

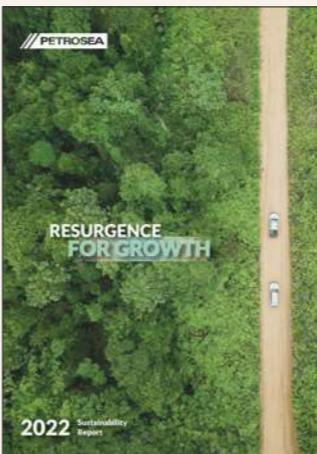


RESURGENCE FOR GROWTH

2022 Sustainability Report

Penjelasan Tema
About Our Theme

RESURGENCE FOR GROWTH



Pada tahun 2022, Petrosea fokus dalam menerapkan strategi diversifikasi ke sektor mineral lain, khususnya emas dan nikel. Selain itu, Perusahaan mulai menjajaki pengembangan usaha dengan melakukan *repositioning* menjadi *mine owner* sebagai langkah strategis untuk terus memberikan *added value* kepada seluruh pemangku kepentingan. Bertepatan dengan ulang tahun ke-50, Petrosea juga menyambut pemegang saham utama dan pengendali baru, yaitu Haji Romo (Robert) Nitiyudo Wachjo melalui PT Caraka Reksa Optima.

In 2022, Petrosea focused on implementing its diversification strategy into other mineral sectors, specifically gold and nickel. In addition, the Company began to explore its business development by repositioning itself into a mine owner as a strategic step to continue providing added value to all stakeholders. Coinciding with its 50th anniversary, Petrosea also welcomed its new main and controlling shareholder, Haji Romo (Robert) Nitiyudo Wachjo through PT Caraka Reksa Optima.

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Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

KINERJA LINGKUNGAN ENVIRONMENTAL PERFORMANCE	
 Konsumsi Listrik² Electricity Consumption	Penggunaan Energi Listrik Electricity Consumption 3.099 MWh 2021 : 2.328 2020 : 1.710
 Limbah⁴ Waste	Selisih Konsumsi Listrik (YoY) Electricity Consumption Difference (YoY) 771 MWh 2021 : 618 2020 : 470
 Konsumsi Bahan Bakar¹ Fuel Consumption	Selisih Emisi GRK (YoY) GHG Emissions Difference (YoY) 334.399 Ton CO ₂ eq 2021 : 330.216 2020 : 250.640
 Konsumsi Air³ Water Consumption	Penggunaan Air Water Consumption 990.124 m ³ 2021 : 1.232.534 2020 : 1.114.973
 Penggunaan BBM Biodiesel (B30)⁵ Biodiesel (B30) Fuel Consumption 162.583,50 Kiloliter 2021 : 160.444,56 2020 : 44.553,97	Selisih Konsumsi Air (YoY) Water Consumption Difference (YoY) (242.410) m ³ 2021 : 117.561 2020 : (182.989)
Selisih Konsumsi BBM Biodiesel (B30) (YoY) Biodiesel (B30) Fuel Consumption Difference (YoY) 2.138,94 Kiloliter 2021 : 115.890,59 2020 : 17.769,03	

Keterangan: *penyajian kembali data tahun 2020 dan 2021

Note: *restatement of 2020 and 2021 data



Emisi GRK yang Dihasilkan
 GHG Emissions Generated
334.399 Ton CO₂eq
 2021 : 330.216
 2020 : 250.640

Selisih Emisi GRK (YoY)
 GHG Emissions Difference (YoY)
4.183 Ton CO₂eq
 2021 : 79.576
 2020 : (119.623)



Emisi Gas Rumah Kaca⁵
 Greenhouse Gases Emission

Penggunaan Air
 Water Consumption
990.124 m³
 2021 : 1.232.534
 2020 : 1.114.973

Selisih Konsumsi Air (YoY)
 Water Consumption Difference (YoY)
(242.410) m³
 2021 : 117.561
 2020 : (182.989)



Konsumsi Air³
 Water Consumption



Keterangan
 Notes

1. Peningkatan konsumsi B30 disebabkan oleh bertambahnya area dan kegiatan operasional. The increase of B30 consumption was due to more operational areas and activities.
2. Konsumsi listrik yang diberi dari PLN dan diperhitungkan sebagai Emisi CO₂ dari Scope-2. Electricity purchased from PLN and is recognized as CO₂ Emission from Scope-2.
3. Termasuk air tanah, air permukaan, air hujan dan air yang diberi (dari pihak ke-3). Terdapat penyajian kembali data tahun 2020 dan 2021 karena perubahan mekanisme penghitungan. Includes groundwater, surface water, rainwater and purchased water (from 3rd parties). Restatement of 2020 and 2021 data due to changes in calculation.
4. Termasuk limbah bahan berbahaya & beracun dan limbah tidak berbahaya. Terdapat penyajian kembali data tahun 2020 dan 2021 karena perubahan metode penghitungan. Includes hazardous & toxic waste and non-hazardous waste. Restatement of 2020 and 2021 data due to changes in calculation.
5. Penyajian kembali data tahun 2020 dan 2021 karena perubahan penghitungan Restatement of 2020 and 2021 data due to changes in calculation

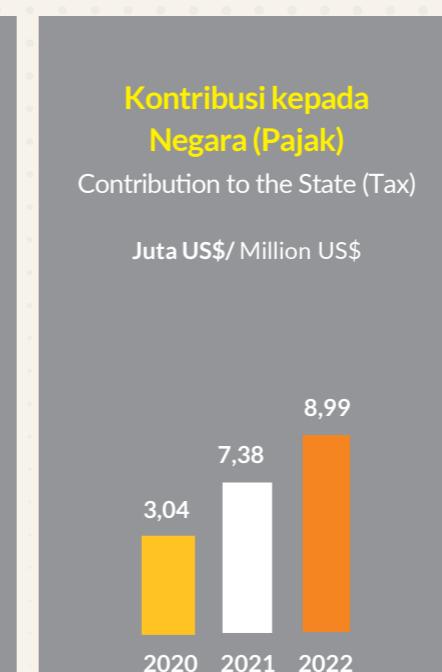
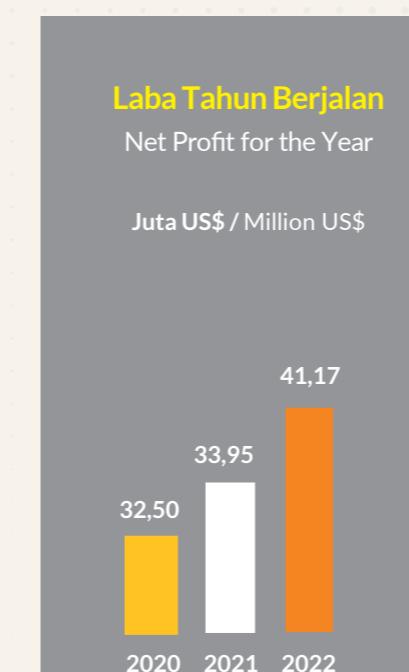
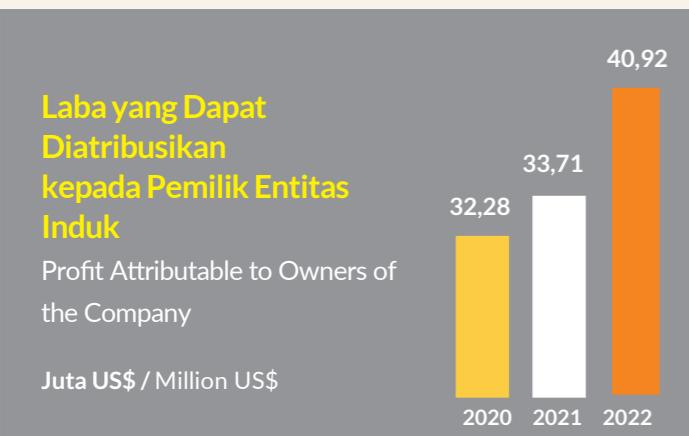


KINERJA SOSIAL SOCIAL PERFORMANCE

<p>Kegiatan CSR CSR Activities</p> <p>42 Program / Programs</p> <p>2021 : 40 2020 : 33</p>		<p>Jumlah Karyawan yang Mengikuti Pelatihan Soft Skill Number of Employees Participating in Soft Skill Training</p> <p>836 Karyawan / Employees</p> <p>2021 : 260 2020 : 559</p>		<p>Biaya Peningkatan Kompetensi Karyawan Employee Competency Development Cost</p> <p>344.580 US\$</p> <p>2021 : 238.828 2020 : 366.889</p>		<p>Jumlah Penerima Manfaat Program CSR Number of CSR Program Beneficiaries</p> <p>11.340 Orang / People</p> <p>2021 : 19.845 2020 : 13.508</p>	
<p>Peserta Pelatihan Internal Internal Training Participants</p> <p>3.878 Karyawan / Employees</p> <p>2021 : 2.850 2020 : 3.444</p>		<p>Total Jam Pelatihan Karyawan Total Employee Training Hours</p> <p>138.946 Jam / Hours</p> <p>2021 : 126.173 2020 : 102.571</p>		<p>Komposisi Karyawan Perempuan di Level Senior Management Composition of Female Employees in Senior Management Level</p> <p>16,13%</p> <p>2021 : 5,26% 2020 : 9,09%</p>		<p>Produk Ramah Lingkungan Environmentally Friendly Products</p> <p>Minerva Digital Platform Meningkatkan produktivitas & efisiensi kegiatan operasional, serta meminimalkan dampak terhadap lingkungan sekitar.</p> <p>Increases productivity & efficiency of operational activities, as well as minimizes the impact on the surrounding environment.</p>	
<p>Tingkat Turnover Karyawan Employee Turnover Rate</p> <p>25,64%</p> <p>2021 : 11,62% 2020 : 28,53%</p>		<p>Kinerja K3 OHS Performance</p> <p>0 Kematian / Fatality</p> <p>2021 : 0 2020 : 0</p>					

KINERJA EKONOMI

ECONOMIC PERFORMANCE

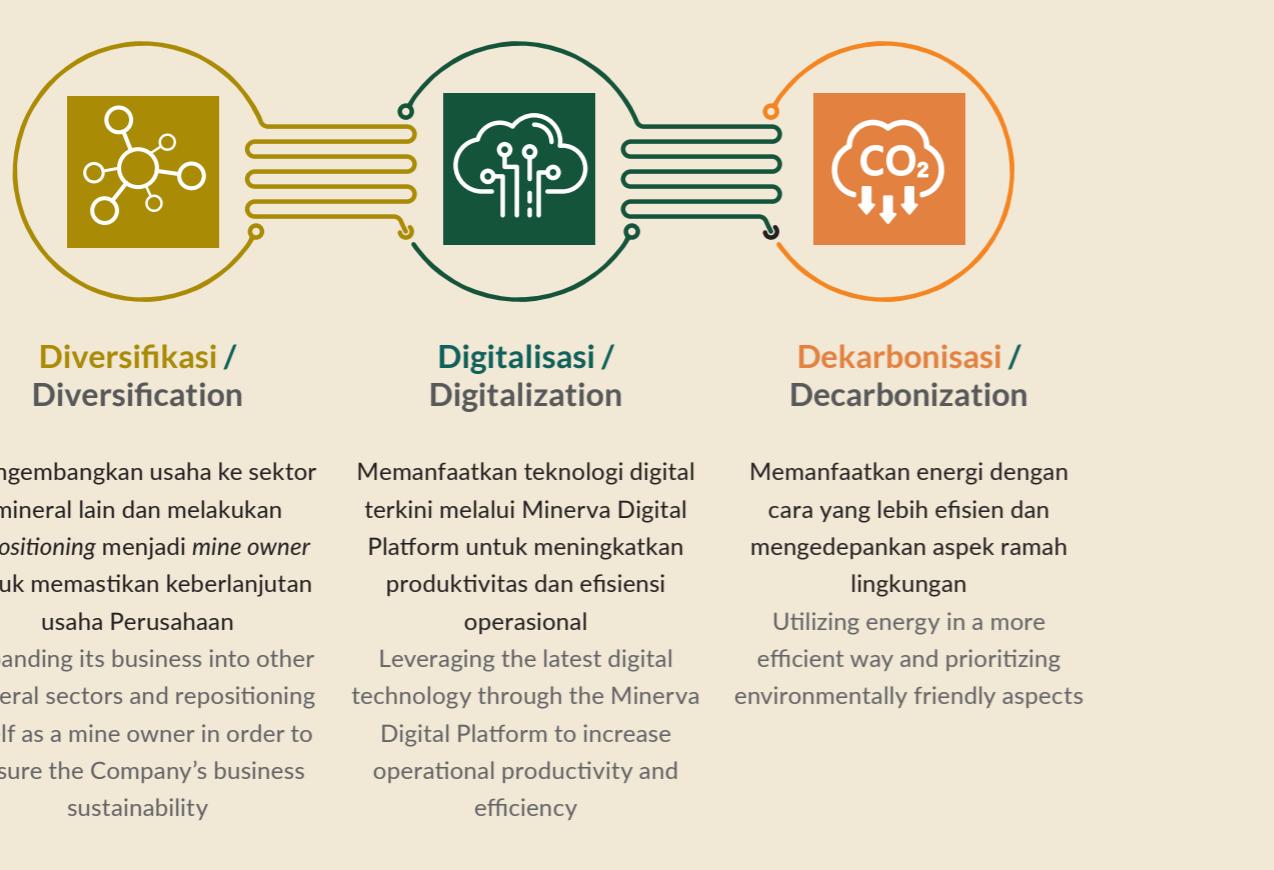


Strategi Keberlanjutan

Sustainability Strategy

Keberlanjutan Petrosea didukung oleh strategi 3D Perusahaan, yaitu Diversifikasi, Digitalisasi, dan Dekarbonisasi.

Petrosea's sustainability is driven by the Company's 3D strategy of Diversification, Digitalization and Decarbonization.



Sebagai bagian dari strategi keberlanjutan untuk memberikan *added value* kepada pemangku kepentingan, Petrosea terus menanamkan dan mengintegrasikan aspek Environmental, Social & Governance (ESG) ke dalam seluruh elemen Perusahaan, termasuk nilai dan budaya, *corporate governance* dan *operations*.

Berbagai inisiatif dilakukan Petrosea seperti pengurangan emisi, daur ulang sampah, pemberdayaan masyarakat, pengembangan *social enterprise* dan lainnya juga dijalankan Perusahaan sebagai bagian dari usahanya dalam mendukung terwujudnya Sustainable Development Goals (SDGs).

As part of its sustainability strategy to provide added value to stakeholders, Petrosea continues to embed and integrate Environmental, Social & Governance (ESG) aspects into all elements of the Company, including values and culture, corporate governance, business processes and operations.

The various initiatives by Petrosea such as reducing emissions, recycling waste, community empowerment, social enterprise development and others are also carried out by the Company as part of its efforts in supporting the achievement of Sustainable Development Goals (SDGs).

Membangun Budaya Keberlanjutan

Establishing a Culture of Sustainability

Pembangunan budaya keberlanjutan di Petrosea didukung oleh manajemen dan seluruh karyawan yang secara aktif bersama-sama dalam mengimplementasikan berbagai program terkait budaya keberlanjutan di setiap kegiatan operasional Perusahaan melalui aspek-aspek berikut ini:

The establishment of a culture of sustainability at Petrosea is supported by management and all employees who actively implement various programs related to sustainability culture within the Company's operational activities through the following aspects:

Aspek kepatuhan terhadap pelaksanaan corporate governance dan perilaku etis sesuai dengan *Code of Conduct* yang telah disahkan oleh Presiden Direktur Perusahaan. Setiap perilaku yang tidak sesuai akan ditindaklanjuti sesuai dengan aturan yang berlaku. Selain itu, seluruh karyawan juga diwajibkan untuk senantiasa mematuhi hukum nasional maupun daerah di Indonesia, termasuk hukum adat yang berlaku di wilayah operasional Perusahaan.

The compliance aspect of implementing corporate governance and ethical behavior in accordance with the Code of Conduct which has been approved by the President Director of the Company, in which any inappropriate behavior will be followed up in accordance with applicable regulations. In addition, all employees are also required to comply with applicable national and local laws in Indonesia, including customary laws that apply within the Company's operational areas.

Aspek Keselamatan, Kesehatan Kerja & Lingkungan (K3L) yang diimplementasi melalui usaha dalam mencapai Target Zero, yaitu *zero harm to people, community and environment* demi memastikan *sustainable superior performance* di masa mendatang.

The Safety, Health & Environment (SHE) aspect which has been implemented through efforts to achieve Target Zero, namely zero harm to people, community and environment in order to ensure sustainable superior performance in the future.

Aspek pengembangan kompetensi karyawan yang dilakukan melalui serangkaian pelatihan dan *focus group discussion* untuk mengembangkan kapasitas karyawan terkait keberlanjutan sehingga dapat menerapkan budaya keberlanjutan dalam kegiatan operasional sehari-hari.

The employee competency development aspect which is carried out through a series of training and focus group discussions to develop employee capacity related to sustainability to ensure that a culture of sustainability is implemented in daily operational activities.



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

Further information concerning the Code of Conduct is accessible through www.petrosea.com on the Investor page.

Dukungan terhadap SDGs [2-22]

Supporting SDGs

Petrosea memiliki tujuh dukungan prioritas *Sustainable Development Goals* (SDGs), yaitu SDG 3, 4, 5, 6, 12, 13 dan 16.



KEHIDUPAN SEHAT DAN SEJAHTERA GOOD HEALTH AND WELLBEING

Target SDGs / SDGs Targets
Target 3.9 - Pada tahun 2030 secara substansial mengurangi jumlah kematian dan penyakit akibat bahan kimia berbahaya serta polusi dan kontaminasi udara, air, dan tanah.
Target 3.9 - By 2030 substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.

Target 2023 / 2023 Target

Tidak ada kasus berakibat fatal.
Nil Lost Time Injury Rate (LTIR).

Zero fatality.
Zero Lost Time Injury Rate (LTIR).

Kegiatan / Activities
• Memastikan praktik dan layanan kesehatan dan keselamatan kerja untuk semua karyawan Petrosea.
• Melakukan pelatihan Keselamatan & Kesehatan Kerja (K3) secara berkala.
• Menegakkan standar dan praktik K3 untuk subkontraktor, vendor, dan pemasok.
• Continuous improvement dari SHEPRO sebagai digital platform K3 Perusahaan.
• Ensured occupational health and safety practices and services for all Petrosea employees.
• Conducted regular Occupational Health & Safety (OHS) training.
• Enforcement of OHS standards and practices to subcontractors, vendors, and suppliers.
• Continuous improvement of SHEPRO as the Company's digital OHS platform.

Capaian 2022 / 2022 Achievement
Tidak ada kasus berakibat fatal akibat kerja. 100% karyawan telah mendapatkan pelatihan terkait Keselamatan & Kesehatan Kerja (K3).
Zero fatality. 100% of employees received training related to Occupational Health & Safety (OHS).

The Company prioritizes its support for seven Sustainable Development Goals (SDGs), namely SDG 3, 4, 5, 6, 12, 13 and 16.



PENDIDIKAN BERKUALITAS QUALITY EDUCATION

Target SDGs / SDGs Targets
Target 4.4 - Pada tahun 2030, secara substansial meningkatkan jumlah pemuda dan orang dewasa yang memiliki keterampilan yang relevan, termasuk keterampilan teknis dan kejuruan, untuk pekerjaan, pekerjaan yang layak, dan kewirausahaan.
Target 4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

Target 2023 / 2023 Target
Implementasi program dengan target 18.936 penerima manfaat yang meliputi pelatihan kejuruan dan pengetahuan, pengembangan bisnis lokal, dan lapangan kerja lokal.

Implementation of programs targeting 18,936 beneficiaries which include vocational and knowledge training, local business development and local employment.

Kegiatan / Activities
• Perekruitan, pelatihan, dan membuka lapangan kerja untuk masyarakat lokal,
• Mengintegrasikan komunitas lokal dalam rantai operasional (sebagai produsen, pemasok, distributor dan vendor).
• Recruitment, training, and employment of the local community.
• Integration of the local community in the value chain (as producers, suppliers, distributors, and vendors).

Capaian 2022 / 2022 Achievement
Secara keseluruhan 11.340 penerima manfaat menerima pelatihan bisnis, kewirausahaan dan kejuruan yang memungkinkan mereka mencari mata pencarian alternatif atau tambahan.

Overall 11,340 beneficiaries received training, including business, entrepreneurial and vocational training which enabled them to seek alternative or additional income.



KESETARAAN GENDER GENDER EQUALITY

Target SDGs / SDGs Targets
Target 5.5 - Menjamin partisipasi perempuan secara penuh dan efektif serta kesempatan yang sama untuk kepemimpinan di semua tingkat pengambilan keputusan dalam kehidupan politik, ekonomi, dan publik.
Target 5.5 - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

Target 2023 / 2023 Target
• Melaksanakan penilaian kesetaraan gender.
• Melakukan pelatihan sosialisasi terkait kesetaraan gender, keragaman, dan inklusivitas.

Kegiatan / Activities
• Melakukan rekrutmen dan promosi jenjang karir.
• Implementasi Graduate Development Program (GDP).
• Melaksanakan pelatihan Green Operator Traineeship untuk perempuan.
• Melaksanakan Knowledge Sharing Session (KSS) tentang kesetaraan gender di tempat kerja.
• Carried out promotions and promotions.
• Implementation of a Graduate Development Program (GDP).
• Conducted female Green Operator Traineeship.
• Knowledge Sharing Session on gender equality at the workplace.

Capaian 2022 / 2022 Achievement
Komposisi perempuan di level senior management Perusahaan tahun 2022 telah mencapai 16,13%.

The composition of women at the senior management level of the Company in 2022 has reached 16.13%.



AIR BERSIH DAN SANITASI LAYAK CLEAN WATER AND SANITATION

Target SDGs / SDGs Targets
• Target 6.3 - Meningkatkan kualitas air, pengolahan air limbah, dan penggunaan kembali yang aman.
• Target 6.4 - Meningkatkan efisiensi penggunaan air dan memastikan pasokan air bersih.

Target 2023 / 2023 Target
• Employee camps at two project locations use 100% of captured rainwater for daily use.
• Water use from alternative sources such as recycled, reused water, and rainwater use increase compared to 2022.

Kegiatan / Activities
• Mess karyawan di dua lokasi proyek menggunakan 100% hasil tampungan air hujan untuk keperluan sehari-hari.
• Penggunaan air dari sumber alternatif seperti daur ulang, air bekas, dan penggunaan air hujan meningkat dibandingkan tahun 2022.
• Employee camps at two project locations use 100% of captured rainwater for daily use.
• Water use from alternative sources such as recycled, reused water, and rainwater use increase compared to 2022.

Capaian 2022 / 2022 Achievement
Penggunaan air dari sumber alternatif sebesar 95% guna meminimalisir pengambilan air dari sumber air baku.

Use of alternative water by 95%, preventing water withdrawal from freshwater sources.



PENANGANAN PERUBAHAN IKLIM CLIMATE ACTION

Target SDGs / SDGs Targets
Target 13.3 - Meningkatkan pendidikan, penumbuhan kesadaran serta kapasitas manusia dan kelembagaan tentang mitigasi, adaptasi, pengurangan dampak, dan peringatan dini perubahan iklim
Target 13.3 - Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.

Target 2023 / 2023 Target

- Operasional Perusahaan sepenuhnya menggunakan bahan bakar *biodiesel* B35.
- Mereplikasi dan meningkatkan inisiatif *operational excellence* untuk meningkatkan efisiensi penggunaan bahan bakar dan mengurangi emisi karbon.
- Memulai penghitungan emisi Cakupan 3 dan menjajaki peluang untuk mitigasi
- Mendorong kesadaran terkait adaptasi dan mitigasi iklim yang relevan dengan operasional bisnis.
- Meluncurkan dan mengoperasikan proyek *solar rooftop* sebagai upaya adopsi energi terbarukan.
- Mengadopsi ISO 50001 untuk manajemen energi di salah satu proyek Perusahaan.
- The Company's operations fully use B35 biodiesel fuel.
- Replicate and enhance operational excellence initiatives to increase fuel efficiency and reduce carbon emissions.
- Initiate Scope 3 emissions calculations and explore opportunities to mitigate them.
- Drive organizational awareness regarding climate adaptation and mitigation relevant to business operations.
- Launch and operate a solar rooftop project as an initiation of renewable energy adoption
- Adopt ISO 50001 for energy management at one of the Company's projects.

Kegiatan / Activities

- Pelaksanaan pelatihan cara mengemudi dengan memerhatikan efisiensi bahan bakar.
- Pengelolaan mesin dalam penggerakan asset seperti *econo mode, sound reduction method*, serta penggunaan LED pada alat penggali *overburden*.
- Pengaturan tingkat kemiringan jalan dan penggunaan metode pemuatan melalui dua sisi di area tambang.
- Melakukan berbagai upaya efisiensi energi terutama dalam operasi pertambangan dan EPC pada operator, mesin, dan lingkungan tambang.
- Melakukan studi kelayakan dalam mengadopsi energi terbarukan.
- Melakukan uji coba solar PV di proyek KJA.
- Dimulainya proyek panel surya di Petrosea Support Facilities (PSF).
- Carried out behavioral driving training focusing on fuel efficiency.
- Asset workmanship such as econo mode, sounds reduction method, as well as use of LED in overburden diggers.
- Road grade arrangement and use of double side loading method in the mine area.
- Conducted various energy saving and efficiency efforts particularly in mining and EPC operation on operators, machine, and mine environment.
- Conducted feasibility studies on renewable energy adoption.
- Conducted trial for solar PV at the KJA project.
- Road grade arrangement and use of double side loading method in the mine area.

Capaian 2022 / 2022 Achievement

- Pengurangan emisi karbon sebesar 3.842 ton CO₂eq di Proyek KJA.*
- Penggunaan energi terbarukan skala kecil di 52 unit menara portabel yang mendukung *Fleet Management System* (FMS).
- 3,842 ton CO₂eq emission reduced in the KJA Project.
- Small scale use of renewable energy in 52 portable tower units to support the Fleet Management System (FMS).

* Angka ini berdasarkan kalkulasi internal dan belum divalidasi oleh lembaga verifikasi pengurangan emisi karbon independen.

This figure is based on internal calculations and has not been validated by an independent carbon emission reduction verification agency.



KONSUMSI DAN PRODUKSI YANG BERTANGGUNG JAWAB RESPONSIBLE CONSUMPTION AND PRODUCTION

Target SDGs / SDGs Targets

Target: 12.5 - Pada tahun 2030, secara substansial mengurangi timbulan sampah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali

Target: 12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

Target 2023 / 2023 Target

- 100% sampah organik didaur ulang di dua lokasi proyek.
- Meningkatkan persentase daur ulang limbah minyak untuk emulsi peledak dan mengimplementasi inisiatif ini ke lokasi proyek lainnya.
- Limbah yang dialihkan dari TPA melalui praktik reduksi limbah, daur ulang, dan penggunaan kembali meningkat dibandingkan tahun 2022.
- 100% organic waste recycled in two project sites.
- Increase the percentage of waste oil recycling for explosive emulsion and implement this initiative at other project sites.
- Waste diverted from landfills through reducing, recycling, and reusing practice increase compared to 2022.

Kegiatan / Activities

- Daur ulang limbah minyak untuk emulsi peledak dan ANFO.
- Penggunaan ban bekas untuk *drop structure* dan *road median*.
- Mendaur ulang sampah anorganik dan organik.
- Pemanfaatan kontainer bekas dan ban bekas sebagai material alternatif pendukung pembangunan jembatan.
- Waste oil recycling for blasting emulsion and ANFO.
- Use of scrap tyres for drop structure and road median.
- Inorganic and organic waste recycling.
- Utilization of unused containers and scrap tyres as alternative materials to support bridge construction.

Capaian 2022 / 2022 Achievement

- 30% sampah dialihkan dari TPA melalui praktik reduksi limbah, penggunaan kembali, dan daur ulang.
- Pelaksanaan *assessment* limbah organik dalam skala besar.
- 30% waste diverted from landfills through reducing, reusing, and recycling practices.
- Conducted large scale assessment on organic waste.



PERDAMAIAN, KEADILAN DAN KELEMBAGAAN YANG TANGGUH PEACE, JUSTICE AND STRONG INSTITUTIONS

Target SDGs / SDGs Targets

- Target 16.3 - Menggalakkan negara berdasarkan hukum di tingkat nasional dan internasional dan menjamin akses yang sama terhadap keadilan bagi semua.
- Target 16.5 - Secara substansial mengurangi korupsi dan penyuapan dalam segala bentuknya.

- Target 16.3 - Promote the rule of law at the national and international levels and ensure equal access to justice for all.
- Target 16.5 - Substantially reduce corruption and bribery in all their forms.

Target 2023 / 2023 Target

Tidak ada kasus ketidakpatuhan dalam aspek lingkungan, ekonomi dan sosial.

Zero non-compliance in environmental, economic and social aspects.

Kegiatan / Activities

- Mematuhi hukum dan peraturan yang berlaku dalam menjalankan operasional bisnis.
- Mewajibkan dan mendukung mitra bisnis untuk memenuhi peraturan yang berlaku dan instrumen kepatuhan Perusahaan.
- Berusaha untuk memenuhi standar internasional yang relevan.
- Implementasi ISO 37001 untuk Sistem Manajemen Anti Penyuapan.
- Penilaian risiko dan dampak untuk mengidentifikasi dan memitigasi risiko korupsi.
- Wajib belajar mandiri tentang anti suap dan anti korupsi bagi karyawan.
- Pernyataan diri tahunan untuk karyawan tentang kode etik.
- Complied with applicable laws and regulation in business operations.
- Required and supported business partners to comply with applicable regulations and Company compliance instruments.
- Seeking to fulfil relevant international standards.
- Implementation of ISO 37001 for Anti Bribery Management System.
- Risk and impact assessments to identify and mitigate risks of corruption.
- Mandatory self-learning on anti-bribery and corruption for employees.
- Annual self-declaration for employee on code of conduct.

Capaian 2022 / 2022 Achievement

- Tidak ada kasus ketidakpatuhan dalam aspek lingkungan, ekonomi dan sosial.
- Tidak ada kasus suap dan insiden korupsi.
- 85% karyawan mengikuti pelatihan tentang anti penyuapan dan anti korupsi.
- Zero non-compliance in environmental, economic and social aspects.
- Zero bribery and corruption incidents.
- 85% of employees participation in anti-bribery and anti-corruption training.

Pesan Direksi [2-22]

Board of Directors' Message



Kami percaya bahwa strategi diversifikasi dan *repositioning* menjadi *mine owner* akan terus memperkuat kinerja Petrosea dan menjadi *driver* utama dalam memastikan keberlanjutan usaha kami di masa mendatang

We believe that our business diversification strategy and repositioning as a mine owner will continue to strengthen Petrosea's performance and become the main driver to ensure our future business sustainability



ROMI NOVAN INDRAWAN
Presiden Direktur / President Director

Pemangku kepentingan yang kami hormati,

Laporan Keberlanjutan ini merupakan bentuk komitmen Petrosea dalam menyampaikan informasi komprehensif mengenai berbagai inisiatif yang dilaksanakan Perusahaan sepanjang 2022 untuk mengelola aspek *Environmental, Social & Governance* (ESG) serta mendukung pencapaian *Sustainable Development Goals* (SDGs).

Tahun 2022 merupakan tahun bersejarah bagi Petrosea, dimana Perusahaan menyambut Haji Romo (Robert) Nitiyudo Wachjo sebagai pemegang saham utama dan pengendali baru melalui PT Caraka Reksa Optima bersama seluruh anggota Dewan Komisaris dan Direksi yang baru. Tahun ini, Petrosea juga merayakan jejak langkah selama 50 tahun dalam menyediakan jasa pertambangan dan EPC terintegrasi dengan terus mengedepankan aspek ESG sebagai kontinuitas dari strategi keberlanjutan Perusahaan.

Dear stakeholders,

This Sustainability Report is a form of Petrosea's commitment in conveying comprehensive information regarding various initiatives implemented by the Company throughout 2022 to manage Environmental, Social & Governance (ESG) aspects as well as support the achievement of Sustainable Development Goals (SDGs).

The year 2022 was a historic year for Petrosea, as the Company welcomed Haji Romo (Robert) Nitiyudo Wachjo as its main and controlling shareholder through PT Caraka Reksa Optima together with all the new members of the Board of Commissioners and Board of Directors. This year, Petrosea also celebrated a track record of achievement for 50 years in providing integrated mining and EPC services while continuing to prioritize ESG as a continuation of the Company's sustainability strategy.

Merespons Tantangan Keberlanjutan

Di tengah tantangan ketidakstabilan perekonomian global akibat konflik geopolitik dan pandemi COVID-19, tahun 2022 Petrosea berhasil mempertahankan kinerjanya dengan memaksimalkan produktivitas dan efisiensi operasional. Sebagai penyedia layanan sektor pertambangan dan energi, sepanjang tahun 2022 Perusahaan terus menghadapi tantangan perubahan iklim, seperti curah hujan tinggi dan tidak menentu yang dapat menyebabkan gangguan pada kegiatan operasional Perusahaan.

Namun demikian, Perusahaan berusaha memanfaatkan peluang di tengah tantangan tersebut dengan semakin memperkuat nilai-nilai keberlanjutan pada seluruh aspek operasional Perusahaan demi memastikan *sustainable superior performance* di masa mendatang. Harapannya, Petrosea juga akan turut berkontribusi dalam pembangunan nasional, serta mengurangi dampak negatif perubahan iklim dan mendukung transisi ekonomi rendah karbon.

Pada tahun 2022, Petrosea telah memiliki *sustainability framework* yang mengintegrasikan aspek-aspek ESG ke dalam kegiatan operasional Perusahaan. Langkah ini merupakan bentuk komitmen kami untuk terus mengedepankan aspek ESG di seluruh elemen operasional Perusahaan. Sejak dibentuknya Komite Keberlanjutan pada akhir tahun 2021, kami telah mulai memetakan risiko, tantangan dan peluang yang dihadapi Perusahaan yang menjadi dasar bagi kami dalam menciptakan nilai-nilai keberlanjutan.

Pencapaian & Penerapan Kinerja Keberlanjutan

Tahun 2022, Petrosea berhasil mencatatkan kinerja yang solid. Hingga akhir periode pelaporan, Perusahaan mencatatkan laba yang dapat diatribusikan kepada pemilik entitas induk sebesar US\$40,92 juta, yang meningkat 21,39% dibandingkan dengan US\$33,71 juta pada tahun sebelumnya. Sementara itu, total pendapatan Perusahaan mencapai US\$476,32 juta yang didukung oleh peningkatan kegiatan operasional di lini bisnis EPC yang tumbuh sebesar 35,15% dan lini bisnis Kontrak Pertambangan yang tumbuh 13,75%.

Responding to Sustainability Challenges

Amidst the challenges of global economic instability due to geopolitical conflicts and COVID-19 pandemic, Petrosea managed to maintain its performance in 2022 by maximizing productivity and operational efficiency. As a service provider in the mining and energy sector, during 2022 the Company continued to face challenges as a result of climate change, such as high and uncertain rainfall that could affect operations.

However, the Company strived to take advantage of opportunities in the midst of these challenges by further strengthening sustainability values in all aspects of the Company's operations to ensure sustainable superior performance in the future. We hope that Petrosea will also contribute to national development, as well as reduce the negative impacts of climate change and support transition to a low-carbon economy.

In 2022, Petrosea established a sustainability framework that integrated ESG aspects into the Company's operational activities. This step is a form of our commitment to continue prioritizing ESG aspects in all elements of Company operations. Since the Sustainability Committee was formed at the end of 2021, we have begun to map out risks, challenges and opportunities faced by the Company to guide us in creating sustainability values.

Sustainability Performance Achievement & Implementation

In 2022, Petrosea managed to record a solid performance. Until the end of the reporting period, the Company recorded a US\$40.92 million profit attributable to owners of the company, which increased by 21.39% compared to US\$33.71 million in the previous year. Meanwhile, the Company's total revenue reached US\$476.32 million on the back of higher operational activities in the EPC business line which increased by 35.15% and Contract Mining business line which increased by 13.75%.

Pencapaian kinerja ini tidak lepas dari implementasi strategi 3D Perusahaan, yaitu Diversifikasi, Digitalisasi dan Dekarbonisasi sebagai *enabler* dan pilar kunci untuk terus memberikan *value proposition* kepada seluruh pemangku kepentingan. Melalui strategi diversifikasi, kami mengembangkan usaha ke sektor mineral lain, khususnya emas dan nikel, serta mempersiapkan Perusahaan untuk melakukan *repositioning* menjadi *mine owner* untuk memastikan keberlanjutan usaha di masa mendatang. Melalui strategi digitalisasi, kami memanfaatkan teknologi digital terkini melalui Minerva Digital Platform untuk meningkatkan produktivitas dan efisiensi operasional, termasuk mendirikan Remote Operations Center (ROC) di kantor pusat untuk mengendalikan dan memonitor kegiatan operasional di berbagai lokasi proyek secara bersamaan menggunakan *real-time data*. Sedangkan melalui strategi dekarbonisasi, Perusahaan memanfaatkan energi dengan cara yang lebih efisien dan mengedepankan aspek ramah lingkungan.

Penerapan *operational excellence* dan *good mining practices* juga selalu menjadi prioritas dalam pelaksanaan kegiatan operasional Perusahaan. Oleh karena itu, kami menerapkan standar terbaik dalam pengelolaan lingkungan hidup yang juga berlaku bagi seluruh mitra kerja dalam *supply chain*.

Dalam rangka menciptakan operasi yang ramah lingkungan, Perusahaan telah menggunakan bahan bakar biodiesel (B30) untuk mendukung seluruh kegiatan operasional di lokasi proyek. Selain itu, kami juga terus menekan intensitas konsumsi energi dan emisi yang dihasilkan. Seluruh upaya tersebut dapat terwujud berkat dukungan dari seluruh pemangku kepentingan untuk senantiasa mengedepankan aspek ESG di lingkungan operasional Perusahaan.

Untuk mewujudkan Target Zero, Petrosea menerapkan ISO 45001:2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja (K3) sebagai acuan pelaksanaan K3 di Perusahaan. Pada tahun 2022, Petrosea terus mengedepankan aspek K3, dimana Perusahaan berhasil mencapai *overall safety milestone* sebanyak 13.136.782 jam kerja *Lost Time Injury (LTI) Free*. Pencapaian ini tidak lepas dari implementasi kebijakan K3 dan pemanfaatan SHEPRO sebagai *digital platform* K3 Perusahaan demi menciptakan lingkungan kerja yang layak dan aman.

This achievement is inseparable from the implementation of the Company's 3D strategy of Diversification, Digitalization and Decarbonization as the enabler and key pillar to provide value proposition to all stakeholders. Through the diversification strategy, we expanded our business to other mineral sectors, such as gold and nickel, as well as prepared the Company to reposition itself as a mine owner in order to ensure future business sustainability. Through the digitalization strategy, we leverage the latest digital technology through our Minerva Digital Platform to improve operational productivity and efficiency, including the establishment of a Remote Operations Center (ROC) at our head office to control and monitor operational activities in several projects simultaneously using real-time data. Meanwhile through the decarbonization strategy, we utilize energy in a more efficient way while prioritizing environmental aspects.

The implementation of operational excellence and good mining practices have always been our priority in carrying out Company operational activities. Therefore, we implement the highest standards of environmental management which is also applicable for our business partners across the supply chain.

In order to establish environmentally friendly operations, the Company uses biodiesel (B30) for production equipment to support all operational activities at project sites. In addition, we also minimize the intensity of our energy consumption as well as generated emissions. All these efforts are made possible thanks to the support from all stakeholders who continuously prioritize ESG aspects at all Company operational areas.

In order to realize Target Zero, Petrosea has implemented ISO 45001:2018 for Occupational Health & Safety Management System as guideline for OHS application across the Company. In 2022, Petrosea continued to prioritize OHS aspects, with the Company successfully achieving an overall safety milestone of 13,136,782 manhours of Lost Time Injury (LTI) Free. This achievement is inseparable from the implementation of OHS policies and utilization of SHEPRO as the Company's digital SHE platform to create a proper and safe working environment.

Sebagai cerminan kinerjanya selama 2022, berbagai penghargaan berhasil diraih Petrosea, di antaranya "Best Responsibility of the Board" dan "Top 50 Mid Capitalization Public Listed Company" di ajang 13th IICD Corporate Governance Award 2022, "PROPER Daerah (PROPERDA)", "PROPER Nasional (PROPERNAS), "ASEAN OSHNET Excellence Award 2022", "Special Award for Sustainability" di IDC Future Enterprise Awards Asia Pacific 2022, serta empat penghargaan di Indonesia Safety Excellence Award (ISEA) 2022.

Kami meyakini bahwa keberadaan Petrosea erat kaitannya dengan penciptaan nilai kepada masyarakat dan lingkungan sekitar. Oleh karena itu, Perusahaan memprioritaskan penerapan program-program *Corporate Social Responsibility* (CSR) yang fokus kepada empat pilar, yaitu Kesehatan, Pendidikan, Pemberdayaan Ekonomi dan Lingkungan. Petrosea juga terus berkomitmen untuk mensejahterakan masyarakat, serta melindungi dan merestorasi ekosistem lingkungan di sekitar lokasi proyek melalui PT Kinarya Bangun Sesama, yaitu *corporate social enterprise* yang didirikan Petrosea pada tahun 2021 dengan tujuan untuk membantu mengatasi permasalahan sosial dengan menciptakan dampak positif, meningkatkan kesejahteraan masyarakat, serta bertanggung jawab dalam melindungi dan merestorasi ekosistem lingkungan.

Petrosea terus menjalankan praktik bisnis yang beretika melalui penerapan *Code of Conduct* dan *Kebijakan Anti Penyuapan* sebagai bentuk implementasi nilai keberlanjutan Perusahaan serta wujud penerapan ISO 37001:2016 untuk Sistem Manajemen Anti Penyuapan. Bagi kami, penerapan praktik bisnis yang beretika merupakan salah satu kunci bagi tercapainya keberlanjutan usaha di masa yang akan datang.

Strategi Pencapaian Target

Petrosea optimis bahwa strategi diversifikasi dan pengembangan usaha Perusahaan ke sektor emas, nikel dan mineral lainnya serta batubara merupakan modal yang kuat dalam menghadapi seluruh tantangan, sementara melakukan reposisi menjadi *mine owner* di masa mendatang dengan tetap menjalankan kegiatan operasional yang ramah lingkungan melalui penerapan *good mining practices*.

As a reflection of its performance throughout 2022, Petrosea received various recognitions, including "Best Responsibility of the Board" and "Top 50 Mid Capitalization Public Listed Company" at the 13th IICD Corporate Governance Award 2022, "PROPER Daerah (PROPERDA)", "PROPER Nasional (PROPERNAS), "ASEAN OSHNET Excellence Award 2022", "Special Award for Sustainability" at the IDC Future Enterprise Awards Asia Pacific 2022, as well as four awards at the Indonesia Safety Excellence Award (ISEA) 2022.

We believe that Petrosea's existence is closely related to creating value for the surrounding community and environment. Therefore, the Company prioritizes the implementation of Corporate Social Responsibility (CSR) programs that focus on four pillars, namely Health, Education, Economic Empowerment, and Environment. Petrosea is also committed to improving community welfare, as well as protect and restore the environmental ecosystem surrounding its project locations through PT Kinarya Bangun Sesama, a corporate social enterprise established by the Company in 2021 with the aim of helping to overcome social problems by creating positive impacts, improving community welfare, as well as taking responsibility for the protection and restoration of environmental ecosystems.

Petrosea continues to carry out ethical business practices by applying the *Code of Conduct* and *Anti-Bribery Policy* as a form of implementing the Company's sustainability values as well as applying ISO 37001:2016 for Anti-Bribery Management System. For us, carrying out ethical business practices is key towards achieving business sustainability in the future.

Target Achievement Strategy

Petrosea is optimistic that the Company's diversification strategy and business expansion to the gold, nickel and other minerals as well as coal are a solid foundation to overcome all challenges, while also repositioning itself to become a mine owner in the upcoming future and continuing to carry out environmentally friendly operational activities by applying *good mining practices*.

Melalui implementasi strategi 3D, Petrosea akan terus berupaya untuk memanfaatkan setiap peluang dan memitigasi risiko ESG demi mewujudkan Target Zero, yaitu *Zero Harm to People, Community & Environment*. Target tersebut akan dicapai melalui lingkungan kerja yang layak, sehat dan aman, hubungan yang harmonis dengan masyarakat sekitar, serta pengurangan emisi karbon. Oleh karena itu, Petrosea akan terus memperkuat budaya K3, mengembangkan kompetensi karyawan, serta meningkatkan efisiensi penggunaan energi di seluruh proses operasionalnya.

Apresiasi

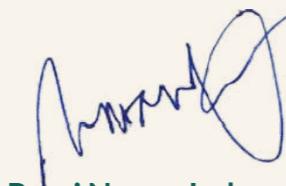
Atas nama Direksi, saya ingin memberikan apresiasi setinggi-tingginya atas dukungan dan kerjasama dari seluruh pemangku kepentingan sepanjang tahun 2022. Semoga bersama-sama kita dapat terus berkontribusi bagi keberlanjutan Petrosea, serta masyarakat dan lingkungan sekitar pada masa yang akan datang.

Through the implementation of its 3D strategy, Petrosea continue its efforts to capture opportunities and mitigate risks related to ESG in order to achieve Target Zero, namely *Zero Harm to People, Community & Environment*. This target will only be achieved by establishing a proper, healthy and safe working environment, harmonious relations with surrounding communities, as well as reducing carbon emissions. Therefore, Petrosea will continue to strengthen its OHS culture, develop employee competencies, as well as improve energy efficiency across its operational processes.

Acknowledgements

On behalf of the Board of Directors, I would like to express my upmost gratitude for the support and collaboration from all our stakeholders throughout 2022. Hopefully together we can continue to contribute to the sustainability of Petrosea, as well as the surrounding community and environment in the future.

Tangerang Selatan, April 2023
South Tangerang, April 2023



Romi Novan Indrawan
Presiden Direktur / President Director



Sekilas Perusahaan [2-1]

Company Overview

	Nama Perseroan Company Name PT Petrosea Tbk		Tahun Berdiri Year of Establishment 1972		Bentuk Perusahaan Legal Entity Perseroan Terbatas Limited Liability Company	
<hr/>						
Landasan Hukum Legal Bases						
	<ul style="list-style-type: none">• Akta Pendirian Nomor 75 tertanggal 21 Februari 1972• Keputusan Menteri Kehakiman No. Y.A.5/51/17 tertanggal 30 November 1972• Nomor Induk Berusaha Berbasis Risiko 9120400242789 tertanggal 28 Februari 2019• Keputusan Menteri Investasi/Kepala BKPM No. 57/1/IUJP-PB/PMDN/2022 tertanggal 21 September 2022• Articles of Association No. 75 dated 21 February 1972• Decree of the Ministry of Law No. Y.A.5/51/17 dated 30 November 1972• Risk-Base Business Registration Number 9120400242789 dated 28 February 2019• Decree of the Minister of Investment/Investment Coordinating Board Head No. 57/1/IUJP-PB/PMDN/2022 dated 21 September 2022					
<hr/>						
	Kantor Pusat Head Office 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 : info@petrosea.com corporate.secretary@petrosea.com investor.relations@petrosea.com corporate.communications@petrosea.com Website : www.petrosea.com		Kantor Perwakilan Balikpapan Balikpapan Representative Office Operasional : Petrosea Support Facilities JI.KM 5,5 RT 14 Kelurahan Kariangau, Kecamatan Balikpapan Barat, Balikpapan 76134, Indonesia Administratif Gedung Grha Bintang lt II (zona D-E) Jl. Jend. Sudirman 423 , Kecamatan Balikpapan Selatan, Balikpapan 76114 Indonesia Phone : +62 542 762 299 Fax. : +62 542 760 660	 <p>The diagram consists of three concentric circles. The innermost circle contains a stylized building icon. The middle ring is yellow and contains the text "Konstruksi Construction". The outermost ring is green and lists nine business sectors, each associated with an icon: "Pertambangan & Penggalian Mining & Excavation Services" (mining truck), "Industri Pengolahan Processing Industries" (factory), "Perdagangan Trading" (barrel), "Pengangkutan & Pergudangan Transportation & Warehousing" (truck), "Pendidikan Education" (graduation cap), "Ketenagakerjaan Human Resource Management" (person working), "Aktivitas Penyewaan & Sewa Guna Usaha Tanpa Hak Opsi Rental & Operational Lease Activities" (rental car), "Aktivitas Profesional, Ilmiah, & Teknis Professional, Scientific, & Technical Activities" (calculator), and "Informasi & Komunikasi Information & Communication" (phone).</p>		
<hr/>						
Informasi terkait daftar entitas anak terdapat dalam Laporan Tahunan PT Petrosea Tbk, atau melalui situs web perusahaan di www.petrosea.com .			Information concerning the list of subsidiaries is presented in PT Petrosea Tbk Annual Report or through the corporate website at www.petrosea.com .			

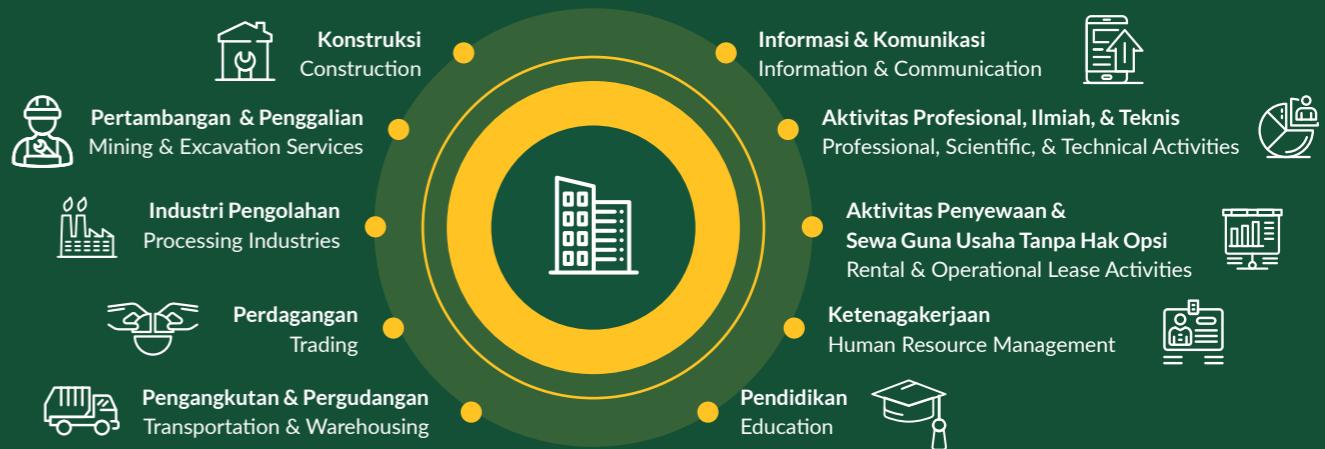


Penjelasan Mengenai Produk, Jasa & Kegiatan Usaha [2-6]

Explanation Regarding Products, Services & Business Activities

Sesuai dengan pasal 3 Anggaran Dasar Perusahaan berdasarkan Akta Pernyataan Keputusan Rapat No. 29 tanggal 26 Oktober 2022, Petrosea merupakan perusahaan multi-disiplin yang bergerak dalam bidang :

In accordance with Article 3 of the Articles of Association of Petrosea, based on the Deed of Shareholders Resolution No. 29 dated 26 October 2022, Petrosea is a multidisciplinary company that carries out its business activities in the following sectors:



Penjelasan lebih lanjut terkait produk dan jasa Perusahaan dapat dilihat melalui situs web perusahaan di www.petrosea.com.

Further information related to the Company's products and services is presented in the corporate website at www.petrosea.com.

Skala Organisasi [2-1, 2-6]**Organization Scale**

Keterangan Description	Satuan Unit	2022	2021	2020
Jumlah Karyawan Total Employees	Orang People	4.123	3.966	3.775
Jumlah Kantor Pusat Number of Head Office	Kantor Office	1	1	1
Jumlah Kantor Pendukung Number of Supporting Office		2	1	1
Volume Pengupasan Lapisan Tanah Penutup Overburden Removal Volume	Juta BCM Million BCM	124,07	120,63	94,32
Produksi Batubara Coal Production		19,23	31,77	26,79
Jumlah Pendapatan Total Revenue	Juta US\$ Million US\$	476,32	415,74	340,69
Jumlah Liabilitas Total Liabilities		298,43	272,51	298,25
Jumlah Ekuitas Total Equity		297,99	260,22	231,44
Jumlah Aset Total Assets		596,42	532,74	529,69
Laba Tahun Berjalan Profit for the Year		41,17	33,95	32,50

Perubahan Signifikan di Perusahaan tahun 2022 [2-1, 2-6]

Di tahun 2022, PT Caraka Reksa Optima ("Caraka") melakukan akuisisi seluruh kepemilikan saham Petrosea milik PT Indika Energy Tbk. sebesar 69,80%, sehingga terdapat perubahan struktur kepemilikan Perusahaan. Selain itu, pada 2 September 2022, terdapat perubahan komposisi Dewan Komisaris dan Direksi Perusahaan.

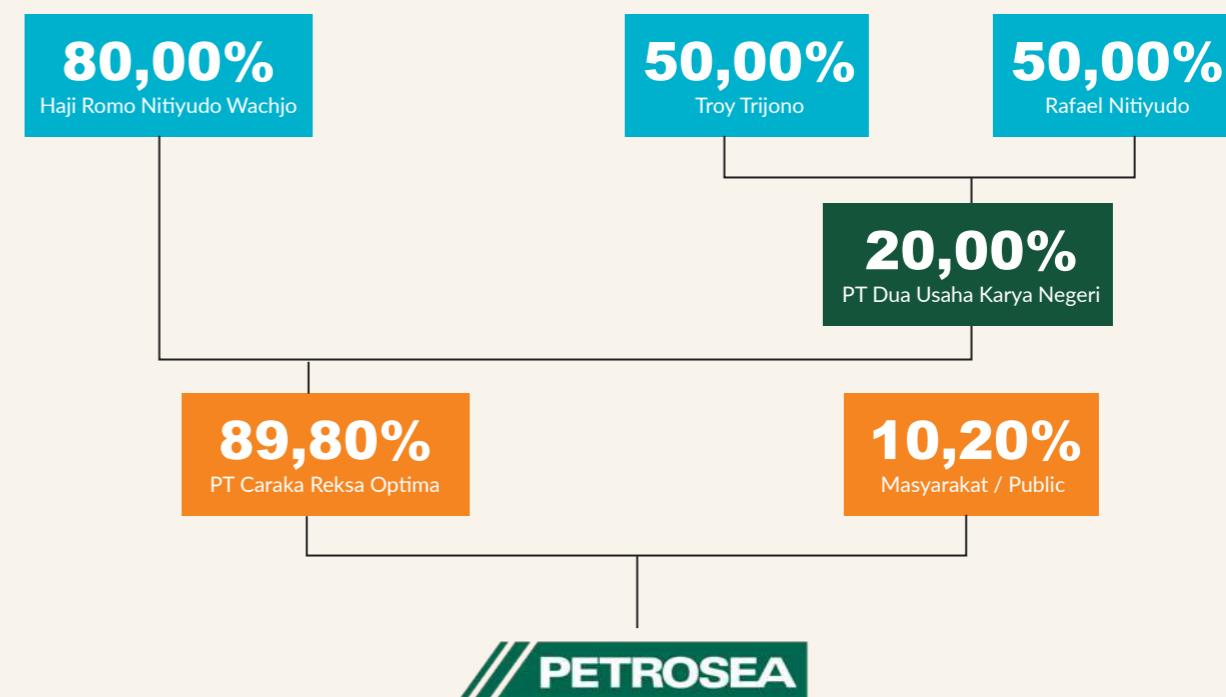
Untuk memenuhi kewajiban peraturan perundangan, PT Caraka Reksa Optima melakukan penawaran tender wajib yang berakhir pada tanggal 23 September 2022. Sehingga terhitung sejak tanggal 3 Oktober 2022, jumlah kepemilikan saham PT Caraka Reksa Optima pada Perusahaan menjadi sebesar 89,80% dan masyarakat sebesar 10,20%.

Significant Changes in the Company in 2022

In 2022, PT Caraka Reksa Optima ("Caraka") acquired all Petrosea share ownership from PT Indika Energy Tbk that accounted for 69.80% of the total shares, therefore resulted in changes to the Company's ownership structure. In addition, on 2 September 2022, changes were made to the composition of the Company's Board of Commissioners and Board of Directors.

In order to comply with relevant laws, PT Caraka Reksa Optima conducted a mandatory tender offer ending on 23 September 2022. Therefore as of 3 October 2022, the total share ownership of PT Caraka Reksa Optima in the Company is 89.80% and the public is 10.20%.

PT Petrosea Tbk tercatat di Bursa Efek Indonesia sejak tahun 1990. Komposisi kepemilikan saham Perusahaan per 31 Desember 2022 adalah sebagai berikut:

**Keanggotaan di Asosiasi** [2-28]**Membership in Associations**

Petrosea terus memperkuat jalinan kerja sama bisnis dalam komunitas dan ekosistem usaha melalui keikutsertaan sebagai anggota dalam berbagai asosiasi:

PT Petrosea Tbk has been listed in the Indonesia Stock Market since 1990. The Company's composition of shareholders as of 31 December 2022 is as follows:

The Company continues to strengthen its business collaboration in the business ecosystem and communities through membership in various associations:

Keanggotaan Asosiasi Association Membership	
Asosiasi Jasa Pertambangan Indonesia (ASPINDO) Indonesian Mining Service Association (ASPINDO)	Kamar Dagang dan Industri (KADIN) Chamber of Commerce and Industry (KADIN)
Asosiasi Pengusaha Indonesia (APINDO) Employers Association of Indonesia (APINDO)	Indonesian Mining Association (IMA) Indonesian Mining Association (IMA)
Asosiasi Pertambangan Batubara Indonesia (APBI-ICMA) Indonesian Coal Mining Association (APBI-ICMA)	Asosiasi Emiten Indonesia (AEI) Indonesian Issuers Association (AEI)
Masyarakat Ketenagalistrikan Indonesia (MKI) The Indonesian Electrical Power Society (MKI)	Asosiasi Sekretaris Perusahaan Indonesia (ICSA) Indonesian Corporate Secretary Association (ICSA)
Gabungan Perusahaan Nasional Rancang Bangun Indonesia (GAPENRI) Association of Indonesian Engineering, Procurement, and Construction Companies (GAPENRI)	
Asosiasi Kontraktor Indonesia (AKI) Indonesian Constructors Association (AKI)	

Visi, Misi, & Nilai-Nilai Inti [2-23]

Vision, Mission & Core Values



Visi
Vision

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.

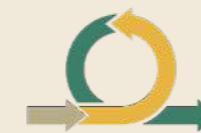
To deliver innovative solutions for mining, oil & gas and infrastructure to the satisfaction of all clients and stakeholders.



Nilai inti
Core Values

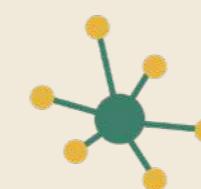
AGILE

Kami beradaptasi terhadap segala perubahan
We adapt to change



CONNECTED

Kami mengikuti perkembangan industri, teknologi, dan manusia
We stay updated to the industry, technology, and people



TRUSTED

Kami memberikan nilai tambah bagi pemangku kepentingan dengan menunjukkan komitmen yang tinggi terhadap etika dan perilaku bisnis
We deliver value to our stakeholders whilst demonstrating our commitment towards the highest ethics and business conduct



INNOVATIVE

Kami terus memperbaiki diri tanpa batasan
We improve ourselves with no limitations



OPEN-MINDED

Kami mendengarkan dan menerima ide-ide baru
We listen to and explore new ideas



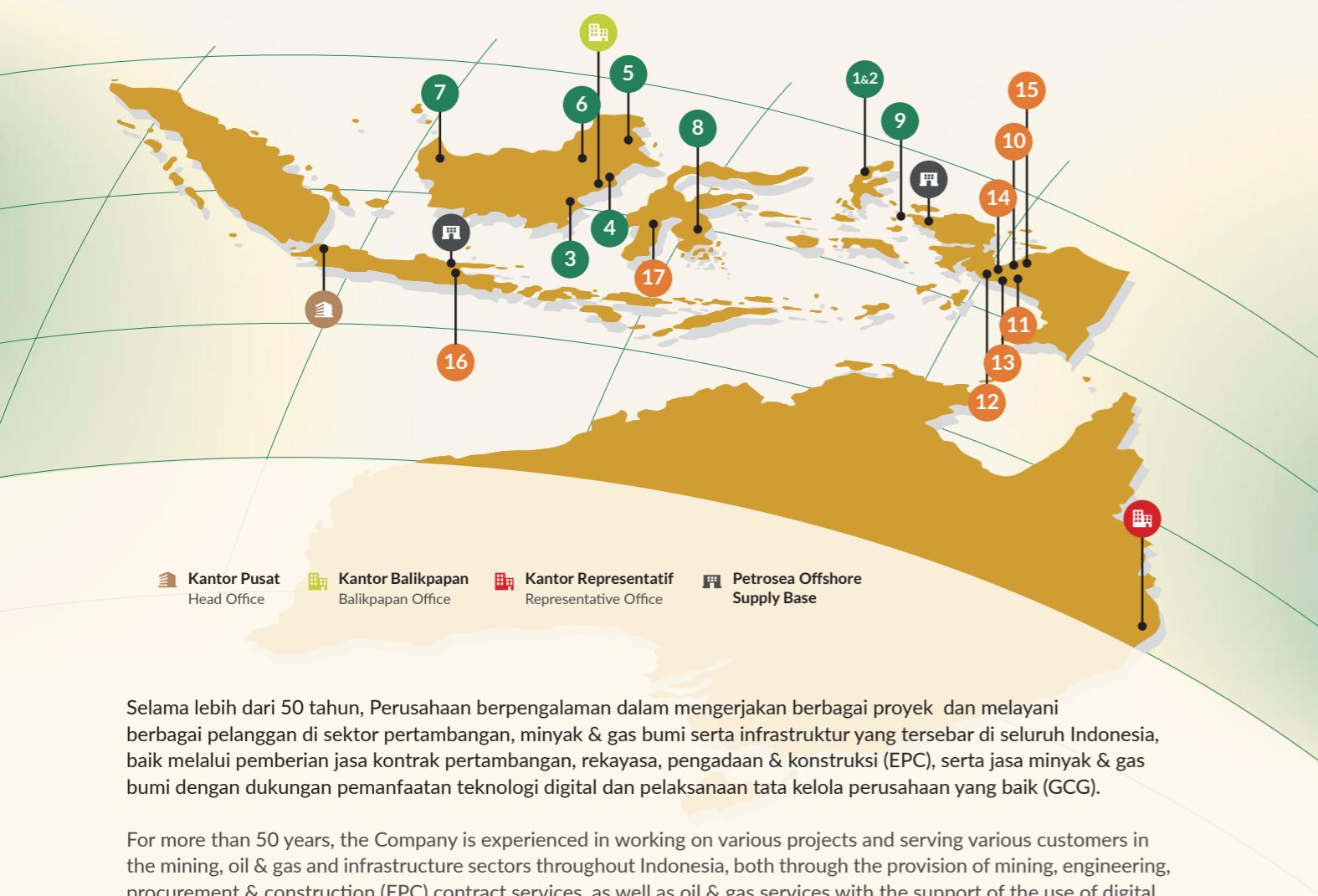
NURTURING

Kami peduli terhadap keselamatan, kesehatan, lingkungan, dan masyarakat
We care for our safety, health, environment, and community



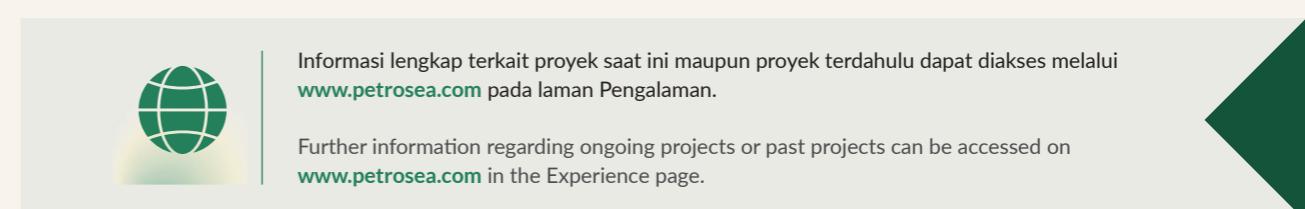
Peta Operasional & Pasar yang Dilayani

Operating Areas & Markets Served



CURRENT MAJOR PROJECTS	CLIENT	LOCATION	YEAR
Kontrak Pertambangan / Contract Mining			
1. Nusa Halmahera Minerals (Mining Services: Waste Removal, Ore Getting, Ore Hauling to Plant)	PT Nusa Halmahera Minerals	North Maluku	2022 - 2023
2. Nusa Halmahera Minerals (Tailing Management & Plant Maintenance)	PT Santana Rekso Nidhana	North Maluku	2022 - 2026
3. Kideco (OB Removal & Coal Production)	PT Kideco Jaya Agung	East Kalimantan	2011 - 2028
4. Kartika Selabumi Mining (OB Removal, Coal Getting, Coal Hauling)	PT Kartika Selabumi Mining	East Kalimantan	2021 - 2027
5. Central Cipta Murdaya (OB Removal, Coal Getting, Coal Hauling)	PT Hardaya Mining Energy / PT Central Cipta Murdaya	North Kalimantan	2021 - 2025

	CURRENT MAJOR PROJECTS	CLIENT	LOCATION	YEAR
6.	Indo Bara Pratama (OB Removal, Coal Getting, Coal Hauling, Project Management)	PT Indo Bara Pratama	East Kalimantan	2022 - 2026
7.	Mekko Metal Mining (Waste Removal, Ore Washing, Ore Getting, Ore Hauling, Ore Barging and Infrastructure)	PT Mekko Metal Mining	West Kalimantan	2021 - 2026
8.	Cipta Djaya Selaras Mining (Waste Removal, Ore Getting, Ore Hauling, Infrastructure)	PT Cipta Djaya Selaras Mining	Southeast Sulawesi	2022 - 2027
9.	Gag Nikel (Consulting Service for Mining Digitalization)	PT Gag Nikel	Southwest Papua	2022
Rekayasa, Pengadaan & Konstruksi / Engineering, Procurement & Construction				
10.	Mining 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	Central Papua	2017 - 2024
11.	Levee Construction and Stockpile Extension	PT Freeport Indonesia	Central Papua	2018 - 2026
12.	Construction Services at Portside (Corrosion Remediation)	PT Freeport Indonesia	Central Papua	2019 - 2023
13.	GBC Precrusher Project (SAG3) Construction Services	PT Freeport Indonesia	Central Papua	2020 - 2023
14.	Wrap Around Construction Project	PT Freeport Indonesia	Central Papua	2021 - 2023
15.	LNGPP Feasibility Study	PT Freeport Indonesia	Central Papua	2022 - 2023
16.	Earthwork, Concrete and Buried Utilities for MMR Project	PT Manyar Maju Refinery	East Java	2022 - 2023
17.	Construction & Project Management Works - Awak Mas Gold Project	PT Masmindo Dwi Area	South Sulawesi	2022 - 2024
EPC Processing Plant Infrastructure - Awak Mas Gold Project				
Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi / Logistics and Support For Oil & Gas Services				
Provision of Supply Base Support Services				
BP Berau Ltd. Southwest Papua 2017 - 2025				
Saipem Indonesia Southwest Papua 2020 - 2023				
CSTS Joint Operation Southwest Papua 2018 - 2023				
Enscos Sarida Offshore Southwest Papua 2018 - 2023				
Integrated Freight Forwarding				
BP Berau Ltd. East Java 2019 - 2022				



Penghargaan & Sertifikasi

Awards & Certifications

Penghargaan / Awards



PROPER NASIONAL (PROPERNAS) UNTUK PENGELOLAAN LINGKUNGAN HIDUP / PROPER NASIONAL (PROPERNAS) FOR ENVIRONMENTAL MANAGEMENT

22 Desember 2022

Penghargaan PROPER Nasional (PROPERNAS) untuk Petrosea Support Facilities (PSF) dari Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia berkat upaya dan komitmennya terhadap tata kelola dan pelestarian lingkungan.

PROPER Nasional (PROPERNAS) award for Petrosea Support Facilities (PSF) from the Ministry of Environment and Forestry of the Republic of Indonesia thanks to its efforts and commitment towards environmental governance and preservation.



INDONESIA CORPORATE SECRETARY AWARD 2022

16 Desember 2022

Penghargaan untuk kategori "Best Corporate Secretary in Oil, Gas & Coal Equipment & Services" di ajang Indonesia Corporate Secretary Award 2022.

Award for the "Best Corporate Secretary in Oil, Gas & Coal Equipment & Services" category at the Indonesia Corporate Secretary Award 2022.



INDONESIAN SUSTAINABLE DEVELOPMENT GOALS AWARD (ISDA) 2022

22 November 2022

Proyek Kideco Jaya Agung meraih penghargaan untuk kategori "Program Korporasi", "Program Community Involvement & Development" dan "Penghargaan Perseorangan" di ajang Indonesian Sustainable Development Goals Award (ISDA) 2022.

The Kideco Jaya Agung project awarded the "Corporate Program", "Community Involvement & Development Program" and "Individual Award" categories at the Indonesian Sustainable Development Goals Award (ISDA) 2022.



ESG DISCLOSURE AWARDS 2022

26 Oktober 2022

Meraih "Predikat Management B" di ajang ESG Disclosure Awards 2022 yang diadakan oleh Bumi Global Karbon Foundation bersama Majalah Investor.

Award for the "Management B Level" at the ESG Disclosure Awards 2022 held by Bumi Global Karbon Foundation together with Majalah Investor.



IDC FUTURE ENTERPRISE AWARDS ASIA PACIFIC 2022

26 Oktober 2022

Penghargaan untuk kategori "Special Award for Sustainability" di ajang IDC Future Enterprise Awards Asia Pacific 2022 yang diadakan oleh International Data Corporation (IDC).

Award for "Special Award for Sustainability" category at the IDC Future Enterprise Awards Asia Pacific 2022 held by the International Data Corporation (IDC).



INDONESIA SAFETY EXCELLENCE AWARD (ISEA) 2022

20 Oktober 2022

Penghargaan untuk kategori "The Best Green Company", "The Best Safety Innovation", "The Best Safety Management in Mining Company" dan "The Best Leadership Focus on Safety Culture" di ajang Indonesia Safety Excellence Award (ISEA) 2022 yang diadakan oleh First Indonesia Magazine.



IDC FUTURE ENTERPRISE AWARDS INDONESIA 2022

5 Oktober 2022

Penghargaan untuk kategori "Best in Future of Operations" dan "Special Award for Sustainability" di ajang IDC Future Enterprise Awards Indonesia 2022 yang diadakan oleh International Data Corporation (IDC).

Awards for the "Best in Future of Operations" and "Special Award for Sustainability" categories at the IDC Future Enterprise Awards Indonesia 2022 held by the International Data Corporation (IDC).



ASEAN-OOSHNET EXCELLENCE AWARDS

30 September 2022

Penghargaan ASEAN-OOSHNET Excellence Award 2022 berkat implementasi sistem manajemen Keselamatan dan Kesehatan Kerja (K3) yang kuat untuk mendukung kegiatan operasional di Petrosea Support Facilities (PSF).

ASEAN-OOSHNET Excellence Award 2022 due to the implementation of a sound Occupational Health & Safety (OHS) management system to support operational activities at Petrosea Support Facilities (PSF).

**BISNIS INDONESIA AWARDS 2022**

15 Agustus 2022

Penghargaan untuk kategori "Pendukung Minyak, Gas & Batubara" di ajang Bisnis Indonesia Awards 2022 yang diadakan oleh Bisnis Indonesia Group.

Award for the "Oil, Gas & Coal Support" category at the Bisnis Indonesia Awards 2022 held by Bisnis Indonesia Group.

**PENCAPAIAN NIHIL KECELAKAAN KERJA / ZERO ACCIDENT**

13 Mei 2022

Penghargaan pencapaian nihil kecelakaan kerja (zero accident) untuk kantor pusat dengan jumlah 3.325.666 jam kerja Lost Time Injury (LTI) Free dan untuk Petrosea Support Facility (PSF) dengan jumlah 4.999.944 jam kerja LTI Free dari Menteri Ketenagakerjaan Republik Indonesia.

Award for 3,325,666 manhours Lost Time Injury (LTI) Free for the head office and 4,999,944 manhours LTI Free for Petrosea Support Facilities (PSF) from the Ministry of Manpower.

**PROPER DAERAH (PROPERDA) UNTUK PENGELOLAAN LINGKUNGAN HIDUP /
REGIONAL PROPER (PROPERDA) FOR ENVIRONMENTAL MANAGEMENT**

6 Juni 2022

Penghargaan PROPER Daerah (PROPERDA) untuk Petrosea Support Facilities (PSF) dari Pemerintah Provinsi Kalimantan Timur berkat upaya dan komitmennya terhadap tata kelola dan pelestarian lingkungan.

Regional PROPER (PROPERDA) award for Petrosea Support Facilities (PSF) from the East Kalimantan Provincial Government thanks to its efforts and commitment towards environmental governance and preservation.

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

13 Mei 2022

Piagam Program Pencegahan dan Penanggulangan HIV/AIDS dengan kategori "PLATINUM" untuk kantor pusat dari Menteri Ketenagakerjaan Republik Indonesia.

Award for HIV/AIDS Prevention and Countermeasure Program in the "PLATINUM" category for the head office from the Ministry of Manpower of the Republic of Indonesia

**13th IICD CORPORATE GOVERNANCE AWARD 2022**

27 Mei 2022

Penghargaan untuk "Best Responsibility of the Board" dan masuk ke dalam kategori "Top 50 Mid Capitalization Public Listed Company" di ajang 13th IICD Corporate Governance Award 2022 yang diadakan oleh Indonesian Institute for Corporate Directorship (IICD).

Awards for "Best Responsibility of the Board" and included in the "Top 50 Mid Capitalization Public Listed Company" category at the 13th IICD Corporate Governance Award 2022 held by the Indonesian Institute for Corporate Directorship (IICD).

**TRANSPARANSI EMISI KORPORASI 2022 /
2022 CORPORATE EMISSION TRANSPARENCY**

22 April 2022

Penghargaan untuk kategori "Transparansi Penurunan Emisi Sektor Emiten dengan gelar Green" dan "Perhitungan Emisi Sektor Emiten dengan gelar Gold" pada ajang Penghargaan Transparansi Emisi Korporasi 2022 yang diadakan oleh BeritaSatu Media Holdings, Majalah Investor dan Bumi Global Karbon Foundation.

Award for the "Transparency of Emission Reduction for Company Sector with Green degree" and "Emission Calculation for Company Sector with Gold degree" categories at the Corporate Emission Transparency Awards 2022 held by BeritaSatu Media Holdings, Majalah Investor and Bumi Global Karbon Foundation.

**PROGRAM PENCEGAHAN & PENANGGULANGAN COVID-19 /**

COVID-19 PREVENTION & COUNTERMEASURE PROGRAM

13 Mei 2022

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

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

Sertifikasi / Certification



Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3)* / Occupational Health & Safety Management System (SMK3)*

KJA Project

12 Januari 2023 – 12 Januari 2026

Kementerian Ketenagakerjaan
Republik Indonesia
Ministry of Manpower
Republic of Indonesia



ISO 37001:2016 Sistem Manajemen Anti Penyuapan / ISO 37001: 2016 Anti-Bribery Management System

Head Office, PSF, KJA Project, Timika Project & POSB Sorong

5 Desember 2022 – 5 Desember 2025

The ASR Internasional Indonesia
Certification Body (ASRICERT)



Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3)* / Occupational Health & Safety Management System (SMK3)*

Head Office

7 Juni 2022 – 7 Juni 2025

Kementerian Ketenagakerjaan
Republik Indonesia
Ministry of Manpower
Republic of Indonesia



Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) / Occupational Health & Safety Management System (SMK3)



ISO 9001:2015 Sistem Manajemen Mutu / ISO 9001:2015 Quality Management System



ISO 14001:2015 Sistem Manajemen Lingkungan & ISO 45001:2018 Sistem Manajemen Keselamatan & Kesehatan Kerja / ISO 14001:2015 Environmental Management System & ISO 45001:2018 Occupational Health & Safety Management System

Head Office, Mining, EPC & AMG

31 Desember 2020 – 30 Desember 2023

Lloyd's Register Indonesia

Petrosea Support Facilities (PSF)

13 Mei 2022 – 13 Mei 2025

Kementerian Ketenagakerjaan
Republik Indonesia
Ministry of Manpower
Republic of Indonesia

Head Office, PSF, Mining, EPC & POSB Sorong

26 Maret 2021 – 25 Maret 2024

Lloyd's Register Indonesia

Keterangan: *Masih menggunakan Surat Pengganti Sertifikat Sementara dari Kementerian Ketenagakerjaan karena pada saat Laporan Keberlanjutan ini diproduksi, Perusahaan masih menunggu sertifikat resmi/ Note: *Still using a Temporary Certificate Substitute Letter from the Ministry of Manpower as at the time this Annual Report was produced, the Company was still awaiting the official certificate



01

TENTANG LAPORAN KEBERLANJUTAN ABOUT THIS SUSTAINABILITY REPORT

Laporan Keberlanjutan PT Petrosea Tbk memuat pendekatan pengelolaan keberlanjutan, kinerja, risiko dan tantangan yang dihadapi Perusahaan, serta pencapaian pada aspek ekonomi, lingkungan, sosial dan tata kelola selama periode 2022. Laporan ini diterbitkan setiap tahun dan informasi yang disajikan melengkapi Laporan Tahunan Perusahaan.

The Sustainability Report of PT Petrosea Tbk covers the approach to sustainability management, performance, risks and challenges faced by the Company, as well as various economic, environmental, social and governance achievements across 2022. This report is published annually, and the information presented in this report complements the Company's Annual Report.





Melalui survei materialitas dan **focus group discussion** yang diadakan pada 12-24 November 2022 dan 29 November 2022, Petrosea berhasil memetakan 11 topik material.

Through the materiality survey and focus group discussion held on 12-24 November 2022 and 29 November 2022, the Company has mapped 11 material topics.



Petrosea mendukung pencapaian 11 SDGs yang selaras dengan topik materialnya. Petrosea supports the achievement of 11 SDGs in accordance with its material topics.



Laporan Keberlanjutan Petrosea diverifikasi oleh pihak independen. Petrosea's Sustainability Report has been verified by an independent party.

Sekilas Laporan Keberlanjutan [2-2, 2-3, 2-4, 2-5]

Overview of Sustainability Report

Laporan Keberlanjutan tahun 2022 merupakan kesinambungan dari laporan tahun 2021 yang diterbitkan pada bulan Maret 2022. Laporan ini disusun dengan mengacu pada:

01

Peraturan Otoritas Jasa Keuangan (POJK)
No. 51/ POJK.03/2017.

Regulation of the Financial Service Authority
(POJK) No. 51/ POJK.03/2017.

02

Informasi yang dikutip dalam indeks isi GRI untuk periode 1 Januari 2022 - 31 Desember 2022 dengan mengacu pada Standar GRI.

Information cited in the GRI content index for the period of 1 January 2023 - 31 December 2023 with reference to GRI Standards.

In 2022, adjustments were made to the topic materials based on the Company's internal discussions and input from external stakeholders.

There are restatements of information from the previous year's Sustainability Report regarding paper usage, GHG emissions and number of employees. Data disclosed in this report only covers Petrosea and does not include subsidiaries and others.

All information presented in the 2022 Sustainability Report has been verified through an assurance process which was conducted by SR Asia Indonesia as an independent party in April 2023. There were no conflicts of interest in the verification process and assignment process by the independent party and has been approved by the leadership of the Company.

Topik Material

Material Topics

Topik material pada Laporan Keberlanjutan 2022 ditentukan melalui "Survei Materialitas" yang dikirimkan kepada para pemangku kepentingan yang diadakan pada 17-24 November 2022 dan *focus group discussion* (FGD) pada tanggal 29 November 2022 yang dihadiri oleh seluruh divisi internal yang terlibat dalam penyusunan Laporan Keberlanjutan.

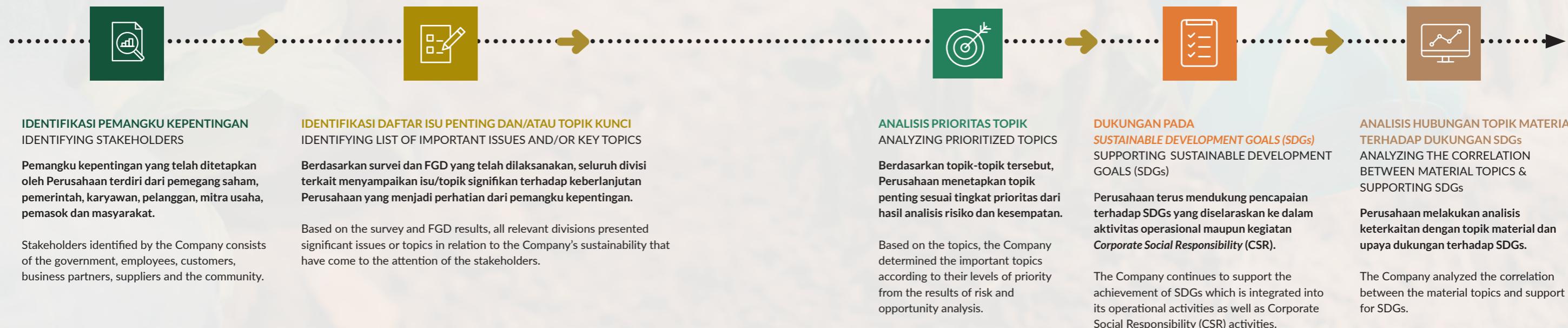
Penentuan topik material dilakukan berdasarkan analisis risiko dan peluang, baik aktual maupun potensial pada keberlanjutan Petrosea.

The material topics for the 2022 Sustainability Report were determined through a "Materiality Survey" that was sent to stakeholders on 17-24 November 2022 and a focus group discussion (FGD) on 29 November 2022 which was attended by all related internal divisions involved in the preparation of this Sustainability Report.

The material topics were determined based on both an analysis of actual and potential risks and opportunities to the Company's business sustainability.

Proses Penentuan Topik Material [3-1]

Material Topics Determination Process



Topik Material & Dukungan Terhadap SDGs [3-2, 3-3]

Material Topics & Supporting SDGs

Berdasarkan survei dan FGD yang telah dilaksanakan, Perusahaan menetapkan 11 topik material yang dinilai berdampak signifikan bagi para pemangku kepentingan, maupun terhadap kinerja aspek ekonomi, sosial dan lingkungan.

Topik Material Material Topics	Topik/Isu Topics/Issues
	Keselamatan & Kesehatan Kerja (K3) Occupational Health & Safety (OHS)
	Manajemen Energi & Emisi Gas Rumah Kaca (GRK) Energy & Greenhouse Gas Emission Management
	Kinerja Ekonomi Economic Performance
	Manajemen Air Water Management

Based on the survey and FGD, the Company determined 11 material topics with significant impacts on stakeholders and the performance of economic, social and environmental aspects.

Topik Material Material Topics	Topik/Isu Topics/Issues	
	Manajemen Sumber Daya Manusia Human Capital Management	
	Manajemen Limbah Waste Management	
	Komunitas Lokal Local Communities	
	Etika Bisnis Business Ethics	
	Teknologi & Inovasi Technology & Innovation	
	Manajemen Rantai Pasok Supply Chain Management	
	Keragaman & Inklusi Diversity & Inclusivity	

Topik Material / Material topic		Topik Material / Material topic	
Kesehatan & Keselamatan Kerja (K3) Occupational Health & Safety (OHS)	 	Manajemen Energi & Emisi GRK / Energy & Greenhouse Gas Emission Management Manajemen Air / Water Management Manajemen Limbah / Waste Management	   
Kebijakan Policies <ul style="list-style-type: none"> Kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan PTP-SHE-POL-G-0001 Kebijakan Pencegahan dan Penanggulangan HIV AIDS PTP-SHE-POL-G-0002 Kebijakan Mengenai Kesiapan Melaksanakan Pekerjaan PTP-SHE-POL-G-0003 Kebijakan Manajemen Risiko PTP-RISK-POL-G-0001 Policy on Safety, Occupational Health, and Environment PTP-SHE-POL-G-0001 Policy on HIV AIDS Prevention and Control PTP-SHE-POL-G-0002 Policy on Work Performance Readiness PTP-SHE-POL-G-0003 Policy on Risk Management PTP-RISK-POL-G-0001 	Evaluasi Evaluation <p>Kinerja pengelolaan K3L merupakan tanggung jawab bersama, dimulai dari level <i>top management</i> sampai dengan seluruh karyawan. Tanggung jawab tersebut terlihat dalam proses pencapaian target pengelolaan K3L yang menjadi bagian dari <i>Objective Key Result</i> (OKR) yang diturunkan dari <i>corporate</i> ke departemen OKR hingga ke OKR individu. Evaluasi secara berkala dilakukan oleh <i>top management</i> setiap bulan, hingga <i>management review</i> yang dilakukan setiap tahun. Hasil evaluasi tahun 2022 adalah bahwa Petrosea berhasil mempertahankan Sistem Manajemen ISO 45001, ISO 14001 dan Sistem Manajemen K3 berdasarkan PP No. 50 Tahun 2012. Tingkat kecelakaan turun 40% dari tahun sebelumnya, tidak ada kecelakaan lingkungan bersifat <i>major</i> dan tidak ada kasus penyakit akibat kerja.</p>	Kebijakan Policies <ul style="list-style-type: none"> Kebijakan Energi PTP-SHE-POL-G-0004 / Policy on Energy PTP-SHE-MN-G-0004 Panduan Pengelolaan Lingkungan PTP-SHE-MN-G-0002 / Guidelines on Environmental Management PTP-SHE-MN-G-0002 Panduan Manajemen Energi PTP-SHE-MN-G-0003 / Guidelines on Energy Management PTP-SHE-MN-G-0003 Pengelolaan Limbah PTP-SHE-PR-G-0021 IND / Waste Management PTP-SHE-PR-G-0021 IND Pengukuran Kualitas Air dalam pH dan Debit Air PTP-SHE-WI-G-0022 / Water Quality Measurement based on pH and Debit PTP-SHE-WI-G-0022 Praktik Lingkungan Perkantoran PTP-SHE-WI-G-3001 / Office Environmental Practices PTP-SHE-WI-G-3001 Standar pengelolaan energi, air, dan limbah lain yang berlaku untuk kegiatan operasional Petrosea sesuai dengan regulasi yang berlaku / Other applicable standards for energy, water, and waste management for the Company's operational activities according to the prevailing laws and regulation. 	Evaluasi Evaluation <p>Unit Safety, Health & Environment (SHE) bertanggung jawab untuk memastikan bahwa Target Zero dan upaya-upaya terhadap pelestarian lingkungan dapat tercapai, juga terus memperkuat budaya K3L di seluruh elemen Perusahaan. Adapun audit internal dan eksternal terkait lingkungan dari ISO 14001 sudah dilakukan. Hasil evaluasi tahun 2022 tidak ditemukan pelanggaran dalam pengelolaan lingkungan hidup di seluruh proyek Petrosea. Hal ini dapat dibuktikan dengan tidak adanya teguran secara langsung terhadap aktivitas Petrosea di seluruh proyek. Dengan tidak adanya teguran dari pihak pemangku kepentingan terhadap isu-isu lingkungan hidup serta pada proses eksternal audit, maka tidak ditemukan adanya Major Non-Conformity (No Major NCR) pada proses audit yang dilakukan oleh pihak eksternal Lloyd Register Indonesia.</p> <p>The Safety, Health, and Environment (SHE) unit is responsible for ensuring that Target Zero and efforts to protect the environment are achieved while strengthening SHE culture across the Company. Internal and external audits ISO 14001 related to the environment have been conducted. The 2022 evaluation results found no violations in environmental management at all Petrosea projects. This can be proven by the absence of direct warnings against Petrosea's activities at all projects, the absence of warnings from stakeholders on environmental issues and the external audit process did not find any Major Non-Conformity (No Major NCR) in the audit process carried out by an external party Lloyd Register Indonesia.</p>
Pengelolaan Management <p>Petrosea percaya bahwa kinerja K3L yang efektif dan efisien dapat menunjang produktivitas kerja. Untuk itu, Perusahaan berkomitmen untuk mengutamakan Keselamatan, Kesehatan Kerja & Lingkungan (K3L) yang bertujuan untuk mencapai tujuan utamanya, yaitu Target Zero (<i>zero harm to people, community and the environment</i>).</p> <p>Petrosea believes that effective and efficient HSE performance can support work productivity. For this reason, the Company is committed to prioritizing Safety, Health & Environment (SHE) which aims to achieve the ultimate goal of Target Zero (<i>zero harm to people, community and the environment</i>).</p>	<p>SHE management performance is a shared responsibility, starting from the top management level down to all employees. This responsibility can be seen in the process of achieving SHE management targets which are part of the Objective Key Results (OKR) which are passed down from Corporate to department and individual OKR. Periodic evaluations are carried out by top management each month, followed by a management review which is carried out annually. As a result of the 2022 evaluation, Petrosea succeeded in maintaining the ISO 45001 Management System, ISO 14001, and OHS Management System based on Government Regulation No. 50 of 2012. Accidents decreased by 40% from the previous year, there were no major environmental accidents, no cases of occupational diseases.</p>	<p>Pengelolaan Management</p> <p>Perusahaan berkomitmen dalam pelestarian lingkungan dengan tujuan untuk mencapai Target Zero, serta memiliki pedoman lingkungan yang laporan pelaksanaannya disampaikan kepada pemangku kepentingan setiap tahun.</p> <p>The Company is committed to protect the environment in order to achieve Target Zero, as well as implements environmental guidelines which reports are reported annually to the stakeholders.</p>	

Topik Material / Material topic			
		Topik Material / Material topic	
Kinerja Ekonomi / Economic Performance Teknologi & Inovasi / Technology & Innovation Manajemen Rantai Pasok / Supply Chain Management			
Kebijakan Policies	Evaluasi Evaluation	Kebijakan Policies	Evaluasi Evaluation
<ul style="list-style-type: none"> Kebijakan terkait perekutan mitra/pemasok PTP-SCC-PR-G-0001 / Supply chain and vendor management procedure PTP-SCC-PR-G-0001 Kebijakan/prosedur terkait keamanan data/ cybersecurity / Procedure Regarding Data Security 	<ul style="list-style-type: none"> Evaluasi berkala terhadap kinerja ekonomi Perusahaan dilakukan secara berkala dengan transparan dan berkelanjutan setiap tahunnya. Hasil evaluasi tahun 2022 menunjukkan bahwa total pendapatan Perusahaan naik sebesar 14,57% menjadi US\$476,32 juta dari US\$415,74 juta di tahun 2022. Evaluasi pengelolaan teknologi dan inovasi dilakukan secara berkala dengan pemantauan OKR setiap bulan dan per triwulan oleh Divisi Transformation Office. Hasil evaluasi tahun 2022 adalah terpenuhinya target pencapaian 2022 yang meliputi peluncuran Minerva Digital Platform untuk beberapa proyek dengan komoditas dan business model yang baru, pembaharuan Infrastructure - Cloud Migration, Advanced Security Implementation, termasuk dimulainya pemutahiran core business system Perusahaan dari SAP ECC ke SAP S4/HANA. Divisi SCM melaksanakan monitoring kinerja pemasok dan evaluasi kinerja pemasok secara tahunan dengan melaksanakan Vendor Performance Evaluation (VPE) menggunakan sistem SAP Ariba. Pada tahun 2022, evaluasi menunjukkan Perusahaan memastikan bahwa para pemasok yang bermitra sifatnya andal dan terpercaya, juga telah mengikuti ketentuan kemitraan. The evaluation of the Company's economic performance is carried out transparently and continuously every year. The results of the 2022 evaluation show that the Company's total revenue increased by 14.57% to US\$476.32 million from US\$415.74 million in 2022. The evaluation of technology and innovation management is carried out by Transformation Office Division regularly with OKR monitoring every month and quarterly. The results of the 2022 evaluation are the fulfillment of the 2022 achievement targets, including the deployment of Minerva Digital Platform at several projects with new commodities and business models, Infrastructure - Cloud Migration updates, Advanced Security Implementation, as well as the commencement of Petrosea's core business system upgrade from SAP ECC to SAP S4/HANA. The SCM Division carries out supplier performance monitoring and supplier performance evaluation on an annual basis by implementing Vendor Performance Evaluation (VPE) using the SAP Ariba system. In 2022, the evaluation shows that the Company ensures that its partnered suppliers are reliable and trustworthy, as well as have followed the terms of the partnership. 	<ul style="list-style-type: none"> Prosedur Komitmen dan Proses Penanganan Keluhan Hak Asasi Manusia (HAM) / Procedure of Commitment and Process for Complaints Regarding Human Rights Prosedur Penyampaian Keluhan Karyawan Grievance / Procedure for Submission of Employee Complaints Regarding Grievance Prosedur Rekrutmen Karyawan dan Mitra / Employee and Partner Recruitment Procedures Prosedur Pelatihan dan Pendidikan Karyawan / Employee Training and Education Procedures Prosedur Pengelolaan Karir dan Promosi / Career Management and Promotion Procedures Panduan Sistem Manajemen Kinerja / Performance Management System Guide Prosedur Kedisiplinan Karyawan/Employee Disciplinary Procedures 	Perusahaan secara rutin melakukan evaluasi atas pencapaian kinerja seluruh karyawan dalam mendukung pencapaian kinerja Perusahaan dan produktivitas karyawan. Dalam pengelolaan evaluasi kinerja merupakan tanggung jawab departemen Human Capital. Evaluasi ini dilakukan secara berkala dilakukan 2 (dua) kali dalam setahun, yaitu Evaluasi Kinerja Tengah Tahun dan Evaluasi Kinerja Akhir Tahun. Selain sebagai bentuk apresiasi karyawan, hasil evaluasi tahun 2022 juga digunakan sebagai landasan bagi manajer untuk pengembangan kapasitas anggota tim-nya. The Company routinely evaluates the performance achievements of all employees in supporting the achievement of Company performance and employee productivity. Performance management evaluation is the responsibility of the Human Capital department. This evaluation is carried out periodically 2 (two) times a year, namely the Mid-Year Performance Evaluation and Year-End Performance Evaluation. Besides as a form of employee appreciation, the results of the 2022 evaluation are also used as a basis for managers to develop the capabilities of their team members.
Pengelolaan Management		Pengelolaan Management	

Topik Material / Material topic		Topik Material / Material topic	
Kebijakan Policies	CSR Management Plan Petrosea tahun 2022	Kebijakan Policies	Panduan Berperilaku / Code of Conduct Kebijakan Anti-Penyuapan / Anti Bribery Policy
Pengelolaan Management	<p>Petrosea menyadari kegiatan operasional Perusahaan berdampak kepada lingkungan dan masyarakat sekitar, baik secara langsung maupun tidak langsung. Sebagai entitas yang bertanggung jawab, kami merespons dampak operasional tersebut dengan membina hubungan yang positif dan kolaboratif dengan masyarakat sekitar wilayah operasional melalui berbagai program <i>Corporate Social Responsibility</i> (CSR).</p> <p>The Company acknowledges that its operational activities impact surrounding environment and communities, both directly and indirectly. As a responsible entity, the Company responds to these operational impacts by fostering positive and collaborative relationships with the communities surrounding its operating areas through various Corporate Social Responsibility (CSR) programs.</p>	<p>Evaluasi Evaluation</p> <p>Kinerja pengelolaan merupakan tanggung jawab tim CSR bersama dengan para penerima manfaat. Evaluasi secara berkala dilakukan oleh karyawan Perusahaan, yaitu CSR Specialist di kantor pusat setiap tahun dengan metode pendekatan pengukuran Indeks Kepuasan Masyarakat (IKM). Kami juga melakukan penghitungan Social Return on Investment (SROI). Program yang kami berikan ke masyarakat berdampak positif terhadap masyarakat sekitar, seperti peningkatan ekonomi dan kesehatan masyarakat lokal.</p> <p>Management performance is the responsibility of the CSR team together with the beneficiaries. Periodic evaluations are carried out internally by the Company employee, namely the CSR Specialist at the head office every year with the Community Satisfaction Index (IKM) measurement approach. We also calculate Social Return on Investment (SROI). The programs we provide to the community bring positive impacts, such as improving the economy and health of local communities.</p>	<p>Evaluasi Evaluation</p> <p>Unit <i>Business Ethics & Integrity</i> bertanggung jawab atas pengelolaan inisiatif anti penyuapan, sistem pelaporan, serta sosialisasi dari sistem pelaporan. Di samping itu, Dewan Etik memastikan penerapan <i>Code of Conduct</i> melalui kajian terhadap laporan dari <i>Whistleblowing System</i>. Pelaporan dan evaluasi atas pelaksanaan sasaran Sistem Manajemen Anti Penyuapan dilakukan setiap kuartal kepada manajemen dan Dewan Pengarah dan ditindaklanjuti dengan baik.</p> <p>The Business Ethics & Integrity Unit is responsible for anti-bribery initiative management, reporting system, as well as the socialization of the reporting system. Furthermore, the Ethics Committee ensures the implementation of Code of Conduct by reviewing the Whistleblowing System reports. Reporting and evaluation of the implementation of the Anti-Bribery Management System objectives is carried out every quarter to the management and Steering Committee and is properly followed up.</p>

Kontak Pelaporan [2-3]

Reporting Contact



Untuk Informasi lebih lanjut mengenai laporan ini, serta pemberian masukan, saran dan lainnya dapat menghubungi:
Further information concerning this report as well as input, suggestion and comment submission can be delivered to

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Tanggapan atas Umpan Balik

Feedback Follow-up

Perusahaan menerima masukan atas Laporan Keberlanjutan tahun 2021 dari para pemangku kepentingan, di antaranya untuk menyampaikan komitmen dukungan pada pengurangan emisi GRK. Oleh karena itu, Perusahaan menyampaikan tambahan informasi terkait efisiensi energi dan perhitungan emisi GRK dalam laporan ini. Perusahaan akan terus meningkatkan pengungkapan kinerja ESG dengan melakukan pengukuran dampak pada setiap prioritas topik material yang telah ditentukan.

The Company received the inputs for the 2021 Sustainability Report from the stakeholders. One of the input recommends that the Company states its commitment to support GHG emission reduction. Therefore, the Company presents additional information concerning energy efficiency and GHG emission data in this report. The Company strives to improve its ESG performance disclosure by measuring the impacts of each prioritized material topics as determined by the Company.



02

TATA KELOLA KEBERLANJUTAN SUSTAINABILITY GOVERNANCE

Petrosea berkomitmen untuk melaksanakan praktik tata kelola perusahaan yang baik (GCG) secara konsisten sebagai bagian dari tanggung jawab Perusahaan kepada seluruh pemangku kepentingan. Bagi kami, GCG merupakan fondasi bagi pengelolaan usaha yang beretika, sesuai peraturan dan perundang-undangan yang berlaku.

The Company is committed to consistently implement good corporate governance (GCG) practices as a form of the Company's responsibility towards all stakeholders. We believe that GCG is the foundation for ethical business management that complies with prevailing rules and regulations.





GOOD CORPORATE GOVERNANCE



Petrosea telah memiliki sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan, *Whistleblowing System* serta prosedur *Gift & Entertainment* dan *Sponsorship & Donation*.

Petrosea has obtained ISO 37001:2016 Anti-Bribery Management System certification and has established a Whistleblowing System as well as Gift & Entertainment and Sponsorship & Donation Guidelines procedures.



Tidak terdapat kasus korupsi yang bersifat material bagi Perusahaan selama tahun 2022.

There were no corruption cases with material impacts on the Company throughout 2022.



Perusahaan berhasil menyelesaikan seluruh aduan dari kanal Whistleblowing System.

The Company managed to resolve all reports received through its Whistleblowing System.

Penanggung Jawab Penerapan Keberlanjutan

[2-9, 2-11, 2-12, 2-13, 2-14, 2-15]

Responsibility of Sustainability Implementation

Perusahaan memiliki Komite Keberlanjutan di bawah Dewan Komisaris yang bertugas untuk memantau, meninjau, mengevaluasi serta memberikan rekomendasi atas kinerja, inisiatif, rencana dan risiko terkait ESG dalam setiap proyek dan/atau investasi yang diajukan oleh manajemen untuk kemudian dievaluasi serta diadakan pertemuan dua kali dalam setahun.

Komite Keberlanjutan juga melakukan peninjauan dan memberikan rekomendasi kepada Dewan Komisaris sehubungan dengan persetujuan Laporan Keberlanjutan. Komite Keberlanjutan terdiri atas tiga orang, yaitu ketua komite beserta dua anggota. Komite ini diketuai oleh Komisaris Independen Perusahaan.

The Company has established a Sustainability Committee under the Board of Commissioners with the responsibility of monitoring, reviewing, evaluating as well as providing recommendations concerning ESG-related performance, initiatives, plans and risks of each project and/or investment proposed by management which are evaluated and discussed during meetings conducted twice a year.

The Sustainability Committee also oversees and provides recommendations to the Board of Commissioners related Sustainability Report approval. The Sustainability Committee consists of three people, namely one chairman and two members. The chairman of this committee is an Independent Commissioner of the Company.

Strategi keberlanjutan Perusahaan dikembangkan di bawah kepemimpinan Direktur Legal & Communication yang didukung oleh Transformation Office. Dalam menjalankan tugasnya, Transformation Office mendorong keberlanjutan dengan mengembangkan kerangka kerja dan peta jalan ESG terpadu, mengarahkan program, berkolaborasi dengan pemangku kepentingan, mengidentifikasi dan menjalankan inisiatif prioritas, mengembangkan *business case* serta menggerakkan *change management* dan pola pikir yang selaras dengan budaya organisasi yang diharapkan dalam rangka menciptakan *added value* bagi pemangku kepentingan.

Struktur Tata Kelola

Dewan Komisaris beserta komite di bawahnya melaksanakan fungsi pengawasan untuk memastikan bahwa implementasi praktik-praktik tata kelola perusahaan yang baik, etika bisnis, manajemen risiko investasi & proyek, nominasi & remunerasi serta strategi keberlanjutan dapat terlaksana dengan baik.



Komposisi badan tata kelola yang lebih lengkap, benturan kepentingan, proses evaluasi, kebijakan dan proses mengenai nominasi dan remunerasi, serta rasio total kcompensasi tahunan Dewan Komisaris dan Direksi dapat dilihat dalam Laporan Tahunan 2022 Perusahaan. [2-9, 2-10, 2-15, 2-18, 2-19, 2-20, 2-21]

The Company's sustainability strategy is developed under the leadership of the Legal & Communication Director supported by the Transformation Office. In carrying out its duties, the Transformation Office promotes sustainability by developing an integrated ESG framework and roadmap, directing programs, collaborating with stakeholders, identifying and implementing priority initiatives, developing business cases as well as driving change management and mindsets that are aligned with expected organizational culture in order to create added value for stakeholders.

Corporate Governance Structure

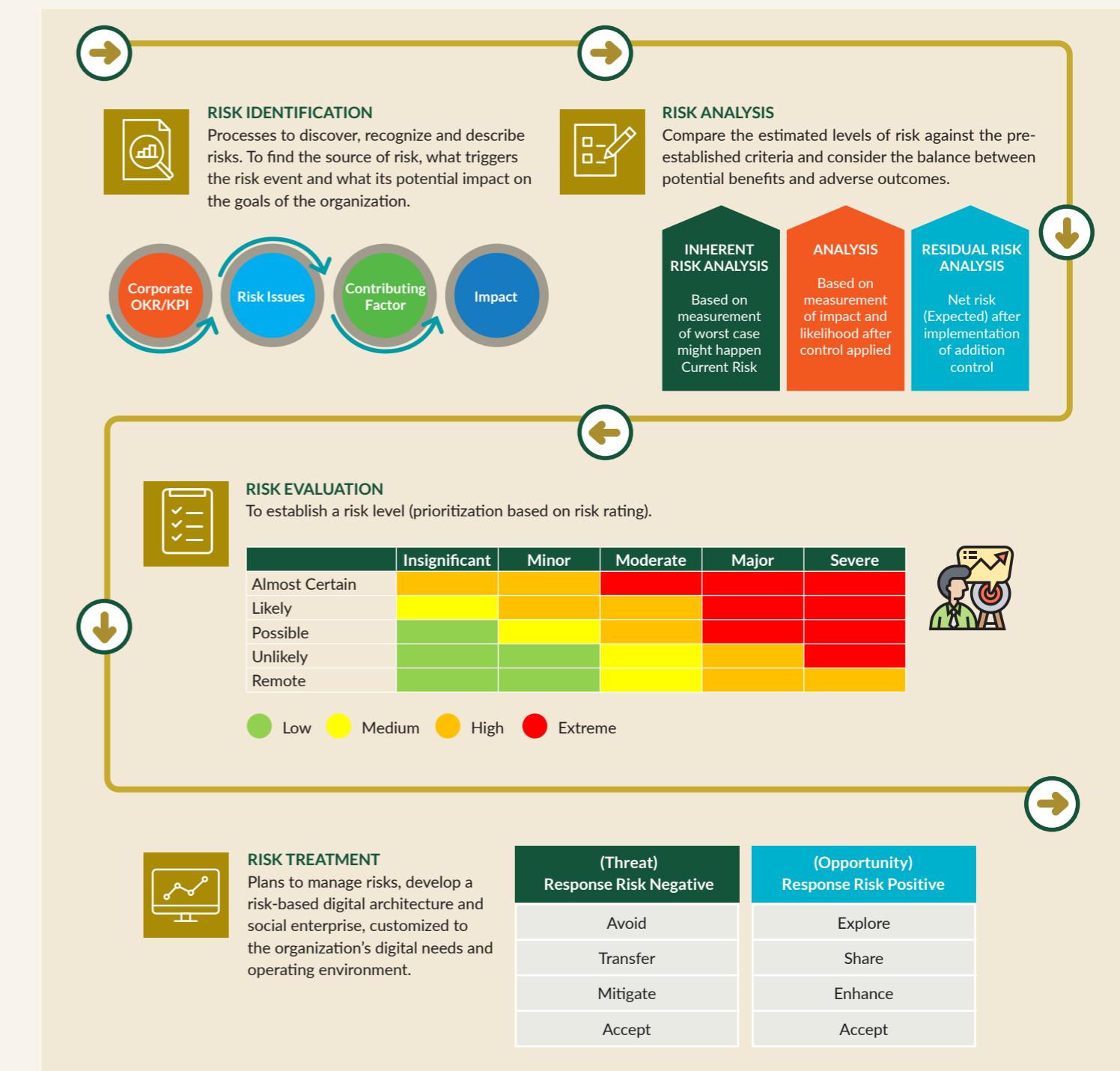
The Board of Commissioners together with the committees under them carry out its supervisory oversight function to ensure the proper implementation of good corporate governance practices, business ethics, investment & project risk management, nomination & remuneration as well as sustainability strategy.

Pengelolaan Risiko Keberlanjutan

Sustainability Risk Management

Perusahaan secara konsisten memastikan implementasi sistem manajemen risiko yang efektif dan berkelanjutan dalam lingkungan digital, diversifikasi usaha dan inisiatif yang berhubungan dengan aspek Environmental, Social & Governance (ESG).

The Company consistently ensure the implementation of effective and sustainable risk management system in digital environment, diversification, and environment, social, governance (ESG) initiatives.



Pendekatan yang diambil Perusahaan untuk pengelolaan risiko yang efektif di lingkungan digital, diversifikasi usaha dan inisiatif ESG adalah sebagai berikut:

1. **Komunikasi dan konsultasi** – tepat waktu dan memastikan bahwa informasi yang relevan telah dikumpulkan, disusun, dipadukan, dan dibagikan sebagaimana mestinya, dan bahwa umpan balik telah diperoleh, serta langkah peningkatan berkelanjutan telah dilaksanakan.
2. **Lingkup, konteks dan kriteria** – ruang lingkup proses, pemahaman konteks eksternal dan internal, serta penentuan kriteria dampak dan kemungkinan.
3. **Penilaian risiko** - keseluruhan proses identifikasi risiko, analisa risiko dan evaluasi risiko harus dilakukan secara sistematis.
 - **Identifikasi** – untuk menemukan, mengenali dan menggambarkan risiko dan peluang.
 - **Analisis** – melibatkan pertimbangan terperinci tentang ketidakpastian, sumber risiko, konsekuensi, kemungkinan, peristiwa, skenario, kontrol, dan keefektifannya.
 - **Evaluasi** – membandingkan hasil analisis risiko dengan kriteria risiko dan peluang yang ditetapkan untuk menentukan di mana tindakan tambahan diperlukan (berdasarkan prioritas risiko).
 - **Penanganan** – rencana untuk mengelola risiko dan peluang.
4. **Memantau dan meninjau** – menyematkan proses peninjauan berkelanjutan yang berkembang sebagai respons terhadap gangguan dan perkembangan baru di seluruh lingkungan digital, persyaratan hukum dan peraturan.
5. **Pencatatan dan pelaporan** - proses manajemen risiko dan hasilnya harus didokumentasikan dan dilaporkan melalui mekanisme yang sesuai.

Perusahaan melakukan tinjauan atas efektivitas Sistem Manajemen Risiko secara berkala. Evaluasi dilakukan secara independen dan komprehensif melalui proses audit internal dan audit eksternal, dan mencakup aspek Sistem Manajemen Mutu ISO 9001, Sistem Manajemen Lingkungan ISO 14001, Sistem Manajemen Kesehatan dan Keselamatan Kerja ISO 45001, serta Sistem Manajemen Anti Penyuapan ISO 37001. Hasil tinjauan atas manajemen

The Company's approach to effective risk management in the digital environment, diversification and ESG initiatives are as follows:

1. **Communication and consultation** – timely and ensure that relevant information has been collected, compiled, combined and shared appropriately, and that feedback has been obtained, as well as steps for continuous improvement have been implemented.
2. **Scope, context and criteria** – the scope of the process, understanding the external and internal context as well as determination of impact and likelihood criteria
3. **Risk Assessment** - the overall process of risk identification, risk analysis and risk evaluation must be conducted systematically.
 - **Identification** – to find, recognize and describe risks and opportunities.
 - **Analysis** – involves a detailed consideration of uncertainties, risk sources, consequences, likelihood, events, scenarios, controls, and their effectiveness.
 - **Evaluate** – comparing the results of the risk analysis with the established risk and opportunity criteria to determine where additional action is required (prioritization of risks).
 - **Treatment** – plans to manage risks and opportunities.
4. **Monitor and review** – embed a continuous review process that evolves in response to disruptions and new developments across the digital environment, legal and regulatory requirements.
5. **Recording and reporting** - the risk management process and its outcomes must be documented and reported through appropriate mechanisms.

The Company conducts periodic reviews on the effectiveness of its Risk Management System. The evaluation is conducted independently and comprehensively through internal and external audits and includes aspects of the ISO 9001 Quality Management System, ISO 14001 Environment Management System, ISO 45001 Work Health and Safety Management System, and ISO 37001 Anti-Bribery Management System.

risiko, penilaian risiko, dan kecukupan sistem manajemen risiko disampaikan secara berkala kepada manajemen dan Komite Audit, Risk & Compliance setiap tiga bulannya yang kemudian diteruskan kepada Dewan Komisaris.

Melalui proses pemantauan risiko-risiko kunci termasuk dengan risiko-risiko yang berkaitan dengan aspek strategis, operasional, keuangan dan kepatuhan, yang juga terkait dengan anti-penuyapan, keamanan siber dan perubahan iklim, Perusahaan terus meningkatkan proses dan hasil manajemen risiko melalui proses peninjauan secara terus menerus dan melalui proses pembelajaran dari pengalaman terdahulu.

Berikut ini adalah penjelasan mengenai risiko-risiko yang dihadapi oleh Perusahaan beserta strategi mitigasinya:

Upaya Mitigasi Risiko Lingkungan, Sosial & Tata Kelola

Environmental, Social & Governance Risk Mitigation Efforts

Tipe Risiko Risk Type	Mitigasi Mitigation
Lingkungan Environment	<p>Dampak Perubahan Iklim dan Emisi Karbon Sebagai perusahaan jasa pertambangan dan EPC, aktivitas Perusahaan mengonsumsi bahan bakar dan listrik yang berdampak pada lingkungan, operasi langsung kami, dan di sepanjang rantai pasok.</p> <p>Impact of Climate Change and Carbon Emissions As a mining services and EPC company, our activities use fuel and electricity which impacts the environment, our direct operations and across the supply chain.</p>
Ketersediaan dan Penggunaan Air Water Security and Usage	<ul style="list-style-type: none"> • Perusahaan menurunkan emisi dengan meningkatkan efisiensi operasi melalui penerapan teknologi dan digitalisasi termasuk Project Minerva serta penggunaan bahan bakar yang lebih hemat seperti B30. • Secara paralel, kami sedang menjajaki potensi penggunaan berbagai sumber energi terbarukan untuk mendukung operasi Perusahaan. • Inisiatif lain telah dijajaki oleh Perusahaan terkait program strategis kendaraan listrik (retrofit dan pengembangan ke depan). • The Company lowers its emissions by improving operational efficiency through implementation of technology and digitalization including Project Minerva as well as using more efficient fuel such as B30. • In parallel, we are exploring the potential use of various renewable energy sources to support Company operations. • Other initiatives have been explored by the Company related to the electric vehicle strategic program (retrofit and future development).
Pembuangan Limbah dan Material Waste and Material Disposal	<p>Ketersediaan dan Penggunaan Air Operasi proyek terpapar risiko terkait air.</p> <p>Water Security and Usage Project operations exposed to water related risks.</p> <p>Pembuangan Limbah dan Material Operasi kami menghasilkan limbah dalam jumlah yang signifikan yang terdiri dari limbah berbahaya dan tidak berbahaya.</p> <p>Waste and Material Disposal Our operations generate significant amount of waste consisting of hazardous and non-hazardous waste.</p>
	<p>Untuk memitigasi hal ini, kami mengelola limbah berbahaya dan tidak berbahaya sesuai dengan peraturan yang berlaku dan standar industri sambil mencari cara dan melakukan inisiatif untuk mendaur ulang dan menggunakan kembali limbah dengan lebih baik.</p> <p>To mitigate this, we manage hazardous and non-hazardous waste in compliance with applicable regulations and industry standards while seeking ways and conducting initiatives to better recycle and reuse the waste.</p>

Results of the reviews are reported quarterly to the Audit, Risk & Compliance Committee, which in turn submits its evaluation to the Board of Commissioners.

Through the process of monitoring key risks including risks related to strategic, operational, financial and compliance, also related to anti-bribery, cyber security and climate change, the Company continues to improve its risk management process and results through an ongoing review process and what we have learnt from previous experiences.

The following are explanations of the risks faced by the Company along with the mitigation strategies:

Tipe Risiko Risk Type	Mitigasi Mitigation
	Sosial Social
Keselamatan & Kesehatan Kerja Karyawan kami menghadapi risiko keselamatan dan kesehatan dari bahaya yang terkait dengan kegiatan operasional di lini bisnis Kontrak Pertambangan dan EPC. Pengembangan proyek baru termasuk pertambangan mineral yang terdiversifikasi dengan persyaratan kemampuan baru akan membutuhkan adaptasi dan penerapan aktivitas proyek yang lebih kompleks dan pengukuran keselamatan dan kesehatan kerja.	<ul style="list-style-type: none"> Perusahaan melindungi kesehatan dan keselamatan karyawan dan pemangku kepentingan dengan menerapkan sistem dan program manajemen yang kuat sekaligus memenuhi persyaratan pemerintah. Perusahaan terus meningkatkan manajemen keselamatan dan kesehatan kerja dengan menggunakan SHEPRO sebagai <i>digital platform</i> yang bertujuan untuk meningkatkan pelaporan dan analisis kinerja. Pelibatan Perusahaan dengan ahli dan pemangku kepentingan lainnya untuk peningkatan dan penerapan sistem K3. The Company protects the health and safety of employees and stakeholders by implementing a robust management system while meeting government requirements. The Company continuously improves health and safety management using SHEPRO as a digital platform which aims to improve reporting and analysis performance. The Company engagement with experts and others stakeholders for OHS system improvement and implementation.
Occupational Health & Safety Our employees face health and safety risks from hazards associated with operational activities in the Contract Mining and EPC business lines. New project development including diversified mineral mining with new capabilities require the adoption of more complex project activities and health and safety measurements.	
Hubungan Kemasyarakatan <ul style="list-style-type: none"> Aktivitas operasi Perusahaan berpotensi memiliki dampak pada masyarakat dan menarik minat dari kelompok pemangku kepentingan yang lebih luas. Strategi diversifikasi menjadi lebih menantang karena karakteristik pertambangan mineral yang lebih kompleks, tidak hanya terkait dengan operasi proyek tetapi juga terkait dengan pengembangan masyarakat. 	<ul style="list-style-type: none"> Perusahaan mengidentifikasi, menganalisis, dan secara bermakna melibatkan pemangku kepentingan untuk mempertahankan persetujuan berkelanjutan dari masyarakat untuk beroperasi. Berkomunikasi dan menjaga keharmonisan dengan masyarakat dan pemangku kepentingan. Menangani masalah dan keluhan serta menjalankan program hubungan masyarakat dan pengembangan. Koordinasi yang erat dengan masyarakat, pemerintah daerah, LSM, dan pemangku kepentingan lainnya untuk program pengembangan masyarakat terutama untuk daerah terdekat yang terkena dampak. The Company identifies, analyses and meaningfully engages with stakeholders to maintain its social license to operate. Communicate and maintain harmony with communities and stakeholders. Address concerns and grievances as well as carry out community relations and development programs. Close coordination with communities, local governments, NGOs, and other stakeholders for community development programs especially for the closest affected areas.
Community Relations <ul style="list-style-type: none"> The Company's operational activities could potentially impact the community and attract interest from wider stakeholder groups. The diversification strategy has become more challenging due to the more complex characteristics of mineral mining, not only related to project operations but also related to community development. 	

Tipe Risiko Risk Type	Mitigasi Mitigation
	Tata Kelola Governance
Hukum & Kepatuhan Terkait dengan risiko yang timbul dari proses hukum dan kepatuhan terhadap kebijakan, prosedur, dan tindakan pemerintah serta peraturan perundang-undangan.	<ul style="list-style-type: none"> Perusahaan melakukan mitigasi dengan memperbarui dan memenuhi semua aspek sertifikasi, perizinan, dan perizinan yang berkaitan dengan kegiatan Perusahaan sesuai dengan prosedur internal, ketentuan hukum dan peraturan perundang-undangan yang berlaku. Pelaksanaan proses perizinan, dan proses pengajuan lainnya yang sejalan dengan program pemerintah yaitu melalui OSS (<i>Online Single Submission</i>). The Company conducts mitigation by updating and fulfilling all aspects of certification, licensing, and permits related to company's activities in accordance with the internal procedures, legal provisions and current laws and regulations. Implementation of licenses, permits and other submission processes that are in line with government programs, namely through OSS (<i>Online Single Submission</i>).
Legal & Compliance Related to risks arising from legal proceedings and compliance with government policies, procedures and actions as well as laws and regulations.	
Risiko Penyuapan <ul style="list-style-type: none"> Dalam melaksanakan kegiatan operasional, Perusahaan berpotensi terpapar terhadap risiko suap dan segala jenis penipuan (korupsi, penyelewengan aset, penipuan laporan keuangan, dll.) selama interaksi dan aktivitas dengan pejabat pemerintah, vendor, dan pemangku kepentingan lainnya. 	<ul style="list-style-type: none"> Perusahaan memitigasi risiko secara sistematis, yaitu melalui penerapan pengendalian internal yang mencakup pemutakhiran seluruh SOP dan instruksi kerja dengan menambahkan aspek Sistem Manajemen Anti Penyuapan, mengembangkan dan menerapkan <i>Whistleblowing System</i>, menerapkan pendaftaran hadiah dan hiburan, kebijakan <i>sponsorship</i> dan donasi, penerapan uji tuntas, verifikasi, rekonsiliasi, serta pemisahan tugas dan tanggung jawab. The Company mitigates risks systematically through the implementation of internal control which includes updating all SOP and work instructions by adding aspects of the Anti-Bribery Management System, development and implementation the Whistleblowing System, implementation of gifts and entertainment registration, policies for sponsorship and donations, implementing due diligence, verification, reconciliation as well as segregation of duties and responsibilities.
Risks <ul style="list-style-type: none"> In conducting its operations, the Company could potentially be exposed to bribery and any type of fraud (corruption, asset misappropriation, fraudulence financial statements etc.) during interaction and activities with government officials, vendors and other stakeholders. 	



Etika Bisnis

Business Ethics

Petrosea berkomitmen untuk menerapkan tata kelola yang baik dengan menjalankan bisnis secara jujur, beretika dan penuh integritas. Perusahaan tidak menoleransi praktik kecurangan, termasuk suap dan korupsi yang dapat mencederai integritas dan kredibilitas Perusahaan.

Petrosea menerapkan dan mengkomunikasikan kebijakan internal terkait etika yang tercantum di dalam Kode Etik kepada seluruh pihak di dalam Perusahaan untuk menjalankan kegiatan usaha maupun operasi secara beretika dan berintegritas. Hal tersebut merupakan wujud komitmen Perusahaan dalam menjunjung tinggi integritas dan profesionalisme seluruh karyawan, termasuk Direksi dan Dewan Komisaris.

Informasi lebih lengkap mengenai Kode Etik dapat dilihat di Laporan Tahunan 2022 dan situs web perusahaan.

Antikorupsi

Anti-Corruption

Sebagai bagian dari komitmen Petrosea dalam menjaga integritas usahanya, Perusahaan telah memiliki sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan, Whistleblowing System serta prosedur Gift & Entertainment dan Sponsorship & Donation.

Secara berkala atau satu kali dalam setahun, Perusahaan melakukan *assessment* risiko penyuapan terhadap seluruh bisnis, fungsi pendukung dan entitas anak perusahaan untuk memetakan risiko penyuapan. Selain itu, setiap kuartal juga dilakukan juga kegiatan *monitoring* untuk mengetahui kemajuan mitigasi risiko tersebut, khususnya pada aktivitas operasional yang memiliki risiko sedang dan tinggi. [205-1, 205-2]

Petrosea senantiasa mengadakan pelatihan anti korupsi bagi manajemen dan seluruh karyawan. Pada tahun 2022, 85% karyawan telah menerima pelatihan anti korupsi melalui metode *self e-learning*. [2-17][205-2]

Petrosea is committed to implementing good governance by carrying out its business honestly, ethically and with integrity. The Company does not tolerate fraudulent practices, including bribery and corruption which can damage the integrity and credibility of the Company.

Petrosea implements and communicates its internal policies regarding ethics as part of the Code of Ethics to all stakeholders within the Company to conduct its business activities and operations ethically and with integrity. This is a form of the Company's commitment to uphold the integrity and professionalism of all employees, including the Board of Directors and Board of Commissioners.

Detailed information regarding the Code of Ethics is presented in the 2022 Annual Report and corporate website.

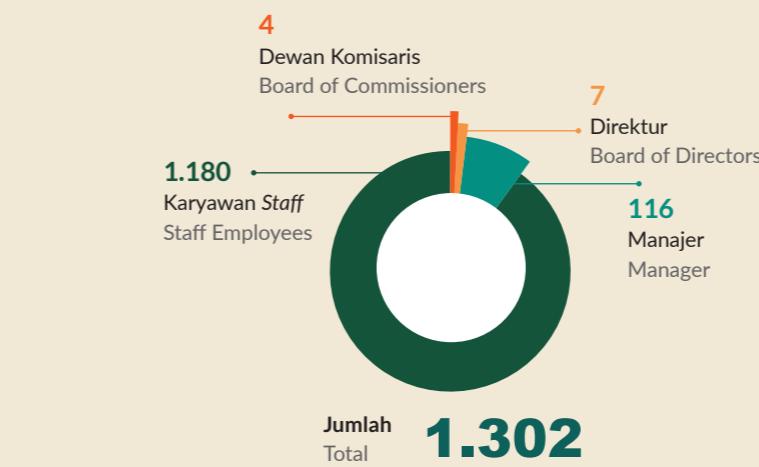
As part of Petrosea's commitment to maintain its business integrity, the Company has obtained ISO 37001:2016 Anti-Bribery Management System certification, Whistleblowing System, as well as Gift & Entertainment and Sponsorship & Donation procedures.

Periodically or once a year, the Company conducts a bribery risk assessment of all business lines, supporting functions and subsidiaries to map bribery risks. In addition, the Company carries out quarterly monitoring activities in order to discover risk mitigation progress, especially for operational activities with medium and high risks.

Petrosea continuously conducts anti-corruption training for management and all employees. In 2022, 85% employees received anti-corruption training through a self e-learning method.

Pelatihan Anti Korupsi dan/atau Anti Penyuapan Pekerja Berdasarkan Level Jabatan [205-2]

Anti-Corruption and/or Anti-Bribery Training Based on Position Levels



Sepanjang tahun 2022, tidak terdapat kasus korupsi yang bersifat material bagi Perusahaan. Namun, terdapat satu kasus korupsi/penyuapan berupa penyalahgunaan jabatan dan penyalahgunaan benturan kepentingan yang ditemukan dan ditindaklanjuti sesuai dengan peraturan yang berlaku di Perusahaan, yaitu pemecatan/tindakan disipliner bagi karyawan. [205-3]

In 2022, there were no corruption cases with material damage towards the Company. However, there was one case of abuse of authority and conflict of interest that was found which has been handled in accordance with prevailing company regulations, namely dismissal/disciplinary action for the employee.

Sistem Pelaporan Pelanggaran

Whistleblowing System

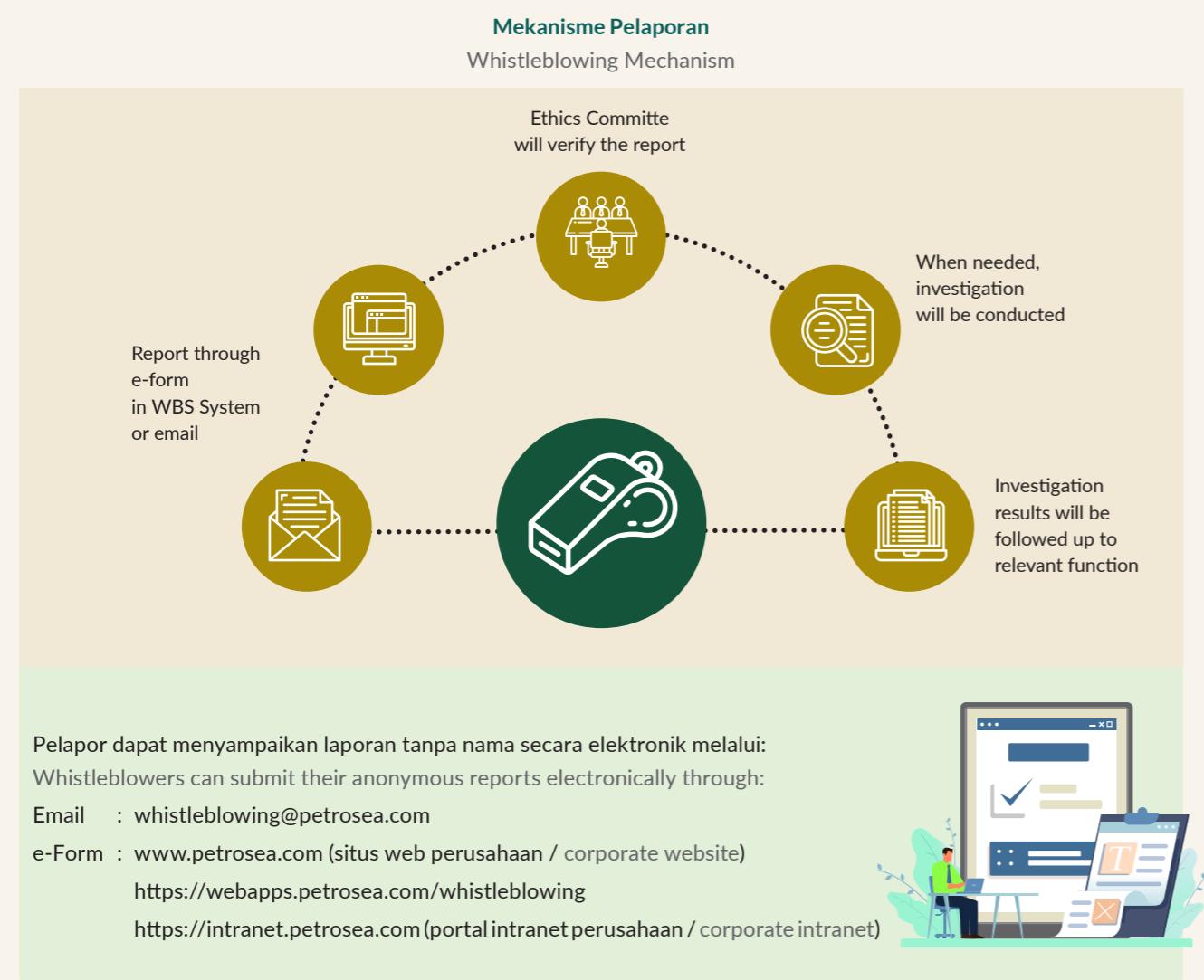
Perusahaan berpedoman pada prosedur PTP-BEI-PR-G-0001 tentang Whistleblowing System (WBS) yang mengatur mengenai penyampaian laporan pelanggaran, perlindungan bagi pelapor, penanganan pengaduan, pihak pengelola pengaduan dan sanksi untuk mewadahi pengaduan oleh internal maupun pemangku kepentingan lainnya. 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.

The Company adheres to PTP-BEI-PR-G-0001 procedure 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 accommodate 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.

Perusahaan memiliki Dewan Etik yang dibentuk secara khusus untuk memastikan penerapan Kode Etik secara efektif melalui kajian terhadap laporan *whistleblowing* dengan berbagai tahapan, yaitu menerima pelaporan, mengidentifikasi, menindaklanjuti, serta memberikan rekomendasi kepada manajemen atau pihak terkait atas pelaporan ketidakpatuhan. Seluruh laporan yang diterima akan ditindaklanjuti sesuai dengan peraturan yang berlaku.

[2-16]

The Company has established an Ethics Committee to ensure the effective implementation of the Code of Conduct by reviewing the whistleblowing reports, which cover several phases, such as receiving the report, identifying the report, following up on the report and providing recommendations to the management or related party concerning the whistleblowing report. All reports received are followed up in accordance with the applicable regulation.



Setiap laporan harus disertai lampiran bukti awal dan diperiksa oleh Dewan Etik. Perusahaan menjamin kerahasiaan identitas pelapor dan melindungi seluruh pelapor, terlepas pelapor tersebut merupakan karyawan, pemasok atau pihak lainnya selama pelapor menjaga kerahasiaan laporannya. Petrosea juga memberikan perlindungan bagi semua pihak yang melakukan investigasi serta pihak yang memberikan informasi terkait laporan tersebut.

Each report must be supported by initial proofs and reviewed by the Ethics Committee. The Company guarantees that the whistleblower's identity remains confidential and the whistleblowers will be protected, whether they are employees, suppliers, or other parties as long as they maintain the report's confidentiality. The Company also protects all parties carrying out the investigation and all parties providing information concerning the reports.



Jumlah Pengaduan Pelanggaran & Sanksi

Sepanjang tahun 2022, jumlah pengaduan yang diterima melalui *Whistleblowing System* adalah sebanyak 10 pengaduan. Sebanyak dua laporan telah ditindaklanjuti dan diinvestigasi, sedangkan laporan lainnya tidak memenuhi kriteria pelaporan sehingga tidak dapat ditindaklanjuti.

Number of Reports & Sanctions

In 2022, 10 reports were reported through the Whistleblowing System. Two reports have been followed up and investigated, while the other reports did not fulfill the reporting criteria and cannot be followed up.

Tantangan & Peluang Terhadap Keberlanjutan

Challenges & Opportunities For Sustainability

Tantangan dan peluang keberlanjutan merupakan bagian yang tidak terpisahkan dari implementasi aspek ESG. Perusahaan mengelola tantangan tersebut melalui pemahaman dan kesadaran terhadap aspek keberlanjutan Perusahaan, baik secara internal maupun eksternal.

Secara internal, Petrosea terus meningkatkan kompetensi sumber daya manusianya, dan secara eksternal terus meningkatkan kolaborasi dan komunikasi dengan berbagai pihak terkait. Selain itu, Perusahaan juga meningkatkan kinerja ESG dengan memanfaatkan teknologi dan inovasi terkini melalui Minerva Digital Platform.

Challenges and opportunities are integral parts of the implementation of ESG aspects. The Company manages these challenges by becoming aware and understanding the Company's sustainability aspects, both internally and externally.

Internally, Petrosea continues to improve the competencies of its human capital, and externally continues to improve collaboration and communication with various related parties. In addition, the Company also improves ESG performance by leveraging the latest technologies and innovation through the Minerva Digital Platform.

Pelibatan Pemangku Kepentingan [2-29]

Stakeholder Engagement

Pemangku kepentingan memiliki pengaruh signifikan terhadap keberlanjutan Perusahaan. Oleh karena itu, Petrosea mengidentifikasi dan secara berkala melibatkan para pemangku kepentingan dalam merespons isu-isu terkait keberlanjutan Perusahaan.

Stakeholders have significant influence on the Company's sustainability. Therefore, Petrosea identifies and periodically engages with its stakeholders when providing responses to issues related to the Company's sustainability.

Untuk menjaga komunikasi yang baik antara Perusahaan dengan seluruh pemangku kepentingan, Petrosea menunjuk Sekretaris Perusahaan sebagai representasinya sesuai dengan POJK No.35/POJK.04/2014.

To maintain good relations between the Company and its stakeholders, Petrosea has appointed a Corporate Secretary as its representative in accordance with POJK No.35/POJK.04/2014.



03

MENJAGA LINGKUNGAN HIDUP ENVIRONMENTAL CONSERVATION

Petrosea memanfaatkan teknologi digital dan menerapkan *good mining practices* untuk memastikan kegiatan operasional yang lebih efisien dan dapat mengurangi emisi karbon. Selain itu, Perusahaan juga melakukan Identifikasi Aspek dan Dampak Lingkungan Hidup (IADL) sejalan dengan Kebijakan *Marine Fleet Operation Safety and Environmental Protection*, Kebijakan *Safety, Health & Environment*, serta Kebijakan Energi untuk mengidentifikasi setiap potensi negatif terkait lingkungan hidup, dimana hasil identifikasinya akan menjadi pertimbangan untuk masuk ke dalam daftar *environmental safeguards & protection*. Perusahaan juga melaksanakan forum *legal committee meeting* dua kali setahun, serta menjalankan Sistem Manajemen Lingkungan Hidup (SML) yang mengacu kepada ISO 14001:2015.

The Company leverages digital technology and implements good mining practices to ensure efficient operations and to reduce the carbon emission. In addition, the Company implements Environmental Impacts and Aspects Identification (IADL) in accordance with the Marine Fleet Operation Safety and Environmental Protection Policy, Safety, Health & Environment Policy, and Energy Policy to identify each potential negative impact on the environment, with the results then considered to be included in the environmental safeguards & protection list. The Company holds a legal committee forum twice in a year and implements an Environmental Management System (EMS) based on ISO 14001:2015.





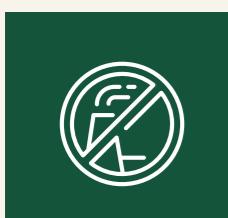
100% bahan bakar yang digunakan pada kegiatan operasional Perusahaan menggunakan biodiesel (B30).

100% of fuel consumed for the Company's operational activities uses biodiesel (B30).



Lebih dari 90% air yang dikonsumsi berasal dari sumber air alternatif, termasuk air daur ulang.

More than 90% of water consumed is withdrawn from alternative sources, including recycled water.



Tidak terjadi insiden tumpahan limbah cair yang signifikan sepanjang tahun 2022.

There were no incidents of significant effluent spills throughout 2022.

Sistem Manajemen Lingkungan

Environmental Management System

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.

Petrosea 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.

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

Petrosea sudah memiliki sertifikat standar internasional ISO 14001:2015 untuk Sistem Manajemen Lingkungan yang mendukung kegiatan operasional ramah lingkungan.

Dari seluruh persyaratan ISO 14001:2015, Perusahaan telah memenuhi standar lingkungan hidup untuk kegiatan operasional di kantor pusat, proyek Kideco Jaya Agung pada operasional pertambangan dan layanan pertambangan, proyek Levee Stockpile pada operasional rekayasa dan konstruksi serta Petrosea Support Facilities (PSF) pada operasional manajemen aset.

Kepatuhan & Mekanisme Pengaduan Pengelolaan Lingkungan

Compliance & Environmental Management Complaint Mechanism

Sepanjang tahun 2022, Perusahaan menjalankan manajemen lingkungan dengan baik sesuai standar dan peraturan yang berlaku.

Petrosea memiliki Standar Pengawasan Lingkungan yang komprehensif, meliputi pengelolaan energi, limbah, udara, kebisingan, lahan, dan keanekaragaman hayati. Tidak ada pelanggaran atau sanksi terkait pelaksanaan manajemen lingkungan. Seluruh kinerja lingkungan terus dipantau berdasarkan target yang telah ditentukan. Hingga akhir tahun 2022, Perusahaan tidak pernah menerima pengaduan terkait pengelolaan lingkungan.



The Company has obtained the international standard of ISO 14001:2015 for Environmental Management System that supports environmentally friendly operations.

Out of the ISO 14001:2015 requirements, the Company has fulfilled environmental requirements for operational activities at the head office, Kideco Jaya Agung project in mining operations and mining services, Levee Stockpile project in engineering and construction operations, as well as Petrosea Support Facilities (PSF) in asset management operations.

Melangkah Bersama untuk Menjaga Lingkungan [304-2]

Moving Together to Preserve the Environment

Petrosea berupaya menanggulangi dampak negatif dari pencemaran udara, air dan limbah B3, serta mengidentifikasi risiko terkait lingkungan melalui berbagai kegiatan identifikasi untuk mitigasi risiko lingkungan berikut ini:

Kegiatan Identifikasi untuk Mitigasi Risiko Lingkungan

Identification Activities for Environmental Risk Mitigation

Major Environmental Incident



Melakukan perbaikan secara cepat dan menyeluruh apabila terjadi insiden lingkungan. Carrying out quick and comprehensive corrective actions in the event of environmental incidents.

Pencemaran Udara

Air Pollution



Melakukan perawatan alat-alat operasional secara berkala dan substitusi bahan bakar yang lebih ramah lingkungan. Carrying out operational equipment maintenance periodically and shifting to more environmentally friendly fuel.

Pencemaran Air

Water pollution



Melakukan pengelolaan dari sumber pencemaran sesuai dengan kaidah dan aturan lingkungan hidup. Carrying out pollutant source management in accordance with environmental principles and regulations.

Limbah B3 & Non-B3

Hazardous & Non-hazardous Waste



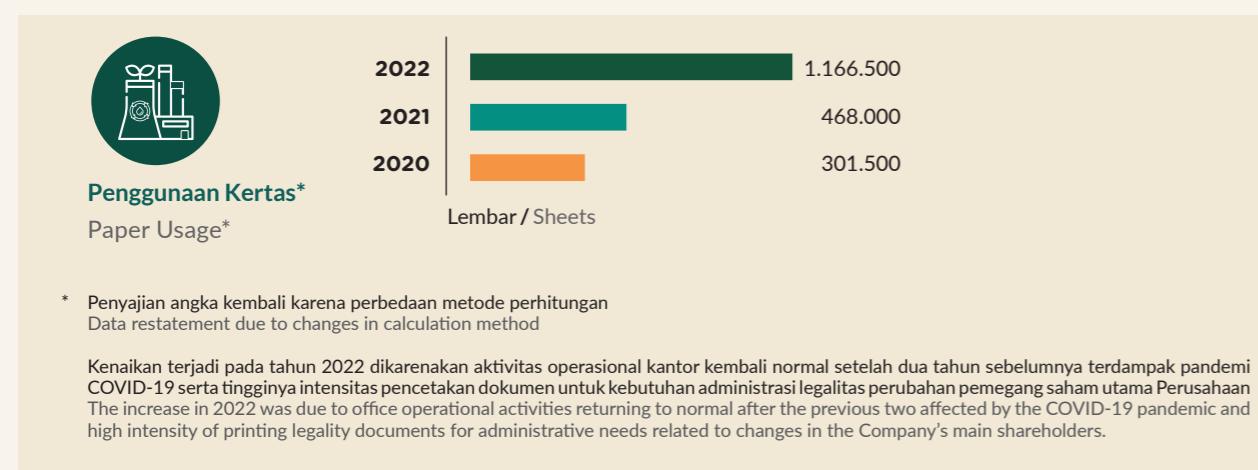
Mempersiapkan komponen pendukung mulai dari rencana tanggap darurat, peralatan, hingga personil yang memiliki kompetensi yang sesuai. Prepare supporting components, beginning from emergency response plans, equipment, to personnel with the required competencies.

Selain itu, Petrosea terus melaksanakan berbagai program untuk mengelola dampak kegiatan operasionalnya terhadap lingkungan sekitar.

Furthermore, Petrosea continues to implement various programs to manage the impact of its operational activities on the surrounding environment.

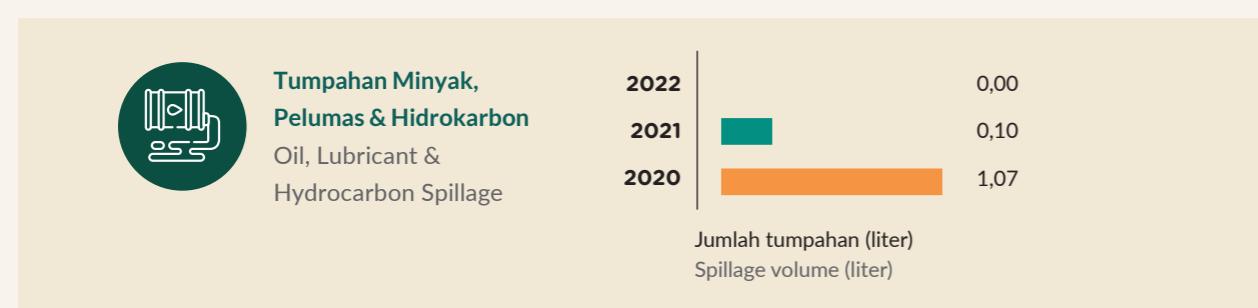
Penggunaan Kertas

Sejak tahun 2014, Petrosea telah melakukan inisiatif untuk mengurangi penggunaan kertas melalui penerbitan dokumen elektronik. Inisiatif ini dilakukan berdasarkan dokumen *Working Instruction Environmental Office Practice* (PTP-HSEWI-G-3001). Walaupun begitu, pada tahun 2022 terdapat peningkatan penggunaan kertas signifikan yang disebabkan karena aktivitas operasional kantor yang kembali normal, terutama untuk kebutuhan administrasi.



Mitigasi Risiko Tumpahan [304-2]

Sepanjang tahun 2022, tidak terjadi insiden tumpahan limbah cair pada kegiatan operasional yang signifikan. Namun, Perusahaan terus menerapkan prinsip kehati-hatian melalui Kebijakan K3L dan standar prosedur sesuai kategori setiap pekerjaan yang memiliki risiko tinggi.



Paper Usage

Since 2014, Petrosea has started the initiative to reduce paper usage through electronic documents. This initiative was implemented following the Working Instruction Environmental Office Practice (PTP-HSEWI-G-3001). Regardless, there was a significant paper use increase in 2022 due to office operational activities returning to normal, especially for administrative requirements.

Program Pengelolaan Dampak Lingkungan [304-2]

Environmental Impact Management Program

Sebagai bagian dari usaha Perusahaan dalam hal konservasi lingkungan, tahun 2022 Perusahaan melaksanakan program CSR untuk penanaman 150 buah pohon di area drainase masyarakat di area operasional PSF di Kariangau, Balikpapan pada September 2022.

As part of the Company's efforts for environmental conservation, in 2022 the Company implemented a CSR program to plant 150 trees in community drainage areas in PSF operational areas in Kariangau, Balikpapan in September 2022.

Program Penanaman Bibit Bakau

Pada tahun 2022, Perusahaan fokus melakukan pemantauan dan pemeliharaan terhadap pohon-pohon bakau yang sudah ditanam pada tahun-tahun sebelumnya. Sejak tahun 2019 sampai dengan tahun 2021, Petrosea telah melakukan aktivitas penanaman bibit bakau di area Kariangau sebanyak 2.500 pohon.

Mangrove Seedling Planting Program

In 2022, the Company focused on monitoring and maintaining mangrove trees that were planted in previous years. Since 2019 through to 2021, Petrosea has planted 2,500 mangrove trees in the Kariangau area.

Mengelola Energi, Mengendalikan Emisi Managing Energy, Controlling Emissions

Pengelolaan Energi

Petrosea menyadari besarnya kebutuhan bahan bakar untuk mendukung ekspansi usaha dan seluruh kegiatan operasionalnya. Oleh karena itu, Perusahaan telah menggunakan bahan bakar ramah lingkungan dengan 100% biodiesel (B30) di seluruh peralatan produksi di area operasional. Selain itu, Perusahaan terus melakukan berbagai upaya penghematan penggunaan energi listrik pada proses produksi, seperti untuk penerangan dan peralatan pendukung di wilayah operasionalnya.

Pada tahun 2022, Petrosea belum melakukan penghitungan konsumsi energi di luar Perusahaan. [302-2]

Energy Management

Petrosea is fully aware of the large fuel consumption required to support its business expansion and all operational activities. Therefore, the Company uses 100% biodiesel (B30) in all production equipment at its operational areas. In addition, the Company continues its various efforts to reduce electricity usage in the production process, such as for lighting and supporting equipment in its operational areas.

In 2022, Petrosea has not calculated energy consumption outside of the Company.



100%
Penggunaan Biodiesel
Biodiesel Utilization

Konsumsi Energi [302-1, 302-3, 302-4]

Energy Consumption

Uraian Description	Satuan Unit	Tahun Year		
		2022	2021	2020
Konsumsi Bahan Bakar Fuel Consumption				
Biodiesel (B30)	Liter	162.583.495	160.444.556	44.553.969
Solar (HSD) Diesel (HSD)		0	0	65.538.033
Penggunaan Energi Listrik Proses Produksi Electricity Consumption for Production Processes	MWh	3.099	2.328	1.710
Intensitas Pemakaian Energi Dibandingkan Pendapatan Energy Consumption Intensity Compared to Income	GigaJoule/ revenue in US\$ million	0,01417	0,01392	0,01003

Pada tahun 2022, konsumsi energi Petrosea mengalami peningkatan dibandingkan tahun sebelumnya, yang disebabkan diantaranya oleh peningkatan kegiatan dan lokasi operasional di lini bisnis Kontrak Pertambangan dan EPC.

Meskipun terdapat penambahan kegiatan operasional tersebut, angka penggunaan energi tidak menunjukkan peningkatan yang signifikan. Hal ini dikarenakan proyek-proyek yang beroperasi merupakan proyek pertambangan mineral yang sangat efisien dalam penggunaan energi namun memberikan kontribusi positif terhadap peningkatan pendapatan Perusahaan dari diversifikasi usaha.

Pengendalian Emisi [305-1, 305-2, 305-3]

Emission Control

Penggunaan energi dalam jumlah besar yang menghasilkan emisi gas rumah kaca (GRK) merupakan tantangan dan risiko yang secara umum dihadapi oleh semua sektor usaha. Untuk itu, selain upaya efisiensi energi yang telah dilaksanakan, Petrosea memanfaatkan teknologi digital terkini dan menerapkan *good mining practices* untuk memastikan efisiensi kegiatan operasional dalam penggunaan bahan bakar sehingga dapat mengurangi emisi karbon yang dihasilkan.

In 2022, the Company's energy consumption increased compared to the previous year due to increasing operational activities and locations at the Contract Mining and EPC business lines.

Despite the additional operational activities, energy consumption did not show a significant increase. This is due to the fact that the projects are mineral mining projects that are extremely efficient in utilizing energy but provide positive distribution towards the Company's revenue from business diversification.

The use of large amounts of energy that produces greenhouse gas (GHG) emissions is a challenge and risk that is generally faced by all business sectors. Therefore, in addition to the energy efficiency measures, Petrosea leverages the latest digital technologies and implements good mining practices to ensure operational activity efficiency in terms of fuel consumption in order to reduce the generated carbon emissions.



Perusahaan menghitung emisi lingkup 1 yang berasal dari penggunaan biodiesel (B30) untuk kegiatan operasional dan lingkup 2 yang berasal dari listrik PLN. Penghitungan dilakukan dengan mengacu pada standar *Intergovernmental Panel on Climate Change* (IPCC) tahun 2006.

Pada tahun 2022, Petrosea sedang mendalami proses perhitungan emisi lingkup 3 (tiga) dari aktivitas pengadaan di operasional rantai pasok yang bersumber dari proses pengiriman beberapa jenis barang (*goods*) yang merupakan pengadaan dengan nilai terbesar (*major spending*), seperti bahan bakar (*fuel*), pelumas (*lubricant*), dan ban (*tyre*). Penghitungan emisi lingkup 3 rencananya akan dilakukan di tahun 2023.

Dari pemetaan hasil emisi karbon kegiatan operasional, Perusahaan mencatat bahwa kegiatan di Petrosea Support Facilities (PSF) menghasilkan emisi paling kecil dibandingkan dengan kegiatan operasional di beberapa proyek, seperti di proyek Kideco Jaya Agung dan Levee Stockpile.

The Company has calculated Scope 1 emissions from biodiesel (B30) consumption for operational activities and Scope 2 emission from electricity provided by PLN. The calculation refers to the 2006 Intergovernmental Panel on Climate Change (IPCC) standard.

In 2022, Petrosea is studying the scope 3 emission calculation process from procurement activities for the supply chain from the delivery of goods with major spending, such as fuel, lubricants and tires. Scope 3 emission is planned to be calculated in 2023.

Based on the carbon emission mapping on the operational activities, the Company recorded that activities at Petrosea Support Facilities (PSF) generates the least emissions compared to the operational activities at several projects, such as Kideco Jaya Agung and Levee Stockpile.



Emisi GRK [305-1, 305-2, 305-3]

GHG Emissions

Dalam Ton CO₂e / In Ton CO₂e

Sumber Emisi Emission Source	2022	2021*	2020*
Lingkup 1 Scope 1	331.922,37	328.345,62	249.224,47
Lingkup 2 Scope 2	2.476,40	1.870,01	1.415,96
Total Emisi dari Proses Produksi (Lingkup 1 & 2)	334.398,77	330.215,63	250.640,43
Total Emissions from Production Processes (Scope 1 & 2)			

Keterangan / Note:

*Penyajian kembali data tahun 2020 dan 2021 karena perubahan penghitungan dengan adanya penambahan zat emisi (NOX & CH4)
Restatement of 2020 and 2021 data due to changes in calculation with addition of emission substances (NOX & CH4)



Intensitas Emisi [305-4] Emission Intensity					
Sumber Emisi Emission Source	Satuan Unit	2022	2021	2020	
Lingkup 1 Scope 1	Ton CO ₂ / pendapatan dalam juta US\$	0,000802	0,000790	0,000732	
Lingkup 2 Scope 2	Ton CO ₂ /revenue in US\$	0,000006	0,000004	0,000004	
Intensitas Emisi Emission Intensity		0,000808	0,000794	0,000736	

Petrosea melakukan upaya pengurangan emisi GRK dan menghitung potensi penurunan emisi melalui berbagai upaya, antara lain:

1. Bahan Bakar

Penggunaan biodiesel (B30) dan program efisiensi energi di seluruh wilayah operasional.

2. Digitalisasi

Memanfaatkan advanced analytics untuk memproses data dari berbagai sumber dan mengidentifikasi faktor kunci untuk mengoptimalkan konsumsi bahan bakar. Selain itu, dengan inovasi digital, Petrosea dapat mengidentifikasi lokasi prioritas untuk memantau perilaku operator, parameter kondisi peralatan, serta kondisi jalan yang mempengaruhi konsumsi bahan bakar.

3. Operator

Meningkatkan kesadaran semua operator untuk mengoperasikan alat dan kendaraan dengan lebih efisien.

4. Mesin

Perbaikan dan perawatan peralatan secara berkala untuk menjaga efisiensi dan mengurangi konsumsi bahan bakar, pemasangan instrumen atau fitur pada alat berat/ hauler, seperti sound reduction dan eco mode, serta filtrasi guna meningkatkan kebersihan bahan bakar sehingga dapat mengoptimalkan kinerja bahan bakar pada unit yang dioperasikan.

5. Lingkungan (kondisi lubang tambang atau jalan)

Mengoptimalkan penataan jalan, armada, muatan truk, waktu, dan sistem kontrol lalu lintas untuk mengurangi konsumsi bahan bakar.

Sepanjang 2022, aktivitas produksi meningkat dengan adanya penambahan lima lokasi proyek operasional baru. Kegiatan ini meningkatkan penggunaan energi sehingga intensitas emisi karbon yang dihasilkan juga sedikit meningkat, yaitu 0,000013 Ton CO₂e. Peningkatan ini menjadi tantangan bagi Perusahaan untuk terus melakukan proses produksi dengan lebih efisien. [305-5]

The Company carries out GHG emission reduction measures and calculates the potential emission reduction through various efforts, including:

1. Fuel

Utilization of B30 biodiesel and energy efficiency programs at all operational areas.

2. Digitalization

Leveraging advanced analytics to process data from various sources and identify key success factors to optimize fuel consumption. In addition, through digital innovation, the Company also identifies priority locations to monitor operator behaviors, equipment condition parameter and road conditions that impact fuel consumption.

3. Operators

Increasing awareness amongst all operators to operate equipment and vehicles more efficiently.

4. Equipment

Carrying out periodic repair/maintenance to maintain the efficiency and reduce fuel consumption, installing instruments or features on haulers such as sound reduction, eco mode and filtration to increase fuel hygiene in order to optimize the fuel performance on the unit.

5. Environment (pit or road condition)

Optimizing road, fleet, truck load and traffic control management to reduce fuel consumption.

Throughout 2022, production activities increased due to additional five new project locations. These activities resulted in increasing energy consumption carbon emission intensity to 0.000013 Ton CO₂e. This increase has become a challenge for the Company to continue carrying out more efficient production processes.

Menjaga Lingkungan, Mengelola Limbah Protecting 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 dan kain majun bekas, serta limbah terkontaminasi B3, serta limbah non-B3, seperti besi bekas, ban bekas, dan sampah domestik. [306-1]

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 mengandeng perusahaan pengolah limbah yang berizin resmi untuk melakukan *disposal* secara berkala dari tempat penampungan sementara yang dikelola Perusahaan. [306-2]

Hingga akhir tahun 2022, jumlah limbah yang dihasilkan lebih banyak dibandingkan dengan tahun 2021. Kenaikan ini disebabkan karena adanya peningkatan aktivitas produksi dan penambahan lima lokasi proyek baru.

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, namely hazardous and toxic waste such as used lubricants, used accumulators/batteries, used filters, used rags, as well as waste contaminated with hazardous and toxic materials and 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.

As of the end of 2022, the volume of waste generated was higher than that of 2021. This was due to increasing production activities and five new project locations.

Volume Limbah Berdasarkan Komposisi [306-3]

Volume of Waste Based on Composition

Dalam ton / In tons

Uraian Description	Limbah B3 & Limbah Non-B3 Hazardous & Non-hazardous Waste		
	2022	2021	2020
Limbah Bahan Beracun & Berbahaya (B3) Hazardous & Toxic Waste			
Minyak Pelumas Bekas Used Lubricants	1.724,26	1.320,17	838,17
Filter Bekas Used Filters	162,66	49,15	24,18
Kain Majun Bekas Used Rags	102,53	48,93	19,55
Aki/Baterai Bekas Used Accumulators/Batteries	69,31	36,81	41,64
Hose Bekas Used Hose	43,91	10,28	6,50
Tanah Terkontaminasi Contaminated Soil	20,71	9,45	0,00

Uraian Description	Limbah B3 & Limbah Non-B3 Hazardous & Non-hazardous Waste		
	2022	2021	2020
Grease Bekas Used Grease	6,68	5,49	1,75
Lampu Bekas Used Lamp	0,08	0,00	0,00
Limbah B3 Cair Lainnya Other Hazardous Liquid Waste	66,26	0,00	0,00
Limbah B3 Padat Lainnya Other Hazardous Solid Waste	10,97	0,00	0,00
Total Limbah B3 Total Hazardous Waste	2.207,37	1.480,27	931,79
Limbah Tidak Berbahaya (Non-B3) Non-Hazardous Waste			
Ban Bekas Used Tires	623,79	392,92	180,88
Sampah Domestik Domestic Waste	656,22	896,24	688,58
Besi Bekas Used Iron	432,92	421,65	225,26
Total Limbah Non-B3 Total Non-Hazardous Waste	1.712,92	1.710,80	1.094,72
Total Limbah B3 dan Non-B3 Total Hazardous And Non-Hazardous Waste	3.920,29	3.191,07	2.026,51



Upaya Pengelolaan Limbah Waste Management Measures

Penggunaan kembali oli bekas untuk menunjang kegiatan operasional, seperti peledakan Utilization of used lubricants to support operational activities, such as blasting	Pemanfaatan ban bekas untuk dijadikan meja, bangku, dan kestabilan lereng timbunan Utilization of used tires to be made into desks and chairs and to maintain the embankment slope stability	Penggunaan kembali limbah non-B3 seperti besi bekas melalui kerja sama dengan pihak ketiga Utilization of non-hazardous waste, such as used iron through collaborations with a third party	Mendaur ulang limbah non-B3 berupa sampah domestik anorganik ke bank sampah Recycling of non-hazardous inorganic domestic waste at a waste bank
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Memelihara Air, Menjaga Kualitas Efluen Preserving Water, Maintaining Effluent Quality

Petrosea menggunakan air permukaan untuk keperluan operasional, dengan total konsumsi air sebesar 990.124 m³. Perusahaan berupaya mengurangi konsumsi air permukaan dengan menerapkan beberapa program peningkatan efisiensi penggunaan air. Hingga akhir tahun 2022, Perusahaan tidak menerima keluhan dari masyarakat sekitar terkait penggunaan air atau turunnya badan air di wilayah sekitar. [303-1]

Berdasarkan data yang dikumpulkan, angka penggunaan air daur ulang secara keseluruhan mencapai sekitar 90% atau 944.274 m³ dari total 990.124 m³ air yang digunakan oleh Perusahaan dalam kegiatan operasionalnya.

Petrosea consumes surface water for operational purposes, with total water consumption reaching 990,124 m³. The Company strives to reduce surface water consumption by implementing water consumption efficiency programs. As of the end of 2022, the Company received no complaints from the surrounding communities concerning water consumption and reduction of water body at surrounding locations.

Based on the data collected, the overall recycled water usage reached 90% or 944,274 m³ out of the total 990,124 m³ of water consumed by the Company for its operational activities.

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

Volume of Water Collected, Discharged & Consumed

Dalam m³ / In m³

Uraian Description	Total Konsumsi Air Total Water Consumption		
	2022	2021	2020
Pengambilan Air Berdasarkan Sumber Water Collected Based on Source			
Air Tanah Ground Water	19.515	14.983	6.959
Air Hujan Rainwater	208	0	0
Air Permukaan Surface Water	26.108	95.095	102.151
Air yang Dibeli Purchased Water	19	15	343
Total Pengambilan Air Total Water Collection	45.850	110.094	109.453
Pembuangan Air Berdasarkan Tipe Water Discharged Based on Type			
Air Tanah Ground Water	15.351	14.059	18.042
Air Permukaan Surface Water	650	50.838	9.728
Total Pembuangan Air Total Water Discharged	16.001	64.898	27.770

Uraian Description	Total Konsumsi Air Total Water Consumption		
	2022	2021	2020
Konsumsi Air Water Consumption			
Air Tanah Ground Water	19.515	14.983	6.959
Air Hujan Rainwater	208	0	0
Air Permukaan Surface Water	26.108	95.095	102.151
Air yang Dibeli Purchased Water	19	15	343
Air Permukaan (Daur Ulang) Recycled Surface Water	944.274	1.122.440	1.005.863
Total Konsumsi Air Total Water Consumption	990.124	1.232.534	1.116.688

Angka konsumsi air mengalami perubahan yang disebabkan adanya *data update* dari proyek Kideco Jaya Agung, dimana angka dari tahun 2020-2022 telah disesuaikan perhitungannya. Arahan dari pihak klien tersebut telah disepakati bersama dengan Perusahaan, terutama dalam metode perekaman data konsumsi/penggunaan air tersebut.

Sementara itu, beberapa lokasi operasional Petrosea menggunakan air yang diambil dari sumber air tanah, namun Perusahaan memastikan semua izin pengambilan air tanah tersebut sesuai dengan peraturan yang berlaku. Perusahaan juga melakukan pemantauan kualitas air limbah yang dibuang, di mana pemantauan dilakukan bersama dengan pihak independen yang terakreditasi. Pemantauan dilakukan sejalan dengan Peraturan Menteri KLHK No. 68 tahun 2016 dan Peraturan Menteri KLHK No. 5 tahun 2014. Perusahaan memastikan bahwa semua buangan air telah mematuhi baku mutu dan dilaporkan secara berkala kepada pemerintah. [303-2, 303-4]

Water consumption figures changed due to updated data from the Kideco Jaya Agung project, in which the calculations for 2020-2022 figures were adjusted. These adjustments from the client were agreed by the Company, particularly concerning the data collection method for water consumption.

Furthermore, several Petrosea operational locations consume water collected from ground water, however the Company ensures that all the permits related to ground water collection comply with prevailing regulations. The Company also monitors the quality of the discharged effluent, with the monitoring being carried together with an accredited independent third party. Monitoring is conducted in line with MoEF Ministerial Regulation No. 68 of 2016 and MoEF Ministerial Regulation No. 5 of 2014. The Company ensures that the discharged effluents fulfill the quality standards, and it is reported periodically 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 fulfillment of clean water needs.



Proses daur ulang air ini membantu Perusahaan dalam memenuhi kebutuhan air bersih di luar air permukaan sebagai sumber utama. Selain upaya-upaya tersebut, Perusahaan memastikan bahwa seluruh karyawan memiliki pemahaman dan kesadaran terkait pentingnya penggunaan air secara bijak dan hemat sesuai dengan standar pengelolaan dan pembuangan air limbah, termasuk pengaturan kualitas air di seluruh area operasional.

[303-1, 303-2]

The water recycling process supports the Company in fulfilling the clean water needs in addition to the surface water as the main source. Beside these efforts, the Company ensures that all employees have understanding and awareness of wise water consumption in accordance with the effluent processing and discharge standards, including water quality control at all operating areas.



Komitmen terkait pengelolaan lingkungan dilaksanakan untuk guna mencapai Target Zero sebagai tujuan utama K3L, yaitu Zero Harm to People, Community and the Environment.

The commitment regarding environmental management is implemented to achieve Target Zero as the main SHE objective, namely Zero Harm to People, Community and the Environment.

Merawat Bumi, Melestarikan Keanekaragaman Hayati ^[304-1]

Nurturing the Earth, Conserving Biodiversity

Petrosea memiliki rekam jejak sebagai perusahaan jasa pertambangan dan EPC dalam melaksanakan kegiatan operasional dengan sensitivitas di wilayah yang memiliki keanekaragaman hayati untuk mendukung sistem manajemen lingkungan klien kami. Pengalaman ini akan semakin meningkatkan kesiapan kami sebagai pemilik tambang di masa depan terkait dengan manajemen keanekaragaman hayati.

PACE Green Challenge

Pada bulan Agustus hingga November 2022, Petrosea kembali mengadakan program Petrosea Active Challenge (PACE). Namun kali ini menggunakan konsep PACE Green Challenge dengan tagline 'move more, save more' yang bertujuan untuk melakukan penanaman pohon sebanyak mungkin sesuai dengan hasil konversi jarak yang ditempuh peserta dalam berjalan, berlari, dan bersepeda.

Berkat antusiasme karyawan terhadap PACE Green Challenge, 400 pohon Mahoni, Damar, Rasamala, Pinus, Jambu dan Alpukat ditanam dari hasil konversi dari total 76.686 km jarak yang telah ditempuh peserta selama tiga bulan tantangan ini berlangsung.

Aksi penanaman pohon dilaksanakan pada tanggal 28 November 2022 yang bertepatan dengan Hari Menanam Pohon Indonesia. Pada kegiatan ini, Petrosea bekerja sama dengan Jasa Lingkungan (JASLING) untuk menanam pohon di Lembaga Masyarakat Desa Hutan (LMDH) Puncak Lestari, Citamiang, Bogor, Jawa Barat. Untuk area lahan seluas kurang lebih 600 hektar tersebut, kerapatan pohon di LMDH Puncak Lestari hanya 84 per hektar, dimana idealnya 400 pohon per hektar. Setelah dewasa, 400 pohon tersebut berpotensi untuk menyerap 32 ton CO₂ dalam satu tahun.

Petrosea has a track record as a mining and EPC service company in conducting operations with sensitivity in areas with biodiversity to support our clients' environmental management system. This experience will further enhance our readiness as a mine owner in the future with regards to biodiversity management.

PACE Green Challenge

From August to November 2022, Petrosea conducted its Petrosea Active Challenge (PACE) program with the concept of PACE Green Challenge under the tagline of "move more, save more" with the aim to plant as many trees possible by converting the converted distance covered by the participants through walking, running, and cycling activities.

Due to the enthusiasm from employees, during the PACE Green Challenge, 400 Mahogany, Damar, Rasamala, Pine, Guava and Avocado trees were planted, which were converted from a total of 76,686 km distance travelled by the participants during the three month challenge.

The tree planting activity was carried out on 28th November 2022, which coincided with the Indonesian Tree Planting Day. During this activity, Petrosea collaborated with Environmental Services (JASLING) to plant trees at Lembaga Masyarakat Desa Hutan (LMDH) Puncak Lestari, located in Citamiang, Bogor, West Java. For an area of approximately 600 hectares, the tree density is only 84 per hectare at LMDH Puncak Lestari, in which ideally it should reach 400 trees per hectare. After reaching maturity, these trees could potentially absorb 32 tons of CO₂ annually.

Selain itu, penanaman pohon ini juga memiliki manfaat khusus, di antaranya:

- Membantu menyelamatkan habitat bagi satwa endemis yang hanya hidup secara alami di Pulau Jawa, yaitu Elang Jawa (*Nisaetus bartelsi*) dan Owa Jawa (*Hylobates moloch*)
- Mencegah terjadinya banjir di hilir Sungai Ciliwung di Jakarta
- Mencegah terjadinya longsor di hulu Sungai Ciliwung di Desa Tugu Utara
- Memberikan manfaat langsung kepada 75 kepala keluarga yang tinggal di dekat kawasan hutan dan manfaat tidak langsung kepada 10.943 masyarakat di Desa Tugu Utara

In addition, the tree planting program have several specific benefits, such as:

- Help save habitat for endemic animals which only live naturally on the island of Java, namely the Java eagle (*Nisaetus bartelsi*) and Java gibbon (*Hylobates moloch*)
- Prevent flooding of Ciliwung River downstream in Jakarta
- Prevent landslides at the Ciliwung River upstream in North Tugu Village
- Deliver direct benefits to 75 families residing near the forest area and indirect benefits to 10,943 people of North Tugu Village

Biaya Lingkungan Environmental Cost

Hingga akhir tahun 2022, Perusahaan mencatat biaya pengelolaan lingkungan sebesar US\$164.469,19 atau setara dengan Rp2.587.264.808, meningkat dibandingkan tahun sebelumnya. Kenaikan biaya lingkungan ini terjadi karena adanya proyek-proyek baru, sehingga Petrosea menambah biaya yang dikeluarkan untuk pengelolaan lingkungan untuk memastikan bahwa tidak terjadi pencemaran dan kerusakan lingkungan sekitar.

Biaya Lingkungan / Environmental Cost

Dalam US\$ / In US\$

Uraian / Description	2022	2021	2020
Penanganan Limbah* / Waste Management	142.686,09	95.886,14	50.704,07
Pengukuran Sampel Air* / Water Sample Test	5.266,67	27.251,56	2.900,10
Pengendalian Debu* / Dust Control	16.394,38	8.311,72	31.045,70
Kampanye Sosialisasi / Socialization Campaign	122,05	0	0
Total	164.469,19	131.449,42	84.649,87

Efisiensi Biaya dari Program Penanggulangan Risiko & Penggunaan Kertas

Cost Efficiency from Risk Mitigation & Paper Usage Programs

Dalam US\$ / In US\$

Uraian / Description	2022	2021	2020
Biaya Operasional Peralatan / Equipment Operational Rate			
Perbaikan & Perawatan / Repair and Maintenance	38.523.262	28.649.116	19.615.889
Lubricant	7.336.762	5.391.798	4.023.305
Undercarriage	4.772.251	3.526.220	2.745.891
Penggunaan Kertas* / Paper Consumption	7.416,25	3.572,95	2.363,98

* Penyajian angka kembali karena perbedaan metode perhitungan

* Data restatement due to changes in calculation method

04

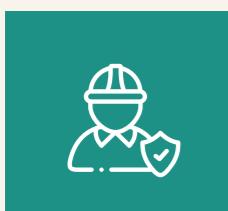
MENCIPTAKAN NILAI MELALUI ASPEK SOSIAL

CREATING VALUES THROUGH SOCIAL ASPECTS

Petrosea mengelola sumber daya manusia dengan meningkatkan kompetensi karyawan melalui pelatihan teknologi, pembentukan karakter dan kemampuan kepemimpinan yang sesuai dengan *core values* Perusahaan. Petrosea memprioritaskan aspek K3 dengan menyediakan lingkungan kerja yang layak dan aman, serta menjalankan program manajemen kesehatan. Selain itu, Perusahaan menciptakan *added value* untuk masyarakat melalui berbagai program CSR.

The Company manages its human capital by developing employee competencies through the provision of training on technology, character development and leadership skills in accordance with the Company's core values. Petrosea prioritizes OHS aspects by providing a proper and safe working environment and carries out various health management programs. In addition, the Company creates added value for the communities through various CSR programs.





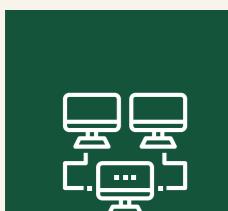
Petrosea melakukan inisiatif pembinaan masyarakat kepada 20 orang penyandang disabilitas melalui program pemberdayaan difabel.

Petrosea carried out a community development initiative for 20 people with disabilities through a disability empowerment program.



Kinerja K3 optimal dengan pencapaian zero fatality serta implementasi Sistem Manajemen K3.

Optimum SHE performance by achieving zero fatality and the implementation of the SHE Management System.



Implementasi sistem I-CON sebagai digitalisasi proses bisnis pengelolaan sumber daya manusia dan I-CONNECT sebagai platform knowledge sharing internal di seluruh lokasi kerja Perusahaan.

Implementation of the I-CON system as the digitization of human capital management business processes and I-CONNECT as an internal knowledge sharing platform at all Company work locations.

Mengelola Sumber Daya Manusia Managing Our Human Capital

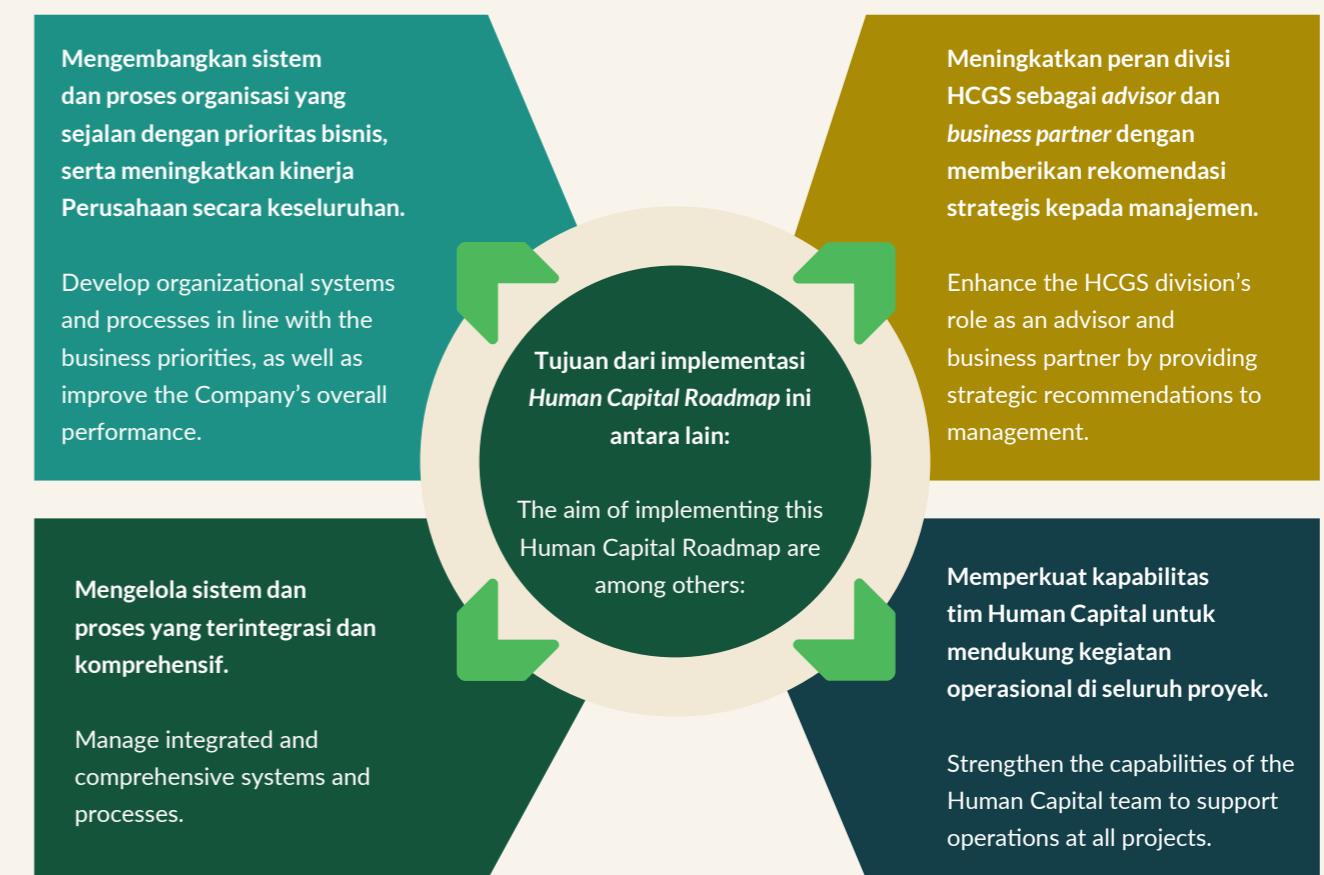
Petrosea menyadari bahwa sumber daya manusia yang kompeten dan berkualifikasi tinggi merupakan salah satu kunci untuk mendukung tercapainya visi dan misi Perusahaan. Oleh karena itu, Petrosea senantiasa melakukan serangkaian kegiatan pengelolaan sumber daya manusia yang memungkinkan karyawan untuk meningkatkan kompetensi dan kualifikasi dengan berbagai inovasi serta dukungan lingkungan kerja yang sehat, aman, inklusif dan setara.

Petrosea realizes that competent and highly qualified human capital is one of the keys to support the Company in achieving its vision and mission. Therefore, Petrosea consistently conducts human capital management activities that enable employees to develop their competencies and qualifications through various innovations, as well as with support of a healthy, safe, inclusive and equal working environment.

Human Capital Roadmap

Divisi Human Capital & General Services (HCGS) memiliki *Human Capital Roadmap* sebagai dasar untuk terus mengembangkan sumber daya manusia yang berkompetensi dan berkualifikasi tinggi.

The Human Capital & General Services (HCGS) division has established a Human Capital Roadmap as the foundation to develop competent and highly qualified human capital.



HUMAN CAPITAL ROADMAP



Demografi Karyawan [2-7, 2-8, 405-1]

Employee Demography

Pada tahun 2022, jumlah karyawan Petrosea mencapai 4.123 orang, atau meningkat 3,96% dibandingkan tahun 2021 yang disebabkan oleh adanya kegiatan dan area operasional baru. Jumlah tersebut didominasi oleh tenaga kerja lokal sebanyak 2.318 orang atau 56,22 % dari total karyawan. Sementara itu, karyawan yang berasal dari luar daerah berjumlah 1.805 orang atau 43,78%, serta karyawan asing berjumlah 12 orang atau 0,29%.

Metode pengumpulan data karyawan diambil dari data di sistem Human Capital dengan menggunakan mekanisme berdasarkan data payroll.

In 2022, the number of Petrosea employees reached 4,123 people, or an increase of 3.96% compared to 2021 due to new operational activities and areas. This number is dominated by local employees that reached 2,318 people or 56.22% of the total employees. Meanwhile, employees from outside the region reached 1,805 people or 43.78%, and foreign employees reached 12 people or 0.29%.

The employee's data collection method is taken from the Human Capital system using a mechanism based on payroll data.

Komposisi Karyawan berdasarkan Jenis Kelamin [2-7]

Employee Composition based on Gender



Jenis Kelamin Gender	2022	2021	2020
Laki-Laki Male	3.869	3.745	3.552
Perempuan Female	254	221	223
Jumlah Total	4.123	3.966	3.775

Komposisi Karyawan berdasarkan Level Organisasi [2-7]

Employee Composition based on Organization Level



Jabatan Position	2022		2021		2020	
	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female	Laki-Laki Male	Perempuan Female
Executive	26	5	18	1	20	2
Manager	116	14	95	10	97	8
Supervisor	685	71	469	54	424	50
Staff	662	129	584	122	593	130
Non Staff	2.380	35	2.579	34	2.418	33
Jumlah Total	3.869	254	3.745	221	3.552	223

Komposisi Karyawan berdasarkan Kelompok Usia [2-7]
Employee Composition based on Age



Kelompok Usia Age Group	2022		2021		2020	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
<20	9	1	3	-	3	-
20-30	1.099	125	989	105	950	110
31-40	1.727	95	1.645	84	1.565	87
41-50	904	31	972	30	911	23
51-55	121	1	129	1	112	1
>55	9	1	7	1	11	2
Jumlah Total	3.869	254	3.745	221	3.552	223

Komposisi Karyawan berdasarkan Pendidikan [2-7]
Employee Composition based on Education



Pendidikan Education Background	2022		2021		2020	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Doktor Doctorate Degree	1	-	-	-	-	-
Pascasarjana Master's Degree	55	14	49	13	41	12
Sarjana Bachelor's Degree	841	177	668	146	636	140
Diploma	308	28	260	28	233	33
SMA High School	2.268	24	2.312	24	2.159	25
Lain-lain Others	396	11	456	10	483	13
Jumlah Total	3.869	254	3.745	221	3.552	223

Komposisi Karyawan berdasarkan Status Kepegawaian [2-7]
Employee Composition based on Employment Status



Status Kepegawaian Employment Status	2022		2021		2020	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Karyawan Tetap Permanent Employees	3.036	210	3.269	196	2.995	198
Karyawan Tidak Tetap Contract Employees	833	44	476	25	557	25
Jumlah Total	3.869	254	3.745	221	3.552	223

Komposisi Karyawan berdasarkan Daerah Asal [2-7]
Employee Composition based on Origin



Daerah Asal Origin	2022		2021		2020	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Jawa Timur East Java	128	6	108	3	14	1
Kalimantan	2.771	94	3.090*	84	2.958	85
Maluku Utara North Maluku	155	2	0	0	0	0
Nusa Tenggara Barat West Nusa Tenggara	3	0	3	0	3	0
Papua	196	19	174	14	137	13
Papua Barat West Papua	112	11	125	13	176	14
Sulawesi	234	7	0	0	0	0
Sumatera	-	-	-	-	5	-
Tangerang Selatan South Tangerang	270	115	245	107	259	110
Jumlah Total	3.869	254	3.745	221	3.552	223

*Penyajian kembali karena perubahan metode pencatatan data
Restatement due to difference in data recording method

Karyawan Baru & Turnover Karyawan [401-1]

New Employees & Employee Turnover

Pada tahun 2022, Petrosea mencatat 153.451 calon karyawan yang mendaftarkan diri melalui sistem *online recruitment* dengan 508 orang yang berhasil, atau 34,87% dari 1.457 karyawan *staff* yang direkrut. Selain itu, Perusahaan juga merekrut 949 orang karyawan *non-staff* melalui sesi wawancara secara langsung.

Karyawan baru direkrut seiring dengan bertambahnya proyek-proyek/kontrak kerja Perusahaan. Sedangkan tingkat *turnover* yang tinggi disebabkan karena berbagai alasan, seperti pensiun, mutasi, maupun hal pribadi lainnya.

In 2022, Petrosea recorded 153,451 employee candidates who registered through its online recruitment system with 508 accepted, or 34.87% from the 1,457 staff employees that were recruited. Furthermore, the Company also recruited 949 non-staff employees through interview sessions.

New employees are recruited as the number of projects and labor contracts of the Company increases. The high turnover rate was caused by various reasons, such as retirement, transfer, and other personal matters.

Jumlah Karyawan Baru [401-1]						
Number of New Employees						
Deskripsi Description	2022		2021		2020	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Karyawan Baru Number of New Employees	35,34	1.457	15,63	620	18,81	710
Jumlah Karyawan Baru yang Direkrut Berdasarkan Tipe Total New Recruited Employees Based on Type						
Staff	12,32	508	4,36	173	3,31	125
Non-staff	23,02	949	11,27	447	15,50	585
Jumlah Karyawan Baru yang Direkrut Berdasarkan Jenis Kelamin Total New Recruited Employees Based on Gender						
Laki-laki Male	33,52	1.382	14,93	592	17,96	678
Perempuan Female	1,82	75	0,71	28	0,85	32
Jumlah Karyawan Baru yang Direkrut Berdasarkan Usia Total New Recruited Employees Based on Age						
<20	0,27	11	0,08	3	0,11	4
20-30	15,57	642	6,63	263	7,28	275
31-40	14,16	584	6,33	251	8,45	319
41-50	4,83	199	2,22	88	2,46	93
51-55	0,36	15	0,23	9	0,29	11
>55	0,15	6	0,15	6	0,21	8

Deskripsi Description	2022		2021		2020	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Karyawan Baru yang Direkrut Berdasarkan Wilayah Total New Recruited Employees Based on Region						
Tangerang Selatan South Tangerang	2,35	97	1,36	54	1,54	58
Kalimantan Timur East Kalimantan	18,12	747	9,93	394	14,30	540
Kalimantan Selatan South Kalimantan	0	0	0,00	0	0,00	0
Kalimantan Tengah Central Kalimantan	0	0	0,00	0	0,24	9
Kalimantan Barat West Kalimantan	0,07	3	0,05	2	0	0
Kalimantan Utara North Kalimantan	1,24	51	0	0	0	0
Jawa Timur East Java	4,12	170	2,87	114	0,58	22
Papua	1,55	64	1,08	43	0,32	12
Papua Barat West Papua	0,15	6	0,33	13	1,83	69
Nusa Tenggara Barat West Nusa Tenggara	0	0	0	0	0	0
Nusa Tenggara Timur East Nusa Tenggara	0	0	0	0	0	0
Sulawesi Tenggara Southeast Sulawesi	4,83	199	0	0	0	0
Sulawesi Tengah Central Sulawesi	0,22	9	0	0	0	0
Maluku Utara North Maluku	2,69	111	0	0	0	0

Deskripsi Description	2022		2021		2020	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Turnover Karyawan Number of Employee Turnover	25,64	1.057	11,62	461	28,53	1.077
Jumlah Turnover Karyawan Berdasarkan Tipe Number of Employee Turnover Based on Type						
Staff	4,24	175	4,14	164	8,40	317
Non-staff	1.457	882	7,49	297	20,13	760

Deskripsi Description	2022		2021		2020	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Turnover Karyawan Berdasarkan Jenis Kelamin Number of Employee Turnover Based on Gender						
Laki-laki Male	24,69	1.018	10,92	433	26,81	1.012
Perempuan Female	0,95	39	0,71	28	1,72	65
Jumlah Turnover Karyawan Berdasarkan Usia Number of Employee Turnover Based on Age						
<20	0,02	1	0,00	0	0,00	0
20-30	5,51	227	2,32	92	6,97	263
31-40	11,59	478	4,59	182	11,52	435
41-50	7,20	297	3,35	133	7,31	276
51-55	1,29	53	1,26	50	2,44	92
>55	0,02	1	0,10	4	0,29	11
Jumlah Turnover Karyawan Berdasarkan Wilayah Number of Employee Turnover Based on Region						
Tangerang Selatan South Tangerang	1,26	52	1,26	50	1,56	59
Kalimantan Timur East Kalimantan	22,39	923	7,44	295	10,17	384
Kalimantan Selatan South Kalimantan	0	0	0	0	10,44	394
Kalimantan Tengah Central Kalimantan	0	0	0	0	3,42	129
Kalimantan Barat West Kalimantan	0,17	7	0	0	0	0
Jawa Timur East Java	0,68	28	1,89	75	1,96	74
Papua	0,58	24	0,48	19	0,74	28
Papua Barat West Papua	0,24	10	0,55	22	0,24	9
Nusa Tenggara Barat West Nusa Tenggara	0	0	0	0	0	0
Nusa Tenggara Timur East Nusa Tenggara	0	0	0	0	0	0
Sulawesi Tenggara Southeast Sulawesi	0,22	9	0	0	0	0
Sulawesi Tengah Central Sulawesi	0,10	4	0	0	0	0
Maluku Utara North Maluku	0,10	4	0	0	0	0
Persentase Turnover Karyawan Employee Turnover Rate						
	2022			25,64%		
	2021			11,62%		
	2020			28,53%		

Pelatihan & Pendidikan

Training & Education



Petrosea memberikan kesempatan bagi seluruh karyawan untuk terus mengembangkan kompetensi guna menunjang karir dan kinerja setiap individu.

The Company provides the opportunity for the employees to develop the competencies to support the career and achievement of each employee.

LSP P2 Petrosea

Dengan berdirinya Lembaga Sertifikasi Profesi (LSP) Petrosea sejak tahun 2021 dibawah naungan Badan Sertifikasi Profesi (BNSP) Indonesia, Perusahaan telah melakukan sertifikasi profesi secara mandiri, dengan tingkat aktualisasi 85% di tahun 2022, berikut adalah skema sertifikasi yang tersedia :

1. Skema Pipe Welder
2. Skema Pengoperasian Crane Mobil
3. Skema Operator Dump Truck
4. Skema Pengoperasian Flatbed
5. Skema Pengoperasian Kendaraan Ringan
6. Skema Teknisi Ruang Terbatas
7. Skema Penerapan K3 dalam Pekerjaan Ketinggian
8. Skema Pemeriksaan Kecelakaan Tambang
9. Skema Pengambilan Contoh Air
1. Pipe Welder Scheme
2. Crane Truck Operations Scheme
3. Dump Truck Operator Scheme
4. Flatbed Operations Scheme
5. Light Vehicle Operation Scheme
6. Limited Room Technician Scheme
7. OHS Implementation for Work in Heights Scheme
8. Mining Accident Investigation Scheme
9. Water Sample Collection Scheme

Training & Development

Petrosea Academy juga menjalankan program-program Learning & Development di tahun 2022, termasuk Green Training Program yang diperuntukan untuk non-experienced dan fresh graduates, sebagai berikut:

Program	Peserta Participants	Jumlah Peserta Number of Participants
Graduate Development Program (GDP)	Lulusan S1 Bachelor's Degree	30
Rebuild Technician Traineeship	Lulusan D3 Politeknik Diploma's Degree Of Polytechnics	10
Fabrication Traineeship Program	Lulusan SMK Vocational High School Graduates	8
KBL - Technician Development Program (TDP)	Lulusan SMK Vocational High School Graduates	20
KBL - Technician Acceleration Program (TAP)	Lulusan D3 Teknik Mesin Diploma's Degree Of Mechanical Engineering	7
Operator Traineeship Program (OTP) untuk Petrosea dan anak usaha Operator Traineeship Program (OTP) for Petrosea and subsidiaries	Lulusan SMA Sederajat High School Graduates	47
Petrosea Link & Match Program dengan Politeknik Balikpapan Petrosea Link & Match program with Balikpapan Polytechnic	D3 Teknik Mesin Alat Berat Heavy Machinery Mechanical Engineering Diploma Program	20
Mining Vast (Mining for Vocational Student Training Program)	SMA Kelas XII High School Seniors	165
Program Merdeka Belajar Kampus Merdeka (MBKM)	Peserta Mahasiswa Program Strata 1 Semester VI & VII Undergraduate Program Students Semester VI & VII	4

Selain itu, Perusahaan meneruskan implementasi metode *blended learning* yang menggabungkan metode belajar mandiri dengan pelatihan *online* terkait *soft skills*, yaitu Officer Development Program dan Supervisory Development Program. Seluruh kegiatan pelatihan dan pembelajaran ini dapat diakses oleh karyawan melalui sistem e-PetA (Petrosea Academy) sebagai platform utama pelatihan Perusahaan dengan fitur modul interaktif, e-book gratis, serta sistem gamification yang dapat diakses melalui smartphone.

Tahun ini, HCGS meningkatkan layanan human capital dengan memudahkan akses pada seluruh kebutuhan internal Perusahaan melalui migrasi ke Human Capital Management System berbasis cloud, yaitu I-CON. Melalui I-CON, Petrosea menyediakan Learning Management System Platform (LMS)

Training & Development

Throughout 2022, Petrosea Academy also carried out Learning & Development programs, including Green Training Programs for non-experienced and fresh graduates as follows:

untuk mempermudah proses pengembangan karyawan. Platform tersebut merupakan bagian dari HC Digitalization Project, yaitu inisiatif yang diluncurkan oleh Human Capital & General Services (HCGS) untuk mendukung strategi 3D Perusahaan dengan menyediakan akses ke layanan sumber daya manusia.

Sepanjang tahun 2022, sebanyak 549 karyawan mengikuti berbagai program pengembangan yang dilaksanakan oleh Perusahaan.

Platform (LMS) to facilitate the employee development process. This platform is part of the HC Digitalization Project, an initiative launched by the Human Capital & General Services (HCGS) Division to support Petrosea's 3D strategy.

In 2022, 549 employees participated in various development programs offered by the Company.

Program Pelatihan Karyawan [404-1, 404-2] Employee Training Programs				
Keterangan Description	Satuan Unit	2022	2021	2020
Jumlah Pelatihan Total Training	Pelatihan Training	627	456	425
Jumlah Jam Pelatihan Total Training Hours	Jam Hour	175.040	126.173	102.571
Jumlah Karyawan Total Employees	Orang People	4.123	3.966	3.775
Rata-Rata Jam Pelatihan Average Training Hours	Jam/Total Karyawan Hours/Total Employees	42,84	31,81	27,17
Jumlah Biaya Pelatihan Total Cost	US\$	344.580	238.828	366.889

Pelatihan Terkait Keberlanjutan / ESG [2-17][404-2] Training Related to Sustainability / ESG

Kegiatan Activity	Tanggal Date	Jabatan Peserta Position of Participants	Jumlah Peserta Total Participants	Pelaksana Organizer
Knowledge Sharing Session - "ESG in Mining Industry"	24 Maret 2022 24 March 2022	Terbuka untuk seluruh karyawan Open for all employees	258	Internal (Transformation Office)
Knowledge Sharing Session - "Promoting Gender Equality in the Workplace"	22 Oktober 2022 22 October 2022	Terbuka untuk seluruh karyawan Open for all employees	91	Internal (Transformation Office)
Sustainability Leadership Development Program	April – Desember 2022 April – December 2022	Transformation Manager	1	Swedish Institute

Pelatihan Teknis Technical Training

Program	% YoY 2021-2022	Jumlah Jam Pelatihan Total Training Hours		
		2022	2021	2020
Operations (Contract Mining & EPC)	108,65%	115,743	106,528	98,631
SHE	141,93%	60,314	42,495	29,688
Asset Management	140,80%	148,291	105,322	94,944
Jumlah Total	127,52%	324,351	254,345	223,263

Penilaian Kinerja [404-3]

Performance Assessment

Perusahaan secara rutin melakukan evaluasi atas pencapaian kinerja seluruh karyawan dalam mendukung pencapaian kinerja korporat dan produktivitas karyawan. Pengelolaan evaluasi kinerja merupakan tanggung jawab Divisi Human Capital. Evaluasi ini dilakukan secara berkala dilakukan dua kali dalam setahun, yaitu Evaluasi Kinerja Tengah Tahun dan Evaluasi Kinerja Akhir Tahun. Selain sebagai bentuk apresiasi karyawan, hasil evaluasi tahun 2022 juga digunakan untuk menjadi landasan bagi manager untuk pengembangan diri karyawan dalam hal promosi atau kenaikan jabatan, jenjang karier, penyesuaian, remunerasi dan bonus.

Hubungan Industrial

Industrial Relations

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

LKS Bipartit tersebar di seluruh lokasi kerja untuk saling menciptakan hubungan industrial yang harmonis, menciptakan gagasan-gagasan, aspirasi dan/atau inisiasi positif dalam berbagai kegiatan yang relevan dan bertujuan untuk menjamin kesejahteraan dan menciptakan hubungan kerja yang selaras dan penuh tanggung jawab.

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

Sesuai dengan ketentuan Pasal 68 Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan, Perusahaan tidak menerima karyawan yang berusia di bawah 18 tahun. Perusahaan juga tidak melakukan praktik kerja paksa yang merujuk kepada ketentuan jam kerja karyawan dalam satu minggu, yaitu maksimal 40 jam.

The Company regularly evaluates the performance achievement of its employees in order to support the corporate performance and employee productivity. Performance evaluation management is the responsibility of the Human Capital Division. The evaluation is carried out twice in a year, namely the Mid-Year Performance Evaluation and End-of-Year Performance Evaluation. In addition to being a consideration in rewarding the employees, the evaluation results in 2022 was used as baselines for managers in developing the employees in terms of promotion, career path, adjustment, remuneration and bonus.

To ensure harmonious, healthy and productive working relationship between management and employees, Petrosea has established a communication and consulting forum to facilitate both parties. This forum is known as LKS Bipartite, which consists of representatives from the Company and employees.

LKS Bipartite is present at all working locations to create a harmonious industrial relationship, generate relevant insights, aspirations, and/or positive initiatives aiming to ensure welfare and create an aligned and responsible professional relationship.

Child Labor & Forced Labor

In accordance with article 68 of Law No. 13 Year 2003 regarding Employment, the Company does not hire employees under the age of 18. 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.

Periode Pemberitahuan Minimum Terkait Perubahan Operasional [2-30, 402-1]

Perusahaan senantiasa memberikan informasi terkait perubahan kegiatan operasional (jika ada) kepada karyawan sekurang-kurangnya dua hingga tiga minggu sebelum perubahan tersebut dilaksanakan. Selain itu, Perusahaan juga mengadakan forum townhall meeting minimal dua kali dalam satu tahun untuk sosialisasi perumusan kebijakan baru terkait kesejahteraan karyawan, sistem merit dan rencana penyesuaian kerja lainnya. Petrosea memiliki perjanjian kolektif berupa Peraturan Perusahaan yang mencakup aspirasi 100% karyawan melalui perwakilan dari setiap proyek.

Minimum Notice Period Regarding Operational Changes

The Company continues to provide information regarding changes to operational activities (if any) to the employees at least two to three weeks before the changes are implemented. In addition, the Company also conducts townhall meetings at least twice a year to socialize new policies concerning employee welfare, merit system and other workplace 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.



Menjunjung Tinggi Keragaman & Kesetaraan Upholding Diversity & Equality

Petrosea menjunjung tinggi keberagaman dan kesetaraan kesempatan bagi seluruh karyawan tanpa membedakan jenis kelamin, suku, ras, maupun agama. Segala bentuk diskriminasi merupakan hal yang tidak dapat kami toleransi sesuai dengan *Code of Conduct* Perusahaan. Petrosea menjamin bahwa setiap karyawan memiliki peluang yang sama dan diperlakukan dengan penuh integritas, rasa hormat dan kepercayaan.

Menjamin Kesetaraan Kesempatan Bekerja [406-1] Ensuring Equal Employment Opportunity

Petrosea senantiasa berkomitmen untuk memberikan peluang yang sama dan setara kepada setiap karyawan, baik dalam proses rekrutmen, pengembangan karir, sampai pada akhir masa kerjanya. Peluang tersebut diberikan berdasarkan atas prinsip keragaman dan kesetaraan, tanpa membedakan jenis kelamin, suku, agama, ras, atau golongan tertentu.

Sebagai cerminan dari komitmen tersebut, komposisi perempuan di level *senior management* Perusahaan tahun 2022 telah mencapai 16,13%. Selain itu, hingga akhir 2022, Perusahaan tidak mengalami insiden terkait diskriminasi karyawan.

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

Petrosea upholds diversity and equal opportunity for all employees without any discrimination against gender, ethnicity, race, or religion. Any form of discrimination is not tolerated, in accordance with the Company's Code of Conduct. Petrosea guarantees that every employee has equal opportunities and is treated with integrity, respect and trust.

Petrosea is committed to provide equal and fair opportunities for all employees, from the recruitment process, career development, until retirement. These opportunities are provided based on the principles of diversity and equality, without discrimination against gender, ethnicity, religion, race, or certain groups.

As a reflection of this commitment, the composition of women in the Company's senior management level in 2022 has reached 16.13%. Furthermore, until the end of 2022, the Company did not experience any incidents related to employee discrimination.

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

Remunerasi & Tunjangan yang Adil [401-2, 405-2] Fair Remuneration & Allowance

Petrosea 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 2022, serta menetapkan gaji karyawan baru sesuai dengan Upah Minimum Provinsi (UMP)/Upah Minimum Kabupaten/Kota (UMK) yang berlaku di lokasi operasional Perusahaan.

Tidak ada perbedaan gaji pokok antara karyawan laki dan perempuan (rasio 1:1). Adanya perbedaan rasio gaji pokok ditentukan karena perbedaan masa kerja, kompetensi dan prestasi. Selain itu, tidak ada perbedaan terkait pemberian fasilitas (paket kesejahteraan, upah dan hak cuti) yang diterima oleh karyawan staff maupun non-staff.

Petrosea implements a fair and equal remuneration policy based on the evaluation of the employment level, length of service, workload, work location, as well as performance of each employee. The Company determines the basic salary of the employees based on the 2022 salary matrix and market survey, as well as determines the salary for new employees based on the applicable Minimum Province Wage (UMP)/Minimum City/District Wage (UMK) at the Company's operational locations.

There is no difference in basic salaries between male and female employees (1:1 ratio). The difference in the basic salary ratio is determined due to differences in length of service, competence and achievements. In addition, there is no difference regarding the provision of facilities (welfare packages, wages and leave entitlements) received by staff and non-staff employees.

Perbandingan Gaji Pokok Karyawan dengan UMP & UMK
Base Salary Comparison with UMP & UMK

Uraian Description	Upah Minimum Minimum Wage	Upah Entry Level Entry Level Wage	Rasio Ratio
Kantor Pusat – Tangerang Selatan Head Office – South Tangerang	4.280.214	7.000.000	63,54%
Proyek Kideco Jaya Agung – Kalimantan Timur Kideco Jaya Agung Project – East Kalimantan	3.062.461	3.177.510	3,76%
Proyek Sorong – Papua Barat Sorong Project – West Papua	5.000.000	5.000.000	0,00%
Proyek NHM – Maluku Utara NHM Project – North Maluku	4.298.285	4.298.285	0,00%
Petrosea Support Facilities – Balikpapan Petrosea Support Facilities – Balikpapan	3.118.397	3.222.781	3,35%
Proyek Timika – Papua Barat Timika Project – West Papua	4.052.776	5.307.012	28,55%
Proyek Gresik – Jawa Timur Gresik Project – East Java	4.372.031	4.406.882	0,80%
Proyek CDSM – Konawe Utara CDSM Project – North Konawe	2.717.914	2.717.914	0,00%

Selain itu, sebagai bentuk apresiasi atas dedikasi dan loyalitas para karyawan, Petrosea juga menyediakan program penghargaan khusus bernama *Long Service Award* untuk karyawan yang telah menempuh masa kerja selama 5, 10, 15, 20 dan 25 tahun.

In addition, to appreciate the dedication and loyalty of employees, Petrosea carries out a special award program which is called the Long Service Award for employees with 5, 10, 15, 20, and 25 years of service.

Penerima Long Service Award Tahun 2022

Long Service Award Recipients in 2022

Masa Karir Tenure	Jumlah Penerima Number of Awardees
5 tahun 5 years	238
10 tahun 10 years	175
15 tahun 15 years	18
20 tahun 20 years	2
25 tahun 25 years	8

Hak Cuti [401-3]

Leave Entitlement

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.

Bagi karyawan yang melahirkan, diberikan kesempatan cuti selama 90 hari dan diberikan jaminan oleh Perusahaan untuk bekerja kembali sesuai jabatan semula setelah cutinya berakhir. Selain itu, karyawan laki-laki yang istrinya melahirkan diberi kesempatan cuti selama tiga hari.

Petrosea juga memberikan cuti panjang selama 22 hari kerja (diluar cuti tahunan) kepada pekerja yang telah bekerja selama lima tahun secara terus-menerus di Perusahaan.

Petrosea adheres to prevailing policies and regulations from the 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.

Female employees are given 90 days of maternity leave and the Company guarantees that they will be able to return to their initial positions once their leave ends. In addition, male employees are given three days leave when their wives give birth.

The Company offers sabbatical leave of 22 business days (excluding the annual leave) for employees who have worked for five years in a row.

Program Pensiun [201-3]

Retirement Program

Sebagai bentuk tanggung jawab kepada karyawan yang telah berdedikasi penuh kepada Perusahaan, Petrosea memberikan program pensiun sebagai berikut:

1. Jaminan Pensiun

Pada tahun 2022, jumlah jaminan pensiun karyawan mencapai Rp4.983.591.203

Uraian Description	YoY 2021-2022		2022	2021	2020
	%	Nominal Amount			
Biaya Jaminan Pensiun Karyawan (dalam Rp) Employee Pension Protection Fund (in Rp)	1,85	90.392.354	4.983.591.203	4.893.198.849	4.955.913.782

2. Program Masa Persiapan Pensiun

Pada tahun 2022, Petrosea kembali mengadakan Program Masa Persiapan Pensiun (MPP) yang sempat terhenti akibat pandemi COVID-19. MPP tahun ini dilaksanakan di Bali pada tanggal 21 – 25 Agustus 2022 dengan tema “*Creativity Never Retires*”. Program ini merupakan wujud nyata dukungan penuh Perusahaan untuk karyawan yang telah memasuki usia pensiun, tidak hanya pada aspek finansial, namun juga pada aspek kesehatan fisik maupun psikologis. Selain itu, program ini juga bertujuan untuk membantu karyawan agar dapat tetap menyalurkan kreativitasnya demi memastikan kesejahteraan keluarga selama masa pensiun.

Peserta program MPP tahun 2022 berjumlah 10 karyawan dengan total durasi pelatihan 24 jam per peserta yang dilaksanakan berdasarkan prinsip 4R berikut ini:

1. **Reframing** - Mengidentifikasi situasi dan melihat sesuatu dari perspektif yang berbeda untuk mencari peluang baru
2. **Rediscovery** - Mengoptimalkan potensi seseorang untuk menciptakan kehidupan yang diinginkan
3. **Rewire** - Mempelajari kembali strategi yang relevan dari masa lalu untuk membangun kehidupan yang layak dan sukses, baik saat ini maupun di masa mendatang
4. **Re-assist** - Memberikan dukungan dan mempersiapkan para peserta dalam menghadapi berbagai tantangan setelah pensiun

As a form of responsibility for the employees who have shown their dedication to the Company, the Company provides retirement programs as follows:

1. Pension Protection

In 2022, the total employee pension protection reached Rp4,983,591,203.

2. Retirement Preparation Program

In 2022, Petrosea resumed its Retirement Preparation Program (MPP) which was stopped due to the COVID-19 pandemic. The MPP was held in Bali on 21-25 August 2022 with the theme of “*Creativity Never Retires*”. This program is a form of the Company's full support for employees who have entered their retirement age, not only in the financial aspect, but also regarding their physical and psychological health. In addition, this program also aims to help employees to continue channeling their creativity in order to ensure their family's wellbeing during retirement.

The number of MPP participants in 2022 reached 10 employees with total training hours of 24 hours per participant which was carried out based on the following 4R principles:

1. **Reframing** - Identify situations and seeing things from different perspectives to search for new possibilities
2. **Rediscovery** - Optimizing one's potential in order to create the life that they desire
3. **Rewire** - Re-learn relevant strategies from the past to build a decent and successful life, both now and in the future
4. **Re-assist** - Provide support and prepare the participants to face various challenges after retirement

Prinsip Keselamatan & Kesehatan Kerja

Occupational Health & Safety Principles

Dalam menerapkan aspek Keselamatan & Kesehatan Kerja (K3), Petrosea mematuhi peraturan dan hukum yang berlaku, serta kebijakan Perusahaan untuk mengurangi risiko dampak sosial akibat terjadinya kecelakaan kerja.

Petrosea menjalankan lima prinsip K3 yang tercantum dalam Peraturan Perusahaan, yaitu:

- Prinsip Organisasi
- Prinsip Prosedur dan Sistem Kerja
- Prinsip Lingkungan Kerja
- Prinsip Peralatan dan Perlengkapan Kerja
- Prinsip Pekerja

In implementing Occupational Health & Safety (OHS) aspects, Petrosea adheres to prevailing laws and regulations as well as Company policies to reduce the risk of social impacts due to work-related accidents.

Petrosea implements the following five OHS principles stated in the Company Regulations:

- Organizational Principle
- Procedure and Work System Principle
- Working Environment Principle
- Work Equipment and Tools Principle
- Worker Principle



Pada tahun 2022, Petrosea Support Facilities (PSF) berhasil meraih sertifikasi Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) dari Kementerian Ketenagakerjaan atas pencapaian pelaksanaan sistem manajemen K3 di seluruh area kerja PSF.

In 2022, Petrosea Support Facilities (PSF) successfully obtained the Occupational Health & Safety Management (SMK3) certification from the Ministry of Manpower for implementing the OHS management system across all PSF working areas.

Sistem Manajemen K3

OHS Management System

Petrosea menerapkan ISO 45001:2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja, serta sertifikasi Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) yang berlaku untuk seluruh pemangku kepentingan dengan kategori bendera emas sesuai dengan Peraturan Pemerintah No. 50 tahun 2012. [403-8]

Petrosea implements ISO 45001:2018 for Occupational Safety & Health Management System, as well as certification for Occupational Safety & Health Management System (SMK3) that is applicable for all stakeholders with the category of golden flag in accordance with Government Regulation No. 50 Year 2012.

Manajemen Risiko K3 [403-1]

Petrosea menerapkan kebijakan untuk mengelola risiko K3 berikut ini:

1. 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.

OHS Risk Management

Petrosea implements the following policies to manage OHS risks:

1. PTP-SHE-POL-G-0001: Safety, Health and Environment Policy, consisting of the vision and mission statement, objectives of OHS and commitment of the Company to OHS implementation in accordance with the regulation and continuous improvement.

2. PTP-SHE-POL-G-0002: Kebijakan Pencegahan dan Penanggulangan HIV AIDS, berisi komitmen promosi, pencegahan dan penanggulangan HIV/ AIDS di tempat kerja.

3. PTP-SHE-POL-G-0003: Kebijakan Mengenai Kesiapan Melaksanakan Pekerjaan, berisi komitmen kesiapan bekerja, manajemen kelelahan, sehat dengan bebas alkohol dan narkoba.

4. PTP-SHE-POL-G-0004: Kebijakan Manajemen Risiko, berisi komitmen tata kelola perusahaan yang baik, secara konsisten memastikan proses manajemen risiko yang efektif telah berjalan dan memberikan perlindungan terhadap nilai-nilai perusahaan.

5. Manajemen pencegahan penyakit termasuk menghadapi wabah pandemi Covid-19.

Perusahaan juga melakukan evaluasi dan perbaikan yang berkelanjutan dalam sistem manajemen K3, di antaranya:

[403-2]

- Menggelar audit K3 yang dilakukan secara internal dan eksternal
- Menginvestigasi secara mendalam terhadap insiden yang terjadi untuk memastikan perbaikan demi mencegah adanya pengulangan.
- Mengevaluasi kepatuhan pada semua peraturan yang berlaku.
- Menjalankan program bagi pekerja untuk dapat melaporkan kondisi kerja yang tidak aman dan memperbolehkan untuk berhenti jika kondisi yang membahayakan.
- Melakukan pemantauan terhadap tindakan perbaikan secara berkala yang timbul dari hasil audit dan *SHE Leading Indicator Program*.
- Menganalisis data-data dari *SHE Leading indicator Program* dengan memunculkan *SHE Dashboard* untuk membantu proses analisis terhadap pengembangan berkelanjutan dari program SHE yang telah berjalan.

Praktik Keamanan

Setiap karyawan diwajibkan untuk mematuhi prosedur, standar dan peraturan perusahaan terkait K3, termasuk peraturan perundang-undangan K3 yang berlaku. Karyawan juga memahami bahwa keselamatan adalah hak asasi, sehingga mereka dapat memberikan masukan dan terlibat aktif melaporkan jika ada penerapan prosedur K3 yang tidak tepat.

2. PTP-SHE-POL-G-0002: HIV/AIDS Prevention and Mitigation Policy, consisting of promotional contents, HIV/AIDS prevention and mitigation at workplace.

3. PTP-SHE-POL-G-0003: Fitness for Work Policy, consisting of the commitment to working readiness, fatigue management, health, and being free from alcohol and drugs.

4. PTP-SHE-POL-G-0004: Risk Management Policy, consisting of commitment to good corporate governance, consistent guarantee of effective management process that has been implemented, and protection to corporate values.

5. Disease prevention management, including the measures to face the Covid-19 pandemic.

The Company also carries out evaluations and continuous improvements of the OHS management system, such as:

- Conducts OHS audits, both internally and externally.
- Conducts deep-dive investigations regarding incidents to ensure that improvements are made to prevent reoccurrence.
- Evaluates compliance towards all prevailing regulations.
- Implement programs for workers to report unsafe working conditions and allow them to quit when facing hazardous conditions.
- Periodically monitors corrective actions for findings from audit results and SHE Leading Indicator Program.
- Analyzes data from the SHE Leading Indicator Program by presenting SHE Dashboard to support the analysis process for sustainable development of ongoing SHE programs.

Safety Practices

Every employee is required to comply with Company procedures, standards and regulations related to OHS, including applicable OHS rules and regulations. Employees also understand that safety is their human right, therefore they can provide input and be actively involved in reporting if there is any inappropriate implementation of OHS procedures.

Sertifikasi & Pelatihan K3 [403-5]

OHS Certification & Training

Pelibatan karyawan dan pekerja dalam penerapan K3 dilakukan melalui pelatihan untuk meningkatkan kompetensi termasuk perolehan sertifikasi dan/atau lisensi. Selama tahun 2022, Perusahaan menyelenggarakan 1.321 pelatihan terkait K3 yang diikuti oleh 6.663 karyawan.

Employee and worker engagement in OHS implementation is carried out through training to increase competencies, including obtaining certification and/or licenses. During 2022, the Company held 1,321 OHS related training which was attended by 6,663 employees.

Sertifikasi & Penghargaan K3 OHS Certificates & Awards

Nama Sertifikasi Certification Name	Pemberi Issuer	Masa Berlaku Validity Period
SMK3 di Kantor Pusat OHS Management System at the Head Office	Menteri Ketenagakerjaan Ministry of Manpower	Juli 2025 July 2025
SMK3 di Petrosea Support Facilities (PSF) OHS Management System at the Petrosea Support Facilities (PSF)	Menteri Ketenagakerjaan Ministry of Manpower	Mei 2025 May 2025
SMK3 di Proyek Kideco Jaya Agung OHS Management System at the Kideco Jaya Agung Project	Menteri Ketenagakerjaan Ministry of Manpower	Desember 2025 December 2025
ISO 14001:2015 untuk Sistem Manajemen Lingkungan ISO 14001:2015 for Environmental Management System	Lloyd's Register Indonesia	Desember 2023 December 2023
ISO 45001:2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja ISO 15001:2018 for Occupational Health & Safety Management System	Lloyd's Register Indonesia	Desember 2023 December 2023

Penghargaan K3 dari Menteri Ketenagakerjaan yang diterima pada Mei 2022
OHS Awards from the Ministry of Manpower received in May 2022

**P2 HIV/
AIDS
Award** **Zero
Accident
Award** **P2 COVID
Award**

Fasilitas & Kinerja Kesehatan Kerja [403-3, 403-4, 403-6]

Occupational Health Facilities & Performance

Petrosea memiliki empat program terkait kesehatan dan sarana K3 berikut ini:

- 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

Petrosea has established the following four programs related to health and OHS facilities:

- Promotive Programs**
Socialization of information regarding health issues related to the working environment and general diseases
- Preventive Programs**
Prevention of employee health issues through regular medical check-ups

3. Program Kuratif

Penyediaan fasilitas konsultasi, pengobatan dan perawatan bagi karyawan yang mengalami kecelakaan atau sakit di area kerja

4. Program Rehabilitatif

Penyediaan layanan terapi untuk peningkatan kondisi fisik secara maksimal setelah karyawan mengalami sakit atau kecelakaan kerja agar dapat bekerja

Selain itu, Perusahaan juga memiliki beberapa sarana pendukung 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
- Sarana kerja & lingkungan yang layak berupa ruang atau area kerja yang aman dan nyaman

3. Curative Programs

Provision of consultation, medication and treatment facilities for employees who experience workplace accidents or diseases

4. Rehabilitative Programs

Provision of therapy to improve physical conditions after an employee experiences workplace accidents or diseases in order to return to work

Furthermore, the Company has also established various facilities to support employee health:

- Emergency response facilities, such as rescue vehicles, emergency equipment and first aid kits
- Healthcare facilities in the form of first aid rooms and clinics in accordance with the permits
- Lactation room facilities for breastfeeding
- Proper working environment & facilities, in the form of a safe and comfortable working space

Kinerja K3 OHS Performance

Komitmen untuk Mewujudkan Target Zero

[403-7, 403-10]

Petrosea telah mengidentifikasi pekerjaan yang memiliki tingkat risiko tinggi di unit/divisi terkait, serta menyiapkan langkah mitigasi atas risiko-risiko yang mungkin terjadi. Adapun jenis pekerjaan berisiko tinggi ini, antara lain pekerjaan di area rawan longsor, ketinggian, atau pekerjaan yang terkait dengan energi atau tegangan tinggi. Sebagai inisiatif pencegahan, Perusahaan menerapkan sistem perizinan, pengawasan dan prosedur kerja yang ketat.

Selama tahun 2022, tidak ada catatan insiden *fatality* dan penyakit akibat kerja. Namun, terjadi satu insiden kecelakaan kerja yang mengakibatkan hari kerja hilang (*Lost Time Injury*) yang menimpa karyawan Perusahaan.

Commitment to Achieve Target Zero

Petrosea has identified the high-risk jobs at relevant units/divisions and established mitigation measures for the risks that may occur. These high-risk job include working at prone-to-landslide areas, working at height, or working with energy or high voltage. As a prevention initiative, the Company implements a strict permit, supervision and work procedure system.

During 2022, there was no record of fatality incident and occupational diseases. However one workplace accident occurred on an employee which resulted in Lost Time Injury (LTI).

Untuk mencegah kemungkinan terulangnya kecelakaan, Petrosea memperketat sembilan prosedur internal dalam mengidentifikasi dan mengendalikan bahaya risiko insiden:



To prevent the accident from occurring again, Petrosea implemented strict internal policies to identify and control the risk hazards:

Melayani dengan Prima Serving with Excellence

Menjaga *trust and confidence* seluruh pemangku kepentingan termasuk pelanggan merupakan kunci kesuksesan dan keberlanjutan usaha Petrosea. Kebijakan terkait perlindungan pelanggan Perusahaan dilakukan dengan mengacu pada prosedur dan persyaratan yang sesuai dengan ISO 9001:2015 untuk Sistem Manajemen Mutu, ISO 14001:2015 untuk Sistem Manajemen Lingkungan, ISO 45001:2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja serta SMK3 di seluruh area operasional Perusahaan.

Melalui implementasi seluruh prosedur dan standar tersebut, Petrosea berkomitmen untuk terus memberikan layanan yang setara dan melakukan evaluasi keamanan secara berkala terhadap seluruh layanan yang diberikan oleh Perusahaan.

Maintaining the trust and confidence of all stakeholders including customers is the key to the Company's success and business sustainability. Policies on customer protection is applied by referring to procedures and provisions that are in accordance with ISO 9001:2015 for Quality Management System, ISO 4001:2015 for Environmental Management System, ISO 45001:2018 for Occupational Health & Safety Management System, as well as SMK3 at all Company operational areas.

Through the implementation of these procedures and standards, Petrosea is committed to continue providing fair services and conduct regular security evaluations on all services that the Company provides.

Kategori Category	Insiden Kecelakaan Kerja [403-9] Workplace Accidents		
	2022	2021	2020
First Aid Injury	6	3	25
Medical Treatment Injury	1	4	7
Restricted Duties Injury	0	0	3
Lost Time Injury	1	0	0
Fatality	0	0	0
Injury Frequency Rate	0,66	0,53	1,94
LTI Severity Rate	1,72	0	0

SHEPRO

Dalam upaya mencapai target zero di era digitalisasi, Petrosea senantiasa mengembangkan dan mengoptimalkan penggunaan SHEPRO yang diluncurkan sejak tahun 2019 sebagai *SHE digital platform*.

Tujuannya adalah untuk meningkatkan kualitas pelaporan dan analisis aspek SHE sehingga dapat bermanfaat bagi pengembangan program K3 serta terus meningkatkan kualitas proses pengambilan keputusan terkait pengelolaan K3 di seluruh area operasional Perusahaan.

SHEPRO

In an effort to achieve target zero target in the digitalization era, Petrosea continues to develop and optimize the use of SHEPRO which was launched in 2019 as the SHE digital platform.

The aim is to improve the quality of reporting and analysis of SHE aspects to benefit the development of OHS programs as well as continue to improve the quality of the decision-making process related to OHS management at all Company operational areas.



Survei Kepuasan Pelanggan Customer Satisfaction Survey

Pada tahun 2022, survei kepuasan pelanggan dilaksanakan berdasarkan jasa yang diberikan oleh masing-masing lini bisnis, yaitu Kontrak Pertambangan, Rekayasa, Pengadaan & Konstruksi (EPC) serta Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi.

Pada lini bisnis Kontrak Pertambangan, survei dilakukan untuk menilai kinerja di proyek Kideco Jaya Agung dan Central Cipta Murdaya. Hasil survei menunjukkan nilai rata-rata 3,9 dari skala maksimal 5 yang berarti "sesuai harapan" pelanggan.

Pada lini bisnis EPC, survei dilakukan untuk menilai kinerja di proyek yang dikerjakan untuk PT Freeport Indonesia dan PT Kideco Jaya Agung. Hasil survei menunjukkan nilai rata-rata 3,2 dari skala maksimal 5 yang berarti "sesuai harapan" pelanggan.

Sedangkan survei kepuasan pelanggan yang dilakukan pada lini bisnis Jasa Logistik & Pendukung Kegiatan Minyak & Gas Bumi mendapatkan nilai rata-rata 4,17 dari skala maksimal 5 yang menunjukkan pelanggan puas karena layanan yang diberikan Perusahaan "melebihi ekspektasi" mereka.

Hasil survei kepuasan pelanggan yang dilakukan tahun 2022 juga menunjukkan tidak adanya produk jasa atau layanan yang ditarik kembali selama periode pelaporan.

Pengaduan Pelanggan Customer Complaints

Pengaduan pelanggan terkait layanan yang diberikan oleh Perusahaan melalui lini bisnis Kontrak Pertambangan, EPC, serta Jasa Logistik & Pendukung Kegiatan Minyak & Gas Bumi dapat disampaikan melalui rapat koordinasi yang diselenggarakan secara rutin, mengirimkan surat dan email kepada representatif Perusahaan selaku *project manager*, serta survei kepuasan pelanggan yang dilakukan minimal dua kali dalam setahun.

In 2022, the customer satisfaction survey was conducted for the services provided by each business line, namely Contract Mining, Engineering, Procurement, & Construction (EPC) as well as Logistics and Support for Oil & Gas Services.

At the Mining Contract business line, the survey was carried out to assess the performance of the Kideco Jaya Agung and Central Cipta Murdaya projects. The survey results showed an average score of 3.9 out of 5, which means they have "met expectations" of customers.

At the EPC business line, the survey was conducted to assess the performance of projects undertaken for PT Freeport Indonesia and PT Kideco Jaya Agung. The survey results showed an average score of 3.2 out of 5, which means that the performance "met expectations" of customer.

Meanwhile, the customer satisfaction survey conducted at the Logistics & Support for Oil & Gas Services business line resulted an average score of 4.17 out of 5, which means that the customers are satisfied as the service provided by the Company "exceeded their expectations".

The results of the customer satisfaction survey conducted in 2022 also show that there are no products or services recalled during the reporting period.

Customer complaints related to services provided by the Company through the Contract Mining, EPC as well as Logistics & Support for Oil & Gas Services business lines can be submitted through coordination meetings that are held routinely, letters and emails to Company representatives as project managers, as well as customer satisfaction surveys that are conducted at least twice a year.

Kontribusi terhadap Masyarakat Contributing to the Community



Petrosea melaksanakan berbagai kegiatan pemberdayaan masyarakat sebagai bagian dari tanggung jawab sosial perusahaan (CSR) yang mengacu kepada Kebijakan CSR yang disahkan pada bulan April 2016 dan diperbarui pada bulan November 2019.

Kebijakan CSR tersebut mencakup tiga perilaku utama berikut ini yang wajib dipenuhi dalam menentukan program-program CSR Perusahaan:

1. Aktif mendukung pengembangan masyarakat di 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

Petrosea carries out various community empowerment activities as part of its corporate social responsibility (CSR) by referring to the CSR Policy which was ratified in April 2016 and updated in November 2019.

The CSR Policy covers the following three main behaviors that must be fulfilled when 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 its stakeholders
3. Create effective programs to provide maximum benefits for employees, communities and the environment

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

- Community engagement
- Integrated approach
- Support the Company's core business
- Build partnerships

Kegiatan CSR dilakukan sesuai dengan tanggung jawab dan wewenang setiap fungsi dalam struktur organisasinya:

The CSR activities are implemented in accordance with the responsibilities and authorities of each function within the organizational structure:



Anggaran CSR

Pada tahun 2022, Petrosea telah melaksanakan 42 kegiatan CSR di seluruh lokasi proyek dan kantor Perusahaan. Untuk mendukung kegiatan tersebut, Perusahaan mengalokasikan anggaran sebesar Rp5.075.738.000 dengan realisasi yang mencapai Rp3.481.320.630.

CSR Budget

In 2022, Petrosea carried out 42 CSR activities across all the Company's project and office locations. To support these activities, the Company allocated a budget of Rp5,075,738,000 with a realization of Rp3,481,320,630.

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



Selama tahun 2022, seluruh program CSR yang bersifat *pro bono* telah memberikan dampak positif bagi kehidupan 11.340 orang di sekitar wilayah operasional Perusahaan.

In 2022, all pro-bono CSR programs positively impacted the lives of 11,340 people around the Company's operational areas.

Implementasi Kegiatan CSR Implementation of CSR Activities

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

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

PILAR PENDIDIKAN / EDUCATION PILLAR



Bidang pendidikan terus menjadi fokus Perusahaan dalam menjalankan program CSR. Salah satu program yang dijalankan adalah pelatihan *digital public speaking* atau "Guru Kreatif 4.0" yang dilaksanakan bagi tenaga pengajar di daerah Kariangau, Balikpapan Barat.

Pada kegiatan pelatihan ini, para guru diberikan pelatihan terkait *public speaking*, sistem belajar *online*, presentasi, serta penerapan konsep *agile learning* agar proses *knowledge transfer* kepada murid menjadi jauh lebih kreatif dan efektif.

The education sector continues to be the Company's focus in implementing its CSR programs. One of the programs carried out was the digital public speaking training or "Creative Teachers 4.0" for teachers in the Kariangau, West Balikpapan area.

During this training activity, the teachers were provided training on public speaking, online learning system, presentation, and agile learning implementation for a more creative and effective knowledge transfer process to the students.



PILAR KESEHATAN / HEALTH PILLAR



Petrosea melaksanakan berbagai program di bidang kesehatan, antara lain "Petrosea Peduli Malaria" di Timika, Papua, pelatihan untuk kader Posyandu dan pemberian stimulan alat kesehatan di Petrosea Support Facilities, Balikpapan, serta pembuatan dan pembayaran iuran BPJS bagi 1.000 pekerja rentan di Kabupaten Mimika, Papua.

Selain itu, Perusahaan mengupayakan peningkatan pelayanan kesehatan bagi masyarakat di sekitar proyek CCM sebagai respons atas keterbatasan akses layanan kesehatan di wilayah pedalaman dan perbatasan Indonesia - Malaysia, tepatnya di Desa Pembeliangan, Kecamatan Sebuku, Kabupaten Nunukan, Kalimantan Utara.

Untuk mendukung hal tersebut, Petrosea bersama PT Karya Bhumi Lestari (KBL) selaku anak usahanya menjalin kerjasama dengan Rumah Sakit Pratama Sebuku yang berlokasi dekat proyek CCM untuk meningkatkan kualitas layanan dan fasilitas kesehatan yang diberikan kepada masyarakat sekitar.

Petrosea dan KBL memberikan bantuan berupa 1.000 botol infus kepada pihak rumah sakit, serta membantu mendirikan poli-poli kesehatan yang dapat diakses oleh bukan hanya masyarakat desa sekitar, tetapi juga oleh warga Kecamatan Sebuku, Tulin Onsoi, Sembakung dan Sei Menggaris untuk pemeriksaan kesehatan, pengobatan dan penyuluhan.



PILAR PEMBERDAYAAN EKONOMI / ECONOMIC EMPOWERMENT PILLAR



Petrosea turut mendukung pemerintah dalam mencapai ketahanan pangan melalui Kelompok Budidaya Ikan (Pokdakan) Ikhlas Mandiri yang merupakan program binaan CSR di PSF dengan melaksanakan budidaya ikan air tawar jenis nila untuk membantu perekonomian masyarakat sekitar.

Perusahaan juga melakukan pembinaan masyarakat penyandang disabilitas dengan memberikan pelatihan seduh kopi bagi 20 orang penyandang disabilitas di daerah Pondok Ranji, Tangerang Selatan. Pada kegiatan pelatihan ini, seluruh peserta belajar mengenai berbagai jenis biji kopi, bahan dan teknik penyeduhan kopi, serta cara mengelola bisnis kopi.

Petrosea supported the government to achieve food security through the Ikhlas Mandiri Fish Cultivation Group (Pokdakan) which is a CSR program at PSF that cultivates tilapia freshwater fish to help the economy of the surrounding community.

The Company also conducted community training for people with disabilities by providing coffee brewing training for 20 people with disabilities in the Pondok Ranji, South Tangerang area. During this training, all the participants learned about the different types of coffee beans, brewing materials and techniques, as well as how to manage a coffee business.



PILAR LINGKUNGAN / ENVIRONMENT PILLAR



Pada tahun 2022, tim CSR di PSF bekerja sama dengan Kelurahan Kariangau dan KKN Universitas Mulawarman untuk melaksanakan program "Kariangau Hijau", yang merupakan kegiatan penanaman tanaman dan buah-buahan bersama masyarakat sekitar. Hingga akhir 2022, sebanyak 150 bibit telah ditanam.

Pada tahun 2022, Petrosea juga menyelenggarakan "Petrosea in Climate Action - Mangrove and Turtle Preservation Program" di lokasi proyek CCM.

In 2022, the CSR team at PSF collaborated with the Kariangau District and KKN of Mulawarman University to conduct the "Green Kariangau" program which is a tree and fruit planting activity held together with the surrounding community. At the end of 2022, 150 seedlings were planted.

In 2022, Petrosea also organized the "Petrosea in Climate Action - Mangrove and Turtle Preservation Program" at the CCM project site.



Hak-Hak Masyarakat Adat [411-1]

Petrosea senantiasa mendukung pelestarian budaya di sekitar wilayah operasional sebagai wujud penghormatan terhadap masyarakat adat. Salah satu bentuknya adalah melalui dukungan terhadap budaya kesenian, termasuk penyediaan perlengkapan kostum tari tradisional dan alat musik tradisional adat budaya Tidung di lokasi proyek CCM.

Selain itu, Perusahaan bersama dengan masyarakat di sekitar proyek KJA bekerja sama membangun Sanggar Seni Budaya Lou Taka dalam rangka pelestarian adat budaya Paser di Kalimantan Timur. Pembangunan sanggar tersebut didukung dengan pemberian sarana dan prasarana, serta pendampingan kegiatan Kelompok Batik Bawe Paser dan 14 kelompok tari tradisional di daerah Kabupaten Paser.

Selama tahun 2022, tidak ada catatan insiden pelaporan terkait pelanggaran yang melibatkan hak-hak masyarakat adat oleh Perusahaan.



Rights of Indigenous People

Petrosea continues to support cultural preservation around its operational areas as a form of respect for indigenous communities. One form was by supporting artistic culture, including the provision of traditional dance costumes and traditional Tidung cultural musical instruments at the CCM project site.

Furthermore, the Company together with the surrounding community at the KJA projects collaborated to develop the Lou Taka Arts and Culture Center in order to preserve the culture in Paser, East Kalimantan. The development of the cultural center was supported by providing facilities and infrastructures as well as assistance for the Bawe Paser Batik Group and 14 traditional dance troupes in the Paser Regency area.

Throughout 2022, there were no records or reports on incidents concerning violations of the rights of indigenous people by the Company.

Menciptakan Nilai Melalui *Corporate Social Enterprise* [203-2]

Creating Value Through a Corporate Social Enterprise



Pada tahun 2021, Petrosea mendirikan PT Kinarya Bangun Sesama (Kinarya), sebuah *corporate social enterprise* yang menjalankan usahanya untuk kepentingan sosial dan lingkungan hidup di Indonesia. Tujuan dari *corporate social enterprise* 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.

Dengan mengacu pada konsep usaha yang menggunakan pendekatan *triple bottom line*, yaitu *People, Planet & Prosperity*, Kinarya telah melaksanakan dua program selama tahun 2022.

In 2021, Petrosea established PT Kinarya Bangun Sesama (Kinarya), a corporate social enterprise that carries out its business activities for social and environmental interests in Indonesia. The objective of this corporate 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.

By referring to its business concept that uses the triple bottom line approach of *People, Planet & Prosperity*, Kinarya has implemented two programs throughout 2022.



Program ini dikembangkan untuk membangun industri kopi berbasis masyarakat dari hulu ke "hilir perkebunan" ke cangkir yang dapat terlacak rantai pasoknya dengan sistem berkelanjutan. Untuk melaksanakan program ini, Kinarya berkolaborasi dengan Sulawesi Community Foundation (SCF) dan Pusat Penelitian Kopi dan Kakao Indonesia (Puslitkoka), melalui pelatihan budidaya kopi bagi masyarakat di sekitar area proyek. Program ini juga berkolaborasi dengan *coffee roastery* (Smoking Barrels), kedai kopi (Anomali Coffee) dan Koperasi Karyawan Petrosea untuk pemasarannya.

Coffee Production Center telah membantu petani kopi Desa Tibussan Kecamatan Latimojong memperdalam pengetahuan dan keterampilan dalam hal budidaya kopi, sehingga kualitas biji kopi yang dihasilkan oleh petani meningkat. Petani kopi juga mengalami peningkatan pendapatan karena mendapatkan kesempatan membeli biji kopi dengan harga yang adil dan dapat memasarkan produknya dengan lebih mudah melalui jaringan yang difasilitasi oleh Perusahaan.

This program was developed to build an end-to-end community-based coffee industry from forest to cup with a traceable supply chain and sustainable system. To implement this program, Kinarya collaborates with the Sulawesi Community Foundation (SCF) and Indonesian Coffee and Cacao Research Institute (ICCRI) through coffee cultivation training for communities surrounding the project area. This program also collaborates with a coffee roastery (Smoking Barrels), coffee shop (Anomali Coffee) and Koperasi Karyawan Petrosea for marketing.

The *Coffee Production Center* has helped coffee farmers of Tibussan Village, Latimojong District to gain insights and skills related to coffee cultivation, thus increasing the quality of coffee beans harvested by the farmers. The farmers income has also increased as they get the opportunity to access fair-priced coffee beans and can market their products easier through a network that is facilitated by the Company.

Rincian Penerima Manfaat Program *Coffee Production Center*

Beneficiaries of the *Coffee Production Center* Program

Deskripsi Description	Satuan Unit	Nilai Value
Penerima Manfaat Langsung Direct Beneficiaries	Orang People	15
Daerah Terdampak Impacted Area	Kecamatan District	1 Kecamatan Latimojong 1 Latimojong District
Biaya Program Program Cost	Rp	1.800.000.000



Food Waste Management

Salah satu dampak negatif dari sampah makanan yang tidak terkelola adalah menyumbang emisi gas rumah kaca. Maka dari itu, Kinarya bertujuan untuk mengelola sampah makanan menjadi kompos organik dalam waktu 1x24 jam dengan menerapkan teknologi tepat guna.

Sepanjang tahun 2022, Kinarya telah melaksanakan *baseline study* mengenai sampah makanan di lokasi proyek-proyek Petrosea (seperti proyek KJA, Levee Stockpile dan NHM), melakukan persiapan lokasi dan persiapan penggunaan teknologi pengolahan sampah makanan menjadi kompos untuk proyek KJA.

Pada tahun 2023, Kinarya berharap dapat mendukung Petrosea dalam mengelola limbah makanan menjadi kompos untuk meningkatkan tingkat daur ulang limbah dan mengurangi emisi rumah kaca akibat limbah di lokasi proyek kunci Perusahaan.

One of the negative impacts of unmanaged food waste is contributing to greenhouse gas emissions. Therefore, Kinarya aims to process food waste into organic compost within 1x24 hours by applying appropriate technology.

Throughout 2022, Kinarya has carried out baseline study on food waste at Petrosea project locations (KJA, Levee Stockpile, and NHM projects), site preparation, as well as implementing the use of technology to process food waste into compost at the KJA project.

In 2023, Kinarya aims to support Petrosea in managing food waste into compost to increase waste recycling rate and reduce greenhouse emissions due to the waste in the Company's key project sites.

Rincian Penerima Manfaat Program Food Waste Management

Beneficiaries of the Food Waste Management

Deskripsi Description	Satuan Unit	Jumlah Value
Potensi Penerima Manfaat Langsung & Daerah Terdampak Potential Direct Beneficiaries & Impacted Area	Lokasi / Location	1*
Potensi Berat Sampah Makanan yang akan di Daur Ulang Potential Food Waste to be Recycled	Kg/hari Kg/day	2.050 **
Potensi Karbon Emisi yang dapat Dikurangi dari Pengolahan Sampah Makanan Potential Reduced Carbon Emissions From Food Waste Recycling	Ton CO2eq/tahun Ton CO2eq/year	66.953 **

Keterangan / Note:

* Proyek Kideco Jaya Agung (KJA)
Kideco Jaya Agung (KJA) project

** Rata-rata sampah makanan di proyek KJA adalah 250 Kg per hari. Dengan adanya pengolahan sampah makanan ini, potensi karbon yang dapat dikurangi dari pengelolaan sampah makanan dengan program ini adalah 66,9 ton CO2eq/tahun (IPCC Guideline: 2006)
The average food waste at the KJA project reaches 250 kg/day. Through the food waste processing, the carbon potential that can be reduced from food waste management with can reach 66.9 tons CO2eq/year (IPCC Guideline: 2006)

Pada tahun 2022, Kinarya membantu proses *sponsorship* Petrosea kepada klub bola asal Timika (Waanal Bhintuka Football Club/WBFC). Dukungan *sponsorship* ini merupakan bagian dari bentuk dukungan Perusahaan terhadap bidang pendidikan khususnya olahraga di Mimika, Papua. Selain itu, dukungan ini juga sebagai upaya nyata Petrosea untuk hidup berdampingan secara harmonis dengan masyarakat, menjadi bagian masyarakat yang baik (*good corporate citizenship*), serta berpartisipasi aktif dalam pengembangan masyarakat dengan mendukung berbagai organisasi dan kegiatan masyarakat di Indonesia.

In 2022, Kinarya also assisted Petrosea in the process sponsoring a football club from Timika (Waanal Bhintuka Football Club/WBFC). This sponsorship is part of the Company's support towards education, particularly physical education in Mimika, Papua. Furthermore, this support is a concrete effort by Petrosea to co-exist with the community in harmony, to become a positive part of society (Good Corporate Citizenship), as well as actively participate in community development by supporting various organization and community activities in Indonesia.



05

MENDORONG KETANGGUHAN EKONOMI & INOVASI DRIVING ECONOMIC RESILIENCE & INNOVATION

Aktivitas pertambangan Petrosea memberikan dampak ekonomi kepada masyarakat sekitar. Tumbuhnya perekonomian masyarakat merupakan dampak ekonomi tidak langsung dari keberadaan Perusahaan. Sementara itu, keterlibatan tenaga kerja lokal merupakan dampak ekonomi langsung dari operasional Perusahaan yang dirasakan oleh masyarakat.

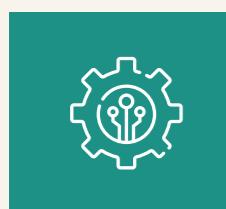
Petrosea's mining activities have an economic impact on the surrounding communities. The community's economic growth is an indirect impact from the Company's existence. Meanwhile, the involvement of the local workforce is a direct economic impact of the Company's operations that is felt by the communities.





Total pendapatan Perusahaan naik sebesar 14,57% menjadi US\$ 476,32 juta dari US\$ 415,74 juta di tahun 2021.

The Company's total revenue increased by 14.57% to US\$476.32 million from US\$415.74 million in the previous year.



Petrosea memperluas kegiatan usahanya untuk mendapatkan berbagai peluang baru dengan memanfaatkan teknologi digital.

The Company expanded its business activities to explore new opportunities by leveraging digital technology.



Petrosea melakukan inisiasi penerapan prinsip pengadaan berkelanjutan (*sustainable procurement*).

The Company initiated the implementation of sustainable procurement.

Kinerja Ekonomi

Economic Performance

Petrosea melanjutkan pelaksanaan strategi 3D dengan melakukan diversifikasi usaha ke sektor pertambangan mineral lainnya, khususnya emas dan nikel. Langkah ini dilakukan sejalan dengan tujuan pemerintah Indonesia untuk melakukan pengolahan dan pemurnian sumber daya alam di dalam negeri. Di samping itu, sebagai strategi jangka panjang, Petrosea juga akan melakukan *repositioning* menjadi *mine owner* untuk terus memberikan *added value* kepada pemangku kepentingan di masa mendatang.

Tahun 2022 merupakan tahun kebangkitan kami setelah mengalami masa pandemi COVID-19 beberapa tahun belakangan. Kebangkitan ini tergambar pada kenaikan laba kami sebesar 21,27% berkat bertambahnya jumlah perolehan kontrak baru dan diversifikasi usaha yang dijalankan sepanjang tahun.

Petrosea continued the implementation of its 3D strategy by diversifying its business to other mineral mining sectors, specifically gold and nickel. This step is in line with the Indonesian government's objective of carrying out natural resource processing and purification domestically. In addition, as a long term strategy, Petrosea will also reposition itself into a mine owner in order to continue providing added value to its stakeholders in the upcoming future.

The year 2022 was a year of resurgence for us after experiencing the COVID-19 pandemic for the last few years. This resurgence is reflected by a 21.27% growth in our profit due to the increasing number of new contracts and the business diversification carried out throughout the year.

Laporan Laba Rugi & Penghasilan Komprehensif Lain Konsolidasian

Consolidated Statements of Profit or Loss & Other Comprehensive Income

Informasi mengenai laba rugi dan penghasilan komprehensif konsolidasi lain pada tahun 2022 dibandingkan tahun 2021 dan 2020 dapat dilihat di tabel berikut:

Information on consolidated profit or loss and other comprehensive income in 2022 compared to 2021 and 2020 is presented in the following table:

Uraian Description	(Dalam Juta US\$) (In Million US\$)					
	YoY 2021-2022	%	Nominal Amount	2022	2021	2020
Pendapatan Revenue	14,57%	60,58	476,32	415,74	340,69	
Laba Kotor Gross Profit	28,07%	20,93	95,49	74,56	74,87	
Laba Sebelum Pajak Profit Before Tax	21,36%	8,83	50,16	41,33	35,54	
Laba Bersih Tahun Berjalan Net Profit for the Year	21,27%	7,22	41,17	33,95	32,50	
Jumlah Penghasilan Komprehensif Tahun Berjalan Total Comprehensive Income for the Year	2,71%	1,00	37,96	36,96	29,52	
Laba Per Saham Dasar/Dilusian (Dalam US\$ Penuh) Basic Earnings Per Share (In Full US\$)	21,47%	0,0073	0,0413	0,0340	0,0323	

Pangsa Pasar

Market Share

Hingga akhir tahun 2022, keberadaan pasar Petrosea telah menjangkau ke berbagai daerah di nusantara. Kegiatan usaha Perusahaan meliputi penyediaan jasa pertambangan terpadu *pit-to-port*, kemampuan EPC yang terintegrasi, serta jasa logistik. Lini bisnis Kontrak Pertambangan memberikan kontribusi sebesar 71,39%, atau yang terbesar bagi kinerja ekonomi Perusahaan pada tahun 2022.

As of the end of 2022, Petrosea's market share covered almost all areas of the archipelago. The Company's business activities include the provision of pit-to-port mining services, EPC capabilities, as well as logistic services. The Contract Mining business line contribute 71.39%, or the largest to the Company's economic performance in 2022.

Uraian Description	Dalam Juta US\$ / In Million US\$				
	YoY 2021-2022		2022	2021	2020
	%	Nominal Amount			
Kontrak Pertambangan Contract Mining	13,75%	41,11	340,04	298,93	209,92
Rekayasa, Pengadaan & Konstruksi Engineering, Procurement & Construction	35,15%	22,55	86,71	64,16	65,82
Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi Logistics and Support for Oil & Gas Services	(6,79%)	(3,41)	46,84	50,25	59,95
Lainnya Other	13,75%	0,33	2,73	2,40	5,00
Total Pendapatan Total Revenue	14,57%	60,58	476,32	415,74	340,69

Nilai Ekonomi yang Terdistribusi [201-1]

Distributed Economic Value

Pada tahun 2022, total pendapatan Perusahaan naik sebesar 14,57% menjadi US\$476,32 juta dari US\$415,74 juta pada tahun sebelumnya. Sedangkan laba yang dapat diatribusikan kepada pemilik entitas induk mencapai US\$40,92 juta, naik 21,39% dari US\$33,71 juta pada tahun 2021.

Pendapatan terbesar Perusahaan disumbangkan oleh lini bisnis Kontrak Pertambangan, yang meningkat sebesar 13,75% menjadi US\$340,04 juta pada tahun 2022 yang disebabkan dari kembali normalnya kegiatan operasional lini bisnis tersebut.

In 2022, the total revenue of the Company increased by 14.57% to US\$476.32 million from US\$415.74 million in the previous year. Meanwhile, In 2021, profit attributable to owners of the company reached US\$40.92 million, a 21.39% increase from US\$33.71 million in 2021.

The largest income of the Company was contributed by the Contract Mining business line, which increased by 13.75% to US\$340.04 million in 2022 due to operational activities of this business line returning to normal.

Nilai Ekonomi

Economic Value

Rincian laba dan jumlah penghasilan komprehensif yang diatribusikan kepada para pemegang saham selaku pemangku kepentingan utama, dijelaskan pada tabel berikut:

The details and amount of comprehensive income attributable to the Company's shareholders as the main stakeholders are presented in the table below:

Uraian Description	YoY 2021-2022	2022	2021	2020
	%	Nominal Amount		
Laba yang dapat Diantarbagikan Kepada: Profit Attributable to:				
Pemilik Entitas Induk Owners of the Company	21,39%	7,21	40,92	33,71
Kepentingan Non-Pengendali Non-Controlling Interests	-	-	0,24	0,24
Jumlah Penghasilan Komprehensif yang dapat Diantarbagikan Kepada: Total Comprehensive Income Attributable to:				
Pemilik Entitas Induk Owners of the Company	2,72%	1,00	37,72	36,72
Kepentingan Non-Pengendali Non-Controlling Interests	-	-	0,24	0,24
Jumlah Saham yang Ditempatkan dan Disetor Penuh Number of Issued and Paid-up Shares	-	-	1.008,61	1.008,61



Informasi terkait perbandingan target dengan kinerja ekonomi dan produksi dapat dilihat pada Laporan Tahunan 2022.

Further information regarding the comparison between the target and economic performance is presented in the 2022 Annual Report.

Implikasi Finansial dari Perubahan Iklim [201-2]

Financial Implications From Climate Change

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

Pada tahun 2022, 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.

Hingga akhir 2022, Perusahaan mencatat adanya penundaan kegiatan operasional akibat tingginya curah hujan yang menyebabkan estimasi kerugian *potential profit* sebesar US\$2,65 Juta.

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

In 2022, Petrosea faced various challenges related to climate change, including changes in rainfall, intensity, and pattern that significantly impacted the Company's operational activities in the mining area. Furthermore, high rainfall also increased the risks of occupational safety and health incidents. Therefore, the Company implemented various measures to mitigate the risks in order to optimize its operational activities in order to maintain a solid financial performance.

Until the end of 2022, the Company noted that operational activities were delayed due to high rainfall which caused an estimated potential profit loss of US\$2.65 million.

Investasi Infrastruktur & Layanan Pendukung [203-1]

Infrastructure & Supporting Services Investment

Pada tahun 2022, Asset Management Group (AMG) melanjutkan peningkatan kinerja keuangannya, salah satunya adalah melalui pengembangan berkelanjutan terhadap Petrosea Rebuild Center (PRC). Melalui pengembangan fasilitas *component rebuild, equipment refurbishment* dan *fabrication*, AMG berhasil menghemat biaya yang signifikan.

Selain itu, AMG terus melakukan pengembangan terhadap fasilitas pelatihan di Petrosea Support Facilities (PSF) yang merupakan salah satu inovasi untuk meningkatkan kompetensi dari sumber daya manusianya.

Pengembangan sumber daya manusia dan perluasan area PSF juga terus dilakukan untuk mendukung kegiatan seluruh proyek Perusahaan.

In 2022, Asset Management Group (AMG) continued its financial performance improvement, including through the continuous development of the Petrosea Rebuild Center (PRC). Through the development of the component rebuild, equipment refurbishment and fabrication facilities, AMG managed to save significant costs.

In addition, AMG continued to develop training facilities at Petrosea Support Facilities (PSF) which is one of the innovations conducted to improve the competencies of its human resources.

Human capital development and the expansion of PSF areas were also continuously carried out to support the activities of all Company projects.

AMG juga melanjutkan transformasi digital sesuai strategi 3D Perusahaan, terutama melalui pengembangan terhadap sistem digital AMG Minerva. Kelanjutan dari pengembangan program digitalisasi ini telah memberikan dampak positif terhadap strategi pemeliharaan dan efisiensi biaya perbaikan alat.

AMG has also continued its digital transformation in accordance with the Company's 3D strategy, specifically through the development of the AMG Minerva digital system. The continuous development of the digitalization program has positively impacted the maintenance and equipment repair cost efficiency strategy.

Teknologi & Inovasi

Technology & Innovation

Teknologi dan inovasi merupakan bagian yang tidak dapat terpisahkan dari strategi keberlanjutan usaha Perusahaan. Petrosea terus berinovasi dan memanfaatkan teknologi terkini melalui Minerva Digital Platform yang terbukti telah meningkatkan produktivitas dan efisiensi operasional, serta mengurangi emisi emisi karbon. Platform ini juga berperan sebagai perangkat untuk membantu kegiatan pemantauan (seperti pemantauan jalan yang dilalui truk operasional Petrosea).

Pemanfaatan teknologi terkini melalui strategi digitalisasi juga bertujuan untuk mendukung implementasi strategi dekarbonisasi.

Technology and innovation are an inseparable part of the Company's business sustainability strategy. Petrosea continues to innovate and leverage the latest technology through the Minerva Digital Platform which has proven to increase operational productivity and efficiency, as well as lower carbon emissions. This platform is a tool to assist with monitoring activities (such as monitoring the roads used by Petrosea's operational trucks).

The adoption of the latest technology through digitalization strategy also aims to support the implementation of the decarbonization strategy.



Inovasi & Pengembangan Produk/Jasa Product & Service Innovation and Development

Perusahaan mulai mengembangkan Minerva Digital Platform di tahun 2018 yang dirancang sebagai langkah awal menuju digitalisasi kegiatan operasional pertambangan dengan membenahi aspek *people, process dan technology*. Dalam operasionalnya, Minerva fokus terhadap *real-time data capture* dan *advanced analytics*, serta memberikan informasi akurat untuk proses pengambilan keputusan. Melalui Minerva Digital Platform, Petrosea berhasil memperkuat kinerja operasionalnya serta mengoptimalkan konsumsi bahan bakar.

Di tahun 2022, Petrosea telah meluncurkan *Remote Operations Center (ROC)* di kantor pusat untuk memonitor dan mengendalikan kegiatan operasional di beberapa lokasi secara bersamaan dengan memanfaatkan *real-time data* untuk mendukung *operational excellence*.

Petrosea juga mulai memanfaatkan teknologi *digital twin mine* yang menggunakan *modern user interface* dan *Mixed Reality (MR)* untuk memantau, memahami, memprediksi serta mengoptimalkan kegiatan operasional pertambangan. Selain itu, pada tahun 2022 Petrosea telah mengimplementasikan Minerva Digital Platform di proyek-proyek mineral lain dan lini bisnis EPC.

Sebagai kelanjutan dari digitalisasi proses bisnis Perusahaan, termasuk pada fungsi pendukung, tahun ini juga dilakukan pembaharuan SHEPRO sebagai sistem pelaporan K3 digital, serta I-CON sebagai sistem *human capital* digital Perusahaan.

Seluruh Inovasi dan digitalisasi yang dilaksanakan oleh Perusahaan didukung oleh infrastruktur modern menggunakan teknologi *cloud* dengan penerapan *zero trust cybersecurity*. Petrosea juga terus memperluas kerja sama dengan mitra digitalisasi dan teknologi, termasuk perusahaan teknologi yang berbasis di Indonesia melalui inisiatif ekosistem digital.

The Company began to develop its Minerva Digital Platform in 2018 as the initial step towards the digitalization of its mining operational activities by managing the people, process and technology aspects. In terms of operations, Minerva focuses on real-time data capture and advanced analytics as well as provides accurate information to support the decision-making process. Through the Minerva Digital Platform, Petrosea has successfully strengthened its operational performance while also optimizing its fuel consumption.

In 2022, Petrosea established a Remote Operations Center (ROC) at its head office to monitor and control operational activities at various locations simultaneously by leveraging real-time data to support operational excellence.

Petrosea is also taking advantage of digital twin mine technology that utilizes modern user interfaces and Mixed Reality (MR) to monitor, understand, predict as well as optimize its mine operations. In addition, in 2022 Petrosea implemented the Minerva Digital Platform at projects for other minerals as well as the EPC business line.

As a continuation of the digitalization of the Company's business processes, including within the supporting functions, this year SHEPRO was also updated as the digital SHE reporting system, as well as I-CON as the Company's digital human capital system.

All the innovation and digitalization implemented by the Company is supported by modern infrastructures that utilize cloud technology and are supported by zero trust cybersecurity implementation. Petrosea also continues to expand its collaboration with digitalization and technology partners, including tech companies in Indonesia through digital ecosystem initiatives.

Rantai Pasok yang Bertanggung Jawab [2-6] Responsible Supply Chain

Divisi Supply Chain Management (SCM) 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 menyediakan barang dan jasa dengan fokus kepada kepuasan pelanggan, kemitraan yang kuat, efisiensi biaya, implementasi teknologi digital, serta transformasi secara keseluruhan sebagai bagian dari proses perbaikan yang berkelanjutan.

Petrosea telah menerapkan *lean procurement process* dengan tetap menjaga prinsip *good corporate governance (GCG)* yang bertujuan untuk melakukan *continuous improvement* terhadap efisiensi dan produktivitas pengadaan, diantaranya adalah mempercepat waktu pengiriman barang dan jasa kepada user, memberikan waktu lebih kepada para user untuk melaksanakan hal-hal yang memberikan nilai tambah (*value added*), memberikan kesempatan kepada *procurement leaders* untuk dapat lebih berfokus pada *strategic sourcing, problem solving, proses negosiasi yang lebih efektif, eksplorasi pemasok baru di wilayah baru, dan pengembangan tim*, serta menciptakan proses pengadaan yang terstandarisasi.

The Supply Chain Management (SCM) Division is responsible for managing the supply chain of goods and services to ensure the continuity of operational activities throughout the Company's work areas. In carrying out its duties and responsibilities, the SCM Division is committed to providing goods and services with focusing on customer satisfaction, strong partnership, cost efficiency, digital technology implementation, and overall transformation as part of its continuous improvement process.

Petrosea has implemented a lean procurement process while maintaining good corporate governance (GCG) principles with the aim of continuous improvements towards efficiency and productivity, including expediting goods and services to users providing more time for users to implement the value added tasks, providing more opportunity for procurement leaders to focus more on strategic sourcing, problem solving, effective negotiation processes, exploring new suppliers in new areas, and team development, as well as creating a standardized procurement process.



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

The Company implements ISO 37001:2016 for Anti-Bribery Management System across the policies and procedures of SCM.

Risiko yang Dihadapi pada Operasional Rantai Pasok

Risks Faced in Supply Chain Operations

Petrosea melakukan evaluasi terhadap rantai pasokan dengan menerapkan penilaian pemasok dan evaluasi kinerja pemasok yang juga memperhitungkan aspek ESG untuk mengukur risiko yang mungkin timbul. Perusahaan telah mengkategorikan risiko yang dihadapi menjadi tiga golongan, yaitu permintaan, suplai dan gangguan secara umum.

Risiko permintaan bersumber pada klien, terutama permintaan yang mendesak (prioritas), produk dengan tipe baru, jadwal proyek, preferensi terhadap produk, dan regulasi klien yang masih perlu dipertegas. Risiko besar lainnya yaitu kondisi eksternal, antara lain kompleksitas rantai pasokan, harga pasar, situasi dan kondisi yang tidak menentu, akuntabilitas, hingga komoditas. Adapun tantangan pada pihak internal pada risiko rantai pasok, antara lain penjadwalan, langkah persetujuan, pendanaan, kemitraan dan integritas.

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

Pencegahan & Mitigasi Risiko Pada Rantai Pasok

Supply Chain Risk Prevention & Mitigation

Perusahaan senantiasa melakukan upaya mitigasi risiko pada rantai pasokan, antara lain melalui implementasi berbagai program, komunikasi, penggunaan perangkat, dan kepatuhan pada regulasi yang berlaku. Pada risiko terkait permintaan, Petrosea menyadari bahwa komunikasi dan diskusi dengan para klien merupakan kunci untuk menghadapi situasi yang dinamis. Oleh karena itu, Petrosea rutin melakukan pertemuan untuk mendiskusikan kebutuhan klien, preferensi produk, perencanaan, dan eksekusi proyek yang lebih tertata.

The Company evaluates its supply chain by implementing Supplier Assessment and Supplier Evaluation which also considers ESG aspects to measure potential risks that may arise. The Company has categorized supply chain risks into three categories, namely demand, supply and general disruption.

Demand risks arise from clients, especially urgent (prioritized) requests, new types of products, project schedules, product preferences as well as client regulations that need to be emphasized. Another major risk is external conditions, such as supply chain complexity, market price, uncertain situation and conditions, accountability and commodity. Meanwhile, internal risks in the supply chain include scheduling, approval processes, funding, partnership and integrity.

General disruption risks faced by the Company include natural disasters, global business shift and regulation changes by the national and local government. In addition, in terms of digital technology implementation, the challenges faced by the Company include the unavailability of human capital with digital capabilities, varying digital mindset among the employees, and the requirement of innovation and continuous development.

Dalam menghadapi risiko penjadwalan proyek, Petrosea melakukan komunikasi dengan para pemasok, serta mengawasi secara teliti setiap transaksi dan ketersediaan barang dan jasa. Untuk menghadapi risiko pelanggaran oleh pemasok, Petrosea secara tegas akan memutuskan hubungan kemitraan dengan pihak terkait.

Pada tahun 2022, Petrosea melakukan penerapan prinsip pengadaan berkelanjutan (*sustainable procurement*) untuk meningkatkan efisiensi di dalam operasional rantai pasokan serta meminimalkan dampak dan risiko terhadap aspek lingkungan dan sosial.

Inisiasi ini dijalankan oleh Divisi SCM bersama dengan Transformation Office dan departemen SHE, melalui tim *Sustainable Procurement Squad*. Tim ini telah melaksanakan kegiatan *Sustainable Procurement Hackathon* untuk mengidentifikasi dan melakukan penjajakan terhadap inisiatif ESG di dalam operasional rantai pasok untuk kemudian memetakan inisiatif tersebut ke dalam matriks yang terdiri dari *quick wins*, *fill ins* dan *major projects*.

Melalui inisiatif *quick wins*, kami menginisiasi perhitungan inventori emisi Lingkup 3 dari aktivitas pengadaan. Inisiatif ini merupakan langkah awal dalam memitigasi dampak serta risiko operasional rantai pasokan terhadap aspek lingkungan. Di tahun 2022, perusahaan telah memulai penghitungan emisi karbon dari Lingkup 3 untuk kategori pengadaan beberapa barang di Petrosea. [308-1]

Di samping itu, melalui inisiatif *fill ins*, kami melaksanakan seminar daring (webinar) untuk para mitra bisnis yang bertajuk *"Awareness and Sharing Session with Petrosea Business Partners: Adopting ESG (Environmental, Social and Governance) and Sustainable Procurement in the Supply Chain"*. Kegiatan ini dihadiri oleh 17 major vendors / suppliers dengan total 53 peserta termasuk dari tim Petrosea. Tindak lanjut dari webinar ini adalah kolaborasi data ESG dan pengembangan inisiatif *sustainable procurement* di rantai pasokan antara Petrosea dengan para mitra bisnis.

In facing project scheduling risks, Petrosea maintains communication with its suppliers while carefully monitoring each transaction and the availability of goods and services. Meanwhile, for risks of violations by the suppliers, Petrosea will strictly end the partnership with the relevant parties.

In 2022, the Company implemented sustainable procurement principles to improve the supply chain operational efficiency as well as minimize the risks and impacts on environmental and social aspects.

This initiative was executed by the SCM Division together with the Transformation Office and SHE department through the Sustainable Procurement Squad. This squad has carried out a Sustainable Procurement Hackathon to identify and explore ESG initiatives in the supply chain operations to then map the initiatives in a matrix of quick wins, fill ins and major projects.

Through the quick win initiatives, we initiated the Scope 3 emission inventory calculation from procurement activities. This initiative is an initial step to mitigate the supply chain operational impacts and risks on the environmental aspect. In 2022, the Company has started the calculation of Scope 3 carbon emissions for the category of goods procurement in Petrosea.

In addition, through the fill in initiative, we held a webinar for business partners entitled "Awareness and Sharing Session with Petrosea Business Partners: Adopting ESG (Environmental, Social, and Governance) and Sustainable Procurement in the Supply Chain". This event was attended by 17 major vendors/suppliers with the total of 53 participants including Petrosea's team. Following this webinar, we expect to initiate ESG data collaboration and sustainable procurement initiative development in the supply chain between the Company and the business partners.

Program lainnya yang telah dilaksanakan di tahun 2022 adalah proses penilaian vendor (*vendor assessment*) dan evaluasi kinerja vendor (*vendor performance evaluation*) yang dilakukan melalui platform SAP Ariba. Kedua proses ini menunjukkan adanya komitmen Perusahaan, khususnya pada divisi SCM, untuk memastikan kualifikasi, kualitas, dan kinerja dari pemasok yang menjadi mitra bisnis Perusahaan. Proses ini memperhitungkan aspek sosial, seperti manajemen kesehatan dan keselamatan kerja, serta hubungan industrial. [414-1]

Pemasok Petrosea

Petrosea's Suppliers

Hingga akhir tahun 2022, Petrosea menjalankan kerja sama dengan 881 pemasok barang dan jasa. Mayoritas pemasok berasal dari kelompok nasional non-lokal yang sudah melalui proses penilaian lingkungan dan sosial. Seluruh (100%) pemasok baru telah diseleksi menggunakan kriteria sosial. [414-1]

Other programs carried out in 2022 were the vendor assessment and vendor performance evaluation through the SAP Ariba platform. These processes show the commitment of the Company, in particular the SCM division, to ensure the qualification, quality and performance of the suppliers as the Company's business partners. These processes consider social aspects such as occupational health and safety management as well as industrial relations.

Pemasok Supplier	Pemasok Barang & Jasa					
	2022		2021		2020	
	Jumlah Pemasok Total Suppliers	Nilai (US\$) Amount (US\$)	Jumlah Pemasok Total Suppliers	Nilai (US\$) Amount (US\$)	Jumlah Pemasok Total Suppliers	Nilai (US\$) Amount (US\$)
Lokal Local	42	1.968.007,04	39	1.524.844,90	46	1.345.589,04
Non Lokal Non-Local	785	237.224.563,86	639*	199.671.130,09	641	143.975.049,29
Internasional International	54	8.046.297,25	39*	10.200.958,85	29	8.735.798,37
Jumlah Total	881	247.238.868,15	717	211.396.933,84	716	154.056.436,70

Keterangan: *penyajian kembali data secara lebih lengkap dengan penghitungan hingga Desember 2021
Note: *restatement of data with more complete data calculations up to December 2021

Tingkat Komponen Dalam Negeri (TKDN) Barang & Jasa

Local Content Level (TKDN) of Goods and Services

Jenis TKDN Type of TKDN	2022			2021			2020		
	Jumlah TKDN (%) Total TKDN (%)								
Lokal Local	94			95			96		
Non Lokal Non-Local	6			5			4		



Surat Pernyataan Dewan Komisaris & Direksi

Statement of the Board of Commissioners & Board of Directors

Kami selaku Dewan Komisaris dan Direksi, yang bertanda tangan di bawah ini menyatakan bahwa semua informasi yang tertuang pada Laporan Keberlanjutan PT Petrosea Tbk 2022 disampaikan dengan sebenarnya dan kami bertanggung jawab penuh atas informasi yang tertera dalam laporan ini. Demikian lembar persetujuan ini dibuat.

Tangerang Selatan, April 2023

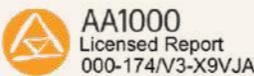
We, the undersigned, the Board of Commissioners and the Board of Directors, hereby declare that all information presented in PT Petrosea Tbk Sustainability Report 2022 has been appropriately delivered and we are fully responsible for the information presented in this report.

South Tangerang, April 2023



Pernyataan Verifikasi Independen

Independent Assurance Statement



Independent Assurance Statement

The 2022 Sustainability Report of PT Petrosea Tbk

Number : 13/000-174/IV/2023/SR-Asia/Indonesia

Assurance Type : Type 1

Assurance Level : Moderate

Reporting Standards : GRI Universal Standard 2021 Consolidated

Reporting Regulation : Sustainable Finance Regulation POJK No.51/2017 (Indonesia)

Dear stakeholders,

Social Responsibility Asia ("SR Asia") has been granted the responsibility to assess the 2022 Sustainability Report ("the Report") of PT Petrosea Tbk ("the Company"). The Report summarizes the commitment and efforts of the Company in managing its sustainability commitment and performance from January 1st to December 31st, 2022. 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. This is the Independent Assurance Statement ("the Statement") that reflects the results of assurance work conducted following the specific methods and approaches as agreed upon by the "Management."

Intended User and Purpose

The purpose of the Statement is to present our opinion including the findings and recommendations based on the results of assurance work to the Company's stakeholders. The Assurance Team in accordance with specific procedures and a specific scope of work carried out the assessment. Except for the areas covered in the scope of the assurance, we encourage all NOT to solely interpret the Statement as the basis to conclude the Company's overall sustainability performance.

Responsibilities

SR Asia is mainly responsible for evaluating the Report, NOT an audit, and generating recommendations as well as the Statement. We are also responsible for coming up with conclusions and recommendations based on the agreed standards, methods, and approaches hence SR Asia is only evaluated for the latest received editorial and data on the final draft as of April 20th, 2023. The Management is solely responsible for the presentation of claims, data, information, and figures in the Report Content. Unless the law requires it, we assume NOT to accept any responsibility to any other person or organization regarding the assurance work and the results. Therefore, any dependence that a third party has placed on the Statement or the Report is entirely at its own risk.

Independence, Impartiality, and Competency

SR Asia applies assurance mechanisms and procedures based on a professional code of conduct that mandates all works are performed in an objective and truthful manner. There are no members of the assuror team who have any relationships with the Company that can prevent them to provide an independent and impartial statement. SR Asia also confirms that the appointed assuror team members have adequate skills and expertise in reviewing sustainability reports of organizations in various



industrial sectors as well as knowledge of ISO 26000, the principles and standards of AA1000 AccountAbility standards and principles, various reporting regulations, standards, and principles.

Type and Level of Assurance Services

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 Services

1. Data and information in the Report for the period of **January 1st to December 31st, 2022**.
2. Topics in the Report content that have been identified as "Material" by the Company: **Occupational Health & Safety, Energy & Greenhouse Gas Emission Management, Economic Performance, Water Management, Human Capital Management, Waste Management, Local Communities, Business Ethics, Technology & Innovation, Supply Chain Management, and Diversity & Inclusivity**.
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 following reporting principles, standards, and regulations:
 - a) Regulation of Indonesia Financial Service Authority No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Service Institution, Listed, and Public Companies (POJK 51) with reference to Financial Services Authority Circular Letter (SEOJK) 2022 No.16/SEOJK.04/2021.
 - b) Consolidated set of GRI Sustainability Reporting Standards 2021 (GRI Universal Standard) issued by the Global Reporting Initiative.

Exclusion

1. The expression of opinion, belief, expectation, advertisement, and also forward-looking statements, including future planning of the Company as specified in the Report content.
2. Analysis or assessment against regulations, principles, standards, guidelines, and indicators other than those indicated in the Statement.
3. Topics, data, and information outside the reporting period, or in the public domain not covered in the reporting period.
4. Financial performance data and information as presented in the Company's financial statements and documents, other than those mentioned in the Report.

Methodology and Source Disclosure

1. Form an assuror team whose members are capable in sustainability report development and assurance.
2. Perform the pre-engagement phase to ensure the independence and impartiality of the assuror team.
3. Perform a kick-off meeting and initial analysis of the Report draft based on the SR Asia Protocol on Assurance Analysis refers to the standards, principles, and indicators of AA1000AS v3, AA1000APS (2018), AA1000 SES (2015), and standards/regulations used in the Report.
4. Discuss online the results of the analysis with the Management and data contributors.
5. Verify evidence and trace data and information as covered in the Report.
6. The Company incorporated our recommendations in the draft Report and release the final Report content.



7. Prepare the Statement and send it to SR Asia International Director for review to get approval before submitting it to the Company.
8. Prepare a Management Letter containing all aspects seen, recorded, and observed during the assurance work.

Adherence to AA1000AP (2018) and GRI Universal Standards

Inclusivity – The representation of stakeholder engagement in the report adequately aligns with the principle of inclusiveness. Stakeholder engagement is carried out by multiple functions and units utilizing different communication channels.

Materiality – As assurance work is completed, the topics recognized as material in the Report content can define the Company's sustainability practices. Nonetheless, it is recommended that the Company carry out a materiality test with particular criteria and thresholds in identifying material topics. However, as outlined in GRI Universal Standard 2021, the Company must enhance its description of the human rights impact in each material topic in the upcoming report. Furthermore, the Company also needs to fairly disclose the management approach for all the material topics stated in the Report.

Responsiveness – The Report's sections go into depth about how the Company has responded to the effects, worries, and expectations of stakeholders. As part of its promise, the business already has a whistleblower system, and both internal and external parties may file complaints. We also appreciate the Company has obtained ISO 37001:2016 regarding Anti-Bribery Management System certification and has established a Whistleblowing System as well as Gift & Entertainment and Sponsorship & Donation Guidelines procedures.

Impact – The Company's economic and social performance has shown quite good performance, but in terms of environmental performance, it is expected to reduce energy use, as well as emissions and waste generated. Based on the economic performances, the Company recorded an increase in total revenue, net profit for the year, coal production, and number of local suppliers. The Company's Environmental Management System contains several standards that have been certified as meeting ISO 14001:2015's requirements for environmental performance. The Company publishes a report on the assessment of the Environmental Management System each year. The Company's water consumption in 2022 shows a decrease and each effluent that is released conforms with quality criteria and is reported to the government on a regular basis. The Company has conducted Occupational Health & Safety Management System (OHSMS) and has been certified ISO 45001:2018 as a commitment to achieve zero accident targets in 2022. Moreover, the Company has expanded the amount of CSD programs, internal training participants, and overall staff training hours in terms of social performances.

Statement of Use: "with Reference to the GRI Standards" – As assurance work was taken, we evaluated the Report content against the GRI Universal Standards principles, disclosures, and requirements for reporting. The Company has already fulfilled its requirements with publish a GRI Content Index, provide a statement of use, and notify GRI.

GRI Standards Principles – The report content indicates its adherence to sustainability reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability). The Management provided sufficient support during the assurance work by submitting evidence/documents as requested.



Recommendation

1. To strengthen the chosen material topics in the Report by implementing and record the materiality test process following the global standards and best practices in the next reporting period.
2. To establish a Climate Risk Management Framework. This framework would be an important component of its overall sustainability framework, given the potential impact of climate-related risks on its operations and business activities as a mining contractor and EPC contractor.
3. To calculate its Scope 3 emissions. Since the Company is a mining contractor and EPC contractor, it has a complex value chain involving many suppliers, contractors, and customers, which means that its Scope 3 emissions could be significant.
4. To increase or transition to renewable energy use/source.
5. To increase data gathering and dependability, a long-term data management system must be established.

The assurance provider,

Jakarta, April 27th 2023



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Indeks POJK 51/POJK.03/2017 & SEOJK 16/SEOJK.04/2021

POJK 51/POJK.03/2017 & SEOJK 16/SEOJK.04/2021 Index

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Indeks Isi GRI

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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 kesedian 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 kesedian Bapak/Ibu/Sdr untuk meluangkan waktu mengisi lembar kuesioner ini. Mohon agar formulir ini dapat dikirim kepada kami, melalui alamat berikut:

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

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