	0.12	0.14	0.21
19	EPAC	0.21	0.24	0.26	0.24
20	ESIP	0.51	0.25	0.24	0.44
21	FASW	0.16	0.11	0.14	0.15
22	FWCT	0.45	0.24	0.23	0.31
23	GDST	0.27	0.27	0.47	0.31
24	IFSH	0.25	0.34	0.34	0.42
25	IGAR	0.13	0.14	0.20	0.19
26	INAI	0.24	0.23	0.29	0.22
27	INCI	0.20	0.24	0.20	0.24
28	INTD	0.18	0.20	0.21	0.19
29	INTP	0.29	0.40	0.31	0.29
30	KDSI	0.14	0.13	0.15	0.13
31	KKES	0.19	0.12	0.12	0.14
32	KMTR	0.26	0.25	0.19	0.25
33	LMSH	0.10	0.15	0.10	0.13
34	LTLS	0.25	0.30	0.10	0.15
35	MOLI	0.19	0.24	0.27	0.26
36	NCKL	0.26	0.27	0.27	0.55

NO	KODE EMITEN	2020	2021	2022	2023
37	NICL	0.18	0.18	0.13	0.19
38	NPGF	0.16	0.37	0.40	0.33
39	OBMD	0.24	0.20	0.23	0.22
40	OPMS	0.34	0.27	0.33	0.31
41	PBID	0.21	0.23	0.24	0.18
42	PDPP	0.21	0.21	0.21	0.26
43	SAMF	0.25	0.29	0.29	0.25
44	SMBR	0.30	0.18	0.19	0.26
45	SMCB	0.36	0.34	0.35	0.21
46	SMGR	0.48	0.33	0.33	0.34
47	SMKL	0.16	0.16	0.18	0.42
48	SPMA	0.21	0.23	0.22	0.25
49	SQMI	0.08	0.16	0.16	0.20
50	SRSN	0.13	0.41	0.43	0.08
51	TALF	0.23	0.31	0.27	0.18
52	TINS	0.37	0.25	0.23	0.68
53	TIRT	0.14	0.14	0.16	0.27
54	TRST	0.23	0.22	0.29	0.13
55	WSBP	0.29	0.30	0.29	0.30
56	WTON	0.29	0.31	0.43	0.27
57	YPAS	0.26	0.30	0.31	0.26
58	ZINC	0.15	0.16	0.20	0.27

Lampiran 2. Hasil Tabulasi data Nilai Perusahaan

NO	KODE EMITEN	2020	2021	2022	2023
1	AGII	1.16	1.13	1.30	1.12
2	AKPI	0.41	0.38	1.71	1.23
3	ALDO	3.58	8.98	3.90	3.90
4	ALKA	0.70	0.55	0.44	0.42
5	ANTM	3.02	3.11	0.42	0.25
6	APLI	1.16	1.12	1.22	1.99
7	AVIA	0.62	1.05	0.39	0.33
8	BAJA	0.28	0.39	0.35	0.32
9	BEBS	1.36	1.13	1.05	0.98
10	BMSR	1.15	1.24	1.64	1.80
11	BTON	1.12	1.41	1.21	1.18
12	CHEM	2.15	1.60	0.88	0.96
13	CITA	0.73	0.84	3.21	3.03
14	CLPI	2.57	2.76	2.47	0.02
15	CMNT	1.56	2.60	2.03	1.57
16	DKFT	0.67	0.96	1.17	0.81
17	DPNS	0.39	0.51	0.51	0.44
18	EKAD	1.17	1.31	0.69	0.59
19	EPAC	2.25	1.46	1.14	0.92
20	ESIP	1.31	1.26	1.17	0.95
21	FASW	0.12	0.09	0.09	0.09
22	FWCT	1.42	1.31	1.13	0.89
23	GDST	2.21	2.03	1.74	2.15
24	IFSH	4.31	4.14	1.35	2.74
25	IGAR	8.77	5.40	3.63	2.89
26	INAI	1.73	1.31	1.06	0.74
27	INCI	0.57	0.47	0.43	0.34
28	INTD	1.61	3.58	2.27	1.96
29	INTP	1.11	1.09	1.16	0.98
30	KDSI	0.95	0.79	0.72	0.95
31	KKES	0.68	0.64	0.59	0.56
32	KMTR	1.13	1.13	1.03	0.56
33	LMSH	0.53	0.35	0.36	0.31
34	LTLS	6.25	0.67	2.60	0.55
35	MOLI	1.47	1.21	0.97	0.74
36	NCKL	2.12	3.22	3.59	4.17

NO	KODE EMITEN	2020	2021	2022	2023
37	NICL	0.12	0.62	0.70	0.92
38	NPGF	1.46	1.02	0.94	0.92
39	OBMD	0.60	0.67	0.57	0.14
40	OPMS	1.73	1.49	0.96	0.60
41	PBID	0.62	0.25	0.82	0.80
42	PDPP	0.55	0.59	0.57	0.52
43	SAMF	1.94	3.69	1.42	1.87
44	SMBR	15.93	12.74	11.57	9.57
45	SMCB	1.13	1.08	0.52	0.51
46	SMGR	0.85	1.51	1.19	1.25
47	SMKL	1.71	1.03	1.30	1.47
48	SPMA	2.14	1.85	1.56	1.38
49	SQMI	0.63	2.25	0.68	0.68
50	SRSN	0.52	0.52	0.79	0.93
51	TALF	2.51	2.37	2.12	1.07
52	TINS	0.25	0.21	0.60	0.50
53	TIRT	0.73	0.75	0.87	0.83
54	TRST	1.00	0.85	0.79	0.65
55	WSBP	0.98	0.94	0.86	0.83
56	WTON	0.69	0.61	0.55	0.57
57	YPAS	1.26	0.86	0.64	0.84
58	ZINC	0.59	0.55	0.59	0.37

Lampiran 3. Hasil Tabulasi data Komite Audit

NO	KODE EMITEN	2020	2021	2022	2023
1	AGII	3	3	3	3
2	AKPI	3	3	3	3
3	ALDO	3	3	3	3
4	ALKA	3	3	3	3
5	ANTM	4	4	4	4
6	APLI	3	3	3	3
7	AVIA	3	3	3	3
8	BAJA	3	3	3	3
9	BEBS	3	3	3	3
10	BMSR	3	3	3	3
11	BTON	3	3	3	3
12	CHEM	3	3	3	3
13	CITA	3	3	3	3
14	CLPI	3	3	3	3
15	CMNT	3	3	3	3
16	DKFT	3	3	3	3
17	DPNS	3	3	3	3
18	EKAD	3	3	3	3
19	EPAC	3	3	3	3
20	ESIP	3	3	2	2
21	FASW	3	3	3	3
22	FWCT	3	3	3	3
23	GDST	3	3	3	3
24	IFSH	3	3	2	2
25	IGAR	3	3	3	3
26	INAI	3	3	3	3
27	INCI	3	3	3	3
28	INTD	3	3	3	3

NO	KODE EMITEN	2020	2021	2022	2023
29	INTP	3	3	3	2
30	KDSI	3	3	3	3
31	KKES	3	3	3	3
32	KMTR	3	3	3	3
33	LMSH	3	3	3	3
34	LTLS	3	3	3	3
35	MOLI	3	3	3	3
36	NCKL	3	3	3	3
37	NICL	3	3	3	3
38	NPGF	3	3	3	3
39	OBMD	3	3	3	3
40	OPMS	3	3	3	3
41	PBID	3	3	3	3
42	PDPP	3	3	3	3
43	SAMF	3	3	3	3
44	SMBR	4	3	3	3
45	SMCB	3	3	3	3
46	SMGR	4	4	3	3
47	SMKL	3	3	3	3
48	SPMA	3	3	3	3
49	SQMI	3	3	3	3
50	SRSN	3	3	3	3
51	TALF	3	3	3	3
52	TINS	5	4	4	3
53	TIRT	3	3	3	3
54	TRST	3	3	3	3
55	WSBP	3	3	3	3
56	WTON	3	3	3	3
57	YPAS	3	3	3	3
58	ZINC	3	3	3	3

Lampiran 4. Hasil Tabulasi data *Diversity Gender*

NO	KODE EMITEN	2020	2021	2022	2023
1	AGII	0.40	0.40	0.40	0.40
2	AKPI	0.00	0.00	0.00	0.00
3	ALDO	0.00	0.00	0.00	0.00
4	ALKA	0.00	0.00	0.00	0.00
5	ANTM	0.14	0.14	0.13	0.14
6	APLI	0.00	0.00	0.00	0.00
7	AVIA	0.25	0.20	0.20	0.25
8	BAJA	0.00	0.00	0.00	0.33
9	BEBS	0.00	0.00	0.00	0.00
10	BMSR	0.00	0.00	0.00	0.00
11	BTON	0.33	0.33	0.33	0.33
12	CHEM	0.00	0.00	0.00	0.00
13	CITA	0.00	0.00	0.00	0.00
14	CLPI	0.25	0.25	0.20	0.25
15	CMNT	0.25	0.25	0.25	0.25
16	DKFT	0.33	0.25	0.25	0.33
17	DPNS	0.00	0.00	0.00	0.00
18	EKAD	0.33	0.50	0.50	0.33
19	EPAC	0.00	0.00	0.00	0.00
20	ESIP	0.00	0.25	0.25	0.00
21	FASW	0.00	0.00	0.00	0.00
22	FWCT	0.00	0.00	0.00	0.00
23	GDST	0.00	0.00	0.00	0.00
24	IFSH	0.20	0.20	0.20	0.25
25	IGAR	0.20	0.20	0.20	0.20
26	INAI	0.00	0.00	0.00	0.00
27	INCI	0.00	0.00	0.25	0.25
28	INTD	0.00	0.00	0.00	0.00
29	INTP	0.00	0.00	0.00	0.00

NO	KODE EMITEN	2020	2021	2022	2023
30	KDSI	0.00	0.00	0.00	0.00
31	KKES	0.50	0.50	0.50	0.50
32	KMTR	0.20	0.20	0.20	0.20
33	LMSH	0.33	0.33	0.33	0.33
34	LTLS	0.00	0.17	0.17	0.17
35	MOLI	0.00	0.00	0.00	0.00
36	NCKL	0.17	0.17	0.17	0.17
37	NICL	0.00	0.00	0.00	0.00
38	NPGF	0.00	0.00	0.00	0.00
39	OBMD	0.25	0.25	0.25	0.25
40	OPMS	0.33	0.33	0.33	0.33
41	PBID	0.33	0.33	0.33	0.33
42	PDPP	0.00	0.00	0.00	0.00
43	SAMF	0.17	0.17	0.20	0.20
44	SMBR	0.00	0.00	0.00	0.00
45	SMCB	0.00	0.00	0.00	0.00
46	SMGR	0.14	0.00	0.00	0.17
47	SMKL	0.00	0.00	0.00	0.00
48	SPMA	0.00	0.00	0.00	0.00
49	SQMI	0.00	0.00	0.00	0.00
50	SRSN	0.00	0.00	0.00	0.00
51	TALF	0.00	0.00	0.00	0.00
52	TINS	0.00	0.20	0.40	0.20
53	TIRT	0.00	0.00	0.00	0.00
54	TRST	0.00	0.00	0.33	0.33
55	WSBP	0.00	0.00	0.00	0.00
56	WTON	0.00	0.00	0.00	0.00
57	YPAS	0.50	0.50	0.50	0.50
58	ZINC	0.25	0.25	0.20	0.25

GRESIK

Lampiran 5. Daftar Perusahaan Sampel

NO	KODE EMITEN	NAMA PERUSAHAAN
1	AGII	Samator Indo Gas Tbk.
2	AKPI	Argha Karya Prima Industry Tbk
3	ALDO	Alkindo Naratama Tbk.
4	ALKA	Alakasa Industrindo Tbk
5	ANTM	Aneka Tambang Tbk.
6	APLI	Asiaplast Industries Tbk.
7	AVIA	Avia Avian Tbk.
8	BAJA	Saranacentral Bajatama Tbk.
9	BEBS	Berkah Beton Sadaya Tbk.
10	BMSR	Bintang Mitra Semestaraya Tbk
11	BTON	Betonjaya Manunggal Tbk.
12	CHEM	Chemstar Indonesia Tbk.
13	CITA	Cita Mineral Investindo Tbk.
14	CLPI	Colorpak Indonesia Tbk.
15	CMNT	Cemindo Gemilang Tbk.
16	DKFT	Central Omega Resources Tbk.
17	DPNS	Duta Pertiwi Nusantara Tbk.
18	EKAD	Ekadharma International Tbk.
19	EPAC	Megalestari Epack Sentosaraya
20	ESIP	Sinergi Inti Plastindo Tbk.
21	FASW	Fajar Surya Wisesa Tbk.
22	FWCT	Wijaya Cahaya Timber Tbk.
23	GDST	Gunawan Dianjaya Steel Tbk.
24	IFSH	Ifishdeco Tbk.
25	IGAR	Champion Pacific Indonesia Tbk
26	INAI	Indal Aluminium Industry Tbk.
27	INCI	Intanwijaya Internasional Tbk
28	INTD	Inter Delta Tbk
29	INTP	Indocement Tunggul Prakarsa Tb
30	KDSI	Kedawung Setia Industrial Tbk.
31	KKES	Kusuma Kemindo Sentosa Tbk.
32	KMTR	Kirana Megatara Tbk.
33	LMSH	Lionmesh Prima Tbk.
34	LTLS	Lautan Luas Tbk.
35	MOLI	Madusari Murni Indah Tbk.

36	NCKL	Trimegah Bangun Persada Tbk.
37	NICL	PAM Mineral Tbk.
38	NPGF	Nusa Palapa Gemilang Tbk.
39	OBMD	OBM Drilchem Tbk.
40	OPMS	Optima Prima Metal Sinergi Tbk
41	PBID	Panca Budi Idaman Tbk.
42	PDPP	Primadaya Plasticsindo Tbk.
43	SAMF	Saraswanti Anugerah Makmur Tbk
44	SMBR	Semen Baturaja Tbk.
45	SMCB	Solusi Bangun Indonesia Tbk.
46	SMGR	Semen Indonesia (Persero) Tbk.
47	SMKL	Satyamitra Kemas Lestari Tbk.
48	SPMA	Suparma Tbk.
49	SQMI	Wilton Makmur Indonesia Tbk.
50	SRSN	Indo Acidatama Tbk
51	TALF	Tunas Alfin Tbk.
52	TINS	Timah Tbk.
53	TIRT	Tirta Mahakam Resources Tbk
54	TRST	Trias Sentosa Tbk.
55	WSBP	Waskita Beton Precast Tbk.
56	WTON	Wijaya Karya Beton Tbk.
57	YPAS	Yanaprima Hastapersada Tbk
58	ZINC	Kapuas Prima Coal Tbk.

Lampiran 6. Tabel Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
TOBINSQ	232	.02	15.93	1.5036	1.90527
CSR	232	.08	.68	.2399	.08974
KA	232	2	5	3.03	.278
DG	232	.00	.50	.1144	.15222
Valid N (listwise)	232				

Lampiran 7. Tabel Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		157
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.39637098
Most Extreme Differences	Absolute	.066
	Positive	.066
	Negative	-.042
Test Statistic		.066
Asymp. Sig. (2-tailed)		.092 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 8. Tabel Uji Heterokedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.014	.339		-.041	.967
	CSR	-.229	.274	-.067	-.834	.406
	KA	.133	.111	.096	1.200	.232
	DG	-.051	.106	-.038	-.477	.634

a. Dependent Variable: ABS_RES

Lampiran 9. Tabel Uji Regresi Linear Sederhana

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.607	.111		5.455	.000
	CSR	1.100	.494	.176	2.227	.027

a. Dependent Variable: TOBINSQ

Lampiran 10. Tabel Koefisien Determinan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.176 ^a	.031	.025	.39765

a. Predictors: (Constant), CSR

Lampiran 11. Tabel Uji MRA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.500	2.705		.924	.357
	CSR	-3.348	9.066	-.536	-.369	.712
	KA	-.615	.903	-.245	-.681	.497
	DG	-.396	.619	-.164	-.641	.523
	CSR X KA	1.428	3.016	.704	.474	.636
	CSR X DG	1.361	2.850	.125	.477	.634

a. Dependent Variable: TOBINSQ

Lampiran 12. Cara Hitung Nilai Perusahaan

PERUSAHAH	TAHUN	Nilai Kapitalisasi Pasar (MVE)	TOTAL LIABILITAS	MVE + LIABILITAS	TOTAL ASET	NetAsset Value	TOBINS' Q
AGII	2023	4.661.333.200.000	4.069.613.000.000	8.730.936.200.000	7.797.759.000.000	7.797.759.000.000	1.12
AGII	2022	5.907.509.714.000	4.404.990.000.000	10.312.499.714.000	7.955.474.000.000	7.955.474.000.000	1.30
AGII	2021	4.611.144.900.000	4.551.674.000.000	9.162.818.900.000	8.164.599.000.000	8.164.599.000.000	1.13
AGII	2020	4.512.144.750.000	3.739.317.000.000	8.251.461.750.000	7.121.458.000.000	7.121.458.000.000	1.16
AKPI	2023	4.097.000.000.000	1.168.566.000.000	5.265.566.000.000	4.285.133.000.000	4.285.133.000.000	1.13
AKPI	2022	4.770.000.000.000	992.521.000.000	5.762.521.000.000	3.363.727.000.000	3.363.727.000.000	1.71
AKPI	2021	54.700.000.000.000	1.207.905.000.000.000	1.262.605.000.000.000	3.291.615.000.000.000	3.291.615.000.000.000	0.38
AKPI	2020	46.500.000.000.000	1.269.005.000.000.000	1.315.505.000.000.000	3.172.951.000.000.000	3.172.951.000.000.000	0.41
ALDO	2023	211.400.000.000.000	61.510.006.000.000	272.910.006.000.000	72.611.149.000.000	72.611.149.000.000	3.30
ALDO	2022	213.200.000.000.000	62.115.186.000.000	275.315.186.000.000	73.134.136.000.000	73.134.136.000.000	3.30
ALDO	2021	601.000.000.000.000	51.208.867.000.000	652.208.867.000.000	72.617.302.000.000	72.617.302.000.000	8.98
ALDO	2020	209.000.000.000.000	63.288.659.000.000	272.288.659.000.000	76.042.548.000.000	76.042.548.000.000	8.58
ALKA	2023	1.096.583.558	113.270.297.215	1.209.853.855	299.215.333.671	299.215.333.671	0.42
ALKA	2022	1.213.478.252	138.801.437.831	1.401.279.689	314.875.406.688	314.875.406.688	0.44
ALKA	2021	1.211.000.000	48.497.676.787	49.708.676.787	90.588.393.183	90.588.393.183	0.55
ALKA	2020	1.211.000.000	51.494.459.805	52.705.459.805	75.216.822.438	75.216.822.438	0.70
ANIM	2023	853.636.000.000	702.908.000.000	1.556.544.000.000	6.224.307.000.000	6.224.307.000.000	0.25
ANIM	2022	1.532.660.000.000	932.717.000.000	2.465.377.000.000	5.805.954.000.000	5.805.954.000.000	0.42
ANIM	2021	12.751.200.000.000	635.243.000.000	13.386.443.000.000	4.305.752.000.000	4.305.752.000.000	3.11
ANIM	2020	11.801.874.515.000	694.119.000.000	12.495.993.515.000	4.140.023.000.000	4.140.023.000.000	3.02
APLI	2023	817.602.840.000	156.657.000.000	974.259.840.000	490.507.000.000	490.507.000.000	1.99
APLI	2022	381.547.992.000	189.587.000.000	571.134.992.000	468.542.000.000	468.542.000.000	1.22
APLI	2021	280.710.308.400	200.246.000.000	480.956.308.400	431.281.000.000	431.281.000.000	1.12
APLI	2020	269.808.937.000	200.450.000.000	470.258.937.000	406.441.000.000	406.441.000.000	1.06
AVIA	2023	1.097.624.091.168	9.845.000.000.000	10.942.624.091.168	33.039.000.000.000	33.039.000.000.000	0.33
AVIA	2022	1.564.429.739.136	10.939.000.000.000	12.493.429.739.136	32.392.000.000.000	32.392.000.000.000	0.39
AVIA	2021	1.953.663.238.000	9.700.000.000.000	11.653.663.238.000	2.746.200.000.000	2.746.200.000.000	1.05
AVIA	2020	655.516.996.980	784.700.000.000	1.440.216.996.980	2.316.100.000.000	2.316.100.000.000	0.62
BAJA	2023	301.743.422.500	2.208.000.000.000	2.509.743.422.500	7.765.000.000.000	7.765.000.000.000	0.32
BAJA	2022	289.489.882.500	2.277.000.000.000	2.566.489.882.500	7.598.000.000.000	7.598.000.000.000	0.35
BAJA	2021	316.039.219.167	2.477.000.000.000	2.793.039.219.167	7.740.000.000.000	7.740.000.000.000	0.38
BAJA	2020	129.032.027.500	1.581.000.000.000	1.800.032.027.500	6.482.000.000.000	6.482.000.000.000	0.28
BEBS	2023	12.131.069.000.000	9.702.125.000.000	21.833.194.000.000	22.206.739.000.000	22.206.739.000.000	0.98
BEBS	2022	12.852.519.000.000	9.518.472.000.000	22.370.991.000.000	21.378.510.000.000	21.378.510.000.000	0.94
BEBS	2021	14.000.000.000	10.310.000.000	24.310.000.000	21.492.000.000	21.492.000.000	1.13
BEBS	2020	15.000.000.000	13.172.000.000	28.172.000.000	20.738.000.000	20.738.000.000	1.36
BMSR	2023	18.324.289.000.000	13.974.223.000.000	32.298.512.000.000	17.955.384.000.000	17.955.384.000.000	1.80
BMSR	2022	15.488.581.000.000	14.292.745.000.000	29.781.326.000.000	18.193.087.000.000	18.193.087.000.000	1.64
BMSR	2021	8.662.752.000.000	14.587.253.000.000	23.250.005.000.000	18.636.106.000.000	18.636.106.000.000	1.24
BMSR	2020	5.544.352.000.000	16.303.310.000.000	21.847.662.000.000	19.043.340.000.000	19.043.340.000.000	1.15
BTON	2023	300.050.000.000	105.847.000.000	405.897.000.000	343.550.000.000	343.550.000.000	1.16
BTON	2022	311.040.000.000	106.348.000.000	417.388.000.000	344.553.000.000	344.553.000.000	1.21
BTON	2021	309.600.000.000	72.904.000.000	382.504.000.000	270.670.000.000	270.670.000.000	1.41
BTON	2020	216.000.000.000	46.199.000.000	262.199.000.000	234.905.000.000	234.905.000.000	1.12
CHEM	2023	459.457.000.000	509.252.000.000	968.709.000.000	489.746.000.000	489.746.000.000	0.96
CHEM	2022	104.102.000.000	315.620.000.000	419.722.000.000	476.209.000.000	476.209.000.000	0.83
CHEM	2021	459.913.000.000	253.821.000.000	713.734.000.000	445.872.000.000	445.872.000.000	1.60
CHEM	2020	292.107.000.000	593.852.000.000	885.959.000.000	412.325.000.000	412.325.000.000	2.15
CITA	2023	563.769.045.125.000	214.891.615.000.000	778.660.660.125.000	256.769.370.000.000	256.769.370.000.000	3.03
CITA	2022	563.769.045.125.000	199.222.456.000.000	762.991.501.125.000	237.804.902.000.000	237.804.902.000.000	3.21
CITA	2021	848.390.310.625	188.508.416.000.000	1.036.898.726.625	224.411.757.000.000	224.411.757.000.000	0.84
CITA	2020	432.405.384.125	186.588.819.000.000	618.994.203.125	256.473.896.000.000	256.473.896.000.000	0.73
CLPI	2023	2.592.455.250.000	98.505.000.000	2.690.960.250.000	124.758.600.000.000	124.758.600.000.000	0.92
CLPI	2022	2.506.904.000.000	108.448.000.000	2.615.352.000.000	1.221.292.000.000	1.221.292.000.000	1.47
CLPI	2021	3.085.091.625.000	135.165.000.000	3.220.256.625.000	1.165.565.000.000	1.165.565.000.000	2.76
CLPI	2020	2.655.345.000.000	129.617.000.000	2.784.962.000.000	1.081.960.000.000	1.081.960.000.000	2.57
CMNT	2023	286.000.000.000	147.217.000.000	433.217.000.000	275.629.000.000	275.629.000.000	1.57
CMNT	2022	421.000.000.000	169.858.000.000	590.858.000.000	290.500.000.000	290.500.000.000	2.03
CMNT	2021	534.000.000.000	136.149.000.000	670.149.000.000	258.163.000.000	258.163.000.000	1.60
CMNT	2020	287.000.000.000	144.486.000.000	431.486.000.000	275.782.000.000	275.782.000.000	1.58
DKFT	2023	33.034.000.000	197.753.000.000	230.787.000.000	283.647.000.000	283.647.000.000	0.81
DKFT	2022	165.170.000.000	181.288.000.000	346.458.000.000	296.273.000.000	296.273.000.000	1.17
DKFT	2021	168.000.000.000	190.976.000.000	358.976.000.000	372.240.000.000	372.240.000.000	0.96
DKFT	2020	59.250.000.000	187.423.000.000	246.673.000.000	367.448.000.000	367.448.000.000	0.67
DPNS	2023	139.074.579.840	452.817.764	154.356.356.604	347.048.791.599	347.048.791.599	0.44
DPNS	2022	131.451.880.800	757.178.975.28	208.169.878.328	405.675.831.614	405.675.831.614	0.51
DPNS	2021	130.465.201.088	542.871.441.7	183.756.642.808	382.242.571.405	382.242.571.405	0.51
DPNS	2020	90.129.696.948	324.807.659.94	124.937.356.896	122.310.718.778	122.310.718.778	0.39
EKAD	2023	55.497.692.350	4.295.132.558	59.792.824.908	100.614.252.263	100.614.252.263	0.59
EKAD	2022	64.376.350.814	3.217.041.702	67.593.392.516	98.498.235.572	98.498.235.572	0.69
EKAD	2021	79.403.115.666	31.052.364.661	110.455.480.327	84.582.663.849	84.582.663.849	1.31
EKAD	2020	65.920.000.515	25.185.615.128	91.105.615.643	77.924.121.640	77.924.121.640	1.17
EPAC	2023	2.761.244.545.408	1.694.000.000.000	4.455.244.545.408	4.857.000.000.000	4.857.000.000.000	0.91
EPAC	2022	3.833.958.253.696	2.168.000.000.000	6.001.958.253.696	5.243.000.000.000	5.243.000.000.000	1.14
EPAC	2021	6.158.171.388.320	2.351.501.000.000	8.509.672.388.320	5.817.746.000.000	5.817.746.000.000	1.46
EPAC	2020	10.578.149.067.840	2.328.287.000.000	12.906.436.067.840	5.737.176.000.000	5.737.176.000.000	2.25
ESIP	2023	2.484.375.000.000	566.000.000.000	3.050.375.000.000	3.196.000.000.000	3.196.000.000.000	0.95
ESIP	2022	2.953.125.000.000	594.000.000.000	3.547.125.000.000	3.040.000.000.000	3.040.000.000.000	1.17
ESIP	2021	3.009.376.000.000	524.000.000.000	3.533.376.000.000	2.801.000.000.000	2.801.000.000.000	1.26
ESIP	2020	2.690.625.000.000	492.000.000.000	3.182.625.000.000	2.421.000.000.000	2.421.000.000.000	1.31
FAW	2023	384.108.400	84.738.547.755	85.122.656.155	900.366.532.407	900.366.532.407	0.09
FAW	2022	4.157.995.210	74.701.108.831	78.860.104.041	846.496.728.523	846.496.728.523	0.09
FAW	2021	12.642.000.000	46.450.401.713	60.092.401.713	728.327.403.600	728.327.403.600	0.09
FAW	2020	21.642.000.000	27.134.228.108	48.776.228.108	406.998.941.725		

INTP	2023	1.220.010.000.000	954.227.000.000	2.174.237.000.000	2.228.129.000.000	2.228.129.000.000	2.228.129.000.000	2.228.129.000.000	2.228.129.000.000	0,88
INTP	2022	1.395.617.500.000	1.046.604.000.000	2.442.221.500.000	2.106.447.000.000	2.106.447.000.000	2.106.447.000.000	2.106.447.000.000	2.106.447.000.000	1,16
INTP	2021	924.150.000.000	795.882.000.000	1.720.132.000.000	1.583.979.000.000	1.583.979.000.000	1.583.979.000.000	1.583.979.000.000	1.583.979.000.000	1,09
INTS	2023	1.016.675.000.000	741.251.000.000	1.757.926.000.000	1.588.136.000.000	1.588.136.000.000	1.588.136.000.000	1.588.136.000.000	1.588.136.000.000	1,11
KDSD	2023	157.000.000.000	72.077.000.000	1.479.077.000.000	1.551.146.000.000	1.551.146.000.000	1.551.146.000.000	1.551.146.000.000	1.551.146.000.000	0,96
KDSD	2022	253.520.000.000	873.882.000.000	1.127.402.000.000	1.555.133.000.000	1.555.133.000.000	1.555.133.000.000	1.555.133.000.000	1.555.133.000.000	0,72
KDSD	2021	104.831.408.000	670.463.000.000	775.294.408.000	977.130.000.000	977.130.000.000	977.130.000.000	977.130.000.000	977.130.000.000	0,79
KDSD	2020	89.292.218.000	579.289.000.000	468.861.440.000	706.138.000.000	706.138.000.000	706.138.000.000	706.138.000.000	706.138.000.000	0,95
KKES	2023	301.000.000.000	226.110.331.000	527.110.331.000	936.698.000.000	936.698.000.000	936.698.000.000	936.698.000.000	936.698.000.000	0,56
KKES	2022	301.000.000.000	218.259.872.000	519.259.872.000	876.602.000.000	876.602.000.000	876.602.000.000	876.602.000.000	876.602.000.000	0,59
KKES	2021	301.000.000.000	251.955.480.000	552.955.480.000	860.162.908.000	860.162.908.000	860.162.908.000	860.162.908.000	860.162.908.000	0,64
KKES	2020	301.000.000.000	318.969.487.000	619.959.487.000	906.946.895.000	906.946.895.000	906.946.895.000	906.946.895.000	906.946.895.000	0,60
KMTR	2023	2.283.872.000.000	268.114.000.000	2.551.986.000.000	4.582.842.000.000	4.582.842.000.000	4.582.842.000.000	4.582.842.000.000	4.582.842.000.000	0,56
KMTR	2022	2.119.565.000.000	2.842.080.000.000	4.961.645.000.000	4.798.797.000.000	4.798.797.000.000	4.798.797.000.000	4.798.797.000.000	4.798.797.000.000	1,03
KMTR	2021	2.743.932.000.000	3.540.151.000.000	6.284.083.000.000	5.575.136.000.000	5.575.136.000.000	5.575.136.000.000	5.575.136.000.000	5.575.136.000.000	1,13
KMTR	2020	2.749.932.000.000	3.056.731.000.000	5.800.663.000.000	5.127.761.000.000	5.127.761.000.000	5.127.761.000.000	5.127.761.000.000	5.127.761.000.000	1,13
LMSH	2023	42.240.000.000	286.598.747.190	328.838.747.190	1.072.483.806.616	1.072.483.806.616	1.072.483.806.616	1.072.483.806.616	1.072.483.806.616	0,31
LMSH	2022	78.174.000.000	313.203.600.417	391.377.600.417	1.094.941.798.908	1.094.941.798.908	1.094.941.798.908	1.094.941.798.908	1.094.941.798.908	0,36
LMSH	2021	17.650.000.000	232.246.712.847	251.126.712.847	1.009.751.983.064	1.009.751.983.064	1.009.751.983.064	1.009.751.983.064	1.009.751.983.064	0,25
LMSH	2020	9.668.750.000	591.543.836.198	601.212.586.198	1.134.528.730.678	1.134.528.730.678	1.134.528.730.678	1.134.528.730.678	1.134.528.730.678	0,53
LTLS	2023	425.825.571.000.000	76.971.000.000.000	502.796.571.000.000	908.808.000.000.000	908.808.000.000.000	908.808.000.000.000	908.808.000.000.000	908.808.000.000.000	0,55
LTLS	2022	2.188.400.000.000	76.709.000.000	2.265.109.000.000	863.639.000.000	863.639.000.000	863.639.000.000	863.639.000.000	863.639.000.000	2,80
LTLS	2021	417.789.980.000	117.903.000.000	535.692.980.000	609.372.000.000	609.372.000.000	609.372.000.000	609.372.000.000	609.372.000.000	0,67
LTLS	2020	344.160.393.000	72.281.000.000	416.441.393.000	66.586.000.000	66.586.000.000	66.586.000.000	66.586.000.000	66.586.000.000	6,25
MDLI	2023	162.011.792.000	39.840.000.000	201.851.792.000	272.275.000.000	272.275.000.000	272.275.000.000	272.275.000.000	272.275.000.000	0,74
MDLI	2022	162.011.792.000	495.650.000.000	657.661.792.000	367.959.000.000	367.959.000.000	367.959.000.000	367.959.000.000	367.959.000.000	0,97
MDLI	2021	294.861.461.440	187.828.000.000	482.689.461.440	398.396.000.000	398.396.000.000	398.396.000.000	398.396.000.000	398.396.000.000	1,21
MDLI	2020	294.861.461.440	173.950.000.000	468.811.461.440	318.902.000.000	318.902.000.000	318.902.000.000	318.902.000.000	318.902.000.000	1,47

NKCL	2023	50.589.000.000	851.787.000.000	902.376.000.000	216.182.000.000	216.182.000.000	216.182.000.000	216.182.000.000	216.182.000.000	4,17
NKCL	2022	51.601.000.000	853.993.000.000	905.594.000.000	252.098.000.000	252.098.000.000	252.098.000.000	252.098.000.000	252.098.000.000	3,59
NKCL	2021	113.391.000.000	797.421.000.000	910.812.000.000	282.669.000.000	282.669.000.000	282.669.000.000	282.669.000.000	282.669.000.000	3,22
NKCL	2020	51.601.000.000	785.048.000.000	836.649.000.000	394.726.000.000	394.726.000.000	394.726.000.000	394.726.000.000	394.726.000.000	2,12
NICL	2023	540.000.000.000	1.858.749.611.145	2.398.749.611.145	2.603.216.629.702	2.603.216.629.702	2.603.216.629.702	2.603.216.629.702	2.603.216.629.702	0,92
NICL	2022	21.675.000.000	1.702.823.390.069	1.724.507.390.069	2.475.954.037.901	2.475.954.037.901	2.475.954.037.901	2.475.954.037.901	2.475.954.037.901	0,70
NICL	2021	97.941.649.500	1.171.122.620.364	1.269.064.269.864	2.058.393.395.416	2.058.393.395.416	2.058.393.395.416	2.058.393.395.416	2.058.393.395.416	0,62
NICL	2020	161.571.216.600	980.686.359	1.142.257.892.959	1.390.480.759.000	1.390.480.759.000	1.390.480.759.000	1.390.480.759.000	1.390.480.759.000	0,12
NPGL	2023	44.391.000.000.000	33.720.652.000.000	78.111.652.000.000	82.960.012.000.000	82.960.012.000.000	82.960.012.000.000	82.960.012.000.000	82.960.012.000.000	0,94
NPGL	2022	44.391.000.000.000	33.720.652.000.000	78.111.652.000.000	82.960.012.000.000	82.960.012.000.000	82.960.012.000.000	82.960.012.000.000	82.960.012.000.000	0,94
NPGL	2021	43.002.520.000.000	34.940.122.000.000	77.942.642.000.000	76.504.240.000.000	76.504.240.000.000	76.504.240.000.000	76.504.240.000.000	76.504.240.000.000	1,02
NPGL	2020	73.699.216.000.000	463.901.177.675	468.602.177.675	114.206.014.000.000	114.206.014.000.000	114.206.014.000.000	114.206.014.000.000	114.206.014.000.000	0,16
OBMD	2023	690.453.228.580	1.065.996.439.638	1.756.424.768.218	1.890.946.951.343	1.890.946.951.343	1.890.946.951.343	1.890.946.951.343	1.890.946.951.343	0,20
OBMD	2022	88.436.000.000	1.065.996.439.638	1.154.434.439.638	2.024.398.917.353	2.024.398.917.353	2.024.398.917.353	2.024.398.917.353	2.024.398.917.353	0,67
OBMD	2021	176.872.000.000	1.096.849.980.294	1.273.721.980.294	1.911.912.812.381	1.911.912.812.381	1.911.912.812.381	1.911.912.812.381	1.911.912.812.381	0,57
OBMD	2020	65.660.000.000	929.107.865.624	1.007.767.865.624	1.672.515.743.467	1.672.515.743.467	1.672.515.743.467	1.672.515.743.467	1.672.515.743.467	1,46
OPWAS	2023	52.000.000.000	1.786.206.361	1.838.206.361	89.202.406.478	89.202.406.478	89.202.406.478	89.202.406.478	89.202.406.478	0,60
OPWAS	2022	88.000.000.000	2.412.879.898	3.302.879.898	94.312.418.502	94.312.418.502	94.312.418.502	94.312.418.502	94.312.418.502	0,52
OPWAS	2021	193.000.000.000	4.943.376.000	5.136.376.000	93.904.739.000	93.904.739.000	93.904.739.000	93.904.739.000	93.904.739.000	1,49
OPWAS	2020	186.000.000.000	6.492.486.000	6.678.486.000	99.117.797.000	99.117.797.000	99.117.797.000	99.117.797.000	99.117.797.000	1,73
PBID	2023	575.115.221.800	111.367.810.980	686.483.032.780	856.837.978.400	856.837.978.400	856.837.978.400	856.837.978.400	856.837.978.400	0,80
PBID	2022	387.697.278.600	100.556.595.871	488.253.874.471	600.874.396.472	600.874.396.472	600.874.396.472	600.874.396.472	600.874.396.472	0,62
PBID	2021	212.695.144.000	107.466.000.000	320.161.144.000	417.947.357.527	417.947.357.527	417.947.357.527	417.947.357.527	417.947.357.527	0,25
PBID	2020	35.000.000.000	82.934.785.029	117.934.785.029	189.714.865.928	189.714.865.928	189.714.865.928	189.714.865.928	189.714.865.928	0,62
PDPD	2023	381.668.670.000	516.517.000.000	898.185.670.000	1.733.867.000.000	1.733.867.000.000	1.733.867.000.000	1.733.867.000.000	1.733.867.000.000	0,52
PDPD	2022	408.737.370.000	610.875.000.000	1.019.612.370.000	1.797.281.000.000	1.797.281.000.000	1.797.281.000.000	1.797.281.000.000	1.797.281.000.000	0,57
PDPD	2021	403.324.620.000	522.246.000.000	925.570.620.000	1.546.950.000.000	1.546.950.000.000	1.546.950.000.000	1.546.950.000.000	1.546.950.000.000	0,60
PDPD	2020	353.893.100.000	454.288.000.000	808.181.100.000	1.474.473.000.000	1.474.473.000.000	1.474.473.000.000	1.474.473.000.000	1.474.473.000.000	0,55

SAMF	2023	3.818.125.000.000	1.413.588.000.000	5.231.713.000.000	2.793.665.000.000	2.793.665.000.000	2.793.665.000.000	2.793.665.000.000	2.793.665.000.000	1,87
SAMF	2022	2.408.750.000.000	1.977.46							

Lampiran 13. Cara Hitung *Diversity Gender*

PERUSAHAAN	TAHU	DIREK	DIREKSI	DG
AGII	2023	5	2	0.4
AGII	2022	5	2	0.4
AGII	2021	5	2	0.4
AGII	2020	5	2	0.4
AKPI	2023	6	0	0
AKPI	2022	5	0	0
AKPI	2021	5	0	0
AKPI	2020	5	0	0
ALDO	2023	3	0	0
ALDO	2022	3	0	0
ALDO	2021	3	0	0
ALDO	2020	3	0	0
ALKA	2023	3	0	0
ALKA	2022	3	0	0
ALKA	2021	3	0	0
ALKA	2020	3	0	0
ANTM	2023	37	5	0.13514
ANTM	2022	37	5	0.12821
ANTM	2021	35	5	0.14286
ANTM	2020	37	5	0.13514
APLI	2023	4	0	0
APLI	2022	4	0	0
APLI	2021	3	0	0
APLI	2020	3	0	0

AVIA	2023	4	1	0.25
AVIA	2022	5	1	0.2
AVIA	2021	5	1	0.2
AVIA	2020	4	1	0.25
BAJA	2023	3	1	0.33333
BAJA	2022	3	0	0
BAJA	2021	3	0	0
BAJA	2020	3	0	0
BEBS	2023	4	0	0
BEBS	2022	3	0	0
BEBS	2021	3	0	0
BEBS	2020	5	0	0
BMSR	2023	2	0	0
BMSR	2022	2	0	0
BMSR	2021	2	0	0
BMSR	2020	2	0	0
BTON	2023	3	1	0.33333
BTON	2022	3	1	0.33333
BTON	2021	3	1	0.33333
BTON	2020	3	1	0.33333
CHEM	2023	3	0	0
CHEM	2022	3	0	0
CHEM	2021	3	0	0
CHEM	2020	3	0	0

CITA	2023	4	0	0
CITA	2022	4	0	0
CITA	2021	4	0	0
CITA	2020	4	0	0
CLPI	2023	4	1	0.25
CLPI	2022	4	1	0.25
CLPI	2021	4	1	0.25
CLPI	2020	4	1	0.25
CMNT	2023	4	1	0.25
CMNT	2022	4	1	0.25
CMNT	2021	4	1	0.25
CMNT	2020	4	1	0.25
DKFT	2023	3	1	0.33333
DKFT	2022	4	1	0.25
DKFT	2021	4	1	0.25
DKFT	2020	3	1	0.33333
DPNS	2023	2	0	0
DPNS	2022	2	0	0
DPNS	2021	2	0	0
DPNS	2020	2	0	0
EKAD	2023	3	1	0.33333
EKAD	2022	2	1	0.5
EKAD	2021	2	1	0.5
EKAD	2020	3	1	0.33333

EPAC	2023	2	0	0
EPAC	2022	2	0	0
EPAC	2021	2	0	0
EPAC	2020	2	0	0
ESIP	2023	2	0	0
ESIP	2022	4	1	0.25
ESIP	2021	4	1	0.25
ESIP	2020	2	0	0
FASW	2023	5	0	0
FASW	2022	5	0	0
FASW	2021	5	0	0
FASW	2020	5	0	0
FWCT	2023	3	0	0
FWCT	2022	3	0	0
FWCT	2021	3	0	0
FWCT	2020	3	0	0
GDST	2023	5	0	0
GDST	2022	6	0	0
GDST	2021	6	0	0
GDST	2020	6	0	0
HFSH	2023	4	1	0.25
HFSH	2022	5	1	0.2
HFSH	2021	5	1	0.2
HFSH	2020	5	1	0.2

IGAR	2023	5	1	0.2
IGAR	2022	5	1	0.2
IGAR	2021	5	1	0.2
IGAR	2020	5	1	0.2
INAI	2023	2	0	0
INAI	2022	2	0	0
INAI	2021	2	0	0
INAI	2020	2	0	0
INCI	2023	4	1	0.25
INCI	2022	4	1	0.25
INCI	2021	3	0	0
INCI	2020	3	0	0
INTD	2023	2	0	0
INTD	2022	2	0	0
INTD	2021	2	0	0
INTD	2020	2	0	0
INTP	2023	7	0	0
INTP	2022	7	0	0
INTP	2021	7	0	0
INTP	2020	7	0	0
KDSI	2023	2	0	0
KDSI	2022	2	0	0
KDSI	2021	2	0	0
KDSI	2020	2	0	0

KRES	2023	2	1	0.5
KRES	2022	2	1	0.5
KRES	2021	2	1	0.5
KRES	2020	2	1	0.5
KMTR	2023	5	1	0.2
KMTR	2022	5	1	0.2
KMTR	2021	5	1	0.2
KMTR	2020	5	1	0.2
LMSH	2023	3	1	0.33333
LMSH	2022	3	1	0.33333
LMSH	2021	3	1	0.33333
LMSH	2020	3	1	0.33333
LTLS	2023	6	1	0.16667
LTLS	2022	6	1	0.16667
LTLS	2021	6	1	0.16667
LTLS	2020	5	0	0
MOLI	2023	3	0	0
MOLI	2022	3	0	0
MOLI	2021	3	0	0
MOLI	2020	3	0	0
NCKL	2023	6	1	0.16667
NCKL	2022	6	1	0.16667
NCKL	2021	6	1	0.16667
NCKL	2020	6	1	0.16667

NICL	2023	3	0	0
NICL	2022	3	0	0
NICL	2021	3	0	0
NICL	2020	3	0	0
NPGF	2023	4	0	0
NPGF	2022	3	0	0
NPGF	2021	6	0	0
NPGF	2020	4	0	0
OBMD	2023	4	1	0.25
OBMD	2022	4	1	0.25
OBMD	2021	4	1	0.25
OBMD	2020	4	1	0.25
OPMS	2023	3	1	0.33333
OPMS	2022	3	1	0.33333
OPMS	2021	3	1	0.33333
OPMS	2020	3	1	0.33333
PBID	2023	6	2	0.33333
PBID	2022	6	2	0.33333
PBID	2021	6	2	0.33333
PBID	2020	6	2	0.33333
PDDP	2023	2	0	0
PDDP	2022	3	0	0
PDDP	2021	2	0	0
PDDP	2020	2	0	0

SAMF	2023	5	1	0.2
SAMF	2022	5	1	0.2
SAMF	2021	6	1	0.16667
SAMF	2020	6	1	0.16667
SMBR	2023	5	0	0
SMBR	2022	5	0	0
SMBR	2021	5	0	0
SMBR	2020	4	0	0
SMCB	2023	4	0	0
SMCB	2022	4	0	0
SMCB	2021	4	0	0
SMCB	2020	3	0	0
SMGR	2023	6	1	0.16667
SMGR	2022	6	1	0.16667
SMGR	2021	6	0	0
SMGR	2020	7	1	0.14286
SMKL	2023	3	0	0
SMKL	2022	3	0	0
SMKL	2021	4	0	0
SMKL	2020	4	0	0
SPMA	2023	4	0	0
SPMA	2022	4	0	0
SPMA	2021	4	0	0
SPMA	2020	4	0	0

SCMI	2023	3	0	0
SCMI	2022	3	0	0
SCMI	2021	4	0	0
SCMI	2020	3	0	0
SRSN	2023	6	0	0
SRSN	2022	6	0	0
SRSN	2021	6	0	0
SRSN	2020	6	0	0
TALF	2023	4	0	0
TALF	2022	4	0	0
TALF	2021	4	0	0
TALF	2020	4	0	0
TINS	2023	5	1	0.2
TINS	2022	5	2	0.4
TINS	2021	5	1	0.2
TINS	2020	6	0	0
TIRT	2023	2	0	0
TIRT	2022	2	0	0
TIRT	2021	2	0	0
TIRT	2020	2	0	0
TRST	2023	3	1	0.33333
TRST	2022	3	1	0.33333
TRST	2021	4	0	0
TRST	2020	4	0	0

WSBP	2023	5	0	0
WSBP	2022	5	0	0
WSBP	2021	5	0	0
WSBP	2020	5	0	0
WTON	2023	5	0	0
WTON	2022	5	0	0
WTON	2021	5	0	0
WTON	2020	5	0	0
YPAS	2023	2	1	0.5
YPAS	2022	2	1	0.5
YPAS	2021	2	1	0.5
YPAS	2020	2	1	0.5
ZINC	2023	4	1	0.25
ZINC	2022	5	1	0.2
ZINC	2021	4	1	0.25
ZINC	2020	4	1	0.25