

2023 SUSTAINABILITY
REPORT



**BUSINESS
SUSTAINABILITY**

Penjelasan Tema About Our Theme

BUSINESS SUSTAINABILITY

Strategi keberlanjutan Petrosea berfokus pada peningkatan kualitas jasa pertambangan dan EPC terintegrasi melalui penerapan *operational excellence & continuous improvement*, memperkuat budaya Keselamatan & Kesehatan Kerja (K3), melakukan inisiatif pengendalian biaya, memprioritaskan *Environmental, Social & Governance* (ESG), serta memanfaatkan teknologi terkini melalui Minerva Digital Platform. Selain itu, Perusahaan terus mengedepankan *Good Corporate Governance* (GCG) sebagai *enabler* dalam menjaga *business sustainability* di masa mendatang.

Petrosea's sustainability strategy focuses on increasing the quality of its integrated mining & EPC services by implementing operational excellence & continuous improvement, strengthening Occupational Health & Safety (OHS) culture, conducting cost control initiatives, prioritizing Environmental, Social & Governance (ESG), as well as leveraging the latest technologies through its Minerva Digital Platform. Furthermore, the Company continues to prioritize Good Corporate Governance (GCG) as an enabler in maintaining business sustainability in the upcoming future.

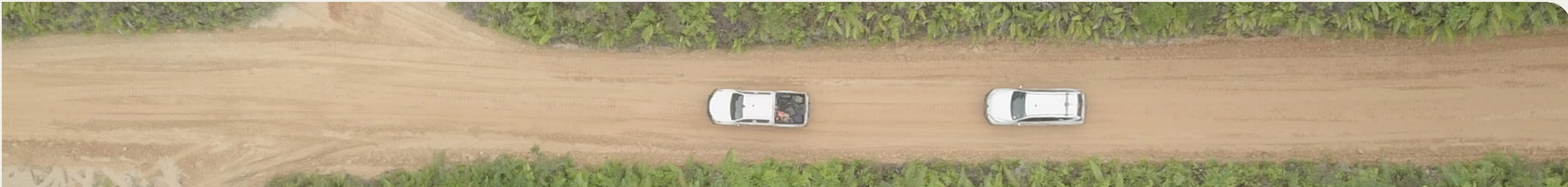
Keterangan Foto Sampul / Cover Photo Information:

Area operasional tambang PT Cristian Eka Pratama
Mine operational area of PT Cristian Eka Pratama



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Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

KINERJA LINGKUNGAN

ENVIRONMENTAL PERFORMANCE



Konsumsi Energi Listrik

Electricity Consumption

3.123

MWh

Selisih Konsumsi Listrik (YoY)
Electricity Consumption Difference (YoY)

24

MWh



Limbah yang Dihasilkan

Waste Generated

5.206

Ton

Selisih Limbah yang Dihasilkan (YoY)
Waste Generated Difference (YoY)

1.286

Ton



Konsumsi BBM Biodiesel B35

Biodiesel B35 Fuel Consumption

166.520,16

Kiloliter

Selisih Konsumsi BBM Biodiesel B35 (YoY)
Biodiesel B35 Fuel Consumption Difference (YoY)

3.936,66

Kiloliter



Emisi GRK yang Dihasilkan

GHG Emissions Generated
(Scope 1 & Scope 2)

343.338

Ton CO₂eq

Selisih Emisi GRK (YoY)
GHG Emissions Difference (YoY)

8.939

Ton CO₂eq



Emisi GRK yang Dihasilkan

GHG Emissions Generated
(Scope 3)

412,52

Ton CO₂eq

Selisih Emisi GRK (YoY)
GHG Emissions Difference (YoY)

N/A***



Konsumsi Air

Water Consumption

1.094.211

m³

Selisih Konsumsi Air (YoY)
Water Consumption Difference (YoY)

102.215

m³

Energi Listrik / Electricity *				Dalam MWh / In MWh	
Deskripsi / Description		2023	2022	2021	
	Konsumsi Energi Listrik Electricity Consumption	3.123	3.099	2.328	
	Selisih Konsumsi Listrik (YoY) Electricity Consumption Difference (YoY)	24	711	618	

Limbah / Waste **				Dalam Ton / In Tons	
Deskripsi / Description		2023	2022	2021	
	Limbah yang Dihasilkan / Waste Generated	5.206	3.920	3.191	
	Selisih Limbah yang Dihasilkan (YoY) Waste Generation Difference (YoY)	1.286	729	1.164	

Bahan Bakar / Fuel				Dalam Kiloliter / In Kiloliter	
Deskripsi / Description		2023	2022	2021	
	Konsumsi BBM Biodiesel B35 Biodiesel B35 Fuel Consumption	166.520,16	162.583,50	160.444,56	
	Selisih Konsumsi BBM Biodiesel B35 (YoY) Biodiesel B35 Fuel Consumption Difference (YoY)	3.936,66	2.138,94	115.890,59	

Emisi Gas Rumah Kaca / Greenhouse Gas Emissions - Scope 1 & Scope 2				Dalam Ton CO ₂ eq / In Tons CO ₂ eq	
Deskripsi / Description		2023	2022	2021	
	Emisi GRK yang Dihasilkan / GHG Emissions Generated	343.338	334.399	330.216	
	Selisih Emisi GRK (YoY) / GHG Emissions Difference (YoY)	8.939	4.183	79.576	

Emisi Gas Rumah Kaca / Greenhouse Gas Emissions - Scope 3 ***				Dalam Ton CO ₂ eq / In Tons CO ₂ eq	
Deskripsi / Description		2023	2022	2021	
	Emisi GRK yang Dihasilkan / GHG Emissions Generated	412,52	N/A	N/A	
	Selisih Emisi GRK (YoY) / GHG Emissions Difference (YoY)	N/A	N/A	N/A	

Air / Water ****				Dalam m ³ / In m ³	
Deskripsi / Description		2023	2022****	2021****	
	Konsumsi Air / Water Consumption	1.094.211	991.996	1.234.068	
	Selisih Konsumsi Air (YoY) Water Consumption Difference (YoY)	102.215	(242.072)	119.095	

Keterangan / Notes					
* Listrik yang dibeli dari PLN dan diperhitungkan sebagai emisi CO ₂ dari Scope 2 / Electricity purchased from PLN and considered as Scope 2 CO ₂ emission					
** Termasuk limbah bahan berbahaya & beracun dan limbah tidak berbahaya / Including hazardous & toxic waste and non-hazardous waste					
*** Petrosea baru mulai melakukan penghitungan emisi GRK scope 3 pada tahun 2023 / Petrosea only began calculating Scope 3 GHG emissions in 2023					
**** Termasuk air tanah, air permukaan, air hujan, dan air bersih yang dibeli dari luar Perusahaan / Including ground water, surface water, rain water and clean water purchased from outside the Company					
***** Penyajian data kembali akibat perubahan metode perhitungan / Data restatement due to changes in the calculation method					



KINERJA EKONOMI
ECONOMIC PERFORMANCE



Total Pendapatan
Total Revenue

577,62
Juta Dolar / Million USD



Jumlah Pemasok Lokal
Number of Local Suppliers

137
Pemasok / Suppliers



12,20

Laba yang Dapat Diatribusikan kepada Pemilik Entitas Induk
Profit Attributable to Owners of the Company
Juta US\$ / Million US\$



130,68

Volume Pengupasan Lapisan Tanah Penutup
Overburden Removal Volume
Juta BCM / Million BCM



17,07

Produksi Batubara
Coal Production
Juta Ton / Million Tons



250,85

Produksi Batubara CEP
CEP Coal Production
Ribu Ton / Thousand Tons



12,44

Laba Tahun Berjalan
Net Profit for the Year
Juta US / Million US\$



3,61

Beban Pajak Penghasilan
Income Tax Expense
Juta US\$ / Million US\$

Deskripsi Description	Satuan Unit	2023	2022	2021
Total Pendapatan Total Revenue	Juta US\$ Million US\$	577,62	476,32	415,74
Laba Tahun Berjalan Net Profit for the Year		12,44	41,17	33,95
Laba yang Dapat Diatribusikan kepada Pemilik Entitas Induk Profit Attributable to Owners of the Company		12,20	40,92	33,71
Beban Pajak Penghasilan Income Tax Expense		3,61	8,99	7,38
Volume Pengupasan Lapisan Tanah Penutup Overburden Removal Volume	Juta BCM Million BCM	130,68	124,07	120,63
Produksi Batubara Coal Production	Juta Ton Million Ton	17,07	19,23	31,77
Produksi Batubara CEP CEP Coal Production	Ribu Ton Thousand Tons	250,85	N/A	N/A
Jumlah Pemasok Lokal Number of Local Suppliers	Pemasok / Suppliers	137	42	39

Produk Ramah Lingkungan
Environmentally Friendly Products



Minerva Digital Platform

Petrosea memanfaatkan teknologi digital terkini melalui Minerva Digital Platform dengan tujuan untuk meningkatkan produktivitas dan efisiensi kegiatan operasional, serta membantu mengelola emisi karbon yang dihasilkan sebagai bagian dari strategi Dekarbonisasi.

Petrosea leverages the latest digital technologies through its Minerva Digital Platform with the aim of increasing productivity and efficiency of operational activities, as well as managing the resulting carbon emissions as part of its Decarbonization strategy.

Strategi Keberlanjutan

[2-22]

Sustainability Strategy

Petrosea melaksanakan strategi 3D, yaitu Diversifikasi, Digitalisasi dan Dekarbonisasi sebagai upaya untuk mendukung keberlanjutan Perusahaan dan memberikan nilai tambah bagi pemangku kepentingan.

Petrosea has implemented its 3D strategy of Diversification, Digitalization and Decarbonization to drive the Company's sustainability as well as deliver added value to all stakeholders.

Diversifikasi Diversification	Digitalisasi Digitalization	Dekarbonisasi Decarbonization
		
Melakukan pengembangan usaha ke sektor mineral lain seperti nikel dengan tetap mempertahankan posisinya di sektor batubara sebagai penggerak pertumbuhan Perusahaan. Expands its business to other mineral sectors such as nickel while maintaining its position within the coal sector as the driver of the Company's growth.	Memanfaatkan teknologi digital terkini melalui Minerva Digital Platform untuk meningkatkan produktivitas dan efisiensi operasional Perusahaan serta membantu mengelola emisi karbon yang dihasilkan. Leverage the latest digital technology through its Minerva Digital Platform, in order to increase the Company's operational productivity and efficiency, as well as manage resulting carbon emissions.	Memanfaatkan energi secara lebih efisien dan mengedepankan aspek ramah lingkungan melalui 100% penggunaan Biodiesel B35, termasuk pemanfaatan teknologi digital untuk mengelola emisi karbon. Utilizing energy more efficiently and prioritizing environmentally friendly aspects through 100% use of Biodiesel B35, including leveraging digital technology to manage carbon emissions.

Petrosea senantiasa menanamkan dan mengintegrasikan aspek *Environmental, Social & Governance* (ESG) ke dalam seluruh elemen Perusahaan, termasuk ke dalam nilai dan budaya, tata kelola, serta operasional Perusahaan.

Petrosea continuously instills and integrates the Environmental, Social & Governance (ESG) aspects into all Company's elements, including Company's values and culture, governance, and operational.

Petrosea terus melaksanakan berbagai inisiatif seperti pengurangan emisi, daur ulang sampah, pemberdayaan masyarakat, dan pengembangan *social enterprise* sebagai bagian dari upaya dalam berkontribusi untuk mencapai *Sustainable Development Goals* (SDGs).

Various initiatives are constantly exercised, such as reducing emission, recycling waste, water efficiency, empowering community, and developing social enterprise as a part of contributing to the achievement of Sustainable Development Goals (SDGs).

Kerangka Keberlanjutan

Sustainability Framework

Sejak tahun 2023, Petrosea telah mengembangkan dan mengimplementasikan *sustainability framework* dengan pendekatan *Measure, Monitor, & Mitigate*. Implementasi *sustainability framework* ini bertujuan untuk mengintegrasikan ESG ke seluruh aspek Perusahaan sebagai bagian dari upaya Petrosea untuk menjadi perusahaan multi-disiplin bidang kontrak pertambangan, rekayasa, pengadaan & konstruksi serta jasa minyak & gas bumi yang beroperasi secara berkelanjutan.

Since 2023, Petrosea has developed and implemented a sustainability framework which applies the Measure, Monitor, Mitigate & Disclose approach. The goal of this sustainability framework is to integrate ESG into all aspects of the Company as part of Petrosea's efforts to become a sustainable multi-disciplinary contract mining, engineering, procurement & construction and oil & gas services company.

Sustainable & Responsible Company, and a Leader in ESG Performance

Outlook & Ambition Setting

Focus Area

Managing Impacts
Climate, GHG Emission, Energy, Water & Waste

Prioritizing People
Health and Safety, Diversity, Equality and Inclusion, Community Development & Social Enterprise

Operating Ethically
Good Corporate Governance, Compliance and Anti-Bribery and Corruption

Operational Response

Financial Response

Operating Model

Lower emission, more efficient energy use, transitioning to renewables, reduced water withdrawal & minimized waste generation

Pursuing growth in tandem with responsible operation through continuous improvement, diversification & digitalization

Link ESG outcomes to organization financial performance

Communicate ESG performance through reporting, disclosure & external assessment

Build new capabilities & apply technology adaptation

Measure, monitor & mitigate impacts

Embed ESG aspects into day-to-day operations

Collaborate with all stakeholders, internally & externally

12

PT Petrosea Tbk

PT Petrosea Tbk

13



Sustainability framework Petrosea memiliki tiga area fokus yang bertujuan untuk memitigasi dampak negatif dan risiko terkait ESG yang timbul, serta meningkatkan dampak positif bagi masyarakat, lingkungan dan kegiatan usaha Perusahaan. Tiga area tersebut adalah sebagai berikut:

1. *Managing Impacts*

Mengelola dampak lingkungan yang ditimbulkan dengan mendorong aksi iklim (*climate action*) melalui pemanfaatan energi secara lebih efisien, mengurangi emisi, meningkatkan pengelolaan limbah dan melakukan konservasi air secara bertanggung jawab.

2. *Prioritizing People*

Mengutamakan karyawan dan masyarakat dengan mempromosikan Keselamatan & Kesehatan Kerja (K3), melakukan pengembangan sumber daya manusia secara berkelanjutan, menjunjung tinggi keberagaman, kesetaraan dan inklusi di lingkungan kerja, serta senantiasa melaksanakan program pengembangan masyarakat.

3. *Operating Ethically*

Melaksanakan aktivitas bisnis dengan memprioritaskan prinsip-prinsip etika melalui penerapan tata kelola perusahaan yang baik, mematuhi seluruh peraturan yang berlaku, serta berkomitmen terhadap anti penyuapan dan anti korupsi.

Petrosea's sustainability framework has three focus areas which aim to mitigate negative impacts and arising risks related to ESG, as well as to increase positive impacts for the community, environment and the Company's business activities. The three areas are as follows:

1. *Managing Impacts*

Managing the environmental impacts caused by promoting climate action through more efficient use of energy, reducing emissions, improving waste management and carrying out responsible water conservation.

2. *Prioritizing People*

Prioritizing employees and communities by promoting Occupational Health & Safety (OHS), carrying out sustainable human resource development, upholding diversity, equality and inclusion in the workplace, as well as implementation of continuous community development programs.

3. *Operating Ethically*

Conducting business activities by prioritizing ethical principles through the implementation of good corporate governance, compliance towards prevailing regulations, as well as commitment towards anti-bribery and anti-corruption.

Pada aspek operasional, *sustainability framework* mendorong bahwa kegiatan operasional Perusahaan dilakukan secara lebih bertanggung jawab melalui berbagai usaha *continuous improvement*, menekan jumlah emisi yang dihasilkan, mengoptimalkan upaya efisiensi energi, peralihan ke sumber energi baru terbarukan, penurunan jumlah air baku yang digunakan, serta meminimalkan timbulan limbah yang dihasilkan.

Selanjutnya, pada aspek finansial, *sustainability framework* dilaksanakan sejalan dengan strategi diversifikasi dan digitalisasi Perusahaan, termasuk upaya menghubungkan kinerja ESG dengan kinerja finansial, serta mengkomunikasikan kinerja ESG melalui pelaporan dan penilaian eksternal.

Selain itu, untuk mendukung langkah integrasi *sustainability framework* pada seluruh aktivitas operasionalnya, Petrosea melaksanakan berbagai program pengembangan kapabilitas karyawan dan mengadopsi teknologi digital terkini, menanamkan aspek ESG ke dalam kegiatan operasional sehari-hari, mengukur, memantau, dan memitigasi dampak yang ditimbulkan, serta berkolaborasi dengan para pemangku kepentingan internal dan eksternal.

In the operational aspect, the sustainability framework drives Company's activities to be carried out in a more responsible manner through various continuous improvement efforts, reducing the amount of resulting emissions, optimizing energy efficiency efforts, switching to renewable energy sources, reducing the amount of water used, as well as minimizing resulting waste generation.

Furthermore, in the financial aspect, the sustainability framework is implemented in line with the Company's diversification and digitalization strategy, including efforts to link ESG performance with financial performance, as well as communicating its ESG performance through external reports and assessments.

In addition, to support the integration of sustainability framework across all operational activities, Petrosea conducts various employee capability enhancement programs and adopts the latest digital technologies, embeds ESG aspects into daily operations, measures, monitors and mitigates the resulting impacts, as well as collaborates with internal and external stakeholders.

Membangun Budaya Keberlanjutan [2-23, 2-24]

Embedding a Sustainability Culture

Penanaman budaya keberlanjutan di Petrosea dilaksanakan melalui kolaborasi manajemen dan seluruh karyawan yang secara aktif menjalankan berbagai program penguatan budaya keberlanjutan di setiap kegiatan operasional Perusahaan melalui beberapa aspek yakni:

Embedding a culture of sustainability at Petrosea is implemented through collaboration between management and all employees who actively carry out various programs to strengthen sustainability culture within all Company operational activities through the following aspects:

Aspek Kepatuhan

Compliance Aspect

Aspek kepatuhan terhadap pelaksanaan tata kelola perusahaan dan perilaku etis selaras dengan *Code of Conduct* yang telah disahkan oleh Presiden Direktur Perusahaan.

The compliance aspect towards the implementation of good corporate governance and ethical conduct in line with the Code of Conduct which has been endorsed by the Company's President Director.

Aspek Keselamatan, Kesehatan Kerja & Lingkungan (K3L)

Safety, Health & Environment (SHE) Aspect

Aspek Keselamatan, Kesehatan Kerja & Lingkungan (K3L) yang dilakukan melalui upaya pencapaian Target Zero, yaitu *zero harm to people, community and the environment*.

The Safety, Health & Environment (SHE) aspect which is conducted through efforts to achieve Target Zero, or zero harm to people, community and the environment.

Aspek Pengembangan Kompetensi

Employee Competency Development Aspect

Aspek pengembangan kompetensi karyawan yang dilakukan melalui pelatihan dan *focus group discussion* secara rutin.

The employee competency development aspect which is conducted through routine training and focus group discussions.

Selain itu, juga dilakukan pembentukan tim ESG di setiap departemen dan proyek guna mendorong implementasi keberlanjutan secara kolaboratif.

Furthermore, an ESG team is also established within each department and project to encourage collaborative sustainability.

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 memprioritaskan dukungan terhadap pencapaian sembilan *Sustainable Development Goals* (SDGs), yaitu 3, 4, 5, 6, 7, 8, 12, 13 dan 16.

Petrosea prioritizes its support towards the achievement of nine Sustainable Development Goals (SDGs), namely 3, 4, 5, 6, 7, 8, 12, 13 and 16.

3 GOOD HEALTH AND WELLBEING Kehidupan Sehat dan Sejahtera / Good Health and Wellbeing		
Kegiatan Activities	Capaian 2023 2023 Achievement	Target 2024 2024 Target
Mendukung program sosial / Supporting social programs		
Pelaksanaan praktik dan pelayanan K3 bagi seluruh karyawan / Implementation of OHS practices and services for all employees	Tidak ada kecelakaan kerja yang berakibat kematian / Zero fatalities	- Tidak ada kecelakaan kerja yang berakibat kematian / Zero fatalities - Tidak ada kasus penyakit akibat kerja / Zero work-related illnesses - Tidak ada cedera waktu hilang (<i>Lost Time Injury</i>) / Zero Lost Time Injury
Pelaksanaan pelatihan K3 secara rutin / Implementation of routine OHS training	1193 pelatihan K3 dilaksanakan selama tahun 2023 / 1193 OHS training activities were conducted throughout 2023	
Pelaksanaan standar dan praktik K3 untuk seluruh subkontraktor, vendor, dan pemasok / Ensure the implementation of OHS standards and practices for all subcontractors, vendors and suppliers	Tidak ada kasus penyakit akibat kerja / No work-related illnesses	
Mengoptimalkan penggunaan SHEPRO sebagai <i>platform digital</i> K3 Perusahaan / Optimized the utilization of SHEPRO as the Company's OHS digital platform	Total pengguna SHEPRO telah mencapai lebih dari 8.400 karyawan sejak pertama kali diluncurkan sampai dengan tahun 2023 / Total users of SHEPRO has reached more than 8,400 employees since it was first launched until 2023	

4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH Pendidikan Berkualitas / Quality Education Pekerjaan Layak dan Pertumbuhan Ekonomi / Decent Work and Economic Growth		
Kegiatan Activities	Capaian 2023 2023 Achievement	Target 2024 2024 Target
Mendukung program sosial / Supporting social programs		
Membuka lapangan pekerjaan bagi masyarakat lokal / Opened job vacancies and provided training for local communities	Petrosea mempekerjakan 3.343 karyawan lokal di seluruh lokasi operasionalnya / Petrosea employed 3,343 local employees in all operational locations	Sebanyak 570 orang mendapatkan manfaat dari berbagai program pengembangan kapasitas, pelatihan teknis, pemberdayaan ekonomi dan kewirausahaan serta pengembangan pendidikan / A total of 570 people became beneficiaries for capacity building, technical training, economic empowerment and entrepreneurship, and educational development programs
Pemberian pelatihan bagi masyarakat lokal / Provided training local communities	Sebanyak 297 orang menjadi penerima manfaat dari program pengembangan kapasitas, pelatihan teknis, pemberdayaan ekonomi dan kewirausahaan, serta pengembangan pendidikan / A total of 297 people became beneficiaries for capacity building, technical training, economic empowerment and entrepreneurship, and educational development programs	
Pengembangan ekonomi lokal melalui berbagai inisiatif pemberdayaan yang guna meningkatkan pendapatan masyarakat / Supported local economic development through various empowerment initiatives to increase community income	Sebanyak 5 inisiatif pemberdayaan dilaksanakan sepanjang tahun / A total of 5 empowerment initiatives were carried out throughout the year	
	Petrosea bekerja sama dengan 137 pemasok lokal / Petrosea worked together with 137 local vendors	

5 GENDER EQUALITY Kesetaraan Gender / Gender Equality		
Kegiatan Activities	Capaian 2023 2023 Achievement	Target 2024 2024 Target
Mendukung program sosial / Supporting social programs		
Pemberian promosi jenjang karir bagi karyawan perempuan di Petrosea / Provided career paths for female employees in Petrosea	Sebanyak 32 karyawan perempuan mendapatkan promosi sepanjang tahun / A total of 32 female employees were promoted throughout the year	- Melaksanakan program pelatihan kepada karyawan terkait <i>Diversity, Equality & Inclusion (DEI)</i> / Provided training programs for employees regarding Diversity, Equality & Inclusion (DEI) - Mendorong peningkatan proporsi karyawan perempuan di setiap lini melalui berbagai program dan inisiatif DEI / Promoted the increase of female employee proportion within each business line through various programs and DEI initiatives
Implementasi <i>Graduate Development Program (GDP)</i> / Implemented Graduate Development Program (GDP)	Sebanyak 35 karyawan diterima Petrosea sebagai bagian dari <i>Graduate Development Program (GDP)</i> / A total of 35 employees were recruited by Petrosea as part of the Graduate Development Program (GDP)	
Pelaksanaan pelatihan <i>Green Operator Traineeship</i> untuk karyawan perempuan / Implementation of Green Operator Traineeship training for female employees	Pelaksanaan <i>knowledge sharing session</i> terkait kesetaraan gender, keragaman dan inklusivitas / Held a knowledge sharing session on gender equality, diversity, and inclusiveness	
Peningkatan <i>awareness</i> tentang kesetaraan gender di tempat kerja / Increased awareness of gender equality at the workplace	Petrosea menjadi anggota Indonesian Business Coalition for Women Empowerment (IBCWE) / Petrosea became a member of the Indonesian Business Coalition for Women Empowerment (IBCWE)	
	Pelaksanaan <i>gender equality assessment</i> melalui GEARs (<i>Gender Equality Assessment Results and Strategies</i>) yang difasilitasi oleh IBCWE / Conducted a gender equality assessment through GEARs (Gender Equality Assessment Results and Strategies) facilitated by IBCWE.	
	Komposisi karyawan perempuan di Petrosea tahun 2023 meningkat sebesar 22% menjadi 310 orang / Composition of female employees at Petrosea in 2023 increased 22% to 310 people	

6 CLEAN WATER AND SANITATION Air Bersih dan Sanitasi / Clean Water and Sanitation		
Kegiatan Activities	Capaian 2023 2023 Achievement	Target 2024 2024 Target
Mendukung program lingkungan / Supporting environmental programs		
Penggunaan kembali air limbah untuk pengendalian debu di wilayah tambang / Reused waste water for dust control in mining areas	Penggunaan kembali air untuk pengendalian debu menurun 2% dibandingkan 2022 / Water reuse for dust control decreased by 2% compared to 2022	- Nihil pencemaran perairan / Zero water pollution - Meningkatkan pemanfaatan air dari sumber alternatif seperti air daur ulang dan air hujan lebih besar dibandingkan di tahun 2023 / Increase water usage from an alternative source, such as greater portion of recycled water and rainwater compared to 2023 - Penggunaan air baku atau air bersih menurun dibandingkan tahun 2023 / Freshwater or clean water usage decreases compared to 2023
Penggunaan water treatment plant untuk pengolahan air dari sumber alternatif / Water Treatment Plant to process water from an alternative source	Penggunaan air baku atau air bersih meningkat sebesar 36% dibandingkan dengan tahun 2022 / Freshwater usage increased by 36% compared to 2022	
Memanen air hujan / Rainwater harvesting	Penggunaan air dari sumber alternatif mengalami peningkatan signifikan dibandingkan dengan tahun 2022 / Water use from alternative sources significantly increased compared to 2022	
Memanfaatkan kembali air limbah domestik yang telah diolah untuk menyiram tanaman di wilayah operasional Perusahaan / Reused domestic effluent that has been treated for watering plants in the Company's operational areas		
Closed loop untuk pencucian alat berat / Closed loop for washing heavy equipment		

12 RESPONSIBLE CONSUMPTION AND PRODUCTION Konsumsi dan Produksi yang Bertanggung Jawab / Responsible Consumption and Production		
Kegiatan Activities	Capaian 2023 2023 Achievement	Target 2024 2024 Target
Mendukung program lingkungan / Supporting environmental programs		
Memanfaatkan limbah minyak untuk emulsi bahan peledak (ANFO) / Utilized waste oil for explosive blasting emulsion (ANFO)	Sebanyak 292,68 ton atau setara 17% limbah minyak dimanfaatkan kembali untuk bahan campuran emulsi peledak di lokasi proyek / A total of 292.68 tons or equivalent to 17% oil waste reused for explosive emulsion mixture in project locations	- Nihil pencemaran terkait pengelolaan limbah / Zero pollution related to waste management - Meningkatkan jumlah limbah organik dan anorganik yang dialihkan dari TPA melalui praktik circularity meliputi pengurangan limbah, daur ulang, dan penggunaan kembali / Increased the amount of organic and inorganic waste transferred from landfills through a circularity practice, including waste reduction, recycle, and reuse
Penggunaan ban bekas untuk drop structure dan road median, serta pemanfaatan kembali kontainer bekas dan ban bekas sebagai material alternatif pendukung konstruksi / Use of used tires for drop structure and road median, as well as used containers and tires as an alternative supporting material for construction	Sebanyak 653 ban bekas atau setara dengan 623,60 ton atau 80% dari total ban bekas yang digunakan kembali sepanjang tahun / A total of 653 used tires or the equivalent of 623.60 tons or 80% of the total used tires were reused throughout the year	
Mendaur ulang limbah organik dan makanan menjadi kompos / Recycled organic and food waste into compost	Peluncuran dan pengoperasian fasilitas daur ulang sampah organik di dua lokasi proyek Perusahaan yang berhasil mengurangi 14,06 ton atau 0,87% sampah domestik / Launching and operating organic waste recycling facilities at two Company project locations which successfully reduced 14.06 tons or 0.87% of domestic waste	
Memilah dan mengumpulkan limbah anorganik seperti kardus, plastik dan botol untuk diserahkan ke pihak ketiga / Sorted and collected inorganic waste such as cardboard, plastic and bottles to be handed over to a third party	Tim Supply Chain Management kantor pusat melakukan pengumpulan, pemilahan dan mendaur ulang sampah sebanyak 103,7 kg / 4,5 m³ sampah anorganik atau setara dengan pengurangan 19,91 kilogram emisi CO2e / The head office Supply Chain Management team collected, sorted and recycled 103.7 kg / 4.5 m³ of inorganic waste or the equivalent of reducing 19.91 kilograms of CO2e emissions.	
Pelaksanaan praktik pengurangan limbah di seluruh proyek Perusahaan / Implementation of waste reduction practices at all Company projects	Sebanyak 1.561,23 ton atau 30% sampah dialihkan dari Tempat Pembuangan Akhir (TPA) melalui praktik reduksi limbah, penggunaan kembali dan daur ulang / A total of 1,561.23 ton or 30% waste transferred from landfills through waste reduction, reuse and recycle practices	

13 CLIMATE ACTION 7 AFFORDABLE AND CLEAN ENERGY Penanganan Perubahan Iklim / Climate Action Energi Bersih dan Terjangkau / Affordable and Clean Energy		
Kegiatan Activities	Capaian 2023 2023 Achievement	Target 2024 2024 Target
Mendukung program lingkungan / Supporting environmental programs		
Mendukung pemerintah dalam menjalankan program <i>Biodiesel</i> B35 / Support the government in implementing the Biodiesel B35 program	Seluruh (100%) kegiatan operasional Perusahaan menggunakan bahan bakar <i>Biodiesel</i> B35 / All (100%) of the Company's operational activities utilized Biodiesel B35	- Meningkatkan efisiensi penggunaan energi dibandingkan tahun 2023 / Increase efficiency of energy use compared to 2023 - Mengurangi emisi karbon dibandingkan tahun 2023 / Reduce carbon emissions compared to 2023
Pemanfaatan teknologi digital untuk mendorong efisiensi bahan bakar / Leveraging digital technologies to drive fuel efficiency	Adopsi teknologi digital menghasilkan optimalisasi dalam efisiensi penggunaan bahan bakar / Digital technology adoption optimized fuel usage efficiency	
Mendorong penggunaan energi terbarukan skala kecil seperti <i>solar panel</i> / Encouraged the use of small scale renewable energy such as solar panels	Penggunaan solar panel untuk mendukung kegiatan operasional di Petrosea Support Facilities (PSF) / The use of solar panels to support operational activities at Petrosea Support Facilities (PSF)	
Melakukan berbagai upaya efisiensi energi untuk aktivitas operasional pertambangan dan EPC, serta mengadopsi praktik manajemen energi di seluruh proyek / Conducted various energy efficiency efforts for mining and EPC operational activities, as well as adopted energy management practices in all projects	Berdasarkan hasil perhitungan internal, pengurangan emisi karbon mencapai 5.022 TonCo2e di proyek KJA melalui berbagai inisiatif <i>operational excellence</i> yang meliputi faktor manusia, mesin dan pengkondisian lingkungan tambang / Based on the results of internal calculations, carbon emissions at the KJA project reached 5,022 TonCo2e through various operational excellence initiatives including human, machines and mining environmental conditioning factors	
	Pelaksanaan pelatihan mengenai cara mengemudi untuk meningkatkan efisiensi bahan bakar / Implementation of training on how to drive to increase fuel efficiency	
Pengembangan elektrifikasi untuk mendukung strategi Dekarbonisasi / Electrification development to support the Decarbonization strategy	Menyelesaikan pengembangan 3 prototipe kendaraan listrik dengan metode konversi yang meliputi kendaraan ringan roda 4 listrik, stasiun pengisian dan bis penumpang listrik / Completed the development of 3 prototypes of electric vehicles using the conversion method, including 4-wheeled light electric vehicles, charging stations and electric passenger buses	
Peningkatan <i>awareness</i> diantara karyawan terkait perubahan iklim / Increase awareness amongst employees regarding climate change	Melaksanakan dua sesi <i>knowledge sharing session</i> terkait adaptasi dan mitigasi perubahan iklim bagi karyawan Perusahaan / Conducted two knowledge sharing sessions related to climate change adaptation and mitigation for the Company's employees	

16 PEACE, JUSTICE AND STRONG INSTITUTIONS Perdamaian, Keadilan dan Kelembagaan yang Tangguh / Peace, Justice and Strong Institutions		
Kegiatan Activities	Capaian 2023 2023 Achievement	Target 2024 2024 Target
Mendukung program tata kelola / Supporting governance programs		
Mematuhi seluruh hukum dan peraturan yang berlaku dalam menjalankan seluruh aktivitas Perusahaan / Complied with all prevalent laws and regulations in running all Company's activities	Tidak ada kasus ketidakpatuhan dalam aspek lingkungan, sosial, dan ekonomi / Zero non-compliance cases in the environmental, social, and economic aspects	- Tidak ada kasus ketidakpatuhan dalam aspek lingkungan, sosial dan ekonomi / Zero non-compliance cases in environmental, social, and economic aspects. - Tidak ada kasus suap dan korupsi di lingkungan Perusahaan / Zero bribery and corruption cases within the Company - Menegakkan nihil toleransi terhadap kasus korupsi / Uphold zero tolerance against corruption cases
Mewajibkan seluruh mitra bisnis untuk mematuhi peraturan yang berlaku dan instrumen kepatuhan Perusahaan / Require all business partners to comply with the Company's prevailing regulations and compliance instruments		
Berupaya untuk memenuhi standar internasional yang relevan / Strive to meet relevant international standards		
Implementasi sertifikasi ISO 37001 untuk Sistem Manajemen Anti Penyuapan / Implementation of ISO 37001 certification for Anti-Bribery Management System		
Melakukan penilaian risiko untuk mengidentifikasi dan memitigasi risiko korupsi dan penyuapan / Performed risk assessment to identify and mitigate corruption and bribery risks		
Melaksanakan sosialisasi tentang anti suap dan anti korupsi bagi seluruh karyawan / Conducted socialization on anti-bribery and anti-corruption for all employees		
Memberlakukan pernyataan diri tahunan bagi seluruh karyawan tentang kode etik / Enforced an annual self-declaration for all employees regarding the Code of Conduct	100% karyawan (level staf) telah mengikuti pelatihan anti penyuapan dan antikorupsi / 100% employees (staff level) have participated in the anti-bribery and anti-corruption training	
	Terdapat satu kasus korupsi di tahun 2023 / One corruption case was identified in 2023	

Pesan Direksi [2-22] Board of Directors' Message



Tahun 2023, Petrosea mengimplementasikan *sustainability framework* untuk memitigasi risiko negatif terkait ESG, serta memastikan bahwa Perusahaan terus memberikan manfaat bagi masyarakat dan lingkungan sekitar.

In 2023, Petrosea implemented a sustainability framework in order to mitigate the negative impacts related to ESG, as well as ensure that the Company continues to benefit the surrounding communities and environment.

Michael
Presiden Direktur / President Director

Pemangku kepentingan yang kami hormati,

Perkenankan kami untuk menyampaikan Laporan Keberlanjutan PT Petrosea Tbk untuk tahun 2023 yang merupakan bagian dari komitmen kami untuk terus menerapkan prinsip transparansi terkait pencapaian penerapan pengelolaan dampak ekonomi, sosial dan lingkungan dari kegiatan operasional Perusahaan. Melalui laporan ini, kami juga menyampaikan informasi yang komprehensif mengenai berbagai inisiatif *Environmental, Social & Governance* (ESG) yang dilakukan Petrosea selama tahun 2023.

Strategi dalam Merespons Tantangan

Di tengah ketidakstabilan perekonomian global, konflik geopolitik, serta perubahan cuaca yang berdampak terhadap operasional, Petrosea tetap dapat merespon tantangan tersebut, menjaga kinerja, serta terus meningkatkan produktivitas dan efisiensi operasional dengan memanfaatkan teknologi digital terkini melalui Minerva Digital Platform, serta diversifikasi portofolio ke pertambangan nikel. Sampai pada akhir tahun 2023, Petrosea berhasil memperoleh tiga kontrak dari klien baru di lini bisnis Kontrak Pertambangan serta empat kontrak baru dari klien strategisnya di lini bisnis EPC.

Dear respected stakeholders,

Please allow us to present the Sustainability Report of PT Petrosea Tbk for 2023 which is part of our commitment in continuing to implement the principle of transparency related to economic, social and environmental impacts of the Company's operational activities. Through this report, we also provide comprehensive information about various Environmental, Social & Governance (ESG) initiatives carried out by Petrosea throughout 2023.

Strategy in Responding to Challenges

In the midst of an unstable global economy, geopolitical conflicts, as well as climate change that impacts operations, Petrosea continued to respond to the challenges, maintain performance, as well as increase operational productivity and efficiency by leveraging the latest digital technology through its Minerva Digital Platform, while also diversifying its portfolio to nickel mining. By the end of 2023, Petrosea succeeded in obtaining three contracts from new clients in the Contract Mining business line and four new contracts from strategic clients in the EPC business line.

Pada tahun 2023, Petrosea mendukung program dari pemerintah Indonesia dalam pemanfaatan energi bersih secara berkelanjutan demi menghasilkan emisi gas buang yang lebih ramah lingkungan dan juga aman untuk mesin kendaraan. Melalui inisiatif ini, Petrosea berharap dapat turut berkontribusi dalam mengurangi dampak negatif perubahan iklim dan mendukung transisi ekonomi hijau di Indonesia. Selain itu, Petrosea juga senantiasa mengutamakan karyawan dan masyarakat sekitar melalui Keselamatan & Kesehatan Kerja (K3) dalam merespons setiap risiko akan terjadinya kecelakaan kerja dan penyakit akibat kerja yang dapat mengakibatkan defisiensi produktivitas kerja.

Petrosea telah mengimplementasikan *sustainability framework* yang memiliki tiga area fokus, yaitu *managing impacts, prioritizing people dan operating ethically*. Tujuannya adalah untuk memitigasi risiko negatif terkait ESG, serta memastikan bahwa Perusahaan terus memberikan manfaat bagi masyarakat dan lingkungan sekitar. Selain itu, *sustainability framework* juga merupakan bentuk komitmen Petrosea untuk mengintegrasikan aspek ESG ke seluruh elemen Perusahaan demi menjadi salah satu yang terdepan dalam hal pengelolaan kinerja ESG.

Pencapaian Kinerja & Keberlanjutan

Pada tahun 2023, Petrosea berhasil mencatat kinerja ekonomi yang baik, di mana total pendapatan mencapai US\$577,62 juta, tumbuh 21,27% dibandingkan dengan tahun sebelumnya. Pertumbuhan ini didukung oleh lonjakan pendapatan dari lini bisnis EPC sebesar 87,82% serta pertumbuhan sebesar 7,09% dari lini bisnis Kontrak Pertambangan. Meskipun laba yang dapat diatribusikan kepada pemilik entitas induk mengalami penurunan sebesar 70,19% menjadi US\$12,20 juta yang disebabkan oleh kenaikan biaya investasi dan pra operasional untuk mendukung akuisisi aset tambang batubara, namun Perusahaan berhasil mengantongi *backlog* yang *solid*, yaitu sebesar US\$2,60 miliar atau setara dengan Rp39,56 triliun.

Pencapaian kinerja ini didukung oleh strategi digitalisasi yang dilaksanakan untuk pencapaian *operational excellence* dan pertumbuhan kinerja secara berkesinambungan, serta strategi diversifikasi yang difokuskan pada pengembangan portofolio proyek ke sektor mineral lain, seperti nikel.

In 2023, Petrosea supported the Indonesian government's program in utilizing sustainable clean energy in order to produce more environmentally friendly exhaust emissions which is also safe for vehicle engines. Through this initiative, Petrosea hopes to contribute to lower the negative impacts of climate change and support the transition to a green economy in Indonesia. Petrosea also continued to prioritize employees and surrounding communities through Occupational Health & Safety (OHS) in response to risks of work accidents and work-related diseases which could result in work productivity deficiencies.

Petrosea has implemented a sustainability framework with three areas of focus, namely managing impacts, prioritizing people and operating ethically. The objective is to mitigate the negative impacts related to ESG, as well as ensure that the Company continues to benefit the surrounding communities and environment. Furthermore, the sustainability framework is also a form of Petrosea's commitment to integrate ESG aspects into all Company elements in order to be at the forefront of managing ESG performance.

Performance & Sustainability Achievement

In 2023, Petrosea managed to record a positive economic performance, with total revenue reaching US\$577.62 million, a 21.27% growth compared to the previous year. This growth was driven by revenue from the EPC business line which jumped 87.82% and the Contract Mining business line which recorded a 7.09% increase. Although profit attributable to owners of the company decreased by 70.19% to US\$12.20 million due to an increase of investment and pre-operational costs to support the coal mine asset acquisition, Petrosea successfully obtained a solid backlog of US\$2.60 billion or equivalent to Rp39.56 trillion.

This performance achievement was supported by the digitalization strategy which was implemented to achieve operational excellence and continuous performance growth, as well as the diversification strategy in developing its project portfolio to other mineral sectors, such as nickel. Petrosea continued its commitment towards applying

Petrosea terus berkomitmen untuk menerapkan prinsip-prinsip tata kelola perusahaan yang baik (GCG) dengan menjalankan praktik bisnis yang beretika melalui penerapan *Code of Conduct* dan Kebijakan Anti-Penyuapan berdasarkan sertifikasi ISO 37001:2016 untuk Sistem Manajemen Anti-Penyuapan. Penerapan kebijakan tersebut menghasilkan tidak adanya kasus korupsi dan penyuapan yang signifikan di lingkungan Perusahaan.

Sebagai wujud nyata dari komitmen terhadap implementasi GCG tersebut, berbagai penghargaan diraih Petrosea selama tahun 2023, di antaranya “Best Responsibility of the Board” dan “Top 50 Mid Capitalization Public Listed Company” di ajang 14th IICD Corporate Governance Award 2023, Corporate Emission Transparency Awards 2023 pada kategori Gold Plus dari B Universe, Investor Daily dan Bumi Global Karbon Foundation, ESG Disclosure Transparency Awards 2023 pada level Management BBB dari Investortrust.id dan Bumi Global Karbon Foundation, FIHRRST Awards 2023 dengan Rating A dari Foundation for International Human Rights Reporting Standards, serta “Best Corporate Secretary” dan “Top Good Corporate Governance” untuk sektor Oil & Gas and Coal Equipment & Services dari The Iconomics.

Petrosea terus menerapkan *operational excellence dan good mining practices* di seluruh kegiatan operasional Perusahaan. Oleh karena itu, Petrosea menjalankan standar ketat dalam pengelolaan lingkungan dan sosial yang juga berlaku bagi seluruh pemasok dan mitra kerja. Hal ini tercermin melalui penerapan prinsip pengadaan berkelanjutan yang memastikan seluruh pemasok dan mitra kerja telah diseleksi menggunakan kriteria lingkungan dan sosial.

Di samping itu, Petrosea terus melaksanakan berbagai program *Corporate Social Responsibility* (CSR) yang berfokus pada empat pilar, yaitu Pendidikan, Kesehatan, Pemberdayaan Ekonomi dan Lingkungan untuk menciptakan nilai tambah bagi masyarakat dan lingkungan sekitar. Selama tahun 2023, Petrosea berhasil melaksanakan 45 program CSR yang memberikan manfaat secara langsung bagi 18.549 orang.

the principles of good corporate governance (GCG) by carrying out ethical business practices by implementing a Code of Conduct and Anti-Bribery Policy based on ISO 37001:2016 certification for Anti Bribery Management System. The implementation of this policy has resulted in no significant corruption and bribery cases within the Company’s environment.

As a manifestation of our commitment towards GCG implementation, Petrosea received various awards throughout 2023, including “Best Responsibility of the Board” and “Top 50 Mid Capitalization Public Listed Company” at the 14th IICD Corporate Governance Award 2023, Corporate Emission Transparency Awards 2023 in Gold Plus category from B Universe, Investor Daily & Bumi Global Karbon Foundation, ESG Disclosure Transparency Awards 2023 in Management BBB level from Investortrust.id and Bumi Global Karbon Foundation, FIHRRST Awards 2023 with A Rating from the Foundation for International Human Rights Reporting Standards, as well as “Best Corporate Secretary” and “Top Good Corporate Governance” for the Oil & Gas and Coal Equipment & Services from The Iconomics.

Petrosea continued to apply operational excellence and good mining practices in all Company operational activities. Therefore, Petrosea applies strict standards in environmental and social management which also apply to all suppliers and partners. This is reflected through the implementation of sustainable procurement principles which ensure that all suppliers and partners have been selected using environmental and social criteria.

Furthermore, Petrosea continued to carry out various Corporate Social Responsibility (CSR) programs that focused on the four pillars of Education, Health, Economic Empowerment and Environment in order to create added value for the surrounding communities and environment. Throughout 2023, Petrosea successfully conducted 45 CSR programs which directly benefited 18,549 people.

Petrosea juga menggunakan B35 *biodiesel* untuk mendukung kegiatan operasional di seluruh proyek. Walaupun berbagai upaya untuk menggunakan energi secara lebih efisien telah dilakukan, Perusahaan masih menghadapi tantangan berupa naiknya emisi cakupan 1 dan 2 sebesar 2,67% dibandingkan dengan tahun sebelumnya. Selain itu, dalam menjaga ketersediaan air, sebanyak 84% air yang digunakan untuk kegiatan operasional Perusahaan merupakan air daur ulang. Sementara, dari sisi pengelolaan limbah, Petrosea memanfaatkan kembali 32% limbah B3 dan non B3 sehingga tidak berakhir di tempat pembuangan akhir.

Pencapaian *Target Zero* dan *operational excellence*, serta terciptanya lingkungan kerja yang sehat, aman, dan nyaman, juga dilakukan Perusahaan melalui Sistem Manajemen Keselamatan & Kesehatan Kerja berdasarkan sertifikasi ISO 45001:2018, implementasi kebijakan internal K3, serta pemanfaatan SHEPRO sebagai *SHE digital platform* di seluruh lokasi operasional Perusahaan. Melalui berbagai upaya tersebut, Petrosea berhasil mempertahankan kinerjanya di bidang K3, di mana pada tingkat operasional, proyek Kideco Jaya Agung berhasil mencapai 37.372.949 jam kerja tanpa kecelakaan yang mengakibatkan hari kerja hilang (*LTI Free*), sementara Petrosea Support Facilities mencapai 6.573.584 jam kerja *LTI Free*. Pada bulan Juni, Petrosea juga kembali meraih penghargaan PROPER Daerah (PROPERDA) dengan peringkat HIJAU dari Pemerintah Provinsi Kalimantan Timur.

Prospek Usaha & Strategi Pencapaian Target

Petrosea melihat bahwa prospek industri pertambangan pada tahun 2024 masih cerah, termasuk adanya peluang dari hilirisasi sumber daya alam mineral dan pembangunan industri hijau yang akan menjadi prioritas bagi pemerintah Indonesia. Walaupun kami juga melihat bahwa prospek perekonomian global masih akan dihadapi dengan ketidakpastian sebagai dampak dari faktor geopolitik di Eropa dan Timur Tengah yang terus mempengaruhi pertumbuhan ekonomi dan bisnis.

Dalam menghadapi tantangan dan menangkap setiap peluang, kami yakin bahwa diversifikasi portofolio proyek merupakan faktor penggerak dalam menjaga

Petrosea also used B35 biodiesel to support operational activities at all projects. Although various efforts to use energy more efficiently have been made, the Company still faces challenges in the form of an increase in scope 1 and 2 emissions by 2.67% compared to the previous year. In addition, to preserve water supply, 84% of water used for Company operations was recycled water. Meanwhile, in waste management, Petrosea reused 32% hazardous and non-hazardous waste to avoid it ending up in landfills.

The achievement of Target Zero and operational excellence, as well as the establishment of a healthy, safe and comfortable work environment was also achieved by the Company through the Occupational Health & Safety Management System based on ISO 45001:2018 certification, implementation of internal OHS policies, as well as the utilization of SHEPRO as the SHE digital platform at all Company operational locations. Through these various efforts, Petrosea successfully maintained its OHS performance. At operational level, the Kideco Jaya Agung project achieved 37,372,949 manhours Lost Time Injury (LTI) Free, meanwhile Petrosea Support Facilities achieved 6,573,584 manhours LTI Free. In June, Petrosea also once again obtained the Regional PROPER award (PROPERDA) with GREEN rating from the East Kalimantan Provincial Government.

Business Prospects & Strategy to Achieve Targets

Petrosea views that the prospects of the mining industry will remain bright in 2024, including opportunities from downstreaming of natural mineral resources and development of a green industry which will become priorities for the Indonesian government. Although we also view that the global economic outlook will still be faced with uncertainties as a result of geopolitical factors in Europe and the Middle East which will continue to influence economic and business growth.

In facing challenges and seizing every opportunity, we believe project portfolio diversification will become a driving factor in maintaining future growth. Therefore,

pertumbuhan di masa mendatang. Oleh karena itu, Petrosea akan menetapkan strategi keberlanjutan yang fokus untuk meningkatkan kualitas jasa pertambangan dan EPC terintegrasi melalui penerapan *operational excellence* dan *continuous improvement*, memperkuat budaya K3, melakukan inisiatif efisiensi dan pengendalian biaya, memprioritaskan ESG dan pemanfaatan teknologi terkini melalui Minerva Digital Platform, serta terus mengedepankan GCG sebagai *enabler* dalam menjaga *business sustainability* di masa mendatang.

Penutup

Atas nama Direksi, saya mengucapkan terima kasih dan memberikan apresiasi sebesar-besarnya kepada seluruh pemangku kepentingan atas dukungan dan kepercayaan yang diberikan selama ini. Ke depan, Petrosea akan meneruskan komitmennya untuk meningkatkan kinerja ekonomi, sosial dan lingkungan secara berkesinambungan guna memberikan manfaat bagi seluruh pemangku kepentingan.

Tangerang Selatan, April 2024

South Tangerang, April 2024

Michael

Presiden Direktur
President Director

Petrosea will implement a sustainability strategy that focuses on increasing the quality of its integrated mining and EPC services through operational excellence and continuous improvement, strengthening its OHS culture, conduct cost control and efficiency initiatives, prioritizing ESG and leveraging the latest technologies through its Minerva Digital Platform, as well as continuing to prioritize GCG as an enabler in maintaining its business sustainability in the upcoming future.

Closing

On behalf of the Board of Directors, I would like to thank and give my utmost appreciation to all stakeholders for their continued support and trust. Going forward, Petrosea will continue its commitment to strengthen its economic, social and environmental performance in a sustainable manner in order for the benefit of all stakeholders.



Profil Perusahaan ^[2-1]

Company Profile



Nama Perseroan
Company Name

PT Petrosea Tbk



Tahun Berdiri
Year of Establishment

1972



Bentuk Perusahaan
Legal Entity

Perseroan Terbatas
Limited Liability Company



Landasan Hukum / Legal Basis

- 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



Kantor Pusat / Head Office

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• investor.relations@petrosea.com
• corporate.communications@petrosea.com



Kantor Administratif /
Administrative office

Gedung Grha Bintang It. II (zona D-E)
Jl. Jend. Sudirman 423, Kecamatan Balikpapan Selatan, Balikpapan 76114 Indonesia
Phone : +62 542 762 299
Fax : +62 542 760 660



Kantor Perwakilan Balikpapan /
Balikpapan Representative Office

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



Informasi terkait daftar entitas anak dapat dilihat pada Laporan Tahunan PT Petrosea Tbk atau dapat diakses di www.petrosea.com.
Information regarding subsidiaries can be viewed in the Annual Report of PT Petrosea Tbk or can be accessed on www.petrosea.com.

Produk, Layanan & Kegiatan Usaha ^[2-6]

Products, Services & Business Activities

Sesuai dengan pasal 3 Anggaran Dasar Perusahaan berdasarkan Akta Pernyataan Keputusan Rapat No. 4 tanggal 4 Desember 2023, 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. 4 dated 4 December 2023, Petrosea is a multidisciplinary company that carries out its business activities in the following sectors:



Penjelasan lebih lanjut terkait produk dan jasa Petrosea 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	2023	2022	2021
Jumlah Karyawan Total Employees	Orang People	5.388	4.123	3.966
Jumlah Kantor Pusat Number of Head Office	Kantor Office	1	1	1
Jumlah Kantor Pendukung Number of Supporting Office		2	2	1
Volume Pengupasan Lapisan Tanah Penutup Overburden Removal Volume	Juta BCM Million BCM	130,68	124,07	120,63
Produksi Batubara Coal Production	Juta Ton Million Ton	17,07	19,23	31,77
Produksi Batubara CEP CEP Coal Production	Ribu Ton Thousand Tons	250,85	N/A	N/A
Jumlah Pendapatan Total Revenue	Juta US\$ Million US\$	577,62	476,32	415,74
Jumlah Liabilitas Total Liabilities		492,32	298,43	272,51
Jumlah Ekuitas Total Equity		235,63	297,99	260,22
Jumlah Aset Total Assets		727,95	596,42	532,74
Laba Tahun Berjalan Profit for the Year		12,44	41,17	33,95

Perubahan Signifikan pada Perusahaan di tahun 2023 ^[2-6]

Significant Changes to the Company in 2023

Pada bulan Juni 2023, Petrosea berhasil mencapai sebuah jejak langkah penting, yaitu penuntasan transaksi pembelian 99,99% saham PT Kemilau Mulia Sakti (KMS), yang merupakan pemilik 99,90% saham PT Cristian Eka Pratama (CEP), perusahaan penambangan batubara dengan area operasional yang berlokasi di Kabupaten Kutai Barat, Provinsi Kalimantan Timur.

Akuisisi tersebut merupakan wujud akselerasi strategi jangka panjang Petrosea untuk menjadi *sustainable company* di masa mendatang melalui kepemilikan tambang dan diversifikasi portofolio proyek ke sektor mineral lainnya dengan menyediakan jasa pertambangan dan EPC terintegrasi.

In June 2023, Petrosea reached an important milestone with the completion of the transaction to acquire 99.99% shares of PT Kemilau Mulia Sakti (KMS), the owner of 99.90% shares of PT Cristian Eka Pratama (CEP), a coal mining company with its operating area located in Barat Regency, East Kalimantan Province.

The acquisition was an acceleration of Petrosea’s long term strategy to become a sustainable company in the future through mine ownership and diversification of its portfolio into other mineral sectors by providing integrated mining and EPC services.



Struktur Kepemilikan Perusahaan [2-1]
Company Ownership Structure

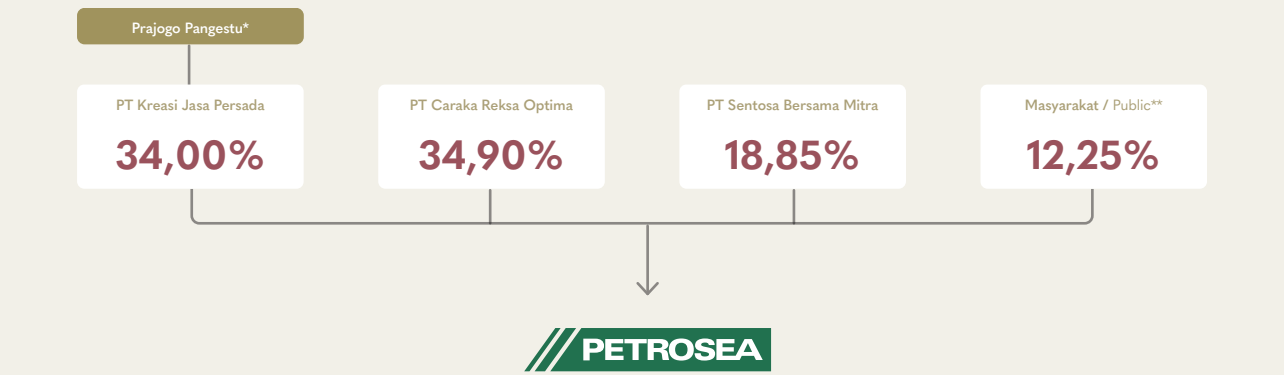
PT Petrosea Tbk adalah perusahaan terbuka yang tercatat pada Bursa Efek Indonesia (IDX: PTRO) sejak tahun 1990. Berikut ini merupakan komposisi pemegang saham Petrosea per 31 Desember 2023:

PT Petrosea Tbk is a limited liability company listed on the Indonesia Stock Exchange (IDX: PTRO) since 1990. Below is the composition of Petrosea’s shareholders as of 31 December 2023:



Komposisi kepemilikan saham dan pemilik manfaat PT Petrosea Tbk per 16 Februari 2024 adalah sebagai berikut:

The shareholding composition and beneficiary ownership of PT Petrosea Tbk as of 16 February 2024 was as follows:

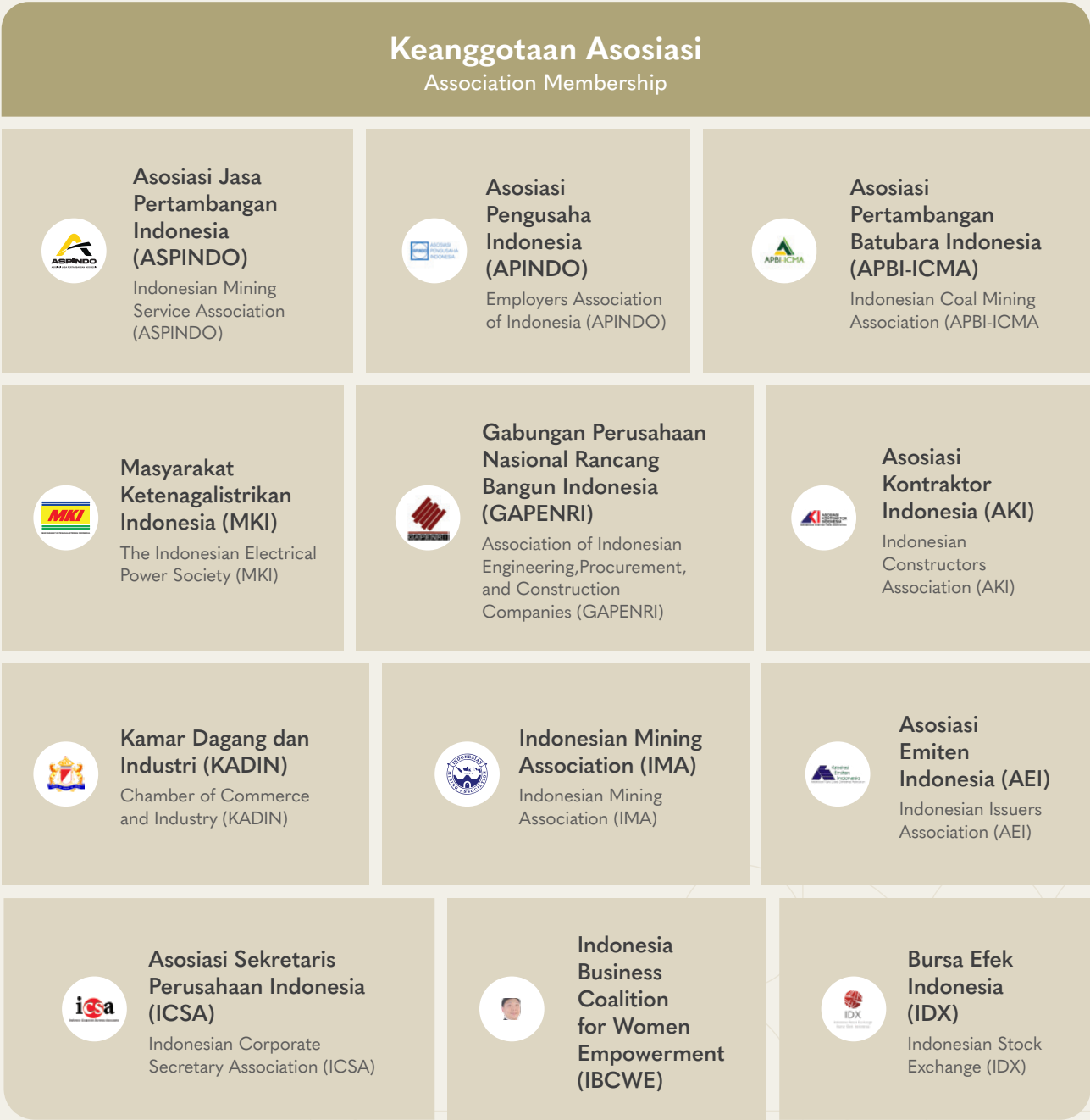


Keterangan / Note:
*Pemegang saham utama dan pengendali / Main and controlling shareholder
** Termasuk treasury stock 1,68% / Including treasury stock 1.68%

Keanggotaan di Asosiasi [2-28]
Membership in Associations

Petrosea senantiasa mempererat kolaborasi yang mendukung keberlanjutan melalui keikutsertaan sebagai anggota dalam berbagai asosiasi:

Petrosea continues to strengthen collaborations that support sustainability through memberships in various associations:

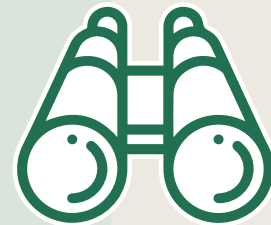


Visi, Misi, & Nilai-Nilai Inti ^[2-23] Vision, Mission & Core Values

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-Nilai Inti Core Values



A
AGILE

Kami beradaptasi terhadap segala perubahan
We adapt to change



C
CONNECTED

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



T
TRUSTED

Kami memberikan nilai tambah bagi pemangku kepentingan dengan menunjukkan komitmen yang tinggi terhadap etika & 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 limitation



O
OPEN
MINDED

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



N
NURTURING

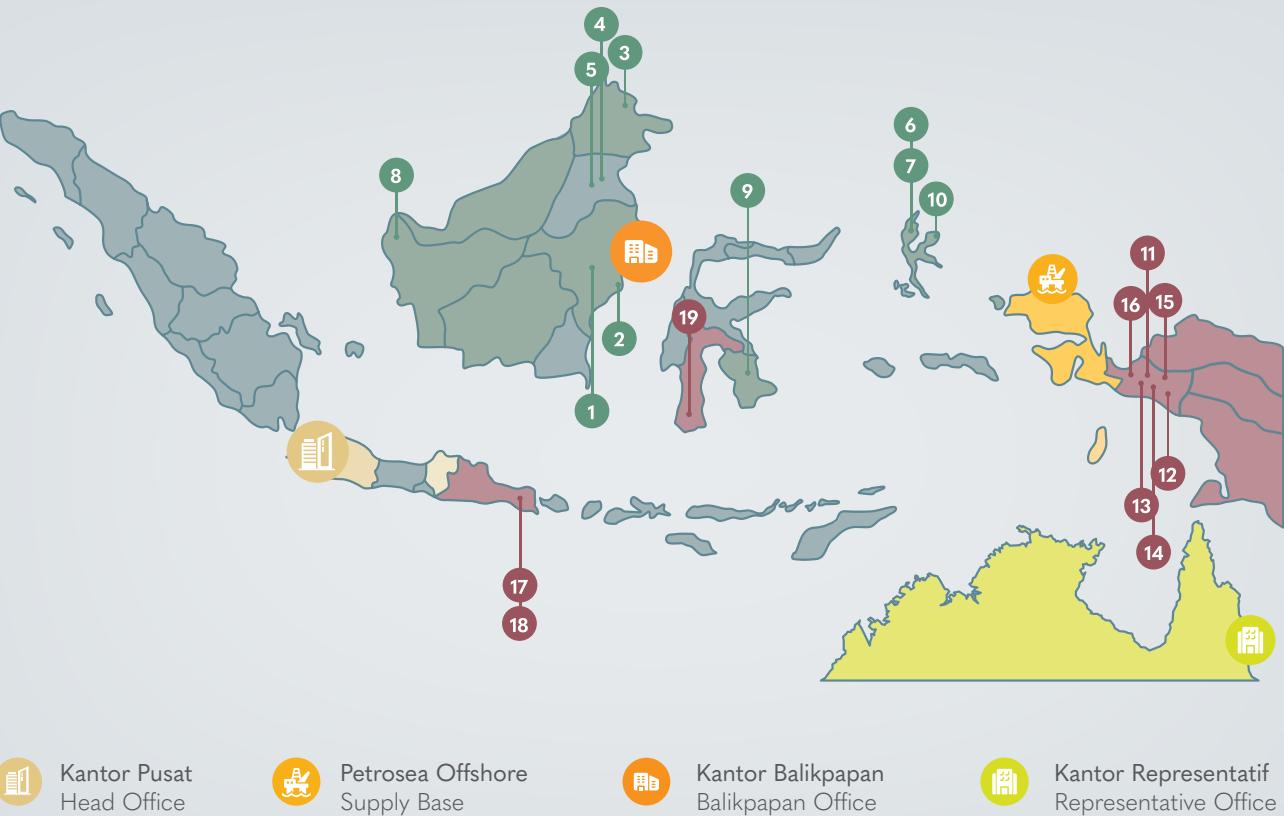
Kami peduli terhadap keselamatan, kesehatan, lingkungan & masyarakat
We care for our safety, health, environment, & community

Peta Operasional & Pasar yang Dilayani [2-6]

Operating Areas & Markets Served

Selama lebih dari 52 tahun, Petrosea berpengalaman dalam mengerjakan berbagai proyek dan melayani berbagai pelanggan di sektor pertambangan, minyak & gas bumi serta infrastruktur yang tersebar di seluruh Indonesia, baik melalui penyediaan jasa kontrak pertambangan, EPC, serta jasa minyak & gas bumi dengan dukungan pemanfaatan teknologi digital terkini.

For more than 52 years, Petrosea is experienced in delivering various projects and serving various customers in the mining, oil & gas and infrastructure sectors throughout Indonesia by providing contract mining, EPC, as well as oil & gas services with the support of the latest digital technologies.



Current Major Projects		Client	Location	Year
Kontrak Pertambangan / Contract Mining				
1.	Kideco OB Removal & Coal Production	PT Kideco Jaya Agung	East Kalimantan	2011 - 2028
2.	KSM Project Management & Mining Services	PT Kartika Selabumi Mining	East Kalimantan	2021 - 2027
3.	CCM Project Management & Mining Services	PT Central Cipta Murdaya	North Kalimantan	2021 - 2025
4.	CEP Project Management & Mine Services	PT Cristian Eka Pratama	East Kalimantan	2023 - 2038
5.	IBP Project Management & Mine Services	PT Indo Bara Pratama	East Kalimantan	2022 - 2026

Current Major Projects		Client	Location	Year
Kontrak Pertambangan / Contract Mining				
6.	NHM Mining Services	PT Nusa Halmahera Minerals	North Maluku	2022 - 2023
7.	NHM Tailing Management & Plant Maintenance	PT Santana Rekso Nidhana	North Maluku	2022 - 2023
8.	Mekko Bauxite Mining Services	PT Mekko Metal Mining	West Kalimantan	2021 - 2023
9.	CDSM Nickel Mining Services	PT Cipta Djaya Selaras Mining	Southeast Sulawesi	2022 - 2023
10.	SDA Nickel Mining Services	PT Sumberdaya Arindo	North Maluku	2023 - 2026
Rekayasa, Pengadaan & Konstruksi / Engineering, Procurement & Construction				
11.	Freeport Master Services Agreement	PT Freeport Indonesia	Central Papua	2017 - 2024
12.	Freeport Levee Construction & Stockpile Extension	PT Freeport Indonesia	Central Papua	2022 - 2026
13.	Construction Services at Portside (Corrosion Remediation)	PT Freeport Indonesia	Central Papua	2019 - 2024
14.	GBC Pre-crusher (SAG3) Onshore Early Construction Services	PT Freeport Indonesia	Central Papua	2020 - 2024
15.	CUCL Kasuang Copper Cleaner Circuit Construction Services	PT Freeport Indonesia	Central Papua	2022 - 2024
16.	LNGPP Feasibility Study	PT Freeport Indonesia	Central Papua	2022 - 2023
17.	CC001 Earthworks, Concrete & Buried Utilities	PT Manyar Maju Refinery	East Java	2022 - 2024
18.	Structural, Mechanical, Piping & Electrical Installation (SMPEI) Works – CM002 Main Process Building, Balance of Plant & High Security Building	PT Manyar Maju Refinery	East Java	2023 - 2024
19.	Construction & Project Management Works – Awak Mas Gold Project	PT Masmino Dwi Area	South Sulawesi	2022 - 2024
	EPC Processing Plant Infrastructure - Awak Mas Gold Project	PT Masmino Dwi Area	South Sulawesi	2022 – 2025
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 - 2024
	Provision of Logistic Base	Saipem Indonesia	Southwest Papua	2020 - 2023
	Provision of Loading Unloading and Storage Services at POSB Sorong	CSTS Joint Operation	Southwest Papua	2018 - 2023
	Third Party Logistics	Ensco Sarida Offshore	Southwest Papua	2018 - 2023

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

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

Penghargaan & Sertifikasi Awards & Certifications

Penghargaan Awards

FIHRRST Awards 2023



6 Maret 2023 / 6 March 2023

Penghargaan Peringkat A atas Hasil Studi Laporan Keberlanjutan Tahun 2021 Perusahaan Publik di Indonesia untuk Petrosea dari Foundation for International Human Rights Reporting Standards (FIHRRST).

Rating A Award for the Study Results of the 2021 Sustainability Report for Public Companies in Indonesia for Petrosea from the Foundation for International Human Rights Reporting Standards (FIHRRST).

10th SAP Innovation Awards 2023

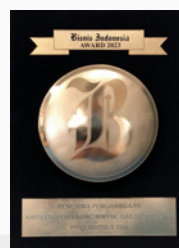


12 April 2023 / 12 April 2023

Penghargaan untuk kategori “Driving Sustainability through Harnessing the Power of Technology” di ajang the 10th SAP Innovation Awards 2023 yang diadakan oleh SAP.

Award for the “Driving Sustainability through Harnessing the Power of Technology” category at the 10th SAP Innovation Awards 2023 held by SAP.

Bisnis Indonesia Awards 2023



31 Mei 2023 / 31 May 2023

Penghargaan untuk kategori “Pendukung Minyak, Gas & Batubara” di ajang Bisnis Indonesia Awards 2023 yang diadakan oleh Bisnis Indonesia Group.

Award for the “Oil, Gas & Coal Support” category at the Bisnis Indonesia Awards 2023 held by Bisnis Indonesia Group.

Kinerja Perusahaan & Pengelolaan Lingkungan Hidup Company Performance & Environmental Management



5 Juni 2023 / 5 June 2023

Penghargaan HIJAU atas Program Penilaian Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup Tahun 2022–2023 untuk Petrosea Support Facilities dari Gubernur Kalimantan Timur.

GREEN Award for the Company Performance Rating Program in Environmental Management 2022 – 2023 for Petrosea Support Facilities from the Governor of East Kalimantan.

Pencapaian Nihil Kecelakaan Kerja Zero Accident



9 Juni 2023 / 9 June 2023

Penghargaan pencapaian nihil kecelakaan kerja (*zero accident*) untuk kantor pusat dengan 4.090.886 jam kerja *LTI Free*, Petrosea Support Facilities (PSF) dengan 6.573.584 jam kerja *LTI Free* dan proyek Kideco Jaya Agung dengan 37.372.949 jam kerja *LTI Free* dari Menteri Ketenagakerjaan Republik Indonesia.

Zero accident awards for the head office with 4,090,886 manhours LTI Free, Petrosea Support Facilities (PSF) with 6,573,584 manhours LTI Free and Kideco Jaya Agung project with 37,372,949 manhours LTI Free from the Minister of Manpower of the Republic of Indonesia.

Program Pencegahan & Penanggulangan HIV/AIDS HIV/AIDS Prevention & Countermeasure Program



Juni 2023 / June 2023

Piagam Program Pencegahan dan Penanggulangan HIV/AIDS dengan kategori “PLATINUM” untuk kantor pusat, Petrosea Support Facilities (PSF), proyek Kideco Jaya Agung dan proyek Kartika Selabumi Mining dari Menteri Ketenagakerjaan Republik Indonesia.

Awards for HIV/AIDS Prevention and Countermeasure Program in the “PLATINUM” category for the head office, Petrosea Support Facilities (PSF), Kideco Jaya Agung project and Kartika Selabumi Mining project from the Ministry of Manpower of the Republic of Indonesia.

Program Pencegahan & Penanggulangan COVID-19 COVID-19 Prevention & Countermeasure Program



Juni 2023 / June 2023

Piagam Program Pencegahan dan Penanggulangan COVID-19 dengan kategori "PLATINUM" untuk kantor pusat, Petrosea Support Facilities (PSF), proyek Kideco Jaya Agung dan proyek Kartika Selabumi Mining dari Menteri Ketenagakerjaan Republik Indonesia.

Awards for COVID-19 Prevention and Countermeasure Program in the "PLATINUM" category for the head office, Petrosea Support Facilities (PSF), Kideco Jaya Agung project and Kartika Selabumi Mining project from the Ministry of Manpower of the Republic of Indonesia.

HSE Indonesia Award 2023



16 Juni 2023 / 16 June 2023

Penghargaan untuk kategori "The Best HSE Director of the Year 2023 (Engineering Services)" pada ajang HSE Indonesia Award 2023 yang diadakan oleh HSE Magazine.

Award for the "The Best HSE Director of the Year 2023 (Engineering Services)" category at the HSE Indonesia Award 2023 held by HSE Magazine.

HSE Indonesia Award 2023



16 Juni 2023 / 16 June 2023

Penghargaan untuk kategori "The Best HSE Digital Transformation 2023 (Engineering Services)" pada ajang HSE Indonesia Award 2023 yang diadakan oleh HSE Magazine.

Award for the "The best HSE Digital Transformation 2023 (Engineering Services)" category at the HSE Indonesia Award 2023 held by HSE Magazine.

Transparansi Perhitungan Emisi Korporasi 2023 Transparency of Corporate Emissions Calculations 2023



27 Juni 2023 / 27 June 2023

Penghargaan "Transparansi Perhitungan Emisi Korporasi 2023" untuk kategori Gold Plus pada ajang Penghargaan Transparansi Emisi Korporasi 2023 yang diadakan oleh BeritaSatu Media Holdings, Majalah Investor dan Bumi Global Karbon Foundation.

"Transparency of Corporate Emissions Calculations 2023" in Gold Plus category at the Corporate Emission Transparency Awards 2023 held by BeritaSatu Media Holdings, Majalah Investor and Bumi Global Karbon Foundation.

HSE Indonesia Award 2023



16 Juni 2023 / 16 June 2023

Penghargaan untuk kategori "The Best Company Concerned HSE 2023 (Engineering Services)" pada ajang HSE Indonesia Award 2023 yang diadakan oleh HSE Magazine.

Award for the "The Best Company Concerned HSE 2023 (Engineering Services)" category at the HSE Indonesia Award 2023 held by HSE Magazine.

14th IICD Corporate Governance Award 2022



18 September 2023 / 18 September 2023

Penghargaan untuk "Best Responsibility of the Board" dan masuk ke dalam kategori "Top 50 Mid Capitalization Public Listed Company" di ajang 14th IICD Corporate Governance Award 2023 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 14th IICD Corporate Governance Award 2023 held by the Indonesian Institute for Corporate Directorship (IICD).

Penghargaan "UTAMA" dan "PRATAMA" "UTAMA" and "PRATAMA" Awards



29 September 2023 / 29 September 2023

Penghargaan kategori "UTAMA" untuk proyek Kideco Jaya Agung dan kategori "PRATAMA" untuk proyek Freeport atas prestasinya dalam pengelolaan standardisasi dan usaha jasa pertambangan mineral dan batubara untuk pemegang Izin Usaha Jasa Pertambangan periode penilaian tahun 2022 dari Menteri ESDM Republik Indonesia.

Award in "UTAMA" category for Kideco Jaya Agung project and "PRATAMA" category for Freeport project for its achievement in the management of standardization and mineral and coal mining services business for Mining Services Business License holders for 2023 assessment period from the Minister of ESDM of the Republic of Indonesia.

Indonesia Safety Excellence Award (ISEA) 2023



11 Oktober 2023 / 11 October 2023

Penghargaan untuk kategori "The Best Safety Education Program", "The Best Green Company", "The Best for Digital Safety Effort" dan "The Best Leadership on Safety Culture" di ajang Indonesia Safety Excellence Award (ISEA) 2023 yang diadakan oleh First Indonesia Magazine.

Awards for "The Best Safety Education Program", "The Best Green Company", "The Best for Digital Safety Effort" and "The Best Leadership on Safety Culture" categories at the Indonesia Safety Excellence Award (ISEA) 2022 held by First Indonesia Magazine.

Tricentis APAC Innovation Awards 2023



12 Oktober 2023 / 12 October 2023

Penghargaan untuk kategori "Transformation Award" di ajang Tricentis APAC Innovation Awards 2023 yang diadakan oleh Tricentis.

Award for the "Transformation Award" category at the Tricentis APAC Innovation Awards 2023 held by Tricentis.

IDES Awards 2023



11 Oktober 2023 / 11 October 2023

Penghargaan untuk kategori "Predicate Excellent for Its Outstanding Digital Innovation" pada ajang Indonesia Digital Ecosystem Summit Conference and Awarding 2023 yang diadakan oleh PT Miota International Teknologi, SWA Group dan Mastel Magazine.

Award for the "Predicate Excellent for Its Outstanding Digital Innovation" Category at the Indonesia Digital Ecosystem Summit Conference and Awarding 2023 held by PT Miota International Teknologi, SWA Group and Mastel.

ESG Disclosure Transparency Awards 2023



29 November 2023 / 29 November 2023

Penghargaan untuk kategori "Management BBB" pada ajang Penghargaan ESG Disclosure Transparency 2023 yang diadakan oleh Bumi Global Karbon Foundation dan Redaksi Investortrust.id.

Award for the "Management BBB" Category at the ESG Disclosure Transparency Award 2023 held by Bumi Global Karbon Foundation and Investortrust.id Editorial.

Top Good Corporate Governance 2023



15 Desember 2023 / 15 December 2023

Penghargaan Top Good Corporate Governance untuk sektor Oil & Gas and Coal Equipment & Services dari The Iconomics.

Top Good Corporate Governance award for the Oil & Gas and Coal Equipment & Services sector from The Iconomics

Best Corporate Secretary 2023



15 Desember 2023 / 15 December 2023

Penghargaan untuk Best Corporate Secretary untuk sektor Oil & Gas and Coal Equipment & Services dari The Iconomics.

Top Good Corporate Governance award for the Oil & Gas and Coal Equipment & Services sector from The Iconomics

Sertifikasi
Certifications

Lloyd’s Register Indonesia



26 March 2021 – 25 March 2024

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

Kementerian Ketenagakerjaan Republik Indonesia
Ministry of Manpower Republic of Indonesia



13 May 2022 – 13 May 2025

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

ASRInternasional Indonesia Certification Body (ASRICERT)



5 December 2022 – 5 December 2025

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

Kementerian Ketenagakerjaan Republik Indonesia
Ministry of Manpower Republic of Indonesia



12 January 2023 – 12 January 2026

Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) – Proyek KJA
Occupational Health & Safety Management System (SMK3) – KJA Project

TÜV SÜD PSB Pte Ltd



8 February 2023 – 7 February 2026

ISO 55001:2014 Sistem Manajemen Aset – PSF & proyek KJA
ISO 55001:2014 for Asset Management System – PSF & KJA project

Kementerian Ketenagakerjaan Republik Indonesia
Ministry of Manpower Republic of Indonesia



9 June 2023 – 9 June 2026

Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) – Korporat
Occupational Health & Safety Management System (SMK3) – Corporate

Lloyd’s Register Indonesia



31 December 2023 – 30 December 2026

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



01

Tentang Laporan Keberlanjutan About This Sustainability Report

Laporan Keberlanjutan 2023 PT Petrosea Tbk mencakup informasi kinerja aspek lingkungan, sosial, tata kelola dan ekonomi pada periode tahun 2023.

The 2023 Sustainability Report of PT Petrosea Tbk covers information on the environmental, social, governance and economic aspects performance during the period of 2023.



Penentuan sembilan topik material Laporan Keberlanjutan 2023 dilakukan melalui Focus Group Discussion (FGD) yang melibatkan seluruh divisi internal dan pemangku kepentingan eksternal.

The determination of nine material topics for the 2023 Sustainability Report was done through a Focus Group Discussion (FGD) that involved all internal divisions and external stakeholders.



Petrosea mendukung pencapaian sembilan SDGs yang selaras dengan sembilan topik material.

Petrosea supports the achievements of nine SDGs that are on line with the nine material topics.

Sekilas Laporan Keberlanjutan [2-2, 2-3, 2-4, 2-5] Sustainability Report Overview

Laporan Keberlanjutan diterbitkan setiap tahun. Laporan tahun 2023 diterbitkan pada bulan April 2024 untuk periode pelaporan 1 Januari hingga 31 Desember 2023.

Penyusunan laporan ini dilakukan dengan mengacu pada:

The Sustainability Report is published annually. The 2023 report was published in April 2024 for the reporting period of 1 January until 31 December 2023.

The development of this report was based on:

01

Peraturan Otoritas Jasa Keuangan (POJK) No. 51/ POJK.03/2017
Regulation of the Financial Services Authority (POJK) No. 51/POJK.03/2017



02

Standar Global Reporting Initiative (GRI) 2021 dengan opsi in accordance dengan Standar GRI
Global Reporting Initiative (GRI) Standards 2021 with the option of in accordance with GRI Standards



Terdapat penyesuaian kembali topik material pada periode pelaporan berdasarkan hasil diskusi pihak internal Perusahaan dengan pemangku kepentingan eksternal.

Terdapat penyajian kembali data dari Laporan Keberlanjutan tahun sebelumnya dikarenakan perubahan metode perhitungan, yaitu konsumsi dan selisih konsumsi air, total jam pelatihan karyawan, intensitas pemakaian energi dibandingkan pendapatan, pengambilan air berdasarkan sumber, jumlah karyawan baru yang direkrut berdasarkan wilayah, program pelatihan karyawan, total jam kerja nihil kecelakaan kerja, serta insiden kecelakaan kerja. Informasi yang disajikan pada laporan ini mencakup lingkup Petrosea, tidak termasuk anak perusahaan dan lainnya.

Informasi yang disajikan dalam laporan ini telah diverifikasi (*assured*) oleh pihak independen SR Asia Indonesia pada bulan Maret 2024. Pemilihan SR Asia Indonesia sebagai *assuror* telah disetujui oleh Direksi dan ditentukan melalui pengadaan barang dan jasa di Petrosea. Tidak terdapat benturan kepentingan dalam pemilihan dan pelaksanaan proses verifikasi. Seluruh informasi yang disajikan dalam laporan ini telah mendapatkan persetujuan manajemen Perusahaan.

There are restatements of material topics during the reporting period based on a discussion between the Company's internal parties and external stakeholders.

There are restatements of data from the previous year's Sustainability Report due to changes of calculation methods, including water consumption and water consumption difference, number of employee training hours, energy intensity usage compared to revenue, water usage based on source, number of new employees recruited based on area, employee training programs, total manhours LTI Free, as well as workplace incidents. Information presented in this report covers Petrosea, excluding its subsidiaries and others.

The information presented in this report has been verified (*assured*) by SR Asia Indonesia as an independent party in March 2024. The selection of SR Asia Indonesia as the *assuror* was approved by the Board of Directors and determined through the procurement of goods and services at Petrosea. No conflicts of interests were indicated in the selection and implementation of verification. All information presented in this report has been approved by the Company's management.



Proses Penentuan Topik Material ^[3-1] Material Topics Determination Process

Penentuan topik material dilakukan melalui *Focus Group Discussion* (FGD) yang dilaksanakan pada 24 Oktober 2023 dan dihadiri oleh seluruh divisi internal dan pemangku kepentingan eksternal terkait.

Topik material ditentukan berdasarkan analisis signifikansi dampak, risiko, dan peluang yang bersifat aktual dan potensial terkait keberlanjutan di Petrosea.

The material topics were determined through a Focus Group Discussion (FGD) on 24 October 2023 and was attended by all related internal divisions and external stakeholders.

The material topics were decided based on the analysis of impacts, risks, and opportunities of significance which are real in nature and bear potential in regards to sustainability in Petrosea.



Identifikasi Para Pemangku Kepentingan Identification of Stakeholders

Petrosea melibatkan pemangku kepentingan yang terdiri dari pemegang saham, pemerintah, karyawan, pelanggan, mitra usaha, pemasok, dan Masyarakat dalam menentukan topik material.

Petrosea involved its stakeholders, including shareholders, government, employees, customers, business partners, and community involved in determining the material topics.



Identifikasi Isu Signifikan Terkait Keberlanjutan Identification of Significant Issues Related to Sustainability

Proses identifikasi isu dilakukan dengan mempertimbangkan topik-topik kunci yang terdapat pada GRI: Universal Standard & Topic Standard dan dilanjutkan dengan FGD yang melibatkan ahli untuk memetakan isu-isu signifikan aktual dan potensial yang menjadi perhatian pemangku kepentingan.

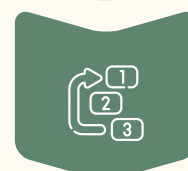
The process of identifying issues was carried out by considering key topics of GRI: Universal Standard & Topic Standard and followed by an FGD that involved experts to map actual and potential significant issues that concerned stakeholders.



Penentuan Topik Prioritas Determination of Priority Topics

Isu-isu signifikan yang telah diidentifikasi dikelompokkan dan disusun berdasarkan tingkat prioritasnya. Proses ini dilakukan melalui analisis dampak, risiko, serta peluang pada aspek lingkungan, sosial, dan tata kelola.

The significant issues that were identified were grouped and compiled based on their priority levels. This process was done by analyzing impacts, risks, and opportunities against the environmental, social and governance aspects.



Hubungan Topik Material terhadap SDGs Relationship Between Material Topics and SDGs

Petrosea melakukan analisis terhadap topik material yang telah ditentukan untuk mendukung pencapaian SDGs.

Petrosea carried out an analysis of the determined material topics to support the achievement of SDGs.

Topik Material & Dukungan Terhadap SDGs

Material Topics & Supporting SDGs

Berdasarkan FGD dan analisis yang dilakukan, Petrosea menetapkan sembilan topik material yang berpengaruh signifikan pada kinerja lingkungan, sosial, dan tata kelola bagi pemangku kepentingan internal dan eksternal dengan memperhatikan dampak positif dan negatif, aktual dan potensial.

Based on the FGD and analysis conducted, Petrosea selected nine material topics with significant influence to the performance of environment, social, and governance for internal and external stakeholders by focusing on the positive and negative impacts, whether actual or potential.

Topik Material Material Topics	Topik / Isu Topics / Issues
 Melindungi Keselamatan & Kesehatan Karyawan Protecting Employee Health & Safety	Jaminan keselamatan & kesehatan kerja bagi seluruh karyawan / Occupational health & safety guarantee for all employees  
 Menghadapi Perubahan Iklim Facing Climate Change	• Efisiensi penggunaan energi / Energy efficiency • Pengendalian dan reduksi emisi GRK dari aktivitas Perusahaan / Controlling and reducing GHG emissions from the Company's activities • Efisiensi konsumsi air / Efficiency in water use • Pengelolaan dan pemanfaatan kembali air limbah / Management and reuse of effluent   
 Masyarakat Lokal Local Community	Pemberdayaan dan pengembangan keahlian masyarakat lokal / Empowering and nurturing local community skills 
 Sumber Daya Manusia yang Ahli dan Sejahtera Skilled and Prosperous Human Capital	• Pengembangan kapabilitas karyawan / Employee capability development • Digitalisasi manajemen sumber daya manusia / Digitalization of human capital management 

Topik Material Material Topics	Topik / Isu Topics / Issues
 Manajemen Rantai Pasok Supply Chain Management	Praktik pengadaan yang bertanggung jawab dengan mempertimbangkan aspek lingkungan, sosial, dan tata kelola seluruh pemasok / Responsible procurement practices by considering the environmental, social, and governance aspects of all suppliers  
 Teknologi dan Inovasi Technology and Innovation	Transformasi digital proses bisnis Perusahaan / Digital transformation of Company business processes 
 Mengukuhkan Inkulisivitas Strengthening Inclusiveness	Memberikan kesempatan yang setara bagi seluruh karyawan / Providing equal opportunities for all employees 
 Tata Kelola Terintegrasi Integrated Governance	• Manajemen risiko terkait ESG / ESG-related risk management • Kepatuhan pada ketentuan hukum dan regulasi yang berlaku / Complying with the provisions of prevailing laws and regulations • Antikorupsi dan anti penyuapan / Anti-corruption and anti-bribery 
 Manajemen Limbah Waste Management	• Minimalisasi dampak lingkungan / Minimization of environmental impact • Daur ulang limbah / Waste recycling 

Manajemen Topik Material

Material Topics Management

[2-12, 2-23, 3-3]

Pada tahun 2023, Petrosea menerbitkan Kebijakan Keberlanjutan (PTP-CST-POL-G-0001) yang meneguhkan komitmen Perusahaan dalam mengintegrasikan keberlanjutan dalam seluruh kegiatan operasional dengan mempertimbangkan faktor ESG guna berkontribusi terhadap SDGs. Kebijakan Keberlanjutan ini juga menjadi bentuk komitmen Perusahaan terhadap keberlanjutan dan dijalankan secara bersama-sama dengan kebijakan terkait ESG yang telah ada sebelumnya.

In 2023, Petrosea established a Sustainability Policy (PTP-CST-POL-G-0001) which cements the Company's commitment in integrating sustainability into all operational activities by considering the factors of ESG while contributing to SDGs. This Sustainability Policy is also a manifestation of the Company's commitment towards sustainability and it is implemented concurrently with existing ESG-related policies.

3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION	Melindungi Keselamatan & Kesehatan Karyawan Protecting Employee Health & Safety
Kebijakan Policies	- Kebijakan Keselamatan, Kesehatan Kerja & Lingkungan PTP-SHE-POL-G-0001 / Policy on Safety, Occupational Health, & Environment PTP-SHE-POL-G-0001 - Kebijakan Pencegahan dan Penanggulangan HIV AIDS PTP-SHE-POL-G-0002 / Policy on HIV AIDS Prevention and Control PTP-SHE-POL-G-0002 - Kebijakan Mengenai Kesiapan Melaksanakan Pekerjaan PTP-SHE-POL-G-0003 / Policy on Work Performance Readiness PTP-SHE-POL-G-0003 - Kebijakan Manajemen Risiko PTP-RISK-POL-G-0001 / Policy on Risk Management PTP-RISK-POL-G-0001
Pengelolaan Management	Petrosea senantiasa berupaya untuk menjaga efektivitas Keselamatan, Kesehatan Kerja & Lingkungan (K3L) di lingkungan operasional Perusahaan yang bertujuan untuk mencapai Target Zero (<i>zero harm to people, community and the environment</i>). Kinerja K3L yang efektif memungkinkan terciptanya lingkungan kerja yang aman dan nyaman sehingga dapat menunjang produktivitas seluruh karyawan. Petrosea continues its efforts in maintaining the effectiveness of Safety, Health & Environment (SHE) in the Company's operational locations in order to achieve Target Zero (<i>zero harm to people, community, and the environment</i>). An effective OHS performance makes a safe and decent workplace possible and therefore supports the productivity of all employees.
Evaluasi Evaluation	Pengelolaan K3L merupakan tanggung jawab <i>top management</i> dan seluruh karyawan Petrosea. Tanggung jawab tersebut dituangkan pada proses pencapaian target pengelolaan K3L yang merupakan bagian dari <i>Objective Key Result</i> (OKR) dari level perusahaan, departemen, hingga individu. Evaluasi kinerja K3L dilaksanakan secara berkala oleh <i>top management</i> setiap bulannya, dan pelaksanaan <i>management review</i> yang dilakukan setiap tahun. Hasil evaluasi tahun 2023 memperlihatkan Petrosea mampu mempertahankan Sistem Manajemen ISO 45001, ISO 14001 dan Sistem Manajemen K3 berdasarkan PP No. 50 Tahun 2012 serta tidak adanya kecelakaan kerja dan penyakit akibat kerja yang bersifat <i>major</i>. OHSE management is the responsibility of Petrosea's top management and employees. This is elucidated in the process of accomplishing OHSE management targets, which are a part of Objective Key Result (OKR) from corporate, department, and to individual level of OKR. The OHSE performance evaluation is conducted monthly by the top management, and annually for the management review. The 2023 evaluation results show that Petrosea was able to preserve ISO 45001, ISO 14001 Management System and OHS Management System based on PP No. 50 of 2012 decrease in occupational accidents compared to the previous year, and no occupational accidents and illnesses due to major work.

6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	Menghadapi Perubahan Iklim Facing Climate Change Manajemen Limbah Waste Management
Kebijakan Policies	- Kebijakan Keberlanjutan PTP-CST-POL-G-0001 / Sustainability Policy PTP-CST-POL-G-0001 - Kebijakan Energi PTP-SHE-POL-G-0004 / Policy on Energy PTP-SHE-MN-G-0004 - Panduan Manajemen Energi PTP-SHE-MN-G-0003 / Guidelines on Energy Management PTP-SHE-MN-G-0003 - Panduan Pengelolaan Lingkungan PTP-SHE-MN-G-0002 / Guidelines on Environmental Management PTP-SHE-MN-G-0002 - 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 - Pengelolaan Limbah PTP-SHE-PR-G-0021 / Waste Management PTP-SHE-PR-G-0021 - Seluruh regulasi yang berlaku terkait pengelolaan energi, emisi, air, dan limbah / All applicable regulations regarding energy, emissions, water and waste management
Pengelolaan Management	Perusahaan terus berupaya untuk menjaga kelestarian lingkungan dan meminimalkan dampak yang ditimbulkan untuk mencapai Target Zero melalui serangkaian aktivitas efisiensi energi, reduksi emisi, pemakaian air secara bijak, daur ulang limbah untuk merawat lingkungan, serta mengatasi dan memitigasi dampak perubahan iklim. Secara proaktif, Perusahaan mendorong pemanfaatan teknologi demi mendukung aksi iklim melalui digitalisasi, pemanfaatan mesin pengolah limbah organik dan pengembangan purwarupa kendaraan listrik melalui metode <i>retrofitting</i>. Petrosea juga telah memiliki pedoman lingkungan yang dilaporkan pelaksanaannya disampaikan kepada pemangku kepentingan setiap tahunnya. The company continues to strive to preserve the environment and minimize impacts to achieve Target Zero through a series of energy efficiency activities, reducing emissions, using water wisely, recycling waste to care for the environment, as well as overcoming and mitigating the impacts of climate change. Proactively, the Company encourages the use of technology to support climate action through digitalization, the use of organic waste processing machines and the development of electric vehicle prototypes through the retrofitting method. Petrosea also has environmental guidelines whose implementation reports are submitted to stakeholders every year.
Evaluasi Evaluation	Berdasarkan hasil evaluasi tahun 2023, tidak ditemukan terjadinya pelanggaran dalam pengelolaan lingkungan hidup maupun pelanggaran terkait isu-isu lingkungan di Petrosea. Hasil evaluasi ini didasari dari bukti tidak adanya teguran terkait lingkungan secara langsung maupun tidak langsung terhadap aktivitas bisnis atau operasional Petrosea. Hasil audit eksternal yang dilakukan oleh Lloyd Register Indonesia juga tidak ditemukan adanya <i>Major Non-Conformity</i> (<i>No Major NCR</i>). Perusahaan terus meningkatkan kesiapan dalam pengelolaan risiko terhadap perubahan iklim serta peningkatan pengelolaan faktor ESG salah satunya dengan evaluasi oleh pihak independen melalui proses <i>ESG Rating</i> dengan metode <i>private</i> yang dilakukan di tahun 2023 hingga 2024 di mana hasilnya akan digunakan untuk meningkatkan kinerja pengelolaan ESG termasuk penguatan manajemen risiko terhadap perubahan iklim yang dihadapi perusahaan. Based on the results of the 2023 evaluation, no violations were found in environmental management or violations related to environmental issues at Petrosea. The results of this evaluation are based on evidence that there were no environmental warnings directly or indirectly related to Petrosea's business activities or operations. The results of the external audit conducted by Lloyd Register Indonesia also found no Major Non-Conformity (No Major NCR). The company continues to increase its readiness in managing risks regarding climate change as well as improving the management of ESG factors, one of which is by evaluating it by an independent party through the ESG Rating process using a private method which will be carried out in 2023 to 2024 where the results will be used to improve ESG management performance including strengthening risk management for climate change facing companies.

	Masyarakat Lokal Local Community
Kebijakan Policies	CSR Management Plan Petrosea tahun 2023 / Petrosea's CSR Management Plan for 2023.
Pengelolaan Management	Petrosea menyadari bahwa aktivitas operasional Perusahaan memiliki dampak positif dan negatif terhadap lingkungan dan masyarakat sekitar, baik secara langsung maupun tidak langsung. Oleh karena itu, Petrosea mengelola dampak tersebut dengan membina hubungan baik dan kolaboratif dengan masyarakat melalui berbagai program CSR yang dilaksanakan sesuai dengan kebutuhan masyarakat sekitar wilayah operasional. Petrosea is aware that the Company's operational activities have positive and negative impacts on the surrounding communities and environments, both directly and indirectly. Therefore, Petrosea manages these impacts by maintaining good and collaborative relationships with communities through various CSR programs that are implemented according to the requirements of communities around its operational areas.
Evaluasi Evaluation	Pengelolaan program CSR merupakan tanggung jawab tim CSR Petrosea. Pelaksanaan <i>Monitoring Evaluation</i> dilakukan secara rutin setiap tahun berjalan untuk memastikan bahwa seluruh program berjalan sesuai dengan target yang diharapkan, berdampak secara luas dan berkelanjutan, serta memantau izin sosial telah mengarah pada tingkat yang diinginkan, yaitu terbangun kepercayaan dari masyarakat terhadap Perusahaan. Pada tahun 2023 indeks kepuasan masyarakat terhadap penyelenggaraan program CSR adalah baik (3,21) dan berdasarkan hasil <i>assurance</i>, terdapat peningkatan <i>social license to operate</i> (SLOI) dari 56,09 menjadi 68,00 yang artinya ada perubahan sikap penerimaan masyarakat terhadap Perusahaan dari tingkat <i>credibility boundary</i> ke tingkat <i>approval</i>. Managing CSR programs is the responsibility of Petrosea's CSR team. Monitoring Evaluation is carried out routinely each year to ensure that the all programs are conducted according to the expected targets, have a broad and sustainable impact, as well as monitoring the social license is moving towards the desired level, namely building the public's trust in the Company. In 2023, the community satisfaction index for the implementation of CSR programs was good (3.21), and Based on the assurance results, the social license to operate (SLOI) showed an increase from 56.09 to 68.00, which means there was a change in the community's acceptance towards the Company, from the credibility boundary to the approval stage.

 	Sumber Daya Manusia yang Ahli dan Sejahtera Skilled and Prosperous Human Capital Mengukuhkan Inklusivitas Strengthening Inclusiveness
Kebijakan Policies	- Prosedur Komitmen dan Proses Penanganan Keluhan Hak Asasi Manusia (HAM) / Procedure of Commitment and Process for Complaints Regarding Human Rights - Prosedur Penyampaian Keluhan Karyawan (<i>Grievance Mechanism</i>) / Procedure for Submission of Employee Complaints (Grievance Mechanism) - 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
Pengelolaan Management	Petrosea menyadari pentingnya mengelola sumber daya manusia untuk menciptakan karyawan yang berkompentensi, serta lingkungan kerja yang inklusif. Kualitas sumber daya manusia merupakan salah satu aspek penting untuk meningkatkan daya saing Perusahaan, baik saat ini maupun pada masa yang akan datang. Serangkaian program pengembangan kompetensi karyawan dilaksanakan secara rutin untuk mengembangkan kemampuan, pembentukan karakter dan kepemimpinan, keterampilan digital, serta kemampuan analisis tanpa adanya diskriminasi dalam bentuk apapun. Petrosea realizes the importance of managing its human capital in order to create competent human capital as well as an inclusive working environment. The quality of its human capital is an important aspect to increase the Company's competitiveness, both current and in the future. Various employee competency development programs are conducted regularly to develop capabilities, shape characters and leadership, digital capabilities, as well as analytical abilities without any form of discrimination.
Evaluasi Evaluation	Pengelolaan sumber daya manusia merupakan tanggung jawab divisi Human Capital & General Services (HCGA). Evaluasi kinerja seluruh karyawan dilakukan dua kali dalam setahun melalui evaluasi kinerja tengah tahun dan evaluasi kinerja akhir tahun. Human capital management is the responsibility of the Human Capital & General Services (HCGA) division. The employee performance evaluation is conducted twice a year through the mid-year evaluation and end-of-year performance evaluation.

 	Teknologi dan Inovasi Technology and Innovation Manajemen Rantai Pasok Supply Chain Management
Kebijakan Policies	- Kebijakan terkait keamanan data / Policy related to cybersecurity - Kebijakan pemilihan mitra / pemasok PTP-SCC-PR-G-0001 / Policy on partners / suppliers selection PTP-SCC-PR-G-0001
Pengelolaan Management	Adopsi teknologi digital dan inovasi serta manajemen rantai pasok merupakan aspek penting yang perlu dikelola untuk menjaga keberlangsungan usaha Perusahaan di masa yang akan datang. Petrosea memberikan atensi khusus terhadap pengelolaan aspek ini karena dapat berdampak langsung terhadap business process yang berpedoman pada prinsip-prinsip <i>responsible mining</i>, <i>operational excellence</i> dan <i>social responsibility</i>. Digital technology adoption and innovation, as well as supply chain management are important aspects that need to be managed in order to maintain the Company's business sustainability in the future. Petrosea pays special attention towards managing these aspects as they directly impact business processes which are guided by the principles of responsible mining, operational excellence and social responsibility.
Evaluasi Evaluation	Pengelolaan teknologi dan inovasi digital menjadi tanggung jawab divisi Transformation Office dan Digital Center of Excellence (DCOE). Evaluasi dilakukan melalui pemantauan OKR secara bulanan dan triwulanan. Hasil evaluasi tahun 2023 menunjukkan kemajuan digitalisasi yang signifikan di lini bisnis EPC menyusul kesuksesan lini bisnis Kontrak Pertambangan. Beberapa inovasi digitalisasi diluncurkan EPC tahun 2023, termasuk <i>Tactical Operational Room</i> (TAC Room), serta <i>Digital Twin</i> dan <i>Construction Management</i>. Selain itu, Petrosea juga mengembangkan <i>digital backbone</i> dengan melakukan migrasi dari <i>on-premise</i> ke <i>cloud</i>, memperkuat lingkungan analisis big data, meningkatkan <i>awareness</i> terkait <i>cybersecurity</i>, serta melakukan migrasi ke SAP S/4HANA. Sedangkan manajemen rantai pasok merupakan tanggung jawab divisi SCM yang dilaksanakan melalui <i>Vendor Performance Evaluation</i> (VPE), di mana hasil evaluasi tahun 2023 menunjukan bahwa seluruh pemasok bersifat andal dan terpercaya, serta dapat mematuhi kriteria lingkungan dan sosial yang diberlakukan. Digital technology and innovation management is the responsibilities of the Transformation Office and Digital Center of Excellence (DCOE) division. The evaluation is performed through monthly and quarterly OKR monitoring. The results of the 2023 evaluation showed significant digitalization progress in the EPC business line following the success of the Contract Mining business line. Several digital innovations were launched by EPC in 2023, including the Tactical Operational Room (TAC Room), as well as Digital Twin and Construction Management. In addition, Petrosea also developed its digital backbone by migrating from on-premise to cloud, strengthened its big data analytics environment, increased awareness on cybersecurity, as well as migrated to SAP S/4HANA. Meanwhile, supply chain management is the responsibility of the SCM division which is conducted through the Vendor Performance Evaluation (VPE), with the 2023 evaluation results showing that all suppliers were reliable and trustworthy and were able to comply with prevailing environmental and social criteria.

	Tata Kelola Terintegrasi Integrated Governance
Kebijakan Policies	- Panduan Berperilaku / Code of Conduct - Kebijakan Anti-Penyuapan / Anti-Bribery Policy
Pengelolaan Management	Tata kelola merupakan fondasi untuk mendukung pencapaian kinerja Perusahaan, serta menciptakan <i>competitive advantage</i> Perusahaan. Oleh karena itu, Petrosea memastikan bahwa aktivitas usaha Perusahaan senantiasa mengedepankan tata kelola perusahaan yang baik (GCG) serta menjunjung tinggi perilaku beretika. Petrosea tidak memberikan toleransi terhadap segala bentuk korupsi dan penyuapan. Selain itu, Petrosea juga melakukan segala tindakan tegas, serta patuh dengan pedoman ISO 37001:2016 untuk Sistem Manajemen Anti Penyuapan, serta hukum yang berlaku terkait penindakan kasus penyuapan, korupsi, kolusi dan nepotisme. Governance is the foundation to support the achievement of Company performance, as well as create competitive advantage for the Company. Therefore, Petrosea ensures that the Company's business activities continue to prioritize good corporate governance (GCG) and uphold ethical behavior. The Company does not tolerate any form of corruption and bribery. In addition, Petrosea also carries out strict actions, as well as complies with ISO 37001:2016 for Anti-Bribery Management System, as well as prevailing laws related to prosecuting bribery, corruption, collusion and nepotism cases.
Evaluasi Evaluation	Divisi Business Ethics & Integrity bertanggung jawab atas pengelolaan inisiatif anti penyuapan, antikorupsi, dan sistem pelaporan pelanggaran. Di samping itu, terdapat Dewan Etik untuk memastikan penerapan <i>Code of Conduct</i> melalui analisis terhadap laporan pada <i>Whistleblowing System</i> (WBS). Dilakukan setiap 3 bulan sekali oleh <i>Audit, Risk & Compliance Committee</i> dan <i>Top Management</i> melalui <i>ARC Committee Quarterly Meeting</i>. The Business Ethics & Integrity division is responsible for the management of anti-bribery, anti-corruption, and violation reporting systems. In addition, an Ethics Committee has also been established to ensure the implementation of Code of Conduct by analyzing reports from the Whistleblowing System (WBS). Conducted every 3 months by the Audit, Risk & Compliance Committee and Top Management through the ARC Committee Quarterly Meeting.

Kontak terkait Pelaporan ^[2-3]
Reporting Contact



Untuk Informasi lebih lanjut mengenai laporan ini, serta pemberian masukan, saran dan lainnya dapat menghubungi:

For further information regarding this report, as well as to provide input, suggestions and others, please contact:

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Tanggapan atas Umpan Balik
Feedback Follow-up

Petrosea menerima masukan dari pemangku kepentingan atas Laporan Keberlanjutan 2022. Masukan tersebut di antaranya terkait pengungkapan upaya dan pencapaian efisiensi energi, jumlah penggunaan energi di luar Perusahaan (scope 3), serta kelengkapan informasi manajemen sumber daya manusia. Sebagai respons dari masukan ini, Petrosea menyertakan tambahan informasi tersebut pada Laporan Keberlanjutan tahun 2023.

Petrosea received feedback from stakeholders regarding its 2022 Sustainability Report. The feedback included disclosure of efforts and achievements related to energy efficiency, total energy use outside the Company (scope 3), as well as the completeness of information on human capital management. As a response to this feedback, Petrosea has added this additional information to its 2023 Sustainability Report.





02

Pengelolaan Lingkungan Hidup

Environmental Management

Petrosea menjalankan Identifikasi Aspek dan Dampak Lingkungan Hidup (IADL) sebagai bagian dari proses mitigasi untuk menghindari terjadinya potensi kerusakan lingkungan, serta menerapkan ISO 14001:2015 Sistem Manajemen Lingkungan sebagai bentuk kepatuhan terhadap peraturan yang berlaku.

Petrosea carries out Environmental Impacts and Aspects Identification (IADL) as part of the mitigation process to avoid potential environmental damage, as well as implements the ISO 14001:2015 Environmental Management System as a form of it compliance towards prevailing regulations.



Biodiesel B35 telah digunakan sebagai bahan bakar untuk mendukung seluruh (100%) kegiatan operasional Perusahaan.

Biodiesel B35 has been used as fuel to support all (100%) Company operational activities.



Perusahaan menggunakan 84% air daur ulang yang bukan berasal dari sumber baku.

The Company uses 84% recycled water which does not come from freshwater sources.



Pemanfaatan 32% limbah B3 dan non-B3

32% utilization of B3 and non-B3 waste

Sistem Manajemen Lingkungan Environmental Management System

Petrosea memiliki 18 standar lingkungan terkait manajemen energi hingga pengelolaan limbah, di mana hasil pelaksanaannya dilaporkan setiap tahun kepada para pemangku kepentingan.

Selain itu, Petrosea menerapkan sertifikasi ISO 14001:2015 untuk Sistem Manajemen Lingkungan, di mana penerapannya telah diverifikasi oleh pihak auditor independen, yaitu LRQA Indonesia.

Petrosea has 18 environmental standards pertaining to energy management to waste management, in which the results of their implementation are reported to stakeholders annually.

Furthermore, Petrosea implements ISO 14001:2015 certification for Environmental Management System, with its implementation verified by an independent auditor, LRQA Indonesia.

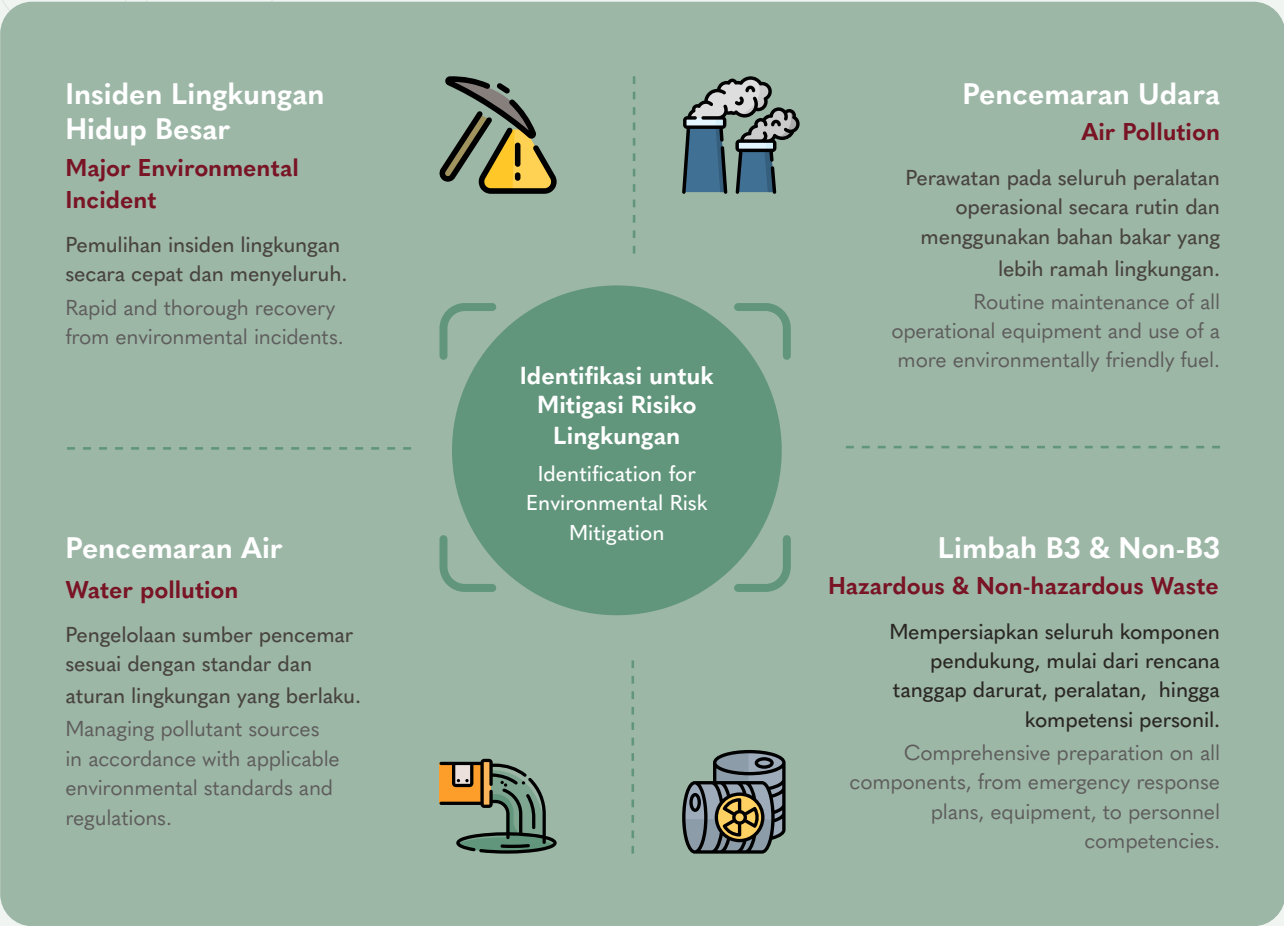
No	Nama / Name	Standar Pengawasan Lingkungan / Environmental Monitoring Standards
1	PTP-SHE-MN-G-0002	Panduan Pengelolaan Lingkungan Environmental Monitoring Standard
2	PTP-SHE-MN-G-0003	Panduan Manajemen Energi Energy Management Manual
3	PTP-SHE-STD-G-0014	Standar Pengelolaan Limbah Waste Treatment 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-PR-G-0021	Pengelolaan Limbah Waste Management
15	PTP-SHE-PR-G-0071	Penilaian Evaluasi Kinerja Lingkungan Environmental Performance Evaluation
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-0023	Dokumentasi Limbah B3 Hazardous Waste Documentation
18	PTP-SHE-WI-G-3001	Praktik Lingkungan Perkantoran Office Environment Practices

Identifikasi & Mitigasi Risiko Lingkungan [304-2]

Identification & Mitigation of Environmental Risk

Petrosea berupaya meminimalkan dampak negatif yang timbul dari pencemaran udara, air, tanah dan timbunan limbah B3, serta memitigasi risiko lingkungan.

Petrosea strives for minimizing negative impacts arising from air, water pollution, soil contamination, and generated hazardous waste, as well as mitigating environmental risks.





Kepatuhan & Mekanisme Pengaduan Pengelolaan Lingkungan ^[2-27] Compliance & Environmental Management Complaint Mechanism

Petrosea memiliki mekanisme pengaduan bagi seluruh pemangku kepentingan melalui *Grievance Management System*. Pengaduan di terima melalui beberapa kanal seperti kotak saran, yang kemudian akan disampaikan ke dalam *logbook*. Masyarakat bisa memilih mode anonim atau menyampaikan data diri. Selanjutnya, diperlukan verifikasi untuk memproses pengaduan. Apabila pengaduan dinilai layak/*eligible*, maka Perusahaan akan mengambil langkah investigasi dan penyelesaian pengaduan.

Hingga akhir tahun 2023, Perusahaan tidak pernah menerima pengaduan masyarakat terkait pengelolaan lingkungan.

Petrosea has established a complaint mechanism for all stakeholders through the Grievance Management System. Complaints are received through several channels such as the suggestion box, which will then be submitted to the logbook. People can choose anonymous mode or submit personal data. Next, verification is required to process complaints. If the complaint is deemed appropriate/*eligible*, the Company will take steps to investigate and resolve the complaint.

As of the end of 2023, the Company did not receive any community complaints regarding environmental management.

Menghadapi Perubahan Iklim Facing Climate Change

Penggunaan teknologi digital dan penerapan *good mining practices* telah menjadi bagian dari strategi Petrosea dalam meningkatkan efisiensi penggunaan bahan bakar untuk mengurangi emisi karbon yang karbon yang dapat menyebabkan dampak negatif terhadap perubahan iklim.

The use of digital technology and the implementation of good mining practices have become part of the Company's strategy to increase fuel efficiency in order to reduce carbon emissions that may cause negative impacts towards climate change.

Program & Capaian Pengurangan Emisi ^[302-5, 305-5] Emissions Reduction Programs & Achievements

Untuk mengurangi emisi GRK, Perusahaan melaksanakan berbagai upaya, diantaranya:

- Bahan Bakar**
Penggunaan bahan bakar *biodiesel* B35 dan pemanfaatan energi dengan lebih efisien di seluruh wilayah operasional Perusahaan.
- Digitalisasi**
Memanfaatkan teknologi digital terkini untuk mengoptimalkan konsumsi bahan bakar, serta memonitor perilaku operator, parameter kondisi peralatan dan kondisi jalan terkini yang dapat mempengaruhi konsumsi bahan bakar.
- Operator**
Meningkatkan kesadaran seluruh operator dalam mengoperasikan peralatan dan kendaraan secara optimal dan efisien.
- Mesin**
Melakukan perbaikan dan perawatan peralatan secara rutin untuk menjaga kinerja peralatan dan kendaraan, termasuk memasang fitur pada alat berat seperti *sound reduction*, *eco mode*, dan filtrasi untuk meningkatkan efisiensi bahan bakar.
- Lingkungan**
Mengoptimalkan desain jalan, armada, muatan truk, waktu dan sistem pengendalian lalu lintas untuk meningkatkan efisiensi bahan bakar.

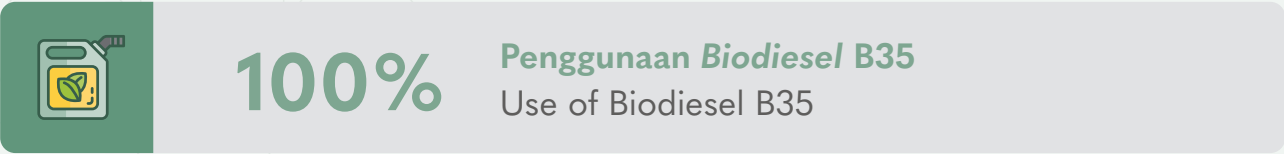
Sebagai salah satu hasil dari upaya-upaya tersebut, proyek KJA yang berhasil mengurangi emisi karbon sebesar 5.022 TonCo_{2e} pada tahun 2023.

To reduce GHG emissions, the Company conducted various efforts, amongst others:

- Fuel**
The use of *biodiesel* B35 and more efficient use of energy at all Company operational areas.
- Digitalization**
Leverage the latest digital technology to optimize fuel consumption, as well as monitor operator behaviors, equipment condition parameters and the latest road conditions that can affect fuel consumption.
- Operator**
Increase the awareness of all operators in operating equipment and vehicles in an optimal and efficient manner.
- Equipment**
Perform regular repairs and maintenance to maintain the performance of equipment and vehicles, including installing features on heavy equipment, such as sound reduction, *eco mode* and filtration to increase fuel efficiency.
- Environment**
Optimize road design, fleets, truck loads, time and traffic control system to increase fuel efficiency.

As one of the results from these efforts, the KJA project succeeded in reducing carbon emissions by 5,022 TonCo_{2e} in 2023.

Konsumsi & Intensitas Energi
Energy Consumption & Intensity



Konsumsi Energi di Dalam Organisasi

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* (B35) pada 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.

Energy Consumption Inside the Company

Petrosea is aware of the large need for fuel to support business expansion and all operational activities. Therefore, the Company has used environmentally friendly fuel with 100% biodiesel (B35) in all production equipment in operational areas. In addition, the Company continues to make various efforts to save the use of electrical energy in the production process, such as for lighting and supporting equipment in its operational areas.

Konsumsi Energi / Energy Consumption ^[302-1, 302-3]				
Uraian / Description	Satuan / Unit	2023	2022	2021
<i>Biodiesel</i> (B35)	Liter	166.520.155*	162.583.495	160.444.556
	GJ	5.994.726	5.853.006	5.776.004
Penggunaan Energi Listrik untuk Proses Produksi Electricity Consumption for Production Processes	MWh	3.123	3.099	2.328
	GJ	11.241	11.157	8.379
Total Konsumsi / Total Consumption	GJ	6.005.967	5.864.163	5.784.383
Intensitas Pemakaian Energi Dibandingkan Pendapatan Energy Consumption Intensity Compared to Revenue	GJ / pendapatan dalam juta US\$ GJ / revenue in million US\$	0,01147	0,01417**	0,01392**

Keterangan / Note:
*Penggunaan *Biodiesel* berubah menjadi *Biodiesel* B35 dari yang sebelumnya *Biodiesel* B30 / The use of Biodiesel has changed to Biodiesel B35 from the previous Biodiesel B30
**Penyajian data kembali akibat perubahan metode perhitungan / Data restatement due to changes in the calculation method

Konsumsi Energi Diluar organisasi

Pada tahun 2023, Petrosea mulai melakukan penghitungan konsumsi energi di luar Perusahaan, yang mencakup rantai pasok barang yang digunakan untuk mendukung kegiatan operasional.

Energy Consumption Outside the Company

In 2023, Petrosea has calculated energy consumption outside the Company, which includes the supply chain of goods used to support operational activities.

Konsumsi Energi di Luar Perusahaan / Energy Consumption Outside the Company ^[302-2]				
Uraian / Description	Satuan / Unit	Tahun / Year		
		2023	2022	2021
Konsumsi Bahan Bakar Fuel Consumption	Liter	151.897,27	N/A	N/A
	GJ	5.468	N/A	N/A

Keterangan / Note:
Konsumsi energi dari rantai pasok dan hanya untuk *top five purchasing materials* / Energy consumption from the supply chain and only for top five purchasing materials

Emisi yang Dihasilkan & Intensitas Emisi ^[305-1, 305-2, 305-3, 305-6, 305-7]
Emissions Generated & Emissions Intensity

Selama tahun 2023, Perusahaan belum menentukan *baseline* perhitungan emisi. Perusahaan telah melakukan perhitungan emisi cakupan satu dari penggunaan *biodiesel* B35 di seluruh kegiatan operasional dan cakupan dua dari penggunaan listrik dari PLN. Sedangkan emisi cakupan 3 dihitung dari tiga aktivitas rantai pasok terkait pengiriman beberapa jenis barang dengan nilai pengadaan terbesar (*major spending*), seperti bahan bakar (*fuel*), pelumas (*lubricant*) dan ban (*tyre*). Perusahaan menghitung emisi dari penggunaan solar konvensional untuk cakupan 3 karena belum adanya perhitungan *base year*.

In 2023, the Company has yet determined the baseline in calculating emissions. The Company has calculated scope one emissions from the use of B35 biodiesel in all operational activities and scope two from the use of electricity from PLN. Meanwhile, scope 3 was calculated from three supply chain activities related to the delivery process of goods with major spending, such as fuel, lubricants and tyres. The Company calculates emissions from the use of conventional diesel for scope 3 as there is no base year calculation.

Penghitungan tersebut dilakukan dengan metode yang merujuk pada standar *Intergovernmental Panel on Climate Change* (IPCC) tahun 2006.

These calculations were carried out using a method that refers to the 2006 Intergovernmental Panel on Climate Change (IPCC) standard.

Jumlah emisi yang dihasilkan di tahun 2023 mengalami peningkatan 2,67% dibandingkan dengan tahun 2022. Kenaikan ini dikarenakan adanya penyesuaian kegiatan operasional di lokasi proyek.

Total emissions generated throughout 2023 increased by 2.67% compared to 2022. This increase was due to adjustments to operational activities at project sites.

Emisi GRK / GHG Emissions ^[305-1, 305-2, 305-3]				
Uraian / Description	Satuan / Unit	2023	2022	2021
Cakupan 1 / Scope 1	Ton CO2e	340.779,18	331.922,37	328.345,62
Cakupan 2 / Scope 2		2.558,58	2.476,40	1.870,01
Cakupan 3 / Scope 3		412,52	N/A	N/A
Total Emisi Proses Produksi (Cakupan 1 & 2) Total Production Process Emission (Scope 1 & 2)		343.337,76	334.398,77	330.215,63

Intensitas Emisi / Emissions Intensity ^[305-4]				
Uraian / Description	Satuan / Unit	2023	2022	2021
Cakupan 1 / Scope 1	Ton CO ₂ / pendapatan dalam juta US\$ Ton CO ₂ / revenue in million US\$	0,000651	0,000802	0,000790
Cakupan 2 / Scope 2		0,0000049	0,000006	0,000004
Cakupan 3 / Scope 3		0,000008	N/A	N/A
Total Emisi Proses Produksi (Cakupan 1, 2 & 3) Total Production Process Emissions (Scope 1, 2 & 3)		0,000655	0,000808	0,000794

Keterangan / Note:
Cakupan data berasal dari kegiatan operasional Petrosea sebagai kontraktor pertambangan menggunakan konversi perhitungan IPCC 2006. / Coverage data comes from Petrosea's operational activities as a mining contractor using the 2006 IPCC conversion.

Selama tahun 2023, Perusahaan belum menentukan *baseline* dari perhitungan emisi. Pada tahun 2024, Petrosea akan melakukan percobaan penentuan *baseline* berdasarkan setiap proyek. Perusahaan sudah melakukan perhitungan emisi dari CO₂, CH₄, dan N₂O, serta akan melakukan pengujian emisi dari SO_x dan NO_x.

During 2023, the Company has yet to determine the baseline for emission calculations. In 2024, Petrosea will conduct a trial baseline determination based on each project. The Company has calculated emissions from CO₂, CH₄, as well as N₂O and will test emissions from SO_x and NO_x.

Efisiensi Energi ^[302-4]
Energy Efficiency

Petrosea memanfaatkan teknologi terkini melalui Minerva Digital Platform serta terus mendorong *operational excellence* dan *continuous improvement* untuk meningkatkan efisiensi penggunaan bahan bakar di seluruh lokasi operasional Perusahaan.

Minerva Digital Platform menerapkan berbagai teknologi seperti *smart sensors* dan *data analytics* untuk mengkaji penggunaan bahan bakar dan kondisi jalan tambang sehingga membantu intervensi di lokasi proyek.

Selama tahun 2023 konsumsi energi mengalami peningkatan dibandingkan tahun 2022 dikarenakan adanya penambahan lokasi proyek atau operasional.

Petrosea leverages the latest technologies through its Minerva Digital Platform as well as drives operational excellence and continuous improvements with the aim of increasing fuel efficiency at all Company operational locations.

The Minerva Digital Platform applies various technologies such as smart sensors and data analytics to assess fuel usage and mine road conditions to help with interventions at project sites.

During 2023, energy consumption increased compare to 2022 due to increase in project or operational locations.

Implikasi Finansial Terkait Perubahan Iklim ^[201-2]
Financial Implications From Climate Change

Perubahan iklim berpengaruh secara langsung terhadap kegiatan operasional seluruh perusahaan di sektor pertambangan, EPC dan sektor lainnya, termasuk Petrosea. Risiko perubahan iklim, di antaranya perubahan

Climate change directly impacts operational activities of all companies in the mining, EPC as well as other sectors, including Petrosea. Risks of climate change, which includes changes in rainfall, intensity and pattern, could

curah, intensitas, dan pola hujan juga berpotensi menimbulkan disrupti signifikan (*gain/loss*) pada kegiatan operasional Perusahaan secara keseluruhan. Oleh karena itu, Perusahaan terus mengimplementasikan berbagai mitigasi untuk menghadapi risiko tersebut, demi mengoptimalkan kinerja operasional dan keuangannya.

Hingga akhir 2023, Perusahaan mencatat adanya peningkatan utilisasi pada kegiatan operasional akibat curah hujan yang lebih rendah dibandingkan dengan estimasi, sehingga menambah *potential profit* sebesar US\$1.726.400.

also potentially result in significant disruptions (*gain/loss*) towards overall Company operational activities. Therefore, the Company continues to implement various measures to mitigate these risks, in order to optimize its operational and financial performance.

Until the end of 2023, the Company recorded an increase in utilization in operational activities due to lower rainfall compared to estimates, thereby increasing potential profit by US\$1,726,400.

Pengelolaan Limbah
Waste Management

Perusahaan melakukan pemilahan limbah yang dihasilkan dari kegiatan operasionalnya menjadi dua golongan, yaitu limbah B3 seperti minyak pelumas bekas, aki/baterai bekas, filter bekas dan kain majun bekas dan limbah terkontaminasi B3, serta limbah non-B3, seperti besi bekas, ban bekas dan sampah domestik.

Seluruh limbah yang dihasilkan dikelola berdasarkan kebijakan PTP-SHE-PR-G-0021 tentang Pengelolaan Limbah sehingga tidak menimbulkan dampak negatif yang signifikan terhadap lingkungan di sekitar wilayah operasional Perusahaan. Perusahaan melakukan penilaian terkait dampak yang mungkin terjadi dari limbah Perusahaan yang didokumentasikan di dokumen HIRADC terkait dengan penilaian pengolahan limbah. Petrosea bekerja sama dengan pemasok yang sudah memiliki izin KLHK untuk membantu mengawasi dalam melakukan pengelolaan limbah B3. ^{[306-1] [CSS-12.6.2]}

The Company divides waste that it produces from operational activities into two categories, namely hazardous and toxic waste such as used lubricants, used accumulators/batteries, used filters, used rags and waste contaminated with hazardous and toxic materials, as well as non-hazardous waste such as used iron, used tyres and domestic waste.

All generated waste is managed based on the PTP-SHE-PR-G-0021 policy related to Waste Management to ensure that no significant environmental negative impacts occur around the Company's operational areas. The Company conducts assessments related to the impacts that may occur from the Company's waste which are documented in the HIRADC document related to waste treatment assessments. Petrosea collaborates with vendors that have obtained KLHK licenses to help supervise hazardous waste management. ^{[306-1] [CSS-12.6.2]}



Limbah yang Dihasilkan
Waste Generated

Pada akhir tahun 2023, jumlah limbah yang dihasilkan sebesar 5.205,88 ton, naik 32,8% dibandingkan tahun sebelumnya. Peningkatan ini disebabkan oleh peningkatan aktivitas produksi dan penambahan lokasi proyek baru. Pengumpulan data terkait limbah yang ditampilkan dalam Laporan Keberlanjutan menggunakan logbook dan diunggah di website KLHK untuk dipantau oleh regulasi.

As of the end of 2023, total waste generated amounted to 5,205.88 tons, increasing by 32.8% compared to the previous year. This increase was caused by production activities and new project locations. Data collection related to waste displayed in this Sustainability Report uses a logbook and is uploaded to the KLHK website to be monitored by regulations.

Volume Limbah Berdasarkan Komposisi Volume of Waste Based on the Composition [306-3, 306-4]				
Uraian Description	Satuan Unit	Limbah B3 & Limbah Non B3 Hazardous & Non-hazardous Waste		
		2023	2022	2021
Limbah Bahan Beracun & Berbahaya (B3) Hazardous & Toxic Waste				
Minyak Pelumas Bekas / Used Lubricants	Ton / Tons	1.770,81	1.724,26	1.320,17
Filter Bekas / Used Filters		161,45	162,66	49,15
Kain Majun Bekas / Used Rags		75,42	102,53	48,93
Aki/Baterai Bekas / Used Accumulators/Batteries		76,24	69,31	36,81
Hose Bekas / Used Hose		44,18	43,91	10,28
Tanah Terkontaminasi / Contaminated Soil		10,99	20,71	9,45
Grease Bekas / Used Grease		9,43	6,68	5,49
Lampu Bekas / Used Lamp		0,04	0,08	0,00
Limbah B3 Cair Lainnya / Other Hazardous Liquid Waste		33,72	66,26	0,00
Limbah B3 Padat Lainnya / Other Hazardous Solid Waste		1,76	10,97	0,00
Total Limbah B3 / Total Hazardous Waste	Ton / Tons	2.184,04	2.207,37	1.480,27
Limbah Tidak Berbahaya (Non B3) Non-Hazardous Waste				
Ban Bekas / Used Tires	Ton / Tons	779,28	623,79	392,92
Sampah Domestik / Domestic Waste		1.617,99	656,22	896,24
Besi Bekas / Used Iron		624,57	432,92	421,65
Total Limbah Non B3 Total Non-Hazardous Waste	Ton / Tons	3.021,85	1.712,93	1.710,80
Total Limbah B3 dan Non B3 Total Hazardous and Non-Hazardous Waste		5.205,88	3.920,29	3.191,07

Program Pengelolaan Limbah [305-5]
Waste Management Program

Petrosea menerapkan prinsip 3R yaitu, *reduce, reuse and recycle* dalam pengelolaan limbah tidak berbahaya (non B3), baik limbah padat maupun limbah cair. Sementara, untuk pengelolaan limbah bahan berbahaya dan beracun (B3), Petrosea bekerja sama dengan perusahaan pengolah limbah yang memiliki izin resmi yang sesuai dengan KLHK untuk membuang dan mengelola limbah B3. Limbah B3 tersebut dialihkan untuk didaur ulang. [306-2] [306-4]

Petrosea applies the 3R principle, namely, reduce, reuse and recycle in the management of non-hazardous waste (non-B3), both solid waste and liquid waste. Meanwhile, for the management of hazardous and toxic waste (B3), Petrosea cooperates with waste processing companies that have official licenses in accordance with KLHK to dispose and manage B3 waste. The B3 waste is diverted for recycling. [306-2] [306-4]





Manajemen Air & Efluen

Water Management & Effluent Control

Petrosea mengurangi konsumsi air baku (permukaan dan tanah) melalui penerapan berbagai program peningkatan efisiensi air dan pengelolaan air limbah yang di daur ulang.

Petrosea reduces freshwater consumption (surface and ground) by implementing various programs to increase water efficiency and recycled effluent management.

Konsumsi Air

Water Consumption

Sepanjang tahun 2023, total konsumsi air untuk kegiatan operasional Perusahaan mencapai 172.404,92 m³, meningkat 261% dibandingkan tahun 2022. Kenaikan signifikan terjadi karena terdapat perubahan metode perhitungan di mana penggunaan kembali air hujan yang telah di daur ulang di seluruh lokasi operasional Perusahaan dimasukkan ke dalam konsumsi. Sebanyak 62,4% atau 107.580,90 m³ dari total 172.404,92 m³ air yang digunakan pada kegiatan operasional Perusahaan merupakan air yang tidak bersumber dari air baku. Petrosea telah melakukan pengujian (uji lab) untuk air yang digunakan setiap 1 bulan sekali dan diajukan ke pemerintah setiap 6 bulan sekali untuk dilaporkan ke dinas dan KLH. Selain itu, juga dilakukan pemeriksaan baku mutu yang disesuaikan dengan regulasi yang berlaku.

Sampai dengan akhir tahun 2023, Petrosea tidak menerima keluhan dari masyarakat sekitar terkait penggunaan air atau turunnya badan air di wilayah sekitar operasional Perusahaan. [303-1]

In 2023, total water consumed for the Company's operational activities reached 172,404.92 m³, an increase of 261% compared to 2022. The significant increasing occurred because there was a change in the calculation method where reuse of rainwater that had been recycled throughout the Company's operational locations was included in consumption. As much as 62.4% or 107,580.90 m³ from a total of 172,404.92 m³ water used for operational activities was derived from non-freshwater sources. Petrosea has conducted testing (lab tests) for water usage which is conducted every 1 month and submitted to the government every 6 months to be reported to the agency and KLH. In addition, quality standard checks are carried out in accordance with applicable regulations.

As of the end of 2023, the Company received no complaints from the surrounding communities regarding water consumption and reduction of water bodies at surrounding locations. [303-1]

Volume Air yang Diambil, Dibuang & Dikonsumsi Volume of Water Collected, Discharged & Consumed [303-3, 303-4, 303-5]				
Uraian Description	Satuan Unit	Total Konsumsi Air Total Water Volume		
		2023*	2022	2021
Pengambilan Air Berdasarkan Sumber Water Collected Based on Source				
Air Tanah Ground Water	m³	14.897	19.515	14.983
Air Hujan Rainwater		107.581	208	-
Air Permukaan Surface Water		46.756	26.108	95.095
Air yang Dibeli Purchased Water		3.171	1.891*	1.549*
Total Pengambilan Air Total Water Collection	m³	172.405	47.722*	111.627*
Pembuangan Air Berdasarkan Tipe Water Discharged Based on Type				
Air Tanah / Ground Water	m³	50.526	15.351	14.059
Air Permukaan Surface Water		556	650	50.838
Total Pembuangan Air Total Water Discharged	m³	51.082	16.001	64.898
Konsumsi Air Water Consumption				
Air Tanah Ground Water	m³	14.897	19.515	14.938
Air Hujan Rainwater		107.581	208	-
Air Permukaan Surface Water		46.756	26.108	95.095
Air yang Dibeli Purchased Water		3.171	1.891	1.549
Air Permukaan (Daur Ulang) Recycled Surface Water	m³	921.807	944.274	1.122.440
Total Konsumsi Air Total Water Consumption		1.094.211	991.996	1.234.068

Keterangan / Note:
*Penyajian data kembali akibat perubahan metode perhitungan / Data restatement due to changes in the calculation method

Terdapat beberapa lokasi operasional yang menggunakan air dari sumber air tanah, namun Perusahaan memastikan pengambilan air tanah tersebut telah memiliki izin dan sesuai dengan peraturan yang berlaku.

Several operational areas use water from groundwater sources, however the Company ensures that the use of groundwater has obtained permit and is in accordance with prevailing regulations.



Pengelolaan Efluen

Effluent Management

Petrosea melaksanakan pemantauan terhadap kualitas buangan air limbah bersama dengan pihak independen yang terakreditasi. Kegiatan pemantauan tersebut dilaksanakan sejalan dengan Peraturan Menteri Kementerian Lingkungan Hidup dan Kehutanan (KLHK) No. 68 tahun 2016 dan No. 5 tahun 2014, serta menyesuaikan dengan Peraturan Pemerintah No. 22 Tahun 2021. Petrosea memastikan bahwa seluruh buangan air telah memenuhi baku mutu dan dilaporkan secara rutin kepada pemerintah. [303-2, 303-4]

Petrosea monitors the quality of discharged effluents together with an accredited independent party. This activity is in line with the Ministry of Environment and Forestry Regulation No. 68 of 2016 and No. 5 of 2014, as well as with the Government Regulation No. 22 of 2021. Petrosea ensures that all discharged water has met the quality standards and is routinely reported to the government. [303-2, 303-4]

Water Treatment Plant



Water treatment plant digunakan untuk melakukan proses daur ulang sehingga dapat membantu memenuhi kebutuhan air bersih, serta memastikan seluruh air buangan telah memenuhi baku mutu.

Water treatment plants are used to carry out the recycling process in order to help meet the requirements of clean water, as well as ensure that all discharged water meets quality standards.

Perusahaan melaksanakan berbagai program pengelolaan dan pengurangan konsumsi air permukaan serta pengendalian efluen, diantaranya:

The Company carries out various programs to manage and reduce surface water consumption as well as control affluence, including:



Mendaur ulang air menggunakan water *treatment plant* untuk memenuhi kebutuhan air bersih

Recycling water using water treatment plants to fulfill clean water requirements



Melengkapi warehouse dengan pipa talang air untuk menampung air hujan yang dapat diolah menjadi air bersih

Equipping warehouses with guttering pipes to collect rainwater which is then processed into clean water



Melakukan kampanye rutin untuk mendorong penggunaan air dengan bijak

Conducting regular campaigns to encourage wise use of water



Memanfaatkan air limbah untuk aktivitas pengendalian debu di lokasi operasional Perusahaan

Leverage effluents to control dust in the Company's operational areas

Perusahaan memastikan bahwa seluruh karyawan telah memiliki pemahaman dan kesadaran terkait pentingnya penggunaan air secara bijak dan efisien, mematuhi standar pengelolaan dan pembuangan air limbah, termasuk pengaturan kualitas air di seluruh area operasional.

[303-1, 303-2]

The Company guarantees that all employees have understanding and awareness regarding the importance of using water wisely and efficiently, complying with effluent management and discharge standards, including water quality control in all operational areas. [303-1, 303-2]



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

The Company's commitment towards environmental management is carried out to achieve Target Zero as its main SHE objective, namely Zero Harm to People, the Community and the Environment.

Melindungi Keanekaragaman Hayati ^[304-1]

Biodiversity Conservation Protection

Petrosea memiliki satu wilayah kerja, yaitu Petrosea Support Facilities (PSF) di Balikpapan yang berdekatan dengan wilayah konservasi Hutan Lindung Sungai Wain. Walaupun begitu, Petrosea memastikan bahwa kegiatan operasional PSF tidak memberikan dampak negatif yang signifikan terhadap konservasi Hutan Lindung Sungai Wain tersebut.

PACE Green Challenge 2023

Pada tahun 2023, Perusahaan kembali mengadakan program Petrosea Active Challenge (PACE) yang bertujuan untuk melakukan penanaman pohon sebanyak mungkin sesuai dengan hasil konversi jarak yang ditempuh peserta dalam berjalan, berlari, dan bersepeda. Semangat dari tantangan ini adalah semakin banyak kita bergerak, semakin banyak pohon yang akan ditanam.

Selain itu, para peserta juga harus mencatatkan *active points* dan *SHE Scorecard points* melalui SHEPRO sebagai *SHE digital platform* Perusahaan, khususnya untuk parameter *Hazard Observation* (HAZOB), *Behavior Based Safety* (BBS) dan *Inspection*.

Kegiatan PACE Green Challenge ini berhasil menanam 500 pohon jenis Kayu Manis, Kopi, Alpukat, Jambu, Damar, Pinus dan Durian dari total hasil konversi dari 139.323 km jarak yang telah ditempuh peserta. Total 500 pohon yang ditanam tersebut berpotensi menyerap 100 ton CO₂ emisi setiap tahun.

Petrosea has one working area, namely Petrosea Support Facilities (PSF) in Balikpapan which is adjacent to the Sungai Wain Protection Forest conservation area. However, Petrosea ensures that operational activities of PSF does not have a significant negative impact on the conservation of the Sungai Wain Protection Forest.

PACE Green Challenge 2023

In 2023, the Company once again conducted its Petrosea Active Challenge (PACE) program with the aim of planting as many trees as possible based on the conversion results from the total distance traveled by participants by walking, running and cycling. The spirit of this challenge was the more we moved, the more trees would be planted.

Furthermore, all participants had to record active points and SHE Scorecard points through SHEPRO as the Company's SHE online digital platform, specifically for the Hazard Observation (HAZOB), Behavior Based Safety (BBS) and Inspection parameters.

The PACE Green Challenge activity successfully planted 500 types of trees, including Cinnamon, Coffee, Avocado, Guava, Damar, Pine and Durian from the total 139,32 km distance converted from the participant activities. The total of 500 trees planted have the potential to absorb 100 tons of CO₂ emissions every year.

Biaya Lingkungan

Environmental Cost

Sampai dengan akhir tahun 2023, Petrosea mencatat biaya pengelolaan lingkungan sebesar US\$ 238.456,65, meningkat 44,99% dibandingkan tahun sebelumnya. Peningkatan tersebut dikarenakan adanya kenaikan biaya untuk penanganan limbah yang dihasilkan di seluruh lokasi operasional.

As of the end of 2023, Petrosea recorded US\$238,456.65 in environmental management costs, increasing by 44.99% compared to the previous year. This increase was due to increasing waste management costs at all project sites.

Biaya Lingkungan / Environmental Cost				
Uraian Description	Unit Satuan	2023	2022	2021
Penanganan Limbah Waste Management	US\$	231.522,13	142.686,09	95.886,14
Pengukuran Sampel Air Water Sample Test		6.934,52	5.266,67	27.251,56
Pengendalian Debu Dust Control		-	16.394,38	8.311,72
Kampanye Sosialisasi Socialization Campaign		-	122,05	-
Jumlah Total	US\$	238.456,65	164.469,19	131.449,42

Biaya dari Program Penanggulangan Risiko & Penggunaan Kertas Cost from Risk Mitigation & Paper Usage Programs				
Uraian Description	Unit Satuan	2023	2022	2021
Perbaikan & Perawatan Repair & Maintenance	US\$	40.124.428	38.523.262	28.649.116
Pelumas Lubricant		8.324.637	7.336.762	5.391.798
Sistem Penggerak Undercarriage		4.911.869	4.772.251	3.526.220
Penggunaan Kertas Paper Consumption		16.571,79	7.416,25	3.572,95
Jumlah Total	US\$	53.377.505,79	50.639.691,25	37.570.706,95



Kinerja Lingkungan Tambang Mining Environmental Performance

Pada tahun 2023, Petrosea berhasil menyelesaikan akuisisi PT Kemilau Mulia Sakti, pemilik 99,99% saham PT Cristian Eka Pratama (CEP), perusahaan yang bergerak di bidang operasi penambangan batubara yang berlokasi di Kecamatan Tering, Kabupaten Kutai Barat, Provinsi Kalimantan Timur. Akuisisi ini merupakan realisasi diversifikasi Petrosea menjadi *mine owner* untuk memperkuat kinerja Perusahaan di masa mendatang.

Seluruh kegiatan operasional CEP dilaksanakan dengan mematuhi kebijakan dan prosedur lingkungan yang berlaku.

Berikut jumlah energi yang digunakan dan emisi yang dihasilkan beserta intensitasnya dari aktivitas operasional di CEP selama tahun 2023.

Petrosea mengidentifikasi dampak dari produksi batubara bagi kelestarian lingkungan. Dengan demikian, Perusahaan memonitor dampak negatif tersebut secara periodik sesuai dengan ketentuan yang berlaku.

In 2023, Petrosea successfully completed the transaction to acquire 100% shares of PT Kemilau Mulia Sakti, the owner of 99.99% shares of PT Cristian Eka Pratama (CEP), a company engaged in coal mining operations which is located Tering District, Kutai Barat Regency, East Kalimantan Province. This acquisition is a realization of Petrosea's diversification to become a mine owner to strengthen the Company's performance in the upcoming future.

All CEP operational activities are carried out in accordance with prevailing rules and regulations related to the environment.

The following is the amount of energy used and emissions produced along with intensity from operational activities at CEP during 2023.

Petrosea identifies the impact of coal production on environmental preservation. Therefore, the Company monitors these negative impacts periodically in accordance with prevailing regulations.

Konsumsi & Intensitas Energi / Energy Consumption & Intensity [302-1, 302-3]		
Uraian / Description	Satuan / Unit	2023
Penggunaan <i>Biodiesel</i> B35 The Use of Biodiesel B35	Liter	6.187.216
Penggunaan Energi Listrik Proses Produksi Electricity Consumption for Production Processes	MWh	-
Produksi Batubara Coal Production	Ton	248.433,65
Intensitas Pemakaian Energi Dibandingkan Produksi Energy Consumption Intensity Compared to Production	GJ/ton produksi GJ/ton of production	0,8966

Jumlah & Intensitas Emisi GRK / Total & Intensity of GHG Emissions [305-1, 305-2, 305-4]		
Uraian / Description	Satuan / Unit	2023
Cakupan 1 Scope 1	Ton CO ₂ e	12.661,98
Cakupan 2 Scope 2		-
Total Emisi Proses Produksi (Cakupan 1 & 2) Total Production Process Emissions (Scope 1 & 2)		12.661,98
Intensitas Emisi yang Dihasilkan Dibandingkan dengan Produksi Emission Intensity Compared to Production	Ton CO ₂ e/ton produksi Ton CO ₂ e/ton of production	50.9672





Flower

see a heaven in a flo



03

Menciptakan Nilai Bersama Creating Shared Values

Petrosea fokus kepada pengembangan kompetensi karyawan, senantiasa mengedepankan aspek K3, serta menciptakan *shared value* bagi masyarakat sekitar melalui implementasi program CSR berkelanjutan.

Petrosea focuses on developing employee competencies, continues to prioritize OHS aspects, as well as create shared value for surrounding communities through the implementation of sustainable CSR programs.



Komposisi karyawan perempuan di level senior management mencapai 14,81%

Composition of female
employees in senior management
level reached 14.81%



Nihil Kecelakaan fatal Zero Fatalities



Digitalisasi Human Capital Management System melalui I-CON dan I-CONNECT

Digitalization of the human
capital management system
through I-CON and I-CONNECT

Manajemen Sumber Daya Manusia Human Capital Management

Petrosea melaksanakan serangkaian kegiatan pengelolaan sumber daya manusia untuk meningkatkan kompetensi, kualifikasi dan kesejahteraan dengan dukungan lingkungan kerja yang aman, sehat, inklusif dan setara.

Selama tahun 2023, divisi Human Capital & General Services (HCGS) melaksanakan berbagai inisiatif pengembangan organisasi dan sumber daya manusia yang berdasarkan *human capital roadmap*.

HCGS berpegang kepada peta jalan human capital dengan target pencapaian *sustainable digital organization & workforce* pada tahun ketiga. Strategi untuk mencapai target dilakukan melalui dukungan teknologi terkini, di antaranya penerapan *operational excellence*, memastikan organisasi dan talenta tetap kompetitif, serta menjaga budaya perusahaan untuk meningkatkan efisiensi kerja.

Petrosea carries out a series of human capital management activities to increase competencies, qualifications and welfare with the support of a safe, healthy, inclusive and equal working environment.

Throughout 2023, the Human Capital & General Services (HCSG) division initiated organizational and human capital development based on its human capital roadmap.

HCGS adhered to the human capital roadmap targeting to achieve sustainable digital organization & workforce in the third year. The strategy to such a target was done through the latest technology support, among which were implementing operational excellence, ensuring strong competitiveness in the organization and talent, and safeguarding the Company's culture to enhance work efficiency.

Human Capital Roadmap

2024

Digitalisasi Pekerjaan dan Talenta di Masa Mendatang

Menciptakan organisasi
dan *workforce* digital
berkelanjutan yang
didukung teknologi
terkini

Digitalize Future of
Work and Talents
Sustaining a digital
organization and
workforce supported
by advanced
technologies

2023

Menciptakan Kelompok yang Andal

Mengimplementasikan
akses hubungan kerja
dengan mitra eksternal
dan menciptakan nilai
bagi para pemangku
kepentingan

Create Communities of
Expertise
Implement access to
external partnerships
and create value for
stakeholders

2022

Berperan sebagai Penasihat Strategis

Berperan sebagai
penasihat strategis dan
menghadirkan kelompok
ahli untuk mendukung
ekspansi bisnis yang
berkelanjutan

Act as a Strategic
Advisor
Take the role of
strategic advisor and
establish communities
of expertise to sustain
business expansion

Demografi Karyawan

Employee Demography

Pada tahun 2023, jumlah karyawan *full time* Petrosea mencapai 5.388 orang, meningkat 30,68% dibandingkan tahun sebelumnya yang disebabkan oleh penambahan proyek baru. Dari jumlah tersebut, 62,05% atau 3.343 orang karyawan merupakan tenaga kerja lokal. Adapun, karyawan yang berasal dari luar daerah berjumlah 2.045 orang atau 37,95%, serta karyawan asing berjumlah 19 orang atau 0,35% dari keseluruhan karyawan. Petrosea juga mempekerjakan pekerja alih daya sebanyak 1.512 orang di tahun 2023.

Pengumpulan data karyawan diambil dari sistem Human Capital melalui mekanisme berdasarkan data *payroll*.

In 2023, the number of full time Petrosea employees reached 5,388 people, a 30.68% increase compared to the previous year due to additional new projects. From the total number, 62.05% or 3,343 were local employees. Meanwhile, 2,045 people, or 37.95% were non-local employees, and 19 people or 0.35% from the total number of employees were expatriates. Petrosea also outsourced 1,512 employees in 2023.

Employee data collection was taken from the Human Capital system through a mechanism based on payroll data.

Komposisi Karyawan Berdasarkan Jenis Kelamin ^[2-7] Employee Composition Based on Gender			
Jenis Kelamin Gender	2023	2022	2021
Laki-laki Male	5.078	3.869	3.745
Perempuan Female	310	254	221
Jumlah Total	5.388	4.123	3.966

Komposisi Karyawan Berdasarkan Level Organisasi ^[2-7] Employee Composition Based on Organization Level						
Jabatan Position	2023		2022		2021	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Executive	23	4	26	5	18	1
Manager	128	12	116	14	95	10
Supervisor	840	87	685	71	469	54
Staff	694	135	662	129	584	122
Non Staff	3.393	72	2.380	35	2.579	34
Jumlah Total	5.078	310	3.869	254	3.745	221

Komposisi Karyawan Berdasarkan Kelompok Usia ^[2-7] Employee Composition Based on Age						
Kelompok Usia Age Group	2023		2022		2021	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
<20	22	2	9	1	3	N/A
20-30	1.489	165	1.098*	125	988*	105
31-40	2.128	107	1.728*	95	1.646*	84
41-50	1.223	34	904	31	972	30
51-55	193	1	121	1	129	1
>55	23	1	9	1	7	1
Jumlah Total	5.078	310	3.869	254	3.745	221

Keterangan / Note:
*Penyajian data kembali akibat perubahan metode perhitungan jumlah karyawan / data restatement due to changes in the calculation method of total employees

Komposisi Karyawan Berdasarkan Pendidikan ^[2-7] Employee Composition Based on Educational Background						
Pendidikan Education Background	2023		2022		2021	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Doktor Doctorate Degree	-	-	1	-	-	-
Pascasarjana Master's Degree	57	20	55	14	49	13
Sarjana Bachelor's Degree	980	201	841	177	668	146
Diploma	333	31	308	28	260	28
SMA High School	3.439	56	2.496*	33*	2.539*	32*
Lain-lain Others	269	2	168*	2*	229*	2*
Jumlah Total	5.078	310	3.869	254	3.745	221

Keterangan / Note:
*Penyajian data kembali akibat perubahan metode perhitungan jumlah karyawan / data restatement due to changes in the calculation method of total employees



Komposisi Karyawan Berdasarkan Status Kepegawaian ^[2-7]
Employee Composition Based on Employment Status

Status Kepegawaian Employment Status	2023		2022		2021	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Karyawan Tetap Permanent Employees	3.273	245	3.036	210	3.269	196
Karyawan Tidak Tetap Contract Employees	1.805	65	833	44	476	25
Jumlah Total	5.078	310	3.869	254	3.745	221



Komposisi Karyawan Berdasarkan Daerah Asal ^[2-7]
Employee Composition Based on Origin

Daerah Asal Origin	2023		2022		2021	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Jawa Java	1.031	29	128	6	108	3
Kalimantan	3.135	122	2.771	94	3.090	84
Maluku Utara North Maluku	228	5	155	2	-	-
Nusa Tenggara Barat West Nusa Tenggara	50	1	3	-	3	-
Papua	235	20	196	19	174	14
Papua Barat West Papua Barat	93	10	112*	11	125	13
Sulawesi	31	10	234	7	-	-
Tangerang Selatan South Tangerang	275	113	270	115	245	107
Jumlah Total	5.078	310	3.869	254	3.745	221

Keterangan / Note:

*Penyajian data kembali akibat perubahan metode perhitungan jumlah karyawan / Data restatement due to changes in the calculation method of total employees

Perputaran Karyawan ^[401-1]
Employee Turnover

Pada tahun 2023, Petrosea mencatat adanya 31.702 calon karyawan yang mendaftarkan diri melalui sistem *online recruitment*, di mana sebanyak 374 orang direkrut. Selain itu, Perusahaan juga merekrut 1.556 orang karyawan *non-staff* melalui sesi wawancara secara langsung.

Adapun tingkat perputaran karyawan sebesar 18.19% dengan jumlah karyawan baru 2.416 dan karyawan yang tidak bekerja lagi sebanyak 980.

Karyawan baru direkrut untuk mendukung bertambahnya proyek Perusahaan. Sedangkan tingkat *turnover* yang tinggi disebabkan karena berbagai alasan, seperti pensiun, mutasi, maupun hal pribadi lainnya.

In 2023, Petrosea recorded 31,702 employee candidates who applied through the online recruitment system, with 374 people being recruited. Furthermore, the Company also recruited 1,556 non-staff employees through direct interview sessions.

The turnover rate among the employees reached 18.19%, consisting of 2,416 new employees and 980 non working employees.

New employees were recruited to support the growing number of Company projects. Meanwhile, the high turnover rate was caused by various reasons, such as retirement, transfers, and other personal matters.

Jumlah Karyawan Baru ^[401-1] Number of New Employees						
Deskripsi Description	2023		2022		2021	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Karyawan Baru Total New Employees	44,84	2.416	35,34	1.457	15,56*	617*
Jumlah Karyawan Baru yang Direkrut Berdasarkan Tipe Total New Recruited Employees Based on Type						
Staff	9,24	498	12,32	508	4,31*	171*
Non-staff	35,60	1.918	23,02	949	11,25*	446*
Jumlah Karyawan Baru yang Direkrut Berdasarkan Jenis Kelamin Total New Recruited Employees Based on Gender						
Laki-laki Male	42,76	2.304	33,52	1.382	14,85*	589*
Perempuan Female	2,08	112	1,82	75	0,71	28
Jumlah Karyawan Baru yang Direkrut Berdasarkan Usia Total New Recruited Employees Based on Age						
<20	0,71	38	0,27	11	0,08	3
20-30	18,89	1.018	15,57	642	6,58*	261*
31-40	16,20	873	14,16	584	6,30*	250*
41-50	7,81	421	4,83	199	2,22	88
51-55	1,04	56	0,36	15	0,23	9
>55	0,19	10	0,15	6	0,15	6

Deskripsi Description	2023		2022		2021	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Karyawan Baru yang Direkrut Berdasarkan Wilayah Total New Recruited Employees Based on Region						
Tangerang Selatan South Tangerang	1,26	68	2,30*	95*	1,36	54
Kalimantan Timur East Kalimantan	16,65	897	18,17*	749*	9,86*	391*
Kalimantan Barat West Kalimantan	-	-	0,07	3	0,05	2
Kalimantan Utara North Kalimantan	0,52	28	1,26	52	-	-
Jawa Timur East Java	18,84	1.015	4,17*	172*	2,87	114
Papua	2,06	111	1,55	64	1,08	43
Papua Barat West Papua	0,28	15	0,15	6	0,33	13
Nusa Tenggara Barat West Nusa Tenggara	0,84	45	-	-	-	-
Sulawesi Tenggara Southeast Sulawesi	0,41	22	4,73	195	-	-
Sulawesi Tengah Central Sulawesi	0,56	30	0,24	10	-	-
Maluku Utara North Maluku	3,43	185	2,69	111	-	-

Keterangan / Note:

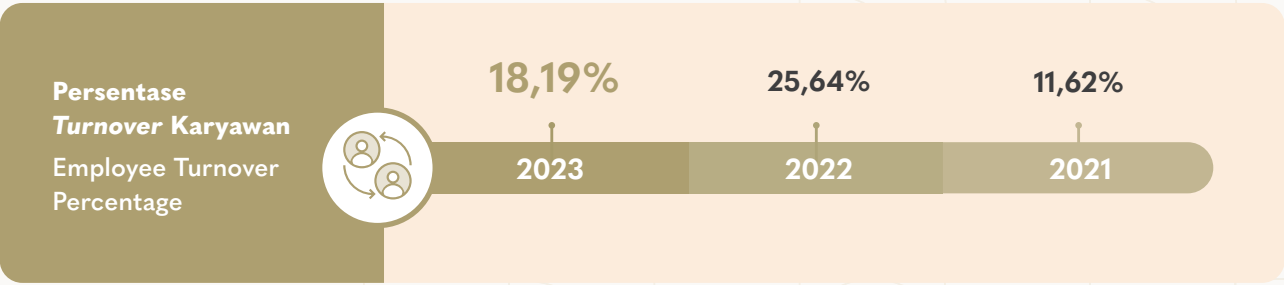
*Penyajian data kembali akibat perubahan metode perhitungan jumlah karyawan / Data restatement due to changes in the calculation method of total employees

Jumlah Turnover Karyawan [401-1] Employee Turnover Rate						
Deskripsi Description	2023		2022		2021	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Turnover Karyawan Employee Turnover Rate	18,19	980	25,64	1.057	11,62	461
Jumlah Turnover Karyawan Berdasarkan Tipe Number of Employee Turnover Based on Type						
Staff	5,59	301	4,24	175	4,14	164
Non-staff	12,60	679	21,39*	882	7,49	297
Jumlah Turnover Karyawan Berdasarkan Jenis Kelamin Number of Employee Turnover Based on Gender						
Laki-laki Male	17,32	933	24,69	1.018	10,92	433
Perempuan Female	0,87	47	0,95	39	0,71	28

Deskripsi Description	2023		2022		2021	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Turnover Karyawan Berdasarkan Usia Employee Turnover Rate Based on Age						
<20	0,07	4	0,02	1	-	-
20-30	5,57	300	5,51	227	2,32	92
31-40	8,28	446	11,59	478	4,59	182
41-50	3,53	190	7,20	297	3,35	133
51-55	0,63	34	1,29	53	1,26	50
>55	0,11	6	0,02	1	0,10	4
Jumlah Turnover Karyawan Berdasarkan Wilayah Employee Turnover Rate Based on Origin						
Tangerang Selatan South Tangerang	0,95	51	1,26	52	1,26	50
Kalimantan Timur East Kalimantan	10,56	569	22,39	923	7,44	295
Kalimantan Utara North Kalimantan	0,52	28	0,17	7*	.*	-
Kalimantan Barat West Kalimantan	0,04	2	-	-	-	-
Jawa Timur East Java	1,37	74	0,68	28	1,89	75
Papua	1,15	62	0,58	24	0,48	19
Papua Barat West Papua	0,48	26	0,24	10	0,55	22
Nusa Tenggara Barat West Nusa Tenggara	0,06	3	-	-	-	-
Sulawesi Tenggara Southeast Sulawesi	2,39	129	0,22	9	-	-
Sulawesi Tengah Central Sulawesi	0,07	4	-	-	-	-
Maluku Utara North Maluku	0,59	32	0,10	4	-	-

Keterangan / Note:

*Penyajian data kembali akibat perubahan metode perhitungan jumlah karyawan / Data restatement due to changes in the calculation method of total employees



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 menjamin kesejahteraan karyawan serta menciptakan hubungan kerja yang selaras dan penuh tanggung jawab. Selain itu, Petrosea juga memiliki perjanjian kolektif berupa Peraturan Perusahaan yang mencakup aspirasi 100% karyawan. [2-30]

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.

Periode Pemberitahuan Minimum Terkait Perubahan Operasional [402-1]

Perusahaan menyampaikan informasi terkait perubahan kegiatan operasional kepada seluruh karyawan sekurang-kurangnya dua hingga tiga minggu sebelum pemberlakuan perubahan tersebut. Petrosea juga melaksanakan *townhall meeting* minimal dua kali setahun, di antaranya untuk menyampaikan informasi perihal perumusan kebijakan baru terkait kesejahteraan karyawan, sistem merit, maupun rencana penyesuaian kerja lainnya.

To ensure harmonious, healthy and productive working relationships 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 has been established at all working locations to ensure employee welfare as well as create aligned and responsible professional working relations. Petrosea also has established a collective agreement in the form of Company Regulations which cover the aspirations of 100% of employees. [2-30]

Child Labor & Forced Labor [408-1, 409-1]

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.

Minimum Notice Period Regarding Operational Changes [402-1]

The Company conveys information regarding changes to operational activities to all employees at least two weeks prior to the implementation of the changes. Petrosea also conducts townhall meetings at least twice a year, to communicate information regarding new policies pertaining to employee welfare, merit system, and other work adjustment plans.

Pendidikan & Pelatihan Education & Training

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

Lembaga Sertifikasi Profesi

Melalui Lembaga Sertifikasi Profesi (LSP) Petrosea yang didirikan tahun 2021 dan berada di bawah naungan Badan Sertifikasi Profesi (BNSP) Indonesia, Perusahaan melaksanakan sertifikasi profesi secara mandiri dengan tingkat aktualisasi sebesar 127%.

Lembaga Pelatihan Kerja

Lembaga Pelatihan Kerja (LPK) Petrosea terdaftar sebagai LPK swasta di bawah naungan Kementerian Ketenagakerjaan yang diakui dengan Standar Nomor Sertifikat 91204002427890107 pada tanggal 9 Oktober 2023.

Kegiatan operasional LPK Petrosea menggunakan sistem Pelatihan Berbasis Kompetensi (PBK) yang juga merupakan acuan hukum dalam penyusunan modul pelatihan, baik dari Standar Kompetensi Kerja Internasional (SKKI), Standar Kompetensi Kerja Nasional Indonesia (SKKNI) dan Standar Kompetensi Kerja Khusus (SKKK).

Petrosea Academy

Sepanjang tahun 2023, Petrosea Academy (PetA) melaksanakan berbagai program pelatihan dan pengembangan, termasuk *Green Training Program* bagi *fresh graduates* yang belum berpengalaman, dengan total peserta pelatihan mencapai 139 orang.

Petrosea provides the opportunity for all employees to develop their competencies in order to support the career and achievement of each individual.

Professional Certification Institute

Through Petrosea's Professional Certification Institute or LSP which was established in 2021 under Indonesia's National Professional Certification Agency (BNSP), the Company carries out professional certification independently with a 127% actualization rate.

Job Training Institution (LPK Petrosea)

Petrosea's job training institute (LPK) is registered as a private LPK under the Ministry of Manpower and is acknowledged based on Standard Certification Number 91204002427890107 October 9, 2023.

LPK Petrosea operates based on the Competency-Based Training (PBK) system which also serves as a legal reference in preparing training modules, whether from International Work Competency Standards (SKKI), Indonesian National Work Competency Standards (SKKNI) and Special Work Competency Standards (SKKK).

Petrosea Academy

Throughout 2023, Petrosea Academy (PetA) conducted various training and development programs, including Green Training Program for inexperienced fresh graduates, with a total of 139 people participating in this training program.



Pelatihan & Pengembangan Karyawan

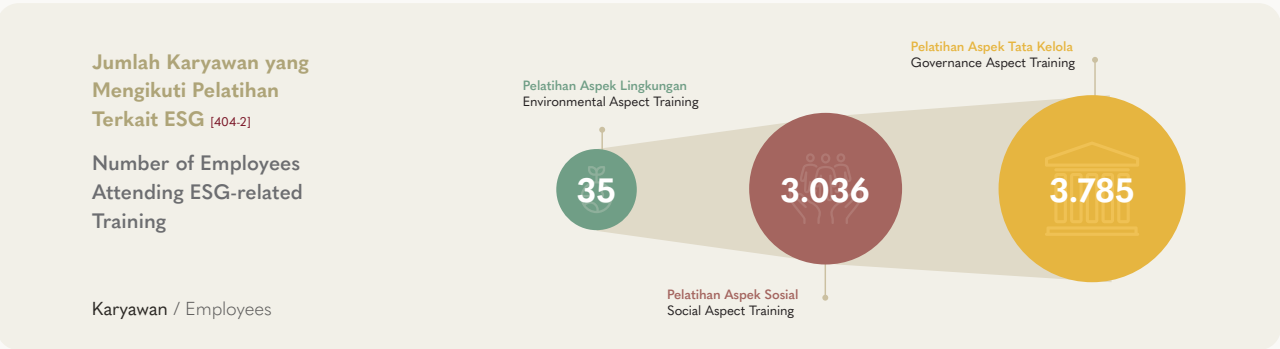
Petrosea melanjutkan implementasi metode *blended learning* yang menggabungkan metode belajar mandiri dengan pelatihan *online* terkait *soft skills*, seperti *Officer Development Program* dan *Supervisory Development Program*. Seluruh kegiatan pelatihan dan pembelajaran tersebut dapat diakses oleh karyawan melalui sistem e-PetA sebagai *platform* utama pelatihan Perusahaan.

Sepanjang 2023, sebanyak 2.320 karyawan telah mengikuti berbagai program pelatihan yang diselenggarakan oleh Petrosea sesuai dengan bidang pekerjaannya.

Employee Training & Development

Petrosea continues to implement the blended learning method which combines independent learning methods with online training related to soft skills, such as the Officer Development Program and Supervisory Development Program. All training and learning activities can be accessed by employees through e-PetA as the Company’s main training platform.

Throughout 2023, a total of 2,320 employees participated in various training programs held by Petrosea according to their field of expertise.



Program Pelatihan Karyawan [404-1, 404-2] [CSS-12.15.6, CSS-12.15.7] Employee Training Programs				
Keterangan / Description	Satuan / Unit	2023	2022	2021
Jumlah Pelatihan / Total Training	Pelatihan / Training	898	627	456
Jumlah Jam Pelatihan Total Training Hours	Jam / Hour	401.101	324.251*	254.345*
Jumlah Karyawan / Total Employees	Orang / People	5.388	4.123	3.966
Rata-Rata Jam Pelatihan Berdasarkan Jenis Kelamin / Average Training Hours Based on Gender				
Laki-laki / Male	Jam / Total Karyawan Hours / Total Employees	78,98	83,83	67,91
Perempuan / Female		1,29	1,27	1,15
Total Rata-rata Jam pelatihan Average Training Hours	Jam / Total Karyawan Hours / Total Employees	74,44	78,64	64,13
Jumlah Biaya Pelatihan Total Training Cost	US\$	121.785,37	344.580	238.828

Keterangan / Note:
*Penyajian data kembali akibat perubahan metode perhitungan jumlah karyawan / data restatement due to changes in the calculation method of total employees

Program Pelatihan Teknis Technical Training Programs				
Keterangan Description	% YoY 2022-2023	Jumlah Jam Pelatihan Total Training Hours		
		2023	2022	2021
Operations (Contract Mining & EPC)	135,45%	156.778	115.743	106.528
SHE	86,34%	52.076	60.314	42.495
Asset Management	124,72%	184.952	148.291	105.322
Jumlah Total	121,41%	393.806	324.351	254.345

Penilaian Kinerja [404-3]
Performance Assessment

Petrosea melaksanakan evaluasi atas kinerja dan produktivitas seluruh karyawan dua kali dalam setahun, yaitu Evaluasi Kinerja Tengah Tahun dan Evaluasi Kinerja Akhir Tahun, di mana proses evaluasi tersebut adalah tanggung jawab dari Divisi Human Capital. Sepanjang tahun 2023, evaluasi kinerja telah dilakukan untuk semua (100%) karyawan sebagai dasar untuk menentukan pengembangan karyawan dalam hal promosi atau kenaikan jabatan, jenjang karir, penyesuaian, serta remunerasi dan bonus.

Petrosea evaluates the performance and productivity of all employees twice a year, namely through the Mid-Year Performance Evaluation and End-of-Year Performance Evaluation, in which this evaluation process is the responsibility of the Human Capital Division. Throughout 2023, performance evaluations were conducted for all (100%) employees as a basis for determining employee development related to promotion, career path, adjustments, as well as remuneration and bonuses.

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

Petrosea menetapkan kebijakan remunerasi secara adil dan merata berdasarkan tingkat jabatan, masa kerja, beban kerja, lokasi kerja, hingga kinerja setiap karyawan. Perusahaan menentukan besaran nilai gaji pokok karyawan berdasarkan *salary matrix* dan *market survey* tahun 2023. Penetapan gaji karyawan baru disesuaikan dengan Upah Minimum Provinsi (UMP) yang berlaku di masing-masing lokasi operasional Perusahaan.

Petrosea determines a fair and equal remuneration policy based on position level, term of service, workload, work location, as well as performance of each employee. The Company determines the basic salary of the employees based on the 2023 salary matrix and market survey. The salaries for new employees are adjusted to the Provincial Minimum Wage (UMP) that applies at each Company operational location.

Perbandingan gaji pokok karyawan terendah dengan UMP berbeda di setiap daerah, dengan kisaran antara 0% (tidak ada perbedaan, yang artinya gaji terendah adalah sama dengan UMP) hingga 42,81% (menunjukkan gaji terendah 42,81% di atas UMP).

The comparison between the lowest basic salary to the UMP is different in each region, ranging from 0% (no difference, which means the lowest salary is equal to the UMP) to 42.81% (which shows that the lowest salary is 42.81% above the UMP).

Tidak terdapat perbedaan gaji pokok antara karyawan laki dan perempuan (rasio 1:1). Perbedaan rasio gaji pokok ditentukan oleh masa kerja, kompetensi dan prestasi. Selain itu, tidak terdapat perbedaan terkait pemberian fasilitas (paket kesejahteraan, upah, dan hak cuti) yang diterima oleh karyawan *staff* maupun *non-staff*. Seluruh karyawan Petrosea, *staff* maupun *non-staff* mendapatkan manfaat berupa tunjangan, jaminan kesehatan, jaminan ketenagakerjaan dan hal-hal lain yang ditetapkan secara perundang-undangan.

Selain itu, sebagai bentuk apresiasi atas dedikasi dan loyalitas seluruh karyawan, Petrosea menjalankan program *Long Service Award* untuk karyawan yang telah menempuh masa kerja selama 5, 10, 15, 20 dan 25 tahun.

There are no differences in basic salaries between male and female employees (1:1 ratio). The difference in the basic salary ratio is determined based on length of service, competence and achievements. In addition, there is no difference in the provision of facilities (welfare packages, wages and leave entitlements) received by staff and non-staff employees. All Petrosea employees, staff and non-staff, receive benefits in the form of allowance, healthy insurance, employment security and others that are stipulated in the prevailing rules & regulations.

Furthermore, as a form of appreciation for the dedication and loyalty of all employees, Petrosea carries out the Long Service Award program for employees with 5, 10, 15, 20 and 25 years of service.

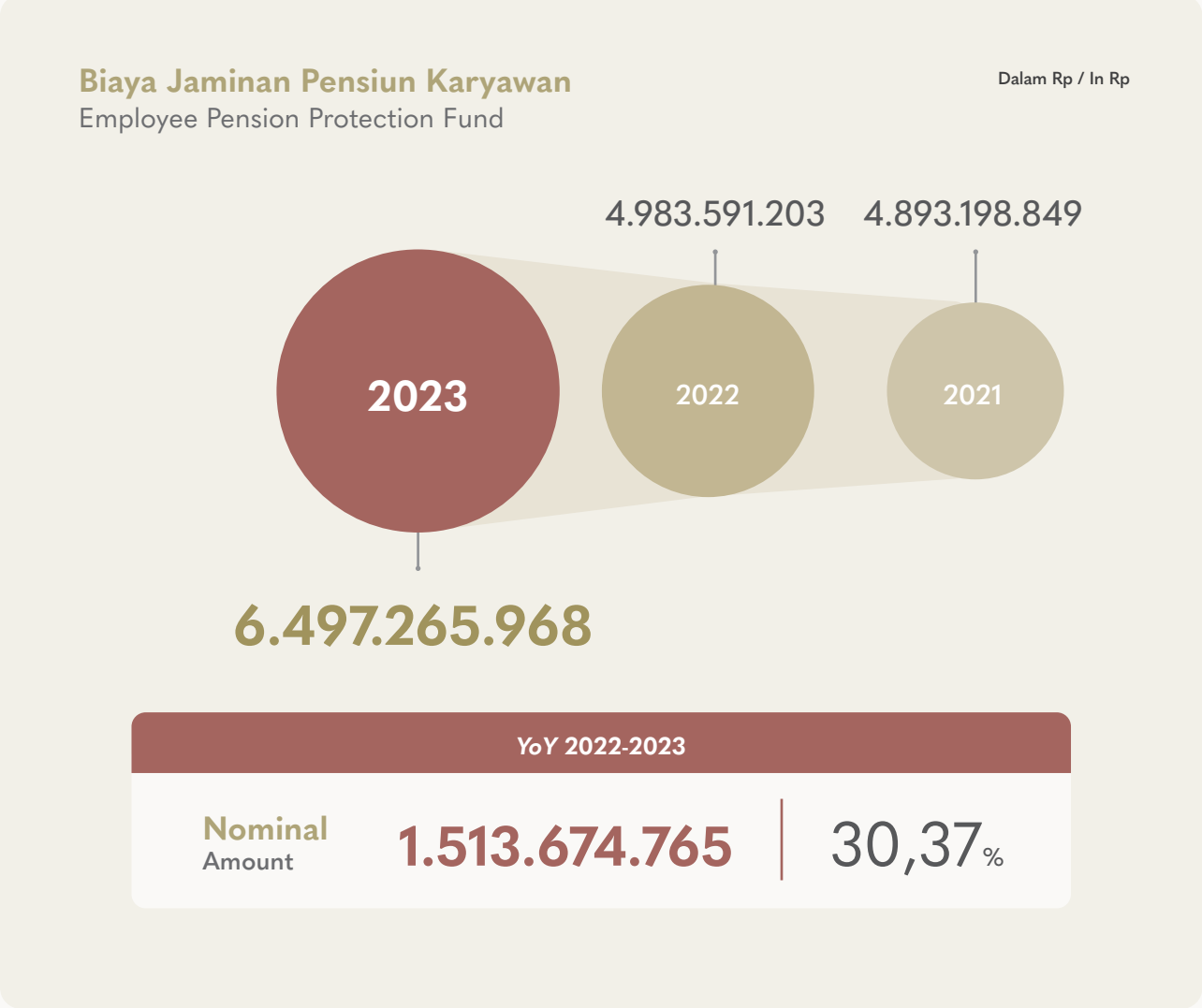
Program Pensiun [201-3] Retirement Program

Petrosea menjalankan program pensiun sebagai bentuk tanggung jawab dan apresiasi kepada karyawan yang telah berdedikasi penuh terhadap Perusahaan.

Jaminan Pensiun
Petrosea mengikutsertakan seluruh karyawan pada program Jaminan Pensiun (JP) dan Jaminan Hari Tua (JHT) dari BPJS Ketenagakerjaan. Skema pembayaran iuran JP adalah 2% dibayarkan oleh Perusahaan dan 1% dibayarkan oleh karyawan, sedangkan untuk JHT, 3,7% dibayarkan oleh Perusahaan dan 2% dibayarkan oleh karyawan. Sampai dengan akhir tahun 2023, jumlah jaminan pensiun yang dibayarkan mencapai Rp 6.497.265.968.

Petrosea carries out a retirement program as a form of its responsibility and appreciation to employees who have shown their dedication towards the Company.

Pension Protection
Petrosea ensures that all employees are registered in the pension protection (JP) and pension plan (JHT) programs from BPJS Ketenagakerjaan. The pension protection payment scheme is 2% paid by the Company and 1% paid by employees, whereas for the pension plan, 3.7% is paid by the Company and 2% is paid by employees. As of the end of 2023, the total pension protection paid reached Rp 6,497,265,968.



Program Masa Persiapan Pensiun
Retirement Preparation Program

Program Masa Persiapan Pensiun (MPP) tahun 2023 dilaksanakan pada tanggal 21 – 25 Agustus 2023 di Bali dengan mengangkat tema “Retirement a Time for New Beginnings”. Program ini merupakan wujud dukungan Perusahaan untuk karyawan yang telah memasuki usia pensiun. Program ini juga bertujuan untuk membantu karyawan agar dapat tetap menyalurkan kreativitasnya selama masa pensiun untuk memastikan kesejahteraan keluarga. Tahun 2023, program MPP diikuti oleh 18 karyawan dengan total durasi pelatihan lima hari.

The 2023 Retirement Preparation Program (MPP) was conducted on 21 - 25 August 2023 in Bali with the theme of “Retirement a Time for New Beginnings”. This program embodied the Company’s support for employees who have entered their retirement age. This program is a form of the Company’s support to employees who have reached their retirement age. This program is also aimed at helping employees to continue channeling their creativity throughout their retirement to ensure their family’s welfare. In 2023, 18 employees participated in the MPP program with a total training duration of five days.

MPP dilaksanakan berdasarkan prinsip 4R yaitu:

The MPP is conducted based on the following 4R principle:

Reframing



Mengidentifikasi situasi dan melihat sesuatu dari perspektif lain untuk mencari peluang baru.
Identify situations and see things from different perspectives to search for new possibilities.

Rediscovery



Mengoptimalkan potensi yang dimiliki untuk menciptakan kehidupan yang diinginkan.
Optimizing one’s potential to create the life that they desire.

Rewire



Mempelajari kembali strategi yang relevan dari masa lalu untuk membangun kehidupan yang layak dan sukses di masa kini dan masa datang.
Re-learn relevant strategies from the past to build a decent and successful life, both now and in the future.

Re-assist



Memberikan dukungan dan mempersiapkan para peserta untuk menghadapi berbagai tantangan di masa pensiun.
Provide support and prepare the participants to face various challenges after retirement.



Mengukuhkan Inklusivitas

Reinforcing Inclusivity

Setiap karyawan berhak untuk memperoleh lingkungan kerja yang aman serta nyaman, diperlakukan dengan penuh integritas, rasa hormat, dan kepercayaan. Segala bentuk tindakan diskriminasi akan diproses sesuai dengan peraturan yang berlaku dan *Code of Conduct* yang dimiliki oleh Perusahaan.

Every employee is entitled to a safe and comfortable working environment, treated with integrity, respect and trust. All forms of discrimination will be processed in accordance with the prevailing regulations and the Company's Code of Conduct.

Kesempatan Bekerja yang Setara

Equal Employment Opportunity

Petrosea memberikan peluang yang sama dan setara bagi seluruh karyawan, baik pada proses rekrutmen, pengembangan karir, hingga akhir masa kerja karyawan. Peluang diberikan berdasarkan prinsip keragaman dan kesetaraan, tanpa memandang jenis kelamin, suku, agama, ras, maupun golongan. Prinsip keragaman dan kesempatan yang setara telah tertuang dalam *Code of Conduct* Perusahaan yang merupakan pedoman internal terkait anti diskriminasi.

Petrosea provides 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 discriminating against gender, ethnicity, religion, race, or certain groups. The principles of diversity and equality are included in the Company's Code of Conduct as an internal guideline related to discrimination.

Sebagai bentuk komitmen Petrosea untuk terus mengoptimalisasi praktik keberagaman, kesetaraan dan inklusi, pada tahun 2023 Petrosea bergabung sebagai anggota Indonesia Business Coalition for Women Empowerment (IBCWE). Hingga akhir 2023, komposisi perempuan di tingkat manajemen senior mencapai 14,81%. Selain itu, tidak terdapat insiden terkait diskriminasi karyawan di lingkungan Perusahaan selama tahun 2023.

As a form of Petrosea's commitment to continue optimizing diversity, equity & inclusion practices, in 2023 Petrosea became a member of Indonesia Business Coalition for Women Empowerment (IBCWE). Until the end of 2023, the composition of women in senior management positions reached 14.81%. Moreover, there were no incidents related to employee discrimination in the Company during 2023.

Informasi mengenai *Code of Conduct* dapat diakses melalui www.petrosea.com.
Further information regarding the Code of Conduct can be viewed through www.petrosea.com.

Hak Cuti

Leave Entitlement

Petrosea memberikan hak cuti tahunan sebanyak 12 hari kerja per tahun bagi seluruh karyawan dan 22 hari kerja (diluar cuti tahunan) bagi karyawan yang telah bekerja selama lima tahun secara terus menerus sesuai dengan regulasi pemerintah. Di samping itu, Petrosea turut memberikan hak cuti lain, seperti cuti keagamaan, cuti sakit, serta cuti haid dan cuti melahirkan bagi karyawan perempuan.

The Company grants an annual leave entitlement for a period of 12 working days per year for all employees and 22 working days (excluding annual leave) for employees with five consecutive years of service in accordance with government regulations. Furthermore, Petrosea also grants other leave entitlements, such as religious leave, sick leave, as well as menstrual leave and maternity leave for female employees.

Petrosea memberikan hak cuti sebanyak 90 hari bagi karyawan yang melahirkan dan tiga hari bagi karyawan yang istrinya melahirkan. Selain itu, Perusahaan juga memberikan izin meninggalkan pekerjaan dengan mendapatkan upah selama 45 hari bagi karyawan yang mengalami keguguran dan empat hari bagi karyawan yang istrinya mengalami keguguran. Perusahaan menjamin bahwa seluruh karyawan akan bekerja kembali sesuai jabatan semula setelah masa cutinya berakhir.

Petrosea grants 90 days leave to female employees who give birth and three days for employees whose wives give birth. In addition, the Company also grants 45 days of paid leave for female employees who suffer miscarriages and four days for employees whose wives suffer miscarriages. The Company guarantees that all employees will return to work in their original positions after their leave period ends.

Uraian Description	Cuti Melahirkan [401-3] Maternity Leave					
	2023		2022		2021	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Karyawan yang berhak mengambil cuti melahirkan Employees with the right to maternity leave	4.080	115	3.214	113	3.169	111
Karyawan yang mengambil cuti melahirkan Employees who took maternity leave	283	19	246	25	256	17
Karyawan yang kembali dari cuti melahirkan Employees returning from maternity leave	283	19	246	25	256	17
Persentase karyawan yang kembali bekerja Percentage of employees returning to work	100,00%		99,26%		100,00%	
Persentase pekerja yang dipertahankan Percentage of employees retained	86,42%		86,25%		76,56%	



Keselamatan & Kesehatan Kerja Occupational Health & Safety

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 PTP-HR-POL-G-3002, yaitu:

In carrying out Occupational Health & Safety (OHS) aspects, Petrosea complies to prevailing rules 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 PTP-HR-POL-G-3002, namely:



Pada tahun 2023, Petrosea kembali meraih penghargaan PROPER Daerah (PROPERDA) dengan peringkat HIJAU dari Pemerintah Provinsi Kalimantan Timur.

In 2023, Petrosea was once again awarded the Regional PROPER award (PROPERDA) with GREEN rating from the East Kalimantan Provincial Government.

Manajemen K3 OHS Management

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]

Manajemen Risiko K3 ^[403-1]

Pengelolaan risiko K3 dilaksanakan dengan berpedoman pada kebijakan berikut ini:

- PTP-SHE-POL-G-0001**
Kebijakan Keselamatan, Kesehatan Kerja & Lingkungan sebagai pedoman untuk menjalankan K3 dengan mematuhi peraturan, dan peningkatan yang berkelanjutan.
- PTP-SHE-POL-G-0002**
Kebijakan Pencegahan dan Penanggulangan HIV/AIDS yang berisi komitmen promosi, pencegahan, dan penanggulangan HIV/ AIDS di tempat kerja.
- PTP-SHE-POL-G-0003**
Kebijakan Kesiapan Melaksanakan Pekerjaan yang mencakup komitmen kesiapan bekerja, manajemen kelelahan, sehat dengan bebas alkohol dan narkoba.
- PTP-RISK-POL-G-0001**
Kebijakan Manajemen Risiko terkait komitmen tata kelola perusahaan yang baik serta secara konsisten memastikan efektivitas jalannya proses manajemen risiko yang efektif dan memberikan perlindungan terhadap nilai-nilai Perusahaan.

Dalam merumuskan kebijakan di atas, Petrosea melibatkan seluruh unit kerja hingga jajaran Direksi. Perusahaan juga melakukan evaluasi dan *continuous improvement* terhadap sistem manajemen K3 melalui: ^[403-2]

- Melakukan audit K3, baik secara internal maupun eksternal.
- Melakukan investigasi secara mendalam terhadap insiden yang terjadi untuk memastikan perbaikan demi mencegah terjadinya pengulangan.

Petrosea implements ISO 45001:2018 for Occupational Health & Safety Management System, as well as certification for Occupational Health & Safety Management System (SMK3) which is applicable for all stakeholders with the category of golden flag in accordance with Government Regulation No. 50 Year 2012. ^[403-8]

OHS Risk Management

The OHS risk management is implemented by complying with the following policies:

- PTP-SHE-POL-G-0001**
Environmental Occupational Health & Safety policy as the guideline to perform OHS by adhering to the regulations and sustainable improvements.
- PTP-SHE-POL-G-0002**
HIV/AIDS Prevention and Mitigation Policy, consisting of promotional commitments, HIV/AIDS prevention and mitigation at workplace.
- 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.
- PTP-RISK-POL-G-0001**
Risk Management Policy related to commitment to good corporate governance, consistent guarantee of effective risk management process, and protection to corporate values.

In drafting these policies, Petrosea involved all work units up to the Board of Directors. The Company also evaluates and continuously improves its OHS management system through the following: ^[403-2]

- Conduct OHS audits, both internal and external.
- Conduct deep-dive investigations regarding incidents to ensure that improvements are made to prevent reoccurrence.

3. Menerapkan *SHE Alert* dan *SHE Focus* beserta rekomendasinya di seluruh proyek sebagai proses *continuous improvement* serta upaya pencegahan terhadap aktivitas dan risiko yang sama.

4. Mengevaluasi kepatuhan terhadap seluruh peraturan yang berlaku dengan persetujuan dari unit kerja hingga jajaran Direksi.

5. Melakukan pemantauan terhadap tindakan perbaikan secara berkala yang timbul dari hasil audit dan *SHE Leading Indicator Program*.

6. Menganalisis data dari *SHE Leading Indicator Program* melalui *SHE Dashboard* untuk melakukan continuous improvement dari program SHE yang telah berjalan.

7. Melakukan *joint meeting* terkait evaluasi K3 dengan melibatkan setiap proyek Perusahaan.
3. Implementation of SHE Alerts and SHE Focus along with recommendations at all projects as part of a continuous improvement process as well as prevention measures against similar activities and risks.

4. Evaluate compliance towards all prevailing regulations with approval from work units to the Board of Directors

5. Periodically monitor corrective actions arising from the audit findings and the SHE Leading Indicator Program.

6. Analyze data from the SHE Leading Indicator Program through the SHE Dashboard to continuously improve ongoing SHE programs.

7. Conduct joint meetings related to OHS evaluation by involving each Company project.

Praktik Keselamatan

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.

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.



Proyek KJA, Petrosea Support Facilities, proyek Levee Stockpile, POSB Sorong dan kantor pusat telah mendapatkan sertifikasi ISO 45001: 2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja.

KJA project, Petrosea Support Facilities, Levee Stockpile project, POSB Sorong and the head office have obtained ISO 45001:2018 certification for Occupational Health & Safety Management System.

Sertifikasi & Pelatihan K3 ^[403-5]
OHS Certification & Training

Pelibatan karyawan dalam penerapan K3 dilakukan melalui pelatihan peningkatan kompetensi, termasuk perolehan sertifikasi dan/atau lisensi. Selama tahun 2023, Perusahaan menyelenggarakan 1.193 pelatihan terkait K3, diantaranya tentang SHE fundamental untuk *supervisor* / karyawan, Kebugaran kerja & manajemen kelelahan, penyelamatan darurat, respon dan kesiapsiagaan, LOTO & bekerja dengan energi, dan topik SHE lainnya yang diwajibkan berdasarkan peraturan perundang-undangan yang diikuti oleh 6.282 karyawan.

The involvement of employees in OHS implementation is carried out through competency enhancement training, including obtaining certifications and/or licenses. During 2023, the Company conducted 1,193 OHS related training, with topics including SHE fundamentals for supervisors / employees, occupational fitness & fatigue management, emergency rescue, response and preparedness, LOTO & working with energy, and other SHE topics required by law which were attended by 6,282 employees.

Sertifikasi K3 OHS Certificates		
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	Juni 2026 June 2026
SMK3 di Petrosea Support Facilities (PSF) OHS Management System at 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	Juni 2026 June 2026
ISO 14001:2015 untuk Sistem Manajemen Lingkungan ISO 14001:2015 for Environmental Management System	Lloyd's Register Indonesia	Desember 2026 December 2026
ISO 45001:2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja ISO 45001:2018 for Occupational Health & Safety Management System	Lloyd's Register	Desember 2026 December 2026

Penghargaan K3 dari Kementrian Republik Indonesia Tahun 2023 OHS Awards from the Ministry of Republic of Indonesia in 2023	
Penghargaan Nihil Kecelakaan Kerja Zero Accident Award	Untuk Kantor Pusat, Petrosea Support Facilities dan proyek Kideco Jaya Agung For the Head Office, Petrosea Support Facilities and Kideco Jaya Agung project
Program Pencegahan & Penanggulangan COVID-19 – Kategori Platinum COVID-19 Prevention and Countermeasure Program – Platinum Category	Untuk Kantor Pusat, Petrosea Support Facilities dan proyek Kideco Jaya Agung For the Head Office, Petrosea Support Facilities and Kideco Jaya Agung project
Penghargaan Utama Utama Award	Pengelolaan standardisasi dan usaha jasa pertambangan untuk proyek Kideco Jaya Agung Management of standardization and mining services business for the Kideco Jaya Agung project
Penghargaan Pratama Pratama Award	Pengelolaan standardisasi dan usaha jasa pertambangan untuk proyek Freeport Management of standardization and mining services business for the Freeport project

Kinerja K3

OHS Performance

Komitmen untuk Mewujudkan Target Zero

[403-7, 403-10]
Komitmen untuk mewujudkan Target Zero terus dijalankan dengan melaksanakan investigasi yang menyeluruh, pengendalian risiko yang mendalam, serta rekomendasi yang komprehensif.

Petrosea telah mengidentifikasi dan menentukan langkah mitigasi untuk pekerjaan yang memiliki tingkat risiko tinggi di divisi terkait. Jenis pekerjaan berisiko tinggi tersebut di antaranya, pekerjaan di area rawan longsor, ketinggian, atau pekerjaan yang terkait dengan energi atau tegangan tinggi. Oleh karena itu, sebagai upaya pencegahan Petrosea menerapkan sistem perizinan, pengawasan dan prosedur kerja yang ketat.

Sepanjang tahun 2023, tidak terdapat kasus penyakit akibat pekerjaan dan kejadian *fatality* di seluruh wilayah operasional Perusahaan. Namun, terjadi dua insiden kecelakaan kerja yang mengakibatkan hari kerja hilang (*Lost Time Injury*) di proyek Levee Stockpile dan PSF.

Untuk mencegah kemungkinan terulangnya kecelakaan, Petrosea memiliki 10 prosedur internal untuk mengidentifikasi dan mengendalikan risiko insiden kecelakaan kerja, yaitu:



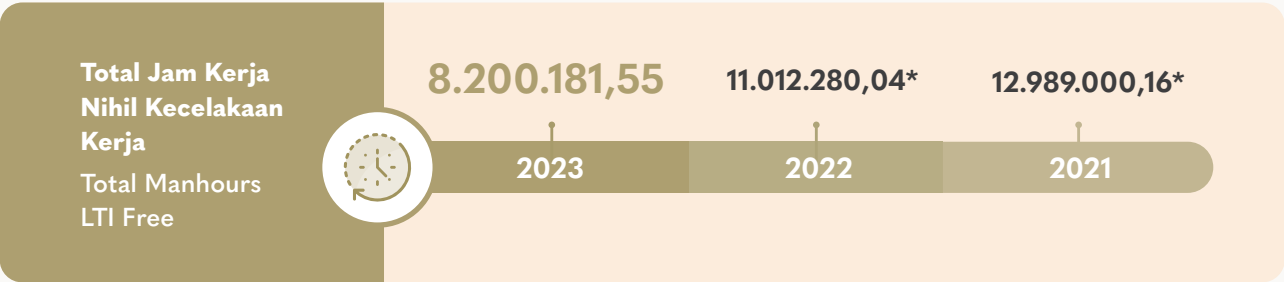
Commitment to Achieve Target Zero

[403-7, 403-10]
The commitment to achieve Target Zero is continuously implemented by carrying out thorough investigations, in-depth risk control and comprehensive recommendations.

Petrosea has identified and determined mitigation steps for high-risk jobs in relevant divisions. These high-risk jobs include working in areas prone to landslides, working at height, or working with high energy or voltage. Therefore, as a preventive step Petrosea enforces a strict permit, supervision and work procedure system.

Throughout 2023, no occupational diseases or fatalities were recorded across all operational areas of the Company. However, two workplace incidents occurred which resulted in Lost Time Injury (LTI) at the Levee Stockpile project and PSF.

To prevent incidents from reoccurring, Petrosea has established 10 internal procedures to identify and control workplace incident risks as follows:



Keterangan / Note:
*Penyajian data kembali akibat perubahan metode perhitungan / Data restatement due to changes in the calculation method

Insiden Kecelakaan Kerja / Workplace Accidents [403-9]			
Kategori Category	2023	2022	2021
First Aid Injury	5	6	3
Medical Treatment Injury	3	1	4
Restricted Duties Injury	1	0	0
Lost Time Injury	2	1	0
Fatality	0	0	0
Injury Frequency Rate	0,55	0,66	0,54*
LTI Severity Rate	1,16	1,74*	0

Keterangan / Note:
*Penyajian data kembali akibat perubahan metode perhitungan / Data restatement due to changes in the calculation method

SHEPRO
Petrosea mengoptimalkan penggunaan teknologi digital melalui SHEPRO sebagai *SHE digital platform* untuk meningkatkan kualitas pelaporan dan analisis aspek SHE, serta meningkatkan kualitas pengambilan keputusan terkait manajemen K3 sehingga mendukung tercapainya Target Zero di seluruh area operasional Perusahaan.

SHEPRO
Petrosea optimizes the use of digital technology through SHEPRO as its SHE digital platform to increase the quality of SHE reporting and analysis, as well as increase the quality of decision-making related to OHS management, therefore supporting the achievement of Target Zero at all Company operational areas.

Fasilitas & Program K3

[403-3, 403-4, 403-6]

OHS Facilities & Programs

Petrosea memiliki beberapa fasilitas pendukung K3, yaitu: Petrosea has established the following several OHS supporting facilities:

- 1



Fasilitas tanggap darurat berupa mobil penyelamatan, perlengkapan darurat dan perlengkapan pertolongan pertama
Emergency response facilities, such as rescue vehicles, emergency equipment and first aid kits
- 2



Fasilitas pelayanan kesehatan berupa ruang pertolongan pertama maupun klinik
Healthcare facilities in the form of first aid rooms and clinics
- 3



Fasilitas ruang laktasi berupa ruangan khusus untuk ibu menyusui
Lactation room facilities specifically for breastfeeding
- 4



Fasilitas kerja dan lingkungan yang layak berupa ruang atau area kerja yang aman dan nyaman
Proper working environment & facilities, in the form of a safe and comfortable workspace

Selain itu, Petrosea menjalankan empat program terkait K3 dengan pendekatan paradigma kesehatan sebagai berikut: Furthermore, Petrosea carries out four programs related to OHS with a health paradigm approach as follows:

1. Program Promotif

Sosialisasi informasi tentang permasalahan kesehatan yang berhubungan dengan lingkungan kerja maupun penyakit secara umum.
2. Program Preventif

Pencegahan gangguan kesehatan yang terjadi pada karyawan melalui pemeriksaan kesehatan rutin.
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.
1. Promotive Program

Socialization of information regarding health issues related to the working environment and general diseases.
2. Preventive Program

Prevention of employee health issues through regular medical check-ups.
3. Curative Program

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

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

Pelayanan yang Unggul

Service Excellence

Layanan yang unggul menjadi prioritas bagi Petrosea dalam memberikan jasa kepada pelanggan. Kebijakan perlindungan pelanggan mengacu pada prosedur dan persyaratan 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.

Service excellence is Petrosea’s priority in providing services to its customers. The customer protection policy refers to procedures and requirements in accordance with ISO 9001:2015 for Quality Management System, ISO 14001:2015 for Environmental Management System, ISO 45001:2018 for Occupational Health & Safety Management System, as well as SMK3 across all Company operational locations.

Survei Kepuasan Pelanggan

Customer Satisfaction Survey

Petrosea melaksanakan survei kepuasan pelanggan berdasarkan jasa yang diberikan oleh setiap lini bisnis, yaitu Kontrak Pertambangan, Rekayasa, Pengadaan & Konstruksi (EPC), serta Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi.

Petrosea conducts a customer satisfaction survey based on services rendered by each business line, namely Mining Contract, Engineering, Procurement & Construction (EPC), and Logistics and Support for Oil and Gas Services.

Survei pada lini bisnis Kontrak Pertambangan dilaksanakan untuk menilai kinerja di proyek Kideco Jaya Agung, Cristian Eka Pratama, Kedap Sayaaq dan Indo Bara Pratama. Hasil survei tahun 2023 menunjukkan nilai rata-rata 4,54 pada skala maksimal lima yang menunjukkan bahwa layanan yang diberikan ‘melebihi harapan’ pelanggan.

Surveys on the business line of the Mining Contract are in place to assess the performance of the Kideco Jaya Agung, Cristian Eka Pratama, Kedap Sayaaq dan Indo Bara Pratama projects. The 2023 survey results showed an average score of 4.54 out of five maximum, which means the services rendered have ‘exceeded the expectations’ of the customers.

Survei pada lini bisnis EPC dilaksanakan untuk menilai kinerja pada proyek GBC Pre-crusher SAG 3 Construction Services. Hasil survei tahun 2023 menunjukkan nilai rata-rata 4,25 pada skala maksimal lima. Nilai tersebut menunjukkan bahwa layanan yang diberikan oleh Perusahaan telah ‘melebihi harapan’ pelanggan.

The survey conducted on the EPC business line assessed the performance of the GBC Pre-crusher SAG 3 Construction Services project. The 2023 survey results showed an average score of 4.25 out of five maximum, which means the services rendered have ‘exceeded the expectations’ of the customer.

Selanjutnya, survei pelanggan yang dilakukan pada lini bisnis Jasa Logistik & Pendukung Kegiatan Minyak & Gas Bumi yang dilaksanakan untuk menilai kinerja dari 11 Klien di proyek POSB Sorong menunjukkan nilai rata-rata 4,33 pada skala maksimal lima. Nilai ini berarti layanan yang diberikan oleh Perusahaan ‘melebihi harapan’ pelanggan.

In the business line of Logistics & Support for Oil and Gas, the customer survey assessed the performance of 11 clients, scoring an average 4.33 out of five maximum. This proves that the services rendered have ‘exceeded the expectations’ of the customers.

Selain itu, hasil survei juga menunjukan tidak adanya produk atau layanan yang ditarik kembali selama periode pelaporan.

Futhermore, the results of the survey also showed that no products or services were recalled during the reporting period.



Pengaduan Pelanggan Customer Complaints

Pelanggan dapat menyampaikan pengaduan atas layanan yang diberikan oleh Petrosea melalui lini bisnis Kontrak Pertambangan, EPC, serta Jasa Logistik & Pendukung Kegiatan Minyak & Gas Bumi. Pengaduan dapat disampaikan melalui rapat koordinasi yang diselenggarakan secara rutin, mengirimkan surat dan/atau email kepada *project manager* selaku representatif Perusahaan, serta melalui survei kepuasan pelanggan yang dilaksanakan minimal dua kali dalam satu tahun. Hingga akhir 2023, Petrosea tidak menerima pengaduan yang bersifat signifikan terhadap seluruh layanan yang diberikan.

Customers can lodge complaints related to services rendered by Petrosea through its Contract Mining, EPC, and Logistics & Support for Oil & Gas Services business lines. Complaints can be reported through periodic coordination meetings, correspondence (letters or emails) addressed to project managers as the Company's representatives, as well as customer satisfaction surveys which are carried out at least twice a year. As of the end of 2023, Petrosea did not receive any substantial complaints related to all services that were provided.

Kontribusi Bagi Masyarakat Contributing to the Community

Petrosea melaksanakan berbagai kegiatan pemberdayaan masyarakat sebagai bagian dari *Corporate Social Responsibility* (CSR). Pelaksanaan CSR mengacu pada kebijakan yang telah disahkan dan diperbarui pada bulan November 2019.

Kebijakan CSR Petrosea memuat tiga perilaku utama 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.

Petrosea conducts various community empowerment activities as a part of its *Corporate Social Responsibility* (CSR). The CSR implementation refers to a policy that was ratified and updated in November 2019.

Petrosea's CSR policy contains three key approaches in determining the 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.

Pelaksanaan Kegiatan CSR Implementing CSR Activities

Terdapat empat prinsip utama dalam implementasi kebijakan CSR:

1. Keterlibatan masyarakat
2. Pendekatan terpadu
3. Mendukung bisnis inti Perusahaan
4. Membangun kemitraan

The four key principles in realizing the CSR policy are as follows:

1. Community engagement
2. Integrated approach
3. Supporting the Company's core business
4. Building partnerships

Kegiatan CSR dilakukan sesuai dengan tanggung jawab dan wewenang setiap fungsi pada struktur organisasi Perusahaan:

The CSR activities are conducted in accordance with the responsibilities and authorities of each function in the Company's organizational structure.



Implementasi Kegiatan CSR

Selama tahun 2023, Petrosea melaksanakan berbagai program CSR yang fokus pada empat pilar, yaitu Pendidikan, Kesehatan, Pemberdayaan Ekonomi dan Lingkungan.

Implementation of CSR Activities

Throughout 2023, Petrosea implemented various CSR programs that focused on the four pillars of Education, Health, Economic Empowerment and Environment.

**PILAR PENDIDIKAN**
EDUCATION PILLAR**Program Peningkatan Kapasitas Guru**

Program pada bidang pendidikan ini bertujuan untuk membantu meningkatkan kualitas pendidikan di Kabupaten Nunukan dan Kabupaten Paser, Kalimantan Timur. Pelaksanaan program memiliki beberapa indikator keberhasilan, yaitu peningkatan kualitas kegiatan belajar mengajar terhadap siswa agar lebih mandiri, terbentuknya kelompok kegiatan guru sebagai tindak lanjut dari pelatihan dan menghasilkan modul pembelajaran sebagai pedoman bagi guru. Peserta pelatihan ini melibatkan 40 orang guru SD dari 10 sekolah yang ada di Kecamatan Sebuku, serta 50 guru mata pelajaran agama dan olahraga tingkat SMP di Kecamatan Batu Sopang.

Program Peningkatan Literasi Berbasis Masyarakat

Melalui program ini, Perusahaan memberikan pelajaran bahasa Inggris di Desa Samurangau, Kabupaten Paser, Kalimantan Timur bekerja sama dengan Pemerintah Desa Samurangau. Total penerima manfaat adalah sebanyak 30 peserta didik dari kalangan masyarakat usia produktif, perangkat aparat desa, serta siswa sekolah dasar hingga sekolah menengah atas.

Teacher Capacity Building Program

This program in the education sector aimed to help improve the quality of education in Nunukan Regency and Paser Regency, East Kalimantan. The implementation of this program had several indicators of success, including improving the quality of teaching and learning activities for students to make them more independent, establishment of a teacher activities group as a follow up to training and producing learning modules as guidelines for teachers. Participants in this training involved 40 elementary school teachers from 10 schools in the Sebuku District, as well as 50 teachers of religious and sports subjects at junior high school level in the Batu Sopang District.

Community-Based Literacy Improvement Program

Through this program, the Company provided English lessons at Desa Samurangau, Paser Regency, East Kalimantan in collaboration with the Desa Samurangau local government. The total number of beneficiaries amounted to 30 students from productive age groups, village officials, as well as elementary to high school students.

Program Pelatihan Peningkatan Keterampilan

Program ini dilaksanakan dengan tujuan untuk meningkatkan kemandirian masyarakat dalam menjalankan usahanya. Peserta pelatihan mencapai 30 orang dengan rentang usia 20-35 tahun yang berasal dari masyarakat Desa Bui, Kabupaten Paser, Kalimantan Timur. Program ini dilaksanakan bekerja sama dengan Pusat Kegiatan Belajar Mengajar Karya Mandiri Desa Bui.

Skills Enhancement Training Program

The aim of this program was to enhance community independence in running their respective businesses. Training participants reached 30 people, ranging from 20-35 years old from Desa Bui, Paser Regency, East Kalimantan. This program was implemented in collaboration with Pusat Kegiatan Belajar Mengajar Karya Mandiri Desa Bui.

**PILAR KESEHATAN**
HEALTH PILLAR**Program Peningkatan Gizi dan Pencegahan Stunting**

Pelaksanaan program ini diawali dengan kegiatan *screening* untuk mengelompokkan individu yang memiliki potensi gejala *stunting* dan kurang gizi. Setelah itu, dilanjutkan dengan aktivitas tahap 1 yang memberikan nutrisi selama periode 14 hari. Pada tahap ini, para kader Posyandu terus memantau asupan gizi yang diberikan oleh ibu kepada anak-anaknya yang dilakukan selama periode enam bulan. Dari pengamatan kader Posyandu terhadap 97 balita setelah mendapat intervensi gizi awal dan lanjutan selama 28 hari, terlihat hasil yang positif, baik dari peningkatan tinggi maupun berat badan anak.

Nutrition Improvement And Stunting Prevention Program

The implementation of this program began with a screening activity to group individuals with potential symptoms of stunting and malnutrition. This was followed up with stage 1 activities in which nutrition was provided for a period of 14 days. During this stage, Posyandu cadres continued to monitor nutrition intake provided by mothers to their children for a period of six months. From observations conducted by Posyandu cadres on 97 toddlers after receiving initial and advanced nutrition intervention for 28 days, positive results were clearly evident, both in regards to an increase in children's height and weight.

Program Petrosea Peduli Malaria

Program ini dilaksanakan di sekitar area operasional proyek Levee Stockpile yang berlokasi di Timika, Papua dengan tujuan untuk mengurangi jumlah kasus penyakit malaria sebagai penyakit endemik di daerah Timika. Dalam pelaksanaannya, Petrosea bekerja sama dengan Dinas Kesehatan Kabupaten Mimika, Malaria Center Mimika, Malaria Control dari PT Freeport Indonesia, Puskesmas Pasar Sentral, serta Pemerintah Distrik Wania Kabupaten Timika, Pemerintah Kampung Mandiri Jaya dan Pemerintah Kampung Nayaro.

Sebagai dampak langsung dari pelaksanaan kegiatan dari program ini, jumlah kasus penyakit malaria telah turun sebanyak 2%. Kegiatan pencegahan dan pemberantasan sarang nyamuk anopheles dilakukan dengan penyemprotan *Indoor Residual Spraying (IRS)* dan juga memberikan edukasi kepada masyarakat mengenai pentingnya melaksanakan gerakan 3M (Menutup, Menguras dan Mengubur) di area yang berpotensi adanya genangan air yang kemudian dapat menjadi tempat hidupnya jentik nyamuk anopheles.

Program Penanganan dan Pencegahan Anemia

Pelaksanaan program yang ditujukan kepada siswi SMP 16 Kariangau diawali dengan kegiatan *screening*. Dari hasil dari *screening* awal tersebut, 13 siswi teridentifikasi memiliki rata-rata *hemoglobin (Hb)* dibawah 11,2.

Bekerja sama dengan sekolah, pemerintah kecamatan dan Puskesmas setempat, Petrosea kemudian memberikan konsultasi gizi, menyiapkan asupan vitamin, serta menyediakan makanan bergizi untuk remaja yang terindikasi anemia tersebut. Setelah delapan bulan, 92% dari 13 siswa yang mendapat pendampingan dinyatakan telah memiliki Hb diatas 11,3 dan terjadi peningkatan berat badan, tinggi badan, serta perubahan status gizi.

Petrosea Peduli Malaria program

This program was implemented around the operational area of the Levee Stockpile project which is located in Timika, Papua with the aim of reducing the number of malaria cases as an endemic disease in the Timika area. In its implementation, Petrosea collaborated with the Mimika District Health Service, Mimika Malaria Center, Malaria Control from PT Freeport Indonesia, Puskesmas Pasar Sentral and the Wania District Government of Timika Regency, Kampung Mandiri Jaya Government and Kampung Nayaro Government.

As a direct impact of the activities conducted through this program, the number of malaria cases decreased by 2%. The activities to prevent and eradicate anopheles mosquito nests were carried out using Indoor Residual Spraying (IRS) and also through education information to the community regarding the importance of 3M (Cover, Drain and Bury) in areas with the potential of standing water which can then become a place for Anopheles mosquito larvae to live.

Anemia Management Preventior Program

The implementation of the program aimed at SMP 16 Kariangau students began with a screening activity. From the results of the screening, 13 female students were identified as having an average hemoglobin (Hb) level of below 11.2.

In collaboration with schools, sub-district governments and local health centers, Petrosea then provided nutritional consultations, prepared vitamin intake, as well as provided nutritious food for the teenagers diagnosed with anemia. After eight months, 92% of 13 students who received assistance were declared to have an Hb level above 11.3, and there was also an improvement in their weight, height and nutritional status.

**Program Pengembangan Usaha Hortikultura Kelompok Wanita Tani (KWT)**

Melalui program ini, Perusahaan menyediakan kegiatan pelatihan untuk meningkatkan kapabilitas para anggota KWT Berkah Mandiri di Desa Samurangau, Kabupaten Paser terkait usaha tani hortikultura, serta membantu meningkatkan produktivitas dengan memanfaatkan inovasi dan teknologi tepat guna. Harapannya adalah bahwa program ini akan dapat membantu para anggota KWT untuk memenuhi kebutuhan pangan keluarga dan meningkatkan kesejahteraan masyarakat sekitar. Hingga akhir tahun 2023, 21 orang di Desa Samurangau telah mengikuti program ini dan menerima manfaatnya.

Program Pengembangan Usaha Budidaya Ikan Nila

Perusahaan bersama dengan masyarakat binaan di sekitar Petrosea Support Facilities (PSF) melaksanakan program budidaya perikanan air tawar dengan menggunakan metode *Reservoir System (RAS)* dengan media bioflok. Selain untuk mendukung ketahanan pangan dalam konteks lokal, program ini juga bertujuan untuk memberikan alternatif mata pencaharian dan peningkatan pendapatan ekonomi rumah tangga. Program ini dilakukan bersama Kelompok Budidaya Ikan Ikhlas Mandiri dengan total anggota 12 orang. Melalui pelaksanaan pelatihan teknis usaha budidaya dan

Horticultural Business Development Program of Women Farmers Group (KWT)

Through this program, the Company provided training to increase the capabilities of members of the KWT Berkah Mandiri at Desa Samurangau, Paser Regency regarding horticultural farming business, as well as help increase productivity by leveraging innovation and related technology. It is hoped that this program will be able to help KWT members to meet their family's food requirements while also improving the welfare of the surrounding community. By the end of 2023, 21 people from Desa Samurangau have participated in this program and received the benefits.

Tilapia Fish Cultivation Business Development Program

The Company together with the fostered community around Petrosea Support Facilities (PSF) carried out this tilapia freshwater fish farming program using the *Reservoir System (RAS)* with biofloc media method. Besides supporting food resilience in the local context, this program also aims at providing an alternative livelihood and increasing the economic income of households. This program is conducted together with the Ikhlas Mandiri Fish Farming Group which has a total of 12 members. Through technical training activities for cultivation businesses and

penguatan kelembagaan serta dukungan sarana prasarana, Kelompok Ikhlâs Mandiri sudah mampu mendapatkan panen 185 kg Ikan Nila dan semuanya dapat dijual ke pasar ikan air tawar sekitar kota Balikpapan.

Program Pengembangan Usaha Pertanian Hortikultura untuk Kelompok Tani Suku Amungme

Program ini dimulai dengan kegiatan sosialisasi pertanian hortikultura kepada petani wanita, dan selanjutnya membentuk Kelompok Tani menjadi koperasi yang didaftarkan resmi ke Dinas Pertanian Kabupaten Mimika. Pelatihan bagi kelompok tani wanita asal Suku Amungme ini dilakukan bekerja sama dengan PPL Dinas Pertanian. Hasil pelatihan menunjukkan bahwa kelompok tani telah mampu bertani dengan menggunakan metode hortikultura, mengelola hasil pertanian dan lahan pertanian, serta meningkatkan kerjasama antar petani lain.

institutional strengthening as well as infrastructure support, the Ikhlâs Mandiri Group has been able to harvest 185 kg of Tilapia, with all being sold to freshwater fish markets around the city of Balikpapan.

Horticultural Farming Business Development Program for Amungme Tribe Farmers Group

This program began with socialization activities regarding horticultural farming to women farmers, and then continued with the establishment of the farmers group into an official cooperation registered with the Mimika Regency Agricultural Office. The training for the women farmers group from the Amungme Tribe was carried out in collaboration with the PPL Agriculture Service. The results of the training showed that the farmers group was able to farm using the horticultural method, manage agricultural products and agricultural land, as well as strengthen collaboration with other farmers.



PILAR LINGKUNGAN ENVIRONMENTAL PILLAR



Program Pengelolaan Sampah dan Penguatan Kelembagaan Bank Sampah

Program ini dilaksanakan melalui kolaborasi dengan Kelompok Usaha Bersama (KUBE) Srikandi di Kariangau, Balikpapan yang beranggotakan 12 orang. Pada tahun 2023, KUBE Srikandi sudah mampu mengelola 9 ton sampah Perusahaan yang terdiri dari 849 kg sampah organik dan 21.955 kg sampah anorganik. Dari total 22.804 kg sampah yang dikelola, 32% dapat dimanfaatkan dan 68% menjadi sampah residu. Selain aktivitas pengelolaan sampah, KUBE Srikandi juga menyiapkan kelompoknya menjadi sebuah lembaga ekonomi lokal yang dapat mengelola keuangan simpan pinjam untuk anggotanya.

Program Pengelolaan Sampah Organik Terintegrasi dengan Program Usaha Pertanian

Program yang telah dijalankan di proyek Kideco Jaya Agung dan Levee Stockpile ini bertujuan untuk mendaur ulang 100% sampah sisa makanan menjadi sampah organik dan pupuk organik cair (POC) yang nantinya dapat dimanfaatkan sebagai pupuk untuk usaha budidaya hortikultura.

Dalam menjalankan program ini, Petrosea memanfaatkan mesin steam dengan kapasitas 300 kg yang sampai dengan akhir tahun 2023 telah berhasil mendaur ulang sebanyak 197 kg sampah organik menjadi pupuk. Pupuk

Waste Management and Waste Bank Institutional Strengthening Program

This program was carried out in collaboration with the Srikandi Joint Business Group or KUBE Srikandi at Kariangau, Balikpapan which has a total of 12 members. In 2023, KUBE Srikandi managed to process 9 tons of waste generated by the Company, comprising of 849 kg organic waste and 21,955 kg inorganic waste. From the total 22,804 kg managed waste, 32% was reused, and 68% was turned into residual waste. Besides managing waste, KUBE Srikandi also prepared its group to become a local economic institution with the ability to provide savings and loans for its members.

Organic Waste Management Program Integrated with Agricultural Business Program

This program which was carried out at the Kideco Jaya Agung and Levee Stockpile projects aims to recycle 100% food waste into organic waste and liquid organic fertilizer (POC) which can later be used as fertilizer for horticultural cultivation businesses.

In carrying out this program, Petrosea utilizes a 300 kg capacity steam engine which by the end of 2023 has succeeded in recycling 197 kg of organic waste into fertilizer. The fertilizer was directly distributed to a young farmers

tersebut langsung didistribusikan kepada kelompok tani muda yang berada di Desa Biu, Kecamatan Muara Samu. Sedangkan pemanfaatan limbah pencucian beras melalui proses fermentasi dapat menghasilkan 365 liter POC yang langsung digunakan oleh Kelompok Wanita Tani (KWT). Dengan adanya sampah organik dan POC, maka biaya pertanian menjadi lebih efisien dan kualitas tanaman menjadi lebih baik sehingga hasil panen juga meningkat.

group in Desa Biu, Muara Samu District. Meanwhile, rice washing waste was also reused through a fermentation process, generating 365 liters POC which was then used by the Women Farmers Group (KWT). With the presence of organic waste and POC, agricultural costs have become more efficient and the quality of crops have improved to ensure that crop yields also increased.

Biaya CSR CSR Cost

Sepanjang tahun 2023, Petrosea melaksanakan sebanyak 45 program dan kegiatan CSR yang tersebar di seluruh lokasi proyek dan kantor Perusahaan, dengan alokasi anggaran sebesar Rp5.300.058.637 serta realisasi yang mencapai Rp2.960.093.441 atau 55,85% dari anggaran.

Throughout 2023, Petrosea implemented 45 CSR programs and activities across all Company projects and office locations with an allocated budget of Rp5,300,058,637, as well as realization of Rp2,960,093,441 or 55.85% of the budget.

Penerima Manfaat CSR 2023 CSR Beneficiaries in 2023

Petrosea telah melakukan monitoring evaluasi *social impact assessment* per enam bulan yang dilaksanakan oleh internal. Seluruh (45) program dan kegiatan CSR yang dilaksanakan dibuat berdasarkan pada laporan *social impact assessment*. Pada tahun 2023, program CSR Perusahaan mulai diukur dengan metode *Social Return on Investment* (SROI). Program pada pilar Pendidikan menunjukkan nilai SROI sebesar 1:1,2 yang artinya Rp1 investasi program menghasilkan kemanfaatan 1,2.

Di sisi lain, kegiatan CSR telah meningkatkan kesejahteraan masyarakat sekitar dan terjaganya hubungan baik antara Perusahaan dengan masyarakat pemangku kepentingan lokal. Pengukuran nilai *Social License to Operate Index* (SLOI) menunjukkan peningkatan dari 56,09 menjadi 68,00 yang artinya ada perubahan sikap penerimaan masyarakat terhadap Perusahaan dari tingkat *credibility boundary* ke tingkat *approval*. Begitupun dengan nilai kepuasan terhadap penyelenggaraan program atau Indeks Kepuasan Masyarakat (IKM) yang naik dari 3,17 menjadi 3,20 yang artinya ada peningkatan kepuasan masyarakat penerima program CSR Perusahaan.

Petrosea conducted a social impact assessment monitoring and evaluation every six months which was carried out internally. All (45) CSR programs and activities implemented were based on the social impact assessment report. In 2023, the Company's CSR programs began to be measured using the Social Return of Investment (SROI) method. The programs in the Education pillar showed a SROI value of 1:1.2, which means that Rp1 program investment will generate 1.2 benefits.

On the other hand, CSR activities have improved the welfare of surrounding communities and maintained good relationships between the Company with local communities and stakeholders. The Social License to Operate Index (SLOI) shows an increase from 56.09 to 68.00, which means there was a change in the community's acceptance towards the Company, from the credibility boundary to the approval stage. Similarly, the community satisfaction index (IKM) increased from 3.17 to 3.20, which means there is an increase in satisfaction from communities that are beneficiaries of the Company's CSR programs.

Hak Masyarakat Adat Rights of the Indigenous People

Petrosea menghormati kearifan lokal dan turut mendukung pelestarian budaya di sekitar wilayah operasional sebagai wujud penghargaan terhadap masyarakat adat. Sepanjang tahun 2023, Perusahaan meningkatkan pelibatan masyarakat adat dalam program CSR, baik menjadi penerima manfaat atau pelaksana program.

Program pelestarian budaya, Petrosea mendukung pelestarian budaya Dayak-Tidung yang berada di wilayah Kecamatan Sebuku Sebakis, Kabupaten Nunukan. Perusahaan juga memberikan dukungan kepada masyarakat adat Paser melalui pelestarian budaya adat Paser dengan dibangunnya rumah budaya Lau Taka di Kecamatan Batu Sopang, Kabupaten Paser. Dengan adanya rumah adat ini, maka setiap bulan masyarakat dapat melakukan pentas seni bekerja sama dengan forum masyarakat adat dan Pemerintah Kecamatan Batu Sopang.

Bersama masyarakat adat suku Kamoro dan Amungme di wilayah Timika, Petrosea juga melaksanakan kegiatan kesehatan, pemberdayaan ekonomi, dan pendidikan. Begitupun bersama masyarakat adat Suku Kokoda sebagai bagian dari suku IMMEKO (Inanwatan, Matemani, Kais dan Kokoda) di wilayah Sorong, yang dilibatkan di dalam program CSR dari pilar pendidikan.

Berkat komitmen Perusahaan untuk senantiasa menjalin hubungan baik dengan masyarakat adat dan pemerintah lokal, tidak ada pelanggaran terkait pelanggaran hak-hak masyarakat adat selama tahun 2023.

Petrosea continues to support cultural preservation around its operational areas as a form of respect for indigenous communities. In 2023, the Company further increased the level of engagement with indigenous communities in its CSR programs, whether as beneficiaries or program implementers.

Through the cultural preservation program, Petrosea supported the preservation of Dayak-Tidung culture in the Sebuku Sebakis District, Nunukan Regency. The Company also provided support for the Paser indigenous community through the preservation of Paser traditional culture by building the Lau Taka cultural house in Batu Sopang District, Paser Regency. With the establishment of this cultural house, every month the community can now hold cultural activities in collaboration with the indigenous community forum and Batu Sopang District Government.

Together with the indigenous communities of the Kamoro and Amungme tribes in the Timika area, Petrosea also carries out health, economic empowerment and educational activities. Likewise with the indigenous community of the Kokoda tribe as part of the IMMEKO tribe (Inanwatan, Matemani, Kais and Kokoda) in the Sorong region, which has been involved in a CSR program from the education pillar.

Thanks to the Company's commitment in nurturing relations with indigenous communities and local governments, there were no reports of violations of indigenous community rights throughout 2023.





Kinarya

Pada tahun 2021, Petrosea mendirikan PT Kinarya Bangun Sesama atau Kinarya, yaitu sebuah *corporate social enterprise* yang menjalankan usahanya untuk kepentingan sosial dan lingkungan hidup di Indonesia. Tujuannya adalah untuk berkontribusi dalam mengatasi permasalahan sosial dengan menciptakan dampak positif, meningkatkan kesejahteraan masyarakat, 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 beberapa program selama tahun 2023.

Coffee Production Center

Program yang telah dilaksanakan sejak tahun 2022 ini dikembangkan untuk membangun industri kopi dari hulu ke hilir dengan sistem rantai pasokan yang berkelanjutan.

Program ini dijalankan melalui kolaborasi Kinarya dengan Sulawesi Community Foundation (SCF) dan Pusat Penelitian Kopi dan Kakao Indonesia (Puslitkoka) yang memberikan pelatihan budidaya kopi bagi masyarakat di sekitar area proyek. Dalam menjalankan program ini, Kinarya juga berkolaborasi dengan *coffee roastery* (*Smoking Barrels, Oak Roastery, CV Franqo Indonesia*), kedai kopi (*Anomali Coffee, Coverage Coffee & Eatery*), Koperasi Sebakis Berkah Mandiri (proyek CCM) dan Koperasi Jasa Karyawan Petrosea untuk pemasaran produknya.

In 2021, Petrosea established PT Kinarya Bangun Sesama or Kinarya, a corporate social enterprise that carries out its business for social and environmental interests in Indonesia. The purpose is to contribute towards overcoming social problems by creating positive impacts, improving community welfare, 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 implemented several programs throughout 2023.

Coffee Production Center

This program, which has been implemented since 2022, was developed to build a coffee industry from upstream to downstream with a sustainable supply chain system.

This program is carried out through a collaboration between Kinarya, the Sulawesi Community Foundation (SCF) and Indonesian Coffee and Cacao Research Institute (ICCRI) who provide coffee cultivation training for communities surrounding the project area. In implementing this program, Kinarya also collaborates with a coffee roastery (*Smoking Barrels, Oak Roastery, CV Franqo Indonesia*), coffee shop (*Anomali Coffee, Coverage Coffee & Eatery*) and Koperasi Karyawan Petrosea to market its products.

Program ini telah membantu petani kopi Desa Tibussan Kecamatan Latimojong melalui pengetahuan dan keterampilan terkait budidaya kopi, sehingga dapat meningkatkan kualitas biji kopi yang dihasilkan. Selain itu, para petani kopi juga mendapatkan peningkatan pendapatan karena biji kopi yang dihasilkan dibeli dengan harga yang adil, serta memiliki akses yang lebih luas dalam memasarkan produk melalui jaringan yang difasilitasi oleh Kinarya.

Food Waste Management

Dalam menjalankan program ini, Kinarya memanfaatkan teknologi terkini yang mampu mengelola sampah organik atau sampah makanan menjadi kompos hanya dalam waktu 1x24 jam.

Sepanjang tahun 2023, Kinarya telah berhasil mendukung Petrosea dalam mengelola limbah makanan menjadi kompos untuk mengurangi emisi rumah kaca yang disebabkan oleh limbah makanan di dua lokasi operasional Perusahaan, yaitu proyek Kideco Jaya Agung di Kabupaten Paser, Kalimantan Timur dan Camp SP2 yang berlokasi di Timika, Papua Tengah.

Emisi karbon yang dikurangi dari pengelolaan sampah makanan melalui program ini adalah sebesar 10,6 Ton CO₂eq per tahun.

This program has helped coffee farmers of Desa Tibussan, Latimojong District through knowledge and skills related to coffee cultivation, therefore increasing the quality of the harvested coffee beans. In addition, the farmers' income has also increased as they get the opportunity to access fair-priced coffee beans and have wider access to market their products through a network facilitated by Kinarya.

Food Waste Management

In implementing this program, Kinarya leverages the latest technology which is able to process the organic waste or food waste into compost in just 1x24 hours.

Throughout 2023, Kinarya successfully supported Petrosea in managing food waste into compost to reduce the greenhouse gas emissions caused by the amount of food waste at two Company operational locations, namely the Kideco Jaya Agung project at Paser Regency, East Kalimantan and Camp SP2 which is located in Timika, Central Papua.

Carbon emission reduction from managing food waste through this program amounted to 10.6 tons CO₂eq per year.

Menciptakan Nilai Tambah Creating Added Value

Pada tahun 2023, Petrosea berhasil mengeksekusi strategi diversifikasi menjadi *mine owner* melalui akuisisi PT Kemilau Mulia Sakti yang merupakan pemilik 99% saham dari PT Cristian Eka Pratama (CEP). CEP bergerak di bidang operasi penambangan batubara dengan wilayah operasi yang terletak di Kecamatan Tering, Kabupaten Kutai Barat, Kalimantan Timur.

Area tambang CEP berada di wilayah masyarakat lokal yang masih kental dengan adat istiadat. Oleh karena itu, sebelum kegiatan operasional dimulai, Perusahaan mengadakan upacara adat Dayak Bahau sebagai penghormatan terhadap adat istiadat masyarakat setempat. Selain itu, Perusahaan juga melaksanakan proses pembebasan lahan sesuai dengan ketentuan yang berlaku, termasuk melakukan sosialisasi bagi masyarakat setempat untuk meminimalkan risiko sosial yang mungkin timbul.

Untuk menciptakan lingkungan kerja yang layak dan aman, Perusahaan membangun beberapa fasilitas pendukung seperti mess karyawan, *port office*, *pit & disposal area*, serta *hauling road dari pit ke port*. CEP menerapkan seluruh kebijakan dan prosedur K3L yang dimiliki oleh Petrosea untuk meminimalkan risiko terjadinya kecelakaan kerja di area tambang.

Kegiatan operasional pertambangan memberikan dampak positif kepada masyarakat sekitar melalui terciptanya lapangan pekerjaan. Sebanyak 80% karyawan tambang dan 50% pemasok berasal dari masyarakat lokal. Selain itu, Perusahaan juga melakukan berbagai kegiatan pemberdayaan masyarakat sepanjang tahun 2023, seperti edukasi dan sosialisasi terkait pengembangan usaha sendiri, pengelolaan sampah, pemilihan pemasok lokal untuk catering dan air minum, Pembangunan fasilitas ponton untuk penyeberangan masyarakat, pembuatan solar panel di sekolah, serta pembangunan sarana dan prasarana Puskesmas Long Iram.

In 2023, Petrosea successfully executed its diversification strategy to become a mine owner through the acquisition of PT Kemilau Mulia Sakti which is the owner of 99% shares of PT Cristian Eka Pratama (CEP). CEP is engaged in coal mining operations with its operating area located in Tering District, Kutai Barat Regency, East Kalimantan.

The mining area is situated in the local areas that are still deeply related with traditional customs and culture. Therefore, prior to the commencement of operations, the Company performed a traditional Dayak Bahau Tribe ceremony as a form of respect to the local customs and culture. The Company also conducted land exemptions in accordance with prevalent regulations, including conducting socialization activities for local communities to minimize social risks that might arise.

To create a decent and safe workplace, the Company built several supporting facilities, such as employee mess, port office, pit & disposal area, and hauling road from pit to port. CEP implements all OHS policies and procedures owned by Petrosea to minimize the risk of workplace accidents in the mine areas.

Mining operational activities have positively impacted the local community by creating job opportunities. As many as 80% mine employees and 50% suppliers are from the local community. Furthermore, the Company also carried out various community empowerment activities throughout 2023, such as education and socialization regarding owning their own business, waste management, selecting local suppliers for catering and drinking water, building pontoon facilities for community crossings, building solar panels at schools, as well as building facilities and infrastructures for the Long Iram Community Health Center.





04

Tata Kelola Keberlanjutan Sustainable Governance

Penerapan praktik tata kelola perusahaan yang baik (GCG) di Petrosea berperan integral dalam menjaga dan meningkatkan kepercayaan investor dan seluruh pemangku kepentingannya.

The implementation of good corporate governance (GCG) principles at Petrosea plays an integral role in maintaining and enhancing the trust and confidence of investors as well as other stakeholders.



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

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

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Terjadi satu kasus korupsi di lingkungan Perusahaan sepanjang tahun 2023.

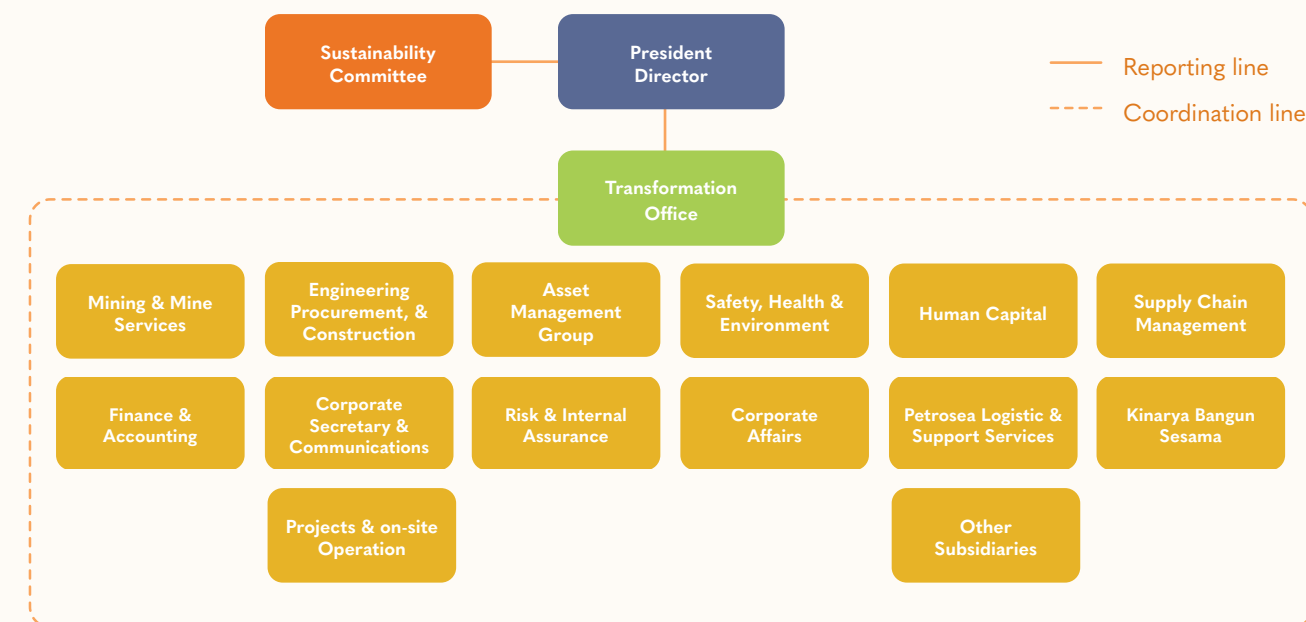
One corruption case occurred in the Company throughout 2023.



Dari seluruh laporan yang masuk melalui *Whistleblowing System*, 67% laporan layak dan lengkap telah ditindaklanjuti.

From all the reports received through the Whistleblowing System, 67% appropriate and complete reports have been followed up.

Penanggung Jawab Penerapan Keberlanjutan [2-9, 2-11, 2-12, 2-13, 2-14] Responsible Body for Sustainability Implementation



Petrosea 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 Perusahaan dipimpin oleh seorang Komisaris dan mencakup dua profesional sebagai anggota. Ketua Komite memastikan bahwa seluruh keputusan yang diambil telah sesuai dengan kepentingan jangka panjang Perusahaan.

Pelaksanaan strategi keberlanjutan Perusahaan dikembangkan dan dilaksanakan oleh divisi Transformation Office dengan melapor langsung kepada Presiden Direktur. Dalam menjalankan tugasnya, Transformation Office juga bertanggung jawab untuk mengembangkan kerangka kerja dan peta jalan ESG terpadu, mengarahkan program, berkolaborasi dengan lini bisnis, departemen serta pemangku kepentingan lainnya, mengidentifikasi dan menjalankan inisiatif prioritas, mengembangkan *business case* serta mendorong *change management* dan pola pikir yang selaras dengan budaya Perusahaan.

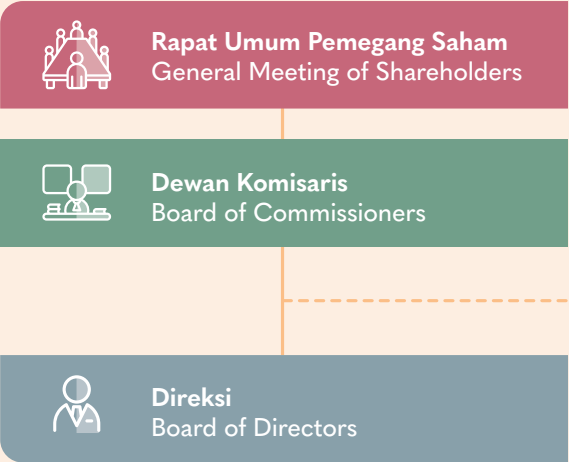
Petrosea has established a Sustainability Committee under the Board of Commissioners that is responsible for monitoring, reviewing, evaluating as well as providing recommendations concerning ESG-related performance, initiatives, plans and risks at each project and/or investment proposed by management which are evaluated and discussed during meetings conducted twice a year. The Company's Sustainability Committee is led by a Commissioner and includes two professionals as members. The Chairman of the Committee ensures that all decisions are made in accordance with the long-term interest of the Company.

The Company's sustainability strategy is developed and driven by the Transformation Office, which directly reports to the President Director. In carrying out its duties, the Transformation Office promotes sustainability by developing an integrated ESG framework and roadmap, directing programs, collaborating with business lines, departments, and other 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.

Struktur Tata Kelola Perusahaan
Corporate Governance Structure

Badan tata kelola tertinggi di Petrosea yang bertanggung jawab mengelola dan memantau implementasi keberlanjutan di Perusahaan adalah Presiden Direktur yang diawasi oleh Dewan Komisaris. Dewan Komisaris beserta komite di bawahnya melaksanakan fungsi pengawasan untuk memastikan bahwa implementasi praktik-praktik ESG di antaranya tata kelola perusahaan yang baik, etika bisnis, manajemen risiko investasi & proyek, nominasi & remunerasi serta strategi keberlanjutan dapat terlaksana dengan baik.

The highest governance body at Petrosea which is responsible for managing and monitoring the implementation of sustainability in the Company is the President Director who is supervised by the Board of Commissioners. The Board of Commissioners together with the committees under it carries out its supervisory function to ensure the proper implementation of good corporate governance practices, business ethics, investment & project risk management, nomination & remuneration as well as sustainability strategy.



- **Komite Audit, Risk & Compliance**
Audit, Risk & Compliance Committee
- **Komite Project & Investment**
Project & Investment Committee
- **Komite Nominasi & Remunerasi**
Nomination & Remuneration Committee
- **Komite Keberlanjutan**
Sustainability Committee

Di tahun 2023, tidak dilaksanakan pelatihan keberlanjutan untuk level Dewan Komisaris dan Direksi. Walaupun begitu, informasi pelatihan terkait ESG untuk karyawan dapat dilihat di halaman 98. Selain informasi terkait pelatihan ESG di level manajemen, struktur dan komposisi tata kelola perusahaan, kebijakan, proses nominasi dan remunerasi Dewan Komisaris dan Direksi, benturan kepentingan, evaluasi kinerja Dewan Komisaris dan Direksi, serta rasio total kompensasi dapat dilihat pada Laporan Tahunan 2023.

[2-9, 2-10, 2-11, 2-15, 2-17, 2-18, 2-19, 2-20, 2-21]

In 2023, no sustainability training was carried out for the Board of Commissioners and Board of Directors levels. However, information on ESG-related training for employees can be viewed on page 98. Apart from information related to ESG training at management level, the structure and composition of corporate governance, policies, nomination and remuneration process of the Board of Commissioners and Board of Directors, conflicts of interests, performance evaluation of the Board of Commissioners and Board of Directors, as well as total compensation ratio can be viewed in the 2023 Annual Report. [2-9, 2-10, 2-11, 2-15, 2-17, 2-18, 2-19, 2-20, 2-21]



Tantangan & Peluang dalam Keberlanjutan
Challenges & Opportunities in Sustainability

Tantangan dan peluang keberlanjutan merupakan bagian yang tidak terpisahkan dari implementasi aspek keberlanjutan. Tantangan tersebut meliputi akses pembiayaan, adopsi teknologi untuk mendukung kinerja operasional dan finansial, serta pemahaman dan kesadaran Perusahaan yang beragam atas praktik keberlanjutan. Petrosea memiliki beberapa peluang terkait implementasi aspek keberlanjutan, termasuk kesempatan untuk mendukung para klien dan mitra di rantai pasok secara lebih luas, khususnya yang juga memiliki aspirasi atau target terkait keberlanjutan.

Petrosea mengelola seluruh 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 Perusahaan terus meningkatkan kolaborasi dan komunikasi dengan berbagai pihak terkait. Selain itu, Petrosea juga meningkatkan kinerja ESG dengan memanfaatkan teknologi dan inovasi terkini, melalui Minerva Digital Platform.

Challenges and opportunities are integral parts of the implementation of sustainability aspects. These challenges include access to financing, technology adoption to support operational and financial performance, as well as diverse understanding and awareness of the Company regarding sustainability practices. Petrosea has several opportunities related to the implementation of sustainability aspects, including the opportunity to provide wider support for its clients and partners within the supply chain, particularly those who also have aspirations and targets related to sustainability.

Petrosea manages all these challenges through understanding and awareness of the Company's sustainability aspects, both internally and externally. Internally, Petrosea continues to improve the competencies of its human capital, and externally the Company continues to improve collaboration and communication with various related parties. In addition, Petrosea also improves its ESG performance by leveraging the latest technologies and innovations through the Minerva Digital Platform.

Manajemen Risiko ESG

ESG Risk Management

Manajemen risiko ESG dilaksanakan melalui pendekatan sebagai berikut:

ESG risk management is conducted by using the following approach:



- **Komunikasi dan konsultasi** – Memastikan bahwa informasi yang relevan telah dikumpulkan, disusun, dipadukan, dan dibagikan tepat waktu sebagaimana mestinya, dan bahwa umpan balik telah diperoleh, serta langkah peningkatan berkelanjutan telah dilaksanakan.
- **Communication and consultation** – Ensure that relevant information has been collected, compiled, combined and shared appropriately in a timely manner, and that feedback has been obtained, as well as steps for continuous improvement have been implemented.



- **Lingkup, konteks dan kriteria** – Menentukan kriteria dampak dan kemungkinan dari risiko dan peluang yang berhubungan dengan ESG
- **Scope, context and criteria** – Determine the impact and probability criteria for risks and opportunities related to ESG



- **Penilaian risiko** – Seluruh proses identifikasi, analisis, dan evaluasi risiko dilaksanakan secara sistematis.
- **Risk assessment** – All identification, analysis and risk evaluation processes are done systematically.



- **Pemantauan dan peninjauan** – Melaksanakan proses peninjauan secara terus-menerus sesuai dengan perkembangan untuk merespons disrupsi dan tren baru terkait ESG.
- **Monitoring and review** – Conduct a continuous review process in accordance with the latest developments in response to disruptions and new trends related to ESG.



- **Pencatatan dan pelaporan** – Mendokumentasikan dan melaporkan proses manajemen risiko dan hasilnya sesuai dengan mekanisme yang telah ditetapkan.
- **Recording and reporting** – Document and report the risk management process and its results according to a predetermined mechanism.

Secara berkala, Petrosea melaksanakan evaluasi efektivitas sistem manajemen risiko melalui proses audit internal dan audit eksternal yang mencakup aspek ISO 9001 tentang Sistem Manajemen Mutu, ISO 14001 tentang Sistem Manajemen Lingkungan, ISO 45001 tentang Sistem Manajemen Keselamatan & Kesehatan Kerja, ISO 37001 tentang Sistem Manajemen Anti Penyuapan, serta ISO 55001:2014 tentang Sistem Manajemen Aset.

Petrosea periodically evaluates the effectiveness of its risk management system through an internal and external audit which includes ISO 9001 regarding Quality Management System, ISO 14001 regarding Environmental Management System, ISO 45001 regarding Safety, Health & Environment Management System, ISO 37001 regarding Anti-Bribery Management System, as well as ISO 55001:2014 for Asset Management System.

Hasil evaluasi manajemen risiko disampaikan kepada manajemen dan Komite Audit, Risk & Compliance yang selanjutnya disampaikan kepada Dewan Komisaris setiap tiga bulan.

The evaluation results are submitted to management and the Audit, Risk & Compliance Committee which in then to be reported to the Board of Commissioners every three months.

Petrosea mengidentifikasi risiko terkait ESG, termasuk upaya mitigasinya sebagai berikut:

Petrosea identifies risks related to ESG, including mitigation efforts as follows:

Tipe Risiko Risk Type	Mitigasi Mitigation
Lingkungan Environment	
Perubahan Iklim & Emisi Karbon Climate Change & Carbon Emission Kegiatan operasional Petrosea membutuhkan konsumsi bahan bakar dan listrik dengan jumlah relatif besar sehingga berdampak pada pengeluaran emisi yang berkontribusi terhadap perubahan iklim Petrosea's operational activities require a large amount of fuel consumption and electricity which therefore impact the emissions that are released and contribute to climate change	• Meminimalkan emisi karbon yang dihasilkan melalui optimalisasi faktor manusia (operator), peralatan dan desain tambang Minimized carbon emissions generated by optimizing the human factor (operator), equipment and mine design • Memanfaatkan teknologi digital melalui Minerva Digital Platform untuk meningkatkan efisiensi bahan bakar Leverage digital technology through the Minerva Digital Platform to increase fuel efficiency • Menggunakan biodiesel B35 yang lebih efisien di seluruh proyek Utilization of B35 biodiesel which is more efficient at all projects • Menjajaki potensi dan secara bertahap menggunakan sumber energi baru terbarukan (EBT) sebagai sumber energi pendukung kegiatan operasional Explored the potential and gradually used new and renewable energy as a supporting energy source in operational activities • Menjalankan inisiasi program strategis kendaraan listrik melalui pendekatan retrofit atau konversi Initiated a strategic program of electric vehicles through a retrofit or conversion approach
Ketersediaan dan Penggunaan Air Water Security and Usage Petrosea menghadapi risiko ketersediaan air akibat dampak perubahan iklim Petrosea encountered risks of water supply due to climate change	• Menggunakan air dengan lebih efisien dan mengoptimalkan penggunaan air daur ulang pada seluruh kegiatan operasional proyek Used water in a more efficient way and optimize the use of recycled water in all project operational activities • Memastikan ketersediaan sumber air yang memadai dan layak dengan cara yang ramah lingkungan Ensure the availability of adequate and appropriate water sources in an environmentally friendly manner. • Mengurangi pengambilan air baku atau air bersih Reduced the use of freshwater or clean water
Pembuangan Limbah dan Material Waste and Material Disposal Aktivitas Petrosea menghasilkan limbah yang signifikan, termasuk limbah B3 dan non-B3 Petrosea's activities generate significant waste, including hazardous and non-hazardous waste	Petrosea melaksanakan pengelolaan limbah (B3 dan non-B3) sesuai dengan standar dan peraturan yang berlaku, serta mendorong praktik <i>circularity</i>, melalui upaya pengurangan, pemanfaatan kembali dan daur ulang. Managed hazardous and non-hazardous waste in accordance with prevailing standards and regulations, as well as promoted circularity practices by reduce, reuse, and recycle efforts.

Tipe Risiko Risk Type	Mitigasi Mitigation
Sosial Social	
Keselamatan & Kesehatan Kerja (K3L) Occupational Health & Safety (OHS) Karyawan Petrosea menghadapi risiko keselamatan dan kesehatan dari bahaya yang terkait dengan kegiatan operasional di lini bisnis Kontrak Pertambangan dan EPC, sehingga semua persyaratan harus diterapkan dengan ketat Petrosea employees face health and safety risks from hazards associated with operational activities in the Contract Mining and EPC business lines, therefore all requirements must be reinforced vigorously	• Menerapkan sistem manajemen K3 yang ketat dan selaras dengan ketentuan regulasi untuk melindungi seluruh karyawan dan pemangku kepentingan lainnya Implemented a strict OHS management system which is in line with prevailing regulations to protect all employees and other stakeholders • Terus meningkatkan manajemen K3 melalui penggunaan <i>digital platform</i> SHEPRO Continuously strengthened OHS management through the use of its SPHERO digital platform • Melibatkan ahli dan pemangku kepentingan terkait lainnya untuk meningkatkan penerapan sistem K3 Involved experts and other related stakeholders to increase the implementation of its OHS system
Hubungan Komunitas Community Relations Kegiatan operasional Petrosea berpotensi memberikan dampak pada masyarakat sekitar. Selain itu, implementasi strategi diversifikasi memberikan tantangan akibat kompleksitas masyarakat di sekitar wilayah pertambangan lain Petrosea's operational activities could potentially impact the surrounding communities. Furthermore, the implementation of its diversification strategy presents challenges due to the complexity of communities around other mining areas	• Mengidentifikasi, menganalisis dan melibatkan masyarakat sekitar untuk memastikan <i>social license to operate</i> Identified, analyzed and engaged the immediate community to confirm its social license to operate • Menjalin komunikasi dan menjaga keharmonisan dengan masyarakat di sekitar wilayah operasional Established communication and maintained harmony with communities around its operational areas • Menangani seluruh keluhan dan permasalahan yang ada serta menjalankan program pengembangan masyarakat. Handled all complaints and issues at hand and spearheaded community empowerment programs • Melakukan koordinasi dan kolaborasi dengan masyarakat, pemerintah daerah dan LSM untuk melaksanakan program pengembangan Coordinated and collaborated with the community, local government and NGOs to lead the development programs
Tata Kelola Governance	
Hukum & Kepatuhan Legal & Compliance Risiko yang muncul dari proses hukum dan kepatuhan terhadap tindakan pemerintah, peraturan perundang-undangan, serta regulasi yang berlaku Risks arising from legal proceedings and compliance with prevalent government initiatives, laws and regulations	• Melaksanakan pembaruan dan memenuhi sertifikasi, perizinan, termasuk perizinan yang berkaitan dengan aktivitas Perusahaan sesuai dengan prosedur internal, regulasi dan peraturan perundang-undangan Renewed and fulfilled certifications, permits, including those related to the Company's activities in accordance with internal procedures, regulations and legal provisions • Melaksanakan seluruh proses perizinan dan pengajuan melalui <i>Online Single Submission (OSS)</i> dari pemerintah Carried out all processes related to permits and applications through the government's Online Single Submission (OSS)
Penyuapan Bribery Petrosea memiliki potensi risiko penyuapan dan korupsi terkait interaksi dengan berbagai pemangku kepentingan eksternal Petrosea has potential risks of bribery and corruption related to interactions with various external stakeholders	• Melaksanakan pengendalian internal yang mengintegrasikan ISO 37001 untuk Sistem Manajemen Anti Penyuapan ke seluruh SOP maupun instruksi kerja Performed internal control that integrates ISO 37001 for Anti-Bribery Management System into all SOPs and work instructions

Perusahaan terus meningkatkan pengelolaan risiko ESG, salah satunya melalui evaluasi atau proses *ESG Rating* oleh pihak independen yang dilakukan pada akhir tahun 2023 hingga awal 2024.

The company continues to improve ESG risk management, including through an evaluation or ESG Rating process conducted by an independent party at the end of 2023 until early 2024.

ESG Rating ini dilakukan oleh lembaga internasional dengan metode *private rating*, dan hasilnya akan digunakan untuk meningkatkan kinerja pengelolaan risiko ESG Perusahaan.

This ESG Rating was carried out by international institutions using a private rating method, with the results to be used to improve the Company's ESG risk management performance.



Pelibatan Pemangku Kepentingan [2-29]

Stakeholder Engagement

Petrosea telah mengidentifikasi dan secara rutin melibatkan para pemangku kepentingan dalam merespons isu-isu keberlanjutan.

Petrosea identifies and routinely engages stakeholders to respond to sustainability issues.

Petrosea menunjuk Sekretaris Perusahaan sesuai dengan POJK No.35/POJK.04/2014 sebagai penanggung jawab untuk memastikan hubungan yang baik dengan seluruh pemangku kepentingan.

Petrosea appointed the Corporate Secretary in accordance with POJK No.35/POJK.04/2014 and its role as the responsible party is to ensure good relationships with all stakeholders.

Pemangku Kepentingan Stakeholders					
 PEMEGANG SAHAM SHAREHOLDERS	 PELANGGAN CUSTOMERS	 KARYAWAN EMPLOYEES	 MITRA USAHA BUSINESS PARTNERS	 PEMERINTAH GOVERNMENT	 MASYARAKAT COMMUNITIES
Topik / Isu Penting Topic / Important Issue					
• Dividen / Dividend • Pengembangan usaha / Business development • Tata kelola perusahaan yang baik (GCG) / Good corporate governance (GCG)	• Hubungan komersial / Commercial relations • Pelayanan / Services • Kualitas produk dan layanan / Quality of product and services	• Hubungan industrial / Industrial relations • Kesejahteraan / Welfare • Manajemen karir / Career management • Pemanfaatan teknologi / Technology application	• Hubungan komersial / Commercial relations • Kebijakan pengadaan barang dan jasa / Goods and services procurement policy • Pembayaran tepat waktu / Prompt payment	• Pembayaran pajak / Tax payment • Kepatuhan pada regulasi yang berlaku / Compliance with prevalent regulations	• Program pemberdayaan masyarakat / Community empowerment programs • Hubungan yang harmonis dan kolaboratif / Harmonious and collaborative relations • Ketersediaan kesempatan kerja / Availability of work opportunities
Respons & Frekuensi Response & Frequency					
• Melaksanakan Rapat Umum Pemegang Saham (RUPS) untuk penentuan dividen / Held its General Meeting of Shareholders (GMS) to decide the dividend • Melakukan pengembangan usaha dan melaksanakan pertemuan Komite Project & Investment 6 kali dalam satu tahun / Performed business development and held 6 Project & Investment Committee meetings in one year • Melaksanakan praktik GCG dan melaksanakan evaluasi setiap tiga bulan oleh Komite Audit dan Risk & Compliance / Practiced GCG and evaluation every three months by the Audit and Risk & Compliance Committee	• Menjaga hubungan baik dengan seluruh pelanggan serta melakukan pertemuan sesuai dengan kebutuhan / Maintained good relationships with all customers by holding meetings when necessary • Melaksanakan evaluasi keandalan produk dan layanan melalui survei yang dilaksanakan satu tahun sekali / Evaluated the feasibility of its products and services through a survey conducted once a year	• Menyediakan tempat kerja aman dan nyaman / Provided a safe and comfortable workplace • Memberikan remunerasi yang adil dan memadai / Provided a fair and adequate remuneration • Memberikan pelatihan pengembangan kompetensi secara rutin / Provided periodic training for competency development • Melaksanakan evaluasi kinerja sebanyak dua kali dalam satu tahun / Held performance evaluations twice a year • Mengikuti perkembangan teknologi / Stay up to date with technological advancements	• Menjamin keterbukaan informasi / Guaranteed information transparency • Melaksanakan proses pengadaan barang dan jasa yang adil dan transparan / Carried out a fair and transparent goods and services procurement process • Menunaikan kewajiban tepat waktu / Ensured promptness in payment • Mengadakan pertemuan secara rutin / Held routine meetings	• Membayar pajak sesuai dengan kewajiban dan tepat waktu / Paid taxes as mandated and on time • Mematuhi seluruh regulasi dan mengikuti perkembangan regulasi terbaru / Complied with all regulations and followed the latest developments regarding regulations • Melakukan pertemuan secara berkala / Held periodic meetings	• Melaksanakan program pemberdayaan masyarakat sesuai dengan kebutuhan masyarakat / Performed community empowerment programs in accordance with community requirements • Membina hubungan yang baik dan kolaboratif / Maintained positive and collaborative relationships • Memberikan kesempatan bekerja sesuai dengan ketentuan Perusahaan / Provided work opportunities in line with the Company's provisions • Memberikan pelatihan secara berkala / Provided regular training

Etika Bisnis Business Ethics

Petrosea berkomitmen untuk senantiasa mengedepankan GCG dengan menjalankan bisnis beretika dan berintegritas. Sebagai bagian dari komitmen ini, Petrosea tidak memberikan toleransi terhadap praktik kecurangan dalam bentuk apapun, termasuk segala bentuk penyuapan dan korupsi sesuai dengan Kode Etik Perusahaan.

Kode Etik disosialisasikan kepada seluruh karyawan dan diterapkan oleh seluruh pihak dalam menjalankan kegiatannya dengan pengawasan dari Dewan Etik Perusahaan.

Petrosea is committed to continuously prioritize GCG by conducting its business ethically and with integrity. As part of this commitment, Petrosea does not tolerate fraudulent practices in any form, including all forms of bribery and corruption in accordance with the Company's Code of Conduct.

The Code of Conduct is socialized to all employees and applied by all parties in conducting their activities with supervision by the Company's Ethics Committee.



Informasi lebih lengkap mengenai Kode Etik dapat dilihat di Laporan Tahunan 2023 dan situs web perusahaan.
Detailed information regarding the Code of Ethics is presented in the 2023 Annual Report and corporate website.

Antikorupsi [205-1, 205-2, 205-3] Anti-Corruption

Sebagai bagian dari komitmen Petrosea dalam menjaga integritas usahanya, Petrosea telah memiliki sertifikasi ISO 37001:2016 untuk Sistem Manajemen Anti Penyuapan.

Minimal satu kali dalam setahun, Perusahaan melaksanakan *assessment* potensi risiko penyuapan dan korupsi pada seluruh lini bisnis, fungsi pendukung, seluruh praktik pengadaan dan rantai pasokan, serta anak perusahaan untuk memetakan potensi risiko beserta mitigasinya. Kegiatan pengawasan dilaksanakan setiap kuartal untuk mengukur dan memastikan mitigasi yang telah diidentifikasi, khususnya pada aktivitas bisnis yang memiliki risiko sedang dan tinggi. [205-1]

Perusahaan secara rutin melaksanakan pelatihan antikorupsi dan antipenyuapan bagi manajemen dan seluruh karyawan. Hingga akhir tahun 2023, 100% manajemen dan karyawan telah mengikuti pelatihan antikorupsi dan antipenyuapan melalui *platform e-learning* Perusahaan. [205-2, 2-17]

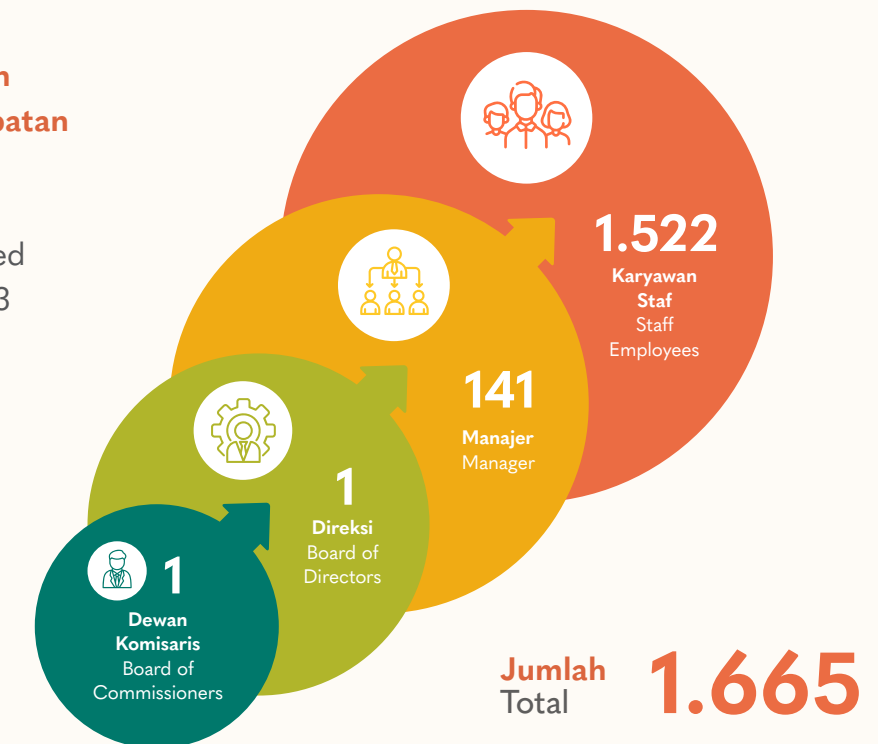
As part of Petrosea's commitment to maintain its business integrity, Petrosea has obtained ISO 37001:2016 Anti-Bribery Management System certification.

At least once a year, the Company conducts an assessment of the potential risk of bribery and corruption in all business lines, supporting functions, all procurement and supply chain practices, as well as subsidiaries to map potential risks and their mitigations. The supervision activities are conducted quarterly in order to measure and ensure the identified mitigations, specifically in business activities that have medium and high risks. [205-1]

The Company routinely conducts anti-corruption and anti-bribery training for management and all employees. As of the end of 2023, 100% of management and employees participated in anti-corruption and anti-bribery training through the Company's e-learning platform. [205-2, 2-17]

Pelatihan Antikorupsi dan/atau Anti Penyuapan Berdasarkan Tingkat Jabatan Tahun 2023 [205-2]

Anti-Corruption and/or
Anti-Bribery Training Based
on Position Levels in 2023



Sepanjang tahun 2023, terdapat satu kasus korupsi yang terjadi dalam Perusahaan dan berakhir dengan pemutusan hubungan kerja. [205-3]

Throughout 2023, one corruption case occurred in the Company and ended in termination of employment. [205-3]

Sistem Pelaporan Pelanggaran [2-26] 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 mawadahi pengaduan oleh internal maupun pemangku kepentingan lainnya. Petrosea menerapkan WBS sebagai bagian dari komitmen Perusahaan kepada para pemangku kepentingan untuk menumbuhkan akuntabilitas dan integritas.

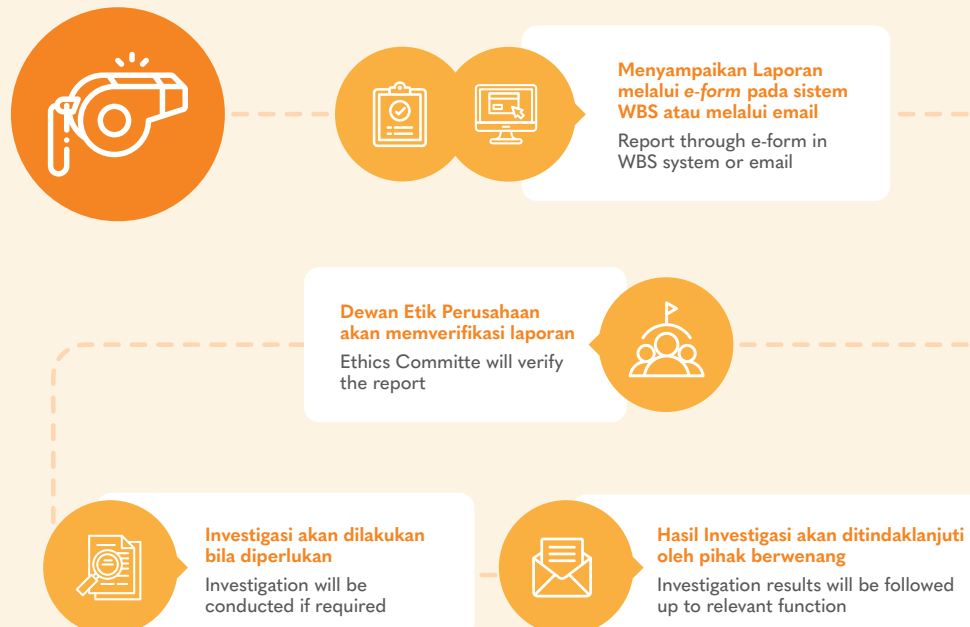
Selain itu, secara khusus Petrosea juga memiliki Dewan Etik yang memastikan penerapan *Code of Conduct* di lingkungan Perusahaan. Dewan Etik melaksanakan kajian terhadap laporan pada saluran WBS melalui mekanisme yang ditentukan. [2-16]

The Company adheres to the PTP-BEI-PR-G-0001 procedure regarding the Whistleblowing System (WBS) that regulates the submission of violation reports, protection for whistleblowers, handling of reports, whistleblowing management handlers and sanctions to accommodate complaints by internal and other stakeholders. Petrosea implements the WBS as part of the Company's commitment towards its stakeholders to foster accountability and integrity.

Petrosea has specifically established an Ethics Committee that guarantees the implementation of the Code of Conduct in the Company's environment. The Ethics Committee reviews reports on the WBS channel through a designated mechanism. [2-16]

Mekanisme Pelaporan

Whistleblowing Mechanism



Pelapor dapat menyampaikan laporan tanpa nama secara elektronik melalui:

Whistleblowers can submit their anonymous reports electronically through:

Email:
whistleblowing@petrosea.com

e-Form:

- www.petrosea.com - situs web perusahaan / corporate website
- https://webapps.petrosea.com/whistleblowing



Seluruh laporan pelanggaran harus menyertakan bukti sebelum diperiksa oleh Dewan Etik. Petrosea menjamin kerahasiaan identitas pelapor dan memberikan perlindungan kepada seluruh pelapor, termasuk bagi seluruh pihak yang melaksanakan investigasi atas pelaporan pelanggaran.

Sepanjang tahun 2023, Petrosea menerima sembilan pengaduan yang seluruhnya telah dilaporkan kepada manajemen dan ditindaklanjuti sesuai dengan ketentuan yang berlaku. [2-16]

All reports of violation must be submitted with evidence before being verified by the Ethics Committee. The Company guarantees the confidentiality of the whistleblower's identity and provides protection to all whistleblowers, including all parties carrying out investigations into violation reports.

Throughout 2023, Petrosea received nine reports, all of which were reported to the management and followed up according to prevailing regulations. [2-16]



Informasi lebih lanjut mengenai Whistleblowing System dapat dilihat di Laporan Tahunan 2023.
Further information regarding the Whistleblowing System can be viewed in the 2023 Annual Report.





05

Pertumbuhan Ekonomi Berkelanjutan Sustainable Economic Growth

Kegiatan operasional Petrosea berdampak langsung dan tidak langsung bagi masyarakat sekitar wilayah operasional Perusahaan. Dampak ekonomi tersebut kami optimalkan melalui pemanfaatan teknologi dan inovasi, serta praktik pengadaan yang sesuai dengan prinsip keberlanjutan.

Petrosea's operations have a direct and indirect economic impact on communities surrounding the Company's operational areas. We optimize these impacts through the use of technology and innovation, as well as procurement practices based on sustainability principles.



Peningkatan total pendapatan sebesar 21,27% menjadi US\$577,62 dari US\$476,32 juta pada tahun sebelumnya.

Total revenue increased by 21.27% to US\$577.62 from US\$476.32 million in the previous year.



Seluruh pemasok Petrosea telah diseleksi dengan mempertimbangkan aspek keberlanjutan.

All Petrosea suppliers have been selected based on sustainability aspects.



Petrosea merealisasikan 98% tingkat TKDN dengan menggunakan produk lokal berkualitas tinggi salah satunya melalui inisiatif GO LOCAL Project.

Petrosea realized 98% of the TKDN level by utilizing high-quality local products, including through the GO LOCAL Project initiative.

Kinerja Ekonomi Economic Performance

"Petrosea mengutamakan ESG untuk mendukung pencapaian strategi dekarbonisasi Perusahaan, termasuk dengan memanfaatkan teknologi digital terkini melalui Minerva Digital Platform"

"Petrosea prioritizes ESG to support the achievement of the Company's decarbonization strategy, including by leveraging the latest digital technologies through its Minerva Digital Platform"



Sepanjang tahun 2023, Petrosea melanjutkan implementasi strategi 3D dengan melakukan diversifikasi usaha dan ekspansi ke sektor pertambangan selain batubara, seperti nikel. Strategi diversifikasi tersebut dilaksanakan melalui penyediaan jasa pertambangan dengan kapabilitas EPC terintegrasi yang telah menjadi fondasi kuat bagi Petrosea untuk terus melakukan pengembangan usaha.

Selain itu, Petrosea juga berhasil mengakselerasi strategi jangka panjang Perusahaan untuk menjadi *mine owner* melalui akuisisi PT Kemilau Mulia Sakti yang merupakan pemilik 99,99% saham dari PT Cristian Eka Pratama (CEP), perusahaan yang bergerak di bidang operasi penambangan dengan wilayah operasional di Kecamatan Tering, Kabupaten Kutai Barat, Provinsi Kalimantan Timur.

Tahun 2023, Petrosea berhasil mencatatkan kinerja ekonomi yang baik, di mana total pendapatan meningkat 21,27% dibandingkan dengan tahun sebelumnya. Pencapaian ini didorong oleh peningkatan pendapatan dari lini bisnis EPC yang melonjak sebesar 87,82% dan dari lini bisnis Kontrak Pertambangan yang naik sebesar 7,09% dibandingkan tahun sebelumnya.

Petrosea tidak menerima bantuan moneter dari pemerintah dalam bentuk apapun termasuk keringanan pajak selama tahun 2023.

Throughout 2023, Petrosea continued to implement its 3D strategy by diversifying its businesses and expanding into other mining sectors besides coal, such as nickel. The diversification strategy is implemented through the provision of mining services with integrated EPC capabilities which have become a strong foundation for Petrosea to continue to develop its business.

Furthermore, Petrosea also successfully accelerated its long term strategy to become a mine owner through the acquisition of PT Kemilau Mulia Sakti which is the owner of 99.99% shares of PT Cristian Eka Pratama (CEP), a company engaged in coal mining operations with its operating area located in Tering District, Kutai Barat Regency, East Kalimantan Province.

In 2023, Petrosea successfully recorded a positive economic performance, in which its revenue increased by 21.27% compared to the previous year. This achievement was driven by a revenue increase from the EPC business line which jumped 87.82% and from the Contract Mining business line which increased by 7.09% compared to the previous year.

Petrosea did not receive any monetary assistance from the government in any form including tax relief during 2023.

Kinerja Ekonomi / Economic Performance					
Uraian Description	YoY 2022-2023		2023 (US\$)	2022 (US\$)	2021 (US\$)
	%	Nominal Amount (US\$)			
Pendapatan / Revenue	21,27	101,30	577,62	476,32	415,74
Laba Kotor / Gross Profit	(14,01)	(13,38)	82,11	95,49	74,56
Laba Sebelum Pajak / Profit Before Tax	(68,00)	(34,11)	16,05	50,16	41,33
Laba Bersih Tahun Berjalan / Net Profit For the Year	(69,78)	(28,73)	12,44	41,17	33,95
Jumlah Penghasilan Komprehensif Tahun Berjalan / Total Comprehensive Income for the Year	(63,62)	(24,15)	13,81	37,96	36,96
Laba per Saham Dasar / Dilusian (dalam US\$ penuh) / Basic Earnings per Share (in Full US\$)	(70,22)	(0,029)	0,0123	0,0413	0,0340

Pangsa Pasar
Market Share

Kegiatan usaha Petrosea meliputi penyediaan jasa pertambangan terpadu *pit-to-port*, kemampuan EPC yang terintegrasi, serta jasa logistik. Hingga akhir tahun 2023, keberadaan pasar Petrosea telah menjangkau berbagai daerah di Indonesia dan Australia. Lini bisnis EPC memberikan kontribusi sebesar 28,20% yang merupakan kontribusi terbesar terhadap kinerja ekonomi Perusahaan pada tahun 2023.

Petrosea’s business activities include the provision of complete pit-to-port mining solutions, integrated EPC capabilities as well as logistic support. At the end of 2023, Petrosea’s market share reached various regions in Indonesia and Australia. The EPC business line contributed 28.20% which is the largest towards the Company’s economic performance during 2023.

Pendapatan Perusahaan per Lini Bisnis / Company Revenue per Business Line					
Lini Bisnis Business Line	YoY 2022-2023		2023 (US\$)	2022 (US\$)	2021 (US\$)
	%	Nominal Amount (US\$)			
Kontrak Pertambangan / Contract Mining	7,09	24,11	364,15	340,04	298,93
Rekayasa, Pengadaan & Konstruksi / Engineering, Procurement & Construction	87,83	76,15	162,86	86,71	64,16
Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi / Logistics and Support for Oil & Gas Services	(13,83)	(6,48)	40,36	48,84	50,25
Penjualan Batubara / Sale of Coal	100	7,68	7,68	-	-
Lainnya / Other	(5,86)	(0,16)	2,57	2,73	2,40
Total Pendapatan / Total Revenue	21,27	101,30	577,62	476,32	415,74

Nilai Ekonomi yang Dihasilkan dan Didistribusikan ^[201-1]
Economic Value Generated and Distributed

Pada tahun 2023, total pendapatan Perusahaan naik sebesar 21,27% menjadi US\$577,62 juta dari US\$476,32 juta pada tahun sebelumnya. Sedangkan laba yang dapat diatribusikan kepada pemilik entitas induk mencapai US\$12,20 juta, turun 70,87% dari US\$40,92 juta pada tahun 2022.

In 2023, the Company’s total revenue increased by 21.27% to US\$577.62 million from US\$476.32 million in the previous year. Meanwhile, profit attributable to owners of the company reached US\$12.20 million, a 70.87% decrease from US\$40.92 million in 2022.

Nilai Ekonomi yang Dihasilkan & Didistribusikan Economic Value Generated & Distributed				
Uraian / Description	Satuan Unit	2023	2022	2021
A. Nilai Ekonomi Langsung yang Dihasilkan Direct Economic Value Generated				
Pendapatan Usaha Operating Revenue	US\$	577,62	476,32	415,74
Pendapatan Lainnya (Bunga Bank) Other Revenues (Bank’s Interests)		1,07	1,02	2,24
Jumlah Nilai Ekonomi Langsung yang Dihasilkan Total Direct Economic Value Generated	US\$	576,55	475,30	413,50
B. Nilai Ekonomi Langsung yang Didistribusikan Direct Economic Value Distributed				
Biaya Operasional Operational Expenses	US\$	394,78	290,17	281,53
Pengeluaran untuk Karyawan (Gaji dan Tunjangan) Expenses for Employees (Salary and Benefits)		144,09	122,03	115,68
Pembayaran Dividen Dividend Payment		0,08	-	0,01
Pengeluaran untuk Pemerintah (Pajak dan Retribusi) Expenses for Government (Tax and Retribution)		3,61	8,99	7,38
Pengeluaran untuk Masyarakat (Biaya CSR) Expenses for Community (CSR Cost)		0,11	0,39	0,75
Jumlah Nilai Ekonomi Langsung yang Didistribusikan Total Direct Economic Value Distributed	US\$	542,66	421,574	405,347
C. Nilai Ekonomi Langsung yang Ditahan (A-B) Direct Economic Value Retained	US\$	33,89	53,73	8,15

Informasi terkait perbandingan target terhadap kinerja ekonomi dan produksi dapat dilihat pada Laporan Tahunan 2023.
Information regarding the comparison of targets with economic performance and production is presented in the 2023 Annual Report.



Investasi Infrastruktur & Layanan Pendukung ^[203-1]

Infrastructure & Supporting Services Investment

Fokus utama Asset Management Group (AMG) adalah memastikan agar pemeliharaan aset dilakukan secara efisien untuk mendukung kegiatan operasional, serta mengurangi downtime alat berat dan memaksimalkan *asset life cycle*.

Sepanjang tahun 2023, AMG terus mengembangkan fasilitas *rebuild*, *refurbish* & *fabrication* di Petrosea Rebuild Center (PRC). Melalui upaya pengembangan yang mencakup penyempurnaan fasilitas penunjang dan sistem manajemen secara berkesinambungan, AMG berhasil melakukan penghematan biaya sebesar US\$5,1 juta.

AMG juga terus mengembangkan Petrosea Support Facilities (PSF), termasuk penggunaan *solar panel* untuk mendukung kegiatan operasional demi mengurangi emisi karbon yang ditimbulkan oleh penggunaan listrik dari PLN. Selain itu, AMG juga melanjutkan inisiatif digitalisasi yang telah memberikan dampak positif terhadap strategi pemeliharaan dan efisiensi biaya perbaikan alat dan dalam upaya untuk menyediakan alat yang optimal, AMG terus meningkatkan dan mengimplementasikan sistem PdM, aplikasi pemantauan penggunaan pelumas (*oil top up mobile app*) guna memitigasi penggunaan *hydrocarbon* yang tidak terencana, serta strategi *maintenance* baru dalam optimalisasi kesehatan dan umur komponen. Hal ini bertujuan mencapai *target operational excellence*.

The main focus of the Asset Management Group (AMG) is to ensure that asset maintenance is carried out efficiently to support operational activities, as well as reduce heavy equipment downtime and maximize asset life cycle.

Throughout 2023, AMG continued to develop the rebuild, refurbish & fabrication facilities at Petrosea Rebuild Center (PRC). Through various development efforts which included the continuous improvement of supporting facilities and management systems, AMG managed cost savings up to US\$5.1 million.

AMG also continued to develop Petrosea Support Facilities (PSF), including the use of solar panels to support operational activities to reduce carbon emissions caused by the use of electricity from PLN. Apart from that, AMG also continues the digitalization initiative which has had a positive impact on maintenance strategies and equipment repair cost efficiency and in an effort to provide optimal tools, AMG continues to improve and implement the PdM system, lubricant usage monitoring application (oil top up mobile app) to mitigating unplanned use of hydrocarbons, as well as new maintenance strategies to optimize component health and life. This aims to achieve the target of operational excellence.

Selain menyalurkan investasi pada infrastruktur yang dapat menunjang produktivitas karyawan, Petrosea juga memperhitungkan investasi kepada penunjang infrastruktur yang ditujukan kepada masyarakat sekitar, sebagai bagian dari dampak ekonomi tidak langsung. Di tahun 2023, nilai investasi infrastruktur yang disalurkan ke masyarakat adalah:

1. Program CSR dengan total investasi sebesar Rp142,9 juta, terdiri dari program pendidikan & kesehatan, lingkungan dan ekonomi, dengan total penerima manfaat secara langsung sebanyak 575 orang dan penerima manfaat tidak langsung sebanyak 1.125 orang.
2. Pembangunan, pengembangan dan revitalisasi fasilitas umum dengan total investasi sebesar Rp422,8 juta, dengan total penerima manfaat secara langsung sebanyak 750 orang dan penerima manfaat tidak langsung sebanyak 1.500 orang.

Informasi lebih mendalam mengenai investasi infrastruktur, program CSR, dan layanan lainnya yang diberikan pada masyarakat sekitar wilayah operasional Petrosea dapat ditemukan di laporan ini pada bagian Kontribusi Bagi Masyarakat di halaman 115.

In addition to channeling investment in infrastructure that can support employee productivity, Petrosea also considers investment in supporting infrastructure aimed at the surrounding communities, as part of the indirect economic impact. In 2023, the value of infrastructure investment distributed to the surrounding communities was as follows:

1. CSR programs with a total investment of Rp142.9 million, consisting of education & health, environment and economic programs, with total direct beneficiaries amounting to 575 people and indirect beneficiaries amounting to 1,125 people.
2. Construction, development and revitalization of public facilities with a total investment of Rp422.8 million, with total direct beneficiaries amounting to 750 people and indirect beneficiaries amounting to 1,500 people.

More in-depth information on infrastructure investments, CSR programs, and other services provided to communities surrounding Petrosea's operational areas can be found in this report in the Contributing to the Community section on page 115.

Teknologi & Inovasi Technology & Innovation

Minerva Digital Platform merupakan solusi operasional digital milik Perusahaan yang telah mendorong transformasi kegiatan operasional menjadi lebih produktif dan efisien dengan memanfaatkan teknologi terkini.

Selain itu, Minerva Digital Platform juga telah mendukung pengurangan emisi karbon sebagai bagian dari strategi dekarbonisasi Petrosea, di mana teknologinya menggunakan *artificial intelligence*, *smart sensors* dan *machine learning* untuk mengoptimalkan efisiensi bahan bakar.

Minerva Digital Platform is the Company's digital operations solution which has driven the transformation of operational activities to become more productive and efficient by leveraging the latest technologies.

Furthermore, Minerva Digital Platform has also supported carbon emission reductions as part of Petrosea's decarbonization strategy, in which the technology utilizes artificial intelligence, smart sensors and machine learning to optimize fuel efficiency.

Pengembangan Produk & Layanan Product & Service Development

Pada tahun 2023, Petrosea terus mengoptimalkan penggunaan *Remote Operations Center* (ROC) yang berada kantor pusat untuk memonitor dan mengendalikan kegiatan operasional di berbagai lokasi secara bersamaan dengan memanfaatkan real-time data demi mendukung tercapainya operational excellence.

Digitalisasi pada lini bisnis EPC juga semakin diperkuat dengan adanya *Tactical Room* (TAC Room) di kantor pusat Perusahaan yang bertujuan untuk terus meningkatkan manajemen konstruksi, pengendalian dari luar proyek dan proses pengambilan keputusan. Beberapa *digital tools* yang dimanfaatkan melalui TAC Room adalah teknologi *digital twin*, *digital boardroom* dan *construction management*.

Untuk mendukung kinerja K3, tahun ini terus dilakukan pembaharuan terhadap SHEPRO sebagai sistem pelaporan K3 digital milik Perusahaan. Sedangkan untuk mendukung penerapan ESG secara berkelanjutan, pada akhir tahun 2023 Petrosea meluncurkan "ENVO360", sebuah *platform* ESG yang memanfaatkan *framework* pengukuran, pemantauan dan mitigasi untuk mengelola kinerja dan kepatuhan terkait ESG di seluruh lokasi operasional dengan lebih baik. *Platform* ini memanfaatkan ekosistem digital Perusahaan dan telah terhubung dengan SHEPRO dan I-CON yang merupakan sistem digital layanan *human capital* Perusahaan.

In 2023, Petrosea continued to optimize the use of its Remote Operations Center (ROC) which is located at its headquarters to monitor and control operational activities at various locations simultaneously by leveraging real-time data in order to support the achievement of operational excellence.

Digitalization within the EPC business line was also enhanced with the establishment of a Tactical Room (TAC Room) at the Company's headquarters aimed at improving construction management, off-site control and decision-making processes. Several digital tools leveraged through the TC Room include digital twin, digital boardroom and construction management technology.

To support OHS performance, this year SHEPRO was continuously updated as the Company's digital OHS reporting system. Meanwhile to support the sustainable implementation of ESG, at the end of 2023 Petrosea launched "ENVO360", an ESG platform that utilizes a framework of measure, monitor and mitigate to better manage ESG performance and compliance across operations. This platform utilizes the Company's existing digital ecosystem and has been connected with SHEPRO and I-CON which is the Company's human capital digital services system.

Demi mendukung ESG, pada tahun 2023, AMG juga turut serta dalam penerapan beberapa inisiatif, seperti optimalisasi pemakaian oli dan bahan bakar melalui program-program seperti OBKL, *extend oil life program*, dan *fuel recycle program*.

Seluruh inovasi dan inisiatif digitalisasi Petrosea didukung oleh infrastruktur modern yang memanfaatkan teknologi *cloud* dan *zero trust cybersecurity*.

Petrosea memastikan bahwa seluruh produknya telah dievaluasi dan dipastikan keamanannya bagi para pelanggan, sehingga tidak ada produk yang ditarik kembali dari pasar. Petrosea juga berkomitmen untuk memberikan pelayanan yang setara bagi seluruh pelanggan, sebagaimana hal ini tertuang dalam misi Perusahaan.

In order to support ESG, in 2023, AMG also participated in implementing several initiatives, such as optimizing oil and fuel use through programs such as OBKL, *extend oil life program*, and *fuel recycle program*.

All of Petrosea's innovations and digitalization initiatives are supported by a modern infrastructure that utilizes cloud technology and zero trust cybersecurity.

Petrosea ensures that all its products have been evaluated and ensured that they are safe for customers, therefore no products have been recalled from the market. Petrosea is also committed to providing equal service to all customers, as stated in the Company's mission.



Rantai Pasok yang Bertanggung Jawab

Responsible Supply Chain

Pengelolaan rantai pasok barang dan jasa merupakan tanggung jawab divisi *Supply Chain Management* (SCM) yang fokus pada kepuasan pelanggan, kemitraan yang kuat, efisiensi biaya, implementasi teknologi digital dan transformasi secara keseluruhan sebagai bagian dari proses perbaikan yang berkelanjutan. Divisi SCM juga memastikan bahwa seluruh pemasok mematuhi kriteria lingkungan dan sosial untuk mendukung keberlanjutan.

The supply chain management of goods and services is the responsibility of the Supply Chain Management (SCM) division which focuses on customer satisfaction, solid partnerships, cost efficiency, implementation of digital technologies and overall transformation as part of its continuous improvement process. The SCM division also ensures all suppliers comply with environmental and social criteria to support sustainability.



Petrosea menerapkan ISO 37001:2016 tentang Sistem Manajemen Anti-Penyuapan pada seluruh kebijakan dan prosedur manajemen pengadaan.

Petrosea implements the ISO 37001:2016 regarding Anti-Bribery Management System within all procurement policies and procedures.

Manajemen Rantai Pasok

Supply Chain Management

Petrosea menerapkan *lean procurement process* dan terus menjalankan prinsip *good corporate governance* (GCG) untuk meningkatkan efisiensi dan produktivitas proses pengadaan.

Petrosea implements a lean procurement process and continues to implement good corporate governance (GCG) principles to increase the efficiency and productivity of the procurement process.

Perusahaan juga melaksanakan evaluasi terhadap rantai pasoknya dengan menerapkan *supplier assessment* dan *supplier evaluation* yang memperhitungkan aspek ESG untuk mengukur risiko yang kemungkinan dapat timbul. Perusahaan telah mengkategorikan risiko yang dihadapi menjadi tiga golongan, yaitu permintaan, suplai dan gangguan secara umum.

The Company also evaluates its supply chain by implementing a supplier assessment and supplier evaluation which considers ESG aspects to measure potential risks that may arise. The Company categorizes supply chain risks into three categories, namely demand, supply and general disruptions.

Risiko permintaan berasal dari klien, permintaan produk dengan tipe baru, perubahan jadwal proyek, serta preferensi terhadap produk dan regulasi klien yang masih perlu dipertegas. Sedangkan risiko suplai datang dari kondisi eksternal, seperti kompleksitas rantai pasokan, harga pasar, situasi dan kondisi yang tidak menentu, akuntabilitas, hingga fluktuasi komoditas. Adapun risiko gangguan berasal dari bencana alam, serta perubahan iklim dan perubahan terhadap regulasi.

Demand risks arise from clients, new types of product requests, changes to project schedules, as well as product preferences and client regulations that might need to be emphasized. Meanwhile supply risks arise from external conditions, such as supply chain complexity, market price, uncertain situations and conditions, accountability, and commodity fluctuation. On the other hand, disruption risks arise from natural disasters, as well as climate change, and regulations amendments.

Sejak awal tahun tahun 2023, *Sustainable Procurement Squad* Petrosea telah mengidentifikasi berbagai inisiatif

Since early 2023, Petrosea’s Sustainable Procurement Squad has identified various initiatives to support the

yang dikategorikan sebagai inisiatif penting untuk mendukung penerapan aspek ESG dan keberlanjutan di Perusahaan. Salah satunya adalah GO LOCAL Project yang merupakan komitmen untuk mempromosikan keberlanjutan dengan menggantikan produk impor dengan alternatif lokal berkualitas tinggi dengan harga murah, sekaligus mengembangkan kapabilitas pemasok lokal dan nasional demi meningkatkan nilai Tingkat Komponen Dalam Negeri (TKDN) Perusahaan.

implementation of ESG and sustainability aspects within the Company. One of them is the GO LOCAL Project which is a commitment to promote sustainability by replacing imported products with high quality local alternatives at low prices, as well as developing the capabilities of local and national suppliers in order to increase the Company's domestic component level (*Tingkat Komponen Dalam Negeri* or TKDN).

Manfaat lain dari GO LOCAL Project adalah memperkuat reputasi Perusahaan melalui kinerja sosial dalam mengembangkan perekonomian lokal dan mendukung pemasok lokal, serta mengurangi emisi karbon dari kategori barang yang dibeli (*Scope 3 Carbon Emissions*) dan mengurangi biaya logistik dari pemasok luar. Caranya adalah dengan menggantikan produk impor dengan produk lokal berkualitas tinggi yang lebih ekonomis serta memenuhi kriteria *Risk, Performance & Cost* (RPC).

Another benefit of the GO LOCAL Project was to enhance the Company's reputation through social performance in developing the local economy and supporting local suppliers, as well as reducing carbon emissions from categories of goods purchased (Scope 3 Carbon Emissions) and reducing logistics costs from external suppliers. This was done by replacing imported products with high quality local products that are more economical and meet the Risk, Performance & Cost (RPC) criteria.

Petrosea mengimplementasikan GO LOCAL Project dalam tiga tahap, yaitu *sourcing*, *engagement*, dan *development*. Selama setahun, inisiatif ini telah mengidentifikasi beberapa produk potensial, termasuk *electrical spare parts* seperti *battery* dan *chemical degreaser*, di mana kedua suku cadang tersebut berhasil didapatkan dari pemasok lokal dan telah digunakan di beberapa lokasi operasional Perusahaan.

Petrosea has implemented the GO LOCAL Project in three stages, namely sourcing, engagement and development. Within one year, this initiative has identified various potential products, including electrical spare parts such as batteries and chemical degreasers, in which both spare parts were successfully purchased from local suppliers and used in several operational locations of the Company.

Produk lokal yang telah mendukung komitmen ESG di Petrosea:

Local products that support Petrosea’s ESG commitment:

	Baterai Battery	Pembersih Gemuk Kimia Chemical Degreaser
E	90% Penurunan Emisi Lower emissions	65% Penurunan Emisi Lower emissions
S	Pengembangan dan pemberdayaan masyarakat lokal oleh Petrosea, termasuk pemasok dan tenaga kerja lokal untuk mendukung pabrik manufaktur. Development and empowerment of local communities by Petrosea, including local suppliers and manpower to support manufacturing plants.	
G	27% Penurunan Harga Peningkatan TKDN Lower Price Increased TDKN	46% Penurunan Harga Peningkatan TKDN Lower Price Increased TDKN



Mitigasi Risiko ESG di Rantai Pasok ESG Risk Mitigation in Supply Chain

Petrosea berupaya memitigasi risiko pada rantai pasokan, di antaranya melalui implementasi berbagai program, kegiatan komunikasi, penggunaan perangkat, serta inisiatif untuk memastikan kepatuhan terhadap regulasi yang berlaku.

Proses penilaian dan evaluasi kinerja pemasok juga dilakukan melalui *platform* SAP Ariba. Proses ini memperhitungkan aspek lingkungan seperti manajemen K3L, manajemen resiko dan tanggung jawab pemasok, serta aspek sosial, seperti hubungan industrial. Pada akhir 2023, hasil penilaian dan evaluasi kinerja vendor menunjukkan bahwa para pemasok telah mematuhi prinsip pengadaan dan keberlanjutan perusahaan.

Petrosea strives to mitigate risks in the supply chain, including through the implementation of various programs, communication activities, use of devices, as well as initiatives to ensure compliance with applicable regulations.

The vendor performance assessment and evaluation process is also carried out through the SAP Ariba platform. This process includes environmental aspects such as OHS management, risk management and supplier responsibility, as well as social aspects, such as industrial relations. At the end of 2023, the results of vendor performance assessment and evaluation showed that all vendors have complied with the Company's procurement and sustainability principles.

Program & Inisiatif Dalam Memitigasi Risiko ESG Programs & Initiatives in Mitigating ESG Risks

Petrosea sudah melakukan pemetaan terkait dampak potensial dan aktual yang dihasilkan oleh *supply chain* perusahaan berupa *carbon footprint* yang dikarenakan timbulan limbah B3. Untuk menghadapi dampak ini, Petrosea mengimplementasikan prinsip pengadaan berkelanjutan (*sustainable procurement*) pada rantai pasok untuk meminimalkan dampak dan risiko ESG, serta meningkatkan efisiensi pada operasional rantai pasokan. Selama tahun 2023, Perusahaan memastikan bahwa *assessment* telah dilakukan terhadap seluruh (100%) pemasok. [308-2][414-2]

Petrosea has mapped the potential and actual impacts generated by the Company's supply chain in the form of carbon footprint due to the generation of hazardous waste. To deal with this impact, Petrosea applies the principles of sustainable procurement in its supply chain to minimize ESG impacts and risks, as well as to boost efficiency in supply chain operations. Throughout 2023, the Company ensures that assessments have been carried out for all (100%) suppliers.

Program pengadaan berkelanjutan dijalankan oleh tim *Sustainable Procurement* yang beranggotakan departemen SCM, Transformation Office, dan Departemen SHE. Tim ini melaksanakan inisiatif ESG pada kegiatan operasional rantai pasok yang sebelumnya telah dipetakan ke dalam matriks yang terdiri dari *quick wins*, *fill ins* dan *major projects*.

The sustainable procurement program was carried out by the Sustainable Procurement team which consists of the SCM department, Transformation Office and SHE Department. This team implements ESG initiatives in supply chain operations which have been previously mapped into a matrix made up of quick wins, fill ins and major projects.

Melalui inisiatif *quick wins*, Petrosea melakukan perhitungan emisi cakupan 3 dari aktivitas pengadaan. Sepanjang tahun 2023, Perusahaan berhasil melakukan perhitungan emisi cakupan 3 untuk kategori pengadaan beberapa barang.

Through the quick win initiative, Petrosea calculated scope 3 emissions from procurement activities. In 2023, the Company successfully calculated scope 3 emissions from several procurement activity categories.

Petrosea melaksanakan seminar daring (*webinar*) untuk para mitra bisnis yang mengangkat tema "*Anti-Bribery Awareness and Sharing Session with Petrosea Business Partners*". Webinar ini dihadiri oleh 105 pemasok dengan total 187 peserta termasuk dari tim internal Petrosea.

Petrosea conducted a webinar for business partners with the theme of "*Anti-Bribery Awareness and Sharing Session with Petrosea Business Partners*". This webinar was attended by 105 suppliers with a total of 187 participants, including Petrosea's internal team.

Petrosea melaksanakan inisiatif GO LOCAL Project yang mempromosikan keberlanjutan dengan meningkatkan nilai TKDN. Petrosea implemented the GO LOCAL Project to promote sustainability by increasing the TKDN value.

Pemasok Perusahaan ^[204-1]
Company's Suppliers

Hingga akhir tahun 2023, Petrosea bekerja sama dengan 922 pemasok barang dan jasa melalui proses seleksi. Mayoritas pemasok berasal dari kelompok nasional non-lokal yang seluruhnya (100%) sudah melalui proses penilaian lingkungan dan sosial. ^{[308-1][414-1]}

By the end of 2023, Petrosea collaborated with 922 goods and services suppliers through a selection process. The majority of suppliers are from the non-local national group, all of which (100%) have undergone an environmental and social assessment process. ^{[308-1][414-1]}

Pemasok Barang & Jasa Goods & Services Suppliers						
Pemasok Supplier	2023		2022		2021	
	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	137	6.947.518,34	42	1.968.007,04	39	1.524.844,90
Non Lokal Non-Local	724	207.423.373,40	785	237.224.563,86	639	199.671.130,09
Internasional International	61	20.717.500,76	54	8.046.297,25	39	10.200.958,85
Jumlah Total	922	235.088.392,50	881	247.238.868,15	717	211.396.933,84

Tingkat Komponen dalam Negeri (TKDN) Barang & Jasa Local Content Level (TKDN) of Goods & Services			
Jenis TKDN Type of TKDN	2023	2022	2021
	Jumlah TKDN (%) Total TKDN (%)	Jumlah TKDN (%) Total TKDN (%)	Jumlah TKDN (%) Total TKDN (%)
Lokal Local	98	94	95
Non Lokal Non-Local	2	6	5



Akselerasi Strategi Diversifikasi
Acceleration of Diversification Strategy

Pada bulan Juni 2023, Petrosea berhasil merealisasikan strategi diversifikasinya menjadi *mine owner* melalui akuisisi tambang batubara milik PT Cristian Eka Pratama (CEP). Realisasi strategi tersebut merupakan tonggak pencapaian Petrosea dalam mewujudkan aspirasi Perusahaan untuk menjadi *sustainable resource company*.

In June 2023, Petrosea managed to realize its diversification strategy to be a mine owner by acquiring a coal mining company PT Cristian Eka Pratama (CEP). This was Petrosea's achievement milestone to embody its aspiration to be a sustainable resource company.

Pada tahun 2023, volume produksi batubara CEP mencapai 250,85 ribu ton dengan volume penjualan sebesar 199,73 ribu ton sejak Juni 2023 dan menyumbang pendapatan sebesar US\$7,68 juta atau 1,33% dari total pendapatan Perusahaan.

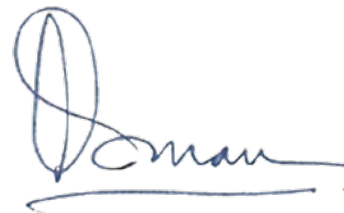
In 2023, CEP's coal production volume reached 250.85 thousand tons with a sales volume of 199.73 thousand tons since June 2023 and contributed US\$7.68 million or 1.33% of the Company's total revenue.

Surat Pernyataan Dewan Komisaris & Direksi (2-14)

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Petrosea Tbk tahun 2023 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perusahaan.

Demikian pernyataan ini dibuat dengan sebenarnya.

Tangerang Selatan, April 2024



Osman Sitorus

Presiden Komisaris merangkap Komisaris Independen
President Commissioner concurrently Independent Commissioner



Erwin Ciputra

Komisaris
Commissioner



Djauhar Maulidi, S.E., M.B.A.

Komisaris
Commissioner



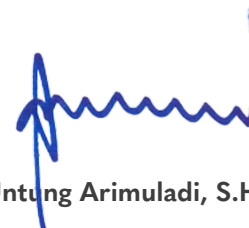
Prof. Ginandjar Kartasasmita

Komisaris
Commissioner



Jenderal Pol (Purn.) Drs. Sutanto

Komisaris
Commissioner



Setia Untung Arimuladi, S.H., M.Hum.

Komisaris Independen
Independent Commissioner



Michael

Presiden Direktur
President Director



Kartika Hendrawan

Direktur
Director



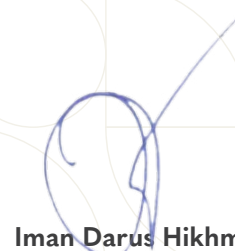
Ruddy Santoso

Direktur
Director



Meinar Kusumastuti

Direktur
Director



Iman Darus Hikman

Direktur
Director

Statement of the Board of Commissioners & Board of Directors

We the undersigned state that all the information in PT Petrosea Tbk Sustainability Report 2023 is complete and are fully responsible for the content accuracy of the Company's Sustainability Report.

Therefore, this statement letter is made truthfully.

South Tangerang, April 2024

Pernyataan Verifikasi Independen

Independent Assurance Statement



Independent Assurance Statement

The 2023 Sustainability Report of PT Petrosea Tbk

Number	: 08/000-758/IV/2024/SR-Asia/Indonesia
Assurance Type	: Type 1
Assurance Level	: Moderate
Reporting Standard	: GRI Universal Standard 2021 Consolidated
Reporting Regulation	: Sustainable Finance Regulation POJK No. 51/POJK.03/2017 (Indonesia)

Dear stakeholders,

Social Responsibility Asia or “SR Asia” is issuing an **Independent Assurance Statement** (“the Statement”) of the **2023 Sustainability Report** (“the Report”) of **PT Petrosea Tbk** (“the Company”). The Company carries out multi-disciplinary sector that provides integrated services in contract mining, engineering, procurement and construction, oil and gas services, digitalization, 3D printing, and rebuild center, as well as training and certification center in Indonesia. The Report presents the commitment and efforts of the Company in managing its sustainability performance for the reporting period of **January 1st to December 31st, 2023**. As agreed with Management, SR Asia’s responsibility isto make an assessment based on the data and content of the Report for the year.

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

Our responsibilities to the Management are to evaluate the Report content, come up with findings and recommendations, and issue 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 8th, 2024. SR Asia is only responsible for delivering assurance work, NOT an audit, by following the Non-Disclosure Agreement, the Assurance Engagement Agreement, Representation Letter, and Subsequent Event Testing. The Management has its sole responsibility for the presentation of data, information, and disclosures in the Report content. Therefore, any parties who depend on the Report and this Statement shall bear and manage their risks.

Independence, Impartiality, and Competency

SR Asia confirms NO relationships between the assurator team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assurator team is mandated to follow a particular assurance protocol and professional ethical code of conduct to ensure their objectivity and integrity. We carried out a pre-engagement assessment before the assurance work was taken to verify the risks of engagement as well as the independence and impartiality of the team. The assuror team members have knowledge of ISO 26000, AA1000 AccountAbility standards and principles, and also have experience in sustainability report assessment based on various reporting regulations, standards, and principles, such as POJK No. 51/ POJK/03/2017 (POJK51) regulation, Circular Letter of OJK (SEOJK No.16/SEOJK.03/2021) and GRI Standard 2021 Consolidated.



Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content.
2. **A moderate level of assurance** to the 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, butnot zero.

Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of January 1st to December 31st, 2023.
2. Material topics presented in the Report: **Protecting Employee Health & Safety, Facing Climate Change, Local Community, Skilled and Prosperous Human Capital, Supply Chain Management, Technology and Innovation, Strengthening Inclusiveness, Integrated Governance, and Waste Management.**
3. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
4. SR Asia does NOT include financial data, information, and figures in the Report content. We assumed that the Company, independent parties, or other parties associated with the Company have verified and/or audited financial statements, data, and information.
5. Adherence to the following reporting principles, standards, and regulations:
 - a) Consolidated set of GRI Sustainability Reporting Standards 2021 (GRI Universal Standards) issued by the Global Reporting Initiative
 - b) Regulation of Otoritas Jasa Keuangan (OJK) No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Service Institutions, Listed, and Public Companies (POJK 51) with reference to OJK Circular Letter (SEOJK) 2022 No.16/SEOJK.04/2021.

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. Hold 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), and standards/regulations used in the Report.
4. Discuss online the results of the analysis with the Management and data contributors.
5. Discuss online the results of the analysis with the Management and data contributors.
6. Verify evidence and trace data and information as covered in the Report.
7. The Company incorporated our recommendations in the draft Report and release the final Report content.
8. Prepare the Statement and send it to SR Asia International Director for review to get approval before submitting it to the Company.
9. Prepare a Management Letter detailing all aspects seen, recorded, and observed during the assurance work to the Management of the Company for further improvement of sustainability processes.



Adherence to AA1000AP (2018) and GRI Universal Standards

Inclusivity – The presentation of stakeholder groups in the Report content is fairly inclusive, the Company also indicates the commitment to integrate the stakeholder engagement process across the organizational functions through various approaches, methodologies, and activities.

Materiality – Material topics in the Report content fairly explain the sustainability context of the Company. In defining the Report content, the Company has conducted a survey and discussion with the stakeholders.

Responsiveness – The Company has taken action to respond to these complaints. The Company has a policy regarding the Whistleblowing System (WBS) which regulates the implementation of reporting violations. We appreciate the Company for facilitating stakeholders in its complaint mechanism through complaint channels that can be accessed internally and externally.

Impact – Despite the global economic instability, the Company managed to achieve positive economic performance in 2023 with revenue growth. This indicates the Company's resilience and ability to thrive during challenging conditions. Moreover, the Company also prioritizes managing digital technology adoption, innovation, and supply chain management to ensure business sustainability, guided by responsible mining principles, operational excellence, and social responsibility. Its supply chain management demonstrates reliability and adherence to environmental and social criteria among all suppliers according to the 2023 Vendor Performance Evaluation. In the aspect of environmental performance, the Company has made efforts to reduce its environmental footprint by using biodiesel, improving energy efficiency, recycling water, and minimizing waste sent to landfills. These initiatives contribute to reducing emissions and conserving natural resources. For the social aspect, the Company has achieved significant milestones in maintaining a safe work environment, as evidenced by the LTI-free manhours recorded in its projects. The Company is also developing competent human capital and fostering an inclusive working environment through regular competency development programs and performance evaluations, enhances its competitiveness but also creates employment opportunities, promotes social inclusion, and contributes to skill-building and economic empowerment within the communities it serves. In the governance aspect, the Company has implemented a sustainability framework focusing on managing impacts, prioritizing people, and operating ethically. This framework aims to mitigate negative ESG impacts and ensure the benefits.

Statement of Use: "In Accordance with the GRI Standards" – We evaluated the Report content against the GRI Universal Standards principles, disclosures, and requirements for reporting. The Company has complied with nine requirements: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material topics, report the disclosures in GRI 3: Material Topics 2021, report disclosures from the GRI Topic Standards for each material topic, provide reasons for omission for disclosures and requirements that the organization cannot comply with, publish a GRI content index, provide a statement of use, and notify GRI.

GRI Standards Principles – As the assurance work was taken, 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 conduct a thorough assessment of its emission reduction initiatives, identify the root causes of emissions reduction increases, and develop more effective strategic to mitigate emissions.
2. To develop a more comprehensive adaptation strategy, including stronger energy diversification, more efficient water management, and better planning for changing weather patterns.



The assurance provider,
Jakarta, April 15th 2024

Lim Hendra

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Indeks POJK 51/2017 & SEOJK 16/2021

POJK 51/2017 & SEOJK 16/2021 Index

Referensi SEOJK Nomor 16/POJK.04/2021 bagian Financial Services Authority Circular Letter (SEOJK) Pedoman Teknis Penyusunan Laporan Keberlanjutan Bagi Number 16/POJK.04/2021 section Technical Guidelines Emiten dan Perusahaan Publik. for Preparing Sustainability Reports for Issuers and Public Companies.

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Indeks Standar GRI

GRI Standard Index

Pernyataan Penggunaan Statement of Use	PT Petrosea Tbk telah menyampaikan informasi sesuai dengan Standar GRI untuk periode 1 Januari – 31 Desember 2023. PT Petrosea Tbk has reported in accordance with the GRI Standard for the period January 1 – December 31 2023.
GRI Standar yang Digunakan GRI Standard Used	GRI 1 : Landasan 2021 GRI 1: Foundation 2021

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GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1	Detail organisasi Organizational details	30, 32, 34	-	-	-
	2-2	Entitas yang termasuk dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	51	-	-	-
	2-3	Periode pelaporan, frekuensi, dan titik kontak Reporting period, frequency and contact point	51, 62	-	-	-
	2-4	Penyajian kembali informasi Restatements of information	51	-	-	-
	2-5	Assurance oleh pihak eksternal External assurance	51	-	-	-
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other business relationships	31-33, 38, 154	-	-	-
	2-7	Karyawan Employees	90, 91, 92	-	-	-
	2-8	Pekerja yang bukan karyawan Workers who are not employees	90	-	-	-
	2-9	Struktur tata kelola dan komposisi Governance structure and composition	131, 132	-	-	-
	2-10	Menominasikan dan memilih badan tata kelola tertinggi Nomination and selection of the highest governance body	132	-	-	-

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	2-11	Ketua badan tata kelola tertinggi Chair of the highest overnance body	131, 132	-	-	-
	2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts	56, 131	-	-	-
	2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	131	-	-	-
	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	131, 160	-	-	-
	2-15	Konflik kepentingan Conflicts of interest	132	-	-	-
	2-16	Mengkomunikasikan hal-hal kritis Communication of critical concerns	141-142	-	-	-
	2-17	Perjanjian perundingan kolektif Collective knowledge of the highest governance body	132, 140	-	-	-
	2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	132	-	-	-
	2-19	Kebijakan remunerasi Remuneration policies	132	-	-	-
	2-20	Proses untuk menentukan remunerasi Process to determine remuneration	132	-	-	-
	2-21	Rasio kompensasi total tahunan Annual total compensation ratio	132	-	-	-
	2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	12, 17, 24	-	-	-
	2-23	Komitmen kebijakan Policy commitments	16, 36, 56	-	-	-
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	16	-	-	-
	2-25	Proses untuk memulihkan dampak negatif Processes to remediate negative impact	135-136	-	-	-

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	2-26	Mekanisme untuk mendapatkan saran dan meningkatkan isu Mechanisms for seeking advice and raising concerns	141-142	-	-	-
	2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	70	-	-	-
	2-28	Keanggotaan asosiasi Membership associations	35	-	-	-
	2-29	Pendekatan untuk keterlibatan pemangku kepentingan Approach to stakeholder engagement	138	-	-	-
	2-30	Perjanjian perundingan kolektif Collective bargaining agreements	96	-	-	-
GRI 3: Topik Material 2021 GRI 3: Material Topic 2021	3-1	Proses untuk menentukan topik material Process to determine material topics	52	-	-	-
	3-2	Daftar topik material List of material topics	54	-	-	-
Topik Material: Melindungi Keselamatan & Kesehatan Karyawan Material Topic: Protecting Employee Health and Safety						
GRI 3: Topik Material 2021 GRI 3: Material Topic 2021	3-3	Manajemen topik material Management of material topics	54, 56	-	-	-
GRI 403: Keselamatan dan Kesehatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-1	Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	107	-	-	-
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	107	-	-	-
	403-3	Layanan kesehatan kerja Occupational health services	112	-	-	-
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	112	-	-	-
	403-5	Pelatihan pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	108	-	-	-
	403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	112	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
	403-7	Pencegahan dan mitigasi dampak-dampak keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	110	-	-	-
	403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	107	-	-	-
	403-9	Kecelakaan kerja Work-related injuries	111	-	-	-
	403-10	Penyakit Akibat Kerja Work-related ill health	110	-	-	-
Topik Material: Menghadapi Perubahan Iklim Material Topic: Facing Climate Change						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	54, 56	-	-	-
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi di dalam organisasi Energy consumption within the organization	72, 84	-	-	-
	302-2	Konsumsi energi di luar organisasi Energy consumption outside of the organization	73	-	-	-
	302-3	Intensitas energi Energy intensity	72, 84	-	-	-
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	74	-	-	-
	302-5	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services	71	-	-	-
GRI 303: Air dan Efluen 2018 GRI 203: Water and Effluents 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	78, 81	-	-	-
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	80, 81	-	-	-
	303-3	Pengambilan air Water withdrawal	79	-	-	-
	303-4	Pembuangan air Water discharge	79, 80	-	-	-
	303-5	Konsumsi air Water consumption	79	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
	304-1	Lokasi operasi yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	82	-	-	-
	304-2	Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products and services on biodiversity	68, 69	-	-	-
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	73, 84	-	-	-
	305-2	Emisi GRK (Cakupan 2) tidak langsung Indirect (Scope 2) GHG emissions	73, 84	-	-	-
	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	73	-	-	-
	305-4	Intensitas Emisi GRK GHG emissions intensity	74, 84	-	-	-
	305-5	Pengurangan emisi GRK Reduction of GHG emissions	71, 77	-	-	-
	305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	-	a. Produksi, impor dan ekspor ODS dalam metrik ton setara trichlorofluoromethane (FCF-11) b. Zat-zat yang dimasukkan dalam penghitungan c. Sumber faktor emisi yang digunakan d. Standar, metodologi, asumsi, dan/atau alat penghitungan yang digunakan a. Production, imports and exports of ODS in metric tons equivalent to trichlorofluoromethane (CFC-11) b. Substances included in the calculation c. Source of the emission factors used d. Standards, methodologies, assumptions, and/or calculation tools used	Belum dilakukan pencatatan dan perhitungan emisi ODS yang dihasilkan The resulting ODS emissions have not been recorded and calculated	
	305-7	Nitrogen oksida (NOX), sulfur oksida (SOX), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	73-74			

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
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Topik Material: Masyarakat Lokal Material Topic: Local Community						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	54, 56	-	-	-
GRI 411: Hak-hak Masyarakat Adat 2016 GRI 411: Rights of Indigenous Peoples 2016	411-1	Insiden pelanggaran yang melibatkan hak-hak masyarakat adat Incidents of violations involving rights of indigenous peoples	123	-	-	-
	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	122	-	-	-
	413-2	Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal Operations with significant actual and potential negative impacts on local communities	123			
Topik Material: Sumber Daya Manusia yang Ahli dan Sejahtera Material Topic: Skilled and Prosperous Human Capital						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	54,56	-	-	-
GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	93, 94	-	-	-
	401-2	Tunjangan yang diberikan karyawan purna waktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	99	-	-	-
	401-3	Cuti melahirkan Parental Leave	105	-	-	-
GRI 402: Hubungan Tenaga Kerja/Manajemen 2016 GRI 402: Labor/ Management Relations 2016	402-1	Periode pemberitahuan minimum terkait perubahan operasional Minimum notice periods regarding operational changes	96	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
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GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee	98	-	-	-
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	98	-	-	-
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	99	-	-	-
GRI 408: Pekerja anak 2016 GRI 408: Child Labor 2016	408-1	Risiko signifikan terkait pekerja anak pada operasi dan pemasok Operations and suppliers at significant risk for incidents of child	96	-	-	-
GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016	409-1	Risiko kerja paksa atau wajib kerja pada operasi dan pemasok Forced or compulsory labour risks at operations and suppliers	96	-	-	-
Topik Material: Manajemen Rantai Pasok Material Topic: Supply Chain Management						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	54,56	-	-	-
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	158	-	-	-
Topik Material: Mengukuhkan Inklusivitas Material Topic: Strengthening Inclusiveness						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	54,56	-	-	-
GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016	405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	90	-	-	-
	405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	99	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
GRI 406: Nondiskriminasi 2016 GRI 2016 Non-discrimination 2016	406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	104	-	-	-
Topik Material: Tata Kelola Terintegrasi Material Topic: Integrated Governance						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	54, 56	-	-	-
GRI 205: Antikorupsi 2016 GRI 205: Anti Corruption 2016	205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	140	-	-	-
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti-korupsi Communication and training about anti-corruption policies and procedures	140, 141	-	-	-
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	140,141	-	-	-
Topik Material: Manajemen Limbah Material Topic: Waste Management						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	54,56	-	-	-
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Produksi limbah dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	75	-	-	-
	306-2	Pengelolaan dampak signifikan terkait limbah Management of significant waste-related impacts	77	-	-	-
	306-3	Limbah yang dihasilkan Waste generated	68,76	-	-	-
	306-4	Pengangkutan limbah berbahaya Waste diverted from disposal	76			
	306-5	Badan air yang dipengaruhi oleh pelepasan dan/atau limpahan air Waste directed to disposal	77			

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
Topik Material: Teknologi dan Inovasi Material Topic: Technology and Innovation						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	54,56	-	-	-
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	149	-	-	-
	201-2	Implikasi finansial, risiko, dan peluang lainnya terkait perubahan iklim Financial implications and other risks and opportunities due to climate change	74	-	-	-
	201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	101	-	-	-
GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	203-1	Investasi Infrastruktur dan dukungan layanan Infrastructure investment and services supported	122, 150	-	-	-
	203-2	Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	122	-	-	-
GRI 308: Penilaian Lingkungan Pemasok GRI 308: Supplier Environmental Assessment 2016	308-1	Seleksi pemasok baru dengan menggunakan kriteria lingkungan New suppliers that were screened using environmental criteria	158	-	-	-
	414-1	Seleksi pemasok baru dengan menggunakan kriteria sosial New suppliers that were screened using social criteria	158	-	-	-

Lembar Umpan Balik

Feedback Form

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

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

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

☐ Setuju | Agree☐ Ragu-ragu | Uncertain☐ Tidak setuju | Disagree
2. Laporan ini mudah dimengerti / This report is easy to understand

☐ Setuju | Agree☐ Ragu-ragu | Uncertain☐ Tidak setuju | Disagree
3. Informasi yang ada pada laporan ini cukup lengkap / Information in this report is comprehensive

☐ Setuju | Agree☐ Ragu-ragu | Uncertain☐ Tidak setuju | Disagree
4. Laporan ini layak atau dapat dipertanggungjawabkan / This report can be accounted for

☐ Setuju | Agree☐ Ragu-ragu | Uncertain☐ Tidak setuju | Disagree
5. Berikan pemikiran, saran, dan kritik dari Bapak/Ibu/Sdr atas laporan ini.
Please provide any thoughts, suggestions and critics regarding this report

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

Profil Anda | Your Profile

Nama | Name:
Institusi/Perusahaan | Institution/Company:
Email:
Telp/Hp:

Golongan Pemangku Kepentingan | Stakeholder Group

☐ Pemegang Saham/Investor
Shareholders/Investors☐ Karyawan
Employee
☐ Pemerintah/Regulator
Government/Regulator☐ Masyarakat
Communities
☐ Pelanggan
Customer

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