

DIVERSIFICATION & SUSTAINABILITY



PENJELASAN TEMA

ABOUT OUR THEME



DIVERSIFICATION & SUSTAINABILITY

Petrosea terus melanjutkan proses diversifikasi dengan menangkap peluang bisnis baru di proyek mineral lainnya yang merupakan bagian dari implementasi strategi 3D Perusahaan, yaitu Diversifikasi, Digitalisasi dan Dekarbonisasi sebagai *enabler* dan pilar kunci Perusahaan untuk terus mengembangkan *value proposition* kepada seluruh *stakeholder*. Selain itu, dalam menjalankan usahanya, Perusahaan juga tetap berkomitmen untuk memprioritaskan aspek *Environmental, Social & Governance* (ESG), sekaligus menerapkan strategi keberlanjutan yang sesuai dengan *Sustainable Development Goals* (SDGs).

Petrosea continued its diversification process by capturing new business opportunities in other mineral projects which is part of the implementation of its 3D strategy, which is Diversification, Digitalization and Decarbonization as the Company's enabler and key pillar to continue to develop its value proposition for all stakeholders. Furthermore, in carrying out its business activities, the Company also remains committed to prioritize the aspects of Environmental, Social & Governance (ESG) while also applying its sustainability strategy in accordance with Sustainable Development Goals (SDGs).

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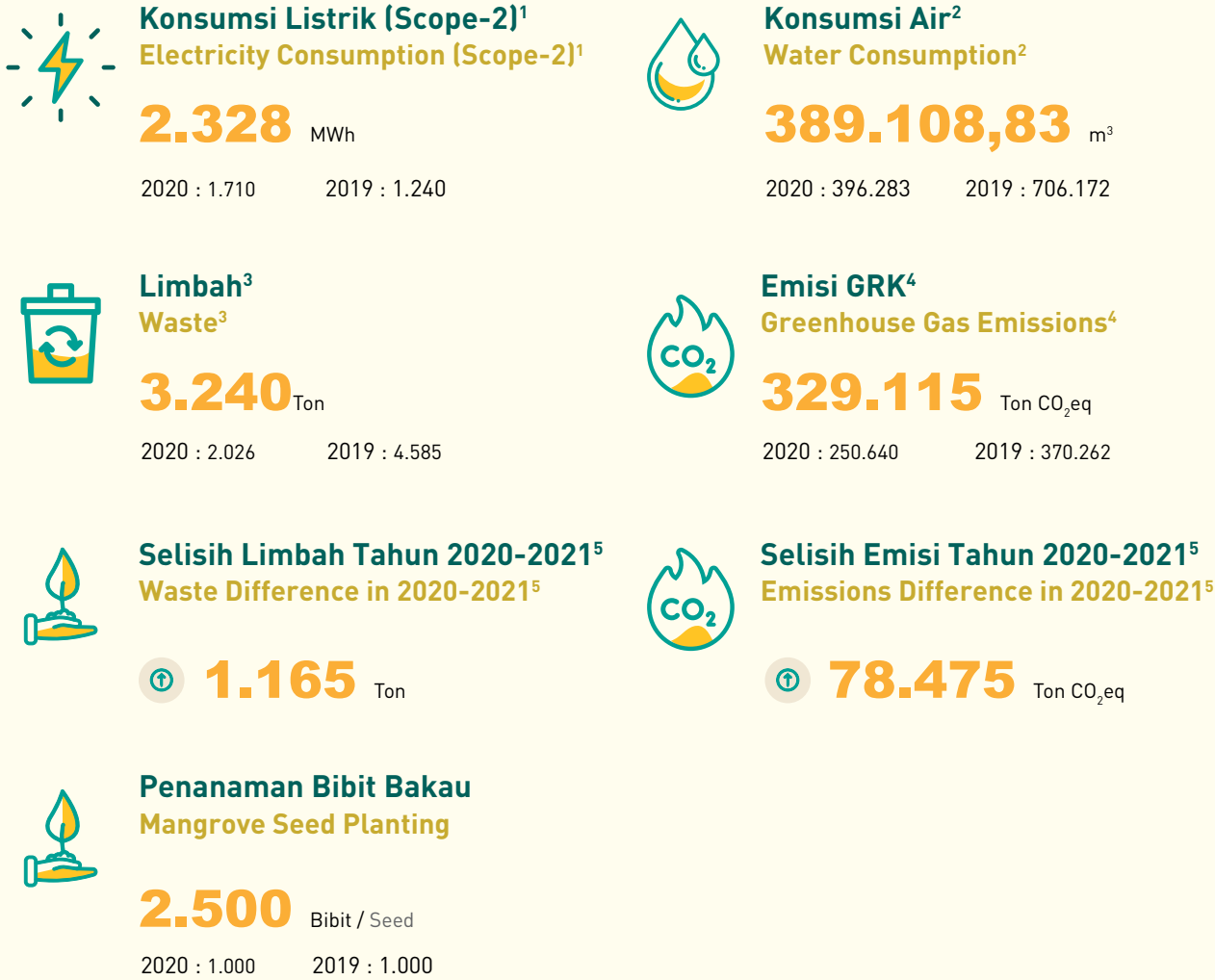
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IKHTISAR KINERJA ESG
ESG PERFORMANCE HIGHLIGHTS

LINGKUNGAN / ENVIRONMENT



Keterangan / Notes:

- 1 Konsumsi listrik yang dibeli dari PLN dan diperhitungkan sebagai Emisi CO₂ dari Scope-2.
Electricity purchased from PLN and is recognized as CO₂ Emission from Scope-2.

2 Termasuk air tanah, air permukaan & air hujan.
Includes ground water, surface water and rainwater.

3 Termasuk limbah bahan berbahaya & beracun dan limbah tidak berbahaya.
Includes hazardous & toxic waste and non-hazardous waste.
- 4 Termasuk cakupan Gas Rumah Kaca (GRK) Langsung & Tidak Langsung.
Includes direct and indirect Greenhouse Gas Emissions.

5 Peningkatan disebabkan oleh penambahan area dan kegiatan operasional.
The increase was due to more operational areas and activities.

SOSIAL / SOCIAL

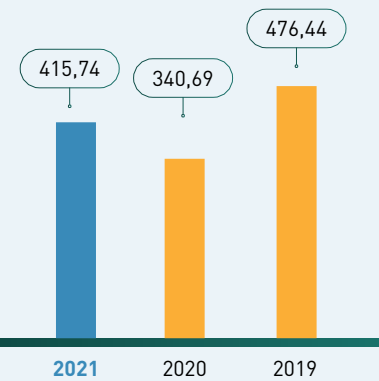




EKONOMI / ECONOMY

Pendapatan (Juta US\$)

Revenue (Million US\$)



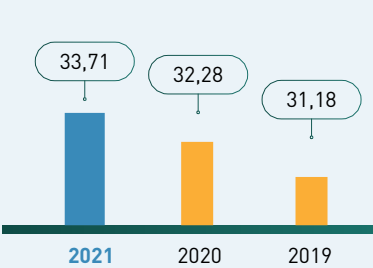
Laba Tahun Berjalan (Juta US\$)

Net Profit for the Year (Million US\$)



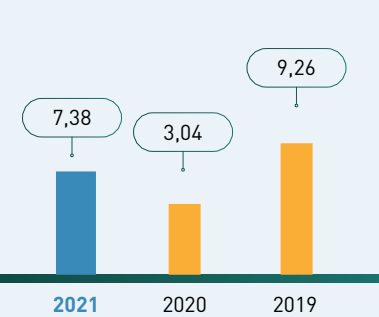
Laba yang Dapat Diatribusikan Kepada Pemilik Entitas Induk (Juta US\$)

Profit Attributable to Owners of the Company (Million US\$)



Kontribusi Kepada Negara (Pajak) (Juta US\$)

Tax Contribution (Million US\$)



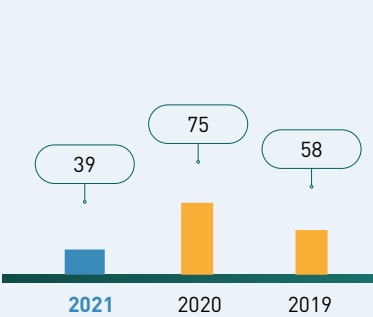
Volume Pengupasan Lapisan Tanah Penutup (Juta BCM)

Volume of Overburden Removal (Million BCM)



Jumlah Pemasok Lokal

Number of Local Suppliers



Produk Ramah Lingkungan

Environmentally Friendly Products

Minerva Digital Platform

Meningkatkan produktivitas & efisiensi kegiatan operasional, serta meminimalkan dampak terhadap lingkungan sekitar
Increases productivity & efficiency of operational activities, as well as minimizes its impact on the surrounding environment

DUKUNGAN TERHADAP SDGs
SUPPORTING THE SDGs



SDGs

Kegiatan Pendukung / Supporting Activities



Memberikan remunerasi secara adil dan merata berdasarkan penilaian terhadap tingkat jabatan, masa kerja, beban kerja, lokasi kerja, hingga kinerja per individu
Providing fair and equal remunerations based on position, years of service, workload, work location and individual performance



- Menjamin praktik dan layanan K3 pada seluruh karyawan Petrosea
- Mengadakan pelatihan K3 secara berkala
- Bersama Indika Energy dan Indika Foundation menjalankan Indika Solidarity Laboratorium sebagai usaha penanggulangan virus COVID-19
- Ensuring SHE practices and services for all employees of the Company
- Conducting frequent SHE training
- Together with Indika Energy and Indika Foundation establishing the Indika Solidarity Laboratorium to stop the spread of the COVID-19 virus



- Memfasilitasi pelatihan terkait pengelolaan keberlanjutan kepada manajemen
- Memberikan pelatihan *soft skill* dan lainnya kepada manajemen dan karyawan
- Menyediakan beasiswa S2 kepada karyawan
- Mengadakan workshop pelatihan pembuatan kerajinan adat daerah sekitar wilayah operasional
- Memberikan pelatihan kompetensi kepada guru sekolah dasar dan sekolah menengah pertama serta membangun fasilitas studio pendidikan digital
- Facilitating training on sustainability management for management
- Providing soft skill and other training for management and employees
- Providing master's degree scholarships for employees
- Conducting workshops for traditional crafts around operational areas
- Providing competency training for elementary and junior high school teachers and build digital education studio facilities



Penggunaan bahan bakar nabati (B30) untuk alat produksi Perusahaan
Using plant-based fuel (B30) for the Company's production equipment

SDGs	Kegiatan Pendukung / Supporting Activities
	• Memanfaatkan teknologi terkini melalui <i>Minerva Digital Platform</i> untuk meningkatkan produktivitas dan efisiensi operasional • Memfasilitasi masyarakat lokal dengan pelatihan budidaya hortikultura, ayam broiler dan jeruk siam • Leveraging the latest technology throught the Minerva Digital Platform to increase operational productivity and efficiency • Facilitating trainings on horticulture, broiler chicken, and tangerine cultivation for the local communities
	• Menggunakan <i>water treatment plant</i> untuk proses daur ulang air • Memanfaatkan pipa talang dan tangki air untuk menampung air hujan yang akan diolah menjadi air bersih • Using water treatment plants for the water recycling process • Leveraging gutter pipes and water tanks to collect rainwater to be processed into clean water
	• Mengelola emisi dari kegiatan operasional Perusahaan • Mengeluarkan kebijakan <i>Marine Fleet Operation Safety & Environmental Protection</i> • Managing emissions generated by the operational activities of the Company • Issuing the Marine Fleet Operation Safety & Environmental Protection policies
	Menggunakan oli bekas sebagai bahan peledak untuk kegiatan operasional Making use of used oil for explosives required by operations



SAMBUTAN DIREKSI [102-14]

MESSAGE FROM THE BOARD OF DIRECTORS

**HANIFA INDRADJAYA**

Presiden Direktur

President Director

“

Sebagai bentuk komitmen Petrosea dalam mendukung usaha yang berkelanjutan, tahun ini kami telah membentuk Komite Keberlanjutan. Selain itu, kami juga telah menerapkan Anti Bribery Management System dengan merujuk pada ISO 37001:2016.

As a form of Petrosea's commitment to support its business sustainability, this year we established the sustainability committee. Furthermore, we have also implemented an Anti Bribery Management System that refers to ISO 37001:2016.

”

Pemangku kepentingan yang kami hormati,

Dear Stakeholders,

Laporan Keberlanjutan yang diterbitkan Petrosea setiap tahun merupakan bagian yang tak terpisahkan dari usaha kami untuk terus melaksanakan prinsip transparansi terkait pengelolaan aspek *Environmental, Social & Governance* (ESG) di seluruh elemen Perusahaan. Selain itu, berbagai kegiatan yang mendukung *Sustainable Development Goals* (SDGs) juga kami laksanakan selaras dengan komitmen pemerintah Indonesia dalam menjalankan kesepakatan Konferensi Internasional Perubahan Iklim COP 26 di Glasgow, November 2021, terutama dalam mengembangkan *low-carbon economy*.

Segala usaha dan kegiatan yang dilakukan selama tahun 2021 telah membantu Petrosea dalam melewati tahun yang kembali penuh dengan berbagai tantangan, termasuk kondisi perekonomian dan industri global yang dinamis, serta pandemi COVID-19 yang terus berdampak pada

The Sustainability Report that is published annually by Petrosea is an integral part of our efforts to continue implementing the principle of transparency regarding Environmental, Social & Governance (ESG) aspects across all elements of the Company. In addition, we also carry out various activities that support the achievement of Sustainable Development Goals (SDGs), in line with the Indonesian government's commitment in implementing the resolutions made during the COP 26 International Climate Change Conference in Glasgow, November 2021, especially in developing a low-carbon economy.

The efforts and activities undertaken throughout 2021 has supported Petrosea in overcoming another year full of challenges, including dynamic global economic and industrial conditions, as well as the COVID-19 pandemic which has continued to impact the Company's operational

kegiatan operasional Perusahaan. Dalam menghadapi seluruh tantangan tersebut, Petrosea terus fokus dalam mengimplementasikan strategi 3D, yaitu Diversifikasi, Digitalisasi, dan Dekarbonisasi sebagai *enabler* dan pilar kunci Perusahaan untuk terus mengembangkan *value proposition* yang dapat diberikan kepada seluruh *stakeholder*.

MENJAWAB TANTANGAN
KEBERLANJUTAN

Sepanjang tahun 2021, kami berupaya untuk memperkuat *sustainable business values*, dimana bagi Petrosea, nilai tersebut tidak hanya merefleksikan pencapaian secara finansial, namun juga kemampuan Perusahaan untuk terus berkembang dan semakin dipercaya oleh seluruh pemangku kepentingan. Selain itu, Petrosea juga terus berinovasi, beradaptasi, merubah *mindset*, serta berusaha mencapai Target Zero, yaitu *zero harm to people, community and environment* sebagai bentuk penerapan *business continuity plan* demi memastikan *sustainable superior performance* di masa mendatang.

Sepanjang tahun 2021, SDGs terkait kesehatan masih menjadi perhatian global karena adanya pandemi COVID-19 yang terus berlanjut. Sebagai respons Petrosea menerapkan protokol kesehatan yang ketat serta kebijakan bekerja sesuai dengan aturan yang berlaku untuk mengurangi risiko penularan virus COVID-19. Perusahaan juga terus berkomitmen untuk mendukung pemerintah Indonesia dalam menangani pandemi melalui implementasi program vaksinasi Gotong Royong serta melayani kebutuhan tes COVID-19.

Salah satu bentuk komitmen tersebut adalah dengan mendirikan Indika Solidarity Laboratorium di Balikpapan bersama Indika Energy dan Indika Foundation pada tahun 2020. Sampai dengan akhir tahun 2021, laboratorium tersebut telah melaksanakan 33.616 tes COVID-19 bagi karyawan Petrosea dan masyarakat sekitar.

activities. In facing these challenges, Petrosea remained focused on implementing its 3D strategy, namely Diversification, Digitalization, and Decarbonization as an enabler and key pillar to continue developing our value proposition for all stakeholders.

RESPONDING TO SUSTAINABILITY
CHALLENGES

In 2021, we strived to strengthen our sustainable business values, in which for Petrosea, these values do not merely reflect financial achievements, but also the Company's ability to continue to grow and gain trust from all stakeholders. Furthermore, Petrosea also continued to innovate, adapt, change our mindset, as well as strive to achieve Target Zero or zero harm to people, the community and environment, as a form of the implementation of the Company's business continuity plan in order to ensure sustainable superior performance in the years ahead.

In 2021, SDGs on health remained a global focus due to the ongoing COVID-19 pandemic. In response, the Company implemented strict health protocols and working policies to comply with prevailing regulations to reduce the risks of COVID-19 transmission. The Company is committed to support the Indonesian Government in handling the pandemic by carrying out the Gotong Royong vaccination program and providing COVID-19 tests.

One form of this commitment was the establishment of the Indika Solidarity Laboratorium in Balikpapan together with Indika Energy and Indika Foundation in 2020. As of the end of 2021, the laboratory has conducted 33,616 COVID-19 tests for Petrosea employees and the surrounding community.

Pada akhir tahun 2021, Petrosea juga membentuk Komite Keberlanjutan yang bertugas untuk memantau, meninjau, mengevaluasi serta memberikan rekomendasi atas kinerja, inisiatif, rencana dan risiko terkait ESG dalam setiap investasi yang diajukan oleh manajemen. Pembentukan komite ini memperlihatkan komitmen kuat Petrosea dalam mengimplementasikan praktik-praktik tata kelola perusahaan yang baik demi mendukung tercapainya strategi keberlanjutan Perusahaan.

Selain itu, Perusahaan juga memastikan bahwa *core values* ACTION, yaitu *Agile, Connected, Trusted, Innovative, Open-Minded*, dan *Nurturing*, semakin terefleksikan di dalam perilaku masing-masing karyawan demi mendukung pengembangan *customer-centric business model* yang akan memberikan nilai tambah bagi seluruh pemangku kepentingan Perusahaan.

Pada tahun 2021, Petrosea mendirikan PT Kinarya Bangun Sesama, yaitu sebuah perusahaan rintisan yang menjalankan usahanya untuk kepentingan sosial dan lingkungan hidup di Indonesia. Tujuan perusahaan sosial ini adalah untuk membantu mengatasi permasalahan sosial dengan menciptakan dampak positif, meningkatkan kesejahteraan masyarakat dengan menganut sistem berkelanjutan, serta bertanggung jawab dalam melindungi dan merestorasi ekosistem lingkungan.

PENCAPAIAN KINERJA & TARGET KEBERLANJUTAN

Sepanjang tahun 2021, Petrosea telah memperlihatkan kinerja yang menggembirakan di bidang ESG. Secara bertahap, kami terus berupaya untuk menekan intensitas emisi gas rumah kaca yang dihasilkan oleh Perusahaan dibandingkan tahun lalu melalui implementasi kegiatan operasional yang lebih ramah lingkungan. Salah satu faktor pendukungnya adalah kemampuan kami untuk memanfaatkan teknologi digital terkini berkat implementasi Minerva Digital Platform, sehingga kegiatan operasional Perusahaan menjadi lebih produktif dan efisien. Seluruh upaya tersebut merupakan bagian dari proses Petrosea menuju *net zero emissions* yang tentunya akan membutuhkan dukungan dan sinergi penuh dari seluruh pemangku kepentingan, baik internal maupun eksternal.

At the end of 2021, Petrosea also established a Sustainability Committee to monitor, review, evaluate and provide recommendations on ESG performances, initiatives, plans and risks for each investment proposed by management. The establishment of this committee reflects Petrosea's strong commitment in implementing good corporate governance practices in order to support the achievement of the Company's sustainability strategy.

In addition, Petrosea also ensures that our ACTION core values, namely *Agile, Connected, Trusted, Innovative, Open-Minded* and *Nurturing*, are increasingly reflected in the behavior of each employee in order to support the development of a customer-centric business model that will provide added value for all of the Company's stakeholders.

In 2021, Petrosea established PT Kinarya Bangun Sesama, which is a startup company that carries out its business for social and environmental interests in Indonesia. The purpose of this social enterprise is to help overcome social problems by creating positive impacts, improving community welfare by adopting a sustainable system, as well as taking responsibility for protecting and restoring environmental ecosystems.

ACHIEVEMENT OF SUSTAINABILITY PERFORMANCE & TARGETS

In 2021, the Company demonstrated excellent performance in the aspect of ESG. We strive to gradually lower the intensity of greenhouse gas emissions generated by the Company from year to year through environmentally friendly operational activities. One of the supporting factors is our ability to leverage state-of-the-art technology due to the implementation of Minerva Digital Platform that enables productive and efficient operational activities. All the efforts mentioned are part of Petrosea's efforts towards net zero emissions that would require the support from and extensive synergy with the stakeholders, both internal and external.

Sebagai bentuk tanggung jawab sosial Perusahaan, kami senantiasa berupaya untuk meningkatkan perekonomian masyarakat sekitar sehingga terbentuk kemandirian dalam jangka panjang yang merupakan salah satu indikator keberhasilan bagi program-program CSR Perusahaan, khususnya di pilar pemberdayaan ekonomi.

Petrosea juga selalu memprioritaskan keselamatan dan kesehatan karyawan serta masyarakat sekitar, termasuk memastikan lingkungan kerja yang layak dan aman. Hal tersebut dibuktikan dengan keberhasilan kami untuk kembali mencapai *overall safety milestone* yang luar biasa pada tahun 2021, yaitu 13.066.012 jam kerja tanpa mengalami kecelakaan yang mengakibatkan hari kerja hilang.

Pada tahun 2021, Petrosea kembali berhasil mencatatkan kinerja yang solid, dimana total pendapatan Perusahaan naik sebesar 22,03% menjadi US\$415,74 juta dari US\$340,69 juta pada tahun 2020, dan laba yang dapat diatribusikan kepada pemilik entitas induk naik 4,43% menjadi US\$33,71 juta dibandingkan tahun sebelumnya. Pencapaian tersebut didorong oleh implementasi teknologi digital terkini untuk mendukung *operational excellence*, serta fokus yang kuat terhadap efektivitas dan efisiensi biaya operasional.

STRATEGI PENCAPAIAN TARGET

Melalui strategi 3D, Petrosea berkomitmen untuk terus memanfaatkan setiap kesempatan demi menciptakan keberlanjutan melalui berbagai target kinerja. Kami akan semakin memperkuat budaya keselamatan dan *operational excellence*, serta menerapkan *Target Zero* di seluruh area operasional, dimana kami memfasilitasi komitmen tersebut melalui lingkungan kerja yang sehat dan aman. Kami juga senantiasa berusaha untuk mengurangi dampak negatif dari aktivitas operasional terhadap lingkungan sekitar, dan bahkan sebaliknya, kami justru menciptakan *positive added value* bagi keberlanjutan.

As a form of corporate social responsibility, we always strive to improve the economy of the surrounding communities to ensure that long-term independency is created, which is one of the indicators of success for the Company's CSR programs, specifically in the economic empowerment pillar.

The Company prioritizes the safety and health of all employees and the surrounding communities, including creating proper and safe working environment. For this, we achieved excellent overall safety milestone in 2021 with 13,066,012 manhours lost time injury free.

In 2021, Petrosea once again was able to record a solid performance, in which the Company's total revenue increased by 22.03% to US\$415.74 million from US\$340.69 million in 2020, and profit attributable to owners of the company increased by 4.43% to US\$33.71 million compared to the previous year. These achievements were driven by the implementation of the latest digital technology to support operational excellence, as well as strong focus towards operational cost effectiveness and efficiency.

TARGET ACHIEVEMENT STRATEGIES

Through its 3D strategy, Petrosea is committed to leverage all opportunities to deliver sustainability by performance target. We will strengthen our safety culture and operational excellence and implement Zero Target in all operational locations, where we facilitate the commitment through healthy and safe working environment. We also strive to reduce the negative impacts of our operational activities on the environment, and we will create positive added-values for sustainability instead.

Petrosea senantiasa berkomitmen untuk menjalankan praktik-praktik GCG dalam menjalankan kegiatan usahanya. Untuk mendukung komitmen tersebut, Petrosea memiliki infrastruktur GCG yang telah menjadi *enabler* bagi transformasi Petrosea secara menyeluruh dan mendukung keberlanjutan usaha Perusahaan di masa mendatang. Petrosea juga menanamkan nilai integritas di seluruh elemen Perusahaan.

APRESIASI

Atas nama Direksi, kami mengucapkan terima kasih dan memberikan apresiasi kepada seluruh pemangku kepentingan atas kerja sama dan dukungan yang telah diberikan selama ini.

Semoga bersama-sama kita dapat terus berkontribusi bagi keberlanjutan Petrosea dan Indonesia, saat ini dan pada masa yang akan datang.

Petrosea continues to be committed in implementing GCG principles in carrying out its business activities. To support this commitment, Petrosea has established a GCG infrastructure that has become an enabler for Petrosea's overall transformation and support the Company's business sustainability in the years to come. Petrosea also instills the value of integrity within all elements of the Company.

APPRECIATION

On behalf of the Board of Directors, we would like to express our deepest gratitude to all stakeholders for their continued collaboration and support.

We hope that together we will continue to contribute to the sustainability of Petrosea Indonesia, now and in the upcoming future.

Tangerang Selatan, Maret 2022
South Tangerang, March 2022



Hanifa Indradjaya
Presiden Direktur / President Director

SURAT PERNYATAAN ANGGOTA DIREKSI & ANGGOTA DEWAN KOMISARIS TENTANG TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN 2021 PT PETROSEA TBK

STATEMENT OF ACCOUNTABILITY OF MEMBERS OF THE BOARD OF DIRECTORS & MEMBERS OF THE BOARD OF COMMISSIONERS FOR THE 2021 SUSTAINABILITY REPORT OF PT PETROSEA TBK

Kami selaku Dewan Komisaris dan Direksi, yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Petrosea Tbk tahun 2021 telah disampaikan secara lengkap dan kami bertanggung jawab penuh atas informasi yang tertera dalam laporan ini. Demikian lembar persetujuan ini dibuat dengan sebenarnya.

We, the Board of Commissioners and the Board of Directors, hereby declare that all information in 2021 Sustainability Report of PT Petrosea Tbk has been disclosed in full and we are responsible for the information presented in this report. Herein this statement letter is made truthfully.

Tangerang Selatan, Maret 2022 / South Tangerang, March 2022



Hanifa Indradjaya
Presiden Direktur / President Director



Richard Bruce Ness
Presiden Komisaris / President Commissioner



Romi Novan Indrawan
Direktur / Director



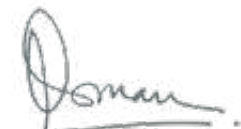
Purbaja Pantja
Komisaris / Commissioner



Melnar Kusumastuti
Direktur / Director



Kamen Kamenov Palatov
Komisaris / Commissioner



Osman Sitorus
Komisaris Independen / Independent Commissioner



Hasnul Suhaimi
Komisaris Independen / Independent Commissioner

VISI & MISI

VISION & MISSION

VISI Vission

Menjadi salah satu Perusahaan terkemuka yang menyediakan jasa di sektor pertambangan, minyak & gas serta infrastruktur di Asia Tenggara.

To be a leading service provider in mining, oil & gas and infrastructure in Southeast Asia.

MISI Mission

Menyediakan solusi yang inovatif di sektor pertambangan, minyak & gas serta infrastruktur untuk menciptakan kepuasan bagi seluruh klien dan pemangku kepentingan.

To deliver innovative solutions for mining, oil & gas and infrastructure to the satisfaction of all clients and stakeholders.

NILAI-NILAI INTI CORE VALUES



AGILE

KAMI BERADAPTASI TERHADAP SEGALA PERUBAHAN WE ADAPT TO CHANGE

Kemampuan untuk beradaptasi dengan berbagai situasi, individu, kelompok kerja, serta melakukan perubahan pendekatan untuk mendorong terjadinya perubahan dalam organisasi atau lingkup kerja. Ability to adapt and respond to any situations, with different individuals or teams, and changing their approach in order to embrace all changes within the organization or scope of work.

Perilaku umum / General Behaviors:

- Terbuka dan beradaptasi dengan pendekatan dan situasi baru
- Menunjukkan respon positif terhadap setiap perubahan dan tantangan
- Mampu bekerja di dalam lingkungan yang beragam dan dinamis
- Open and adapt to new approaches and situations
- Show a positive response to any changes and/or obstacles
- Be able to work in dynamic and diverse environments



INNOVATIVE

KAMI TERUS MEMPERBAIKI DIRI TANPA BATASAN WE IMPROVE OURSELVES WITH NO LIMITATION

Kemampuan untuk berpikir di luar kebiasaan dan berani mengambil risiko yang terukur dalam mencoba berbagai pendekatan. Hal ini termasuk melakukan eksplorasi dalam membangun solusi dan memberikan masukan untuk pemenuhan kebutuhan bisnis dan pihak-pihak yang berkepentingan.

Ability to think beyond the conventional and outside the box, while always showing the willingness to take risks and try different solutions. This may involve exploring and generating creative solutions, as well as combining our insights in order to deliver business and stakeholder requirements

Perilaku umum / General Behaviors:

- Mampu berpikir di luar kebiasaan dan menciptakan solusi baru
- Tidak mudah menyerah saat menghadapi kesulitan dan memiliki semangat untuk selalu mengembangkan diri
- Show the ability to think outside the box and come up with new solutions
- Do not easily give up in dealing with the current situation and always seek new improvements



CONNECTED

KAMI MENGIKUTI PERKEMBANGAN INDUSTRI, TEKNOLOGI, & MANUSIA WE STAY UPDATED TO THE INDUSTRY, TECHNOLOGY, & PEOPLE

Kemampuan untuk berkolaborasi dengan pihak internal dan external termasuk di dalamnya mengumpulkan dan berbagi informasi terbaru dalam industri, teknologi, dan pelakunya. Ability to collaborate with internal and external parties as well as sharing and collecting information in order to stay engaged with any updates and changes within the industry, technology, and people

Perilaku umum / General Behaviors:

- Mampu membangun dan menjaga hubungan baik dengan berbagai pihak yang berperan di dalam industri
- Menunjukkan rasa ingin tahu dan aktif mencari informasi terkini di dalam industri untuk menunjang kinerja perusahaan
- Mencari masukan/umpan balik untuk meningkatkan kinerja
- Be able to build and maintain relationships with stakeholders and the industry
- Demonstrate curiosity and seek updated information related to the industry, technology, and people to support the Company's performance
- Seek and request feedback in order to maximize performance



OPEN-MINDED

KAMI MENDENGARKAN & MENERIMA IDE-IDE BARU WE LISTEN TO & EXPLORE NEW IDEAS

Kemampuan untuk menerima informasi baru, serta bertukar ide dengan segala pihak (internal dan external) dan terus mengembangkan diri dan perspektif guna pencapaian target perusahaan. Ability to receive and respond to new information, as well as discussing ideas with internal and external parties in order to continuously develop ourselves in regards to business results and perspective

Perilaku umum / General Behaviors:

- Secara aktif mencari dan mendengarkan berbagai pendekatan dan masukan
- Mampu memberikan masukan yang membangun kepada orang lain
- Menjunjung keberagaman
- Actively seek and respect new or different approaches and feedback
- Be able to share constructive feedback with others
- Embrace diversity



TRUSTED

KAMI MEMBERIKAN NILAI TAMBAH BAGI PEMANGKU KEPENTINGAN DENGAN MENUNJUKAN KOMITMEN YANG TINGGI TERHADAP ETIKA & PERILAKU BISNIS WE DELIVER VALUE TO OUR STAKEHOLDERS WHIESG DEMONSTRATING COMMITMENT TOWARDS THE HIGHEST ETHICS & BUSINESS CONDUCT

Kemampuan untuk berperilaku jujur sesuai dengan peraturan dan kode etik perusahaan secara konsisten untuk menjaga reputasi perusahaan dan kepuasan pelanggan.

Ability to act and perform in an honest and trustworthy manner that is consistent with the Company's policies and code of conduct in order to maintain the Company's reputation and client satisfaction

Perilaku umum / General Behaviors:

- Memahami tanggung jawab pekerjaan sesuai dengan etika perusahaan dan bisnis untuk memberikan nilai tambah terhadap seluruh pihak yang berkepentingan
- Mampu berkomunikasi secara transparan dan secara konsisten menunjukkan komitmen dalam bekerja.
- Understand the responsibilities of each role according to the Company's business ethics and code of conduct in order to create value for stakeholders
- Consistently communicate transparently and always fulfill agreed commitments.



NURTURING

KAMI PEDULI TERHADAP KESELAMATAN, KESEHATAN, LINGKUNGAN & MASYARAKAT WE CARE FOR OUR SAFETY, HEALTH, ENVIRONMENT, & COMMUNITY

Kemampuan untuk memelihara dan menerapkan segala peraturan keselamatan, kesehatan & menjaga lingkungan secara konsisten, serta membangun komunitas sekitar untuk tumbuh bersama dan mendorong kemajuan perusahaan.

Ability to constantly apply and nurture safety, health & environment initiatives, as well as foster the community in order to grow together and support the Company's business sustainability

Perilaku umum / General Behaviors:

- Bertanggung jawab atas keselamatan diri sendiri dan orang sekitar
- Menjaga lingkungan dan masyarakat di sekitar area pekerjaan
- Mempertimbangkan aspek keselamatan di setiap proses kerja, dan berani mengingatkan jika terjadi pelanggaran atau tidak sesuai dengan standar Perusahaan.
- Take responsibility for our own safety and those around us
- Preserve the environment and community where we are working
- Consider the safety of every work process and speak up when the safety and health aspects are not in line with the Company standards.

SEKILAS PERUSAHAAN [102-1, 102-2]

THE COMPANY AT A GLANCE



PT Petrosea Tbk ("Petrosea" atau "Perusahaan") yang didirikan pada tahun 1972, merupakan perusahaan multi disiplin di bidang kontrak pertambangan, rekayasa, pengadaan & konstruksi serta jasa minyak & gas bumi yang berkomitmen penuh dalam menjalankan prinsip-prinsip tata kelola perusahaan yang baik.

Pada tahun 1990, Petrosea menjadi perusahaan rekayasa konstruksi pertama di Indonesia yang tercatat di Bursa Efek Indonesia (IDX:PTRO).

Sejak tahun 2019, Petrosea telah meluncurkan strategi 3D, yaitu *Diversification, Digitalization & Decarbonization*, yang akan menjadi *enabler* dan pilar kunci Perusahaan untuk terus mengembangkan *value proposition* yang dapat diberikan kepada seluruh *stakeholder*.

Pada tahun 2019, Petrosea diseleksi oleh World Economic Forum sebagai satu-satunya perusahaan tambang dan satu-satunya perusahaan milik Indonesia yang masuk ke dalam Global Lighthouse Network berkat kesuksesannya dalam mengimplementasikan teknologi Industri 4.0.

PT Petrosea Tbk ("Petrosea"), established in 1972, is a multi-disciplinary contract mining, engineering, procurement & construction and oil & gas services company that is fully committed to implement good corporate governance principles.

In 1990, Petrosea became the first engineering and construction company in Indonesia to be listed on the Indonesia Stock Exchange (IDX: PTRO).

Since 2019, Petrosea launched its 3D strategy, which is *Diversification, Digitalization & Decarbonization*, as the Company's *enabler* and key pillar to continue developing its value proposition to all *stakeholders*.

In 2019, Petrosea was selected by the World Economic Forum as the only mining company and the only Indonesian owned company to join the Global Lighthouse Network due to its success in implementing Industry 4.0 technologies.

Pada tahun 2021, Perusahaan menambah bidang usahanya, sehingga maksud dan tujuannya menjadi Perusahaan yang bergerak dalam bidang Konstruksi, Jasa Pertambangan dan Penggalian, Industri Pengolahan, Perdagangan, Pengangkutan dan Pergudangan, Informasi & Komunikasi, Aktivitas Profesional, Ilmiah & Teknis, Aktivitas Penyewaan dan Sewa Guna Usaha Tanpa Hak Opsi, Ketenagakerjaan, serta Pendidikan.

Sebagai wujud komitmen Perusahaan untuk melaksanakan aspek *Environmental, Social & Governance* (ESG), pada tahun 2021 Petrosea terpilih dalam kategori kategori CCC Disclosure Rating Commitment di ajang ESG Disclosure Awards 2021 yang diselenggarakan oleh Majalah Investor-Berita Satu Media Holdings (BSMH) yang berkolaborasi dengan Bumi Global Karbon Foundation (BGKF).

Di usia yang ke-50 tahun, Petrosea didukung oleh tenaga ahli yang memiliki kompetensi yang diperlukan serta Minerva Digital Platform yang pertama kali diluncurkan pada tahun 2018 melalui Project Minerva (*Mining and*

In 2021, the Company added to its business activities, therefore its purpose and objective is to become a Company that operates in the fields of Construction, Mining and Excavation, Processing Industry, Trading, Transportation and Warehousing, Information and Communication, Professional Scientific and Technical Activities, Employment, as well as Education.

As a form of the Company's commitment to implement the aspects of Environmental, Social & Governance (ESG), in 2021 Petrosea was selected in the CCC Disclosure Rating Commitment category at the 2021 ESG Disclosure Awards which was held by Investor magazine-Berita Satu Media Holdings (BSMH) in collaboration with Bumi Global Karbon Foundation (BGKF).

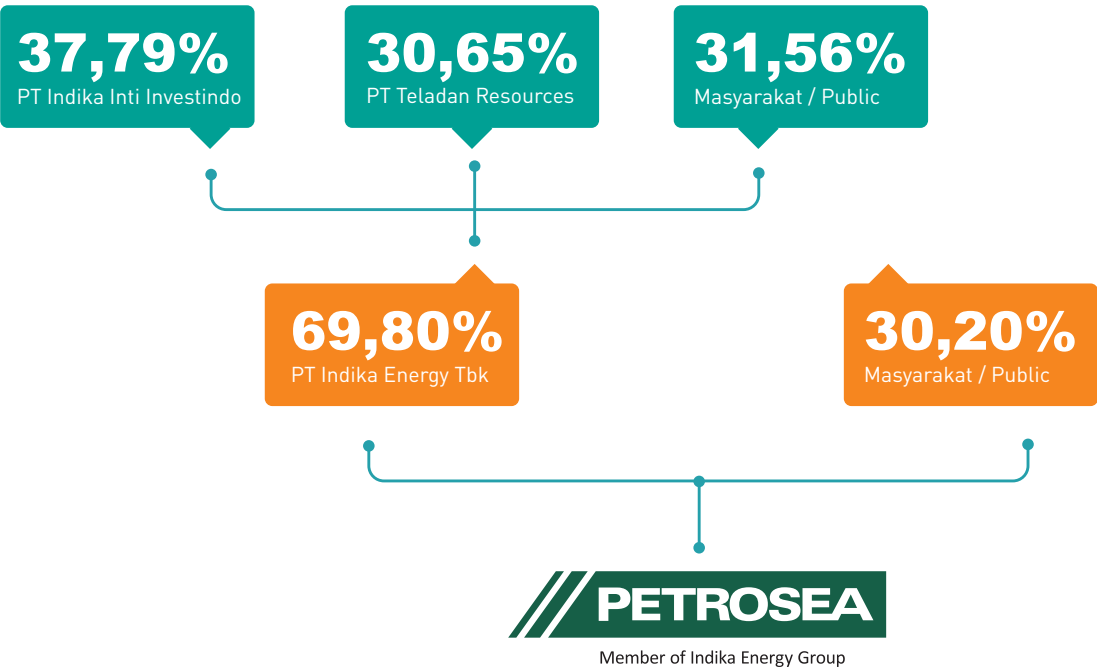
On its 50th anniversary, Petrosea is supported by experts with the required competencies as well as the Minerva Digital Platform which was first launched in 2018 through Project Minerva (*Mining and Engineering*

Engineering Advanced Analytics) untuk mengadopsi teknologi Industri 4.0. Sebagai kelanjutan dari inisiatif strategis tersebut, Petrosea menjalankan transformasi secara menyeluruh untuk memastikan *sustainable superior performance* di masa mendatang serta mendukung upaya pemerintah Indonesia dalam menciptakan dan meningkatkan lapangan kerja.

Dalam menjalankan usahanya, Petrosea didukung penuh oleh pemegang saham utamanya, PT Indika Energy Tbk, yang telah berkembang menjadi salah satu perusahaan energi terdiversifikasi terdepan di Indonesia dengan portofolio bisnis yang mencakup sumber daya energi, jasa energi, infrastruktur, hingga melakukan diversifikasi ke bidang bisnis yang potensial.

STRUKTUR & KOMPOSISI PEMEGANG SAHAM [102-5]

Per 31 Desember 2021, komposisi kepemilikan saham PT Petrosea Tbk adalah sebagai berikut:



¹⁾ PT Indika Inti Investindo dikendalikan oleh Agus Lasmono, warganegara Indonesia
²⁾ PT Teladan Resources dimiliki dan dikendalikan oleh Wiwoho Basuki Tjokronegoro dan keluarga, warganegara Indonesia
¹⁾ PT Indika Inti Investindo is controlled by Agus Lasmono, Indonesian citizen
²⁾ PT Teladan Resources is owned and controlled by Wiwoho Basuki Tjokronegoro and his family, Indonesian citizens

Advanced Analytics) to adopt Industry 4.0 technology. As a continuation of this strategic initiative, Petrosea carried out a company-wide transformation in order to ensure sustainable superior performance in the coming years as well as support the Indonesian government in creating and increasing job opportunities.

In carrying out its business activities, Petrosea is fully supported by PT Indika Energy Tbk as its main shareholder, which has grown into one of Indonesia’s leading diversified companies with a portfolio of business spanning from energy resources, energy services, infrastructure and diversifying into a number of businesses with strong growth opportunities.

SHAREHOLDER STRUCTURE & COMPOSITION

As of December 31, 2021, the composition of shareholders in PT Petrosea Tbk are as follows:

SKALA USAHA [102-7]
BUSINESS SCALE

Keterangan Description	Satuan Unit	2021	2020	2019
Jumlah Karyawan Total Employees	Orang People	3.966	3.775	4.613
Jumlah Kantor Pusat Head Office Amount	Kantor Office	1	1	1
Jumlah Kantor Pendukung Supporting Office Amount		1	1	2
Jumlah Petrosea Offshore Supply Base Petrosea Offshore Supply Base Amount		1	1	1
Volume Pengupasan Lapisan Tanah Penutup Volume of Overburden Removal	Juta BCM Million BCM	120,63	94,32	123,49
Jumlah Pendapatan Total Revenue	US\$ Juta Million US\$	415,74	340,69	476,44
Jumlah Liabilitas Total Liabilities		272,51	298,25	338,48
Jumlah Ekuitas Total Equity		260,22	231,44	212,56
Jumlah Aset Total Assets		532,74	529,69	551,04
Laba Tahun Berjalan Current Year Profit		33,95	32,50	31,32

Alamat Kantor Pusat / Kantor Perwakilan [102-3, 102-4]

Head Office / Representative Office Address



Kantor Pusat
Indy Bintaro Office Park, Gedung B
Jl. Boulevard Bintaro Jaya, Blok B7/A6 Sektor VII, CBD
Bintaro Jaya, Tangerang Selatan - 15224
Phone : +6221 2977 0999
Fax. : +6221 2977 0988
Email : corporate.secretary@petrosea.com
investor.relations@petrosea.com
corporate.communications@petrosea.com
Website : www.petrosea.com



Kantor Perwakilan Balikpapan
Balikpapan Representative Office
Petrosea Support Facilities
Jl.KM 5,5 RT 14 Kelurahan Kariangau,
Kecamatan Balikpapan Barat
Balikpapan 76134, Indonesia
Phone : +62 542 762 299
Fax. : +62 542 760 660



Petrosea Offshore Supply Base (POSB) Sorong
Jl. Poros Pengalengan RT 04/RW 02
Kelurahan Klabina Desa Malawe,le,
Distrik Aimas Kabupaten Sorong
Phone : +62 951 3179489
Fax. : +62 951 3179180

BIDANG & KEGIATAN USAHA ^[102-2]

Berdasarkan pasal 3 Anggaran Dasar Perusahaan per 10 Juni 2021, maksud dan tujuan Perusahaan ditulis berdasarkan Akta Pernyataan Keputusan Rapat No. 5 tanggal 30 Juni 2021 dengan saksi Shanti Indah Lestari, S.H., M.Kn., selaku notaris. Maksud dan tujuan Perusahaan adalah untuk bergerak dalam bidang Konstruksi, Pertambangan dan Penggalian, Industri Pengolahan, Perdagangan, Pengangkutan dan Pergudangan, Informasi dan Komunikasi, Aktivitas Profesional, Ilmiah, dan Teknis, Aktivitas Penyewaan dan Sewa Guna Usaha Tanpa Hak Opsi, Ketenagakerjaan, serta Pendidikan.

PRODUK & JASA YANG DIBERIKAN ^[102-2]

Dalam setengah abad usianya, Petrosea menyediakan tiga jenis produk dan jasa yaitu Kontrak Pertambangan, Rekayasa, Pengadaan & Konstruksi, dan jasa logistik dan pendukung minyak dan gas bumi.

Kegiatan Usaha

PT Petrosea Tbk merupakan perusahaan multi-disiplin yang menyediakan jasa terpadu di bidang kontrak pertambangan, rekayasa, pengadaan & konstruksi, jasa minyak & gas bumi, digitalisasi, 3D printing dan rebuild center, serta lembaga pelatihan kerja & sertifikasi di Indonesia,

Pada usianya yang ke-50 tahun, Petrosea melakukan penambahan kegiatan usaha untuk menghadapi berbagai tantangan persaingan dan peluang usaha baru kedepannya, dengan memanfaatkan perkembangan teknologi digital dan berbagai kapabilitas terbaru demi menjaga keberlanjutan usaha. Melalui strategi 3D, yaitu Diversifikasi Digitalisasi Dekarbonisasi, Perusahaan terus menciptakan nilai (*value creation*) bagi seluruh pelanggan, pemegang saham dan *stakeholder* lainnya.

BUSINESS FIELDS & ACTIVITIES

In accordance with Article 3 of the Articles of Association of Petrosea as of June 10, 2021, the purpose, objectives, and business activities of Petrosea are drawn up in the Deed of Shareholders Resolution No. 5 dated June 30, 2021, witnessed by Shanti Indah Lestari, S.H., M.Kn. as the notary. The purpose, objectives, and business activities of the Company are Construction; Mining and Excavation Services; Processing Industries, Trading, Transportation and Warehousing, Information and Communication, Professional, Scientific, and Technical Activities, Rental and Operational Lease Activities, Human Resource Management, and Education sectors.

PRODUCTS & SERVICES PROVIDED

Over the course of half a century, the Company offers three types of products and services namely Contract Mining, Engineering, Procurement, & Construction, and Logistics and Support for Oil & Gas Services.

Business Activities

PT Petrosea Tbk is a multi-disciplinary company that provides integrated services in contract mining, engineering, procurement & construction, oil & gas services, digitalization, 3D printing and rebuild center, as well as training & certification center in Indonesia.

On its 50th anniversary, Petrosea added to its business activities in the face of various competitive challenges and new business opportunities in the future by utilizing the latest digital technology developments and capabilities in order to ensure business sustainability. Through its 3D strategy, namely Diversification, Digitalization and Decarbonization, the Company continues to create value for all customers, shareholders and other stakeholders.

Rapat Umum Pemegang Saham Luar Biasa yang dilaksanakan pada tanggal 10 Juni 2021 telah memutuskan penambahan kegiatan usaha Petrosea yang sejalan dengan strategi 3D, yaitu:

During the Extraordinary General Meeting of Shareholders which was conducted on June 10, 2021, the decision was made to add to Petrosea’s business activities in line with its 3D strategy, namely:

 Konstruksi Construction	 Pertambangan & Penggalian Mining & Excavation Services	 Industri Pengolahan Processing Industries	 Perdagangan Trading	 Pengangkutan & Pergudangan Transportation & Warehousing
 Informasi & Komunikasi Information & Communication	 Aktivitas Profesional, Ilmiah, & Teknis Professional, Scientific, & Technical Activities	 Aktivitas Penyewaan & Sewa Guna Usaha Tanpa Hak Opsi Rental & Operational Lease Activities	 Ketenagakerjaan Human Resource Management	 Pendidikan Education

Informasi lebih lanjut terkait produk dan jasa yang diberikan dapat dilihat pada Laporan Tahunan 2021, atau melalui www.petrosea.com pada laman Keahlian.

Further information on the products and services provided by the Company is presented in the 2021 Annual Report or www.petrosea.com in the Expertise page.



Penambahan kegiatan usaha tersebut tetap berada pada bidang industri yang selama ini dilayani oleh Perusahaan, namun dilengkapi dengan berbagai kapabilitas terbaru demi menghadapi tantangan persaingan dan peluang usaha baru kedepannya.

These additional business activities are still within the same industry that the Company currently serves, but have been equipped with various new capabilities to face competitive challenges and new business opportunities in the future.

Dengan memanfaatkan perkembangan teknologi digital dan berbagai kapabilitas terbaru tersebut, Petrosea terus memberikan nilai tambah yang lebih baik kepada seluruh pelanggan, pemegang saham dan *stakeholder* lainnya secara berkelanjutan, termasuk penerapan GCG dan ESG terbaik sebagai Perusahaan terbuka di Indonesia.

By harnessing the latest digital technologies and new capabilities, Petrosea continues to provide added value to all customers, shareholders and other stakeholders on an ongoing basis, including the implementation of GCG and ESG as a listed company in Indonesia.

PETA OPERASIONAL & PASAR YANG DILAYANI [102-4, 102-6]
MAP OF OPERATIONAL AREAS & MARKETS SERVED



Tahun 2021, wilayah operasional Petrosea hanya di Indonesia dan tidak ada aktivitas operasional di luar negeri.

In 2021, the operational areas of the Company only covered Indonesia and there were no operational activities overseas.

No	Current Major Projects	Client	Location	Year
Kontrak Pertambangan Contract Mining				
1	Kideco (Waste Removal & Coal Production)	PT Kideco Jaya Agung	East Kalimantan	2011 - 2028
2	Tabang Coal & Overburden Removal	PT Indonesia Pratama	East Kalimantan	2014 - 2021
3	Consultancy Services	PT Jambi Prima Coal	Jambi	2021
4	Kartika Selabumi Mining (Mining Service & Plant Hire)	PT Kartika Selabumi Mining	East Kalimantan	2021 - 2027
5	Central Cipta Murdaya (Mining Service & Plant Hire)	PT. Hardaya Mining Energy / PT. Central Cipta Murdaya	North Kalimantan	2021 - 2025

No	Current Major Projects	Client	Location	Year
Rekayasa, Pengadaan & Konstruksi Engineering, Procurement & Construction				
6	Freeport Master Services Agreement: • 002 Hauling and Loading Support Services, • 003 Bus and Operation support services • 005 Loading Support Services for Dewatering Portside Operation	PT. Freeport Indonesia	Papua	2017-2022
7	Levee Construction and Stockpile Extension	PT Freeport Indonesia	Papua	2018 - 2026
8	Construction Services at Portside (Corrosion Remediation)	PT Freeport Indonesia	Papua	2019 - 2022
9	GBC Precrusher Project (SAG3) Construction Planning Services	PT Freeport Indonesia	Papua	2020 - 2023
10	Wrap Around Construction Project	PT Freeport Indonesia	Papua	2021 - 2022
11	Stripping Surcharge Fill Material	PT Freeport Indonesia	East Java	2021 - 2022
12	Construction of Settling Pond TMCT	PT Kideco Jaya Agung	East Kalimantan	2021 - 2022
13	MCCP B Line relocation at SMCP Project	PT Kideco Jaya Agung	East Kalimantan	2021 - 2022
14	Awak Mas Gold Mine Project Front End Engineering and Design Services	PT Masmino Dwi Area	South Sulawesi	2020 - 2021
Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi Logistics and Support For Oil & Gas Services				
Provision of Supply Base Support Services		Pertamina Hulu Mahakam	East Kalimantan	2020 - 2021
		BP Berau Ltd.	West Papua	2017 - 2025
		Saipem Indonesia	West Papua	2020 - 2021
		CSTS Joint Operation	West Papua	2018 - 2022
		Ensco Sarida Offshore	West Papua	2018 - 2022
Integrated Freight Forwarding		BP Berau Ltd.	East Java	2019 - 2022

Informasi lengkap terkait proyek saat ini maupun proyek terdahulu dapat diakses melalui www.petrosea.com pada laman Pengalaman.

Further information regarding ongoing projects or past projects can be access on www.petrosea.com in the Experience page.

PERUBAHAN SIGNIFIKAN PADA ORGANISASI [102-10]

SIGNIFICANT CHANGES IN THE ORGANIZATION

Pada tahun 2021, terdapat perubahan signifikan pada Perusahaan yang mempengaruhi bidang usaha Perusahaan. Pada Rapat Umum Pemegang Saham Luar Biasa Perusahaan yang disaksikan oleh Shanti Indah Lestari, S.H., M.Kn., selaku notaris di Tangerang pada Kamis 10 Juni 2021, Perusahaan melaksanakan penambahan kegiatan-kegiatan usaha yaitu bidang digitalisasi, mencakup perdagangan besar komputer, perdagangan besar piranti lunak, penerbit piranti lunak, dan aktivitas pemrograman dan konsultasi komputer lainnya; bidang *3D printing* dan *rebuild center*, mencakup industri percetakan *3D printing*, reparasi mesin untuk keperluan umum dan khusus, dan perdagangan besar mesin kantor serta peralatan lainnya; bidang lembaga pelatihan kerja & sertifikasi, mencakup jasa sertifikasi, pelatihan kerja teknik swasta, pendidikan teknik swasta, dan aktivitas sertifikasi profesi, bidang *engineering*, mencakup konstruksi *reservoir* pembangkit listrik.

In 2021, there were several significant changes in the Company that affected the business sector of the Company. During the Extraordinary General Meeting of Shareholders witnessed by Shanti Indah Lestari, S.H., M.Kn. as a notary in Tangerang on Thursday, June 10, 2021, the Company supplemented various business activities namely digitalization, covering computer wholesale, software wholesale, software launching, and other programming and IT consultation activities, 3D printing and rebuild center, covering 3D printing industry, general and special machine reparation, and office machinery and other equipment wholesale, job training and certification institution, covering certification services, private engineering trainings, private engineering education, professional certification activities and engineering, covering reservoir construction for power plants.

KEANGGOTAAN DALAM ASOSIASI INDUSTRI & ORGANISASI LAINNYA [102-12, 102-13]

MEMBERSHIPS IN INDUSTRY ASSOCIATIONS & OTHER ORGANIZATIONS

Petrosea meningkatkan jalinan kerja sama bisnis dalam komunitas dan ekosistem usaha melalui keikutsertakaan sebagai anggota dalam berbagai asosiasi dalam berbagai asosiasi:

- Asosiasi Jasa Pertambangan Indonesia (ASPINDO)
- Asosiasi Pengusaha Indonesia (APINDO)
- Asosiasi Pertambangan Batubara Indonesia (APBI-ICMA)
- Masyarakat Ketenagalistrikan Indonesia (MKI)
- Gabungan Perusahaan Nasional Rancang Bangun Indonesia (GAPENRI)
- Asosiasi Kontraktor Indonesia (AKI)
- Kamar Dagang dan Industri (KADIN)
- Indonesian Mining Association (IMA)
- Asosiasi Emiten Indonesia (AEI)
- Asosiasi Logistik dan Forwarder Indonesia (ALFI / ILFA)
- Perkumpulan Pusat Logistik Berikat Indonesia (PPLBI)
- Asosiasi Sekretaris Perusahaan Indonesia (ICSA)

Hingga 2021, Petrosea belum terlibat dalam asosiasi atau organisasi terkait keberlanjutan.

The Company strengthens its business collaboration in the business ecosystem and communities through membership in various associations:

- Indonesian Mining Service Association (ASPINDO)
- Employers Association of Indonesia (APINDO)
- Indonesian Coal Mining Association (APBI-ICMA)
- The Indonesian Electrical Power Society (MKI)
- Association of Indonesian Engineering, Procurement, and Construction Companies (GAPENRI)
- Indonesian Constructors Association (AKI)
- Chamber of Commerce and Industry (KADIN)
- Indonesian Mining Association (IMA)
- Indonesian Issuers Association (AEI)
- Indonesian Logistics and Forwarders Association (ALFI/ILFA)
- Indonesian Bonded Logistics Center Association (PPLBI)
- Indonesian Corporate Secretary Association (ICSA)

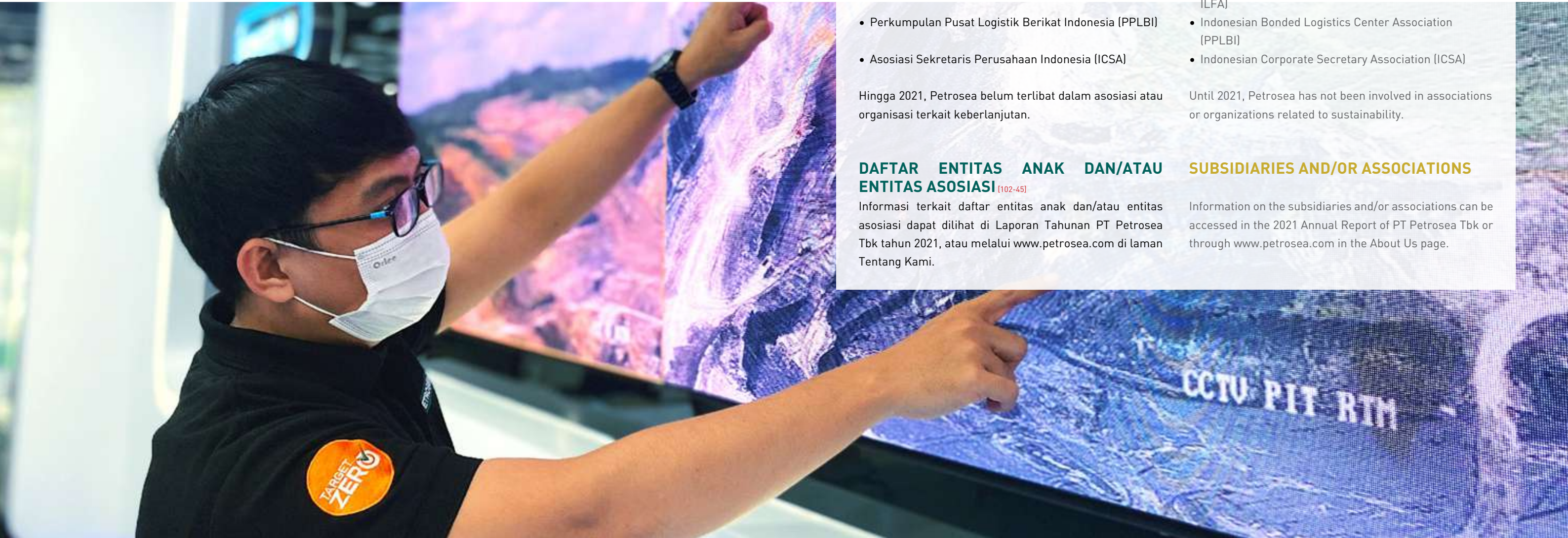
Until 2021, Petrosea has not been involved in associations or organizations related to sustainability.

DAFTAR ENTITAS ANAK DAN/ATAU ENTITAS ASOSIASI [102-45]

Informasi terkait daftar entitas anak dan/atau entitas asosiasi dapat dilihat di Laporan Tahunan PT Petrosea Tbk tahun 2021, atau melalui www.petrosea.com di laman Tentang Kami.

SUBSIDIARIES AND/OR ASSOCIATIONS

Information on the subsidiaries and/or associations can be accessed in the 2021 Annual Report of PT Petrosea Tbk or through www.petrosea.com in the About Us page.



PENGHARGAAN & SERTIFIKASI

AWARDS & CERTIFICATIONS

Penghargaan / Awards



D'FRONTRUNNER AWARDS 2021

16 Februari 2021

Petrosea meraih penghargaan untuk kategori *Digital Mining* di ajang D'Frontrunner Awards 2021 yang diberikan oleh Telkomsel berkat keberhasilannya menerapkan inisiatif transformasi digital untuk meningkatkan kinerja.

Petrosea selected as winner of the Digital Mining category in the D'Frontrunner Awards 2021 presented by Telkomsel due its success in implementing digital transformation initiatives to drive performance.



TREASURY EXCLUSIVE CUSTOMER AWARD 2021

24 Februari 2021

Petrosea dinobatkan sebagai Best Corporate Derivative Contributor pada Treasury Exclusive Customer Awards 2021 oleh Bank Mandiri.

Petrosea named Best Corporate Derivative Contributor during the Treasury Exclusive Customer Awards 2021 by Bank Mandiri.



WSO INDONESIA SAFETY CULTURE AWARDS 2021

Februari 2021

Petrosea meraih penghargaan Wisca Silver – Bintang 4 dari World Safety Organization (WSO) Indonesia atas keberhasilannya membangun budaya K3.

Petrosea received the Wisca Silver – 4 Star award from the World Safety Organization (WSO) Indonesia due its success in establishing an OHS culture.



ESG DISCLOSURE AWARDS 2021

Oktober 2021

Petrosea terpilih dalam kategori CCC Disclosure Rating Commitment pada ESG Disclosure Awards 2021 yang digelar oleh Majalah Investor-Berita Satu Media Holdings (BSMH) yang berkolaborasi dengan Bumi Global Karbon Foundation (BGKF) berkat komitmen Perusahaan dalam mengungkapkan aspek ESG secara komprehensif dalam Laporan Tahunan dan Laporan Keberlanjutan 2020.

Petrosea selected in the CCC Disclosure Rating Commitment category at the 2021 ESG Disclosure Awards which was held by Majalah Investor-Berita Satu Media Holdings (BSMH) in collaboration with Bumi Global Karbon Foundation (BGKF) due to the Company's commitment in disclosing comprehensive ESG aspects in our 2020 Annual Report and Sustainability Report.



MITRA BAKTI HUSADA AWARD 2021

3 November 2021

Petrosea meraih penghargaan Mitra Bakti Husada dalam kategori Penerapan Keselamatan dan Kesehatan Kerja (K3) Perkantoran dan Protokol Kesehatan dari Kementerian Kesehatan Republik Indonesia.

Petrosea receives the Mitra Bakti Husada award in the category of Application of Occupational Safety and Health (OHS) and Health Protocols from the Ministry of Health of the Republic of Indonesia.



PENGHARGAAN PENGELOLAAN STANDARISASI DAN USAHA JASA PERTAMBANGAN MINERAL & BATUBARA / STANDARDIZATION MANAGEMENT AND MINERAL & COAL MINING SERVICES BUSINESS AWARD

29 September 2021

Penghargaan "UTAMA" untuk pengelolaan standarisasi dan usaha jasa pertambangan mineral & batubara yang diberikan oleh Menteri Energi dan Sumber Daya Mineral kepada proyek Kideco Jaya Agung.

The "UTAMA" award for the standardization management and mineral & coal mining services business presented by Minister of Energy and Mineral Resources to the Kideco Jaya Agung project.



PROGRAM PENCEGAHAN & PENANGGULANGAN COVID-19 / COVID-19 PREVENTION & COUNTERMEASURE PROGRAM

22 April 2021

Piagam Program Pencegahan dan Penanggulangan COVID-19 dengan kategori "GOLD" untuk kantor pusat dari Menteri Ketenagakerjaan Republik Indonesia.

Award for COVID-19 Prevention & Countermeasure Program in the "GOLD" category for the head office from the Ministry of Manpower.



PROGRAM PENCEGAHAN & PENANGGULANGAN COVID-19 / COVID-19 PREVENTION & COUNTERMEASURE PROGRAM

22 April 2021

Piagam Program Pencegahan dan Penanggulangan COVID-19 dengan kategori "PLATINUM" untuk Petrosea Support Facilities dari Menteri Ketenagakerjaan Republik Indonesia.

Award for COVID-19 Prevention & Countermeasure Program in the "PLATINUM" category for Petrosea Support Facilities from the Ministry of Manpower.



PROGRAM PENCEGAHAN & PENANGGULANGAN HIV/AIDS /
HIV/AIDS PREVENTION & COUNTERMEASURE PROGRAM

22 April 2021
Piagam Program Pencegahan dan Penanggulangan HIV/AIDS dengan kategori “PLATINUM” untuk kantor pusat dari Menteri Ketenagakerjaan Republik Indonesia.

Award for HIV/AIDS Prevention & Countermeasure Program in the “PLATINUM” category for the Petrosea Head Office from the Ministry of Manpower.



PENCAPAIAN NIHIL KECELAKAAN KERJA /
ZERO ACCIDENT

22 April 2021
Penghargaan pencapaian nihil kecelakaan kerja (*zero accident*) untuk kantor pusat dengan jumlah 2.649.130 jam kerja *Lost Time Injury* (LTI) *Free* dari Menteri Ketenagakerjaan Republik Indonesia.

Award for 2,649,130 manhours Lost Time Injury (LTI) Free for the head office from the Ministry of Manpower.



PENCAPAIAN NIHIL KECELAKAAN KERJA 2020 /
ZERO ACCIDENT 2020

April 2021
Penghargaan pencapaian nihil kecelakaan kerja (*zero accident*) tahun 2020 untuk kantor pusat dari Gubernur Banten.

Award for zero manhours Lost Time Injury (LTI) Free in 2020 for the head office from the Governor of Banten.



KINERJA PERUSAHAAN & PENGELOLAAN LINGKUNGAN HIDUP /
COMPANY PERFORMANCE & ENVIRONMENTAL MANAGEMENT

10 Juni 2021
Penghargaan BIRU atas Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup Tahun 2020 - 2021 untuk Petrosea Support Facilities dari Gubernur Kalimantan Timur.

BIRU Award for the Company Performance Rating Program in Environmental Management 2020 - 2021 for Petrosea Support Facilities from the Governor of East Kalimantan.

Sertifikasi / Certification



Sertifikasi / Certification	Badan Sertifikasi / Certification Body	Tanggal / Date
ISO 9001:2015 Sistem Manajemen Mutu / Quality Management System	Lloyd's Register Indonesia	26 Maret 2021 - 25 Maret 2024 / March 26, 2021 - March 25, 2024



Sertifikasi / Certification	Badan Sertifikasi / Certification Body	Tanggal / Date
ISO 14001:2015 & ISO 45001:2018 Sistem Manajemen Lingkungan dan Sistem Manajemen Keselamatan & Kesehatan Kerja / Environmental Management System and Occupational Health & Safety Management System	Lloyd's Register Indonesia	31 Desember 2020 - 30 Desember 2023 / December 31, 2020 - December 30, 2023



Sertifikasi / Certification	Badan Sertifikasi / Certification Body	Tanggal / Date
Sistem Manajemen Kesehatan & Keselamatan Kerja (SMK3) – Corporate / Occupational Health & Safety Management System (SMK3) – Corporate	Kementerian Ketenagakerjaan Republik Indonesia / The Ministry of Manpower Republic of Indonesia	11 Oktober 2021 / October 11, 2021



Sertifikasi / Certification	Badan Sertifikasi / Certification Body	Tanggal / Date
Sistem Manajemen Kesehatan & Keselamatan Kerja (SMK3) – Proyek Levee / Occupational Health & Safety Management System (SMK3) – Levee Project	Kementerian Ketenagakerjaan Republik Indonesia / The Ministry of Manpower Republic of Indonesia	29 Maret 2019 - 29 Maret 2022 / March 29, 2019 - March 29, 2022



Sertifikasi / Certification	Badan Sertifikasi / Certification Body	Tanggal / Date
ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP) / Anti-Bribery Management System (ABMS)	ASRICERT Indonesia	6 Desember 2019 - 5 Desember 2022 / December 6, 2019 - December 5, 2022

STUDIO PENYIDIKAN



01

TENTANG LAPORAN
KEBERLANJUTAN

ABOUT THIS SUSTAINABILITY REPORT



“

Pada laporan ini kami menyajikan 11 topik material yang memiliki dampak signifikan terkait aspek ekonomi, sosial dan lingkungan, yang merupakan bentuk komitmen Petrosea untuk melaporkan kinerja ESG secara transparan kepada seluruh pemangku kepentingan.

This report presents 11 material topics with significant impacts regarding economic, social, and environmental aspects, which is a form of Petrosea's commitment to report its ESG performance in a transparent manner to all stakeholders.

RUANG LINGKUP & BATASAN TOPIK MATERIAL [102-49]

SCOPE & LIMITATIONS OF MATERIAL TOPICS

Laporan Keberlanjutan (Sustainability Report) PT Petrosea Tbk, untuk selanjutnya disebut “Laporan”, memuat pendekatan pengelolaan keberlanjutan, data kinerja, risiko dan tantangan yang dihadapi oleh Perusahaan serta berbagai pencapaian ekonomi, lingkungan, sosial hingga tata kelola dalam periode pelaporan.

Petrosea menerbitkan Laporan Keberlanjutan setiap tahun berdampingan dengan Laporan Tahunan. Selama tahun 2021, tidak ada perubahan signifikan, seperti perubahan periode laporan, ruang lingkup informasi, maupun siklus laporan. Namun terdapat penyesuaian kembali terhadap topik material.

Pada Laporan Keberlanjutan 2021, seluruh informasi yang disajikan telah diverifikasi melalui proses assurance yang dilaksanakan oleh pihak independen, yaitu SR Asia Indonesia. Proses assurance dilaksanakan pada 2 - 4 Maret 2021.

The Sustainability Report of PT Petrosea Tbk, hereafter referred to as “Report”, covers the approach to sustainability management, performance data, risks and challenges faced by the Company, as well as various economic, environmental, social and governance achievements during the reporting period.

Petrosea publishes its Sustainability Report periodically once a year together with its Annual Report. Throughout 2021, there were no significant changes to the reporting period, information scope and reporting cycle. However, there is a readjustment to the material topics.

All information presented in the 2021 Sustainability Report has been verified through an assurance process which was conducted by an independent party, namely SR Asia Indonesia. The Assurance process was conducted on March 2-4, 2021.



Petrosea telah melaksanakan *Focus Group Discussion* (FGD) pada hari Senin, 25 Oktober 2021 yang dihadiri oleh seluruh divisi yang terlibat dalam proses penyusunan Laporan Keberlanjutan.

Petrosea held a Focus Group Discussion (FGD) on Monday, October 25, 2021, which was attended by all divisions involved in the preparation of this Sustainability Report.



Perusahaan melakukan penyajian kembali data-data yang telah disampaikan pada Laporan Keberlanjutan tahun sebelumnya (*restatement*), yang diakibatkan dari perbedaan metode perhitungan.

The Company implemented restatements of data presented in the previous years Sustainability Report due to differences in calculation methods.

PEDOMAN & STANDAR PELAPORAN

[102-45, 102-48, 102-49, 102-50, 102-51, 102-52, 102-54, 102-56]

GUIDELINES & STANDARDS OF REPORTING

Informasi dalam Laporan Keberlanjutan tahun 2021 merupakan kesinambungan dari laporan tahun sebelumnya yang diterbitkan pada April 2021. Laporan ini disusun berpedoman pada Peraturan Otoritas Jasa Keuangan (POJK) No. 51/ POJK.03/2017, dan disiapkan sesuai dengan Standar GRI: pilihan inti. Periode laporan yang tercakup dalam laporan ini adalah 1 Januari sampai dengan 31 Desember 2021 dengan komitmen diterbitkan setiap tahun.

Perusahaan melakukan penyajian kembali data-data yang telah disampaikan pada laporan keberlanjutan tahun sebelumnya (*restatement*), yang diakibatkan dari perbedaan metode perhitungan. Pada tahun pelaporan 2021, data-data yang diungkapkan hanya mencakup lingkup Petrosea, tidak termasuk perusahaan anak dan lainnya.

The information presented in this 2021 Sustainability Report continues from the previous report published in April 2021. This report was compiled in accordance with the Regulation of the Financial Service Authority (POJK) No. 51/POJK.03/2017 and and prepared according to GRI Standards: core options. This report covers the period from January 1 until December 31, 2021.

The Company is committed to publish this report annually. There are restatements of information presented in the previous sustainability report due to different calculation methods. By 2021 reporting period, the data disclosed only covers within the scope of Petrosea, not including subsidiaries and others.

PROSES PENENTUAN ASPEK MATERIAL

[102-46, 102-47]

PROCESS OF DEFINING MATERIAL TOPICS

Proses penentuan topik material untuk Laporan Keberlanjutan 2021 dilaksanakan melalui *Focus Group Discussion* (FGD) pada hari Senin, 25 Oktober 2021 yang dihadiri oleh seluruh divisi yang terlibat dalam penyusunan Laporan Keberlanjutan.

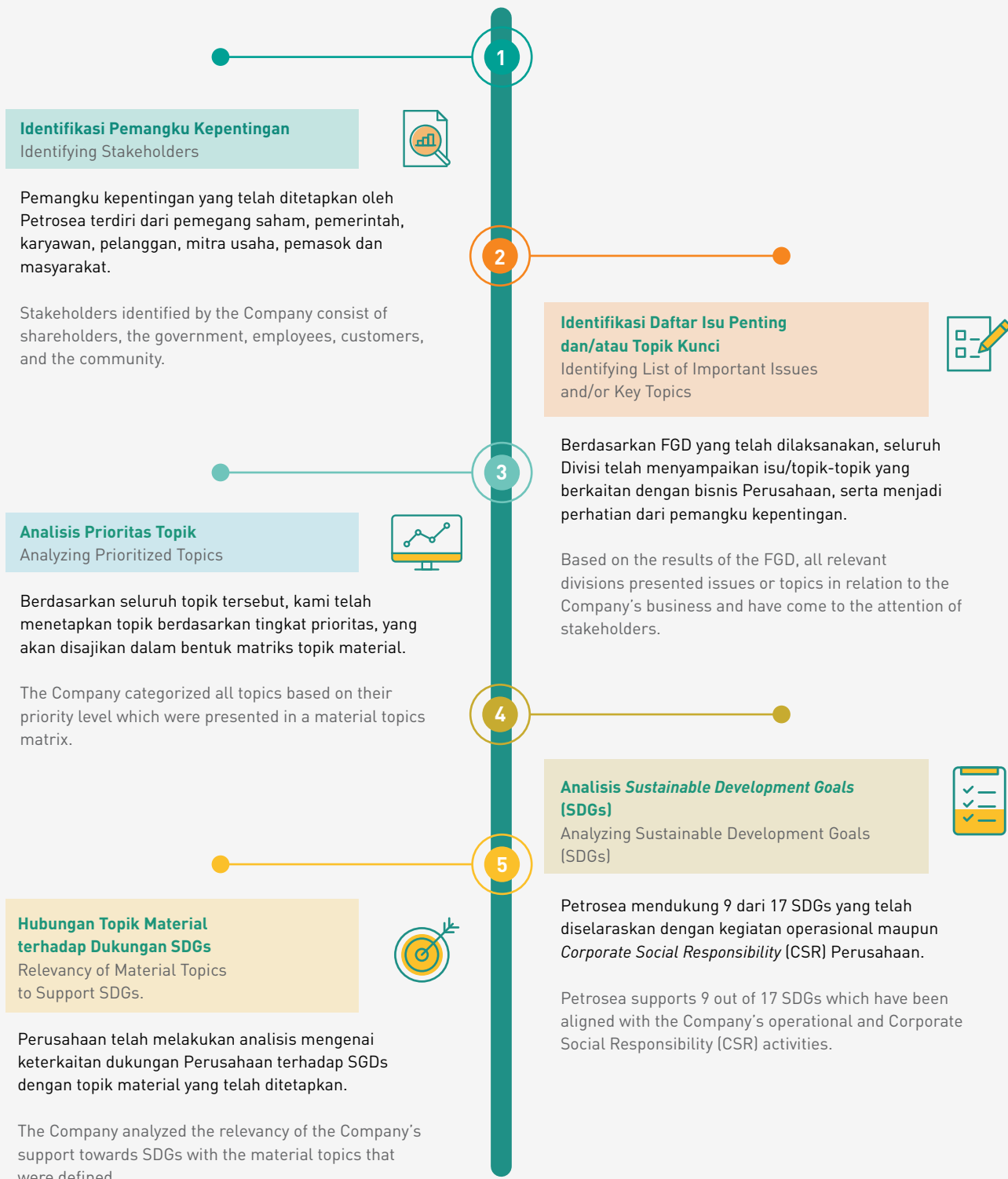
Penentuan topik material dilakukan berdasarkan analisis dampak risiko pada Petrosea, tidak termasuk anak perusahaan. Namun demikian, beberapa inisiatif yang dilakukan anak perusahaan di kegiatan CSR disampaikan dalam laporan ini.

The process of determining the material topics for the 2021 Sustainability Report was carried out through a Focus Group Discussion (FGD) on Monday, October 25, 2021, which was attended by all divisions involved in the preparation of the Sustainability Report.

The material topics are defined based on risk impact analysis on the Company, excluding the subsidiaries. However, several initiatives by the subsidiaries in CSR activities are presented in this report.

Proses Penentuan Topik Material Laporan Keberlanjutan 2021

Process of Defining Material Topics of The 2021 Sustainability Report



BATASAN TOPIK MATERIAL & SDGs

MATERIAL TOPIC BOUNDARIES & SDGs

Berdasarkan FGD yang telah dilaksanakan, Petrosea menetapkan 11 topik material yang memiliki dampak signifikan baik kepada pemangku kepentingan, maupun terhadap aspek ekonomi, sosial dan lingkungan.

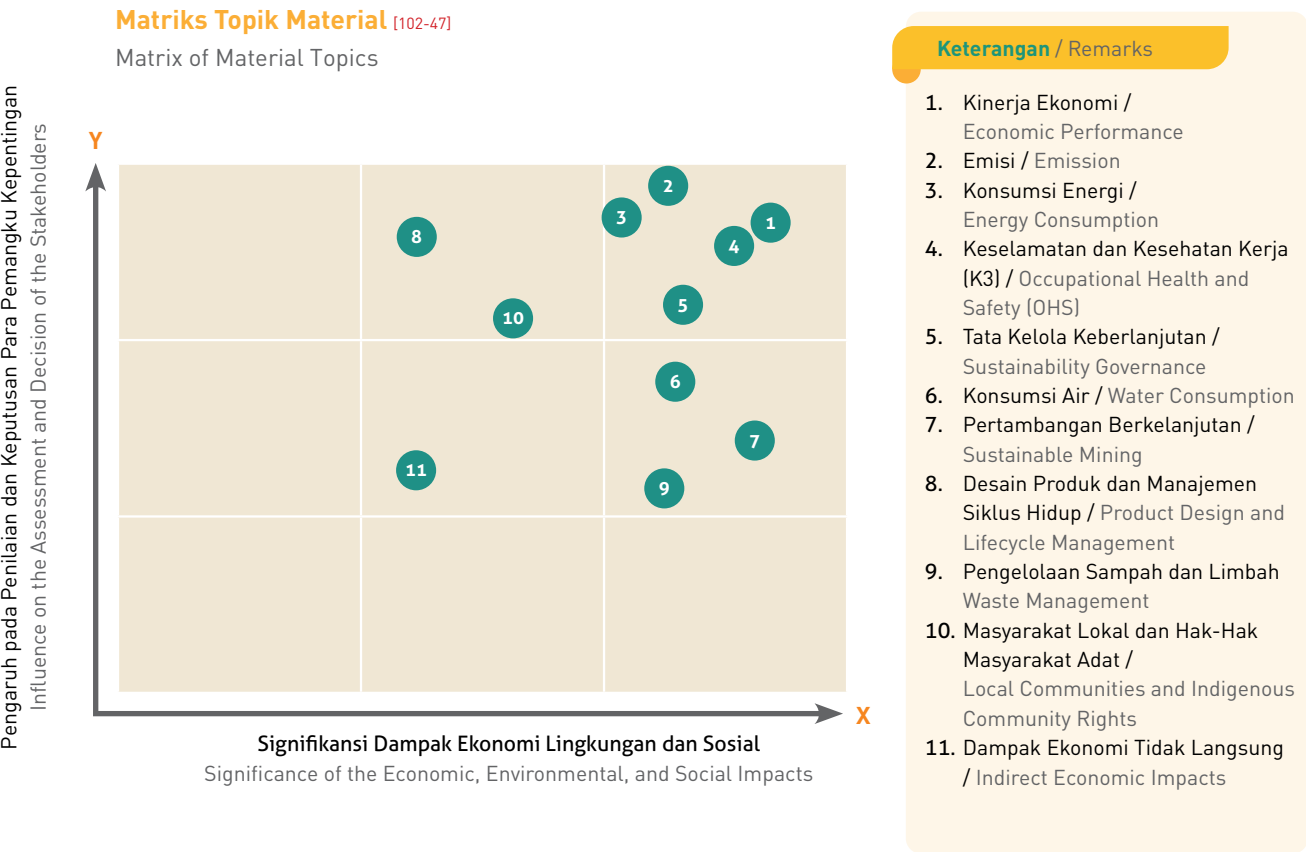
Berikut adalah 11 topik material di Laporan Keberlanjutan 2021 Petrosea:

Based on the FGD, Petrosea determined 11 material topics with significant impacts on stakeholders, as well as the economic, social and environmental aspects.

The 11 material topics in Petrosea's 2021 Sustainability Report are as follows:

	Internal Internal	Eksternal External	Topik/Isu Topics/Issues	
 Kinerja Ekonomi Economic Performance	• Karyawan • Employees	• Mitra usaha • Pemasok • Masyarakat • Pemegang saham • Pemerintah • Pelanggan	• Business Partners • Suppliers • Community • Shareholders • Government • Customers	• Manajemen ekonomi • Transformasi digital • Economic management • Digital transformation 
 Emisi Emission	• Karyawan • Employees	• Masyarakat • Pemerintah	• Community • Government	• Pengelolaan emisi • Emission control  
 Konsumsi Energi Energy Consumption	• Karyawan • Employees	• Masyarakat • Pemerintah	• Community • Government	• Pengelolaan energi • Energy management  
 Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	• Karyawan • Employees	• Masyarakat	• Community	• Jaminan kesehatan keselamatan kerja untuk seluruh pekerja Petrosea • Occupational health and safety guarantee for all employees of the Company  
 Tata Kelola Keberlanjutan Sustainability Governance	• Karyawan • Employees	• Pemegang Saham	• Shareholders	• Pengelolaan strategi keberlanjutan • Sustainability governance management 

	Internal Internal	Eksternal External	Topik/Isu Topics/Issues	
 Konsumsi Air Water Consumption	• Karyawan • Employees	• Masyarakat • Pemerintah	• Community • Government	• Pemanfaatan kembali air limbah • Wastewater reutilization 
 Pertambangan Berkelanjutan Sustainable Mining	• Karyawan • Employees	• Mitra usaha • Pemasok • Masyarakat • Pemegang saham • Pemerintah • Pelanggan	• Business Partners • Suppliers • Community • Shareholders • Government • Customers	• Manajemen risiko ESG dalam pertambangan dan strategi bisnis • Kepatuhan pada regulasi ESG • Kontribusi untuk sosial • ESG risk management in mining and business strategy • Compliance with ESG regulations • Social contribution   
 Desain Produk & Manajemen Siklus Hidup Product Design & Lifecycle Management	• Karyawan • Employees	• Pemasok • Masyarakat • Pelanggan • Mitra usaha	• Suppliers • Community • Customers • Business Partners	• Keterlibatan ESG dalam penyediaan jasa Perusahaan • Manajemen lifecycle dampak dengan keterlibatan pemangku kepentingan • ESG engagement in service provision by the Company • Lifecycle impact management with stakeholders involvement  
 Pengelolaan Sampah & Limbah Waste Management	• Karyawan • Employees	• Masyarakat • Pemerintah	• Community • Government	• Pemanfaatan Sampah dan Limbah yang dihasilkan • Waste utilization implementation  
 Masyarakat Lokal & Hak-Hak Masyarakat Adat Local Communities & Indigenous Community Rights	• Karyawan • Employees	• Mitra Usaha • Pemasok • Masyarakat • Pemerintah • Pelanggan	• Business Partners • Suppliers • Community • Government • Customers	• Pemberdayaan masyarakat adat dan masyarakat lokal • Empowerment of indigenous communities and local communities  
 Dampak Ekonomi Tidak Langsung Indirect Economic Impacts	• Karyawan • Employees	• Mitra Usaha • Pemasok • Masyarakat • Pemerintah • Pelanggan	• Business Partners • Suppliers • Community • Government • Customers	• Pengelolaan dampak ekonomi tidak langsung pada komunitas dan hubungan bisnis • Indirect economic impact management on the communities and business relationship 





02

**TATA KELOLA
KEBERLANJUTAN**
SUSTAINABLE GOVERNANCE



“

Untuk mendukung tercapainya *Sustainable Development Goals* (SDGs) dan penciptaan nilai tambah, Petrosea senantiasa melaksanakan praktik-praktik tata kelola perusahaan yang baik secara konsisten sebagai wujud tanggung jawab Perusahaan kepada seluruh pemangku kepentingan.

To support the achievement of Sustainable Development Goals (SDGs) and to create added value, Petrosea continues its consistent implementation of good corporate governance practices as a form of the Company's responsibility to all stakeholders.



Strategi 3D yang diterapkan Petrosea bertujuan untuk mengurangi dampak negatif yang dihasilkan dari aktivitas operasional.

3D Strategy implemented by the Company aims to reduce the negative impacts from its operational activities.



Perusahaan fokus pada strategi 3D, yaitu Diversifikasi, Digitalisasi, & Dekarbonisasi, dengan tujuan untuk menjaga keberlanjutan usaha serta mendukung upaya pemerintah dalam menciptakan dan meningkatkan lapangan kerja dan melakukan penciptaan nilai (*value creation*) bagi seluruh pelanggan, pemegang saham dan *stakeholder* lainnya.

The Company focused on its 3D Strategy Diversification, Digitalization, & Decarbonization—that aims to maintain business sustainability, to support the efforts of the government in creating and improving employment opportunities, as well as to deliver value creation to the all customers, shareholders and other stakeholders.



Untuk membina komunikasi yang baik antara Perusahaan dengan semua pemangku kepentingan, Petrosea menunjuk Sekretaris Perusahaan sesuai dengan POJK No.35/POJK.04/2014.

In order to establish good communication between the Company and all stakeholders, the Company appointed a Corporate Secretary in accordance with POJK No.35/POJK.04/2014.

IMPLEMENTASI TATA KELOLA PERUSAHAAN

GOOD GOVERNANCE IMPLEMENTATION

Pelaksanaan tata kelola perusahaan yang baik (GCG) merupakan pondasi utama dalam mendukung keberlanjutan dan penciptaan nilai tambah bagi seluruh pemangku kepentingan. Di Petrosea, GCG merupakan prinsip-prinsip yang mendasari proses dan mekanisme pengelolaan usaha berdasarkan peraturan dan perundang-undangan serta etika bisnis yang berlaku.

Prinsip-prinsip tata kelola keberlanjutan yang dianut oleh insan Petrosea telah menghasilkan kinerja yang terbaik sampai dengan hari ini. Pencapaian tersebut tidak lepas dari komitmen yang kuat dalam menerapkan prinsip transparansi, akuntabilitas, responsibilitas, independensi, kewajaran & kesetaraan, dan terus berkomitmen untuk melakukan pemutakhiran dari setiap kebijakan tata kelola perusahaan yang ada sesuai dengan perkembangan peraturan perundang-undangan yang berlaku.

The implementation of good corporate governance (GCG) at Petrosea is the main driver in supporting sustainability and value creation for all stakeholders. At Petrosea, GCG are the principles that underlie business processes and mechanisms based on prevailing rules and regulations as well as business ethics.

The sustainable governance principles adopted by Petrosea have resulted in the best performance to date. This achievement is inseparable from its strong commitment to implement the principles of transparency, accountability, responsibility, independence, fairness & equality, and continues to be committed to updating all existing corporate governance policies in accordance with the prevailing rules and regulations.

Untuk memaksimalkan pengelolaan keberlanjutan, Petrosea menunjuk Direktur Legal & Communications yang bertanggung jawab menyusun perencanaan keberlanjutan, mengawasi implementasi dan melakukan evaluasi. Selain itu, Petrosea juga membentuk Komite Keberlanjutan di bawah Dewan Komisaris pada akhir tahun 2021. Ke depannya, Komite ini akan bertugas antara lain memantau, meninjau, mengevaluasi serta memberikan rekomendasi atas kinerja, inisiatif, rencana dan risiko terkait ESG dalam setiap investasi yang diajukan oleh manajemen untuk kemudian dievaluasi serta diadakan pertemuan rutin setiap tiga bulan.

Komite Keberlanjutan terdiri atas tiga orang, yaitu ketua komite dan dua anggota. Untuk menciptakan kelompok kerja yang efisien, ketua komite merupakan Komisaris Independen Perusahaan. *Charter* Komite Keberlanjutan sedang dalam proses pembentukan, termasuk mengembangkan visi, misi, tujuan, target, strategi dan rencana tindakan. [102-18]

To enable effective sustainability governance, the Company appointed a Legal & Communications Director whose responsibilities include developing sustainability planning, monitoring its implementation, and carrying out the evaluation. In addition, the Company established the Sustainability Committee under the Board of Directors by the end of 2021. This Committee will monitor, review, evaluate and provide recommendations concerning ESG-related performance, initiatives, plans, and risks for each investment proposed by the management for evaluation in routine quarterly meetings.

The Sustainability Committee consists of three people, namely the Chairman of the Committee and two members. To create an efficient working group, the Chairman of the Committee is an Independent Commissioner of the Company. The Sustainability Committee Charter is in the process of being formed, including developing a vision, mission, goals, targets, strategies and action plans. [102-18]

Informasi lengkap mengenai profil anggota Komite Keberlanjutan dapat diakses melalui www.petrosea.com pada laman Investor.

Complete information regarding profiles of the Sustainability Committee members can be accessed on www.petrosea.com in the Investor page.

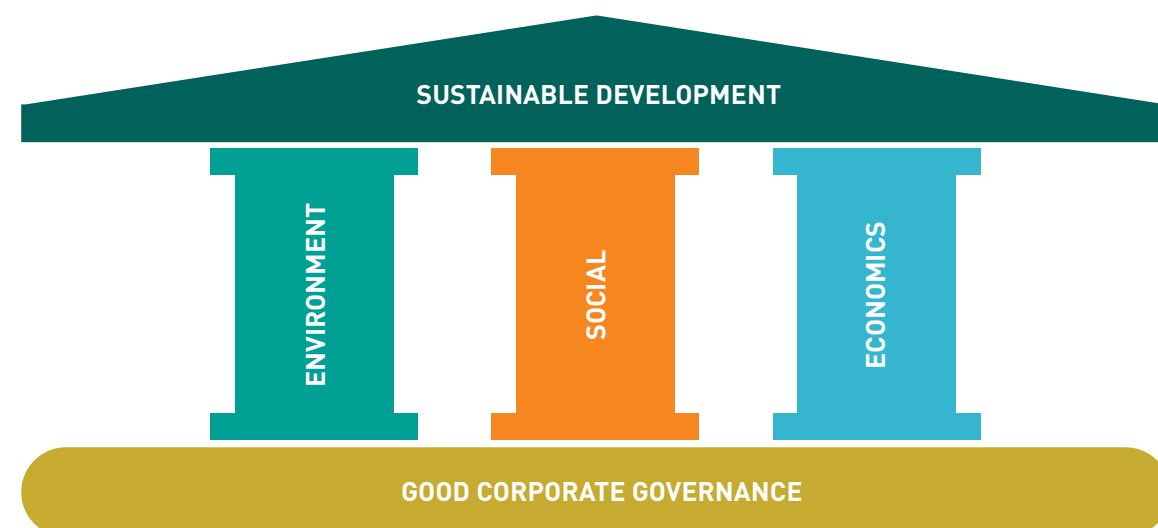


INFRASTRUKTUR TATA KELOLA

Petrosea memiliki seperangkat ketentuan yang menentukan penerapan tata kelola keberlanjutan yang dapat dilihat pada Laporan Tahunan 2021 Perusahaan.

CORPORATE GOVERNANCE INFRASTRUCTURE

The Company applies a set of provisions that determine the implementation of GCG which can be seen in the Company's Annual Report 2021.



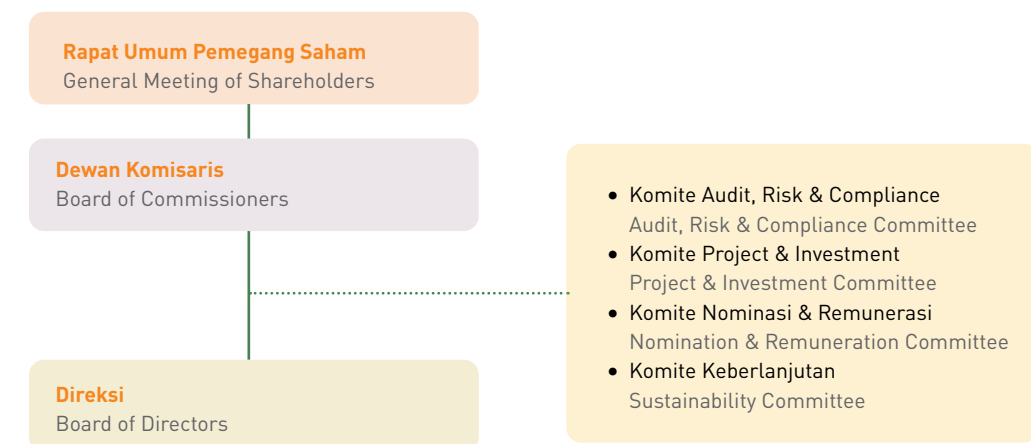
STRUKTUR TATA KELOLA CORPORATE GOVERNANCE STRUCTURE

Struktur tata kelola Petrosea terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi. Dewan Komisaris didukung oleh empat Komite, yaitu Komite Audit, Risk & Compliance, Komite Project & Investment dan Komite Nominasi & Remunerasi serta Komite Keberlanjutan.

Petrosea's governance structure consists of the General Meeting of Shareholders (GMS), Board of Commissioners and Board of Directors. The Board of Commissioners is supported by four committees, namely the Audit Committee, Risk & Compliance, Project & Investment Committee and the Nomination & Remuneration Committee as well as the Sustainability Committee.

Dewan Komisaris senantiasa melakukan fungsi pengawasan untuk memastikan bahwa implementasi praktik-praktik tata kelola perusahaan yang baik, etika bisnis, manajemen risiko investasi & proyek, manajemen sumber daya manusia serta strategi keberlanjutan telah berjalan dengan baik.

The Board of Commissioners continues to carry out its supervisory function to ensure the appropriate implementation of good corporate governance practices, business ethics, investment & project risk management, human resource management and the sustainability strategy.



PENGEMBANGAN KOMPETENSI TERKAIT KEBERLANJUTAN SUSTAINABILITY COMPETENCY DEVELOPMENT

Untuk meningkatkan kompetensi terkait keberlanjutan bagi anggota Dewan Komisaris, Direksi, atau pejabat eksekutif Perusahaan, maka dilakukan berbagai pelatihan.

To develop the competencies on sustainability for the Board of Commissioners, Board of Directors, or the executives of the Company, various training sessions were held.

Pelatihan untuk Komite Keberlanjutan
Training for the Sustainability Committee

Nama Name	Jabatan Position	Pengembangan Kompetensi Competency Development	Penyelenggara Organizer	Tanggal & Tempat Data & Location
Hasnul Suhaimi	Ketua Chairman	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
Purbaja Pantja	Anggota Member	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
Ricky Fernando	Anggota Member	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
		Oxford Leading Sustainable Corporation Program	Said Business School, University of Oxford	27 Januari-16 Maret 2021, Zoom meeting January 27 – March 16, 2021, Zoom meeting

Pelatihan untuk Dewan Komisaris
Training for the Board of Commissioners

Nama Name	Jabatan Position	Pengembangan Kompetensi Competency Development	Penyelenggara Organizer	Tanggal & Tempat Data & Location
Richard Bruce Ness	Presiden Komisaris President Commissioner	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
Purbaja Pantja	Komisaris Commissioner	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
Kamen Kamenov Palatov	Komisaris Commissioner	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
Osman Sitorus	Komisaris Independen Independent Commissioner	Webinar Board & Audit Commite Priorities 2021	KPMG Asia Pacific Board Leadership Center	7 Mei 2021, Zoom meeting May 7, 2021, Zoom meeting
		Webinar Complimantary PSAK 2021 Updates	Deloitte	9 Juli 2021, Zoom meeting July 9, 2021, Zoom meeting
		BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
		Pelatihan Penyusunan Rencana Aksi Keuangan Berkelanjutan (RAKB) Composing Sustainability Plan Training	Indonesian Institute for Corporate Directorship	19-20 Agustus 2021, Zoom meeting August 19-20, 2021, Zoom meeting

Nama Name	Jabatan Position	Pengembangan Kompetensi Competency Development	Penyelenggara Organizer	Tanggal & Tempat Data & Location
		Webinar Sustainability Reporting and Sustainability Finance	PPA FEB UI	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
Hasnul Suhaimi	Komisaris Independen Independent Commissioner	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting

Pelatihan untuk Direksi
Training for the Board of Directors

Nama Name	Jabatan Position	Pengembangan Kompetensi Competency Development	Penyelenggara Organizer	Tanggal & Tempat Data & Location
Hanifa Indradjaya	Presiden Direktur President Director	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
Romi Novan Indrawan	Direktur Director	BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
Meinar Kusumastuti	Direktur Director	IEG Leaders' Insights – ESG & Purpose	McKinsey & Co.	5 Maret 2021, Microsoft Teams meeting March 5, 2021, Microsoft Teams meeting
		IEG Leaders' Insights	Verdhana	25 Maret 2021, Microsoft Teams Meeting March 25, 2021, Microsoft Teams meeting
		IEG Leaders' Insights – Climate Change and Energy Transition	McKinsey & Co.	5 Mei 2021, Microsoft Teams meeting May 5, 2021, Microsoft Teams meeting
		BOC BOD Induction IE Group	PT Indika Energy Tbk.	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting
		Pelatihan Penyusunan Rencana Aksi Keuangan Berkelanjutan (RAKB) Sustainable Financial Action Plan (SFAP) Training	Indonesian Institute for Corporate Directorship	19-20 Agustus 2021, Zoom meeting August 19-20, 2021, Zoom meeting

Nama Name	Jabatan Position	Pengembangan Kompetensi Competency Development	Penyelenggara Organizer	Tanggal & Tempat Data & Location
		IEG Leaders' Insights on Sustainable Development Goals (SDGs)	PT Indika Energy Tbk	4 Oktober 2021, Microsoft Teams meeting October 4, 2021, Microsoft Teams meeting
		Blockchain: what is it and why should we care?	McKinsey & Co.	3 November 2021, Zoom meeting November 3, 2021, Zoom meeting
		Diskusi Interaktif: Serba-Serbi Perseroan Perorangan & Kupas Tuntas: OSS RBA Perseroan Perorangan dan Kendala-Kendala Dalam Praktek Interactive Discussion: Miscellaneous Of Individual Company & Complete Study: OSS RBA for Individual Company and Obstacles in The Practice	Auliya Taufani SH & Johny Marthen Londong	2-3 Agustus 2021, Zoom meeting August 2-3, 2021, Zoom meeting

STRATEGI KEBERLANJUTAN

SUSTAINABILITY STRATEGY

Keberlanjutan Perusahaan di dorong oleh strategi 3D, yaitu Diversifikasi, Digitalisasi, dan Dekarbonisasi. Melalui implementasi strategi ini, Perusahaan mendorong bisnisnya untuk melakukan diversifikasi ke komoditas pertambangan lainnya, memanfaatkan kapabilitas digital, serta meningkatkan *operational excellence* dengan mengadopsi teknologi terkini untuk menciptakan kegiatan operasional yang lebih efisien, unggul dan berkelanjutan.

Strategi ini mendukung komitmen Perusahaan dalam menerapkan aspek-aspek ESG. Berbagai upaya seperti pengurangan emisi, daur ulang sampah, pemberdayaan masyarakat, pengembangan *social enterprise*, dan lainnya merupakan beberapa inisiatif yang dijalankan Perusahaan sebagai bagian dari strategi keberlanjutannya.

The Company's sustainability is driven by its 3D strategy, namely Diversification, Digitalization, and Decarbonization. Through the implementation of this strategy, the Company is driving its business to diversify into other mining commodities, leverage digital capabilities, as well as enhance operational excellence by adopting the latest technology to create more efficient, superior and sustainable operations.

This strategy supports the Company's commitment in implementing ESG aspects. Efforts such as emission reduction, waste recycle, community empowerment, social enterprise development, and others are several initiatives that the Company are implementing as part of its sustainability strategy.

Tahun 2021, Petrosea terus mengimplementasikan strategi 3D sebagai *enabler* dan pilar kunci Perusahaan untuk mengembangkan *value proposition* kepada seluruh pemangku kepentingan.

In 2021, Petrosea continued the implementation of its 3D strategy as the Company's enabler and key pillars in developing its value proposition to all stakeholders.

Pengembangan strategi keberlanjutan Perusahaan dipimpin oleh Direktur Legal & Communication yang didukung oleh divisi Transformation Office. Dalam menjalankan tugasnya, Transformation Office berkolaborasi dan bekerja sama dengan lini bisnis dan fungsi pendukung untuk mengidentifikasi, merancang, dan mengimplementasikan inisiatif keberlanjutan strategis Perusahaan.

The development of the Company's sustainability strategy is spearheaded by the Director of Legal & Communication supported by the Transformation Office division. In carrying out its duties, the Transformation Office collaborates and works together with business lines and supporting functions to identify, design, and implement the Company's strategic sustainability initiatives.

Informasi mendalam mengenai strategi 3D dapat dilihat di halaman 56 pada Laporan Keberlanjutan ini.
Further information regarding the 3D strategy is presented on page 56 in this Sustainability Report.



Sebagai bentuk komitmen Petrosea untuk menerapkan strategi keberlanjutannya, pada tahun 2021 Perusahaan melakukan serangkaian kegiatan pelatihan dan *focus group discussion* untuk *up-skilling* dan *re-skilling* karyawan sehingga dapat mengadopsi keberlanjutan dalam kegiatan operasional sehari-hari dengan mengukur, memantau dan mitigasi.

As a form of Petrosea's commitment to implement its sustainability strategy, in 2021 the Company conducted a series of training and focus group discussion activities in up-skilling and re-skilling of employees to adopt sustainability in day-to-day operations by measuring, monitoring and mitigating.

● Pelatihan Penyusunan Rencana Aksi Berkelanjutan Perusahaan / Training for the Development of the Company's Sustainability Plan

Salah satu pelatihan terkait keberlanjutan yang dilaksanakan oleh Perusahaan adalah pelatihan untuk menyusun rencana keberlanjutan yang dilaksanakan pada 19 - 20 Agustus 2021 dibantu oleh konsultan eksternal, dan diikuti oleh lini bisnis Kontrak Pertambangan dan EPC serta divisi Corporate Secretary, Investor Relations & Corporate Communications, Corporate Affairs, Corporate Planning, Finance & Accounting, Corporate Legal, Risk, Internal Audit & Assurance, Human Capital, Safety, Health & Environment, Corporate Social Responsibility, Asset Management Group, Supply Chain Management dan Transformation Office.

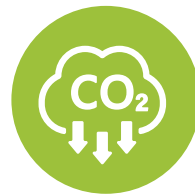
One sustainability-related training conducted by the Company was training to develop a sustainability plan, which was held on 19-20 August 2021 assisted by an external consultant, and participated by the Contract Mining and EPC business lines, as well as the Corporate Secretary, Investor Relations & Corporate Communications, Corporate Affairs, Corporate Planning, Finance & Accounting, Corporate Legal, Risk, Internal Audit & Assurance, Human Capital, Safety, Health & Environment, Corporate Social Responsibility, Asset Management Group, Supply Chain Management and Transformation Office divisions.

DIVERSIFIKASI, DIGITALISASI, & DEKARBONISASI

Perusahaan fokus pada strategi 3D, yaitu Diversifikasi, Digitalisasi, dan Dekarbonisasi, dengan tujuan untuk menjaga keberlanjutan usaha serta mendukung upaya pemerintah dalam menciptakan dan meningkatkan lapangan kerja dan melakukan penciptaan nilai (*value creation*) bagi seluruh *stakeholder*.

DIVERSIFICATION, DIGITALIZATION & DECARBONIZATION

The Company focuses on its 3D Strategy—Diversification, Digitalization, and Decarbonization—that aims to maintain business continuity, to support the efforts of the government in creating and improving employment opportunities, and to deliver value creation to the stakeholders.



Strategi 3D adalah kunci untuk mewujudkan visi keberlanjutan Perusahaan. Diversifikasi bertujuan untuk mengalihkan fokus ke komoditas yang mendukung transisi energi dengan memanfaatkan *operational excellence* yang telah dicapai pada tahun-tahun sebelumnya. Ekspansi bisnis pada tahun 2021 merupakan respons Perusahaan terhadap persaingan dan tantangan bisnis di masa mendatang sekaligus menciptakan peluang baru dengan mengadopsi teknologi digital terkini dalam kegiatan operasionalnya.

Melalui strategi Diversifikasi, Perusahaan menargetkan pendapatan usaha di bidang Digitalisasi, 3D Printing dan Rebuild Center, Lembaga Pelatihan Kerja & Sertifikasi, dan *Engineering, Procurement & Construction* (EPC). Selain itu, Petrosea terus melanjutkan proses diversifikasi dengan menangkap peluang bisnis baru di proyek mineral lainnya.

The 3D strategy is key to realize the Company's sustainability vision. Diversification aims to shift the focus towards commodities that support energy transition by leveraging years of established operational excellence and achievement. Business expansion in 2021 was the Company's response to future business competition and challenges while creating new opportunities by adopting the latest digital technologies in its operations.

Through the Diversification strategy, the Company has targeted operation revenue from Digitalization, 3D Printing & Rebuild Center, Job Training & Certification Institution, and Engineering, Procurement, & Construction (EPC). The Company will carry out further diversification by capturing new business opportunities for other mineral projects.

Strategi Digitalisasi telah dimulai sejak tahun 2018 melalui Project Minerva yang merupakan singkatan dari Mining and Engineering Advanced Analytics, dengan memanfaatkan sistem *digital platform* yang dirancang untuk menyelesaikan berbagai permasalahan operasional di proyek-proyek pertambangan milik pelanggan dengan mengadopsi teknologi Industri 4.0. Selanjutnya, Perusahaan memperluas cakupannya menjadi transformasi digital secara menyeluruh untuk mengembangkan kapabilitas baru di masing-masing lini bisnis dan fungsi pendukung demi memastikan *sustainable superior performance* di masa yang akan datang.

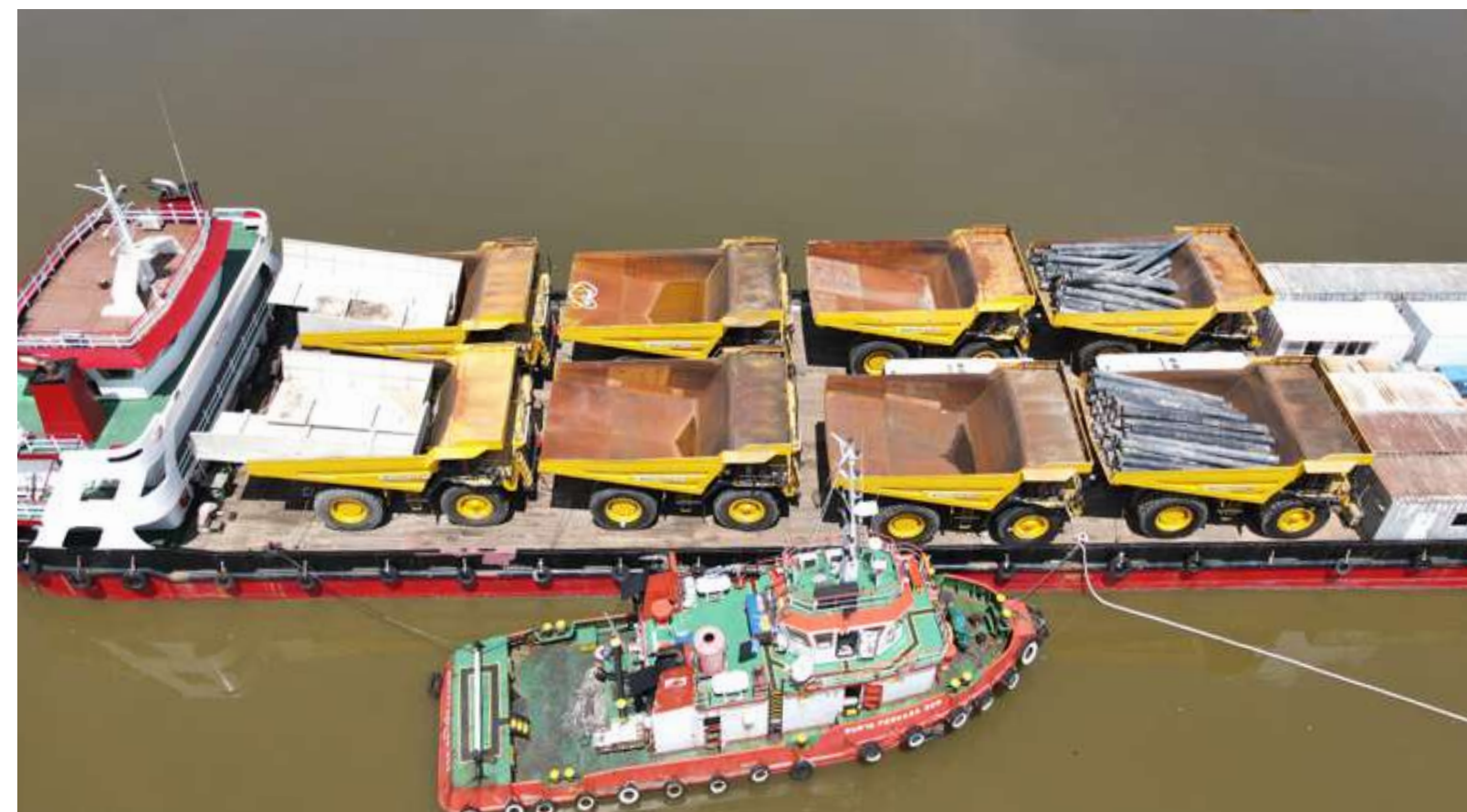
Dekarbonisasi adalah inti dari strategi Petrosea secara keseluruhan, yang akan memungkinkan Perusahaan untuk melaksanakan operasi yang bertanggung jawab dengan memanfaatkan energi dengan cara yang jauh lebih efisien dan ramah lingkungan untuk kepentingan generasi mendatang. Dekarbonisasi tertanam dalam kegiatan operasional Perusahaan dengan memanfaatkan *operational excellence* dan *new age technology*, termasuk energi terbarukan.

Untuk mengimplementasikan strategi 3D-nya, Petrosea terus memperkuat kapabilitas dan kapasitas internalnya, serta bekerja sama dengan mitra-mitra eksternal untuk mengadopsi solusi yang akan mendukung keberlanjutan Perusahaan secara keseluruhan.

The Digitalization strategy has been implemented since 2018 through Project Minerva, which stands for Mining and Engineering Advanced Analytics, by leveraging a digital platform designed to solve client operational issues using Industry 4.0 technology. Furthermore, the Company expanded the horizon to a company-wide digital transformation in order to develop new capabilities in business lines and supporting functions to ensure sustainable superior performance in the future.

Decarbonization is core to Petrosea's overall strategy, which will enable the Company to deliver responsible operations by utilizing energy in a far more efficient and environmentally friendly manner for the benefit of future generations. Decarbonization has been embedded into the Company's operations by leveraging operational excellence and new age technology, which also includes renewable energy.

To implement its 3D strategy, Petrosea is continuing to strengthen its internal capabilities and capacities, while also engaging with external partners to adopt solutions that will support the Company's overall sustainability.



KETERLIBATAN PEMANGKU KEPENTINGAN

[102-40, 102-42, 102-43, 102-44]

STAKEHOLDER ENGAGEMENT

Petrosea mengidentifikasi para pemangku kepentingan melalui forum group discussion internal dan memberikan respons sesuai dengan kebutuhannya.

The Company identifies its stakeholders through an internal focus group discussion and provides responses based on requirements.

Pelibatan Pemangku Kepentingan

Stakeholders Engagement

	Topik/Isu Penting Important Topic/Issue	Respons & Frekuensi Response & Frequency
 Pemegang Saham / Shareholder	• Dividen • Pengembangan usaha • Tata Kelola Perusahaan • Dividend • Business development • Corporate Governance	• Menyelenggarakan Rapat Umum Pemegang Saham dengan salah satu agenda penentuan pembagian dividen minimal setahun sekali • Menetapkan <i>strategic business plan</i> dan <i>annual business plan</i> minimal satu tahun sekali • Melakukan tata kelola yang baik dengan evaluasi minimal setiap tiga bulan • Holding General Meetings of Shareholders with one of the agenda is to determine the dividend payment at least once in a year • Creating strategic business plan and annual business plan at least once a year • Implementing good governance with quarterly evaluation
 Pelanggan / Customers	• Hubungan komersial • Pelayanan • Kualitas produk • Commercial relationship • Service • Product quality	• Menjaga hubungan baik dengan semua pelanggan dan melakukan pertemuan sesuai kebutuhan • Melakukan evaluasi produk dan jasa layanan melalui survei setiap satu tahun sekali • Maintaining good relationship with all customers and meeting them as required • Evaluating the products and service through annual survey
 Karyawan / Employees	• Hubungan industrial • Kesejahteraan • Manajemen karir • Penggunaan teknologi • Industrial relationship • Welfare • Career management • Technology utilization	• Menyediakan tempat kerja nyaman dan sehat • mengevaluasi dan menyesuaikan remunerasi setahun sekali • Memberikan pelatihan kompetensi secara berkala • Melakukan evaluasi kinerja setiap setahun dua kali (tengah tahun dan akhir tahun) • Mengikuti perkembangan teknologi • Providing comfortable and healthy workplace • Evaluating and making adjustment to the remuneration once a year • Giving competency training regularly • Evaluating the performance twice in a year (mid-year and at year-end) • Following the development of technology

	Topik/Isu Penting Important Topic/Issue	Respons & Frekuensi Response & Frequency
 Mitra Usaha / Business Partners	• Hubungan Komersial • Kebijakan • Pembayaran tepat waktu • Commercial Relationship • Policies • On-time payment	• Memastikan keterbukaan Informasi • Melakukan proses pengadaan barang yang adil dan transparan • Menunaikan kewajiban tepat waktu • Mengadakan pertemuan secara berkala • Ensuring information transparency • Conducting fair and transparent procurement process • Fulfilling obligations on time • Holding regular meetings
 Pemerintah / Government	• Pembayaran pajak • Kepatuhan pada peraturan • Tax payment • Compliance with the regulations	• Membayar pajak sesuai dengan kewajiban dan tepat waktu • Mematuhi semua peraturan dan mengikuti perkembangan bila ada peraturan baru • Melakukan pertemuan secara berkala • Paying tax as required and on time • Complying with the prevailing regulations and following up with the development of new regulations • Holding regular meetings
 Masyarakat / Communities	• Program pemberdayaan masyarakat • Hubungan yang harmonis • Adanya kesempatan kerja • Community empowerment program • Harmonic relationship • Employment opportunity	• Melaksanakan program pemberdayaan masyarakat • Membina hubungan yang baik • Memberikan kesempatan bekerja sesuai peraturan perusahaan • Memberikan pelatihan secara berkala • Conducting community empowerment program • Building good relationship • Providing employment opportunities in line with the corporate regulations • Providing regular trainings

Sebagai perusahaan terbuka serta sesuai dengan POJK No.35/POJK.04/2014 tentang Sekretaris Perusahaan Emiten atau Perusahaan Publik, Petrosea memiliki Sekretaris Perusahaan sebagai penghubung antara Perusahaan dengan seluruh pemangku kepentingan.

As a public company and according to POJK No.35/POJK.04/2014 regarding Corporate Secretary for Issuer or Public Companies, Petrosea employs a Corporate Secretary as a liaison between the Company and all stakeholders.

Informasi lengkap mengenai tugas dan tanggung jawab Sekretaris Perusahaan dapat diakses melalui www.petrosea.com pada laman Investor.

Complete information regarding the roles and responsibilities of the Corporate Secretary can be accessed on www.petrosea.com in the Investor page.



TANTANGAN & PELUANG PENERAPAN INISIATIF KEBERLANJUTAN

CHALLENGES & OPPORTUNITIES OF IMPLEMENTING SUSTAINABILITY INITIATIVES

Tantangan dan peluang ESG merupakan bagian yang tidak terpisahkan dari pelaksanaan inisiatif keberlanjutan. Sebagai bagian dari upayanya dalam menghadapi seluruh tantangan dan peluang tersebut, Petrosea menjalankan praktik terbaik dan mengadopsi teknologi melalui Project Minerva yang memungkinkan Perusahaan untuk mengoptimalkan dan meningkatkan kinerja ESG dengan mengurangi dampak kegiatan operasionalnya terhadap lingkungan sekitar.

Strategi-strategi tersebut merupakan bentuk komitmen kami terhadap upaya keberlanjutan. Selain itu, kami juga melakukan inovasi secara terus menerus dan melakukan identifikasi atas risiko-risiko terkait aspek ekonomi, sosial, dan lingkungan di dalam proses operasional kami. Tidak hanya mengidentifikasi, kami juga berupaya memitigasi risiko-risiko tersebut.

Berdasarkan proses identifikasi, berikut ini merupakan risiko dan upaya mitigasi yang telah dilakukan Perusahaan:

ESG challenges and opportunities are an inseparable part of carrying out sustainability initiatives. As part of its efforts in addressing the challenging and seizing the opportunities, Petrosea embeds best practices and technology adoption through Project Minerva that enables the Company to optimize and improve its ESG performance by reducing environmental impacts generated by its operational activities.

The strategies show our commitment towards sustainability efforts. In addition, we also continued to innovate and identify economic, social, and environmental risks in our operational activities. Moreover, we also strive to mitigate the risks instead of only identifying the risks.

Based on a identification process, the following risks and mitigation efforts have been carried out by the Company:

Upaya Mitigasi Risiko terkait Lingkungan, Sosial & Tata Kelola Environmental, Social & Governance Risk Mitigation Efforts

Tipe Risiko & Penjelasan Risk Type & Explanation	Upaya Mitigasi Mitigation Efforts
Lingkungan Environment	
Perubahan Iklim dan Emisi Karbon • Mengonsumsi bahan bakar dan listrik yang dapat berdampak terhadap lingkungan, operasional, dan rantai pasokan.	• Meminimalisasi emisi dengan meningkatkan efisiensi operasional melalui teknologi digital dan aplikasi, termasuk di dalamnya adalah Project Minerva. Perusahaan juga memanfaatkan bahan bakar yang lebih efisien seperti B30. • Mengeksplorasi adanya potensi untuk menggunakan beragam energi yang dapat diperbarui lainnya sebagai sumber daya pendukung operasional.
Climate Change and Carbon Emission • Consume energy and electricity that may cause impacts on the environment, operations, and supply chain	• Minimize emissions by increasing operational efficiency through digital technology and application, including Project Minerva. The Company also uses more efficient fuel such as B30. • Explore opportunities in using other renewable energy to support operations.

Tipe Risiko & Penjelasan Risk Type & Explanation	Upaya Mitigasi Mitigation Efforts
Limbah dan Pembuangan Sampah Material • Menghasilkan jumlah limbah yang signifikan, termasuk di dalamnya limbah berbahaya maupun tidak berbahaya. Waste and Material Disposal • Generate significant waste, including dangerous and non-dangerous wastes.	• Mematuhi regulasi dan standar industri untuk mengelola dampak tersebut. Perusahaan juga terus berupaya untuk mencari peluang dan menginisiasi pengelolaan dan daur ulang limbah yang lebih baik. • Comply with prevailing regulations and industrial standards to manage the impacts. The Company also strives to explore opportunities and initiate better waste management and recycling.
Sosial Social	
Kesehatan dan Keselamatan • Menghadapi risiko kesehatan dan keselamatan terkait dengan kegiatan operasional pertambangan dan EPC. Saat ini, karyawan juga tengah menghadapi risiko dari pandemi COVID-19. Health and Safety • Encounter health and safety risks associated with hazards in mining and EPC operational activities. Currently, the employees also face risks due to COVID-19 pandemic.	• Menerapkan sistem manajemen yang kokoh dan sesuai dengan standar tata kelola K3. • Meningkatkan kualitas manajemen kesehatan dan keselamatan. Contohnya adalah menggunakan aplikasi digital seperti SHEPRO yang ditujukan untuk meningkatkan kinerja pelaporan dan analisis. • Implement a strong management system in line with the OHS governance standards. • Improve the quality of health and safety management, such as by utilizing digital applications such as SHEPRO that aims to increase the reporting and analysis our performance.
Hubungan Komunitas • Berpotensi memberikan dampak pada komunitas sekitar dan menarik perhatian dari pemangku kepentingan yang lebih besar, baik bagi mitra maupun pesaing dalam proyeknya. Community relations • Generate impacts on the surrounding communities and attract attentions from bigger stakeholders for business partners and competitors of the project.	• Mengidentifikasi, menganalisis, dan dengan hati-hati melakukan pendekatan terhadap para pemangku kepentingan. • Menjaga harmoni komunikasi dan hubungan dengan para pemangku kepentingan dan komunitas. • Melaksanakan program hubungan masyarakat dan pemberdayaan masyarakat untuk mengangkat taraf hidup masyarakat. • Identify, analyze, and carefully carry out stakeholder engagement. • Maintain harmonious communications and relationships with stakeholders and communities. • Conduct community relations and community empowerment programs to uplift the livelihood of the community.

Tipe Risiko & Penjelasan Risk Type & Explanation	Upaya Mitigasi Mitigation Efforts
Tata Kelola Perusahaan Good Corporate Governance	
Hukum dan Kepatuhan Menghadapi risiko terkait dengan kepatuhan terhadap peraturan pemerintah, prosedur, dan aksi lain yang masih terikat dengan regulasi dan hukum.	Memperbarui setiap aspek sertifikasi, lisensi, dan perizinan terkait operasional Perusahaan dengan senantiasa patuh serta menjalankan prosedur internal dan hukum serta regulasi yang berlaku secara berkala.
Legal and compliance Face risk on compliance with the regulations, procedures, and other acts that are relevant with the regulations and the law.	Regularly update each aspect of certifications, licenses, and permits for operational activities in full compliance and carrying out internal procedures and the prevailing legal and regulatory procedures.
Suap Menghadapi risiko eksploitasi suap terhadap interaksi dan aktivitas dengan entitas pemerintah, vendor, dan pemangku kepentingan lainnya.	Memiliki, menerapkan serta mengkomunikasikan kepada seluruh pemangku kepentingan terkait kebijakan internal Perusahaan serta ISO 37001 <i>Anti-Bribery Management System</i> (ABMS). Perusahaan juga mengoptimalisasi <i>Whistleblowing System</i>, serta terus meningkatkan pengawasan Kode Etik dan <i>core values</i> Perusahaan.
Bribery risk Face risk of bribery within the interactions and activities with the government entities, vendors, and other stakeholders.	Take ownership, implement and communicate to all stakeholders regarding the internal policies of the Company and ISO 37001 <i>Anti-Bribery Management System</i> (ABMS). The Company also optimizes the <i>Whistleblowing System</i> and increases the monitoring of Code of Conduct and core values of the Company.

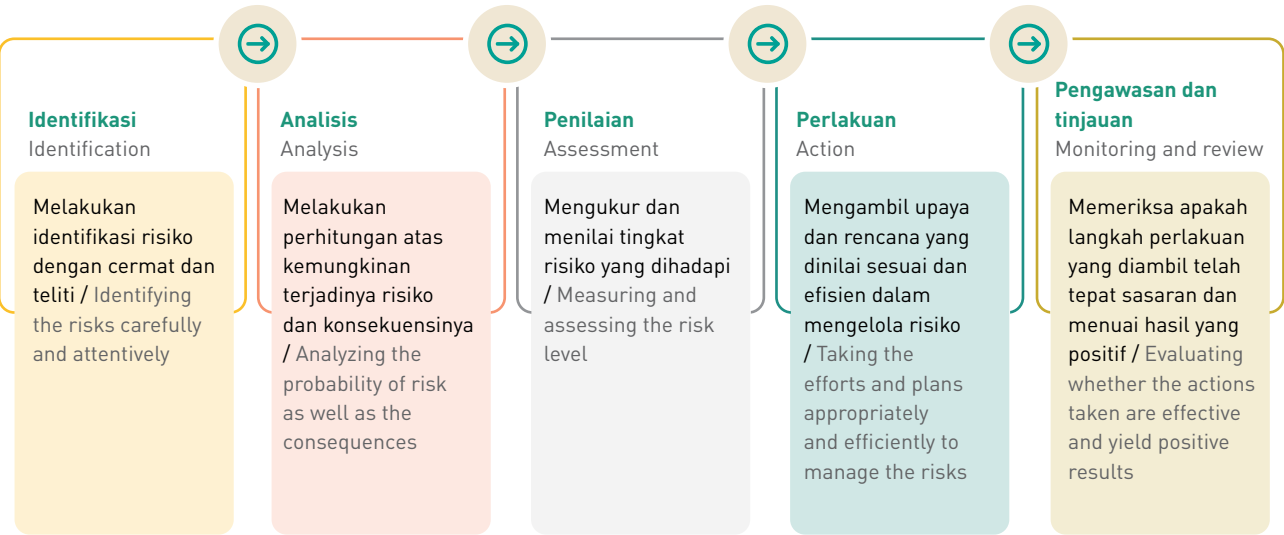
Hingga akhir Desember 2021, Perusahaan telah memiliki ISO 9001:2015 untuk Sistem Manajemen Mutu, ISO 14001:2015 untuk Sistem Manajemen Lingkungan, ISO 45001:2018 untuk Sistem Manajemen Kesehatan dan Keselamatan Kerja, serta ISO 37001:2016 untuk Sistem Manajemen Anti Penyuapan.



As of the end of December 2021, the Company has obtained 9001:2015 for Quality Management System, ISO 14001:2015 for Environmental Management System, ISO 45001:2018 for Occupational Health and Safety Management System, as well as ISO 37001:2016 for Anti-Bribery Management System.

PENDEKATAN MANAJEMEN RISIKO
KEBERLANJUTAN [102-11]

Untuk memastikan pelaksanaan manajemen risiko, Petrosea mengembangkan prosedur beserta kerangka kerja, sebagai berikut:



Penerapan manajemen risiko dilakukan bersamaan dengan proses audit yang dilaksanakan, baik secara internal maupun eksternal. Hasil tinjauan atas manajemen risiko, penilaian risiko, dan kecukupan sistem manajemen risiko disampaikan secara berkala kepada manajemen dan Komite Audit, Risk & Compliance setiap tiga bulannya. Komite tersebut kemudian meneruskan hasil tinjauan tersebut kepada Dewan Komisaris.

Selain itu, pengelolaan inisiatif anti penyuapan, sistem pelaporan, serta sosialisasi dari sistem pelaporan tersebut adalah tanggung jawab unit Business Ethics & Integrity. Manajemen pelaporan *whistleblowing* diatur dalam suatu prosedur *whistleblowing*. Sistem pelaporan tersebut memiliki Dewan Etik yang dibentuk secara khusus oleh Perusahaan untuk memastikan penerapan Panduan Berperilaku melalui kajian terhadap laporan *whistleblowing* seperti menerima, mengidentifikasi, menindaklanjuti dan memberikan rekomendasi kepada manajemen terkait pelaporan ketidakpatuhan.

Pendekatan manajemen ini melingkupi topik material tata kelola keberlanjutan.

SUSTAINABILITY RISK MANAGEMENT
APPROACH

To ensure the implementation of risk management, the Company developed procedures and framework as follows:

Risk management is applied together with the internal and external audit activities. The results of risk management, risk assessment, and risk management system adequacy reviews are submitted periodically to management and Audit, Risk & Compliance Committee every quarter. The ARC Committee will then forward the results to the Board of Commissioners.

Furthermore, the management of the anti-bribery initiative, the whistleblowing system and socialization of the whistleblowing system are the responsibility of the Business Ethics & Integrity unit. Whistleblowing reporting management is regulated in a whistleblowing procedure. The reporting system has an Ethics Council which was specifically established by the Company to ensure the implementation of the Code of Conduct through a review of whistleblowing reports such as receiving, identifying, following up and providing recommendations to management regarding non-compliance reporting.

This management approach covers the sustainability governance topic material.



03

KINERJA LINGKUNGAN
ENVIRONMENTAL PERFORMANCE



“

Petrosea terus memanfaatkan teknologi digital dan menerapkan *good mining practices* untuk memastikan bahwa kegiatan operasionalnya berjalan dengan efisien dalam hal penggunaan bahan bakar untuk mengurangi emisi karbon yang dihasilkan.

The Company continues to leverage digital technology and implement good mining practices to ensure that its operational activities are carried out efficiently in terms of fuel consumption in order to reduce carbon emissions.

Kebijakan *Marine Fleet Operation Safety & Environmental Protection* merupakan kebijakan yang membantu Perusahaan dalam mengidentifikasi setiap potensi negatif terkait lingkungan, sehingga hasil identifikasi dapat dimasukkan ke dalam daftar *environmental safeguards & protection* yang relevan.

The Marine Fleet Operation Safety & Environmental Protection Policy is a policy that supports the Company in identifying any potential harmful impact on the environment, with the results of identification being listed in the relevant environmental safeguards & protection.

Perusahaan melaksanakan forum *legal committee meeting* dua kali setahun untuk mengevaluasi regulasi terkait lingkungan hidup. Hingga akhir tahun 2021, terdapat 89 peraturan terkait lingkungan hidup yang telah didaftarkan dan dievaluasi dengan status mencapai 99% *compliance*.

The Company conducts a legal committee meeting forum twice a year to evaluate its regulations regarding the environment. As of the end of 2021, 89 regulations regarding the environment were registered and evaluated with a status of 99% compliance.

Terdapat penurunan signifikan pada biaya pengelolaan lingkungan hidup pada tahun 2021 dibandingkan dua tahun sebelumnya yang merupakan dampak dari proses digitalisasi sebagai strategi keberlanjutan Perusahaan.

There was a significant decrease in environmental management cost in 2021 compared to the previous two years as an impact of the digitalization process which is a part of the Company's sustainability strategy.

TATA LAKSANA LINGKUNGAN ENVIRONMENTAL MANAGEMENT

Pendekatan Manajemen [103-1, 103-2, 103-3]

Petrosea memiliki komitmen yang kuat terhadap pelestarian lingkungan yang tercermin dari berbagai program dan kegiatan yang dilaksanakan untuk mendukung tercapainya Target Zero, yaitu *zero harm to people, the community and environment*. Selain itu, Petrosea juga fokus terhadap implementasi berbagai program *Corporate Social Responsibility* (CSR) khususnya pada pilar lingkungan sehingga pelestarian lingkungan sekitar tetap terjaga.

Budaya Keselamatan, Kesehatan & Lingkungan (K3L) juga telah tertanam di dalam diri masing-masing karyawan, dimana setiap individu turut bertanggung jawab untuk menjaga lingkungan sekitar serta mendukung Perusahaan dalam upaya untuk meminimalisir dampak kegiatan operasionalnya terhadap lingkungan. Di Petrosea, unit

Management Approach

The Company is strongly committed to preserve the environment through various programs and activities to achieve Zero Target, namely zero harm to people, the community, and environment. In addition, the Company focuses on implementing various Corporate Social Responsibility (CSR) programs, particularly in the environment pillar to preserve of the surrounding environment.

Safety, Health, & Environment (SHE) culture has also been instilled within each employee, in which everyone is responsible to preserve the surrounding environment and to support the Company in its efforts to minimize the impact of its operational activities on the environment. At Petrosea, the SHE unit is responsible to ensure

SHE bertanggung jawab untuk memastikan bahwa *Target Zero* dan upaya-upaya pelestarian lingkungan lainnya tercapai, serta terus memperkuat budaya K3L di seluruh elemen Perusahaan.

Pendekatan manajemen ini berlaku untuk topik material emisi, konsumsi energi, konsumsi air, serta pengelolaan sampah dan limbah.

SISTEM MANAJEMEN LINGKUNGAN

Petrosea senantiasa berusaha untuk mengikuti standar tertinggi terkait pemantauan lingkungan, manajemen energi, kualitas sumber daya, hingga pengelolaan limbah. Untuk mendukung usaha tersebut, Perusahaan memiliki 17 standar lingkungan yang laporan pelaksanaannya disampaikan kepada pemangku kepentingan setiap tahun.

Di tahun 2021, hasil laporan tersebut menyampaikan bahwa manajemen lingkungan telah dilakukan dengan baik oleh Petrosea sesuai standar dan peraturan yang berlaku, namun tetap memerlukan *continuous improvement* kedepannya.

the achievement of Target Zero and environmental preservation efforts as well as to strengthen SHE culture across all elements of the Company.

This management approach covers the topic materials of emission, energy consumption, water consumption and waste management.

ENVIRONMENTAL MANAGEMENT SYSTEM

Petrosea always strives to follow the highest standards related to environmental monitoring, energy management, resource quality and waste management. To support its efforts, the Company has 17 environmental standards, with their implementation reports submitted to stakeholders annually.

In 2021, the results of the report stated that environmental management has been carried out well by Petrosea in accordance with prevailing standards and regulations, but still requires continuous improvement going forward.

Standar Pengawasan Lingkungan

Environmental Monitoring Standards

No	Nama Name	Standar Pengawasan Lingkungan Environmental Monitoring Standards
1	PTP-SHE-MN-G-0002	Panduan Pengelolaan Lingkungan / Environmental Monitoring Standard
2	PTP-SHE-MN-G-0003	Panduan Manajemen Energi / Energy Management Manual
3	PTP-SHE-STD-G-0014	Standar Pengelolaan Limbah / Waste Treatment Standard
4	PTP-SHE-STD-G-0015	Standar Manajemen Energi / Energy Management Standard
5	PTP-SHE-STD-G-0016	Standar Baku Mutu Kualitas Udara Sumber Tidak Bergerak Emisi Genset / Standard Quality of Emission from Genset Stationary Source
6	PTP-SHE-STD-G-0017	Standar Baku Mutu Kualitas Udara Sumber Bergerak Emisi Kendaraan Bermotor / Standard Quality of Emission from Mobile Sources of Motor Vehicles
7	PTP-SHE-STD-G-0018	Standar Baku Mutu Kualitas Udara Ambien / Ambient Air Quality Standard
8	PTP-SHE-STD-G-0019	Standar Baku Mutu Kebisingan Lingkungan / Environmental Noise Quality Standard
9	PTP-SHE-STD-G-0020	Standar Pengelolaan Lahan / Land Management Standard
10	PTP-SHE-STD-G-0021	Standar Pengelolaan dan Pemantauan Lingkungan Hidup / Environmental Management and Monitoring Standard
11	PTP-SHE-STD-G-0022	Standar Baku Mutu Air Limbah / Effluent Quality Standard
12	PTP-SHE-STD-G-0023	Standar Pengelolaan Keanekaragaman Hayati / Biodiversity Management Standard
13	PTP-SHE-STD-G-0024	Standar Reklamasi dan Pasca Tambang / Reclamation and Post-Mining Standard
14	PTP-SHE-STD-G-3002	Standar Pemantauan Lingkungan / Environmental Monitoring Standard
15	PTP-SHE-PR-G-0021 IND	Pengelolaan Limbah / Waste Management
16	PTP-SHE-WI-G-0022	Pengukuran Kualitas Air dalam pH dan Debit Air / Water Quality Measurement of pH and Water Discharge
17	PTP-SHE-WI-G-3001	Praktik Lingkungan Perkantoran / Environmental Office Practice

Selain standar-standar lingkungan yang dimiliki, Petrosea juga selalu mematuhi seluruh peraturan dan perundang-undangan terkait lingkungan hidup yang berlaku. Sebagai bagian dari evaluasi regulasi terkait K3 dan lingkungan hidup, Perusahaan melaksanakan forum *legal committee meeting* dua kali setahun. Hingga akhir tahun 2021, terdapat 89 peraturan terkait lingkungan hidup yang telah didaftarkan dan dievaluasi dengan status mencapai 99% *compliance*. Dengan demikian, Petrosea tidak mendapatkan sanksi atau teguran terkait kinerja lingkungan. [307-1]

In addition to its environmental standards, Petrosea also ensures that it complies with all prevailing rules and regulations related to the environment. As part of its evaluations of regulations related to OHS and the environment, the Company conducts a legal committee meeting twice a year. At the end of 2021, 89 regulations related to the environment were registered and evaluated with a status of 99% compliance. Therefore, Petrosea was not sanctioned nor reprimanded for its environmental performance.



KEBIJAKAN PENGELOLAAN & PELESTARIAN LINGKUNGAN

ENVIRONMENTAL MANAGEMENT & PRESERVATION POLICY

Untuk terus meningkatkan nilai keberlanjutan, Petrosea melaksanakan kebijakan pengelolaan dan pelestarian lingkungan melalui pelibatan pemangku kepentingan. Kebijakan *Marine Fleet Operation Safety & Environmental Protection* merupakan salah satu kebijakan pengelolaan lingkungan yang dikeluarkan Perusahaan. Kebijakan ini membantu Perusahaan dalam mengidentifikasi setiap potensi negatif terkait lingkungan sehingga hasil identifikasi dapat dimasukkan ke dalam daftar environmental safeguards & protection yang relevan.

Untuk mendukung kegiatan operasional yang ramah lingkungan, Petrosea telah memiliki sertifikat standar internasional ISO 14001:2015 untuk Sistem Manajemen Lingkungan. Dari seluruh persyaratan dari ISO 14001:2015 tersebut, Petrosea telah memenuhi standar lingkungan hidup untuk kegiatan operasional di kantor pusat, proyek Kideco Jaya Agung dan Tabang pada lini bisnis Kontrak Pertambangan, proyek *Levee Stockpile* pada lini bisnis Rekayasa, Pengadaan & Konstruksi, serta Petrosea Support Facilities (PSF) di Balikpapan.

To continuously improve its sustainability values, Petrosea implements environmental management and preservation policies by ensuring stakeholder engagement. One of the Company's policies related to environmental management is the *Marine Fleet Operation Safety & Environmental Protection Policy* which helps the Company to identify each potential harmful impact on the environment, with the results of identification being listed in relevant environmental safeguards & protections.

To support environmentally friendly operations, Petrosea has obtained the ISO 14001:2015 international standard certificate for Environmental Management System. From all the requirements of ISO 14001:2015, Petrosea has met the environmental standards for operational activities at the head office, Kideco Jaya Agung and Tabang projects for the Contract Mining business line, *Levee Stockpile* project for the Engineering, Procurement & Construction business line, as well as Petrosea Support Facilities (PSF) in Balikpapan.



PROGRAM PENGELOLAAN DAMPAK LINGKUNGAN

ENVIRONMENTAL IMPACT MANAGEMENT PROGRAM

IDENTIFIKASI POTENSI DAMPAK & MITIGASI RISIKO [304-2]

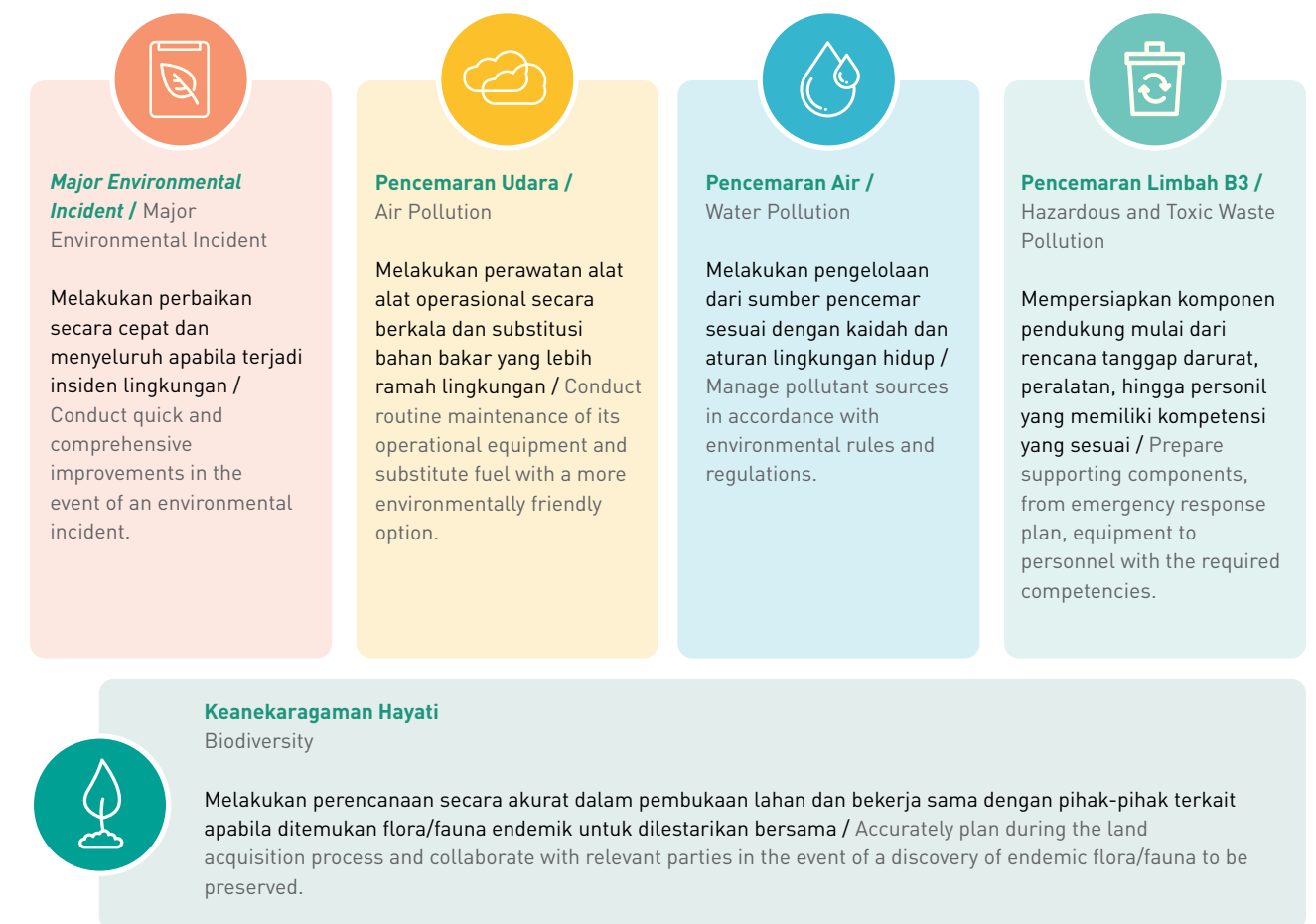
Petrosea menanggulangi dampak negatif pencemaran udara, air dan limbah B3 serta mengidentifikasi risiko terkait *major environmental incident* dan keanekaragaman hayati. Namun demikian, Perusahaan belum mengukur dampak negatif dari kegiatan ini. Untuk mengurangi dampak negatif tersebut, maka Perusahaan melakukan berbagai tindakan identifikasi dan penanggulangan sebagai berikut:

IDENTIFIED POTENTIAL IMPACTS & RISK MITIGATION

Petrosea implements countermeasures against the negative impacts of air, water, hazardous waste and pollution, as well as identifies risks on major environmental incidents and biodiversity. However, the Company has yet to measure the negative impacts of these activities. Therefore, the Company carries out identification and countermeasures as follows:

Potensi Dampak & Risiko Lingkungan yang Teridentifikasi

Identified Potential Environmental Impacts and Risks



Program Pengurangan Penggunaan Kertas

Inisiatif Perusahaan untuk meminimalisir penggunaan kertas mulai diterapkan sejak tahun 2014. Inisiatif ini berlandaskan pada dokumen *working instruction* Environmental Office Practice (PTP-HSEWI-G-3001). Salah satu upaya yang dilaksanakan adalah pengalihan penerbitan dokumen bisnis dari berbentuk cetak menjadi elektronik.

Paper Usage Reduction Program

The Company's initiative to reduce paper usage began in 2014 which was based on the Environmental Office Practice (PTP-HSEWI-G-3001) operational policy. One of the efforts carried out was to shift business transaction documents from the previously printed version to electronic.

Efisiensi Biaya dari Program Penanggulangan Risiko & Pengurangan Penggunaan Kertas

Cost Efficiency from Risk Mitigation & Paper Reduction Programs

Uraian Description	Satuan Unit	2021	2020	2019
Biaya Operasional Peralatan Equipment Operational Rate				
Perbaikan & Perawatan Repair & Maintenance		28.649.116	19.615.889	30.611.606
Undercarriage Undercarriage	US\$	3.526.220	2.745.891	2.721.574
Lubricant Lubricant		5.391.798	4.023.305	5.406.013
Penggunaan Kertas* Paper Usage*	Lembar Lembar	468.000	301.500	3.219.000
Biaya Penggunaan Kertas Paper Usage Cost		3.555	3.325	21.755
Biaya Pengelolaan Limbah (Limbah B3 & non-B3)* Waste Management Cost (Hazardous & Toxic Waste and Non-hazardous & Non-Toxic Waste)	US\$	109.461	75.825	208.092

* Penyajian angka kembali karena perbedaan metode perhitungan
* Restatement of data due to difference in calculation method

Dampak & Mitigasi Risiko Tumpahan [304-2]

Sepanjang tahun 2021 terjadi satu insiden tumpahan limbah cair yang tidak signifikan yakni di bawah 1 m³ diakibatkan karena kebocoran pipa penyalur bahan bakar cair. Tumpahan ini tidak mengakibatkan dampak yang signifikan dan dapat diatasi dengan segera. Kedepan, Perusahaan akan menerapkan prinsip kehati-hatian melalui Kebijakan K3L serta SOP yang telah disusun sesuai dengan setiap pekerjaan yang memiliki risiko tinggi dalam operasional di lapangan.

Spill Impact & Risk Mitigation

In 2021, there was one liquid waste spillage incident with insignificant amount of spill for-which below 1 m³ due to liquid fuel supply pipe leakage. The spillage did not cause significant impact and was handled in a timely manner. In the future, the Company will implement a precautionary principle through its SHE policy and SOP which was developed according to every high risk activity in each operational area.

PENGELOLAAN & PENGGUNAAN ENERGI
ENERGY MANAGEMENT & CONSUMPTION

Petrosea menyadari besarnya kebutuhan energi serta konsumsi bahan bakar untuk mendukung kegiatan operasionalnya. Oleh karena itu, Perusahaan terus melakukan pengaturan penggunaan energi, seperti penerangan dan peralatan pendukung yang menggunakan listrik di wilayah operasional Petrosea. Di samping itu, Perusahaan juga mulai menggunakan bahan bakar ramah lingkungan, dimana seluruh wilayah operasional telah menggunakan biodiesel (B30).

Petrosea is aware of the large requirements for energy and fuel consumption to support its operational activities. Therefore, the Company continues to manage its energy use, such as lighting and supporting equipment that uses electricity at its operational areas. In addition, the Company has also began using environmentally friendly fuel, with all operational areas using biodiesel (B30).



100%

Penggunaan Biodiesel
Biodiesel Usage

Aktivitas Pengelolaan Energi [302-1, 302-3, 302-4, 305-1]

Energy Management Activities

Uraian Description	Satuan Unit	Tahun Year		
		2021	2020	2019
Konsumsi Bahan Bakar Fuel Consumption				
Biodiesel / Biodiesel*	Liter	160.444.556	44.553.969	26.784.945
Solar (HSD) / Solar (HSD)	Liter	0	65.538.034	121.673.728
Intensitas Pemakaian Energi dibandingkan Pendapatan / Energy Intensity to Revenue	GJ/ revenue in USD Mn	0,01392	0,01003	0,01053
Total Emisi Proses Produksi (lingkup 1 & 2)** / Total Emission from Production Process (Scope 1 & 2)**	Ton CO ₂ e	329.115,98	250.640,43	370.262,74
Konsumsi Listrik (Lingkup 2)*** / Electricity Consumption (Scope 2)***	MWh	2.328	1.710	1.240

* Konsumsi biodiesel meningkat seiring dengan terjadinya peralihan dari konsumsi solar ke biodiesel
** Terjadi kenaikan signifikan dikarenakan adanya kenaikan kapasitas produksi sebesar 25%
*** Listrik yang dibeli dari PLN dan diperhitungkan sebagai Emisi CO₂ dari Scope-2

* Biodiesel consumption increased due to the shift from diesel consumption to biodiesel
** There was a significant increase due to increasing production capacity by 25%
*** Electricity purchased from PLN and recorded as CO₂ Emission from Scope-2

Faktor konversi energi merujuk kepada International Energy Agency (IEA): https://gatrik.esdm.go.id/assets/uploads/download_index/files/56959-buku-pedoman-igrk-pembangkit-2018.pdf
Energy conversion refers to the International Energy Agency (IEA): https://gatrik.esdm.go.id/assets/uploads/download_index/files/56959-buku-pedoman-igrk-pembangkit-2018.pdf



Biaya Pengelolaan Lingkungan Hidup

Untuk mendukung aktivitas pengelolaan lingkungan Perusahaan mengeluarkan dana yang disesuaikan dengan kegiatannya.

Environmental Management Cost

To support environmental management at all operational areas, the Company allocated costs in accordance with its operational activities.

Dalam Juta Rp / In Million Rp			
Biaya Lingkungan Environmental Cost	2021	2020	2019
Penanganan Limbah / Waste Treatment	1.368.200.267	715.181.458	1.462.960.183
Pengukuran Sampel Air / Waste Sample Measurement	388.852.756	40.905.872	27.326.000
Pengendalian Debu / Dust Control	118.600.000	437.899.915	1.432.541.165
Total / Total	1.875.653.023	1.193.987.245	2.922.827.348

Biaya pengelolaan lingkungan tahun 2021 meningkat dibandingkan tahun 2020 karena adanya penambahan area operasional Perusahaan. Namun, biaya tersebut menurun secara signifikan dibandingkan 2019 dikarenakan adanya adanya proses digitalisasi. Digitalisasi tersebut dilaksanakan di seluruh lini bisnis untuk memacu kinerja operasional sehingga menjadi lebih efisien dan produktif, termasuk dalam konsumsi bahan bakar pada alat berat.

Environmental management costs in 2021 increased compared to 2020 due to additional Company operational areas. Nevertheless, the number has significantly decreased compared to 2019 which was due to digitization process. Digitalization was carried out in all business lines to drive operational performance to become more efficient and productive, including using less fuel for heavy equipment.

MERAWAT BUMI, MENGURANGI EMISI
[305-1, 305-2, 305-3]
PROTECTING THE EARTH, REDUCING EMISSIONS

Terlepas dari upaya efisiensi energi yang telah dilaksanakan Perusahaan, besarnya penggunaan energi yang menghasilkan emisi gas rumah kaca (GRK) tetap merupakan risiko yang dihadapi oleh hampir semua sektor usaha. Oleh karena itu, Petrosea terus memanfaatkan teknologi digital dan menerapkan *good mining practices* untuk memastikan bahwa kegiatan operasionalnya berjalan dengan efisien dalam hal penggunaan bahan bakar untuk mengurangi emisi karbon yang dihasilkan.

Regardless of the energy efficiency efforts that have been implemented by the Company, the amount of energy usage that results in greenhouse gas (GHG) emissions remains a risk that must be faced by almost all business sectors. Therefore, Petrosea continues to leverage digital technology and apply good mining practices to ensure that its operational activities run efficiently in regards to fuel usage in order to reduce the amount of carbon emissions.

Setelah memetakan kegiatan operasionalnya yang menghasilkan emisi terbanyak, Perusahaan telah mengetahui bahwa kegiatan di Petrosea Support Facilities menghasilkan emisi paling kecil dibandingkan dengan kegiatan operasional di beberapa proyek, seperti di proyek Kideco Jaya Agung, Tabang dan *Levee Stockpile*.

After mapping out its operational activities that generate the most emissions, the Company has found that activities at Petrosea Support Facilities generate the lowest emissions compared to operational activities at several projects, such as the Kideco Jaya Agung, Tabang and *Levee Stockpile* projects.





Emisi GRK [305-4]
GHG Emission

Total Emisi (Lingkup 1 & 2)
Total Emissions (Scope 1 & 2)

329.115,98 Ton CO₂e

2020 : 250.640,43 2019 : 370.262,74

Intensitas Emisi (Lingkup 1 & 2)
Emission Intensity (Scope 1 & 2)

0,000838 Ton CO₂/ Pendapatan dalam Juta US\$

2020 : 0,000736 2019 : 0,000777

Pengukuran Emisi Lingkup 1 merujuk pada metode IPCC 2006 vol.2:
<https://www.ipcc-nggip.iges.or.jp/public/2006gl/vol2.html>
The calculations of Emissions Scope 1 refers to method of IPCC 2006 2nd Vol:
<https://www.ipcc-nggip.iges.or.jp/public/2006gl/vol2.html>

Pengukuran Emisi Lingkup 2 merujuk pada metode yg ditentukan oleh Kementerian ESDM:
https://gatrik.esdm.go.id/assets/uploads/download_index/files/96d7c-nilai-fe-grk-sistem-ketenagalistrikan-tahun-2019.pdf
The calculations of Emissions Scope 2 refers to the method appointed by the Ministry of Energy and Mineral Resources:
https://gatrik.esdm.go.id/assets/uploads/download_index/files/96d7c-nilai-fe-grk-sistem-ketenagalistrikan-tahun-2019.pdf



Petrosea belum menentukan *baseline* dalam menghitung emisi dan sepanjang tahun 2021 tidak terdapat pengurangan emisi karena adanya penambahan lokasi usaha.

Petrosea has not yet determined the baseline to calculate emissions and during 2021 there was no emission reduction due to addition of business location.

Berikut ini adalah beberapa upaya pengelolaan emisi yang dilakukan Perusahaan sepanjang tahun 2021: [305-5]

- Menggunakan bahan bakar B30 dalam operasional alat berat
- Melakukan perawatan rutin peralatan yang digunakan untuk proses produksi
- Menumbuhkan pemahaman dan kapasitas perilaku pengemudi dalam mengoperasikan unit
- Mengoptimalkan dan mengefektifkan muatan pada unit melalui beberapa inisiatif perbaikan, seperti pengendalian sistem lalu lintas, pengurangan waktu tunggu truk, penyesuaian ban kendaraan, serta perbaikan dan pemeliharaan jalan
- Memanfaatkan solar panel sebagai pengganti genset di setiap FMS tower, WiFi Minerva, dan CCTV

The efforts to manage emission carried out by the Company in 2021 are as follows:

- Utilization of B30 fuel for heavy equipment operations
- Routine maintenance of equipment used for production processes
- Increasing the understanding and capacity of driver behaviors to optimizing units operations
- Optimizing and streamlining unit loads through several improvement initiatives, such as traffic system management, reduction of truck mean time stoppages, vehicle tyre adjustments, as well as road refinement and maintenance
- Utilization of solar panels to replace genset at each FMS tower, Wi-Fi Minerva and CCTV

Sepanjang tahun 2021, terdapat peningkatan jumlah limbah yang dihasilkan dibandingkan tahun 2020. Hal tersebut disebabkan oleh peningkatan aktivitas produksi dan penambahan lokasi proyek.

Throughout 2021, the amount of generated waste increased compared to 2020. This was due to an increase in production activities and additional project locations.

Program Pemanfaatan Kembali Limbah
Waste Reutilization Program



MERAWAT LINGKUNGAN, MENGELOLA LIMBAH
PRESERVING THE ENVIRONMENT, MANAGING WASTE

Pengelolaan limbah merupakan bagian dari pelestarian lingkungan yang menjadi tanggung jawab kita bersama. Oleh karena itu, Perusahaan melakukan pemilahan limbah yang dihasilkan menjadi dua golongan, yaitu:

 **Limbah B3**, seperti minyak pelumas bekas, aki/baterai bekas, filter bekas, kain majun bekas, limbah terkontaminasi B3 dan lain-lain / Hazardous waste, such as used lubricants used accumulators/ batteries, used filters, used rags, waste contaminated with hazardous and toxic elements, and others.

Dalam pengelolaan limbah, Petrosea menerapkan prinsip 3R yaitu, *Reduce, Reuse and Recycle* untuk limbah padat maupun limbah cair yang tidak berbahaya. Sementara untuk limbah-limbah yang masuk golongan B3 (Berbahaya dan Beracun) Petrosea menggandeng perusahaan pengolah limbah yang berizin resmi untuk melakukan disposal secara berkala dari tempat penampungan sementara yang dikelola Perusahaan. [306-2]

Waste management is part of environmental preservation which is our collective responsibility. Therefore, the Company divides waste that it produces into the following two categories:

 **Limbah Non-B3**, seperti besi bekas, ban bekas dan sampah domestik / Non-Hazardous waste, such as used iron, used tires and domestic waste.

In managing waste, Petrosea implements the 3R principle, which is Reduce, Reuse and Recycle for both solid and liquid non-hazardous waste. As for the waste categorized as B3 (Hazardous and Toxic), Petrosea partners with waste processing companies that hold official permits to do periodic disposal from the temporary waste storage managed by the Company.

Volume Limbah Berdasarkan Komposisi [306-3]
Waste Volume Based on Composition

Uraian Description	Volume (ton) Volume (ton)		
	2021	2020	2019
Limbah Bahan Beracun & Berbahaya (B3) Toxic & Hazardous Waste			
Minyak Pelumas Bekas / Used Lubricants	1.320,17	863,72	1.536,28
Filter Bekas / Used Filters	49,15	21,78	75,07
Kain Majun Bekas / Used Rags	48,93	15,04	44,53
Hose Bekas /Used Hose	10,28	6,15	21,96
Tanah Terkontaminasi (Lumpur) / Contaminated Land (Mud)	9,45	0,12	12,48
Grease Bekas / Used Grease	5,49	2,53	3,45
Aki/Baterai Bekas / Used Accumulator/Battery	36,81	41,64	49,40
Total Limbah B3 / Total Hazardous & Toxic Waste	1.480	931	1.743
Limbah Tidak Berbahaya (Non-B3) Non-Toxic & Non-Hazardous Waste			
Besi Bekas / Used Iron	421,65	225,26	559,74
Ban Bekas / Used Tires	441,43	235,56	1.052,46
Sampah Domestik / Domestic Waste	896,24	688,58	1.230,46
Total Limbah Non-B3 / Total Non-Hazardous Waste	1.710,80	1.094,71	2.842,66
Grand Total Limbah (B3 & Non-B3) / Grand Total of Waste (Hazardous & Non-Hazardous)	3.239,58	2.081,19	4.585,85

MENGELOLA AIR, MENGENDALIKAN EFLUEN

MANAGING WATER, CONTROLLING EFFLUENTS

Air merupakan sumber daya alam yang harus kita jaga kelestariannya untuk generasi saat ini dan masa depan. Sepanjang 2021, Perusahaan menggunakan air permukaan untuk berbagai keperluan operasional, seperti MCK, pencucian kendaraan dan lain-lain dengan total konsumsi air sebesar 389.108,83 m³.

Sebagai wujud dari komitmen Perusahaan dalam mengurangi konsumsi air permukaan yang kurang ramah lingkungan, Petrosea menerapkan beberapa program untuk meningkatkan efisiensi penggunaan air sesuai kebutuhan.

Di seluruh proyek Petrosea, air bersih disediakan oleh pihak klien, sehingga Perusahaan belum melakukan pengukuran secara langsung terkait penggunaan air bersih di masing-masing lokasi. Namun demikian, sepanjang tahun 2021 Perusahaan tidak mendapatkan informasi adanya keluhan dari masyarakat sekitar.

Water is a natural resource that we must preserve for present and future generations. Throughout 2021, the Company used surface water for various operational activities, such as toilet facilities, vehicle washing and others with a total water consumption of 389.108,83 m³.

As a form of the Company's commitment to reduce its consumption of surface water which is less environmentally friendly, Petrosea implemented several programs to increase the efficiency of required water usage.

At all Petrosea projects, clean water is provided by the client, therefore the Company has not directly measured the use of clean water at each location. However, throughout 2021 the Company did not receive any information regarding complaints from the surrounding community.

Volume Air yang Diambil, Dibuang & Dikonsumsi [303-3, 303-4, 303-5]

Volume of Water Intake, Discharge & Consumption

Uraian Description	Total Volume Air (m³) Total Volume of Water (m³)		
	2021	2020	2019
Pengambilan Air Berdasarkan Sumber Water Taken Based on Source			
Air Tanah / Ground Water	14.983	6.959	7.117
Air Permukaan / Surface Water	95.095	102.151	234.525
Air Hujan / Rainwater	-	-	37.680
Total Pengambilan Air / Total Water Taken	110.078	109.110	279.322
Pembuangan Air Berdasarkan Tipe Water Disposed Based on Type			
Air Tanah/Tawar / Ground Water	14.059	18.042	19.552
Air Permukaan / Surface Water	50.838	9.728	21.594
Total Pembuangan Air / Total Water Disposed	64.898	27.770	41.146

Uraian Description	Total Volume Air (m³) Total Volume of Water (m³)		
	2021	2020	2019
Konsumsi Air Water Consumption			
Air Tanah / Ground Water	14.541	6.959	7.117
Air Permukaan / Surface Water	95.095	102.151	234.525
Air Hujan / Rainwater	-	-	37.680
Air Permukaan (Daur Ulang) / Reused Surface Water	279.030	287.173	426.850
Total Konsumsi Air / Total Water Consumption	389.108	396.283	706.172

*Data tambahan untuk air digunakan kembali
* Additional data for reused water

Sementara itu, di beberapa lokasi Perusahaan menggunakan air yang diambil dari sumber air tanah. Perusahaan memastikan semua izin pengambilan air tanah ini telah memenuhi peraturan yang berlaku. Selain itu, Perusahaan juga melakukan pemantauan kualitas air limbah yang akan dilepas ke badan air. Pemantauan ini dilakukan berkala dengan pihak independen yang terakreditasi. Perusahaan memastikan semua buangan air telah mematuhi baku mutu dan dilaporkan secara berkala kepada Pemerintah.

Meanwhile, in several locations the Company uses water taken from groundwater sources. The company ensures that all groundwater extraction permits have complied with applicable regulations. In addition, the Company also monitors the quality of wastewater to be released into water bodies. This monitoring is carried out periodically with an accredited independent party. The company ensures that all water discharge complies with quality standards and is reported regularly to the Government.



Water treatment plant digunakan untuk melakukan proses daur ulang, sehingga dapat membantu memenuhi kebutuhan air bersih

The water treatment plant is used for the recycling process to support the fulfilment of clean water requirements.

Beberapa program yang dilaksanakan Petrosea dalam upaya untuk mengelola dan mengurangi konsumsi air permukaan adalah sebagai berikut:

Several programs implemented by Petrosea in an effort to manage and reduce surface water consumption are as follows:

- 1

Memanfaatkan *water treatment plant* untuk melakukan proses daur ulang / Utilizing a water treatment plant to carry out recycling processes
- 2

Memanfaatkan air yang ada di dalam *pit* bekas tambang untuk digunakan untuk menyiram jalan operasional penambangan / Utilizing water in ex-mining pits for dust control
- 3

Melengkapi gudang dengan pipa talang air yang bermuara ke kolam buatan permanen / Equip warehouses with guttering pipes that lead to a permanent artificial ponds

Proses daur ulang air ini membantu Perusahaan dalam memenuhi kebutuhan air bersih diluar sumber utama, yaitu air permukaan.

Selain upaya-upaya tersebut diatas, Perusahaan juga memastikan bahwa seluruh karyawan memiliki pemahaman serta kesadaran akan pentingnya penggunaan air secara bijak dan hemat. [303-1]

Petrosea juga telah memiliki standar terkait pengelolaan dan pembuangan air limbah, termasuk mengatur mengenai kualitas air di seluruh area operasionalnya yang sesuai dengan peraturan yang berlaku. [303-2]

This water recycling process helps the Company in meeting the requirements of clean water outside the main source, namely surface water.

In addition to the efforts mentioned above, the Company also ensures that all employees have understanding and awareness of the importance of using water wisely and sparingly.

Petrosea also has standards related to the management and disposal of wastewater, including regulating water quality in all its operational areas in accordance with prevailing regulations.



Komitmen ini diwujudkan untuk mencapai tujuan utama K3L yaitu Zero Harm to People, Community and the Environment.

This commitment is realized in order to achieve its main SHE objective, which is Zero Harm to People, Community and the Environment.

PERLINDUNGAN BAGI KEANEKARAGAMAN HAYATI ^[304-1]

BIODIVERSITY PROTECTION

Petrosea menyadari bahwa keanekaragaman hayati merupakan ekosistem kehidupan yang perlu dijaga keberadaannya. Walaupun tidak ada kegiatan operasional Perusahaan yang berada di dekat daerah konservasi, Petrosea telah menjalankan konservasi keanekaragaman hayati melalui program penanaman *mangrove* sejak tahun 2019. Pada tahun 2021, jumlah *mangrove* yang ditanam disekitar area Petrosea Support Facilities mencapai sekitar 2.500 pohon. Upaya ini diharapkan dapat menjaga lingkungan yang membutuhkan keberadaan pohon bakau.

Petrosea realizes that biodiversity is an ecosystem that must be protected. Although the Company's operational activities are not located close to conservation areas, Petrosea has been carrying out biodiversity conservation through its mangrove planting program since 2019. In 2021, the number of mangroves planted in the area surrounding Petrosea Support Facilities reached around 2,500 trees. It is hoped that these efforts will help preserve the environment that requires the existence of mangroves.



>2.500

Pohon bakau ditanam
Mangroves were planted





04

KINERJA SOSIAL
SOCIAL PERFORMANCE



“

Petrosea memiliki program penghargaan khusus bagi karyawan yang telah menempuh masa kerja selama 5, 10, 15, 20 dan 25 tahun yaitu *Long Service Award* sebagai bentuk apresiasi terhadap dedikasi dan loyalitas para karyawan.

Petrosea has a special award program for employees with 5, 10, 15, 20 and 25 years of service, which is called the Long Service Award as a form of its appreciation for employee's dedication and loyalty.

MELINDUNGI SUMBER DAYA MANUSIA PROTECTING OUR HUMAN CAPITAL

Petrosea terus fokus terhadap pengelolaan sumber daya manusia untuk meningkatkan daya saing Perusahaan di masa mendatang. Berbagai program peningkatan kompetensi karyawan yang dilaksanakan didukung oleh pelatihan kapabilitas, pembentukan karakter dan kemampuan kepemimpinan, serta keterampilan digital dan analisis. Selain itu, Perusahaan juga senantiasa menempatkan aspek keselamatan dan kesehatan kerja dengan menyediakan lingkungan kerja yang layak dan aman sebagai bagian dari tanggung jawab Perusahaan untuk mewujudkan keberlanjutannya.

Petrosea continues to focus on developing its human capital in order to enhance the Company's future competitiveness. Various implemented competency development programs are supported by capability and character building, as well as digital and analytical skills training. In addition, the Company also continues to prioritize occupational health and safety by providing a proper and safe working environment as part of its responsibility to ensure sustainability.

Informasi lengkap terkait lingkungan kerja yang layak dan aman dapat dilihat melalui Laporan Tahunan 2021
Further information on proper and safe working environment is presented in 2021 Annual Report



Sebagai salah satu bentuk dukungannya kepada pemerintah Indonesia dalam menangani pandemi COVID-19, Petrosea memvaksinasi seluruh karyawan dan keluarga intinya melalui partisipasinya dalam program vaksinasi Gotong Royong.

As a form of its support for the Indonesian government in dealing with the COVID-19 pandemic, Petrosea vaccinated all employees and their immediate family members by participating in the Gotong Royong vaccination program.



Petrosea membangun fasilitas studio pendidikan digital di kantor Dinas Pendidikan Kabupaten Paser yang dapat diakses oleh 4.100 guru untuk menunjang kegiatan belajar-mengajar secara online.

Petrosea established a digital education studio at the Department of Education office in the Paser Regency, which is accessible to 4,100 teachers to support online learning activities.



Petrosea mendirikan sebuah *corporate social enterprise* yang menjalankan usahanya untuk kepentingan sosial dan lingkungan hidup di Indonesia, yaitu PT Kinarya Bangun Sesama.

The Company established a corporate social enterprise, PT Kinarya Bangun Sesama, with its business activities focusing on the social and environmental interests in Indonesia.

HUMAN CAPITAL ROADMAP

Petrosea memiliki Human Capital Roadmap yang merupakan peta strategis untuk menghasilkan sumber daya manusia yang memiliki kompetensi dan kualifikasi tinggi demi mendukung Perusahaan mencapai kinerja yang optimal. Tujuan dari implementasi Human Capital Roadmap di Petrosea adalah sebagai berikut:

- Mengembangkan sistem dan proses organisasi yang sejalan dengan prioritas bisnis, serta meningkatkan kinerja Perusahaan secara keseluruhan
- Mengelola sistem dan proses yang terintegrasi dan komprehensif
- Meningkatkan peran divisi Human Capital sebagai *advisor* dan *business partner* dengan memberikan rekomendasi strategis kepada Manajemen
- Memperkuat kapabilitas tim Human Capital untuk mendukung kegiatan operasional di seluruh proyek

HUMAN CAPITAL ROADMAP

Petrosea has established a Human Capital Roadmap which acts as a strategic map to produce employees with strong competencies and qualifications that will support the Company in achieving optimal performance. The objective of Petrosea’s Human Capital Roadmap is as follows:

- Develop organizational systems and processes that are in line with the business priorities, as well as improve the Company’s overall performance
- Manage comprehensive and integrated systems and processes
- Improve the Human Capital division’s role as an advisor and business partner by providing strategic recommendations to management
- Strengthen the capabilities of the Human Capital team to support operations at all projects



DEMOGRAFI KARYAWAN [102-8, 405-1]

Pada tahun 2021, jumlah karyawan Petrosea mencapai 3.966 orang, meningkat 5,06% dibandingkan tahun 2020 sebagai dampak langsung dari peningkatan kegiatan operasional sepanjang tahun. Dalam operasionalnya, Petrosea juga memperkerjakan 888 karyawan subkontraktor dan/atau mitra. Petrosea tidak memiliki karyawan paruh waktu dalam aktivitasnya.

EMPLOYEE DEMOGRAPHICS

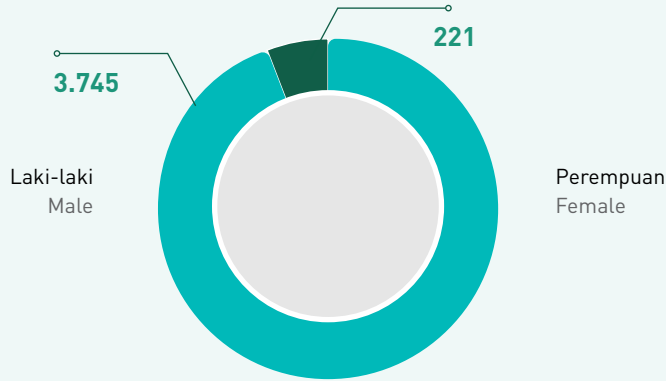
In 2021, the number of employees of Petrosea reached 3,966 employees, an increase of by 5.06% from 2020 due to the direct impact of operational activity increase throughout the year. In its operations, Petrosea also employs 888 employees of subcontractors and/or partners. Petrosea has no part-time employees in its activities.

Informasi mengenai keberagaman demografi anggota Dewan Komisaris, Direksi dan Komite dapat dilihat di Laporan Tahunan 2021

Information regarding the demographic diversity of the members of the Board of Commissioners, Board of Directors and Committees is presented in the 2021 Annual Report

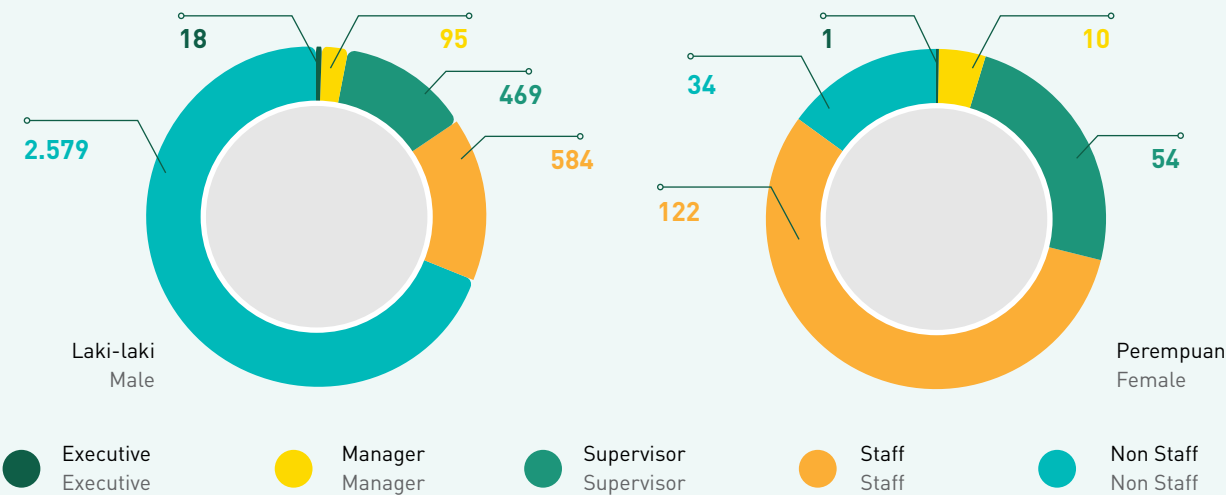
Komposisi Karyawan Berdasarkan Jenis Kelamin [102-8]

Employee Composition Based on Gender



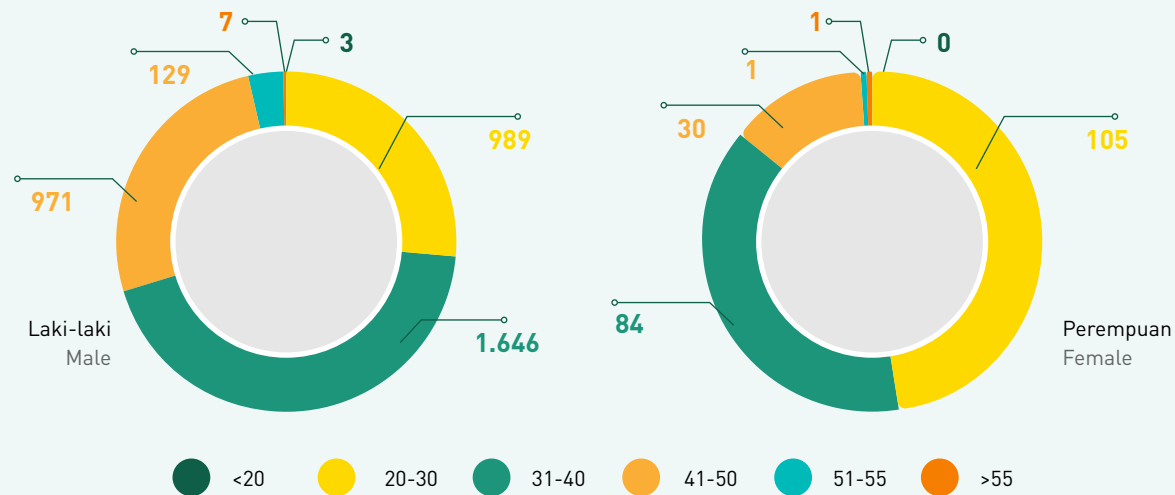
Komposisi Karyawan Berdasarkan Level Organisasi [102-8]

Employee Composition Based on Organization Level



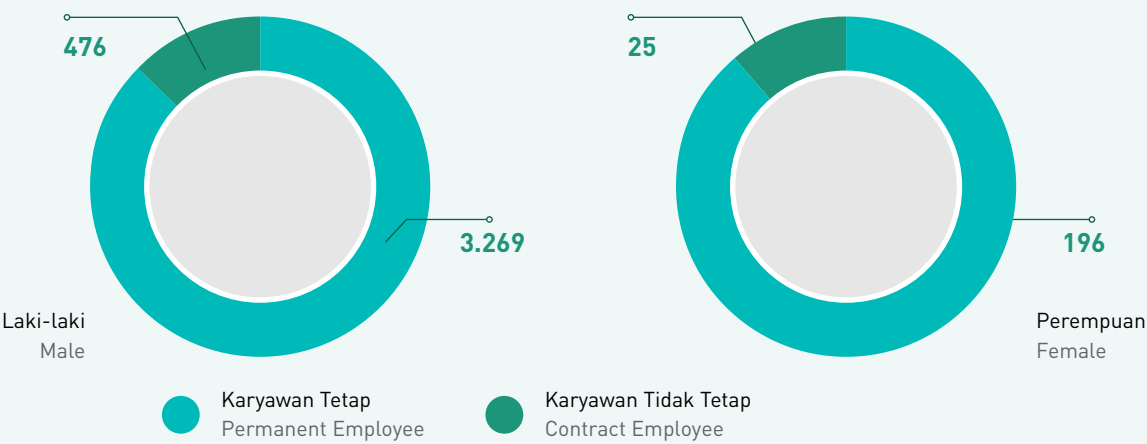
Komposisi Karyawan Berdasarkan Kelompok Usia [102-8]

Employee Composition Based on Age



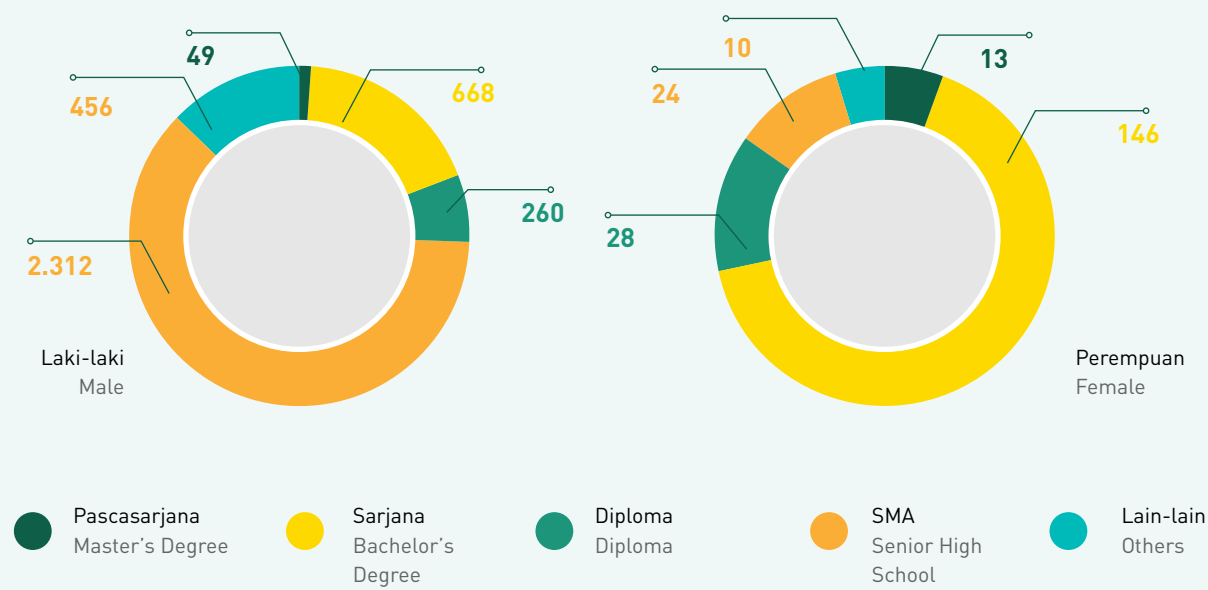
Komposisi Karyawan Berdasarkan Status Kepegawaian [102-8]

Employee Composition Based on Employment Status



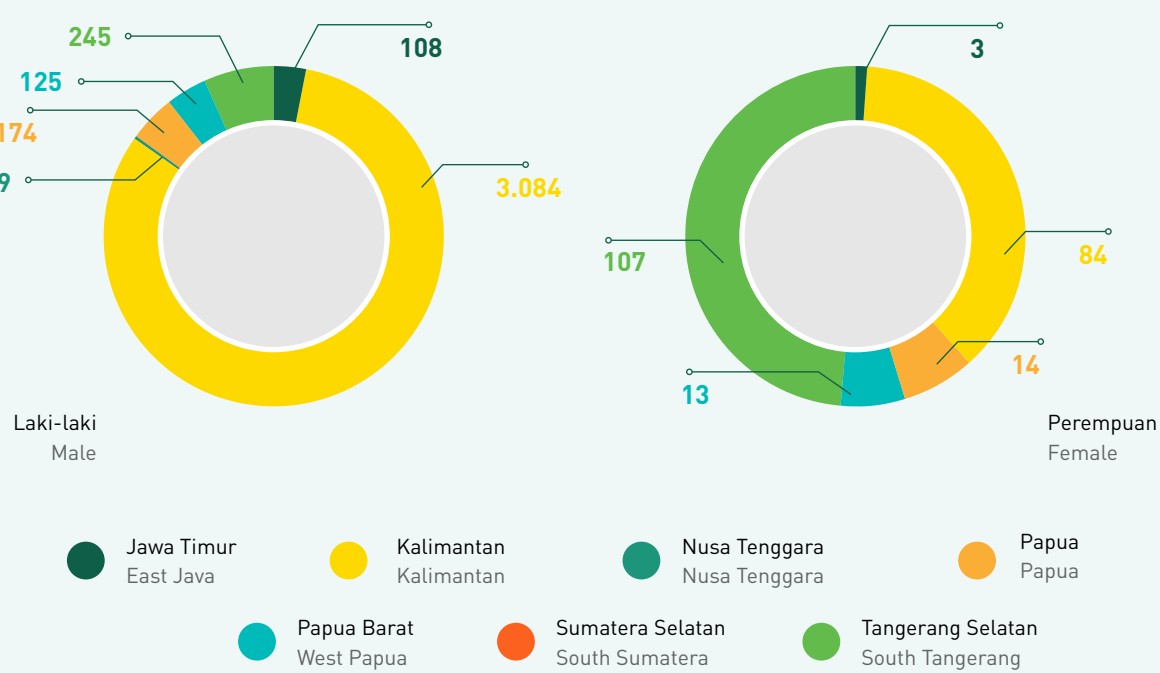
Komposisi Karyawan Berdasarkan Pendidikan [102-8]

Employee Composition Based on Education Background



Komposisi Karyawan Berdasarkan Daerah Asal [102-8]

Employee Composition Based on Origin



PEREKRUTAN KARYAWAN BARU & TURNOVER KARYAWAN [401-1]

Berdasarkan data dari sistem *online recruitment* pada tahun 2021, sebanyak 148.302 calon karyawan mendaftarkan diri. Dari jumlah yang mendaftarkan diri tersebut, 170 orang diterima melalui sistem *online*. Kemudian, terdapat tiga orang lagi yang direkrut melalui sistem *offline* menjadi karyawan Perusahaan. Selain itu, terdapat 447 karyawan non-staf juga direkrut oleh Perusahaan melalui proses wawancara langsung.

Jumlah Karyawan Baru

Number of New Employees [401-1]

Deskripsi Description	2021		2020		2019	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Karyawan Baru / Number of New Employees	15,63	620	18,81	710	36,77	1.696
Jumlah Karyawan Baru yang Direkrut Berdasarkan Tipe / Number of New Employees Based on the Type						
Staff	4,36	173	3,31	125	5,96	275
Non-staff	11,27	447	15,50	585	30,80	1.421
Jumlah Karyawan Baru yang Direkrut Berdasarkan Jenis Kelamin / Number of New Employees Based on Gender						
Laki-laki / Male	4,36	173	3,31	125	5,96	275
Perempuan / Female	11,27	447	15,50	585	30,80	1.421
Jumlah Karyawan Baru yang Direkrut Berdasarkan Usia / Number of New Employees Based on Age						
<20 tahun / <20 years old	0,08	3	0,11	4	0,46	21
20-30 tahun / 20-30 years old	6,63	263	7,31	276	15,72	725
31-40 tahun / 31-40 years old	6,33	251	8,42	318	14,31	660
41-50 tahun / 41-50 years old	2,22	88	2,46	93	5,31	245
51-55 tahun / 51-55 years old	0,23	9	0,29	11	0,74	34
>55 Tahun / >55 years old	0,15	6	0,21	8	0,24	11
Jumlah Karyawan Baru yang Direkrut Berdasarkan Wilayah / Number Of New Employees Based on Region						
Tangerang Selatan / South Tangerang	1,36	54	1,54	58	1,34	62
Kalimantan Timur / East Kalimantan	9,93	394	14,30	540	12,25	565
Kalimantan Selatan / South Kalimantan	0,00	0	0,00	0	2,47	114
Kalimantan Tengah / Central Kalimantan	0,00	0	0,24	9	16,69	770
Jawa Timur / East Java	2,87	114	0,58	22	2,06	95
Papua / Papua	1,08	43	0,32	12	0,59	27
Papua Barat / West Papua	0,33	13	1,83	69	0,67	31
Nusa Tenggara Barat / West Nusa Tenggara	0,00	0	0,00	0	0,69	32
Nusa Tenggara Timur / East Nusa Tenggara	0,05	2	0,00	0	0,00	0

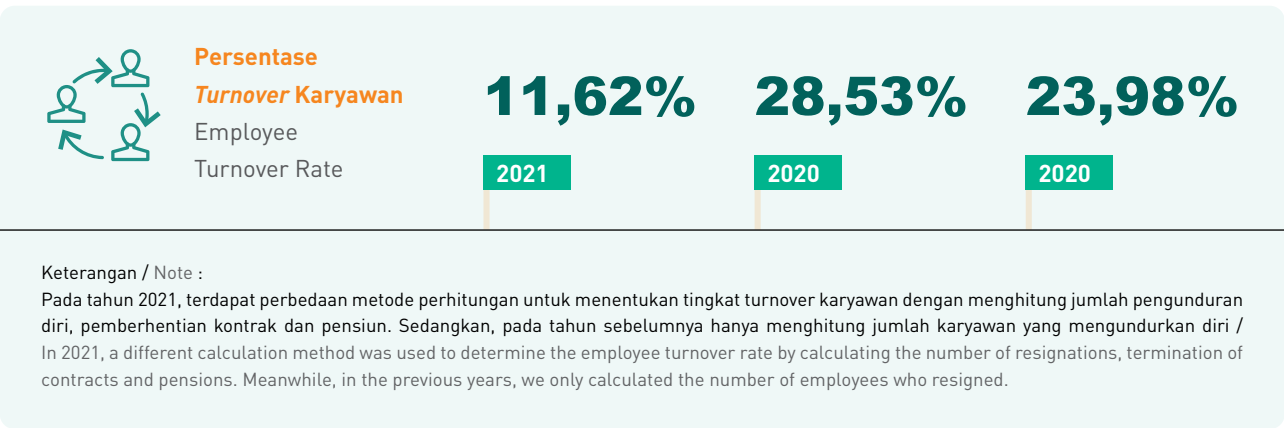
NEW EMPLOYEE RECRUITMENT & EMPLOYEE TURNOVER

Based on the data from the online recruitment system in 2021, 148,302 candidates registered to be hired. From this number, 170 employees were accepted through the online system. There were three additional recruits through offline system who were hired as employees. In addition, there were 447 non-staff employees hired by the Company through direct interviews.

Turnover Karyawan [401-1]

Employee Turnover

Deskripsi Description	2021		2020		2019	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Turnover Karyawan Number of Turnover Employees	11,62	461	28,53	1.077	23,98	1.106
Jumlah Turnover Karyawan Berdasarkan Tipe / Number of Employee Turnover Based on the Type						
Staff	4,14	164	8,40	317	4,42	204
Non-staff	7,49	297	20,13	760	19,55	902
Jumlah Turnover Karyawan Berdasarkan Jenis Kelamin / Number of Employee Turnover Based on the Gender						
Laki-laki / Male	10,92	433	26,81	1.012	22,85	1.054
Perempuan / Female	0,71	28	1,72	65	1,13	52
Jumlah Turnover Karyawan Berdasarkan Usia / Number of Employee Turnover Based on Age						
<20 tahun / <20 years old	0,00	0	0,00	0	0,37	17
20-30 tahun / 20-30 years old	2,32	92	6,97	263	7,72	356
31-40 tahun / 31-40 years old	4,59	182	11,52	435	10,49	484
41-50 tahun / 41-50 years old	3,35	133	7,31	276	4,38	202
51-55 tahun / 51-55 years old	1,26	50	2,44	92	0,98	45
>55 Tahun / >55 years old	0,10	4	0,29	11	0,04	2
Jumlah Turnover Karyawan Berdasarkan Wilayah / Number of Employee Turnover Based on Region						
Tangerang Selatan / South Tangerang	1,89	50	1,96	59	0,17	64
Kalimantan Timur / East Kalimantan	0,00	295	10,44	384	3,14	251
Kalimantan Selatan / South Kalimantan	0,00	0	3,42	394	13,22	145
Kalimantan Tengah / Central Kalimantan	7,44	0	10,17	129	5,44	610
Jawa Timur / East Java	0,00	75	0,00	74	0,07	8
Papua / Papua	0,48	19	0,74	28	0,33	15
Papua Barat / West Papua	0,55	22	0,24	9	0,22	10
Nusa Tenggara Barat / West Nusa Tenggara	1,26	50	1,56	0	1,39	3





KEANEKARAGAMAN & KESEMPATAN SETARA [406-1]

Petrosea senantiasa memberikan peluang yang sama dan setara kepada setiap karyawan, baik dalam proses rekrutmen, pengembangan karir, sampai pada akhir masa kerjanya. Peluang yang diberikan adalah berdasarkan keragaman dan kesetaraan, serta tidak membedakan antara jenis kelamin, suku, agama, ras, atau golongan tertentu. Sebagai cerminan dari komitmen tersebut, komposisi perempuan di anggota Direksi Perusahaan saat ini telah mencapai 33%, sedangkan pada level manajemen telah mencapai 9,5%. Hingga akhir 2021, Perusahaan tidak mengalami insiden terkait diskriminasi karyawan.

Untuk memastikan bahwa seluruh elemen Perusahaan senantiasa menjalankan prinsip keanekaragaman & kesempatan setara, Petrosea memiliki Code of Conduct sebagai pedoman internal terkait diskriminasi.

DIVERSITY & EQUAL OPPORTUNITY

The Company strives to provide equal and fair opportunities for all employees, from the recruitment process, career developments, as well as retirement. The opportunities that are provide are based on diversity and equality principles, without any discrimination against gender, ethnicity, religion, race, or certain groups. As a reflection of this commitment, the current composition of female members of the Company's Board of Directors has reached 33%, meanwhile in management level has reach 9.5%. As of the end of 2021, the Company did not face any incidents related to employee discrimination.

To ensure that all elements of the Company always apply the principles of diversity & equal opportunity, Petrosea has established a Code of Conduct as an internal guideline related to discrimination.

Informasi lengkap mengenai Code of Conduct dapat diakses melalui www.petrosea.com pada laman Investor.

Complete information regarding the Code of Conduct can be accessed on www.petrosea.com in the Investor page.



Remunerasi & Tunjangan [401-2, 405-2]

Petrosea berkomitmen dalam melaksanakan kebijakan remunerasi secara adil dan merata berdasarkan evaluasi tingkat jabatan, masa kerja, beban kerja, lokasi kerja, hingga kinerja setiap karyawan. Perusahaan menentukan nilai gaji pokok karyawan berdasarkan *salary matrix* dan *market survey* tahun 2021, serta menetapkan gaji karyawan yang baru bergabung sesuai dengan standar upah minimum yang berlaku.

Tidak ada perbedaan gaji pokok antara laki dan perempuan atau 1:1. Adanya perbedaan rasio gaji pokok ditentukan karena perbedaan masa kerja, kompetensi, prestasi.

Selain itu, tidak ada perbedaan terkait pemberian fasilitas (paket kesejahteraan, upah dan hak cuti) yang diterima oleh staf maupun non-staf, serta tidak ada diskriminasi, termasuk perbedaan jenis kelamin dalam menentukan remunerasi di setiap tingkat jabatan. Perusahaan memberikan upah bagi karyawan non-staf berdasarkan upah minimum kabupaten (UMK) atau upah minimum sektoral kabupaten (UMSK) yang berlaku pada tahun tersebut. Pada tahun 2021, Perusahaan memutuskan untuk menaikkan gaji pokok sebesar 5% kepada para tenaga kerja, terlepas dari nihilnya perubahan UMK/UMSK 2020 ke 2021 perihal tunjangan karyawan dan hak cuti.

Selain remunerasi berbentuk finansial, Petrosea juga memberikan beasiswa bagi karyawan untuk meningkatkan kapabilitas dan kompetensi. Selain itu, Petrosea juga memiliki program penghargaan khusus bagi karyawan yang telah menempuh masa kerja selama 5, 10 15, 20, dan 25 tahun yaitu Long Service Award sebagai bentuk apresiasi terhadap dedikasi dan loyalitas para karyawan. Pada tahun 2021, Perusahaan memberikan penghargaan tersebut kepada 348 karyawan.

Remuneration & Allowance

Petrosea is committed to execute its remuneration policy fairly and equally based on the evaluation of organization level, length of service, work load, work location and performance of each employee. The Company determines the base salary of the employees based on the 2021 salary matrix and market survey, as well as determines the salary for new employees based on applicable minimum wage standards.

There is no difference in base salary between men and women or equals to 1:1. The difference in the basic salary ratio is determined due to differences in years of service, competence, and achievements.

Furthermore, the Company does not discriminate in regards to the provision of benefits (welfare packages, wages and leave entitlements) between staff and non-staff employees, while there is no discrimination, including related to gender, in determining the remuneration for each level of position. The Company determines the salary for non-staff employees based on district minimum wage (UMK) or district sectoral minimum wage (UMSK) of the year. In 2021, the Company decided to give a 5% raise to the base salary of the employees albeit the UMK/UMSK 2021 that did not increase from 2020 regarding employee benefits and employee leave entitlement.

In addition to financial remuneration, Petrosea also provides scholarships for employees to improve their capabilities and competencies. Furthermore, Petrosea also has a special award program for employees with 5, 10, 15, 20 and 25 years of service, which is called the Long Service Award as a form of its appreciation for their dedication and loyalty. In 2021, the Company presented the award to 348 employees.

Hak Cuti [401-3]

Dengan berpedoman pada kebijakan dan regulasi Pemerintah mengenai tata tertib peraturan cuti karyawan, Petrosea memberikan hak cuti tahunan dengan jangka waktu 12 hari kerja per tahun bagi para pegawai. Hak cuti lain yang diberikan di antaranya adalah cuti besar, cuti keagamaan, cuti sakit, cuti haid bagi karyawan perempuan, dan cuti melahirkan.

PELATIHAN & PENDIDIKAN

Petrosea berkomitmen untuk memberikan kesempatan bagi seluruh karyawan untuk terus mengembangkan kompetensinya guna menunjang pengembangan karir serta kinerja individu. Tahun 2021, Perusahaan meneruskan implementasi metode *blended learning* yang menggabungkan metode belajar mandiri dengan pembelajaran *online* melalui dua pilihan program pengembangan terkait *soft skills*, yaitu *Officer Development Program* dan *Supervisory Development Program*.

Seluruh kegiatan pembelajaran ini diakses oleh karyawan melalui sistem e-PetA (Petrosea Academy) sebagai *platform* utama pelatihan Perusahaan yang telah diperbarui menyesuaikan dengan situasi pandemi, antara lain dengan adanya penambahan fitur modul interaktif, *e-book* gratis dan sistem *gamification* yang dapat diakses melalui *smartphone*.

Sepanjang tahun 2021, sebanyak 2.850 karyawan mengikuti program pengembangan yang dilaksanakan oleh Perusahaan.

Program Pengembangan Karyawan [404-1, 404-2]

Employee Development Program

Uraian / Description	Satuan / Unit	2021	2020	2019
Jumlah pelatihan / Number of trainings	Pelatihan / Training	456	425	665
Jumlah jam pelatihan / Number of training hours	Jam / Hours	126.173	102.571	287.708
Jumlah karyawan / Total employees	Orang / People	3.966	3.775	4.613
Rata-rata jam pelatihan / Average training hours	jam / total karyawan Hours / total employees	31,81	27,17	62,37
Jumlah biaya pelatihan / Total cost	US\$	238.828	366.889	459.352

Leave Entitlement

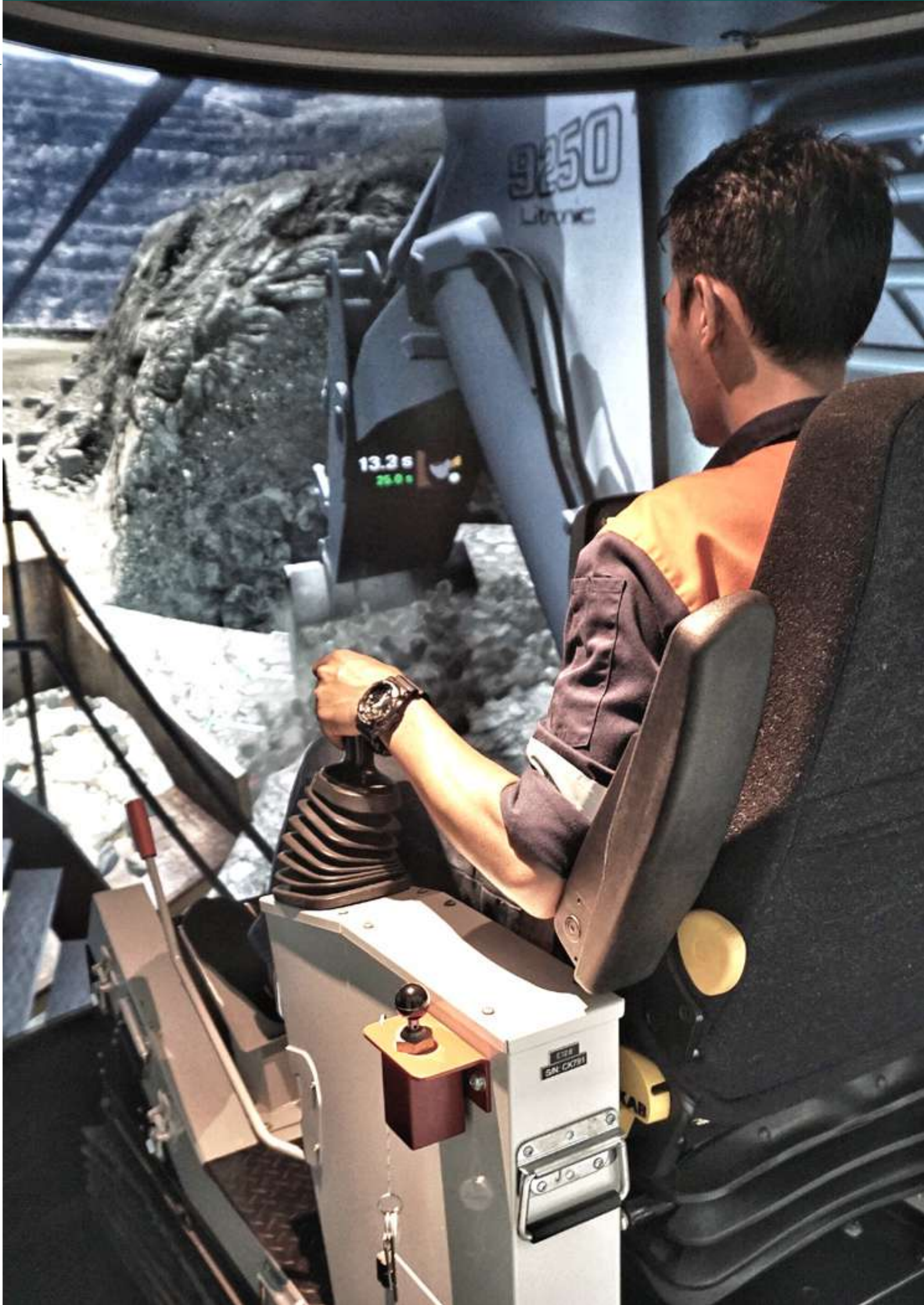
Petrosea adheres to prevailing policies and regulations from the Indonesian government regarding employee leave regulations, in which the Company grants an annual leave entitlement for a period of 12 working days per year for all employees. Other leave entitlements include sabbatical leave, religious leave, sick leave, as well as menstrual leave and maternity for female employees.

TRAINING & EDUCATION

Petrosea strives to provide opportunities for all employees to continue enhancing their competencies in order to support their career path as well as individual performance. In 2021, the Company continued its implementation of the blended learning method which combines independent learning methods with online learning through two soft skill development programs, namely the Officer Development Program and Supervisory Development Program.

All learning activities were accessed by employees through the e-PetA (Petrosea Academy) system, as the Company’s main training platform which was updated to the pandemic situation, including the addition of an interactive module, free e-books and a gamification system that can be accessed via smartphones.

Throughout 2021, 2,850 employees participated the development programs conducted by the Company.



Pelatihan Lain Terkait Keberlanjutan [404-2]

Other Training Related to Sustainability

Kegiatan Activity	Tanggal Date	Jabatan Peserta Participant Level	Jumlah Peserta Number of Participants	Pelaksana Organizer	Lokasi Location
Environment Training	11 Januari 2021 17 Februari 2021 13 Juli 2021 15 Agustus 2021	Non-staf - level pengawasan Non-staff - Supervisory level	79	Tim SHE SHE Team	Seluruh Proyek All Projects
SHE Communication & Consultation	8,11,25,27,28,29 Januari 2021 4,5,19 Februari 2021 15 – 31 Maret 2021	Non-staf - level manajerial Non-staff - Managerial level	1005	Tim SHE SHE Team	Head Office & Proyek Head Office & Projects
ESG Sharing Session	8 September 2021	Staf - level manajerial Staff - Managerial level	120	Tim HC & TO HC & TO Team	Head Office & Proyek Head Office & Projects
Self learning human rights procedure – Code of Conduct	Januari - Desember	Staf - level manajerial Staff - Managerial level	82	HC	Head Office & Proyek Head Office & Projects
Self learning human rights policy – Company regulation	Januari - Desember	Staf - level manajerial Staff - Managerial level	86	HC	Head Office & Proyek Head Office & Projects

Pelatihan Teknis

Technical Training

Program Program	%YoY 2020-2021	Jumlah Jam Pelatihan Total Training Hours		
		2021	2020	2019
Operasional (Kontrak Pertambangan & EPC) Operation (Contract Mining & EPC)	3	13.717	13.356	21.999
Keselamatan & Kesehatan Kerja Occupational Health & Safety	61	6.098	3.790	8.059
Asset Management	66	12.308	7.413	7.861
Jumlah Total	55	32.118	20.769	37.919

Penilaian Kinerja [404-3]

Petrosea secara rutin melakukan penilaian atas pencapaian seluruh karyawan guna mengevaluasi kinerja dan produktivitasnya. Evaluasi tersebut mencakup penilaian usaha, kemampuan kerja, pencapaian, hubungan kerja serta hal-hal khusus yang disesuaikan pada bidang dan tingkat jabatan karyawan.

Penilaian kinerja karyawan di Petrosea dilakukan melalui tiga siklus dalam setahun, yaitu *planning* (awal tahun), *quarter review* (per tiga bulan), dan *final review* (akhir tahun) dengan menggunakan kerangka objective key result (OKR). Hasil dari penilaian ini akan digunakan sebagai dasar untuk menentukan promosi dan/atau rencana pengembangan karyawan.

Performance Evaluation

The Company regularly evaluates the performance of all employees in order to assess their performance and productivity. The evaluation consists of assessment on efforts, skills, achievement, work relationship, and special matters tailored to their area of work and position level.

Employee performance appraisal at Petrosea is carried out in three cycles a year, namely planning (beginning of the year), quarterly review (every three months) and final review (end of year) using the objective key result (OKR) framework. The results of the assessment will be used as the basis for determining the promotion and/or development plan of employees.

HUBUNGAN INDUSTRIAL
INDUSTRIAL RELATIONS

Untuk memastikan bahwa Perusahaan memiliki hubungan kerja antara manajemen dengan karyawan yang harmonis, sehat dan produktif, Petrosea memiliki forum komunikasi dan konsultasi yang menjembatani keduanya. Forum ini bernama Lembaga Kerjasama Bipartit, yang terdiri dari perwakilan perusahaan dan perwakilan karyawan.

To ensure harmonic, healthy, and productive relations between the management and the employees, the Company has established a communication and consultation forum to facilitate both parties. The forum is known as LKS Bipartite, consisting of representatives from the Company and employees.



Pekerja Anak & Kerja Paksa [408-1, 409-1]

Perusahaan tidak menerima karyawan berusia di bawah 18 tahun sesuai dengan ketentuan pasal 68 Undang-Undang No. 3 Tahun 2013 tentang Ketenagakerjaan. Perusahaan juga tidak melakukan praktik kerja paksa, sebagaimana merujuk pada ketentuan jam kerja karyawan dalam satu minggu adalah maksimal 40 jam.

Periode Pemberitahuan Minimum Terkait Perubahan Operasional [402-1]

Apabila terdapat perubahan terkait kegiatan operasional, Perusahaan akan memberikan informasi terkait perubahan tersebut kepada karyawan sekurang-kurangnya dua hingga tiga minggu sebelumnya. Selain itu, Petrosea juga mengadakan forum *town hall meeting* setiap tiga hingga empat bulan sekali untuk melakukan sosialisasi perumusan kebijakan baru terkait kesejahteraan karyawan, sistem merit, dan rencana penyesuaian kerja lainnya. Petrosea memiliki perjanjian kolektif berupa Peraturan Perusahaan dimana di dalamnya mencakup aspirasi 100% karyawan melalui perwakilan dari setiap proyek. [102-41]

Child Labor & Forced Work

The Company does not accept employee candidates under the age of 18 years old in accordance with article 68 of Law No. 3 Year 2013 regarding Employment. The Company also does not practice forced labor and refers to the provisions of employee working hours, which is a maximum of 40 hours a week.

Minimum Notice Period Regarding Operational Changes

If there are changes related to operational activities, the Company will provide information regarding these changes to employees at least two to three weeks in advance. In addition, Petrosea also holds a townhall meeting every three to four months to socialize the formulation of new policies related to employee welfare, merit system, and other work adjustment plans. Petrosea has a collective agreement in the form of Company Regulations which includes the aspirations of 100% of employees through representatives from each project.



PRINSIP KESELAMATAN & KESEHATAN KERJA
OCCUPATIONAL HEALTH & SAFETY PRINCIPLE

Dalam menerapkan Keselamatan & Kesehatan Kerja (K3), Perusahaan berpegang teguh pada peraturan dan hukum yang berlaku, juga kebijakan Perusahaan. Dalam mengelola K3, Petrosea menjalankan lima prinsip yang dijalankan dengan ketat dan tercantum dalam peraturan perusahaan, yaitu:

In implementing Occupational Health & Safety (OHS), the Company adheres to the prevailing laws and regulations as well as the Company policies. In managing OHS, the Company implements five principles that are strictly applied and stated in the company regulation as follows:



SISTEM MANAJEMEN K3
OHS MANAGEMENT SYSTEM

Pendekatan Manajemen [103-1, 103-2, 103-3]

Manajemen dan karyawan Petrosea berkomitmen untuk mengutamakan Keselamatan, Kesehatan Kerja & Lingkungan (K3L) di seluruh aspek Perusahaan, baik melalui segi lingkungan kerja yang aman maupun kompetensi karyawan. Komitmen ini diwujudkan untuk mencapai tujuan utama K3L yaitu *Zero Harm to People, Community and Environment*.

Management Approach

Petrosea's management and employees are committed to prioritize Safety, Health & Environment (SHE) in all elements of the Company through a safe working environment and employee competency. This commitment is realized through the achievement of Target Zero, namely Zero Harm to People, Community and Environment.

Berkat usaha manajemen dan seluruh karyawan Petrosea dalam memprioritaskan K3, Perusahaan telah berhasil meraih ISO 45001:2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja, serta sertifikasi Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) yang berlaku untuk seluruh pemangku kepentingan (internal dan eksternal) dengan kategori bendera emas sesuai dengan Peraturan Pemerintah No. 50 tahun 2012. [403-8]

Thanks to the efforts from Petrosea's management and all employees in prioritizing OHS, the Company has succeeded in achieving ISO 45001:2018 for Occupational Health & Safety Management System, as well as the Occupational Health & Safety Management System (SMK3) certification which applies for all stakeholders (internal and external) with the gold flag category in accordance with Government Regulation No. 50 in 2012.

Informasi lengkap terkait K3 dapat dilihat melalui Laporan Tahunan 2021.
Further information on OHS is presented in 2021 Annual Report.



Manajemen Risiko K3 ^[403-1]

Untuk mengelola risiko K3, Petrosea mengeluarkan beberapa kebijakan, di antaranya:

- **PTP-SHE-POL-G-0001: Kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan**, berisi pernyataan visi misi, tujuan K3 dan komitmen Perusahaan untuk menjalankan K3 dengan mematuhi peraturan, dan peningkatan berkelanjutan
- **PTP-SHE-POL-G-0002: Kebijakan Pencegahan dan Penanggulangan HIV AIDS**, berisi komitmen promosi, pencegahan dan penanggulangan HIV/AIDS di tempat kerja
- **PTP-SHE-POL-G-0003: Kebijakan Mengenai Kesiapan Melaksanakan Pekerjaan**, berisi komitmen kesiapan bekerja, manajemen kelelahan, sehat dengan bebas alkohol dan narkoba, manajemen pencegahan penyakit termasuk menghadapi wabah pandemi Covid-19

Perusahaan juga melakukan evaluasi dan perbaikan yang berkelanjutan dalam sistem manajemen K3, yaitu: ^[403-2]

- Menggelar audit *self-assessment*, internal dan eksternal.
- Meninvestigasi secara mendalam terhadap insiden yang terjadi untuk memastikan perbaikan berkelanjutan untuk mencegah adanya pengulangan.
- Mengevaluasi kepatuhan pemenuhan perundangan.
- Menindaklanjuti terhadap kesenjangan pemenuhan peraturan yang masih terjadi.
- Melakukan tinjauan manajemen.

Praktik Keamanan

Setiap karyawan Petrosea aktif menerapkan budaya keberlanjutan dengan menjalankan kepatuhan dan perilaku etis sesuai dengan *Code of Conduct* yang berlaku di Perusahaan, dimana setiap perilaku menyimpang akan diusut hingga tuntas. Setiap karyawan diwajibkan untuk senantiasa mematuhi hukum pemerintah Indonesia maupun pemerintah daerah, termasuk hukum adat yang berlaku di wilayah operasional Perusahaan.

OHS Risk Management

To manage OHS risks, the Company has put in place the policies as follows:

- **PTP-SHE-POL-G-0001: Policy for Safety Health & Environment**, concerning the vision, mission, and objectives of OHS and commitment of the Company to implement OHS based on the regulation and continuous improvement
- **PTP-SHE-POL-G-0002: Policy for HIV/AIDS Prevention and Mitigation**, concerning the commitment to raise the awareness, prevent, and mitigate HIV/AIDS at workplace
- **PTP-SHE-POL-G-0003: Fitness for Work Policy**, concerning the commitment of working readiness, fatigue management, health and alcohol- and drug-free, disease prevention management including prevention of COVID-19 transmission

The Company implements evaluation and continuous improvement to the OHS management system as follows:

- Carrying out self-assessment audit internally and externally.
- Investigating the incidents to ensure continuous improvement and to prevent the same incident to occur.
- Evaluating the compliance with the regulations.
- Following-up the existing gaps in compliance with the regulations.
- Implementing management review.

Safety Practice

Each employee of the Company actively implements a sustainability culture by complying with ethical behaviors in accordance with the Company's prevailing Code of Conduct, in which every violation is investigated and resolved. Every employee is required to comply with the laws of the Indonesian government and local governments, including prevailing indigenous laws at the Company's operational areas.

Layanan K3 & Implementasi Kegiatan ^[403-3, 403-4]

Perusahaan memiliki empat program terkait kesehatan dan sarana K3. Setiap program memiliki upaya masing-masing dalam pelaksanaannya.

- **Program Promotif**
Sosialisasi informasi tentang permasalahan kesehatan yang berhubungan dengan lingkungan kerja maupun penyakit secara umum
- **Program Preventif**
Pencegahan gangguan kesehatan yang terjadi pada karyawan melalui pemeriksaan kesehatan rutin
- **Program Kuratif**
Penyediaan fasilitas konsultasi, pengobatan dan perawatan bagi karyawan yang mengalami kecelakaan atau sakit di area kerja
- **Program Rehabilitatif**
Penyediaan layanan terapi untuk peningkatan kondisi fisik secara maksimal setelah karyawan mengalami sakit atau kecelakaan kerja agar dapat bekerja kembali sesuai kemampuannya

Selain itu, Petrosea juga memiliki beberapa sarana yang disediakan untuk mendukung kesehatan karyawan, yaitu:

- **Sarana tanggap darurat** berupa mobil penyelamatan, perlengkapan darurat dan perlengkapan pertolongan pertama.
- **Sarana pelayanan kesehatan** berupa ruang pertolongan pertama maupun klinik sesuai dengan perizinannya.
- **Sarana ruang laktasi** berupa ruang untuk ibu menyusui/ memerah ASI Eksklusif yang dilengkapi dengan fasilitas wastafel *portable*, lemari pendingin, kursi dengan sandaran, lemari penyimpanan alat, dispenser dingin dan panas, penyejuk ruangan, bantal untuk menopang saat menyusui.
- **Sarana kerja & lingkungan yang layak** berupa ruang atau area kerja yang aman dan nyaman serta memastikan seluruh aspek seperti pencahayaan, temperatur ruangan, sirkulasi udara, kebisingan lingkungan kerja, getaran & tingkat debu pada area kerja dalam batas ideal serta sesuai dengan regulasi yang berlaku.

OHS Services & Implementation of Activities

The Company has established four programs on health and OHS facilities, and the performance. Each program has its own efforts in its implementation.

- **Promotive Program**
Dissemination of information on health issued concerning the working environment and general disease
- **Preventive Program**
Prevention of health issues of the employees by regular check-up
- **Curative Program**
Provision of consultation, medication, and treatment facilities for employees who experience workplace accident or disease
- **Rehabilitative Program**
Provision of therapy to improve physical condition after an employee experiences workplace accident or disease in order to return to work

Furthermore, the Company has also established various facilities provided to support the health of the employees as follows:

- **Emergency response facility** in the form of rescue car, emergency equipment and first aid kit.
- **Healthcare facility** in the form of a first aid room or clinic based on its permit.
- **Lactation room facility** in the form of a room for breastfeeding or lactation, equipped with portable wash basin, refrigerator, chair, storage cupboard, cold and hot water dispenser, air conditioner and pillow.
- **Proper working environment & facilities** in the form of a safe and comfortable working space or area taking into account all elements, including lighting, temperature, air circulation, noise level, shock level, and dust, to be within ideal range in line with the applicable regulations.

Informasi lengkap mengenai Code of Conduct dapat diakses melalui www.petrosea.com pada laman Tata Kelola Perusahaan.

Complete information regarding the Code of Conduct can be accessed on www.petrosea.com in the Corporate Governance page.



KINERJA K3

OHS PERFORMANCE

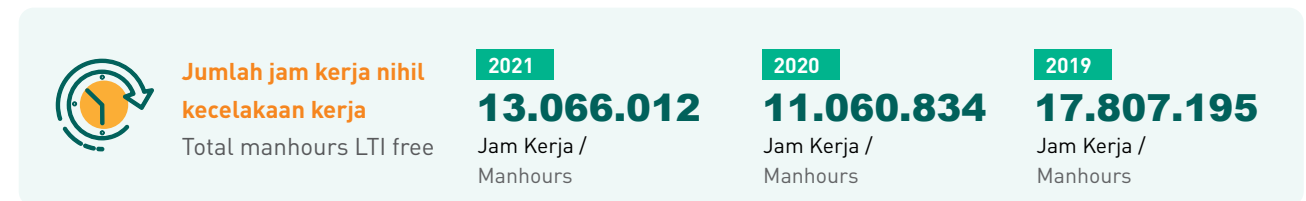


KOMITMEN UNTUK MEWUJUDKAN TARGET ZERO [403-7, 403-10]

Petrosea telah melakukan identifikasi pekerjaan yang memiliki tingkat risiko tinggi berdasarkan unit / divisi terkait, dimana Perusahaan juga telah menyiapkan langkah mitigasi atas risiko-risiko tersebut. Jenis pekerjaan berisiko tinggi ini di antaranya adalah bekerja di area rawan longsor, ketinggian, atau pekerjaan yang terkait dengan energi atau tegangan tinggi. Untuk pencegahannya, Perusahaan menerapkan sistem perizinan, pengawasan dan prosedur kerja yang ketat. Selama tahun 2021 tidak ada catatan penyakit akibat pekerjaan (sakit telinga atau sakit mental). Namun demikian untuk mencegahnya, Perusahaan telah menyediakan prosedur perlindungan untuk setiap karyawan dan tamu yang berkunjung.

COMMITMENT TO ACHIEVE TARGET ZERO

Petrosea has identified the high-risk jobs at relevant units/divisions, in which the Company has established mitigation for these risks. These high-risk job include working at prone-to-landslide areas, working at height, or working with energy or high voltage. As for their prevention, the Company implements strict work permits, supervisions and procedures. In 2021, there was no record of workplace diseases (earache or mental illness). However, to prevent this, the Company has established protection procedures for the employees and visiting guests.



Insiden Kecelakaan Kerja [403-9]

Workplace Accidents

No	Kategori Category	2021	2020	2019
1	Kecelakaan kerja / Workplace accident			
	- First aid injury	3	4	25
	- Medical treatment injury	4	4	7
	- Restricted duties injury	0	0	3
	- Lost time injury	0	0	0
	- Fatality	0	0	1
2	Injury frequency rate	0,53	0,72	1,94
3	LTI severity rate	0	0	0

Pada tahun 2021, terjadi satu insiden kecelakaan kerja yang menimpa karyawan Petrosea. Untuk mencegah kemungkinan terulangnya kecelakaan ini, Petrosea memperketat sembilan prosedur internal dalam mengidentifikasi dan mengendalikan bahaya risiko insiden:

1. Safety Golden Rules
2. SHE Risk Assessment
3. Fatal Risk Prevention
4. Permit to Work
5. SHE OTP
6. Positive Operational SHE Target (POSHET)
7. SHE Scorecard
8. Audit K3L (Internal & Eksternal),
9. Incident Investigation

In 2021, there was one workplace accident that occurred to a Company employee. To prevent the accident from occurring again, Petrosea implements strict internal policies to identify and control the risk hazards as follows:

1. Safety Golden Rules
2. SHE Risk Assessment
3. Fatal Risk Prevention
4. Permit to Work
5. SHE OTP
6. Positive Operational SHE Target (POSHET)
7. SHE Scorecard
8. SHE Audit (Internal & External)
9. Incident Investigation

PENANGGULANGAN
PANDEMI COVID-19 ^[403-6]

Sebagai bentuk kontribusinya dalam penanganan pandemi COVID-19, selama tahun 2021 Perusahaan mengadakan berbagai program perlindungan bagi para karyawan, diantaranya:

- Pelaksanaan vaksinasi COVID-19 untuk karyawan dan keluarga inti karyawan
- Pendistribusian “Panduan Kembali Bekerja di Kantor” untuk karyawan kantor pusat yang berisi berbagai aturan *new normal* yang harus diperhatikan sebelum karyawan berangkat bekerja, saat berada di kantor dan setelah pulang dari kantor
- Penyesuaian protokol kesehatan COVID-19 untuk tamu / pengunjung eksternal, dimana diberlakukan persyaratan minimal 1x dosis vaksin COVID-19, melakukan pemeriksaan *swab* PCR 2x24 jam atau *swab* antigen 1x24 jam sebelum tanggal berkunjung dan mengisi *health self-assessment form* secara *online*
- Implementasi aplikasi Peduli Lindungi sebagai upaya skrining tambahan karyawan dan tamu sebelum memasuki area kantor
- Rencana integrasi pengisian *health self-assessment form* terkait risiko virus COVID-19 dengan aplikasi absensi karyawan

Atas berbagai upaya ini, pada tahun 2021 Petrosea memperoleh beberapa penghargaan sebagai perusahaan yang memiliki program pencegahan & penanggulangan COVID-19 di tempat kerja yang ketat, yaitu penghargaan kategori gold untuk Kantor Pusat dan kategori platinum untuk Petrosea Support Facilities dari Menteri Ketenagakerjaan Republik Indonesia, serta penghargaan Mitra Bakti Husada untuk kantor pusat dalam kategori Penerapan Keselamatan dan Kesehatan Kerja (K3) Perkantoran dan Protokol Kesehatan dari Kementerian Kesehatan Republik Indonesia.

PELATIHAN BIDANG K3

Sebagai bagian dari komitmen untuk mewujudkan Target Nihil Kecelakaan, Petrosea mengadakan pelatihan K3 untuk karyawannya. Selama tahun 2021, sejumlah 1.038 pelatihan telah dilaksanakan dengan total peserta mencapai 5.208 karyawan.

HANDLING THE COVID-19 PANDEMIC

As a form of its contribution in handling the COVID-19 pandemic, during 2021 the Company conducted various protection programs for employees, including:

- COVID-19 vaccinations for employees and their immediate family members
- Distribution of “Guidelines to Work from the Office” for the employees of head office, containing various new normal regulations to consider, before they started to work at the office, during they work at the office, and after getting home from work
- Adjustment of COVID-19 health protocols for external guests/visitors, where they must have received at least 1 dose of COVID-19 vaccine, to undergo swab PCR test 48 hours or swab antigen 24 hours prior to the visitation date, and to fill out the online health self-assessment form
- Implementation of the Peduli Lindungi application as an additional screening for employees and visitors before entering the office area
- Plan to integrate the online health self-assessment form related to COVID-19 risks with the employee attendance application

Due to these efforts, in 2021, the Company received various awards as a company with strict program to prevent and contain COVID-19 at the workplace, including the gold category for head Petrosea’s Head Office and platinum category for Petrosea Support Facility from the Minister of Manpower of the Republic of Indonesia, along with Mitra Bakti Husada Award for the Head Office under the category of Workplace Occupational Health and Safety (OHS) and Health Protocol Implementation from the Ministry of Health of the Republic of Indonesia.

OHS TRAINING

In order to become a part of commitment on The Zero Accident Target, Petrosea conducts an OHS training to all employees. During 2021, 1,038 activities were conducted with total participants reaching 5,208 employees.

Pelatihan K3

OHS Training

Keterangan Description	Satuan Unit	2021	2020	2019
Jumlah Peserta Pelatihan K3 Number of OHS Training Participants	Orang People	5.208	3.980	7.855
Jumlah Pelatihan Number of Activities	Event Event	1.038	700	976
Jam Pelatihan per Karyawan OHS Training Hours Per Employee	Jam Hours	6	6	15

Informasi lebih mendalam mengenai kinerja K3 Petrosea dapat ditemukan dalam Laporan Tahunan 2021.
More in-depth information regarding Petrosea’s OHS performance can be found in the 2021 Annual Report.



SERTIFIKASI & PENGHARGAAN BIDANG K3 ^[403-5]
OHS CERTIFICATIONS & AWARDS

Sertifikasi K3

OHS Certification

Nama Sertifikasi Certification Name	Penyelenggara Organizer	Masa Berlaku Validity Period
Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) – Operasional Kantor Pusat Occupational Safety & Health Management System (SMK3) – Head Office Operations	Surveyor Indonesia Surveyor Indonesia	11 Oktober 2021 – 11 Oktober 2024 October 11, 2021 – October 11, 2024
Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) – Proyek Levee Occupational Safety & Health Management System (SMK3) – Levee Project	Surveyor Indonesia Surveyor Indonesia	29 Maret 2019 – 29 Maret 2022 March 29, 2019 – March 29, 2022
ISO 14001:2015 – Sistem Manajemen Lingkungan ISO 14001:2015 – Environmental Management System	Lloyd’s Register Indonesia	31 Desember 2020 – 31 Desember 2023 December 31, 2020 – December 31, 2023
ISO 45001:2018 – Manajemen Kesehatan & Keselamatan Kerja ISO 45001:2018 – Occupational Health & Safety Management	Lloyd’s Register Indonesia	31 Desember 2020 – 31 Desember 2023 December 31, 2020 – December 31, 2023

Penghargaan K3 Tahun 2021

OHS Awards

Penghargaan Awards	Tahun Year	Penyelenggara Organizer
Penghargaan Kecelakaan Nihil (<i>Zero Accident</i>) 2.649.130 jam kerja tanpa kecelakaan kerja untuk kantor pusat Award for Zero Accident 2,649,130 manhours LTI free for the head office	2021	Menteri Ketenagakerjaan Republik Indonesia Ministry of Employment of the Republic of Indonesia
Penghargaan Program Pencegahan dan Penanggulangan HIV & AIDS kategori PLATINUM untuk kantor pusat Award for the PLATINUM Category of HIV & AIDS Prevention and Mitigation Program for the head office	2021	Menteri Ketenagakerjaan Republik Indonesia Ministry of Employment of the Republic of Indonesia
Penghargaan Program Pencegahan dan Penanggulangan COVID-19 kategori GOLD untuk kantor pusat Award for the GOLD Category of COVID-19 Prevention and Mitigation Program for the head office	2021	Menteri Ketenagakerjaan Republik Indonesia Ministry of Employment of the Republic of Indonesia
Penghargaan Nihil Kecelakaan Kerja (<i>Zero Accident</i>) Tingkat Provinsi Banten untuk kantor pusat Award for Zero Accident at Banten Province Level for the head office	2021	Gubernur Banten Governor of Banten
Penghargaan K3 Perkantoran Mitra Bakti Husada kategori Perkantoran Swasta Award for Mitra Bakti Husada Workplace OHS under the category of Private Business	2021	Menteri Kesehatan Republik Indonesia Ministry of Health of the Republic of Indonesia
Penghargaan World Safety Organization Indonesia Safety Culture Awards 2021 tingkat SILVER Award from World Safety Organization Indonesia for SILVER Level of 2021 Safety Culture Awards	2021	World Safety Organization (WSO)
Penghargaan UTAMA Pengelolaan Standardisasi dan Usaha Jasa Pertambangan Mineral dan Batubara UTAMA award for the Management of Standardization and Business for Mineral and Coal Mining Service	2021	Menteri Energi & Sumber Daya Mineral Ministry of Energy & Mineral Resources
Piagam Program Pencegahan dan Penanggulangan Covid-19 kategori PLATINUM untuk Petrosea Support Facilities Certificate for PLATINUM Category of COVID-19 Prevention and Mitigation for Petrosea Support Facilities	2021	Menteri Ketenagakerjaan Republik Indonesia Ministry of Employment of the Republic of Indonesia
Penghargaan BIRU atas Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup tahun 2020-2021 untuk Petrosea Support Facilities BLUE Award for Corporate Performance Level Assessment Program in Environmental Management in 2020-2021 for Petrosea Support Facilities	2021	Gubernur Kalimantan Timur Governor of East Kalimantan



MELAYANI DENGAN PRIMA
SERVING WITH EXCELLENCE

TANGGUNG JAWAB & EVALUASI
KEAMANAN PRODUK/LAYANAN

Program Kegiatan Perlindungan Pelanggan

Menjaga kepercayaan dan kepuasan pelanggan merupakan kunci kesuksesan dan keberlanjutan bagi Petrosea. Kebijakan terkait perlindungan pelanggan Perusahaan dilakukan dengan mengacu pada prosedur dan persyaratan yang sesuai dengan ISO 9001:2015 Sistem Manajemen Mutu, ISO 14001:2015 untuk Sistem Manajemen Lingkungan, ISO 45001:2018 Sistem Manajemen Kesehatan & Keselamatan Kerja dan SMK3 di seluruh area operasional Perusahaan. Sejalan dengan prosedur tersebut, Petrosea berkomitmen dalam memberikan layanan yang setara serta memastikan bahwa layanan yang diberikan telah dievaluasi keamanannya.

PRODUCT/SERVICE RESPONSIBILITY &
SAFETY EVALUATION

Customer Protection Program

Maintaining customer satisfaction and trust is the key to the success and sustainability of the Company. Policies on customer protection is applied by referring to the procedures and provisions in line with ISO 9001:2015 Quality Management System, ISO 4001:2015 Environmental Management System, ISO 45001:2018 Occupational Health & Safety Management System, and SMK3 at all operating areas of the Company. In accordance with the procedures, the Company is committed to provide fair service and to ensure that the service safety have been fully evaluated.

Informasi lengkap terkait inovasi produk, dapat dilihat pada Laporan Tahunan 2021
Further information on product innovation is presented in the 2021 Annual Report



KEPUASAN PELANGGAN

Survei Kepuasan Pelanggan

Pada tahun 2021, survei kepuasan pelanggan dilaksanakan berdasarkan jasa yang diberikan oleh masing-masing lini bisnis, yaitu Kontrak Pertambangan, Rekayasa, Pengadaan & Konstruksi, serta Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi.

Hasil Survei Kepuasan Pelanggan di 2021 (skala 1-5)

Pada lini bisnis Kontrak Pertambangan, survei dilakukan untuk menilai kinerja di proyek Kideco Jaya Agung, Tabang dan Kartika Selabumi Mining mendapatkan hasil rata-rata hasil 3,88 yang berarti ‘sesuai harapan’ pelanggan.

Adapun hasil survei kepuasan pelanggan untuk Rekayasa, Pengadaan & Konstruksi yang dilakukan untuk PT Freeport Indonesia, mendapatkan hasil 3,2 yang artinya kinerja sesuai harapan pelanggan.

Di sisi lain, survei yang dilakukan untuk Jasa Logistik & Pendukung Kegiatan Minyak & Gas Bumi mendapatkan hasil 4,15 yang berarti pelanggan cukup puas karena Perusahaan melebihi ekspektasi mereka. Sebagai perusahaan yang bergerak di bidang kontraktor, Petrosea berkomitmen untuk selalu meningkatkan layanannya. Dengan demikian, tidak ada produk jasa / layanan yang dihasilkan atau ditarik kembali selama periode pelaporan.

PENGADUAN PELANGGAN

Dalam hal pengaduan terkait layanan jasa kontrak pertambangan, EPC serta Jasa Logistik & pendukung kegiatan Minyak & Gas Bumi, pelanggan dapat menyampaikan seluruh pengaduan, saran, maupun *input* lainnya melalui rapat koordinasi yang diselenggarakan secara reguler, mengirimkan surat dan email kepada representatif Perusahaan selaku pemimpin proyek, serta survei kepuasan pelanggan yang dilakukan minimal dua kali dalam setahun.

CUSTOMER SATISFACTION

Customer Satisfaction Survey

In 2021, customer satisfaction survey was conducted for the services provided by each business line, namely Contract Mining, Engineering, Procurement & Construction, as well as Logistics and Support for Oil & Gas Services.

Customer Satisfaction Survey Results in 2021 (Scale 1-5)

At the Contract Mining business line, the survey was carried out to assess the performance of the Kideco Jaya Agung, Tabang and Kartika Selabumi Mining projects, with an average score of 3.88 which means they have “met expectations” of customers.

As for the customer satisfaction survey results at the Engineering, Procurement, & Construction business line for PT Freeport Indonesia, the result was 3.2, which means that the performance meet expectation of customer.

Meanwhile, the customer satisfaction survey for Logistics & Support for Oil & Gas Services achieved 4.15, which means that the customers are satisfied as the Company exceeded their expectations. As a contractor company, Petrosea strives to improve its service. Therefore, there are no products / services produced or recalled during the reporting period.

CUSTOMER COMPLAINTS

In terms of complaints related to mining contract services, EPC as well as Logistics & Oil & Gas activities supporting services, customers can submit all complaints, suggestions, and other inputs through coordination meetings that are held regularly, send letters and emails to representatives of the Company as project managers, as well as customer satisfaction surveys conducted at least twice a year.

PENYAMPAIAN PELAPORAN PELANGGARAN [102-17]

Perusahaan berpedoman pada prosedur PTP-BEI-PR-G-0001 tentang *Whistleblowing System* (WBS) yang mengatur mengenai penyampaian laporan pelanggaran, perlindungan bagi pelapor, penanganan pengaduan, pihak pengelola pengaduan dan sanksi untuk mewadahi pengaduan oleh internal maupun pemangku kepentingan lainnya. Dalam penerapan *best practice* tata kelola perusahaan dan mengikuti ketentuan ISO 37001:2016, Petrosea berupaya mencegah praktik penyimpangan, kecurangan, pelanggaran hukum dan peraturan, etika bisnis, serta pelanggaran lainnya. Oleh karena itu, Petrosea menerapkan WBS sebagai bagian dari komitmen Perusahaan kepada para pemangku kepentingan untuk menumbuhkan akuntabilitas dan integritas.

SUBMISSION OF VIOLATION REPORTS

The Company adheres to procedures PTP-BEI-PR-G-0001 regarding the Whistleblowing System (WBS) that regulates the submission of violation reports, protection for the whistleblowers, handling of reports, whistleblowing management handlers and sanctions to accomodate complaints by internal and other stakeholders. During the implementation of corporate governance best practices and compliant to the requirement of ISO 37001:2016, Petrosea strives to prevent the practice of deviations, fraud, violations of laws and regulations, business ethics, as well as other violations. Therefore, Petrosea has implemented the WBS as part of the Company’s commitment to the stakeholders to foster accountability and integrity.

WBS dapat diakses melalui link <https://webapps.petrosea.com/whistleblowing> ataupun mengirimkan email ke whistleblowing@petrosea.com.

The WBS is accessible through this link <https://webapps.petrosea.com/whistleblowing> or by sending an email to whistleblowing@petrosea.com



Mekanisme Pelaporan
Reporting Mechanism

Pelapor internal maupun eksternal dapat menyampaikan laporan tanpa nama, sesuai prinsip GCG dan prosedur dengan rumusan *5W-1H* (*What, Who, Why, When, Where, How*) & *How Much*, lewat email atau formulir elektronik melalui:



Email:
whistleblowing@petrosea.com



e-Form :
• www.petrosea.com (situs web perusahaan / corporate website)
• <https://webapps.petrosea.com/whistleblowing>
• <https://intranet.petrosea.com> (Intranet perusahaan / corporate intranet)

Setiap laporan harus disertai lampiran bukti awal dan akan diverifikasi oleh Dewan Etik Perusahaan. Petrosea melindungi seluruh pelapor, terlepas pelapor merupakan karyawan, pemasok atau pihak eksternal.

Each report must be accompanied with initial evidence and verified by the Company’s Ethics Committee. Petrosea protects all whistleblowers, whether they are employees, vendors or external parties.

Setiap pelaporan yang masuk akan ditindaklanjuti dengan seksama sesuai dengan prosedur. Perusahaan akan merahasiakan identitas pelapor, melindungi pelapor dari segala bentuk ancaman, intimidasi, tindakan yang merugikan, atau tindakan yang tidak menyenangkan dari pihak manapun selama pelapor menjaga kerahasiaan laporannya, serta memberikan perlindungan bagi semua pihak yang melakukan investigasi dan pihak yang memberikan informasi terkait laporan tersebut.

Each report will be followed up in accordance with the procedure. The Company will not disclose the whistleblower's identity, will protect the whistleblower from any threats, intimidation, harmful acts, or harassment from any parties as long as the whistleblower protects the confidentiality of the report, and will protect all parties carrying out the investigation and all parties providing recent information on the report.

Informasi lengkap terkait *Whistleblowing System* dapat ditemukan pada Laporan Tahunan 2021.
Further information on the Whistleblowing System is presented in the 2021 Annual Report.



Jumlah Pengaduan Pelanggaran & Sanksi

Pada tahun 2021, jumlah pengaduan yang masuk melalui *Whistleblowing System* adalah sebanyak empat pengaduan atas dugaan kecurangan, penyalahgunaan wewenang, dan penyalahgunaan aset Perusahaan, dimana satu laporan telah ditindak lanjuti dan diinvestigasi. Pengaduan lainnya tidak memenuhi kriteria pelaporan sehingga tidak dapat ditindak lanjuti.

Number of Reports & Sanctions

In 2021, there were four reports submitted through the Whistleblowing System concerning indicated fraud, abuse of authority, and abuse of Company asset. One of the reports has been followed up and investigated, while the rest of the reports did not fulfill the criteria, hence could not be followed up.

ANTI KORUPSI [205-1, 205-2, 205-3]

Salah satu upaya untuk memastikan semua praktik korupsi dapat dikelola dengan baik, Petrosea memiliki sertifikasi untuk praktik anti penyuapan yaitu ISO 37001:2016 Sistem Manajemen Anti Penyuapan. Petrosea memiliki unit Business Ethics & Integrity yang bertanggung jawab dalam mengawasi pelaksanaan praktik antipenyuapan, serta menerapkan strategi anti korupsi. Perusahaan juga telah memberikan sosialisasi/pelatihan terkait anti korupsi kepada 92% karyawan staf.

Petrosea juga rutin melakukan evaluasi/audit internal kepada Divisi yang dinilai memiliki risiko terkait korupsi. Berdasarkan hasil evaluasi yang dilakukan oleh Audit Internal, tidak ditemukan risiko penyuapan yang signifikan/tinggi sepanjang tahun 2021 dan hanya tercatat satu kasus kecurangan yang terjadi terkait dengan pencurian aset perusahaan dan penyalahgunaan wewenang. Kasus ini telah diproses dengan sanksi akhir berupa pemutusan hubungan kerja kepada pelaku kecurangan.

ANTI-CORRUPTION

One of Company's effort to ensure that all corruption practices are managed properly, Petrosea achieved ISO 37001:2016 certification for Anti-Bribery Management System. Petrosea has established the Business Ethics & Integrity unit which is responsible for overseeing the implementation of anti bribery practices, as well as implementing anti-corruption strategies. The Company has also provided socialization and training regarding anti-corruption to 92% of its staff employees.

Petrosea routinely carries out evaluations or internal audits for divisions that are considered to have risks related to corruption. Based on the evaluation by Internal Audit, there was no significant risk of bribery in 2021, and there was only one fraudulent case related to theft of corporate asset and abuse of authority. The case has been processed by sanctioning the fraud perpetrator by employment termination.

KONTRIBUSI UNTUK KESEJAHTERAAN MASYARAKAT CONTRIBUTING TOWARDS COMMUNITY WELFARE



Pendekatan Manajemen [103-1, 103-2, 103-3]

Petrosea terus menjalankan berbagai kegiatan dan program *Corporate Social Responsibility* (CSR) yang fokus pada empat pilar CSR, yaitu Pendidikan, Kesehatan, Pemberdayaan Ekonomi dan Lingkungan, serta senantiasa mengedepankan aspek *Environmental, Social & Governance* (ESG) sebagai bentuk usaha Perusahaan dalam pencapaian *Sustainable Development Goals* (SDGs).

Kegiatan ini dilakukan sesuai dengan kebutuhan masyarakat, walaupun belum dilakukan pemetaan atau asesmen secara spesifik.

Pendekatan manajemen ini berlaku untuk topik material masyarakat lokal & hak-hak masyarakat adat, serta dampak ekonomi tidak langsung.

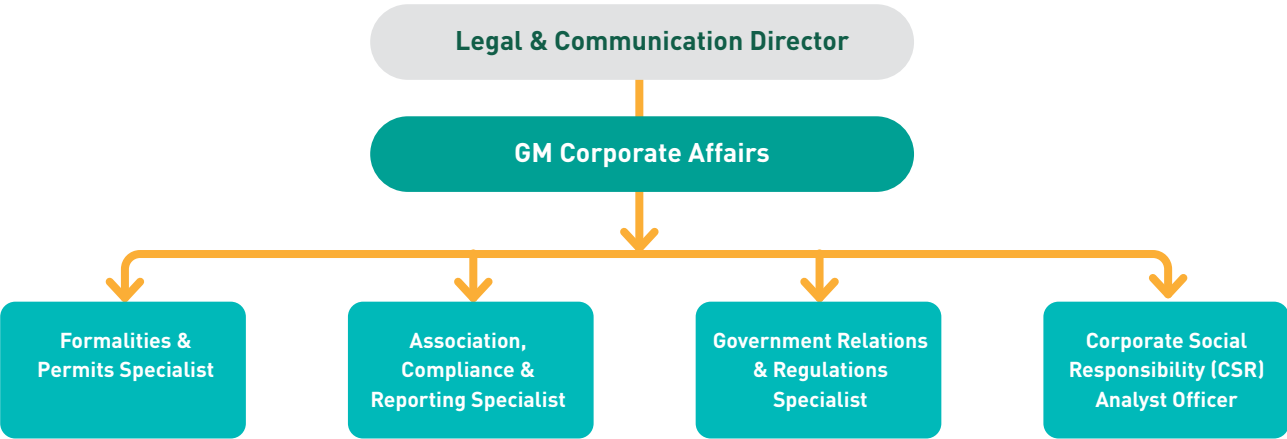
Management Approach

Petrosea continues to carry out various Corporate Social Responsibility (CSR) activities and programs that focus on its four CSR pillars, namely Education, Health, Economic Empowerment and Environment, while also prioritizing the aspects of Environmental, Social & Governance (ESG) as a form of the Company's efforts in achieving Sustainable Development Goals (SDGs).

This activity is carried out based on the requirement of the community, despite there has been no specific mapping or assessment.

This management approach covers material topics of local community & indigenous communities rights and indirect economy impacts.

Struktur Organisasi CSR
CSR Organizational Structure



KEBIJAKAN & PRINSIP CSR

Dalam menentukan program CSR yang akan dijalankan, Petrosea mengacu pada kebijakan CSR yang mengacu kepada peraturan dan perundang-undangan yang berlaku di Indonesia. Kebijakan CSR Petrosea yang disahkan pada bulan April 2016 dan diperbaharui pada bulan November 2019 tersebut mencakup tiga perilaku utama yang harus dipenuhi dalam menentukan program-program CSR Perusahaan, yaitu:

1. Aktif mendukung pengembangan masyarakat sekitar lokasi operasional
2. Bertanggung jawab menjaga hubungan yang harmonis antara Perusahaan dan pemangku kepentingan
3. Menciptakan program yang efektif untuk memberikan manfaat maksimal bagi karyawan, komunitas dan lingkungan

Dalam melaksanakan Kebijakan CSR tersebut, terdapat empat prinsip utama yang senantiasa diterapkan di Petrosea:

- Keterlibatan masyarakat
- Pendekatan terpadu
- Mendukung bisnis inti Perusahaan
- Membangun kemitraan

Biaya CSR

Pada tahun 2021, Petrosea telah melaksanakan 40 kegiatan CSR di seluruh lokasi proyek dan kantor Perusahaan. Untuk mendukung kegiatan-kegiatan tersebut, Perusahaan mengalokasikan anggaran sebesar Rp6,40 miliar dengan realisasi yang mencapai Rp2,90 miliar.

CSR POLICY & PRINCIPLES

In determining CSR programs that it will implement, Petrosea refers to its CSR Policy that adheres to prevailing rules and regulations in Indonesia. Petrosea's CSR Policy, which was published in April 2016 and updated in November 2019, contains the following three behaviors that must be met in determining the Company's CSR programs:

1. Actively support community development around operational areas
2. Responsible for maintaining a harmonious relationship between the Company and stakeholders
3. Create effective programs to give maximum benefits for employees, communities and the environment

In implementing its CSR Policy, the following four main principles must always be applied at Petrosea:

- Community involvement
- Integrated approach
- Supporting core business of the Company
- Building partnership

CSR Cost

In 2021, the Company carried out 40 CSR activities at all of the Company's project and office locations. To support these activities, the Company allocated a budget of Rp6.40 billion with a realization of Rp2.90 billion.

IMPLEMENTASI KEGIATAN CSR

Melalui pilar kesehatan, Petrosea telah ikut berkontribusi dalam memutus mata rantai virus COVID-19 di Indonesia, salah satunya dengan mendirikan Indika Solidarity Laboratorium di Balikpapan bersama Indika Energy dan Indika Foundation pada tahun 2020. Sampai dengan akhir tahun 2021, laboratorium tersebut telah melaksanakan 33.616 tes COVID-19 bagi karyawan Petrosea dan masyarakat sekitar.

Bidang pendidikan turut menjadi fokus Perusahaan dalam menjalankan program CSR. Salah satunya dengan membangun studio pendidikan digital untuk mendukung proses belajar mengajar secara daring selama pandemi berlangsung.

Selain pengolahan limbah, Petrosea juga melaksanakan tanggung jawab di bidang lingkungan melalui *Mangrove Sustainability Program*, dimana Perusahaan menanam bakau di kawasan sekitar Petrosea Support Facilities.

Selama tahun 2021, Petrosea memastikan perkembangan berbagai keterampilan bagi masyarakat seperti budidaya hortikultura, hingga keahlian potong rambut melalui program PetroBarber, dimana Perusahaan mendorong masyarakat untuk membangun usaha berdasarkan keterampilan yang dimiliki. Keahlian-keahlian ini selain menumbuhkan perekonomian di daerah sekitar untuk jangka panjang, dapat bermanfaat bagi keluarga masyarakat itu sendiri.

IMPLEMENTATION OF CSR ACTIVITIES

Through the health pillar, the Company has contributed to preventing the transmission of COVID-19 pandemic in Indonesia by, among others, establishing the Indika Solidarity Laboratory in Balikpapan with Indika Energy and Indika Foundation in 2020. As of the end of 2021, the laboratory has provided 33,616 tests for COVID-19 for the employees of the Company and the surrounding communities.

The education sector is another focus of the Company to implement its CSR programs. It is carried out by establishing a digital education studio that supports the online learning activities during the pandemic.

In addition to waste treatment, Petrosea also carried out its environmental responsibility through the *Mangrove Sustainability Program*, in which the Company planted mangroves in the surrounding area of Petrosea Support Facilities in Balikpapan.

Throughout 2021, Petrosea also carried out programs to support the development of community skills, such as horticultural cultivation as well as hair cutting through the PetroBarber program, in which the Company encouraged the community to build a business based on their skills. These skills, in addition to improving the long-term economy of the surrounding area, will also be beneficial for the family members of the community.



PENERIMA MANFAAT CSR [203-1, 203-2, 413-1]

Selama tahun 2021, Seluruh program CSR yang dijalankan oleh Petrosea memberikan dampak positif terhadap kehidupan lebih dari 4.000 orang di sekitar wilayah operasional Perusahaan. Selain itu, seluruh bantuan CSR yang diberikan oleh Petrosea bersifat *pro bono*.

CSR BENEFICIARIES

In 2021, all CSR programs carried out by Petrosea delivered positive impacts to more than 4,000 people around the operational areas of the Company. In addition, all CSR support provided by Petrosea are *pro bono*.



Pilar Pendidikan Education Pillar



Petrosea memberikan pelatihan kompetensi kepada 88 guru yang berasal dari 45 sekolah dasar dan 18 sekolah menengah pertama. Di proyek Kideco Jaya Agung, Petrosea membangun fasilitas berupa studio pendidikan digital yang berlokasi di kantor Dinas Pendidikan Kabupaten Paser. Fasilitas ini dapat diakses 4.100 guru untuk menunjang kegiatan belajar mengajar daring. Selain itu, Petrosea mengadakan pelatihan praktik kewirausahaan bidang *e-commerce* dan pemasaran untuk siswa-siswi SMKN 1 Kembang Janggut yang dihadiri 70 siswa.

Untuk mendukung pelestarian seni budaya lokal, Petrosea memberikan bantuan kostum tari ronggeng paser dan tari gintur dayak, alat musik gong dan gendang, serta pembangunan sanggar budaya di Kecamatan Batu Sopang, Kabupaten Paser. Sanggar budaya yang dibangun ini nantinya akan menjadi pusat pelestarian budaya Indonesia di wilayah tersebut dan akan menjadi sarana bagi 13 kelompok sanggar tari di Kecamatan Batu Sopang. Adapun pada bidang olahraga, Petrosea berkontribusi membantu menyediakan sarana prasarana olahraga sepak bola untuk kelompok Ikatan Pemuda dan Anak Usia Dini Kwamki Narama, Papua.

Petrosea provided competency training for 88 teachers from 45 Elementary Schools and 18 Junior High Schools. At the Kideco Jaya Agung project, the Company constructed a digital education studio facility at the office of the Department of Education of Paser Regency, which was accessible to 4,100 teachers to support online learning activities. In addition, Petrosea delivered e-commerce and marketing entrepreneurship training for 70 students at SMKN 1 Kembang Janggut.

To support local art and cultural preservation, Petrosea provided aid in the form of costumes for Ronggeng Paser dance and Gintur Dayak dance, gong and kendang musical instruments, and established a cultural studio in the Batu Sopang District, Paser Regency. The cultural studio will later serve as a center of Indonesian cultural preservation in the area and a facility for 13 dance groups in the Batu Sopang District. As for the sport sector, Petrosea helped provide football facilities for Youth and Child Union of Kwamki Narama, Papua.



4.100

guru mengakses fasilitas studio pendidikan digital
teachers accessed the digital education studio facility



Pilar Kesehatan Health Pillar

Untuk menangani COVID-19 dan mencegah penyebaran yang lebih luas, Petrosea bersama pemerintah dan Satuan Tugas Penanganan COVID-19 di proyek Kideco Jaya Agung membagikan 1.800 masker kain, 1.200 *hand sanitizer*, dan 600 sabun tangan untuk masyarakat Batu Kajang dan Muara Samu.

To contain the COVID-19 pandemic and to prevent its transmission, the Company and the government through COVID-19 Task Force at Kideco Jaya Agung Project distributed 1,800 non-medical masks, 1,200 hand sanitizers, and 600 hand soaps for the community at Batu Kajang and Muara Samu.



1.800

masker non-medis
non-medical masks



1.200

hand sanitizer
hand sanitizer



600

sabun tangan untuk masyarakat
hand soaps for the community





Pilar Pemberdayaan Ekonomi Economic Empowerment Pillar

Petrosea melakukan pembinaan masyarakat untuk memulai kegiatan wirausaha, salah satunya yaitu budidaya ayam broiler dan budidaya jeruk siam di proyek Kideco Jaya Agung yang dijalankan oleh masyarakat di Desa Muara dan Desa Biu. Di proyek Tabang terdapat program budidaya hortikultura dengan dukungan pelatihan oleh Dinas Pertanian dan ditargetkan untuk mampu mendukung daya hidup yang layak bagi masyarakat sekitar hingga saat Perusahaan meninggalkan lokasi proyek.

Petrosea juga melakukan pembinaan usaha lokal yang melibatkan pelestarian budaya setempat. Di proyek Tabang dilaksanakan program Petro Relief Dayak Tabang, yaitu pelatihan memahat untuk pemuda setempat. Sementara itu, sejak tahun 2019, Petrosea telah meluncurkan program pembinaan PetroBarber bagi masyarakat di sekitar area proyek Tabang agar dapat menggunakan keterampilan memangkas rambut untuk membuka usaha sendiri.

Petrosea assisted the community to start their businesses, including through the breeding of chicken and tangerine cultivation by the communities of Muara Village and Biu Village at the Kideco Jaya Agung project. At the Tabang project, a horticulture program was carried out, supported by training that was provided by the Department of Agriculture that aimed to support provide proper living conditions to the community even after the Company leaves the project site.

Petrosea also developed local businesses which involved the preservation of local culture. At the Tabang project, the Petro Relief Dayak Tabang program was implemented to provide sculpting training for the local youths. Furthermore, since 2019, the Company launched the PetroBarber program for the community surrounding the Tabang Project to enable them to utilize their hair-cutting skills to start their own business.



Pilar Lingkungan Environment Pillar

Petrosea melakukan penanaman 2.500 bibit pohon bakau di Kelurahan Kariangau, Balikpapan (PSF). Selain penanaman pohon bakau, Petrosea juga mengadakan pembinaan praktik aquaponik di Kariangau, Balikpapan. Di wilayah Desa Samurangau, tepatnya proyek Kideco Jaya Agung, Petrosea juga menanam 300 bibit jeruk dan 300 bibit mangga.

Selain penanaman berbagai jenis tanaman di berbagai daerah operasional, Petrosea bersama dengan tujuh perusahaan subkontraktor di Indonesia Pratama untuk proyek Tabang melaksanakan pembangunan jaringan air bersih untuk warga Desa Tukung Ritan dan Desa Ritan Baru. Jaringan air bersih ini dibangun dengan memanfaatkan Sungai Belayan di Kutai Kartanegara.

Petrosea planted 2,500 mangrove seedlings in the surrounding area of Petrosea Support Facilities area, and also conducted aquaponics practice development in Kariangau, Balikpapan. At Desa Samurangau, located near the Kideco Jaya Agung project, the Company planted 300 orange seedlings and 300 mango seedlings.

Besides planting various seedlings in locations around its operational areas, Petrosea together with seven Indonesia Pratama subcontractor companies at the Tabang project constructed a clean water network for the communities of Desa Tukung Ritan and Desa Ritan Baru which harnessed the Belayan river at Kutai Kartanegara.



Hak-Hak Masyarakat Adat [411-1]

Petrosea menghormati masyarakat adat di seluruh wilayah operasionalnya dengan mendukung keberadaan budaya setempat. Perusahaan memberikan bantuan bagi penyelenggaraan berbagai acara seni dan budaya di wilayah setempat, termasuk menyediakan pelatihan mengukir patung khas Dayak untuk remaja usia 13-17 tahun, dimana para remaja ini dipersiapkan agar dapat menjadi pelatih bagi generasi selanjutnya. Selama tahun 2021, Petrosea tidak menerima insiden pelaporan terkait pelanggaran yang melibatkan hak-hak masyarakat adat.

Rights of Indigenous People

Petrosea respects the indigenous people around the operating areas by supporting the local cultures. The Company provides supports to carry out various art and cultural events, including training to carve Dayak statues for 13-17 year old youths, that prepares them to train the next generations. In 2021, the Company did not receive and incident reports concerning violations of the rights of indigenous people.

MENGENAL CORPORATE SOCIAL ENTERPRISE

ABOUT CORPORATE SOCIAL ENTERPRISE

Pada tahun 2021, Petrosea mendirikan PT Kinarya Bangun Sesama atau Kinarya, yaitu sebuah perusahaan sosial rintisan yang menjalankan usahanya untuk kepentingan sosial dan lingkungan hidup di Indonesia. Tujuan perusahaan sosial ini adalah untuk membantu mengatasi permasalahan sosial dengan menciptakan dampak positif, meningkatkan kesejahteraan masyarakat dengan menganut sistem berkelanjutan, serta bertanggung jawab dalam melindungi dan merestorasi ekosistem lingkungan.

Kinarya memiliki komitmen terhadap pencegahan kenaikan temperatur global yang selaras dengan *Paris Agreement, United Nations Sustainable Development Goals ("UNSDGs")* dan *Nationally Determined Contribution ("NDC")* Indonesia dengan mengelola perhutanan sosial yang bertujuan untuk melindungi dan melestarikan hutan guna mengurangi emisi karbon di udara serta pengembangan komunitas masyarakat yang berkelanjutan. Selanjutnya, Kinarya juga turut berkomitmen untuk mendukung strategi keberlanjutan Petrosea melalui 4 pilar CSR-nya, yaitu pemberdayaan ekonomi, pendidikan, kesehatan dan lingkungan.



PEOPLE



PLANET



PROSPERITY

Konsep usaha Kinarya menggunakan pendekatan triple bottom line, yaitu *People, Planet & Prosperity*, yang artinya bahwa Kinarya tidak hanya berorientasi pada peningkatan kesejahteraan perusahaan dan penciptaan nilai bagi pemegang saham, namun juga fokus terhadap peningkatan dampak sosial dan lingkungan hidup yang berkelanjutan. Dalam menjalankan usahanya, Kinarya berkomitmen untuk menyalurkan kembali sebagian laba yang dihasilkan untuk membantu meningkatkan kesejahteraan sosial dan kelestarian lingkungan hidup.

Melalui konsep perusahaan sosial, Kinarya akan mengimplementasikan empat program yang dirancang

In 2021, Petrosea established PT Kinarya Bangun Sesama or Kinarya, which is a startup social enterprise that carries out its business for social and environmental interests in Indonesia. The purpose of this social enterprise is to help overcome social problems by creating positive impacts, improving community welfare by adopting a sustainable system, as well as taking responsibility for protecting and restoring environmental ecosystems

Kinarya is committed to prevent the increase of global temperatures which is in line with the Paris Agreement, United Nations Sustainable Development Goals ("UNSDGs") dan Indonesia Nationally Determined Contribution ("NDC") by managing social forestry with the aim of protecting and conserving forests to reduce carbon emissions in the air and sustainable community development. Furthermore, Kinarya is also committed to support Petrosea's sustainability strategy through its 4 CSR pillars, namely economic empowerment, education, health and environment.

Kinarya's business concept uses the triple bottom line approach, namely *People, Planet & Prosperity*, which means that Kinarya is not only oriented towards increasing the company's welfare and creating value for its shareholders, but also focusing on increasing sustainable social and environmental impacts. In carrying out its business, Kinarya is committed to redistributing some of the profit it generates to help improve social welfare and environmental sustainability.

Through the concept of social enterprise, Kinarya will implement four programs that were designed in

sesuai dengan komitmen dan strategi keberlanjutan Petrosea yang juga sejalan dengan *Sustainable Development Goals ("SDGs")*:

accordance with Petrosea's sustainability commitment and strategy which is also in line with the Sustainable Development Goals ("SDGs"):



Coffee Production Center

Program ini dilaksanakan untuk membantu pemberdayaan ekonomi masyarakat di Desa Rante Balla dan Desa Boneposi yang kehilangan mata pencaharian sebagai petani akibat adanya akuisisi lahan untuk pengembangan usaha tambang. Pemberdayaan ekonomi masyarakat mencakup pemanfaatan 2.605 hektar perhutanan sosial untuk pengembangan budidaya perkebunan kopi yang akan dimanfaatkan oleh masyarakat terdampak untuk mendapatkan mata pencaharian baru.

This program was established to support the economic empowerment of the community of Rante Balla Village and Boneposi Village who lost their livelihood as farmers due to land acquisition for mining business development. The community's economic empowerment includes the utilization of 2,605 hectares of social forestry for the development of coffee plantation cultivation which will be used by the affected community as a new livelihood.



Training Center

Program yang dilaksanakan adalah Lembaga Pelatihan Kerja (LPK) bagi masyarakat di tujuh suku Papua, khususnya suku Amungme dan Kamoro, untuk meningkatkan dan mempersiapkan tenaga kerja Papua yang andal, memenuhi kebutuhan tenaga kerja bagi industri lokal, mengurangi angka pengangguran, serta memenuhi Peraturan Daerah Provinsi Papua No. 4 tahun 2013 tentang ketenagakerjaan.

The program implemented is the Job Training Institution (LPK) for communities in seven Papuan tribes, particularly the Amungme and Kamoro tribes, to improve and prepare a reliable Papuan workforce, meet the workforce requirements of local industries, reduce unemployment, as well as comply with the Papua Province Regional Regulation No. 4 of 2013 regarding employment.



Health Center

Program yang dilaksanakan adalah Klinik Pratama yang akan didirikan untuk membantu peningkatan akses fasilitas kesehatan bagi masyarakat luas dan karyawan Petrosea beserta keluarganya. Klinik Pratama akan bekerja sama dengan Badan Penyelenggara Jaminan Sosial (BPJS) dan asuransi swasta untuk menjamin masyarakat dalam mengakses pelayanan kesehatan. Fasilitas kesehatan yang akan disediakan adalah dokter umum, bidan, dokter gigi, unit gawat darurat, farmasi, homecare dan teleconsultation.

The program implemented is the Pratama Clinic which will be established to help increase access to health facilities for the wider community as well as Petrosea employees and their families. Pratama Clinic will collaborate with the Health Social Security Agency (BPJS) and private insurance to guarantee health services access for the community. The health facilities that will be provided are general practitioners, midwives, dentists, emergency units, pharmacy, homecare and teleconsultation.



Food Waste Management

Program yang akan dikembangkan adalah mendaur ulang sampah makanan menjadi pupuk organik dalam waktu 24 jam. Selain untuk manfaat lingkungan dengan mengurangi emisi gas rumah kaca, melalui program ini Kinarya akan dapat menghasilkan keuntungan dari penjualan kompos organik dan kemudian dapat dihibahkan kepada masyarakat atau petani yang membutuhkan.

The program that will be developed is to recycle food waste into organic fertilizer within 24 hours. In addition to benefiting the environment by reducing greenhouse gas emissions, this program will also enable Kinarya to generate profits from the sale of organic compost and can then be donated to communities and farmers in need.



05

KINERJA EKONOMI
ECONOMIC PERFORMANCE



“

Petrosea menyadari bahwa aktivitas pertambangannya berdampak langsung terhadap masyarakat sekitar. Oleh karena itu, Perusahaan memastikan bahwa mayoritas karyawan di seluruh proyek merupakan karyawan lokal, yang juga merupakan wujud komitmen Petrosea untuk memberikan kesempatan kerja seluas dan setara bagi seluruh masyarakat Indonesia.

Petrosea realizes that its mining activities directly impacts the surrounding communities. Therefore, the Company ensures that the majority of employees at all projects are local employees, which is also a manifestation of Petrosea’s commitment to provide extensive and fair job opportunities for all Indonesian people.



Total pendapatan Perusahaan naik sebesar 22,03% menjadi US\$415,74 juta pada tahun 2021 dari US\$340,69 juta di tahun 2020.

The Company’s total revenue increased by 22.03% to US\$415.74 million in 2021 from US\$340.69 million in 2020.



Petrosea menambah kegiatan usahanya untuk menangkap berbagai peluang baru dengan memanfaatkan teknologi digital terkini sehingga dapat terus memberikan added value ke seluruh stakeholder.

Petrosea added its business activities to capture various new opportunities by leveraging the latest digital technology in order to deliver added value to all stakeholders.



Minerva Digital Platform telah berhasil meningkatkan produktivitas dan efisiensi kegiatan operasional Perusahaan, serta meminimalkan dampaknya terhadap lingkungan sekitar.

The Minerva Digital Platform has successfully increased the productivity and efficiency of the Company’s operational activity, as well as reduce its impact on the surrounding environment.

STRATEGI PENDUKUNG KINERJA EKONOMI

STRATEGY TO SUPPORT ECONOMIC PERFORMANCE

Pendekatan Manajemen [103-1, 103-2, 103-3]

Sepanjang 2021, Petrosea melanjutkan implementasi strategi 3D yang telah diluncurkan sejak 2019, sebagai *enabler* dan pilar kunci Perusahaan untuk terus mengembangkan *value proposition* kepada seluruh *stakeholder*.

Selain itu, tahun ini Perusahaan juga menambah kegiatan usahanya sebagai respons dalam menghadapi berbagai tantangan persaingan usaha dan menciptakan peluang usaha baru dengan memanfaatkan teknologi digital terkini yang terus berkembang dengan pesat belakangan ini. Dengan mengembangkan berbagai kapabilitas terbaru, Petrosea diharapkan dapat terus menjaga keberlanjutan usaha melalui strategi 3D serta mendukung upaya pemerintah dalam menciptakan dan meningkatkan lapangan kerja.

Management Approach

Throughout 2021, Petrosea continued its 3D strategy which was first launched in 2019, as the Company’s *enabler* and key pillar to continue to develop its value proposition for all stakeholders.

Business expansion in 2021 is the Company’s response to the business competition challenges in the future and to the creation of new opportunities by leveraging the digital technology development that recently experiences dramatic growth. By harnessing new capabilities, Petrosea hopes to continue to maintain its business sustainability through its 3D strategy as well as to support the government is providing and increasing employment opportunities.

Petrosea berkomitmen penuh untuk selalu mengedepankan aspek ESG, termasuk penerapan prinsip-prinsip GCG di seluruh elemen Perusahaan. Selain itu, Petrosea juga terus fokus untuk mengimplementasikan strategi keberlanjutan yang sesuai dengan SDGs untuk memastikan seluruh kegiatan usahanya berpedoman terhadap prinsip-prinsip *responsible mining* dan *operational excellence* serta *social responsibility*.

Pendekatan manajemen ini melingkupi topik material Kinerja Ekonomi, Pertambangan Berkelanjutan, serta Desain Produk dan Manajemen Siklus Hidup.

JANGKAUAN PASAR

Dalam upaya mengembangkan untuk terus meningkatkan kinerja ekonomi Perusahaan melalui penyediaan jasa pertambangan terpadu *pit-to-port*, kemampuan rekayasa, EPC yang terintegrasi serta jasa logistik, hingga akhir tahun 2021 keberadaan pasar Petrosea telah menjangkau hampir seluruh daerah nusantara. Keberadaan tersebut bukan hanya melalui jasa yang diberikan, namun juga melalui perekrutan sumber daya manusia di seluruh wilayah operasional Perusahaan.

Petrosea memiliki pengetahuan mendalam mengenai evolusi industri pertambangan di Indonesia, dimana Perusahaan telah mengimplementasi teknologi Industri 4.0 melalui Minerva Digital Platform yang dirancang untuk menyelesaikan permasalahan operasional demi memberikan pelayanan terbaik bagi seluruh pelanggan. Minerva Digital Platform telah berhasil meningkatkan produktivitas dan efisiensi kegiatan operasional Perusahaan, serta meminimalkan dampaknya terhadap lingkungan sekitar.

Petrosea is fully committed to continuously prioritize the aspect of ESG, including the implementation of GCG principles in all elements of the Company. In addition, Petrosea also continues to focus on carrying out its sustainability strategy which is in line with SDGs to ensure that its business activities adhere to the principles of responsible mining and operational excellence as well as social responsibility.

This management approach covers the topic materials of Economic Performance, Sustainable Mining as well as Product Design and Lifecycle Management.

MARKET SHARE

In an effort to continue improving the Company's economic performance by providing integrated pit-to-port mining services, integrated EPC as well as logistics services, by the end of 2021 Petrosea's market reached almost all regions of the archipelago. This existence was not only through its provided services, but also through the recruitment of human capital at all Company operational areas.

The Company has in-depth knowledge of the evolution of Indonesian mining industry, in which the Company has implemented Industry 4.0 technology through its Minerva Digital Platform designed to solve operational issues in order to provide the best possible services for all clients. The Minerva Digital Platform has successfully increased the productivity and efficiency of the Company's operational activity, as well as reduce its impact on the surrounding environment.



Dengan semakin bertumbuh dan meluasnya jangkauan produk dan jasa yang diberikan, Petrosea berkontribusi terhadap pertumbuhan ekonomi lokal dengan menciptakan lapangan pekerjaan bagi masyarakat setempat.

By growing and expanding the range of its products and services, Petrosea contributes towards the growth of the local economy by creating jobs for the local communities.



PERTAMBANGAN BERKELANJUTAN
SUSTAINABLE MINING



71,90% pendapatan Perusahaan berasal dari lini bisnis Kontrak Pertambangan.
71.90% of the Company's revenue was contributed by the Contract Mining business line.

Selain digitalisasi yang membawa dampak signifikan pada pertambangan berkelanjutan, langkah-langkah pengendalian emisi dan limbah juga selalu menjadi perhatian dalam operasional pertambangan. Untuk mengelola emisi, Perusahaan berupaya menjadwalkan pengambilan sampel emisi berkala. Langkah pengurangan limbah lainnya adalah dengan pemanfaatan limbah B3, seperti sisa oli bekas yang digunakan kembali sebagai material penunjang dalam proses peledakan yang dilakukan oleh klien Perusahaan.

In addition to digitalization that delivers significant impacts on sustainable mining, various emission and waste control measures are always prioritized within its mining operations. To manage emissions, the Company strives to schedule frequent emission sampling. Another measure taken to reduce waste is the utilization of hazardous and toxic waste, such as used oil that can be reused as supporting materials in blasting activities by the Company's client.

Sebagai bentuk komitmen Perusahaan untuk mengurangi emisi dan dampak dari kegiatan operasionalnya terhadap lingkungan, Petrosea menggunakan bahan bakar ramah lingkungan biodiesel B20 dan B30 pada alat produksinya.

Petrosea menyadari bahwa aktivitas pertambangannya berdampak langsung terhadap masyarakat sekitar. Oleh karena itu, Perusahaan memastikan bahwa mayoritas karyawan di seluruh proyek merupakan karyawan lokal, yang juga merupakan wujud komitmen Petrosea untuk memberikan kesempatan kerja seluas dan setara bagi seluruh masyarakat Indonesia. Selain itu, Petrosea juga menjalankan aspek pertambangan keberlanjutan lainnya, termasuk menyediakan lingkungan kerja yang layak dan aman melalui implementasi berbagai program K3 bagi seluruh karyawan.

NILAI EKONOMI
YANG TERDISTRIBUSI ^[201-1]

Pada tahun 2021, total pendapatan Perusahaan naik sebesar 22,03% menjadi US\$415,74 juta dari US\$340,69 juta pada tahun sebelumnya. Sedangkan laba yang dapat diatribusikan kepada pemilik entitas induk mencapai US\$33,71 juta, naik 4,43% dari US\$32,28 juta pada tahun 2020.

Pendapatan terbesar Perusahaan disumbangkan oleh lini bisnis Kontrak Pertambangan, yang meningkat sebesar 42,40% menjadi US\$298,93 juta pada tahun 2021 yang disebabkan dari kembali normalnya kegiatan operasional lini bisnis tersebut.

As a form of the Company's commitment to reduce emissions and the impact of its operational activities on the environment, Petrosea uses environmentally friendly B20 and B30 biodiesel fuel for its production equipment.

Petrosea realizes that its mining activities directly impacts the surrounding communities. Therefore, the Company ensures that the majority of employees at all projects are local employees, which is also a manifestation of Petrosea's commitment to provide extensive and fair job opportunities for Indonesian people. Furthermore, Petrosea also carries out other aspects of sustainable mining, including providing a decent and safe workplace by implementing various OHS programs for all employees.

DISTRIBUTED ECONOMIC VALUE

In 2021, the total revenue of the Company increased by 22.03% to US\$415.74 million from US\$340.69 in the previous year. Meanwhile, in 2021, the total revenue of the Company increase reached US\$33.71 million, a 4.43% increase from US\$32.28 million in 2020.

The largest income of the Company was contributed by the Contract Mining business line, which increased by 42.40% to US\$298.93 million in 2021 due to operational activities of this business line returning to normal.



US\$415,74 juta
Total pendapatan
Total revenue



US\$33,71 juta
Laba yang dapat diatribusikan
kepada pemilik entitas induk.
Profit attributable to the owners of
the company

Informasi terkait perbandingan target dengan kinerja ekonomi dan produksi dapat dilihat melalui Laporan Tahunan 2021.

Information on the comparison of economic and production target and achievement is presented in the 2021 Annual Report.



Laporan Laba Rugi & Penghasilan Komprehensif Konsolidasi Lain

Informasi mengenai laba rugi dan penghasilan komprehensif konsolidasi lain pada tahun 2021 dibandingkan tahun 2020 dan 2019 dapat dilihat di tabel berikut:

Consolidated Statements of Profit or Loss & Other Comprehensive Income

Information on consolidated profit or loss and other comprehensive income in 2021 compared to 2020 and 2019 is presented in the following table:

Dalam Juta US\$ / In Million US\$					
Uraian Description	YoY 2020-2021		2021	2020	2019
	%	+ / -			
Pendapatan Revenue	22,03	75,05	415,74	340,69	476,44
Laba Kotor Gross Profit	(0,41)	(0,31)	74,56	74,87	81,13
Laba Sebelum Pajak Profit Before Tax	16,29	5,79	41,33	35,54	40,58
Laba Bersih Tahun Berjalan Net Profit for The Year	4,46	1,45	33,95	32,50	31,32
Jumlah Penghasilan Komprehensif Tahun Berjalan Total Comprehensive Income of the Year	25,20	7,44	36,96	29,52	30,25
Laba Per Saham Dasar (Dalam Us\$ Penuh) Basic Earnings per Share (In Full Us\$)	5,26	0,0017	0,0340	0,0323	0,0309

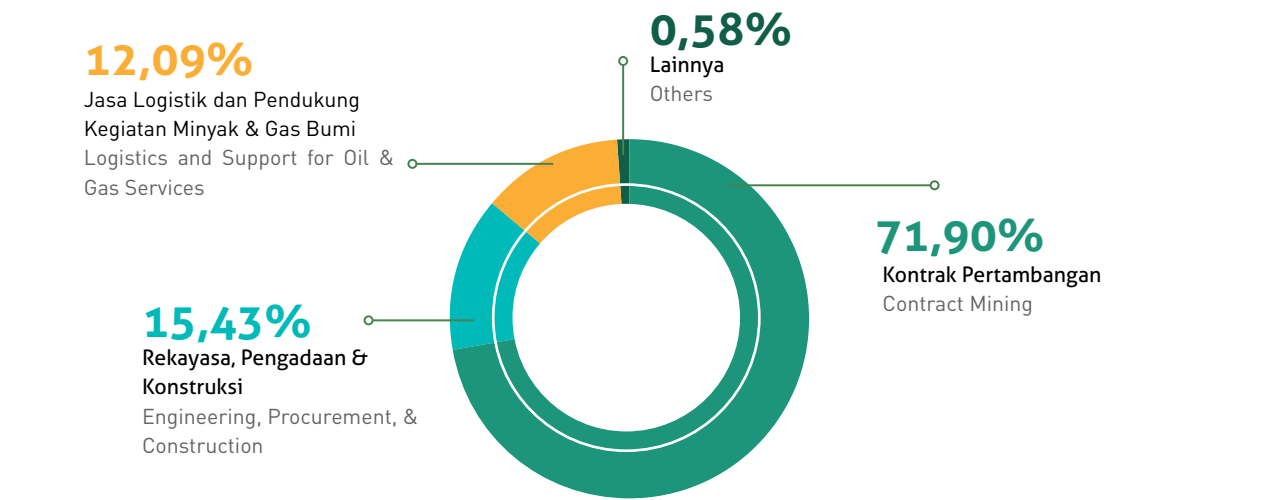
Berikut ini adalah pelaporan rincian pendapatan Perusahaan per lini bisnis:

The following is a breakdown of the Company's revenue per business line:

Dalam Juta US\$ / In Million US\$					
Uraian Description	YoY 2020-2021		2021	2020	2019
	%	+ / -			
Kontrak Pertambangan Contract Mining	42,40	89,01	298,93	209,92	287,04
Rekayasa, Pengadaan & Konstruksi Engineering, Procurement, & Construction	(2,52)	(1,66)	64,16	65,82	97,66
Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi Logistics and Support for Oil & Gas Services	(16,18)	(9,7)	50,25	59,95	88,92
Lainnya Others	(52,00)	(2,60)	2,40	5,00	2,82
Total Pendapatan Total Revenue	22,03	75,05	415,74	340,69	476,44

Kontribusi terbesar terhadap pendapatan Perusahaan berasal dari lini bisnis Kontrak Pertambangan, dengan 71,90% diikuti oleh lini bisnis Rekayasa, Pengadaan & Konstruksi sebesar 15,43%, Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi sebesar 12,09% serta lainnya sebesar 0,58%.

The largest contribution to the revenue of Company was received from the Contract Mining business line which contributed 71.90%, followed by the Engineering, Procurement, & Construction business line with 15.43%, Logistics and Support for Oil & Gas Services with 12.09%, and others with 0.58%.



NILAI EKONOMI

Rincian laba dan jumlah penghasilan komprehensif yang diatribusikan kepada para pemegang kepentingan dijelaskan pada tabel berikut:

ECONOMIC VALUE

The details and amount of comprehensive income attributable to the Company's stakeholders are presented as follows:

Dalam Juta US\$ / In Million US\$					
Uraian Description	YoY 2020-2021		2021	2020	2019
	%	+ / -			
Laba yang Dapat Diatribusikan Kepada Profit Attributable To					
Pemilik Entitas Induk Owners of the Company	4,43	1,43	33,71	32,28	31,18
Kepentingan Non-Pengendali Non-Controlling Interests	9,09	0,02	0,24	0,22	0,15
Jumlah Penghasilan Komprehensif yang Dapat Diatribusikan Kepada Total Comprehensive Income Attributable To					
Pemilik Entitas Induk Owners of the Company	25,32	7,42	36,72	29,30	30,10
Kepentingan Nonpengendali Non-Controlling Interests	9,09	0,02	0,24	0,22	0,15
Jumlah Lembar Saham yang Ditempatkan dan Disetor Penuh Number Of Issued and Paid-Up Shares	-	-	1.008,61	1.008,61	1.008,61

DESAIN PRODUK & MANAJEMEN SIKLUS HIDUP

PRODUCT DESIGN & LIFECYCLE MANAGEMENT

MINERVA DIGITAL PLATFORM

Minerva Digital Platform dibangun sebagai langkah awal Perusahaan menuju digitalisasi kegiatan operasional pertambangan dengan membenahi *people, process* dan *technology*. Dalam operasionalnya, Minerva fokus terhadap *real-time data capture* dan *advanced analytics*, serta memberikan informasi untuk mendukung *superior sustainable performance*.

Sepanjang tahun 2021, Petrosea terus meningkatkan kapabilitas digital pertambangannya yang telah berkembang secara signifikan dalam menciptakan kemampuan untuk menjalankan *remote operations* dari proyek-proyek Perusahaan. Selain itu, Petrosea juga mengembangkan Minerva for Minerals dan EPC yang memungkinkan adanya peningkatan kapabilitas, digitalisasi, dan bisnisnya menuju komoditas yang vital bagi transisi energi.

Dengan memanfaatkan Minerva Digital Platform, Petrosea telah berhasil meningkatkan kinerja operasionalnya serta mengurangi konsumsi bahan bakar.

MINERVA DIGITAL PLATFORM

Minerva Digital Platform was established as the Company's initial step towards the digitalization of mining operations by addressing people, processes and technology. In its operations, Minerva focuses on real-time data capture and advanced analytics, while providing insight to support superior sustainable performance.

Throughout 2021, Petrosea continued to unlock its digital mining capabilities which has significantly progressed in achieving remote operations of the Company's projects. Furthermore, Petrosea also developed Minerva for Minerals and EPC which will enable the shift of its capabilities, digitalization and business towards commodities that are vital for energy transition.

By leveraging the Minerva Digital Platform, Petrosea has successfully improved its operational performance and reduced fuel consumption.



Fitur Unggulan Minerva Digital Platform Main Features of Minerva Digital Platform



Excellent Crew Management (ECM)
Crew management di lapangan berbasis aplikasi untuk proses pengambilan keputusan dan hasil yang lebih baik. / Apps-based on-ground crew management for better decision making and improved results.



Fuel & Road Analyzer (FRA)
*Optimalisasi konsumsi bahan bakar dengan memanfaatkan *advanced analytics* yang berdasarkan beberapa faktor termasuk manusia, alat berat dan lingkungan. / Fuel consumption optimization by leveraging advanced analytics based on multiple factors including man, machine and environment.*



Fleet Optimization Management (FOM)
*Pengalokasian dan optimalisasi alat secara dinamis dan *real-time* untuk menangkap potensi penuh *Fleet Management System* (FMS). / Real-time dynamic equipment allocation and optimization to capture the full potential of Fleet Management System (FMS).*



Mine Dashboard Analytics
*Mengefektifkan laporan dan aktivitas bisnis yang diperlukan melalui *one-click access* ke seluruh data. / Enabling effective report and relevant business activities through one-click access to all data.*



People & Mindset Transformation (PMT)
*Pemanfaatan *platform e-learning* untuk mendukung perubahan *mindset*, mendorong perubahan perilaku yang berkelanjutan serta menginspirasi *continuous improvement*. / Utilization of an e-learning platform to support mindset shifts, drive sustained changes in behavior as well as inspire continuous improvement.*



Resource Management & Predictive Maintenance (PdM)
*Operasional manajemen aset secara digital dengan memanfaatkan *advanced analytics* dan *predictive maintenance*. / Digitally enabled asset management operations leveraging advanced analytics and predictive maintenance.*



Integrated EPC Digital Platform
*Platform digital yang terintegrasi ke seluruh bagian *engineering, procurement* dan *construction*. / Integrated digital platform across engineering, procurement, and construction.*

MENUJU EKONOMI BERKELANJUTAN

TOWARDS ECONOMIC SUSTAINABILITY

IMPLIKASI FINANSIAL SERTA RISIKO & PELUANG LAIN AKIBAT DARI PERUBAHAN IKLIM [201-2]

Perubahan iklim berpengaruh secara langsung terhadap seluruh kegiatan operasional perusahaan-perusahaan di sektor pertambangan dan berbagai sektor lainnya. Risiko iklim dapat menyebabkan beberapa potensi dampak yang memberikan perubahan signifikan pada aktivitas perusahaan secara keseluruhan.

Pada tahun 2021, berbagai tantangan terkait perubahan iklim dihadapi oleh Petrosea, termasuk perubahan curah, intensitas dan pola hujan sangat mempengaruhi kegiatan operasional Perusahaan di area tambang. Selain itu, intensitas hujan yang tinggi juga meningkatkan risiko terjadinya insiden keselamatan dan kesehatan kerja di lapangan. Oleh karena itu, Perusahaan terus mengimplementasikan berbagai mitigasi untuk menghadapi risiko-risiko tersebut, demi mengoptimalkan operasionalnya serta mempertahankan kinerja keuangan yang solid.

INVESTASI INFRASTRUKTUR & LAYANAN PENDUKUNG [201-1]

Pada tahun 2021, Petrosea terus berinvestasi untuk meningkatkan kinerja finansialnya secara berkelanjutan. Salah satunya adalah Asset Management Group (AMG) yang berhasil mengembangkan *Petrosea Rebuild Center* (PRC) untuk menyediakan pelayanan purna jual bagi komponen utama alat berat. Selain itu, selama tahun ini AMG juga melanjutkan pengembangan *workshop* di Petrosea Support Facilities (PSF) yang merupakan salah satu inovasi untuk menurunkan biaya produksi komponen *rebuild* dan fabrikasi. Pengembangan *workshop* dan perluasan PSF terus dilakukan guna mendukung kegiatan seluruh proyek Perusahaan saat ini maupun yang akan datang.

FINANCIAL IMPLICATIONS, OTHER RISKS & OPPORTUNITIES DUE TO CLIMATE CHANGE

Climate change directly impacts all operational activities of companies in the mining sector and other business sectors. Climate risks could result in potential impacts that significantly disrupt overall company activities.

In 2021, the Company faced various challenges that arose due to climate change, including changes of rainfall, rainfall intensity, and rainfall pattern that caused significant impacts on the Company's operational activities in the mining area. In addition, high rainfall increases the risks of occupational safety and health incidents. Therefore, the Company implements various measures to mitigate the risks in order to optimize the operational activities and to maintain solid financial performance.

INFRASTRUCTURE & SUPPORTING SERVICES INVESTMENT

In 2021, Petrosea continued to invest in order to ensure a sustainable increase of its financial performance. One of them was the Asset Management Group (AMG) that successfully expanded the Petrosea Rebuild Center (PRC) as a heavy equipment main component after-sales service supplier. In addition, during the year AMG also continued the development of the workshop at Petrosea Support Facilities (PSF) as one of the innovations that aims to lower component rebuilding production and fabrication costs. The workshop development and PSF expansion is continuing to support activities at all current and future Company project.

PROGRAM PENSIUN [201-3]

Sebagai perusahaan yang selalu mengedepankan kesejahteraan karyawan, Petrosea senantiasa melindungi dan menghargai setiap karyawan yang telah berdedikasi pada Perusahaan melalui penyediaan program pensiun.

• Jaminan Pensiun

Jaminan pensiun ditujukan untuk mempertahankan taraf kehidupan yang layak bagi karyawan dan/atau ahli waris setelah karyawan sampai pada masa purnatugas, mengalami cacat total tetap, hingga meninggal dunia. Karyawan yang mendapatkan jaminan pensiun turun sebesar 1,27% yang disebabkan karena jumlah karyawan yang berhak mengikuti program BPJS Pensiun juga turun sebesar 14,46%. Setiap karyawan diwajibkan untuk berkontribusi sebesar 1% dalam iuran BPJS, sedangkan Perusahaan sebagai pemberi kerja diwajibkan untuk berkontribusi sebesar 2%.

• Program Masa Persiapan Pensiun

Program ini dilaksanakan untuk mempersiapkan karyawan dalam memasuki masa pasca purna tugas. Pelatihan yang diberikan fokus terhadap aspek psikologis, kesehatan, hingga pengelolaan keuangan, dimana materi pelatihan tersebut disampaikan melalui metode *classroom*, *roleplay* serta kunjungan usaha. Pada tahun 2021, Petrosea tidak melakukan program masa persiapan pensiun dikarenakan masih tingginya kasus COVID-19.

RETIREMENT PROGRAM

As a company that always prioritizes employee welfare, Petrosea strives to protect and give appreciation for all employees who have shown dedication to the Company by providing a pension program.

• Pension Protection

The Pension Protection aims to maintain a decent standard of living for the employees and/or their heirs after they enter retirement age, experience permanent total disability, or death. Employees who received pension protection decreased by 1.27% due to the number of employees entitled to participate in the BPJS Pension program also decreased by 14.46%. Every employee is required to contribute 1% to BPJS fees, while the Company as the employer is required to contribute 2%.

• Retirement Preparation Program

This program is implemented to prepare employees to enter the post-pension period. The training provided focuses on psychological, health and financial management aspects, with the training material being delivered through various methods, such as classroom, roleplay and business visits. In 2021, Petrosea did not conduct retirement preparation program due to high case of COVID-19.





PRAKTIK PENGADAAN

Rantai Pasokan [102-9]

Dalam menjalankan operasional rantai pasokan, Petrosea memiliki Divisi Manajemen Rantai Pasokan (SCM) yang bertanggung jawab untuk mengelola rantai pasokan barang dan jasa demi memastikan keberlangsungan kegiatan operasional di seluruh wilayah kerja Perusahaan. Dalam menjalankan tanggung jawabnya, divisi SCM berkomitmen untuk selalu dapat diandalkan dalam penyediaan barang dan jasa dengan fokus terhadap kepuasan pelanggan, kemitraan yang kuat, implementasi teknologi digital, serta transformasi secara keseluruhan sebagai bagian dari proses perbaikan yang berkelanjutan.



Petrosea menerapkan ISO: 37001:2016 untuk Sistem Manajemen Anti-Penyuapan di seluruh kebijakan dan prosedur SCM.

Petrosea applies the ISO 37001:2016 for Anti-Bribery Management System within all SCM policies and procedures.

PROCUREMENT PRACTICES

Supply Chain

The Supply Chain Management (SCM) division is responsible to manage the supply chain of goods and services in order to ensure the continuity of operational activities across the Company's working areas. In carrying out this responsibility, the SCM division is committed to always being reliable in providing goods and services by focusing on customer satisfaction, strong partnership, implementation of digital technology, as well as overall transformation as part of its continuous improvement process.

Risiko dalam Operasional Rantai Pasokan

Dalam melakukan evaluasi terhadap rantai pasokan, Perusahaan menerapkan ESG *assessment* untuk mengukur risiko yang mungkin timbul, dimana aspek ESG terdapat di dalam kontrak kerja. Beberapa risiko yang dihadapi oleh Perusahaan diklasifikasikan ke dalam tiga golongan, yaitu permintaan, suplai dan gangguan secara umum.

Risiko permintaan berotasi pada klien, terutama permintaan yang mendesak (prioritas), produk dengan tipe baru, tuntutan dengan minim batasan, jadwal proyek yang kurang memadai, preferensi terhadap produk, dan regulasi klien yang masih perlu dipertegas. Kondisi eksternal juga menjadi risiko yang besar, di antaranya kompleksitas rantai pasokan, harga pasar, situasi dan kondisi yang tidak menentu, akuntabilitas, hingga komoditas. Adapun tantangan pada pihak internal atas risiko suplai yang harus dihadapi, di antaranya adalah penjadwalan, langkah persetujuan, pendanaan, kemitraan dan integritas.

Risiko gangguan secara umum yang harus dihadapi Perusahaan diantaranya adalah risiko lingkungan seperti bencana alam, perubahan iklim usaha global serta perubahan regulasi dan kebijakan baik dari pemerintah pusat maupun pemerintah daerah. Selain itu, dari sisi implementasi teknologi digital, risiko yang dihadapi Perusahaan adalah ketidaksediaan sumber daya manusia dengan kapabilitas digital, belum meratanya pola pikir digital diantara karyawan, serta keharusan untuk terus berinovasi dan berkembang.

Supply Chain Operational Risks

In evaluating the supply chain, the Company applies an ESG assessment to measure the risks that may arise, in which the ESG aspect is contained in work contracts. Several risks that the Company faces are classified into three groups, namely demand, supply and general disruptions.

Demand risks arise from the clients, especially urgent (prioritized) requests, new types of products, demands with minimum limitation, inadequate project schedule, product preferences, and client regulation. External conditions also poses significant risks, covering supply chain complexity, market price, uncertain situation and conditions, accountability, and commodity. The internal party is challenged by the supply risks they must face, covering scheduling, approval measures, funding, partnership and integrity.

General disruption risks faced by the Company include environmental risks such as natural disasters, global business shift and regulation amendment by the national government and regional government. In addition, concerning digital technology implementation, the challenges faced by the Company include the unavailability of human resource with digital capabilities, varying digital mindsets among the employees as well as the requirement to innovate and develop continuously.

Informasi lengkap terkait rantai pasokan dapat dilihat melalui Laporan Tahunan 2021.

Further information on supply chain is presented in the 2021 Annual Report.



Pencegahan Risiko dalam Rantai Pasokan

Beberapa upaya mitigasi risiko terus dilakukan, diantaranya melalui implementasi berbagai program, komunikasi, penggunaan perangkat dan kepatuhan pada regulasi terikat rantai pasokan. Pada risiko terkait permintaan, Petrosea sangat memahami bahwa komunikasi dan diskusi dengan para klien merupakan kunci untuk dinamika yang selaras. Dengan demikian, pertemuan rutin dilakukan untuk mendiskusikan kebutuhan klien, preferensi produk, perencanaan dan eksekusi proyek yang lebih tertata.

Supply Chain Risk Prevention

The Company takes various risk mitigation measures, including implementing various programs on communication, device usage and compliance with the regulations concerning supply chain. For risk related to demand, the Company understands that discussion with clients are key to create aligned dynamics. Therefore, regular meetings are carried out to discuss client's requirements, product preferences, planning and better project execution.

Untuk mencegah risiko dari segi suplai, Petrosea senantiasa melakukan sosialisasi regulasi *Anti Bribery Management System* (ABMS) kepada pihak penyedia. Selain itu, Petrosea juga menggunakan risk management tools, seperti PRISMA sebagai enterprise risk management system Perusahaan.

Pengendalian Risiko yang Terjadi di Rantai Pasokan

Menghadapi risiko penjadwalan proyek, Petrosea melakukan komunikasi dengan para pemasok peralatan dan produk, serta mengawasi secara teliti setiap transaksi dan ketersediaan barang dan jasa. Sementara, menghadapi risiko pelanggaran oleh pemasok, Petrosea dengan tegas akan memutuskan hubungan kerja dengan pihak terkait. Selain itu, Petrosea akan memberikan penalti untuk setiap proses pengadaan yang tidak sesuai dengan regulasi, baik yang dilakukan oleh karyawan maupun pemasok.

Jumlah Pemasok Barang & Jasa ^[414-1]

Hingga akhir tahun 2021, Petrosea memiliki kerja sama dengan 668 pemasok barang dan jasa. Mayoritas pemasok berasal dari kelompok nasional non-lokal yang seluruhnya sudah melalui proses penilaian lingkungan dan sosial. Seluruh (100%) pemasok baru telah diseleksi menggunakan kriteria sosial.

Pemasok Barang & Jasa

Goods & Services Vendor

Jenis Pemasok Type of Services	Jumlah Pemasok Number of Supplier		
	2021	2020	2019
Lokal / Local	39	75	58
Non-Lokal / Non-Local	597	616	880
Internasional / International	32	30	31

Tingkat Komponen Dalam Negeri (TKDN) Barang & Jasa

Local Content Level (TKDN) of Goods & Services

Jenis TKDN Type of TKDN	Jumlah TKDN (%) Total TKDN (%)		
	2021	2020	2019
Lokal / Local	95	96	96
Non-Lokal / Non-Local	5	4	4

To prevent risks related to supply, the Company strives to socialize Anti-Bribery Management System (ABMS) regulations to suppliers. In addition, Petrosea also utilizes risk management tools, such as PRISMA as the Company’s enterprise risk management system.

Supply Chain Risk Control

In facing project scheduling risks, the Company communicates to the equipment and product suppliers while implementing strict supervision to all transaction and goods and services availability. Meanwhile, in facing risks of violations by vendors, Petrosea will terminate its working relationship with the relevant parties. In addition, the Company also imposes penalties for procurement processes that do not comply with regulations, both by employees or vendors.

Number of Goods & Services Vendors

As of the end of 2021, the Company collaborated with 668 goods and services suppliers. Mostly are from non-local national group and all of them have passed the environmental and social scoring process. All (100%) of the new vendors were selected according to the social criteria.



PERNYATAAN VERIFIKASI INDEPENDEN
INDEPENDENT ASSURANCE STATEMENT



Independent Assurance Statement
The 2021 Sustainability Report of PT Petrosea Tbk

Number	: 09/000-174/III/2022/SR-Asia/Indonesia
Assurance Type	: Type 1
Assurance Level	: Moderate
Reporting Standards	: GRI Standard 2020 Consolidated
Reporting Regulation	: Sustainable Finance Regulation POJK No.51/2017 (Indonesia)

Dear stakeholders,

PT Petrosea Tbk (“the Company” or the “Reporting Organization”) has engaged Social Responsibility Asia (“SR Asia”) to assess its 2021 Sustainability Report (“the Report”) for the reporting period of January 1st to December 31st, 2021. The reporting organization is a multi-disciplinary company that provides integrated services in contract mining, engineering, procurement and construction, oil and gas services, digitalization, 3D printing and rebuild center, as well as training and certification center in Indonesia. The Company is also listed on the Indonesia Stock Exchange (IDX). This Independent Assurance Statement (“the Statement”) presents the results of assurance work performed by SR Asia following particular methods and approaches as agreed by the “Management¹”.

Intended User and Purpose

The purpose of this Statement is to describe the results of the overall assessment of the Report content to the stakeholders. The Statement discloses our opinion, findings, and recommendations on the Report content, including the Company’s sustainability commitments, governance, strategies, and achievements during the reporting period. The assurance work was performed according to the agreed scope, mechanism, and procedures with limitations based on the best globally accepted standards and practices. Except for the areas covered in the scope of assurance work SR Asia does NOT advise anyone to use this Statement as the basis for interpreting the overall performance or sustainability of the Reporting Organization.

Responsibilities

As specified in the Non-Disclosure Agreement and the Engagement Agreement documents, SR Asia and the Management recognized the responsibilities of the parties. The Management is fully responsible for the presentation of data, information, and disclosures in the Report content. The responsibility of SR Asia is providing an assurance service, NOT an audit, and coming up with recommendations as well as the Statement. We have an ethical code of conduct governing SR Asia NOT to disclose the results of assurance work, data, and information for any purposes orto any other individuals or organizations that do not have authority on the assurance process between the Company and SR Asia. We, therefore, are NOT responsible for any risks or claims associated with dependencies of third parties on the results of assurance work, the Statement, and the Report.

Independence, Impartiality, and Competency

SR Asia applies the principles of independence, impartiality, and professional competence of the Assurance Team in the assurance work. Our assurance services are carried out following a professional code of conduct that mandates all works performed objectively and truthfully. The results of our pre-engagement assessment confirmed that the

¹ “Management” refers to the management of the Company



members of the Assurance Team have NO relationships with the Company that could significantly influence their ability to generate fair and objective reviews and statements. SR Asia assigned an Assurance Team, whose members were the experts in the writing and reviewing of sustainability reports and integrated reports from different industry sectors. They also have knowledge of ISO 26000, the principles and standards of AA1000 AccountAbility, the GRI Sustainability Reporting Guidelines, and the relevant country reporting regulation.

Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content
2. A **moderate level of assurance** procedure on the Report content and evidence, where **the risks of information and conclusions of the Report being error is reduced, but not to very low, but not zero.**

Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of **January 1st to December 31st, 2021.**
2. Material topics in the Report content that have been identified by the Company: **economic performance; emission; energy consumption; occupational health and safety; sustainability governance; water consumption; sustainable mining; product design and lifecycle management; waste management; local communities and indigenous community rights; and indirect economic impacts.**
3. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
4. Adherence to the Regulation of Indonesia Financial Service Authority No.51/POJK.03/2017 regarding the Application of Sustainable Finance to Financial Services Institution, issuer, and Publicly Listed Companies (“POJK 51”); and the Consolidated set of GRI Sustainability Reporting Standards 2020 (GRI Standards) issued by the Global Reporting Initiative.
5. SR Asia does NOT cover financial data, information, and figures in the Report content in the assurance work. It is assumed that the Company, or independent parties, or other parties associated with the Company, have verified and/or audited any data information related to financial statements.

Exclusion

1. Stakeholder engagement practices that were performed by Company during the Report content development.
2. Topics, data, and information outside the reporting period
3. Topics, data, and information in the public domain other than those mentioned under the defining materiality section and discussion on defining Report content.
4. The opinion, belief, expectation, advertisement, or forward-looking statements such as future planning or upcoming strategy of the Company.
5. Financial data, information, and figures not presented in the Report content.
6. Analysis of indicators, standards, or principles other than those mentioned in the Statement.
7. Assessment against regulations, indicators, standards, guidelines, and principles other than those indicated in the Statement.

Methodology

1. Assign an Assurance Team whose members are experts in sustainability report development and assurance.
2. Conduct the Pre-engagement phase to ensure the independence and impartiality of the Assurance Team.
3. Carry out a Kick-off meeting and initial analysis on the Report draft.
4. Evaluate data and information against the standards, principles, and indicators of AA1000AS v3, AA1000APS (2018), GRI Sustainability Reporting Standards 2020, and POJK 51.
5. Assess indicators data, including tracing back data to the sources, especially those related to material aspects.
6. Discuss online the results of the analysis with the Management and data contributors.



7. Apply the SR Asia Protocol on Assurance Analysis and use SR Asia Great Assurance Tool digital platform.
8. Verify evidence to trace data, information as covered in the Report.
9. Revision of the draft by the Company based on the recommendations and the release of final Report content.
10. Preparation of the Statement by the Assurance Team, and the review and approval of the SR Asia International Director before submitting it to the Company.
11. Drafting of a Management Letter concerning all aspects seen, recorded, and observed during the assurance work to the Management of the Company for further improvement of sustainability processes.

Adherence to AA1000AP (2018) and GRI Standards

Inclusivity – In general, the presentation of key stakeholder groups in the Report content is inclusive. The Company also has conducted its stakeholder engagement in a more practical way, where various units and functions were involved in managing engagement activities using different approaches and methods. To support the engagement activities, the Company has provided adequate competencies and resources.

Materiality – Overall, the material topics presented in the Report content can describe the sustainability context of the Company. We recommend the Company to carry out a materiality test to strengthen its material topics presented in the next report. Each material topic, including those that are not covered in GRI, shall be presented with certain management approaches and performance disclosures or metrics.

Responsiveness – As assurance work, the Report indicates the Company's responsiveness to the stakeholders' concerns and expectations. Regularly, the Company performs a customer survey and has a whistleblowing system in place as a grievance mechanism for both internal and external parties.

Impact – Presentation of quantitative data and qualitative information regarding the impacts of business decisions and operations on the economy, society, and environment is adequate. The Company also provided the necessary competencies and resources to understand, measure, evaluate, and manage its impacts.

In "Accordance" with Core Option – Based on the assurance work taken, the Assurance Team has concluded that the Report content indicates its adherence to the **core option** of GRI Standards. At least one disclosure of each material topic is adequately presented in the Report. However, the presentation of the disclosure of management approach (DMA) needs improvement for future reporting.

GRI Standards Principles – The Assurance Team has concluded that the Principles for Defining Report Content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and the Principles for Defining Report Quality (balance, comparability, accuracy, timeliness, clarity, and reliability) are decently indicated in the Report content. During the assurance work, the Management has provided excellent support by submitting evidence documents to the Assurance Team.

Recommendation

1. To implement an integrated management system across functions, covering sustainability performance information and data from diverse units or functions, according to the sustainability reporting standards, approaches, and methodologies.
2. To conduct stakeholder engagement more strategically following the stakeholder engagement manual.
3. To carry out a materiality test in identifying material topics with particular criteria and thresholds in the next report.



The assurance provider,

Jakarta, 24th of March 2022


Birendra Ratuni
 International Director
 Social Responsibility Asia


Dr. Semerdanta Pusaka
 Country Director for Indonesia
 Social Responsibility Asia

Social Responsibility Asia (SR Asia)

International

4F-CS-25, Ansal Plaza, Vaishali, Ghaziabad (NCR Region Delhi), Uttar Pradesh 201010, INDIA
 Landline / Mobile: +91-120-4103023; +91-120-6452020 / +91-9810059109
 E-mail: info@sr-asia.org, Website: www.sr-asia.org

Indonesia

PT Sejahtera Rambah Asia, #1607 Splendor Tower, Soho Pancoran,
 Jl. MT Haryono Kav.2-3, Jakarta 12810, INDONESIA
 Landline: +62-21-5010 1504, E-mail: services@srasia-indo.com, Website: www.srasia-indo.com

REFERENSI SILANG POJK 51/2017

POJK 51/2017 CROSS REFERENCE

	KRITERIA POJK 51/2017 POJK 51/2017 CRITERIA	HALAMAN PAGE
1	Penjelasan Strategi Keberlanjutan-Bagian ini berisi penjelasan mengenai strategi keberlanjutan LJK, Emiten, dan Perusahaan Publik. Explanation of Sustainability Strategy-This Part explain about sustainability strategy of LJK, Issuer, and Public Company.	[55]
2	Ikhtisar Kinerja Aspek Keberlanjutan-Diisi dengan perbandingan kinerja 3 (tiga) tahun terakhir. Performance Overview of Sustainability Aspects-Contents with performance comparison in the last 3 (three) years.	
a	Aspek ekonomi, paling sedikit meliputi: Economic aspects, at least include:	[8]
1	Kuantitas produksi atau jasa yang dijual; Quantity of production or services sold;	
2	Pendapatan atau penjualan; Income or sales;	
3	Laba atau rugi bersih; Net profit or loss;	
4	Produk ramah lingkungan; Eco-friendly products;	
5	Pelibatan pihak lokal yang berkaitan dengan proses bisnis Keuangan Berkelanjutan. Involvement of local parties related to business process of Sustainable Finance.	[8]
b	Aspek lingkungan hidup, paling sedikit meliputi: Environmental aspects, at least include:	
1	Penggunaan energi (antara lain listrik dan air); Energy use (including electricity and water);	[6]
2	Pengurangan emisi yang dihasilkan (bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup); Reduction of emission produced (for LJK, Issuer, and Public Company);	[6]
3	Pengurangan limbah dan efluen (limbah yang telah memasuki lingkungan) yang dihasilkan (bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup); atau Reduction of waste and effluent (waste that has entered environment) produced (for LJK, Issuer, and Public Company whose business processes are directly related to environment); or	[6]
4	Pelestarian keanekaragaman hayati (bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup). Conservation of biodiversity (for LJK, Issuer, and Public Company whose business processes are directly related to environment).	[6]
c	aspek sosial yang merupakan uraian mengenai dampak positif dan negatif dari penerapan Keuangan Berkelanjutan bagi masyarakat dan lingkungan (termasuk orang daerah, dan dana). A social aspect which is a description of the positive and negative impacts of the implementation of the Sustainable Finance for society and the environment (including people, regions, and funds).	[7]
3	Profil singkat menyajikan gambaran keseluruhan mengenai karakteristik LJK, Emiten, dan Perusahaan Publik, paling sedikit memuat: A brief profile presents an overall description of the characteristic of LJK, Issuer, and Public Company, at least contain:	

	KRITERIA POJK 51/2017 POJK 51/2017 CRITERIA	HALAMAN PAGE
a	Visi, misi, dan nilai keberlanjutan LJK, Emiten, dan Perusahaan Publik; The vision, mission and sustainability value of LJK, Issuer, and Public company;	[18-20]
b	Nama, alamat, nomor telepon, nomor faksimil, alamat surat elektronik (e-mail), dan situs web LJK, Emiten, dan Perusahaan Publik; Name, address, telephone number, facsimile number, e-mail address and website of LKJ, Issuer, and Public Company, and branch office and/or representative office of LJK, Issuer, and Public Company;	[25]
c	Skala usaha LJK, Emiten, dan Perusahaan Publik secara singkat, Business scale of LKJ, Issuer, and Public Company in brief,	
1	Total aset atau kapitalisasi aset, dan total kewajiban (dalam jutaan rupiah); Total assets or asset capitalization, and total liabilities (in millions of rupiah);	[25]
2	Jumlah karyawan yang dibagi menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan; Number of employees divided by gender, position, age, education, and employment status;	[25]
3	Persentase kepemilikan saham (publik dan pemerintah); Percentage of share ownership (public and government);	[24]
4	Wilayah operasional. Operational area.	[28]
d	Penjelasan singkat mengenai produk, layanan, dan kegiatan usaha yang dijalankan; A brief description of the products, services, and businesss activities undertaken;	[26]
e	Keanggotaan pada asosiasi; Membership of the association;	[31]
f	Perubahan LJK, Emiten, dan Perusahaan Publik yang bersifat signifikan, antara lain terkait dengan penutupan atau pembukaan cabang, dan struktur kepemilikan. Significant changes in LJK, Issuer, and Public Company, among others related to the closing or opening of branches, and ownership structure.	[29]
4	Penjelasan Direksi memuat: The explanation of the Board of Director shall contain:	
a	Kebijakan untuk merespon tantangan dalam pemenuhan strategi keberlanjutan, paling sedikit meliputi: Policy to response to challenge in meeting sustainability strategies, at least include:	[12]
1	Penjelasan nilai keberlanjutan bagi LJK, Emiten, dan Perusahaan Publik; Explanation of sustainability value for LJK, Issuer, and Public Company;	
2	Penjelasan respon LJK, Emiten, dan Perusahaan Publik terhadap isu terkait penerapan Keuangan Berkelanjutan; Company toward issues related to implementation of the Sustainable Finance;	
3	Penjelasan komitmen pimpinan LJK, Emiten, dan Perusahaan Publik dalam pencapaian penerapan Keuangan Berkelanjutan; Explanation of the commitment of LJK, Issuer, and Public Company in achieving the implementation of Sustainable Finance;	

	KRITERIA POJK 51/2017 POJK 51/2017 CRITERIA	HALAMAN PAGE
4	Pencapaian kinerja penerapan Keuangan Berkelanjutan; Achieving the performance of implementation of the Sustainable Finance;	
5	Tantangan pencapaian kinerja penerapan Keuangan Berkelanjutan. Challenge of achieving performance in implementing Sustainable Finance.	
b	Penerapan Keuangan Berkelanjutan, paling sedikit meliputi: Implementation of Sustainable finance, at least include:	
1	Pencapaian kinerja penerapan Keuangan Berkelanjutan (ekonomi, sosial, dan Lingkungan Hidup) dibandingkan dengan target; <i>Achieving the performance of implementation of the Sustainable Finance (economic, social, and environment) compare to the target;</i>	
2	Penjelasan prestasi dan tantangan termasuk peristiwa penting selama periode pelaporan (bagi LJK yang diwajibkan membuat Rencana Aksi Keuangan Berkelanjutan). Explanation of achievements and challenges including important events during reporting period (for LJK that are required to make a Sustainable Financial Action Plan).	
c	Strategi pencapaian target, paling sedikit meliputi: Target achievement strategies, at least include:	
1	Pengelolaan risiko atas penerapan Keuangan Berkelanjutan terkait aspek ekonomi, sosial, dan Lingkungan Hidup; Risk management for implementation of the Sustainable Finance related to economic, social, and environmental aspects;	
2	Pemanfaatan peluang dan prospek usaha; Utilization of opportunities and business prospect;	
3	Penjelasan situasi eksternal ekonomi, sosial, dan Lingkungan Hidup yang berpotensi mempengaruhi keberlanjutan LJK, Emiten, dan Perusahaan Publik. Explanation of economic, social, and environmental external situation that has potential to affect sustainability of LJK, Issuer, and Public Company.	
5	Tata kelola keberlanjutan memuat: Sustainable governance shall contain:	
a	Uraian mengenai tugas bagi Direksi dan Dewan Komisaris, pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab penerapan Keuangan Berkelanjutan. Description of duties for the Board of Directors and Board of Commissioners, employees, officers and/or work units responsible for the implementation of Sustainable Finance.	[51]
b	Penjelasan mengenai pengembangan kompetensi yang dilaksanakan terhadap anggota Direksi, anggota Dewan Komisaris, pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab penerapan Keuangan Berkelanjutan. Explanation of competence development carried out on the members of the Board of Directors, members of the Board of Commissioners, employees, officers and/or work units responsible for the implementation of Sustainable Finance.	[51]
c	Penjelasan mengenai prosedur LJK, Emiten, dan Perusahaan Publik dalam mengidentifikasi, mengukur, memantau, dan mengendalikan risiko atas penerapan Keuangan Berkelanjutan terkait aspek ekonomi, sosial, dan Lingkungan Hidup, termasuk peran Direksi dan Dewan Komisaris dalam mengelola, melakukan telaah berkala, dan meninjau efektivitas proses manajemen risiko LJK, Emiten, dan Perusahaan Publik. Elucidation on the procedures of LJK, Issuer, and Public Company in identifying, measuring, monitoring, and controlling risk on the application of Sustainable Finance related to economics, social, and environmental aspects, including the role of the Board of Directors and Board of Commissioners in managing, conducting periodic reviews and reviewing effectiveness risk management process of LJK, Issuer, and Public Company.	[63]

	KRITERIA POJK 51/2017 POJK 51/2017 CRITERIA	HALAMAN PAGE
d	Penjelasan mengenai pemangku kepentingan yang meliputi: Description of stakeholders, include:	[58]
1	Keterlibatan pemangku kepentingan berdasarkan hasil penilaian (assessment) manajemen, RUPS, surat keputusan atau lainnya; Stakeholder involvement based on management assessment, RUPS, decision letter or other result;	[58]
2	Pendekatan yang digunakan LJK, Emiten, dan Perusahaan Publik dalam melibatkan pemangku kepentingan dalam penerapan Keuangan Berkelanjutan, antara lain dalam bentuk dialog, survei, dan seminar. The approach used by LJK, Issuer, and Public Companies in engaging stakeholders in implementation of Sustainability Finance, including the form of dialogues, surveys, and seminars.	[58]
e	Permasalahan yang dihadapi, perkembangan, dan pengaruh terhadap penerapan Keuangan Berkelanjutan. Problems encountered, developments, and influence on the application of Sustainable Finance.	[58]
6	Kinerja keberlanjutan paling sedikit memuat: Sustainability performance at least contain:	
a	Penjelasan mengenai kegiatan membangun budaya keberlanjutan di internal LJK, Emiten, dan Perusahaan Publik. Description of the activity of building a culture of sustainability in internal LJK, Issuer, and Public Company.	[100]
b	Uraian mengenai kinerja ekonomi dalam 3 (tiga) tahun terakhir meliputi: Description of economics performance in the last 3 (three) years include:	
1	Perbandingan target dan kinerja produksi, portofolio, target pembiayaan, atau investasi, pendapatan dan laba rugi dalam hal Laporan Keberlanjutan disusun secara terpisah dengan Laporan Tahunan; Comparison of target and production performance, portfolio, financing target of investment, income and profit and loss in sustainability report is prepared separately with the annual report;	[127]
2	Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada instrumen keuangan atau proyek yang sejalan dengan penerapan Keuangan Berkelanjutan. Comparative tagging and portfolio performance, financing targets, or investments in financial instruments or projects that are similar to implementation of Sustainability Finance.	[127]
c	Kinerja sosial dalam 3 (tiga) tahun terakhir: Social performance in the last 3 (three) years:	
1	Komitmen LJK, Emiten, atau Perusahaan Publik untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen. Commitment of LJK, Issuer, and Public Companies to provide services for products and/or services that are equivalent to consumers.	[107]
2	Ketenagakerjaan, paling sedikit memuat: Employment, at least contain:	
a	Pernyataan kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak; Statement of equality of employment opportunities and the presence or absence of force labor and child labor;	[98]
b	Persentase remunerasi pegawai tetap di tingkat terendah terhadap upah minimum regional; The percentage of employee remuneration remains at the lowest level against regional minimum wages;	[93]

KRITERIA POJK 51/2017 POJK 51/2017 CRITERIA		HALAMAN PAGE
c	Lingkungan bekerja yang layak dan aman; A decent and safe working environment;	[85]
d	Pelatihan dan pengembangan kemampuan pegawai. Training and developing employee capabilities.	[94]
3	Masyarakat, paling sedikit memuat: Community, at least contain:	
a	Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat sekitar termasuk literasi dan inklusi keuangan; Information on activities or operational areas that produce positive and negative impact on the surrounding community including financial literacy and inclusion;	[113-117]
b	Mekanisme pengaduan masyarakat serta jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti; Public complaints mechanism and number of public complaint received and acted upon;	[109]
c	CSR yang dapat dikaitkan dengan dukungan pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat. TJLS which can be linked to support for sustainable development goals include the types and achievements of community empowerment program activities.	[9]
d	Kinerja Lingkungan Hidup bagi LJK, Emiten, dan Perusahaan Publik, paling sedikit memuat: Environmental Performance for LJK, Issuer, and Public Company, at least contain:	
1	Biaya Lingkungan Hidup yang dikeluarkan; Environmental cost incurred;	[74]
2	Uraian mengenai penggunaan material yang ramah lingkungan, misalnya penggunaan jenis material daur ulang; Description of the use of Eco-friendly materials, for example the use of recycle material types;	[8,127]
3	Uraian mengenai penggunaan energi, paling sedikit memuat: A description of the use of engine, at least contain:	
a	Jumlah dan intensitas energi yang digunakan; The amount and intensity use;	[73]
b	Upaya dan pencapaian efisiensi energi yang dilakukan termasuk penggunaan sumber energi terbarukan. Efforts and achievements in energy efficiency are carried out including the use of renewable energy sources.	[57]
e	Kinerja Lingkungan Hidup bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup paling sedikit memuat: Environmental Performance for LJK's, Issuers, and Public Companies whose business processes are directly related to the Environment at least contain:	-
1	Kinerja sebagaimana dimaksud dalam huruf d. Performance as referred to in letter d.	[71]
2	Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap Lingkungan Hidup sekitar terutama upaya peningkatan daya dukung ekosistem. Information on activities or operational areas that produce positive and negative impact on the surrounding environment, especially effort to increase the carrying capacity of ecosystems.	[80]

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3	Keanekaragaman hayati, paling sedikit memuat: Biodiversity, at least contain:	
a	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi atau memiliki keanekaragaman hayati; Impact of operational areas that are near or in conservation areas or have biodiversity;	[80]
b	Usaha konservasi keanekaragaman hayati yang dilakukan, mencakup perlindungan spesies flora atau fauna. Biodiversity conservation effort are carried out, including the protection of flora or fauna species.	[80]
4	Emisi, paling sedikit memuat: Emissions, at least contain:	
a	Jumlah dan intensitas emisi yang dihasilkan berdasarkan jenisnya; Amount and intensity of emission produced by type;	[75]
b	Upaya dan pencapaian pengurangan emisi yang dilakukan. Efforts and achievement of emission reduction are carried out.	[76]
5	Limbah dan efluen, paling sedikit memuat: Waste and effluent, at least include:	
a	Jumlah limbah dan efluen yang dihasilkan berdasarkan jenis; Amount of waste and effluent produced by type;	[77]
b	Mekanisme pengelolaan limbah dan efluen; Waste and effluent management mechanism;	[77]
c	Tumpahan yang terjadi (jika ada). Spills that occur (if any).	[72]
6	Jumlah dan materi pengaduan Lingkungan Hidup yang diterima dan diselesaikan. Amount and material of Environmental complaints received and resolved.	[69]
f	Tanggung jawab pengembangan Produk dan/atau Jasa Keuangan Berkelanjutan, paling sedikit memuat: Responsibility for the development of Sustainable Products and/or Services, at least contain:	
1	Inovasi dan pengembangan Produk dan/atau Jasa Keuangan Berkelanjutan; Innovation and development of Sustainable Financial Products and/or Services;	[108]
2	Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan; Number and percentage of products and services that have been evaluated for security for customers;	[107]
3	Dampak positif dan dampak negatif yang ditimbulkan dari Produk dan/atau Jasa Keuangan Berkelanjutan dan proses distribusi, serta mitigasi yang dilakukan untuk menanggulangi dampak negatif; Positive impacts and negative impacts arising from Sustainable Financial Products and/or services and the distribution process, as well as mitigation carried out to overcome negative impacts;	[60]
4	Jumlah produk yang ditarik kembali dan alasannya; Amount of product being recalled and the reason;	[108]
5	Survei kepuasan pelanggan terhadap Produk dan/atau Jasa Keuangan Berkelanjutan. Customer satisfaction survey of Sustainable Financial Products and/or Services.	[108]
7	Verifikasi tertulis dari pihak independen, jika ada. Written verification from independent parties, if any.	[39]

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LEMBAR UMPAN BALIK

FEEDBACK FORM

Kami sangat menghargai perhatian dan apresiasi Bapak/Ibu/Sdr terhadap laporan kami ini. Untuk meningkatkan pelayanan kami dan pengembangan Laporan Keberlanjutan yang akan datang, maka kami mohon kesediaan Bapak/Ibu/Sdr untuk mengisi kuesioner berikut serta mengirimkannya kembali kepada kami. Kami sangat mengharapkan pemikiran, saran, dan kritik dari Bapak/Ibu/Sdr.

We really appreciate your attention towards our report. In order to improve our services and develop future Sustainability Reports, we ask you for your willingness to fill out the following questionnaire and send it back to us. We look forward to your thoughts, suggestions and constructive criticism.

1. Laporan ini menyediakan gambaran mengenai kinerja Petrosea yang sejalan dengan usaha pencapaian pembangunan dalam konteks keberlanjutan / This report provides an overview of Petrosea's performance which is in line with efforts to achieve development in the context of sustainability

☐ Setuju | Agree ☐ Ragu-ragu | Uncertain ☐ Tidak setuju | Disagree

2. Laporan ini mudah dimengerti. / This report is easy to understand

☐ Setuju | Agree ☐ Ragu-ragu | Uncertain ☐ Tidak setuju | Disagree

3. Informasi yang ada pada laporan ini cukup lengkap. / Information in this report is comprehensive

☐ Setuju | Agree ☐ Ragu-ragu | Uncertain ☐ Tidak setuju | Disagree

4. Laporan ini layak atau dapat dipertanggungjawabkan. / This report can be accounted for

☐ Setuju | Agree ☐ Ragu-ragu | Uncertain ☐ Tidak setuju | Disagree

5. Berikan pemikiran, saran, dan kritik dari Bapak/Ibu/Sdr atas laporan ini.

Please provide any thoughts, suggestions and critics regarding this report.

.....

Profil Anda | Your Profile

Nama | Name:

Institusi/Perusahaan | Institution/Company:

Email:

Telp/Hp:

Golongan Pemangku Kepentingan | Stakeholder Group

☐ Pemegang Saham/Investor
Shareholders/Investors

☐ Karyawan
Employee

☐ Pemerintah/Regulator
Government/Regulator

☐ Masyarakat
Communities

☐ Pelanggan
Customer

Terima kasih atas kesediaan Bapak/Ibu/Sdr untuk meluangkan waktu mengisi lembar kuesioner ini. Mohon agar formulir ini dapat dikirim kepada kami, melalui alamat di bawah:

Thank you for your willingness to take the time to fill out this questionnaire sheet. Please send the completed form to the following address:

Sekretaris Perusahaan PT Petrosea Tbk.

Indy Bintaro Office Park, Gedung B
Jl. Boulevard Bintaro Jaya, Blok B7/A6, Sektor VII,
CBD Bintaro Jaya, Tangerang Selatan 15224 - Indonesia
Telpon : +62 21 297 70999
Faximili : +62 21 297 70988
Email : corporate.secretary@petrosea.com



PT Petrosea Tbk

Indy Bintaro Office Park, Building B
Jl. Boulevard Bintaro Jaya Blok B7/A6
Sektor VII, CBD Bintaro Jaya
Tangerang Selatan 15224 - Indonesia

P: +62 21 29770999

F: +62 21 29770988

 www.petrosea.com

 www.linkedin.com/company/petrosea

 [@petrosea.minerva](https://www.instagram.com/petrosea.minerva)

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