



BUILDING RESILIENT GROWTH

2024 Sustainability Report
Laporan Keberlanjutan

Penjelasan Tema About Our Theme



Building Resilient Growth

"Building Resilient Growth" mencerminkan upaya Petrosea dalam menghadapi tantangan global dan industri yang dinamis dengan membangun ketahanan melalui keseimbangan kinerja lingkungan, sosial dan tata kelola untuk mendorong kinerja finansial dan pertumbuhan berkelanjutan. Kami memanfaatkan teknologi terkini melalui Minerva Digital Platform untuk meningkatkan produktivitas dan efisiensi operasional, melakukan diversifikasi usaha ke sektor pertambangan lain, serta berkolaborasi dengan seluruh pemangku kepentingan terkait. Tujuannya adalah untuk menciptakan nilai jangka panjang yang seimbang antara kepentingan ekonomi, sosial dan lingkungan, didukung oleh implementasi tata kelola perusahaan yang baik.

"Building Resilient Growth" reflects Petrosea's efforts in facing global challenges and industry dynamics by building resilience through a balanced environmental, social and governance performance in order to drive financial performance and sustainable growth. We leverage the latest technology through our Minerva Digital Platform to enhance productivity and operational efficiency, diversify our business into other mining sectors, as well as collaborate with all relevant stakeholders. The goal is to create long-term value that balances economic, social and environmental interests, supported by good corporate governance implementation.

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Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

Kinerja Lingkungan / Environmental Performance

Limbah ¹

Waste



2023	5.206
2022	3.920

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



2023	1.286
2022	729

Emisi GRK yang Dihasilkan ²

GHG Emissions Generated (Scope 1 & 2)



2023	343.337,76
2022	334.399

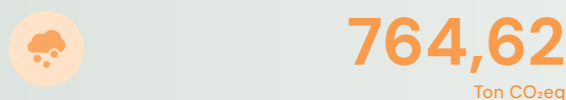
Selisih Emisi GRK (YoY)
GHG Emissions Difference (YoY)



2023	8.939
2022	4.183

Emisi GRK yang Dihasilkan ³

GHG Emissions Generated (Scope 3)



2023	412.52
2022	N/A

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



2023	N/A
2022	N/A

Konsumsi Energi Listrik ⁵

Electricity Consumption



2023	3.123
2022	3.099

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



2023	24
2022	711

Konsumsi Air ⁴

Water Consumption



2023	1.094.211
2022	991.996

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



2023	102.215
2022	(242.072)

Keterangan / Notes

- 1 Termasuk limbah bahan berbahaya & beracun dan limbah tidak berbahaya non-hazardous waste
- 2 Emisi GRK *scope 1 & 2* / Scope 1 & 2 GHG emissions
- 3 Petrosea baru memulai melakukan perhitungan emisi GRK *scope 3* pada tahun 2023
Petrosea only began calculating scope 3 GHG emissions in 2023
- 4 Termasuk air tanah, air permukaan, air hujan, dan air bersih yang dibeli di luar Perusahaan
Including groundwater, surface water, rainwater and clean water purchased from outside the Company
- 5 Listrik yang dibeli dari PLN dan diperhitungkan sebagai emisi CO₂ dari *scope 2*
Electricity purchased from PLN and considered as scope 2 CO₂ emission



Konsumsi BBM Biodiesel B35

B35 Biodiesel Fuel Consumption



2023	155.520,16
2022	162.583,50

Selisih Konsumsi BBM Biodiesel B35 (YoY)

B35 Biodiesel Fuel Consumption Difference (YoY)



2023	3.936,66
2022	2.138,94

Kinerja Sosial / Social Performance

Petrosea menerapkan Sistem Manajemen Keselamatan & Kesehatan Kerja (K3) berbasis ISO 45001:2018, kebijakan internal K3, serta *digital platform* SHEPRO untuk menciptakan lingkungan kerja yang aman dan nyaman. Berkat upaya ini, perusahaan mencatatkan 18.436.951,17 jam kerja *LTI Free* sepanjang 2024. Keberhasilan ini tidak hanya mencerminkan komitmen terhadap keselamatan, tetapi juga meningkatkan kenyamanan, produktivitas, dan kepercayaan karyawan terhadap manajemen.

Petrosea implements the Occupational Health & Safety (OHS) Management System based on ISO 45001:2018, internal OHS policies, as well as the SHEPRO digital platform to ensure a safe and comfortable working environment. As a result, the Company recorded 18,436,951.17 manhours LTI Free throughout 2024. This achievement reflects its strong commitment towards safety while also enhancing employee comfort, productivity, and trust in management.

Kegiatan CSR

CSR Activities



2023	45
2022	42

Total Jam Pelatihan Karyawan

Total Employee Training Hours



2023	401.101
2022	324.351

Jumlah Karyawan Meningkat untuk Mendukung Ekspansi Bisnis

Total Employees Increased to Support Business Expansion



2023	30,68
2022	3,96

Jumlah Karyawan yang Mengikuti Pelatihan *Soft Skill*

Number of Employees Participating in Soft Skill Training



2023	279
2022	836



Jumlah Penerima Manfaat Program CSR

Number of CSR Program Beneficiaries



18.342
Orang / People

2023	18.549	2022	11.340
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Biaya Peningkatan Kompetensi Karyawan

Employee Competency Development Cost



2023	121.785
2022	344.580

Tingkat *Turnover* Karyawan

Employee Turnover Rate



2023	18,19
2022	25,64

Komposisi Karyawan Perempuan di Level *Senior Management*

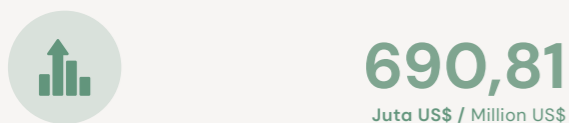
Composition of Female Employees in Senior Management Level



2023	14,81
2022	16,13

Kinerja Ekonomi / Economic Performance

Total Pendapatan Total Revenue



2023	577,62
2022	476,32

Laba Tahun Berjalan Net Profit for the Year



2023	12,44
2022	41,17

Laba per Saham Earning per Share



2023	0,0123
2022	0,0413

Laba yang Dapat Diatribusikan Kepada Pemilik Entitas Induk Profit Attributable to Owners of the Company



2023	12,20
2022	40,92

Volume Pengupasan Lapisan Tanah Penutup Kontrak Pertambangan Overburden Removal Volume from Contract Mining



2023	130,68
2022	124,07

Produksi Batubara Kontrak Pertambangan Coal Production from Contract Mining



2023	17,07
2022	19,23

Produksi Batubara CEP CEP Coal Production



1.353,71

Ribu Ton / Thousand Tons

2023	194,36*	2022	N/A
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Keterangan / Note:
*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

Jumlah Pemasok Lokal Number of Local Suppliers



2023	137
2022	42



**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

Sustainability Strategy ^[2-22]

Sejak tahun 2019, Petrosea telah menjalankan strategi 3D, yaitu Diversifikasi, Digitalisasi dan Dekarbonisasi sebagai upaya untuk mendukung keberlanjutan Perusahaan dan memberikan nilai tambah bagi pemangku kepentingan.

Since 2019, 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

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.



Digitalisasi Digitalization

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.



Dekarbonisasi Decarbonization

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.



Untuk mendukung implementasi strategi keberlanjutan, Petrosea memiliki Kebijakan Keberlanjutan dan *Sustainability Management System Manual* yang meliputi peningkatan penciptaan nilai bagi klien, diversifikasi portofolio strategis, peningkatan kompetensi sumber daya manusia, serta penciptaan keunggulan pada aspek keselamatan & kesehatan kerja. Efisiensi operasional dan peningkatan nilai tambah bagi seluruh pemangku kepentingan juga menjadi bagian dari strategi jangka panjang Petrosea dalam memberikan kontribusi nyata bagi sektor pertambangan dan infrastruktur di Indonesia.

Perusahaan 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.

Selain itu, Petrosea terus melaksanakan berbagai inisiatif untuk mengurangi emisi, mendaur ulang sampah dan memberdayakan masyarakat sekitar sebagai bagian dari upayanya dalam berkontribusi terhadap pencapaian *Sustainable Development Goals* (SDGs).

To support the implementation of its sustainability strategy, Petrosea has a Sustainability Policy and Sustainability Management System Manual which include increasing value creation for clients, strategic portfolio diversification, enhancing human capital competencies, as well as cultivating excellence in occupational health & safety. Operational efficiency and increasing stakeholder value are also part of Petrosea's long-term strategy in making real contributions to the mining and infrastructure sectors in Indonesia.

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

Furthermore, Petrosea continues to implement various initiatives to reduce emissions, recycle waste and empower surrounding communities as a part of its contribution towards the achievement of Sustainable Development Goals (SDGs).

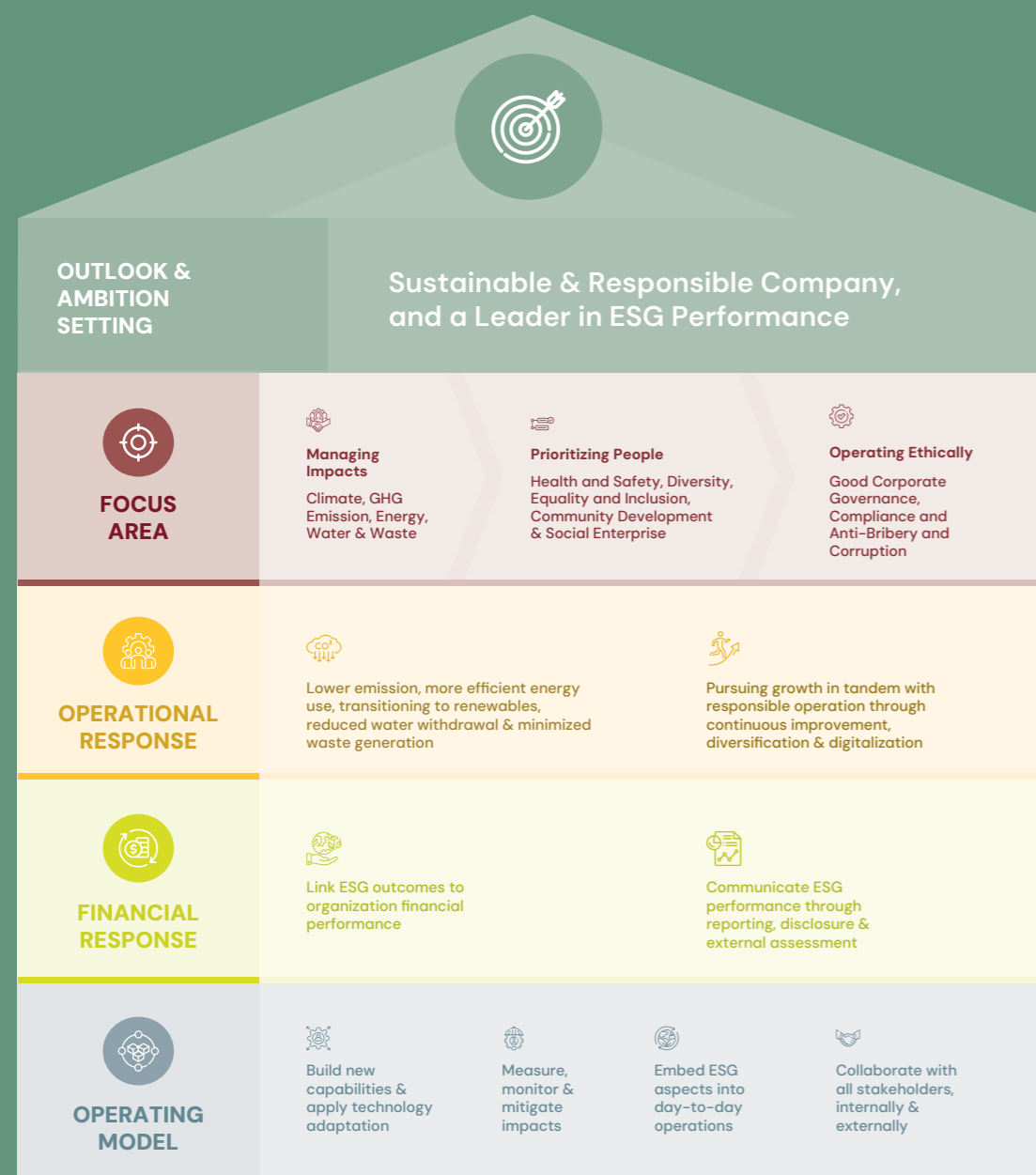
Kerangka Keberlanjutan Sustainability Framework

Sejak tahun 2023, Petrosea telah mengembangkan dan mengimplementasikan *sustainability framework* dengan pendekatan *Measure, Monitor, Mitigate & Disclose*. Implementasi *sustainability framework* ini bertujuan untuk mengintegrasikan ESG ke seluruh aspek Perusahaan sebagai bagian dari upaya Petrosea untuk terus membangun ketahanan 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 within all aspects of the Company as part of Petrosea's efforts to build sustainable resilience.

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:

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

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.

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

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.

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

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 antikorupsi.

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,

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

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, serta mengukur, memantau, dan memitigasi dampak yang ditimbulkan dari aktivitas Perusahaan.

Dalam mendukung penerapan *sustainability framework*, sejak 2023 Perusahaan telah memiliki Kebijakan Keberlanjutan yang berisikan lima komitmen sebagai berikut:

1. Menumbuhkan pola pikir keberlanjutan dan menerapkan praktik keberlanjutan dalam operasi kami sehari-hari.
2. Meningkatkan keunggulan operasional dengan menyelaraskan strategi, pendekatan dan tindakan untuk secara efektif melakukan pengelolaan dan mitigasi dampak, risiko, serta peluang terkait faktor lingkungan, sosial, dan tata kelola.
3. Menegakkan tata kelola perusahaan yang baik dengan memastikan kepatuhan terhadap hukum dan/atau regulasi yang berlaku, menjalankan praktik bisnis yang etis, menggerakkan inisiatif anti penyuapan dan antikorupsi, serta memperluas penerapannya ke seluruh mata rantai kami.

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, as well as measuring, monitoring and mitigating the impacts arising from activities. Company.

To support the implementation of its sustainability framework, since 2023 the Company has adopted a Sustainability Policy which contains the following five commitments:

1. Cultivating a sustainability mindset and seamlessly integrating sustainable practices into our daily operations.
2. Enhancing operational excellence by aligning our strategies, approaches, and actions to effectively manage and mitigate environmental, social, and governance risks, impacts, and opportunities.
3. Upholding good corporate governance by ensuring compliance with applicable laws and/or regulations, fostering ethical business practices, promoting anti-bribery and anti corruption measures, and extending these principles throughout our value chain.



4. Memperkuat manajemen dampak lingkungan dengan melakukan mitigasi dan adaptasi terhadap perubahan iklim, mengurangi emisi gas rumah kaca, meningkatkan efisiensi energi, mengelola limbah dan air dengan lebih baik, serta menangani aspek ekologi lainnya. Melalui inovasi, kami terus meningkatkan efisiensi sumber daya dan mendorong upaya menuju dekarbonisasi.
5. Mempertahankan manajemen kinerja sosial dengan standar yang tinggi, memprioritaskan kesehatan, keselamatan dan kesejahteraan karyawan, menghormati hak asasi manusia dan hak-hak pekerja, membangun hubungan dengan pemangku kepentingan secara bermakna, menjalankan pengembangan masyarakat yang berdampak positif, serta menciptakan lingkungan kerja yang mendorong praktik ketenagakerjaan yang kuat, keragaman, kesetaraan, dan inklusi.

4. Strengthening our management of environmental impacts by mitigating and adapting to climate change, reducing greenhouse gas emissions, enhancing energy efficiency, optimizing waste and water management, and addressing other ecological aspects. Through innovation, we strive to improve resource efficiency and progress further towards decarbonization.
5. Maintaining a high standard of social performance management, prioritizing the health, safety, and well-being of our employees, respecting human and workers' rights, engaging stakeholders in a meaningful way, driving impactful community development, as well as cultivating an inclusive workplace that embraces strong labor practices, diversity, equality, and inclusion.

Membangun Budaya Keberlanjutan

Embedding a Sustainability Culture [2-23, 2-24]

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 peraturan perundang-undangan yang berlaku sebagai pelaksanaan *good corporate governance* sesuai dengan infrastruktur GCG yang dimiliki Perusahaan.

The compliance aspect towards the implementation of good corporate governance in accordance with the Company's existing GCG infrastructure.



Aspek Perilaku Etis yang Selaras Aligned Ethical Behaviour Aspect

Perilaku etis yang selaras dengan *Code of Conduct* Perusahaan. Ethical behaviour which is in line with the Company's Code of Conduct.



Aspek Sosial Social Aspect

Aspek sosial di mana Perusahaan berupaya untuk berperilaku adil dalam setiap aktivitas operasional dengan turut serta mengembangkan komunitas dan masyarakat sekitar melalui pelaksanaan program *community involvement* dan *development*.

Social aspect through fair treatment across operational activities of the Company while developing surrounding communities and people through community involvement and development programs.



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 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 has also been established within each department and project to encourage collaborative sustainability.

Informasi lebih lanjut terkait *Code of Conduct* dapat diakses melalui www.petrosea.com

Further information regarding the Code of Conduct is accessible through www.petrosea.com



Dukungan terhadap SDGs

Supporting SDGs

Petrosea memprioritaskan dukungan terhadap pencapaian enam *Sustainable Development Goals* (SDGs), yaitu 3, 5, 6, 8, 13, dan 16.

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



Kehidupan Sehat dan Sejahtera Good Health and Wellbeing

Kegiatan Activities	Capaian 2024 2024 Achievement	Target 2025 2025 Target
<ul style="list-style-type: none"> Melaksanakan program dan layanan Keselamatan & Kesehatan Kerja (K3) bagi seluruh karyawan Implementing Occupational Health and Safety (OHS) programs and services for all employees 	<ul style="list-style-type: none"> Tidak terdapat kecelakaan yang berakibat fatal dan tidak terdapat kasus penyakit akibat kerja There were no fatal accidents and no cases of occupational diseases 	<ul style="list-style-type: none"> 0 Kasus kecelakaan kerja yang berakibat fatal Zero fatalities
<ul style="list-style-type: none"> Melaksanakan pelatihan K3 secara rutin Implementing routine OHS training 	<ul style="list-style-type: none"> Sebanyak 3.733 peserta mengikuti pelatihan Fundamental SHE yang diselenggarakan setiap minggunya dan 1.350 peserta telah mengikuti HIV/AIDS Awareness sepanjang 2024 A total of 3,733 participants attended the Fundamental SHE training held every week and 1,350 participants have attended HIV/AIDS Awareness throughout 2024 	<ul style="list-style-type: none"> 0 Kasus penyakit akibat kerja Zero work-related illness 0 Lost Time Injury Rate (LTIR) Zero Lost Time Injury Rate (LTIR)
<ul style="list-style-type: none"> Memastikan pelaksanaan standar dan praktik K3 dilaksanakan oleh seluruh subkontraktor, vendor dan pemasok Ensuring the implementation of OHS standards and practices by all subcontractors, vendors and suppliers 	<ul style="list-style-type: none"> 0,04 Lost Time Injury Rate (LTIR) 0,04 Lost Time Injury Rate (LTIR) 	
<ul style="list-style-type: none"> Mengoptimalkan penggunaan platform digital K3 SHEPRO Optimizing the utilization of SHEPRO OHS digital platform 	<ul style="list-style-type: none"> Pengguna SHEPRO mengalami peningkatan sejumlah 37% dibanding tahun lalu SHEPRO users increased by 37% compared to last year 	



Kesetaraan Gender Gender Equality

Kegiatan Activities	Capaian 2024 2024 Achievement	Target 2025 2025 Target
<ul style="list-style-type: none"> Memberikan promosi jenjang karier bagi karyawan perempuan di Perusahaan Providing promotion in career path development for female employees in the Company 	<ul style="list-style-type: none"> Sebanyak 22 karyawan perempuan mendapatkan kenaikan jenjang karier di tahun 2024 A total of 22 female employees were promoted throughout 2024 	<ul style="list-style-type: none"> Meningkatkan proporsi perempuan di jenjang manajerial Increase the proportion of female employees in managerial positions
<ul style="list-style-type: none"> Melaksanakan Graduate Development Program (GDP) bagi karyawan perempuan Implementing the Graduate Development Program (GDP) for female employees 	<ul style="list-style-type: none"> Sebanyak 4 karyawan perempuan diterima dalam GDP A total of 4 female employees were recruited for GDP 	<ul style="list-style-type: none"> Menerapkan kebijakan dan program kesetaraan gender yang lebih inklusif dan pencegahan diskriminasi Implementing more inclusive gender equality policies and programs and preventing discrimination
<ul style="list-style-type: none"> Meningkatkan kesadaran terkait kesetaraan gender di lingkungan Perusahaan Raising awareness regarding gender equality in the Company's environment 	<ul style="list-style-type: none"> Melaksanakan 219 pelatihan terkait DEI yang diikuti oleh 4.051 karyawan Perusahaan A total of 219 DEI-related trainings were held, participated by 4,051 employees 	
<ul style="list-style-type: none"> Melaksanakan program pelatihan terkait Diversity, Equality & Inclusion (DEI) Implementing Diversity, Equality, and Inclusion or DEI-related programs 		

Dukungan terhadap SDGs
Supporting SDGs

6 CLEAN WATER AND SANITATION
Air Bersih dan Sanitasi
Good Health and Wellbeing

Kegiatan Activities	Capaian 2024 2024 Achievement	Target 2025 2025 Target
<ul style="list-style-type: none"> Menggunakan kembali air limbah untuk pengendalian debu di wilayah operasional Perusahaan dan memanfaatkan air limbah domestik yang telah diolah kembali untuk menyiram tanaman (<i>gardening</i>) Reusing wastewater for dust control in Company operational areas and reusing domestic treated wastewater for gardening 	<ul style="list-style-type: none"> Penggunaan kembali air limbah untuk pengendalian debu mengalami penurunan sebanyak 46,07% dibanding tahun sebelumnya Treated wastewater usage for dust control declined by 46.07% in 2024 	<ul style="list-style-type: none"> Meningkatkan proporsi pemanfaatan air yang berasal dari sumber alternatif dibandingkan dengan tahun sebelumnya Increase proportion of water usage from alternative sources compared to the previous year
<ul style="list-style-type: none"> Menggunakan <i>water treatment plant</i> untuk mengolah air dari sumber alternatif Using water treatment plants to process water from alternative sources 	<ul style="list-style-type: none"> Pemanfaatan air dari sumber alternatif (air hujan dan air daur ulang) mengalami kenaikan sebesar 52,25% di tahun 2024 dibanding tahun sebelumnya Water consumption from alternative sources (treated water and rainwater) increased by 52.25% in 2024 compared to prior year 	<ul style="list-style-type: none"> Penurunan penggunaan air baku/air bersih dibandingkan tahun sebelumnya Reduce clean water consumption compared to the previous year
<ul style="list-style-type: none"> Memanen air hujan sebagai salah satu sumber air yang digunakan oleh Perusahaan Collecting rainwater as source of water to be used by the Company 	<ul style="list-style-type: none"> Nihil kasus pencemaran sumber air Zero water pollution case 	<ul style="list-style-type: none"> Nihil kasus pencemaran sumber air Zero water pollution case

8 DECENT WORK AND ECONOMIC GROWTH
Pekerjaan Layak dan Pertumbuhan Ekonomi
Decent Work and Economic Growth

Kegiatan Activities	Capaian 2024 2024 Achievement	Target 2025 2025 Target
<ul style="list-style-type: none"> Membuka lapangan pekerjaan bagi masyarakat di sekitar wilayah operasional Perusahaan Providing job opportunities for communities surrounding the Company's operational areas 	<ul style="list-style-type: none"> Sebanyak 2.753 orang mendapatkan program pelatihan A total of 2,753 people participated the training programs 	<ul style="list-style-type: none"> Kurang lebih 3.500 orang mengikuti program pelatihan yang dilaksanakan oleh Perusahaan Approximately 3,500 people participated training programs conducted by the Company
<ul style="list-style-type: none"> Memberikan pelatihan bagi masyarakat di sekitar wilayah operasional Perusahaan Providing training for communities surrounding the Company's operational areas 	<ul style="list-style-type: none"> Sebanyak 34 program pemberdayaan masyarakat dilaksanakan di tahun 2024 A total of 34 community empowerment programs were carried out in 2024 	<ul style="list-style-type: none"> Kurang lebih 46 program pemberdayaan masyarakat dilaksanakan Approximately 46 community empowerment programs were implemented
<ul style="list-style-type: none"> Melaksanakan berbagai kegiatan pemberdayaan masyarakat untuk meningkatkan pendapatan masyarakat Carrying out various community empowerment programs to increase community incomes 	<ul style="list-style-type: none"> Perusahaan bermitra dengan 57 pemasok lokal dan <i>stakeholder</i> pelaksana program CSR The Company partnered with 57 local suppliers and stakeholders for CSR programs 	<ul style="list-style-type: none"> Kurang lebih Perusahaan bermitra dengan 60 pemasok lokal dan <i>stakeholder</i> untuk pelaksanaan program Approximately 60 local suppliers and stakeholders partnered with the Company to implement the programs
<ul style="list-style-type: none"> Melaksanakan program <i>Green Operator Traineeship</i> untuk masyarakat lokal Implementing the Green Operator Traineeship program for local communities 	<ul style="list-style-type: none"> Sebanyak 27 masyarakat lokal di sekitar proyek mengikuti <i>Green Operator Traineeship</i> dan menjadi karyawan Perusahaan A total of 27 local people around projects participated in the Green Operator Traineeship and became Company employees 	<ul style="list-style-type: none"> Meningkatkan proporsi karyawan baru Perusahaan yang merupakan masyarakat lokal Increasing the proportion of the Company's new employees who are from local communities
<ul style="list-style-type: none"> Meningkatkan kualitas tenaga kerja lokal yang terampil dan pemberian kesempatan pendidikan kepada masyarakat lokal Improving the quality of skilled local workforce and providing educational opportunities to local communities 	<ul style="list-style-type: none"> Pelaksanaan program Beasiswa Petrosea Cemerlang (BPC) untuk enam anak lokal dari wilayah sekitar operasional dalam menempuh pendidikan tinggi Implementation of the Petrosea Cemerlang Scholarship (BPC) program for six local children around operational areas to pursue higher education 	<ul style="list-style-type: none"> Mendukung peningkatan tingkat kelulusan pendidikan tinggi bagi masyarakat lokal di sekitar wilayah operasional Perusahaan Supporting the increase of higher education graduation rates for local communities around the Company's operational areas

Dukungan terhadap SDGs
Supporting SDGs

13 CLIMATE ACTION



Penanganan Perubahan Iklim

Climate Action

Kegiatan Activities	Capaian 2024 2024 Achievement	Target 2025 2025 Target
<ul style="list-style-type: none"> ➤ Menggunakan bahan bakar <i>biodiesel</i> B35 Utilizing B35 biodiesel fuel 	<ul style="list-style-type: none"> ➤ Seluruh (100%) kendaraan yang digunakan untuk menunjang kegiatan operasional Perusahaan menggunakan <i>biodiesel</i> B35 All (100%) operational vehicles supporting the operational activities of the Company utilizes B35 biodiesel 	<ul style="list-style-type: none"> ➤ Mengurangi emisi karbon dibandingkan tahun sebelumnya Reducing carbon emission compared to the previous year
<ul style="list-style-type: none"> ➤ Menggunakan energi baru terbarukan berupa <i>solar panel</i> Using solar panels as new and renewable energy 	<ul style="list-style-type: none"> ➤ <i>Solar panel</i> telah terpasang di proyek KJA, PSF, CCM dan KSM Solar panels have been installed at the KJA, PSF, CCM and KSM projects 	
<ul style="list-style-type: none"> ➤ Melaksanakan berbagai upaya efisiensi energi pada seluruh kegiatan operasional Implementing various energy efficiency efforts across the operations 	<ul style="list-style-type: none"> ➤ Berbagai upaya efisiensi energi telah berhasil mengurangi emisi CO₂ sebanyak 9,14 ton CO₂eq (perhitungan Gatrik ESDM 2024) Various energy efficiency efforts have succeeded in reducing CO₂ emissions by 9.14 tons CO₂eq (Gatrik ESDM 2024 calculations) 	
<ul style="list-style-type: none"> ➤ Melakukan elektrifikasi sebagai bagian dari strategi dekarbonisasi Carrying out electrification as part of the decarbonization strategy 	<ul style="list-style-type: none"> ➤ Sebanyak 2 kendaraan (<i>light vehicle</i> & bus penumpang) berhasil dikonversi menjadi kendaraan listrik oleh Petrosea di tahun 2024 sebagai <i>project model</i> untuk kendaraan masa depan di operasional pertambangan A total of 2 vehicles (light vehicles & passenger buses) were successfully converted into electric vehicles by Petrosea in 2024 as a model project for future vehicles in mining operations 	
<ul style="list-style-type: none"> ➤ Meningkatkan pemahaman karyawan terkait perubahan iklim Increasing awareness among employees regarding climate change 	<ul style="list-style-type: none"> ➤ Perusahaan melaksanakan 1 kali <i>sharing session</i> terkait perubahan iklim dengan narasumber Jasling.id The Company carried out 1 sharing session regarding climate change with Jasling.id as speaker 	

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Perdamaian, Keadilan dan Kelembagaan yang Tangguh

Peace, Justice and Strong Institutions

Kegiatan Activities	Capaian 2024 2024 Achievement	Target 2025 2025 Target
<ul style="list-style-type: none"> ➤ Mematuhi seluruh hukum dan peraturan yang berlaku Complying with the prevailing laws and regulations 	<ul style="list-style-type: none"> ➤ Nihil kasus ketidakpatuhan pada aspek lingkungan, sosial dan ekonomi Zero non-compliance cases for environmental, social and economic aspects 	<ul style="list-style-type: none"> ➤ Nihil kasus ketidakpatuhan pada aspek lingkungan, sosial dan ekonomi Zero non-compliance cases for environmental, social and economic aspects
<ul style="list-style-type: none"> ➤ Mewajibkan seluruh mitra bisnis mematuhi segala hukum dan peraturan yang berlaku Requiring all partners to comply with prevailing laws and regulations 	<ul style="list-style-type: none"> ➤ 100% karyawan telah mendapatkan sosialisasi terkait antikorupsi dan anti penyuapan 100% employees have participated in the anti-corruption and anti-bribery socialization 	<ul style="list-style-type: none"> ➤ Nihil toleransi kasus korupsi dan penyuapan di Perusahaan Zero tolerance of corruption and bribery cases in the Company
<ul style="list-style-type: none"> ➤ Implementasi ISO 37001 untuk Sistem Manajemen Anti Penyuapan Implementing ISO 37001 for Anti-Bribery Management System 	<ul style="list-style-type: none"> ➤ Terdapat satu kasus korupsi pada tahun 2024 One corruption case was identified in 2024 	
<ul style="list-style-type: none"> ➤ Melaksanakan identifikasi dan mitigasi risiko terkait korupsi dan penyuapan Identifying and mitigating corruption and bribery risks 	<ul style="list-style-type: none"> ➤ 85% karyawan telah menandatangani pernyataan diri tahunan terkait kode etik 85% employees have signed the annual self-declaration concerning the Code of Conduct 	
<ul style="list-style-type: none"> ➤ Melaksanakan sosialisasi terkait antikorupsi dan anti penyuapan bagi seluruh karyawan Carrying out anti-corruption and anti-bribery socialization for all employees 		
<ul style="list-style-type: none"> ➤ Memberlakukan pernyataan diri tahunan terkait kode etik bagi seluruh karyawan Perusahaan Enforcing annual self-declaration concerning the Code of Conduct for all employees 		

Pesan Direksi Board of Director's Message [2-22]



Michael
Presiden Direktur
President Director

“Sepanjang tahun 2024, Petrosea secara konsisten melanjutkan implementasi *sustainability framework* untuk memitigasi risiko dan memanfaatkan peluang terkait keberlanjutan, sehingga Perusahaan dapat terus memberikan dampak positif dan nilai tambah kepada seluruh pemangku kepentingan, termasuk pemegang saham, masyarakat dan lingkungan sekitar.

Throughout 2024, Petrosea consistently continued to implement its sustainability framework to mitigate risks and capitalize on all opportunities related to sustainability to ensure that the Company continues to deliver positive impacts and added value to all stakeholders, including shareholders, communities and the surrounding environment.”

Pemangku kepentingan yang terhormat,
Kami menyampaikan Laporan Keberlanjutan PT Petrosea Tbk tahun 2024 sebagai salah satu upaya konsisten dalam menerapkan prinsip transparansi terkait pencapaian kinerja ekonomi, lingkungan dan sosial.

Pada Laporan Keberlanjutan yang ke-15 ini, kami juga menyajikan informasi menyeluruh terkait inisiatif aspek *Environmental, Social & Governance* (ESG) yang kami implementasi sepanjang tahun 2024, termasuk dukungan Perusahaan terhadap pencapaian *Sustainable Development Goals* (SDGs).

Strategi dalam Merespons Tantangan
Dalam menerapkan strategi Perusahaan, kami mengintegrasikan pilar keberlanjutan sebagai upaya untuk mengelola risiko dan peluang terkait dengan perubahan iklim dan isu keberlanjutan lainnya.

Melalui strategi diversifikasi, Petrosea terus melakukan ekspansi bisnis ke sektor pertambangan lain dengan menangkap berbagai peluang di sektor pertambangan, migas dan mineral lain. Selama tahun 2024, Petrosea berhasil mempertahankan pertumbuhan kinerja yang solid dengan mencatatkan peningkatan pendapatan dan membukukan total nilai perolehan kontrak (*backlog*) yang tinggi.

Dear respected stakeholders,
We present the 2024 Sustainability Report of PT Petrosea Tbk as part of our consistent efforts in implementing the principle of transparency in regards to our economic, environmental and social performance.

In this 15th Sustainability Report, we also present comprehensive information on various Environmental, Social & Governance (ESG) initiatives that were implemented throughout 2024, including the Company's support in the achievement of Sustainable Development Goals (SDGs).

Strategy in Responding to Challenges
In implementing the Company's strategies, we have integrated the pillar of sustainability as an effort to manage risks and opportunities related to climate change and other sustainability issues.

Through the diversification strategy, Petrosea continues to expand its business into other mining sectors by capturing various opportunities in the mining, oil & gas and other mineral sectors. During 2024, Petrosea successfully maintained its solid performance growth by recording an increase in revenue and obtaining a high total contract value (*backlog*).

Sebagai *global lighthouse company*, Petrosea juga terus mengimplementasikan strategi digitalisasi melalui Minerva Digital Platform yang memanfaatkan dan mengembangkan teknologi terkini untuk meningkatkan produktivitas dan utilitas peralatan pertambangan.

Sementara itu, melalui strategi dekarbonisasi, Petrosea mendukung program pemerintah Indonesia dalam pemanfaatan bahan bakar yang lebih ramah lingkungan (*biodiesel* B35) untuk meminimalkan emisi yang ditimbulkan. Upaya tersebut menjadi salah satu bentuk kontribusi Petrosea dalam mengurangi dampak negatif perubahan iklim serta mendukung transisi ekonomi hijau di Indonesia ke depannya.

Pada tahun 2024, Petrosea secara konsisten melanjutkan implementasi *sustainability framework* dengan tiga area fokus, yaitu *managing impacts, prioritizing people* dan *operating ethically*. Tujuannya adalah untuk memanfaatkan peluang dan merespons tantangan terkait keberlanjutan, sehingga Perusahaan dapat terus memberikan dampak positif dan nilai tambah kepada seluruh pemangku kepentingan, termasuk pemegang saham, masyarakat dan lingkungan sekitar.

As a global lighthouse company, Petrosea also continues to apply the digitalization strategy through its Minerva Digital Platform which leverages and develops the latest technologies to increase productivity and utilization of mining equipment.

Meanwhile, through the decarbonization strategy, Petrosea supports the Indonesian government's program in utilizing a more environmentally friendly fuel (B35 biodiesel) in order to minimize resulting emissions. This effort is part of Petrosea's contribution to reduce the negative impacts of climate change and support the green economy transition in Indonesia in the future.

In 2024, Petrosea consistently continues to implement its sustainability framework with the three focus areas of managing impacts, prioritizing people and operating ethically. The aim is to capitalize on opportunities and respond to challenges related to sustainability, therefore enabling the Company to continue delivering positive impacts and added value to all stakeholders, including shareholders, communities and the surrounding environment.

Petrosea juga terus mengoptimalkan kinerja Keselamatan & Kesehatan Kerja (K3) dalam rangka meningkatkan produktivitas yang didukung oleh kombinasi faktor pengelolaan risiko dan GCG sebagai tulang punggung keberlanjutan Perusahaan.

Pencapaian Kinerja & Penerapan Keberlanjutan

Di tengah tantangan ekonomi global, konflik geopolitik dan perubahan iklim yang mempengaruhi operasional Perusahaan, pada tahun 2024 Petrosea berhasil mencatatkan peningkatan pendapatan sebesar 19,60% menjadi US\$690,81 juta dan membukukan total nilai perolehan kontrak (*backlog*) sebesar US\$2,89 miliar pada akhir tahun guna mendukung keberlanjutan usaha di masa mendatang.

Lini bisnis EPC mencatatkan pertumbuhan pendapatan yang signifikan, meningkat 83,70% dibandingkan dengan tahun sebelumnya. Lini bisnis ini mencatatkan pendapatan sebesar US\$299,17 juta dan memberikan kontribusi sebesar 43,31% terhadap total pendapatan Perusahaan. Sedangkan lini bisnis Kontrak Pertambangan mencatatkan pendapatan sebesar US\$290,15 juta, disusul oleh Jasa Logistik, Infrastruktur & Pendukung Lainnya sebesar US\$34,63 juta.

Petrosea terus mengedepankan penerapan *operational excellence* dan *good mining practices* pada seluruh kegiatan operasional Perusahaan. Oleh sebab itu, Petrosea menerapkan standar ketat pada pengelolaan aspek lingkungan dan sosial yang juga berlaku bagi seluruh pemasok dan mitra kerja Perusahaan. Prinsip pengadaan berkelanjutan juga diterapkan untuk memastikan bahwa seluruh pemasok dan mitra kerja telah diseleksi berdasarkan kriteria lingkungan dan sosial yang ditetapkan Perusahaan.

Petrosea also continues to optimize its Occupational, Health & Safety (OHS) performance in order to increase productivity, supported by a combination of risk management and GCG as the backbone of the Company's sustainability.

Performance Achievement & Sustainability

Amidst the challenges of the global economy, geopolitical conflicts and climate change which impacted the Company's operations, in 2024 Petrosea successfully recorded a 19.60% increase in total revenue to US\$690.81 million and obtained a total contract value (*backlog*) of US\$2.89 billion by the end of the year to support future business sustainability.

The EPC business line recorded significant growth in revenue which increased 83.70% compared to the previous year. This business line recorded US\$299.17 million in revenue and contributed 43.31% towards the total revenue of the Company. Meanwhile the Contract Mining business line recorded US\$290.15 million in revenue, followed by US\$34.63 million from Logistics, Infrastructure & Other Supporting Services.

Petrosea continued to prioritize the implementation of operational excellence and good mining practices across all Company operational activities. Therefore, Petrosea employs strict standards related to environmental and social aspects which also apply to all Company suppliers and business partners. The sustainable procurement principle is also implemented to ensure that all suppliers and partners have been selected based on environmental and social criteria as determined by the Company.

Petrosea juga menggunakan *biodiesel* B35 sebagai bahan bakar yang lebih ramah lingkungan untuk mendukung kegiatan operasional di seluruh lokasi proyek. Di samping itu, Perusahaan terus melaksanakan berbagai upaya efisiensi energi dan pengurangan emisi sehingga berhasil menurunkan emisi (cakupan 1 dan 2) sebanyak 17,34% dibandingkan *baseline* tahun 2023.

Sebagai bagian dari upaya menjaga ketersediaan air, sebanyak 61,56% air yang digunakan untuk kegiatan operasional Perusahaan berasal dari air daur ulang. Dalam hal pengelolaan limbah, pada tahun 2024 Petrosea berhasil memanfaatkan kembali 32,54% limbah B3 dan non B3 sehingga limbah tersebut tidak berakhir di tempat pembuangan akhir.

Untuk mendukung pencapaian *Target Zero*, termasuk menciptakan lingkungan kerja yang sehat, aman dan nyaman, Petrosea menerapkan Sistem Manajemen Keselamatan & Kesehatan Kerja (K3) berdasarkan ISO 45001:2018, menerapkan serangkaian kebijakan internal terkait K3, serta memanfaatkan SHEPRO sebagai platform digital K3 Perusahaan. Melalui rangkaian upaya tersebut, Petrosea kembali berhasil mempertahankan kinerja di bidang K3 dengan mencatatkan 18.436.951,17 jam kerja tanpa kecelakaan yang mengakibatkan hari kerja hilang (*LTI Free*) selama tahun 2024.

Kinerja solid Petrosea terkait K3 juga tercermin dari berbagai penghargaan yang berhasil diraih sepanjang tahun 2024, di antaranya penghargaan PROPER Nasional (PROPERNAS) dengan peringkat BIRU dari Kementerian Lingkungan Hidup dan Kehutanan, serta penghargaan PROPER Daerah (PROPERDA) dengan peringkat HIJAU dari Gubernur Kalimantan Timur.

Petrosea also utilizes B35 biodiesel as a more environmentally friendly fuel to support operations at all project site locations. In addition, the Company continuously implements various energy efficiency and emission reduction measures, which have resulted in 17.34% emission reduction (scope 1 and 2) compared to the baseline year of 2023.

As part of its efforts in maintaining water availability, 61.56% of water for Company operational activities were sourced from recycled water. As for waste management, in 2024 Petrosea managed to recycle 32.54% of hazardous and non-hazardous waste, thus ensuring that this waste did not end up in landfills.

To support the realization of Target Zero, including creating a healthy, safe and comfortable working environment, Petrosea implements an Occupational Health & Safety (OHS) Management System based on ISO 45001:2018, applies several internal policies related to OHS, as well as leverages SHEPRO as the Company's OHS digital platform. Through these various efforts, Petrosea one again successfully maintained its OHS performance by recording 18,436,951.17 manhours Lost Time Injury (LTI) Free during 2024.

Petrosea's solid OHS performance was also reflected by the various awards obtained throughout 2024, including the PROPER Nasional (PROPERNAS) award with BLUE rating from the Ministry of Environment and Forestry, as well as the PROPER Daerah (PROPERDA) award with GREEN rating from the Governor of East Kalimantan.

Petrosea terus melanjutkan pelaksanaan berbagai program *Corporate Social Responsibility* (CSR) yang berfokus pada empat pilar, yaitu Kesehatan, Pendidikan, Pemberdayaan Ekonomi, dan Lingkungan. Pada tahun 2024, Perusahaan melaksanakan 34 program CSR yang memberikan manfaat bagi 18.342 orang. Petrosea juga telah melaksanakan pengukuran dampak program CSR dengan menggunakan *metode Social Return on Investment* (SROI) yang menunjukkan nilai sebesar 1,31 di tahun 2024.

Dalam menjalankan kegiatan usahanya, Petrosea mengedepankan tata kelola perusahaan yang baik (GCG) melalui praktik bisnis yang beretika dengan menerapkan *Code of Conduct* dan Kebijakan Anti Penyuapan berdasarkan ISO 37001:2016 untuk Sistem Manajemen Anti Penyuapan. Implementasi kebijakan tersebut menghasilkan tidak adanya kasus korupsi dan penyuapan di lingkungan Perusahaan sepanjang tahun 2024.

Pelaksanaan GCG di tahun 2024 dilakukan secara konsisten dengan terus memutakhirkan *corporate governance policies* yang dimiliki dan menyelesaikan prosedur baru untuk melengkapi *corporate governance framework* yang ada, agar sesuai dengan peraturan OJK dan sejalan dengan principles of *corporate governance* dari OECD yang berlaku.

Berdasarkan ASEAN *Corporate Governance Scorecard* (ACGS) yang dikeluarkan oleh OECD, pencapaian kinerja tingkat kepatuhan Petrosea telah masuk ke predikat "Very Good" atau "Level 4", yang menunjukkan bahwa implementasi *corporate governance* di Petrosea mematuhi seluruh persyaratan internasional sesuai standar ACGS dan di atas skor rata-rata untuk emiten atau perusahaan publik dalam kategori Big Cap 100.

Petrosea continued to implement various Corporate Social Responsibility (CSR) programs that focused on the four pillars of Healthy, Education, Economic Empowerment and Environment. In 2024, the Company conducted 34 CSR programs which benefited 18,342 people. Petrosea has also performed a CSR program impact assessment using the Social Return on Investment (SROI) method which showed a value of 1.31 in 2024.

In carrying out its business activities, Petrosea prioritizes good corporate governance (GCG) through ethical business practices by implementing a Code of Conduct and Anti-Bribery Management System based on ISO 37001:2016 for Anti-Bribery Management System. The implementation of this policy resulted in no corruption and bribery cases occurring in the Company during 2024.

The implementation of GCG in 2024 was carried out consistently by continuing to update existing corporate governance policies and completing a new procedure in order to complement its existing corporate governance framework, to ensure compliance with OJK regulations and in line with applicable OECD principles of corporate governance.

Based on the ASEAN Corporate Governance Scorecard (ACGS) issued by the OECD, zPetrosea's compliance performance achievement has entered the "Very Good" or "Level 4" predicate, which shows that the implementation of corporate governance at Petrosea complies with all international requirements according to ACGS standards and is above the average score for issuers or public companies in the Big Cap 100 category.

Prospek Usaha dan Strategi Pencapaian Target

Kami percaya bahwa prospek ekonomi yang cerah akan memberikan dampak positif terhadap prospek dan pengembangan usaha Petrosea pada tahun 2025. Sementara itu, sektor pertambangan tetap memberikan peluang yang baik termasuk hilirisasi sumber daya alam mineral yang menjadi prioritas pemerintah Indonesia. Produk pertambangan juga masih sangat diperlukan untuk inovasi teknologi, pengembangan infrastruktur dan produksi energi guna mendukung pemerintah Indonesia dalam menjaga ketahanan energi di era transisi energi dan pertumbuhan ekonomi.

Pada tahun 2025, Petrosea fokus pada peningkatan kapasitas operasional, serta pertumbuhan pendapatan, didukung dengan total nilai perolehan kontrak (*backlog*) tertinggi sepanjang lebih dari lima dekade Petrosea berkiprah di sektor pertambangan dan konstruksi. Untuk mencapai seluruh target yang telah dicanangkan, Petrosea terus melanjutkan strategi diversifikasi, didukung oleh *operational excellence*, *continuous improvement*, peningkatan efisiensi dan pengendalian biaya, serta optimalisasi pemanfaatan Minerva Digital Platform.

Petrosea juga akan terus memperkuat sinergi dengan grup untuk membuka peluang di sektor pertambangan dan energi, petrokimia serta infrastruktur dengan menyediakan solusi bisnis terintegrasi dan berbagai kapabilitas terbaru. Sinergi tersebut akan memungkinkan Petrosea untuk beradaptasi dan memperluas operasi ke sektor lain yang sedang berkembang, serta meningkatkan posisi pasar untuk mencapai pertumbuhan yang berkelanjutan.

Business Prospects and Strategy to Achieve Targets

We believe that the bright economic prospects will positively impact Petrosea's business outlook and development in 2025. Meanwhile, the mining sector will continue to offer promising opportunities, including the downstream processing of mineral resources, which is a priority for the Indonesian government. Mining products also remain essential for technological innovation, infrastructure development and energy production to support the Indonesian government in maintaining energy resilience during the area of energy transition and economic growth.

In 2025, Petrosea is focusing on increasing its operational capacity, as well as revenue growth, supported by the highest total contract value (*backlog*) in more than five decades of Petrosea's operations in the mining and construction sectors. To achieve all its predetermined targets, Petrosea will continue its diversification strategy, supported by operational excellence, continuous improvement, efficiency enhancement, cost control, as well as the optimization of its Minerva Digital Platform.

Petrosea will also leverage synergies within the group to seize opportunities in the mining and energy, petrochemical as well as infrastructure sectors by providing integrated business solutions and various new capabilities. This synergy will enable Petrosea to adapt and expand its operations to other developing sectors, while increasing its market position in order to achieve sustainable growth.

Apresiasi

Mewakili Direksi, saya menyampaikan rasa terima kasih dan memberikan apresiasi setinggi-tingginya kepada seluruh pemangku kepentingan atas dukungan dan kepercayaan yang telah diberikan selama ini. Ke depan, Petrosea akan terus melanjutkan upaya dalam meningkatkan kinerja lingkungan, sosial dan tata kelola untuk senantiasa menciptakan dampak positif dan memberikan nilai tambah kepada seluruh pemangku kepentingan.

Appreciation

On behalf of the Board of Directors, I would like to express my sincerest gratitude and utmost appreciation to all stakeholders for their continuous support and trust. Going forward, Petrosea will continue its efforts in improving its environmental, social, and governance performance in order to continuously create positive impacts and provide added value for all stakeholders.

Tangerang Selatan, Maret 2025
South Tangerang, March 2025



Michael

Presiden Direktur
President Director



Sekilas Perusahaan


Company Overview [2-1]

Nama Perseroan / Company Name	Tahun Berdiri / Year of Establishment	Bentuk Perusahaan / Legal Entity
PT Petrosea Tbk	1972	Perseroan Terbatas Limited Liability Company

Landasan Hukum

Legal Bases

- Akta Pendirian Nomor 75 tertanggal 21 Februari 1972;
Articles of Association No. 75 dated 21 February 1972;
- Keputusan Menteri Kehakiman No. Y.A.5/51/17 tertanggal 30 November 1972;
Decree of the Ministry of Law No. Y.A.5/51/17 dated 30 November 1972;
- Nomor Induk Berusaha Berbasis Risiko 9120400242789 tertanggal 28 Februari 2019;
Risk-Base Business Registration Number 9120400242789 dated 28 February 2019;
- Keputusan Menteri Investasi/Kepala BKPM No. 37/1/IUJP/PMDN/2023 tertanggal 16 Oktober 2023
Decree of the Minister of Investment/Investment Coordinating Board Head No. 37/1/IUJP/PMDN/2023 dated 16 October 2023

 **Kantor Pusat**
Head Office

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

Telepon : +6221 2977 0999
Phone

Fax : +6221 2977 0988

Surel : • corporate.secretary@petrosea.com
Email : • investor.relations@petrosea.com
• corporate.communications@petrosea.com

Website : www.petrosea.com

 **Kantor Perwakilan Balikpapan**
Balikpapan Representative Office

Operasional/Operational

Petrosea Support Facilities
Jl.KM 5,5 RT 14
Kelurahan Kariangau, Kecamatan Balikpapan Barat,
Balikpapan 76134, Indonesia

Informasi lebih lanjut terkait daftar entitas anak Perusahaan dapat dilihat pada Laporan Tahunan atau dapat diakses melalui www.petrosea.com

Further information concerning the list of Subsidiaries are presented in the Annual Report or accessible through www.petrosea.com



Produk, Layanan & Kegiatan Usaha

Products, Services & Business Activities [2-6]

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:

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

Informasi lebih lanjut tentang produk dan jasa Perusahaan dapat diakses melalui www.petrosea.com pada laman layanan. Further information related to the Company's products and services is accessible through www.petrosea.com on the services page.



Skala Perusahaan Company Scale [2-1, 2-6]

Keterangan / Description	Satuan / Unit	2024	2023	2022
Jumlah Karyawan Total Employees	Orang People	6.800	5.388	4.123
Jumlah Kantor Pusat Number of Head Office	Kantor Office	1	1	1
Jumlah Kantor Pendukung Number of Supporting Office		2	2	2
Volume Pengupasan Lapisan Tanah Penutup Overburden Removal Volume	Juta BCM Million BCM	106,65	130,68	124,07
Produksi Batubara Coal Production	Juta Ton Million Ton	17,99	17,07	19,23
Produksi Batubara CEP CEP Coal Production	Ribu Ton Thousand Tons	1.353,71	194,36	N/A
Jumlah Pendapatan Total Revenue		690,81	577,62	476,32
Jumlah Liabilitas Total Liabilities		617,52	492,32	298,43
Jumlah Ekuitas Total Equity	Juta US\$ Million US\$	249,75	235,63	297,99
Jumlah Aset Total Assets		867,27	727,95	596,42
Laba Tahun Berjalan Profit for the Year		9,95	12,44	41,17

Perubahan yang Bersifat Signifikan Significant Changes to the Company [2-6]

Pada tahun 2024, Petrosea melakukan pemecahan saham (*stock split*) dengan rasio 1:10, di mana sebelumnya pada RUPS Luar Biasa yang diselenggarakan pada 16 Desember 2024, para pemegang saham memberikan persetujuan untuk melaksanakan pemecahan nilai nominal saham yang kemudian juga memperoleh persetujuan izin prinsip dari Bursa Efek Indonesia.

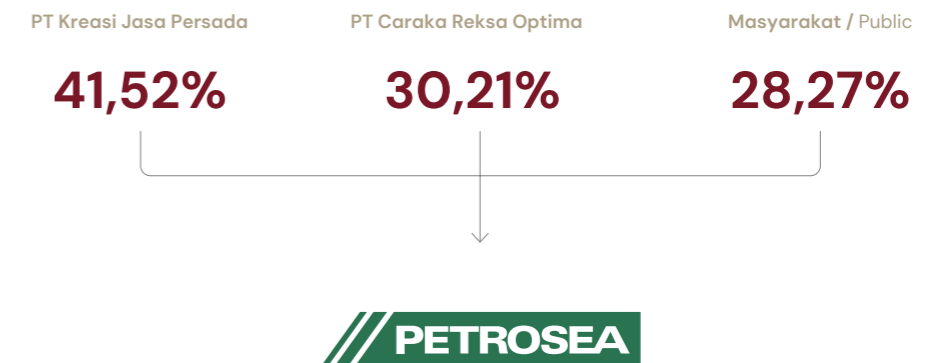
In 2024, Petrosea carried out a stock split with a ratio of 1:10 which was previously approved by shareholders during the Extraordinary GMS held on 16 December 2024 and also received principal approval from the Indonesia Stock Exchange.

Struktur Kepemilikan Perusahaan 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 2024:

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 2024:

PT Petrosea Tbk is controlled by PT Kreasi Jasa Persada which is owned by PT Petrindo Jaya Kreasi Tbk.



Keanggotaan di Asosiasi Membership in Associations [2-28]

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:



Asosiasi Jasa Pertambangan Indonesia (ASPINDO)
Indonesian Mining Service Association (ASPINDO)



Asosiasi Pengusaha Indonesia (APINDO)
Employers Association of Indonesia (APINDO)



Asosiasi Pertambangan Batubara Indonesia (APBI-ICMA)
Indonesian Coal Mining Association (APBI-ICMA)



Masyarakat Ketenagalistrikan Indonesia (MKI)
The Indonesian Electrical Power Society (MKI)



Gabungan Perusahaan Nasional Rancang Bangun Indonesia (GAPENRI)
Association of Indonesian Engineering, Procurement, and Construction Companies (GAPENRI)



Asosiasi Kontraktor Indonesia (AKI)
Indonesian Constructors Association (AKI)



Perkumpulan Pusat Logistik Berikat Indonesia (PPLBI)
Indonesian Bonded Logistics Center Association (PPLBI)



Kamar Dagang dan Industri (KADIN)
Chamber of Commerce and Industry (KADIN)



Indonesian Mining Association (IMA)
Indonesian Mining Association (IMA)



Asosiasi Sekretaris Perusahaan Indonesia (ICSA)
Indonesian Corporate Secretary Association (ICSA)



Indonesia Business Coalition for Women Empowerment (IBCWE)



Bursa Efek Indonesia (IDX)
Indonesian Stock Exchange (IDX)



Asosiasi Logistik dan Forwarder Indonesia (ALFI)
Indonesian Logistics and Forwarders Association (ALFI)



Visi, Misi & Nilai-Nilai Inti

Vision, Mission & Core Values [2-23]

Visi & Misi Vision & Mission

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 [2-23]



AGILE

Kami beradaptasi terhadap segala perubahan
We adapt to change

CONNECTED

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

TRUSTED

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

INNOVATIVE

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

OPEN MINDED

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

NURTURING

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

Peta Operasional & Pasar yang Dilayani

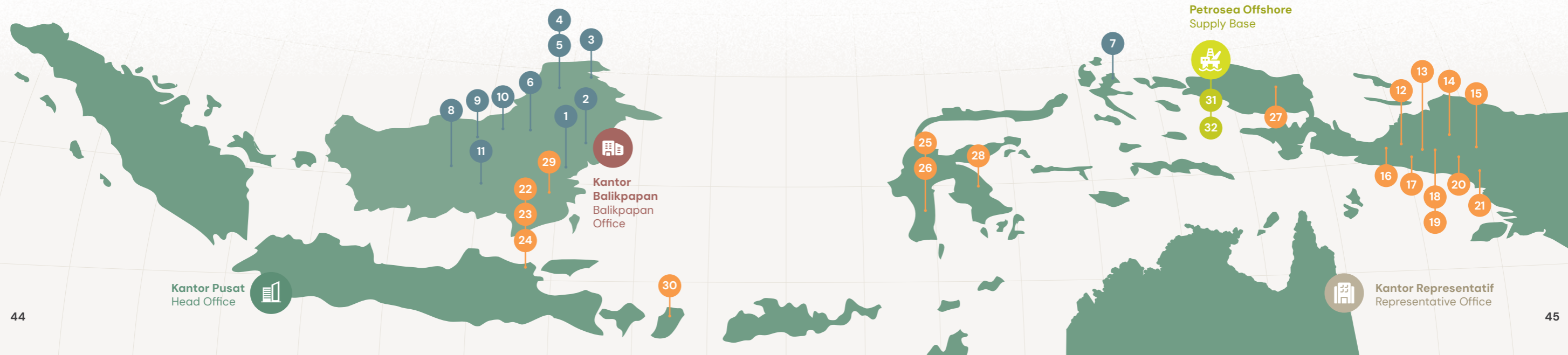
Operating Areas & Markets Served [2-6]

No	Proyek Utama Saat Ini Current Major Projects	Klien Clients	Lokasi Location	Tahun 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 - 2024
4	CEP Project Management & Mine Services	PT Cristian Eka Pratama	East Kalimantan	2023 - 2038
5	KS Project Management & Mine Services	PT Kedap Sayaaq	East Kalimantan	2023 - 2028
6	IBP Project Management & Mine Services	PT Indo Bara Pratama	East Kalimantan	2022 - 2026
7	SDA Nickel Mining Services	PT Sumberdaya Arindo	North Maluku	2023 - 2026
8	PBP OB Removal & Coal Production	PT Pasir Bara Prima	Central Kalimantan	2024 - 2032
9	GBM OB Removal & Coal Production	PT Global Bara Mandiri	Central Kalimantan	2024 - 2032
10	TP OB Removal & Coal Production	PT Tamtama Perkasa	Central Kalimantan	2024 - 2028
11	BBB OB Removal & Coal Production	PT Borneo Bangun Banua	Central Kalimantan	2024 - 2029
Rekayasa, Pengadaan & Konstruksi / Engineering, Procurement & Construction				
12	Freeport Master Services Agreement	PT Freeport Indonesia	Central Papua	2017 - 2025
13	Levee Construction & Stockpile Extension	PT Freeport Indonesia	Central Papua	2022 - 2026
14	Construction Services at Portside (Corrosion Remediation)	PT Freeport Indonesia	Central Papua	2019 - 2024
15	GBC Pre-crusher (SAG3) Onshore Early Construction Services	PT Freeport Indonesia	Central Papua	2020 - 2024
16	CUCL Kasuang Copper Cleaner Circuit Construction Services	PT Freeport Indonesia	Central Papua	2022 - 2025
17	LNGPP Feasibility Study	PT Freeport Indonesia	Central Papua	2022 - 2024
18	Heavy Equipment for Company's Material Management Team for Portsite	PT Freeport Indonesia	Central Papua	2024 - 2025
19	K004A Site Preparation, Sheet Piling & Firewater	PT Freeport Indonesia	Central Papua	2024 - 2025

No	Proyek Utama Saat Ini Current Major Projects	Klien Clients	Lokasi Location	Tahun Year
Rekayasa, Pengadaan & Konstruksi / Engineering, Procurement & Construction				
20	Redundancy Conveyor (RECON) Project Construction Services	PT Freeport Indonesia	Central Papua	2024 - 2025
21	SAG2 Secondment CS CM Construction Services	PT Freeport Indonesia	Central Papua	2024
22	CC001 Earthworks, Concrete & Buried Utilities	PT Freeport Indonesia	East Java	2022 - 2024
23	Structural, Mechanical, Piping & Electrical Installation (SMPEI) Works - CMO02 Main Process Building, Balance of Plant & High Security Building	PT Freeport Indonesia	East Java	2023 - 2024
24	CM100 SMPEI for Ammonia Effluent Treatment Plant	PT Freeport Indonesia	East Java	2024-2025
25	Construction & Project Management Works - Awak Mas Gold Project	PT Masmindo Dwi Area	South Sulawesi	2022 - 2025
26	EPC Processing Plant Infrastructure - Awak Mas Gold Project	PT Masmindo Dwi Area	South Sulawesi	2022 - 2025
27	Onshore Early Works EPC for Ubadari, Tangguh EGR/CCUS & Tangguh Onshore Compression	BP Berau Ltd.	West Papua	2024 - 2025
28	Procurement and Construction for Pomalaa Block Mine Development	PT Vale Indonesia	Southeast Sulawesi	2024 - 2026
29	Mine Infrastructure Development Services	PT Daya Bumindo Karunia (DBK)	Central Kalimantan	2024 - 2026
30	Consulting Services Agreement - Hu'u Project	PT Sumbawa Timur Mining	West Nusa Tenggara	2024
Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi / Oil & Gas Logistics and Support Services				
31	Provision of Sorong Supply Base Services	BP Berau Ltd.	Southwest Papua	2017 - 2025
32	Provision of Loading Unloading and Storage Services at POSB Sorong	CSTS Joint Operation	Southwest Papua	2018 - 2024



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 2024

2024 Awards



PROPERNAS untuk Pengelolaan Lingkungan Hidup
PROPERNAS for Environmental Management

📅 29 Feb 2024

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

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



PROPERDA untuk Pengelolaan Lingkungan Hidup
PROPERDA for Environmental Management

📅 12 Jun 2024

Penghargaan PROPER Daerah (PROPERDA) dengan peringkat HIJAU untuk Program Penilaian Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup Tahun 2023-2024 yang diberikan kepada Petrosea Support Facilities (PSF) dari Gubernur Kalimantan Timur
PROPER Daerah (PROPERDA) Award with a GREEN category for the Company Performance Rating Program in Environmental Management 2023-2024 presented to Petrosea Support Facilities (PSF) from the Governor of East Kalimantan



FIHRRST Awards

📅 10 Dec 2024

Rating A+ untuk Laporan Keberlanjutan 2023 Terbaik dari Foundation for International Human Rights Reporting Standards (FIHRRST)

Rating A+ for Best Sustainability Report 2023 from the Foundation for International Human Rights Reporting Standards (FIHRRST)



FIHRRST Awards

📅 4 Jun 2024

Rating A untuk Laporan Keberlanjutan 2022 Terbaik dari Foundation for International Human Rights Reporting Standards (FIHRRST)

Rating A for Best Sustainability Report 2022 from the Foundation for International Human Rights Reporting Standards (FIHRRST)



15th IICD Corporate Governance Award 2024

📅 25 Nov 2024

Penghargaan untuk "Best Non Financial Sector" dan masuk ke dalam kategori "Top 50 Mid Capitalization Public Listed Company" di ajang 15th IICD Corporate Governance Award 2024 yang diadakan oleh Indonesian Institute for Corporate Directorship (IICD)

Awards for "Best Non Financial Sector" and included in the "Top 50 Mid Capitalization Public Listed Company" category at the 15th IICD Corporate Governance Award 2024 held by the Indonesian Institute for Corporate Directorship (IICD)



ESG Appreciation Night 2024

📅 25 Nov 2024

Penghargaan untuk "Appreciated Social ESG Report" & "Appreciated Diversity Inclusivity ESG Report" di ajang Investor Daily ESG Appreciation Night 2024 dari B Universe & Bumi Global Karbon (BGK) Foundation
Awards for "Appreciated Social ESG Report" & "Appreciated Diversity Inclusivity ESG Report" at Investor Daily ESG Appreciation Night 2024 from B Universe & Bumi Global Karbon (BGK) Foundation



Penghargaan ADITAMA dan UTAMA
ADITAMA and UTAMA Awards

📅 25 Sep 2024

Penghargaan kategori "ADITAMA" untuk PT Petrosea Tbk di proyek Kideco Jaya Agung dan kategori "UTAMA" untuk PT Karya Bhumi Lestari di proyek Central Cipta Murdaya atas prestasinya dalam pengelolaan standardisasi dan usaha jasa pertambangan mineral dan batubara dari Menteri ESDM Republik Indonesia

Award in "ADITAMA" category for PT Petrosea Tbk at the Kideco Jaya Agung project and "UTAMA" category for PT Karya Bhumi Lestari at the Central Cipta Murdaya project for its achievement in the management of standardization and mineral and coal mining business from the Minister of ESDM of the Republic of Indonesia



Transparency of Corporate Emissions Calculations 2024

📅 29 May 2024

Penghargaan "Transparansi Perhitungan Emisi Korporasi 2024" untuk kategori Gold Plus pada ajang Penganugerahan Transparansi & Penurunan Emisi Korporasi Terbaik 2024 yang diadakan oleh Investortrust.id dan Bumi Global Karbon Foundation

"Transparency of Corporate Emissions Calculations 2024" award in Gold Plus category at the Best Corporate Transparency & Emission Reduction Awards 2024 held by Investortrust.id and Bumi Global Karbon Foundation

Penghargaan 2024 2024 Awards



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

6 Aug 2024

Penghargaan atas Program Pencegahan dan Penanggulangan HIV/AIDS dengan kategori "PLATINUM" untuk kantor pusat dan kategori "GOLD" untuk proyek Kideco Jaya Agung dari Menteri Ketenagakerjaan Republik Indonesia

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



Pencapaian Nihil Kecelakaan Kerja
Zero Accident

6 Aug 2024

Penghargaan pencapaian nihil kecelakaan kerja (*zero accident*) untuk kantor pusat dengan 4.921.215 jam kerja *Lost Time Injury* (LTI) Free dan proyek Kideco Jaya Agung dengan 43.621.649 jam kerja *LTI Free* dari Menteri Ketenagakerjaan Republik Indonesia

Zero accident awards for the head office with 4,921,215 manhours *Lost Time Injury* (LTI) Free and the Kideco Jaya Agung project with 43,621,649 manhours *LTI Free* from the Ministry of Manpower



Pelaksanaan Panitia Pembina Keselamatan dan Kesehatan Kerja
Implementation of the Occupational Safety and Health Advisory Committee

8 Mar 2024

Penghargaan atas Pelaksanaan Panitia Pembina Keselamatan dan Kesehatan Kerja Tingkat Provinsi Banten untuk kantor pusat dari Gubernur Banten

Implementation Occupational Safety and Health Advisory Committee Award for Banten Provincial Level for the head office from the Governor of Banten



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

8 Mar 2024

Penghargaan atas Program Pencegahan dan Penanggulangan HIV/AIDS Tingkat Provinsi Banten dari Gubernur Banten

HIV/AIDS Prevention and Countermeasure Program Award for Banten Provincial Level from the Governor of Banten



WSO Indonesia Safety Culture Awards 2024

21 Apr 2024

Penghargaan dengan kategori "Perak" pada ajang Penghargaan WSO Indonesia Safety Culture Awards 2024 yang diadakan oleh WSO Indonesian Office – Prosafe Institute

Award with "Silver" category at the WSO Indonesia Safety Culture Awards 2024 held by WSO Indonesian Office – Prosafe Institute



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

31 Jul 2024

Penghargaan untuk Pencegahan & Penanggulangan HIV AIDS di Tempat Kerja dalam kategori "PLATINUM" untuk Petrosea Support Facilities (PSF) dari Gubernur Kalimantan Timur

Award for HIV AIDS Prevention and Mitigation in the Workplace in "PLATINUM" category for Petrosea Support Facilities (PSF) from the Governor of East Kalimantan



Pencapaian Nihil Kecelakaan Kerja
Zero Accident

8 Mar 2024

Penghargaan Nihil Kecelakaan Kerja Tingkat Provinsi Banten untuk kantor pusat dari Gubernur Banten

Zero Accident Award for Banten Provincial Level for the head office from the Governor of Banten

Sertifikasi Certifications



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

Llyod's Register Indonesia
26 Mar 2024–25 Mar 2027

📍 Head Office



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

Kementerian
Ketenagakerjaan RI
9 Jun 2023–9 Jun 2026

📍 Head Office



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

ASRICERT Indonesia
6 Dec 2022–5 Dec 2025

📍 Head Office, PSF, KJA Project,
Timika Projects, POSB Sorong



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

Kementerian
Ketenagakerjaan RI
13 May 2022–13 May 2025

📍 Petrosea Support Facilities (PSF)



ISO 55001:2014 Sistem
Manajemen Aset
ISO 55001:2014
Asset Management System

TÜV SÜD PSB Pte Ltd
8 Feb 2023–7 Feb 2026

📍 Head Office, PSF, KJA Project



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

Kementerian
Ketenagakerjaan RI
9 Jun 2023–9 Jun 2026

📍 KJA Project



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

Llyod's Register Indonesia
31 Dec 2023–30 Dec 2026

📍 Head Office, PSF, Levee Project,
KJA Project, POSB Sorong



PEMERINTAH KABUPATEN SORONG
DINAS PENDIDIKAN DAN KEBUDAYAAN
SD INPRES 63 KABUPATEN SORONG
Alamat : Jl. Raya Koro 1 Kel. Klabenan, Distrik Koro, Kab. Sorong, Pesisir Papua Barat
E-Mail : sdinpres63kabupatensorong@gmail.com
Website / Blog : <http://sdinpres63kabupatensorong.blogspot.co.id>
NDS : 1912020176 - NPSN : 6040151 Kudu Psa - 80433 Akreditasi : 1

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Tentang Laporan Keberlanjutan About This Sustainability Report

Laporan Keberlanjutan 2024 PT Petrosea Tbk menyampaikan informasi mengenai pengelolaan kinerja dan risiko terkait keberlanjutan, serta mencakup kinerja aspek lingkungan, sosial, tata kelola dan ekonomi Perusahaan untuk periode 2024. Laporan Keberlanjutan ini diterbitkan setiap tahun.

The 2024 Sustainability Report of PT Petrosea Tbk presents information about performance and risk management related to sustainability, as well as includes the Company's environmental, social, governance and economic performance for the 2024 period. This Sustainability Report is published annually.



Sekilas Laporan Keberlanjutan

Sustainability Report Overview [2-2, 2-3, 2-4, 2-5]

Laporan Keberlanjutan tahun 2024 merupakan kesinambungan dari Laporan Keberlanjutan tahun 2023 yang diterbitkan pada bulan April 2024. Periode pelaporannya adalah 1 Januari hingga 31 Desember 2024.

The 2024 Sustainability Report is a continuation from the 2023 Sustainability Report published in April 2024. The reporting period is from 1 January until 31 December 2024.

Laporan ini diterbitkan secara tahunan dan merupakan Laporan Keberlanjutan ke-15 yang telah diterbitkan oleh Perusahaan.

This report is published annually and is the 15th Sustainability Report that has been published by the Company.

Adapun laporan ini disusun dengan mengacu pada:

This report was developed in accordance with:

- 01 **Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017**
Regulation of the Financial Service Authority (POJK) No. 51/POJK.03/2017
- 02 **Standar Global Reporting Initiative (GRI) 2021 dengan opsi in accordance with the GRI Standards**
Global Reporting Initiative (GRI) Standards 2021 with the option of in accordance with GRI Standards.

Terdapat penyesuaian kembali topik material pada laporan periode ini berdasarkan hasil *focus group discussion* pihak internal Perusahaan dengan perwakilan pemangku kepentingan eksternal.

There are restatements of material topics for this reporting period in accordance with the results of focus group discussion between the Company's internal parties and representatives of the external stakeholders.

Tidak terdapat penyajian kembali informasi dari Laporan Keberlanjutan periode sebelumnya. Informasi yang disajikan pada laporan ini mencakup lingkup Petrosea, termasuk cucu perusahaannya PT Cristian Eka Pratama yang diakuisisi pada 2023 lalu.

There are no restatements of information from the previous period's Sustainability Report. Information presented in this report covers Petrosea, including its subsidiary, PT Cristian Eka Pratama, which was acquired in 2023.



7 Topik Material

Penentuan tujuh topik material Laporan Keberlanjutan 2024 dilakukan melalui *Focus Group Discussion (FGD)* yang diadakan pada 21 November 2024 dan melibatkan seluruh divisi internal serta pemangku kepentingan eksternal.

The determination of seven material topics for the 2024 Sustainability Report was done through a Focus Group Discussion (FGD) held on 21 November 2024 and involved all internal divisions as well as external stakeholders.



6 SDGs

Petrosea mendukung pencapaian enam SDGs yang selaras dengan tujuh topik material yang telah ditetapkan.

Petrosea supports the achievements of six SDGs which are in line with the seven predetermined material topics.



Verified Assured

Laporan Keberlanjutan 2024 Petrosea telah melalui proses verifikasi oleh pihak independen. The 2024 Sustainability Report has undergone an assurance process by an independent party.

Informasi yang disajikan dalam Laporan Keberlanjutan ini telah diverifikasi (*assured*) oleh pihak independen, yaitu PT Sejahtera Rambah Asia (SRAI) pada bulan Maret 2025. Tidak terdapat benturan kepentingan dalam pemilihan dan pelaksanaan proses verifikasi. Penunjukan SRAI Indonesia dilakukan melalui proses pengadaan barang dan jasa yang ada di Perusahaan dan telah disetujui oleh manajemen.

Information presented in this report has been verified (*assured*) by an independent party, namely PT Sejahtera Rambah Asia (SRAI) in March 2025. No conflicts of interests were indicated in the appointment and implementation of the verification process. The appointment of SRAI was determined through the Company's existing goods and services procurement process and was approved by management.

Seluruh informasi yang disajikan dalam laporan ini telah mendapatkan persetujuan manajemen Perusahaan.

All information presented in this report has been approved by the Company's management.



Penentuan Topik Material

Determining Material Topics [3-1]

Penentuan tujuh topik material Laporan Keberlanjutan 2024 dilakukan melalui *Focus Group Discussion* (FGD) yang diadakan pada 21 November 2024 dan melibatkan seluruh divisi internal serta pemangku kepentingan eksternal.

The determination of seven material topics for the 2024 Sustainability Report was done through a Focus Group Discussion (FGD) held on 21 November 2024 and involved all internal divisions as well as external stakeholders.

Penentuan topik material dilakukan berdasarkan analisis signifikansi dampak, risiko, dan peluang aktual maupun potensial terkait keberlanjutan di lingkup Perusahaan.

The material topics were determined based on the analysis of significant impacts, risks, and actual or potential opportunities related to sustainability within the scope of the Company.

Identifikasi Pemangku Kepentingan Perusahaan Identification of Stakeholders

Petrosea telah menentukan pemangku kepentingan yang terdiri dari pemegang saham, pemerintah, karyawan, pelanggan, mitra usaha, pemasok dan masyarakat, serta melibatkan perwakilan pemangku kepentingan dalam proses penentuan topik material.

Petrosea determined its stakeholders consisting of shareholders, the government, employees, customers, business partners, suppliers, and communities, as well as involved representatives of its stakeholders in determining the material topics.

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

Identifikasi isu signifikan dilakukan dengan mempertimbangkan topik-topik yang terdapat pada Standar GRI dan dilanjutkan dengan FGD untuk memetakan isu-isu signifikan aktual maupun potensial yang menjadi perhatian pemangku kepentingan dengan melibatkan ahli dari pihak eksternal.

The identification of significant issues was carried out by considering topics outlined in GRI Standards, followed by an FGD to identify actual and potential significant issues that may concern stakeholders by involving external experts.

Penentuan Topik Prioritas Determination of Priority Topics

Isu-isu signifikan yang telah dipetakan selanjutnya dikelompokkan dan disusun berdasarkan tingkat prioritasnya. Proses ini dilaksanakan berdasarkan analisis dampak, risiko, serta peluang pada aspek lingkungan, sosial, dan tata kelola yang menjadi perhatian utama para pemangku kepentingan.

The significant issues that were identified were categorized and compiled based on priority levels. This process involved analysis of impacts, risks, as well as opportunities in environmental, social and governance aspects that may concern stakeholders.

Hubungan Topik Material terhadap SDGs Relationship between Material Topics and SDGs

Melakukan analisis keterkaitan topik material yang telah ditentukan terhadap dukungan pada pencapaian SDGs.

An analysis was conducted to determine the relationship between the material topics and supporting the achievement of SDGs.

Topik Material & Dukungan Terhadap SDGs

Material Topics & Supporting SDGs [3-2, 3-3]

Berdasarkan hasil analisis dan FGD yang dilaksanakan, Petrosea menetapkan delapan topik material yang berpengaruh signifikan pada aspek lingkungan, sosial, dan tata kelola bagi Perusahaan dan pemangku kepentingan dengan memperhatikan dampak positif dan negatif yang bersifat aktual maupun potensial.

Based on the analysis and FGD that has been carried out, the Company determined eight material topics with significant influence on the environmental, social, and governance aspects of the Company and the stakeholders, considering the positive and negative impacts, both actual and potential.



Keselamatan & Kesehatan Pekerja Employee Health & Safety

Jaminan keselamatan & kesehatan kerja bagi seluruh karyawan Petrosea
Occupational health & safety guarantee for all employees



Pemberdayaan Masyarakat Lokal Local Community Empowerment

Pemberdayaan dan pengembangan keterampilan masyarakat di sekitar wilayah operasional Perusahaan
Empowerment and capability development of communities surrounding the Company's operational areas



Keberagaman, Kesetaraan, & Inklusi Diversity, Equity & Inclusion

- Menyediakan kesempatan yang setara bagi seluruh karyawan
Providing equal opportunities for all employees
- Menjunjung tinggi nilai-nilai keberagaman, kesetaraan dan inklusivitas
Upholding the values of diversity, equality, and inclusivity



Tata Kelola Berkelanjutan Sustainable Governance

- Manajemen risiko aspek ESG
ESG risk management
- Kepatuhan terhadap ketentuan hukum dan regulasi yang berlaku
Compliance with the prevailing laws and regulations
- Antikorupsi dan anti penyuapan
Anti-corruption and anti-bribery



Pengelolaan Lingkungan & Perubahan Iklim Environmental Management & Climate Change

- Efisiensi penggunaan energi
Energy efficiency
- Pengendalian dan pengurangan emisi GRK dari kegiatan operasional Perusahaan
GHG emissions control and reduction in the Company's operational activities
- Efisiensi konsumsi air
Water consumption efficiency
- Pengelolaan dan pemanfaatan kembali air limbah
Effluent management and recycling
- Minimalisasi dampak lingkungan yang ditimbulkan
Minimization of arising environmental impacts
- Daur ulang limbah
Waste recycling



Sumber Daya Manusia yang Ahli & Sejahtera Skilled & Prosperous Human Capital

- Pengembangan kapasitas karyawan
Employee capacity development
- Digitalisasi sistem manajemen sumber daya manusia
Digitalization of the human capital management system



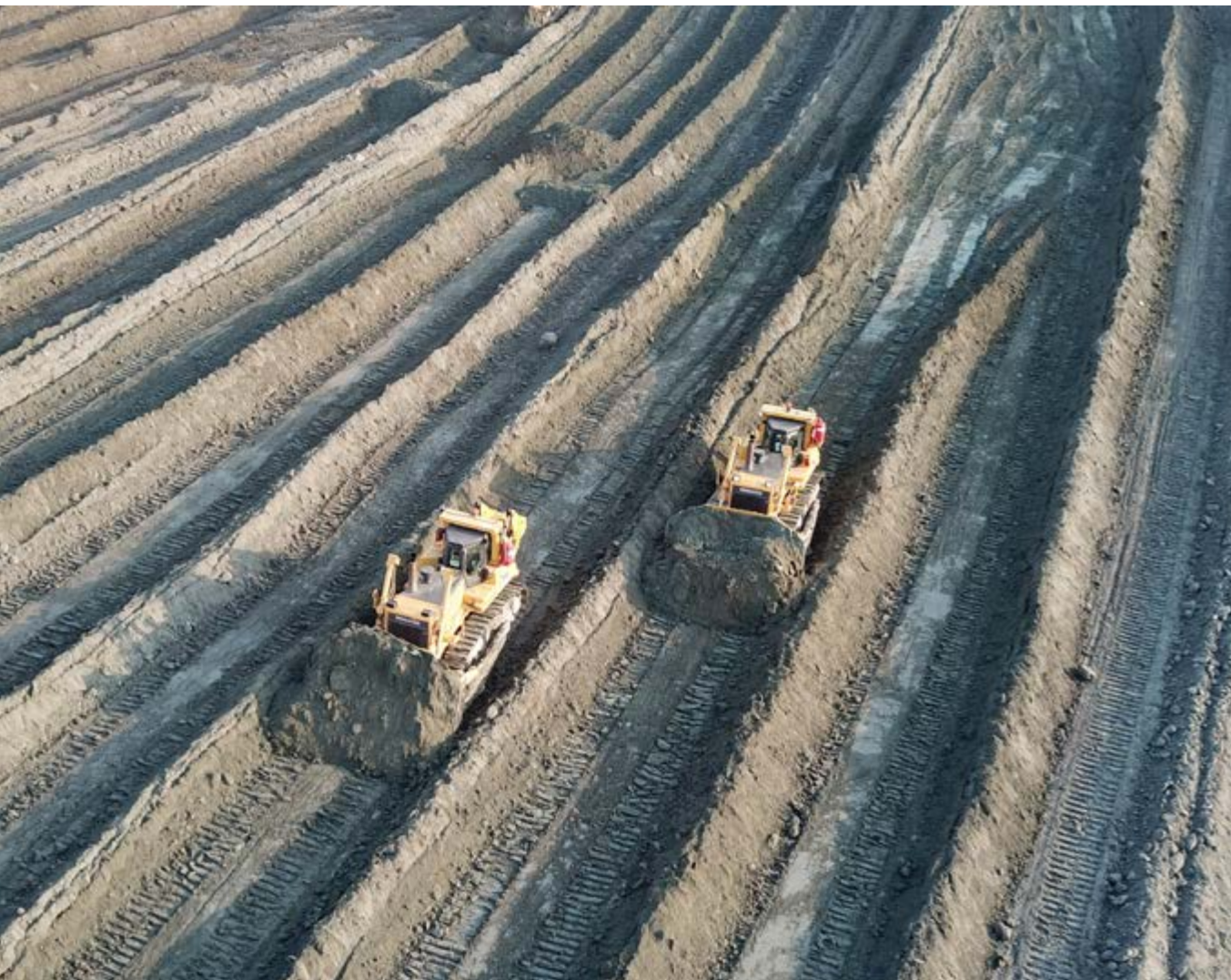
Teknologi & Inovasi Employee Health & Safety

Transformasi digital proses bisnis Perusahaan
Digital transformation of the Company's business processes

Manajemen Topik Material Material Topics Management [2-12, 2-23, 3-3]

Petrosea telah memiliki Kebijakan Keberlanjutan (PTP-CST-POL-G-0001) sebagai bagian dari komitmen Perusahaan dalam mengintegrasikan keberlanjutan pada seluruh kegiatan operasionalnya dengan mempertimbangkan aspek ESG sehingga dapat berkontribusi pada pencapaian SDGs. Kebijakan ini dilaksanakan bersama-sama dengan kebijakan terkait aspek ESG yang telah ada di Perusahaan.

Petrosea has established a Sustainability Policy (PTP-CST-POL-G-0001) as part of the Company's commitment to integrate sustainability aspects across its operations by considering the ESG aspects in order to contribute to the achievement of SDGs. The Sustainability Policy is implemented alongside other existing ESG-related policies within the Company.



Keselamatan & Kesehatan Pekerja Employee Health & Safety

➤ Kebijakan / Policies

- Kebijakan Keselamatan, Kesehatan Kerja dan Lingkungan PTP-SHE-POL-G-0001 / Policy on Safety, Occupational Health, and 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 / Fitness for Work Policy 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 terus berupaya dalam menjaga efektivitas Keselamatan, Kesehatan Kerja & Lingkungan (K3L) di lingkungannya untuk mencapai tujuan utama, yaitu **Target Zero (zero harm to people, community and the environment)**. Pelaksanaan manajemen K3L secara efektif memungkinkan terciptanya lingkungan kerja yang aman dan nyaman di Perusahaan sehingga dapat meningkatkan produktivitas seluruh karyawan.

Petrosea continues its efforts in maintaining the effectiveness of Safety, Health & Environment (SHE) across its operational areas in order to achieve Target Zero (zero harm to people, community, and the environment). The effective SHE management enables the Company to create a safe and comfortable working environment to drive the productivity of all employees.

➤ Evaluasi / Evaluation

Pengelolaan Keselamatan dan Kesehatan Kerja (K3) merupakan tanggung jawab utama departemen Safety Health & Environment. Evaluasi pengelolaan K3 dilaksanakan melalui program audit internal & eksternal serta pertemuan tinjauan manajemen setiap bulan dan setiap tahun. Hasil evaluasi tahun 2024 pada pertemuan tinjauan manajemen menunjukkan 41 temuan *Non-Conformity Minor* dari auditor internal yang telah ditindaklanjuti, 6 temuan *Non-Conformity Minor* dari auditor eksternal yang akan ditindaklanjuti pada kuartal 1-2025, *Zero Fatality*, 95% *internal compliance*, dan tidak terdapat insiden *major* terkait lingkungan serta tercapainya seluruh program SHE.

The management of Occupational Health and Safety (OHS) is the primary responsibility of the Safety Health & Environment department. Evaluation of OHS management is carried out through internal & external audit programs and monthly as well as annual management review meetings. The results of the 2024 evaluation at management review meetings showed 41 Minor Non-Conformity findings from internal auditors that had been followed up, 6 Minor Non-Conformity findings from external auditors that would be followed up in Q1-2025 and Zero Fatality, 95% internal compliance, no environmental incidents and the achievement of all SHE programs.



Pengelolaan Lingkungan & Perubahan Iklim Environmental Management & Climate Change

➤ Kebijakan / Policies

- Kebijakan Keberlanjutan PTP-CST POL-G-0001 / Sustainability Policy PTP-CST-POL-G-0001
- Kebijakan Keselamatan, Kesehatan Kerja & Lingkungan PTP-SHE-POL-G-0001 / Policy on Safety, Occupational Health & Environment PTP-SHE-POL-G-0001
- Kebijakan Energi PTP-SHE-POL-G-0004 / Policy on Energy PTP-SHE-MN-G-0004

➤ Pengelolaan / Management

Petrosea senantiasa berupaya untuk menjaga kelestarian lingkungan dan meminimalkan dampak yang dihasilkan untuk mencapai Target Zero melalui rangkaian kegiatan efisiensi energi, pengurangan emisi, pemakaian air secara bijak, serta pemanfaatan kembali limbah dalam rangka merawat lingkungan. Selain itu, Perusahaan terus berupaya untuk mengatasi dan memitigasi dampak perubahan iklim melalui digitalisasi, pemanfaatan mesin pengolah limbah organik, serta melakukan pengembangan kendaraan listrik dengan pendekatan *retrofitting* dan konversi. Petrosea telah memiliki pedoman lingkungan yang laporan pelaksanaannya disampaikan kepada pemangku kepentingan setiap tahunnya.

Petrosea strives to preserve the environment and minimize its impact in order to achieve Target Zero through energy efficiency, emission reduction, wise water consumption, as well as waste reusing to care for the environment. Furthermore, the Company continues its efforts to overcome and mitigate impacts of climate change through digitalization, organic waste processing equipment, as well as electric vehicle development through retrofitting and conversion. Petrosea has established environmental guidelines with their implementation reports being presented annually to stakeholders.

➤ Evaluasi / Evaluation

Selama tahun 2024, tidak terdapat pelanggaran dalam pengelolaan lingkungan hidup maupun pelanggaran terkait isu-isu lingkungan di seluruh proyek Perusahaan. Hasil evaluasi ini didasari dari bukti tidak adanya teguran terkait lingkungan secara langsung maupun tidak langsung terhadap aktivitas operasional di seluruh proyek. Hasil audit eksternal yang dilakukan oleh Lloyd Register Indonesia juga tidak menemukan adanya *Major Non-Conformity (No Major NCR)*. Petrosea terus meningkatkan kesiapannya pada pengelolaan risiko terkait perubahan iklim yang diintegrasikan dengan risiko ESG yang mana pada beberapa kesempatan telah dilakukan rating oleh pihak independen. Hasil evaluasi tersebut digunakan oleh Perusahaan sebagai dasar untuk meningkatkan kinerja aspek ESG, termasuk meningkatkan pengelolaan risiko terkait perubahan iklim. Tanggung jawab utama terhadap upaya pelestarian lingkungan dan meminimalkan dampak lingkungan merupakan tanggung jawab utama divisi Safety, Health & Environment (SHE).

Throughout 2024, there were no violations in environmental management or violations related to environmental issues across all Company projects. The evaluations results are based on the absence of direct or indirect environmental violations related to operational activities across all projects. The external audit conducted by Lloyd Register Indonesia also found no Major Non-Conformity (No Major NCR). Petrosea continues to improve its readiness to manage risks related to climate change integrated with ESG risks, which on several occasions have been rated by independent parties. The evaluation results were used by the Company to improve its ESG-related performance, including strengthening climate change-related risk management. Environmental preservation and environmental impact minimization is the main responsibility of the Safety, Health & Environment (SHE) division.



Pemberdayaan Masyarakat Lokal Local Community Empowerment

➤ Kebijakan / Policies

- CSR Management Plan Petrosea tahun 2024 / CSR Management Plan of Petrosea in 2024
- PTP-CSR-POL-G-0001 – Policy for Corporate Social Responsibility
- PTP-CSR-PR-G-0002 – Community Involvement and Development management plan
- PTP-CSR-PR-G-0003 – Stakeholder Engagement Management Plan
- PTP-CSR-PR-GRVC-001 – Grievance System Management Plan

➤ Pengelolaan / Management

Aktivitas operasional Perusahaan menimbulkan dampak positif maupun negatif terhadap lingkungan dan masyarakat sekitar, baik secara langsung maupun tidak langsung. Oleh sebab itu, Petrosea mengelola dampak-dampak yang timbul melalui pembinaan hubungan yang baik dan kolaboratif dengan masyarakat sekitar melalui berbagai program *Corporate Social Responsibility* (CSR) yang dilaksanakan sesuai dengan kebutuhan masyarakat sekitar wilayah operasional Perusahaan.

The Company's operational activities have positive and negative impacts on the environment and surrounding communities, both directly and indirectly. Therefore, Petrosea manages those impacts by maintaining positive and collaborative relationships with surrounding communities through various Corporate Social Responsibilities (CSR) programs conducted according to the needs of communities around its operational areas.

➤ Evaluasi / Evaluation

Proses monitoring dan evaluasi dilaksanakan secara rutin setiap tahunnya untuk memastikan program yang dilaksanakan berjalan sesuai dengan target, serta berdampak luas dan berkelanjutan. Terkait *social license to operate* (SLO), saat ini telah mengarah pada tingkat terbangunnya kepercayaan masyarakat terhadap Perusahaan. Pada tahun 2024, indeks kepuasan masyarakat pada program CSR Perusahaan menunjukan nilai 3,24 yang menunjukan bahwa masyarakat menilai program yang diselenggarakan bernilai baik. Selain itu, terdapat peningkatan *social license to operate* (SLO) dari 68,00 menjadi 71,6 yang menunjukan bahwa ada peningkatan penerimaan masyarakat atas beroperasinya Perusahaan. Terkait dengan survei evaluasi di atas, masih dilakukan secara mandiri oleh Perusahaan. Pengelolaan dan implementasi program CSR merupakan tanggung jawab utama tim CSR Petrosea.

The monitoring and evaluation process is carried out annually to ensure that the existing programs are in line with the targets, as well as deliver significant and sustainable impacts. Its social licence to operate is currently moving towards the level of building the community's trust towards the Company. In 2024, the community satisfaction index towards the Company's CSR programs showed a score of 3.24, indicating that communities consider that the Company's programs have been well implemented. In addition, there was an increase in the social license to operate (SLO) from 68.00 to 71.6, indicating an increase in the community's acceptance towards the Company's operations. The above surveys were still carried out by the Company. The management and implementation of CSR programs are the main responsibility of Petrosea's CSR team.



Sumber Daya Manusia yang Ahli & Sejahtera Skilled & Prosperous Human Capital



Keberagaman, Kesetaraan & Inklusi Diversity, Equality & Inclusivity

➤ 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 (*Grievance Mechanism*) / Procedure for Submission of Employee Complaints (Grievance Mechanism)
- Prosedur Rekrutmen Karyawan dan *Staff & Non Staff* / Employee and Non Staff Recruitment Procedures
- Prosedur Pelatihan dan Pendidikan Karyawan / Employee Training and Education Procedures
- Prosedur Pengelolaan Karier dan Promosi / Career Management and Promotion Procedures
- Panduan Sistem Manajemen Kinerja / Performance Management System Guide
- Prosedur Kedisiplinan Karyawan / Employee Disciplinary Procedure

➤ Pengelolaan / Management

Dalam rangka menciptakan sumber daya manusia (SDM) yang ahli dan sejahtera, serta menciptakan lingkungan kerja yang menjunjung tinggi nilai keberagaman, kesetaraan dan inklusivitas, pengelolaan SDM merupakan prioritas bagi Perusahaan. Kualitas SDM yang tinggi merupakan salah satu bagian penting dalam meningkatkan daya saing Perusahaan, baik sekarang maupun di masa mendatang. Oleh sebab itu, Petrosea secara rutin melakukan serangkaian program pengembangan kompetensi karyawan untuk mengembangkan kemampuan, pembentukan karakter dan kepemimpinan, keterampilan digital, serta kemampuan analisis dengan dukungan lingkungan kerja yang inklusif tanpa adanya diskriminasi dalam bentuk apapun.

In order to develop a skilled and prosperous human capital, as well as create a working environment that upholds diversity, equality and inclusivity, human capital management has become a priority for the Company. High quality human capital is imperative in improving the Company's competitive advantage, both now and in the upcoming future. Therefore, Petrosea regularly conducts various employee competency development programs in order to develop skills, characters and leadership, digital capabilities, as well as analytical capabilities supported by an inclusive working environment without discrimination in any form.

➤ Evaluasi / Evaluation

Evaluasi kinerja seluruh karyawan dilaksanakan dua kali setahun melalui evaluasi kinerja tengah tahun dan evaluasi kinerja akhir tahun. Sistem evaluasi manajemen kinerja yang diterapkan bertujuan untuk mendukung keberlanjutan perusahaan melalui peningkatan efisiensi operasional dan pengembangan sumber daya manusia yang berkelanjutan dengan fokus pada pengukuran kinerja yang transparan, penilaian berkelanjutan, dan feedback yang konstruktif untuk memastikan setiap karyawan dapat berkembang sesuai dengan tujuan strategis perusahaan. Pengelolaan sumber daya manusia merupakan tanggung jawab divisi Human Capital & General Services (HCGS).

Performance evaluation of all employees is carried out twice a year through mid-year performance evaluation and end-of-year performance evaluation. The performance management evaluation system implemented aims to support the sustainability of the company through increased operational efficiency and sustainable human resource development with a focus on transparent performance measurement, continuous assessment, and constructive feedback to ensure that each employee can develop in accordance with the company's strategic objectives. Human resource management is the responsibility of the Human Capital & General Services (HCGS) division.



Teknologi & Inovasi Technology & Innovation

➤ Kebijakan / Policies

- Kebijakan Keamanan Informasi
Information Security Policy
- Aturan & Regulasi Penggunaan Perangkat TIK untuk Mendukung Operasional Pekerjaan
Rules & Regulation Use of ICT Devices to Support Work Operation

➤ Pengelolaan / Management

Pemanfaatan teknologi digital dan inovasi merupakan bagian penting yang perlu dikelola untuk menjaga keberlangsungan usaha di masa yang akan datang, terutama terkait dengan keselamatan dan kesehatan karyawan. Petrosea memberikan atensi khusus terhadap pengelolaan aspek ini karena dapat berdampak langsung terhadap business process yang berpedoman pada prinsip-prinsip *responsible mining*, *operational excellence* dan *social responsibility*.

Digital technology adoption and innovation are crucial aspects that need to be managed in order to maintain business continuity in the future, particularly regarding the health and safety of all employees. 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

Hasil evaluasi tahun 2024 menunjukkan banyaknya pencapaian dari jumlah *digital initiatives* yang *go-live* sesuai *roadmap* Perusahaan. Selain itu, seluruh lini bisnis dan departemen mendapatkan dukungan yang diperlukan untuk memaksimalkan efektivitas *digital tools* yang dimiliki. Pengelolaan teknologi digital dan inovasi merupakan tanggung jawab utama departemen Digital Center of Excellence, di mana evaluasi dilaksanakan melalui pemantauan OKR setiap bulan dan setiap kuartal.

The 2024 evaluation results show significant achievements from the number of digital initiatives that were launched according to the Company's roadmap. Additionally, all business lines and departments received the necessary support to maximize the effectiveness of their existing digital tools. The management of digital technology and innovation is the primary responsibility of the Digital Center of Excellence department, in which evaluations are carried out by the monthly and quarterly monitoring of OKRs.



Tata Kelola Berkelanjutan Sustainable Governance

➤ Kebijakan / Policies

- Panduan Berperilaku / Code of Conduct
- Kebijakan Anti penyuapan / Anti-Bribery Policy
- Prosedur Transaksi Afiliasi & Benturan Kepentingan / Affiliate Transaction Procedures and Conflict of Interest
- GCG Manual / GCG Manual

➤ Pengelolaan / Management

Tata kelola merupakan fondasi untuk mendukung pencapaian kinerja Perusahaan, serta menciptakan *competitive advantage* Perusahaan. Oleh karena itu, Petrosea memastikan bahwa aktivitas usaha Perusahaan senantiasa mengedepankan tata kelola perusahaan yang baik (GCG), serta menjunjung tinggi perilaku beretika. Selain itu, Petrosea tidak memberikan toleransi terhadap segala bentuk korupsi dan penyuapan. 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's 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

Evaluasi kinerja pengelolaan anti penyuapan, antikorupsi dan *Whistleblowing System* (WBS) dilakukan setiap kuartal oleh Komite Audit, Risk & Compliance dan *Top Management* melalui ARC Committee Quarterly Meeting. Hasil evaluasi tahun 2024 menunjukkan bahwa program anti penyuapan, antikorupsi, dan WBS telah termonitor dan terimplementasi dengan baik. Pada bulan November 2024, Business Ethics & Integrity melaksanakan kegiatan *surveillance audit* oleh Lembaga Sertifikasi eksternal dan berhasil memperpanjang sertifikasi ISO 37001 Perusahaan secara konsisten sejak tahun 2019. Pengelolaan inisiatif anti penyuapan, antikorupsi dan sistem pelaporan pelanggaran (*Whistleblowing System* atau "WBS") berada di bawah tanggung jawab departemen Business Ethics & Integrity.

The anti-bribery, anti-corruption, and WBS management performance evaluation is carried out quarterly by the Audit, Risk, and Compliance Committee and the Top Management through ARC Committee Quarterly Meeting. The evaluation results in 2024 show that the anti-bribery, anti-corruption, and WBS programs have been monitored and implemented well. In November 2024, the Business Ethics & Integrity carried out a surveillance audit by an external Certification Institution and successfully extended its ISO 37001 certification that has been valid since 2019. Anti-bribery, anti-corruption and whistleblowing system (WBS) management system is the responsibility of the Business Ethics & Integrity department.

Kontak terkait Pelaporan Reporting Contact ^[2-3]

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

Pada tahun 2024, Perusahaan menerima masukan atas Laporan Keberlanjutan tahun 2023 dari pemangku kepentingan. Masukan tersebut di antaranya terkait penentuan *baseline year* untuk menghitung pengurangan energi dan emisi, dampak operasional terhadap keanekaragaman hayati, serta pengungkapan rata-rata jam pelatihan berdasarkan kategori karyawan. Sebagai respons dari masukan ini, Petrosea menyertakan tambahan informasi tersebut pada Laporan Keberlanjutan tahun 2024.

In 2024, the Company received feedback regarding the 2023 Sustainability Report from its stakeholders. The feedback includes the determination of a baseline year to calculate energy and emission reduction, operational impacts on biodiversity, as well as disclosure of average training hours by employee category. As a response to this feedback, Petrosea has added this additional information to its 2024 Sustainability Report.





02

Menjaga Lingkungan Hidup Environmental Management

Petrosea melaksanakan Identifikasi Aspek dan Dampak Lingkungan Hidup (IADL) sebagai langkah mitigasi untuk menghindari adanya potensi dampak negatif terhadap lingkungan, serta menjalankan Sistem Manajemen Lingkungan dengan mengacu pada ISO 14001:2015.

Petrosea carries out Environmental Impacts and Aspects Identification (IADL) as a mitigation measure to avoid potential negative impacts towards the environment, as well as implements an Environmental Management System based on ISO 14001:2015.



Sistem Manajemen Lingkungan Environmental Management System

Petrosea memiliki 19 standar pengawasan lingkungan terkait pengelolaan lingkungan, manajemen energi, hingga pengelolaan limbah yang pelaksanaannya dilaporkan setiap tahun kepada para pemangku kepentingan terkait.

Petrosea has 19 environmental monitoring standards related to environmental management, energy management and waste management, in which their implementation is reported annually to relevant stakeholders.

Di samping itu, Perusahaan menerapkan ISO 14001:2015 tentang Sistem Manajemen Lingkungan yang penerapannya telah diverifikasi oleh LRQA Indonesia selaku pihak independen.

In addition, the Company implements ISO 14001:2015 on Environmental Management System in which its implementation has been verified by LRQA Indonesia as an independent party.



100% Bahan Bakar *Biodiesel* B35

Petrosea menggunakan bahan bakar *biodiesel* B35 untuk mendukung seluruh (100%) kegiatan operasional Perusahaan.

Petrosea uses biodiesel B35 to support all (100%) Company operational activities.



Pemanfaatan Kembali Air Daur Ulang

Sebanyak 38,34% air yang digunakan perusahaan dalam operasional merupakan air daur ulang tanpa tahap pemurnian.

A total of 38.34% of the water used by the Company in its operational is resourced from reused water without purification.



32,87% Pemanfaatan Limbah

Petrosea memanfaatkan kembali 32,87% limbah B3 dan non-B3.

Petrosea reutilizes 32.87% of hazardous and non-hazardous waste.

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

No	Nama Name	Standar Pengawasan Lingkungan Environmental Monitoring Standards
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-WI-G-0022	Pengukuran Kualitas Air dalam pH dan Debit Air Water Quality Measurement of pH and Water Discharge
16	PTP-SHE-WI-G-0023	Dokumentasi Limbah B3 Hazardous Waste Documentation
17	PTP-SHE-WI-G-3001	Praktik Lingkungan Perkantoran Office Environment Practices
18	PTP-SHE-PR-G-0071	Penilaian Evaluasi Kinerja Lingkungan Environmental Performance Evaluation Assessment
19	PTP-SHE-PR-G-0074	Penerapan dan Penilaian 5R Implementation and Assessment of 5R

Identifikasi & Mitigasi Risiko Lingkungan ^[304-2]

Identification & Mitigation of Environmental Risks

Petrosea senantiasa berupaya meminimalkan dampak negatif yang timbul seperti pencemaran udara, air, dan limbah B3, serta mengidentifikasi dan memitigasi risiko terkait lingkungan hidup.

Petrosea continues to minimize its negative impacts arising from air pollution, water pollution, hazardous waste as well as identifies and mitigates environmental risks.



Identifikasi & Mitigasi Risiko Lingkungan Identification & Mitigation of Environmental Risk



Major Environmental Incident

Melaksanakan pemulihan insiden terkait lingkungan hidup secara cepat dan menyeluruh.
Implementing rapid and thorough recovery from environmental incidents.



Pencemaran Udara / Air Pollution

Melakukan perawatan pada seluruh peralatan operasional secara rutin dan memanfaatkan bahan bakar yang lebih ramah lingkungan.
Conducting routine maintenance of all operational equipment and leveraging environmentally friendly fuel.



Pencemaran Air / Water pollution

Melaksanakan pengelolaan pada sumber pencemar sesuai dengan standar dan peraturan lingkungan yang berlaku.
Managing pollutant sources in accordance with prevailing environmental standards and regulations.



Limbah B3 & Non-B3 / Hazardous & Non-hazardous Waste

Memastikan kesiapan seluruh komponen pendukung mulai dari pengelolaan limbah B3 dan non-B3, rencana tanggap darurat, peralatan, hingga kompetensi personil.
Ensuring comprehensive preparedness of all supporting components including hazardous waste and non-hazardous waste management, emergency response plan, equipment and personnel competencies.

Petrosea menyadari bahwa kegiatan operasional perusahaan dapat menimbulkan dampak pada keanekaragaman hayati baik secara langsung maupun tidak langsung. Dampak terhadap keanekaragaman hayati yang telah diidentifikasi berupa potensi penurunan keanekaragaman flora dan fauna baik di daratan maupun perairan. Namun demikian, Petrosea melakukan berbagai upaya pemulihan keanekaragaman hayati dengan melakukan pemantauan secara berkala (khususnya biota perairan) dengan menggunakan jasa pihak ketiga yang tersertifikasi, mengelola air limpasan yang akan dibuang ke badan air sehingga memenuhi baku mutu sesuai regulasi yang berlaku, dan melakukan penanaman dan perawatan pohon mangrove yang dilakukan di lokasi proyek.

Petrosea acknowledges that its operational activities may deliver direct and indirect impacts on biodiversity. There are several impacts on the biodiversity that have been identified, i.e. potential degradation of flora and fauna biodiversity on land and in waters. However, the Company implements various biodiversity recovery measures through regular monitoring (particularly for water biota) by appointing a certified third-party service provider, management of runoff to be discharged to bodies of water so that it fulfills the standard quality in accordance with the prevailing regulations, and mangrove planting and preservation in its projects.

Program Pengelolaan Lingkungan Environmental Management Programs ^[304-2]

Petrosea terus melaksanakan serangkaian program pengelolaan dampak lingkungan dari kegiatan operasional Perusahaan melalui:

Penggunaan Kertas

Petrosea terus berupaya mengurangi penggunaan kertas melalui penggunaan dokumen elektronik sesuai dengan kebijakan PTP-SHE-WI-G-3001 Praktik Lingkungan Perkantoran.

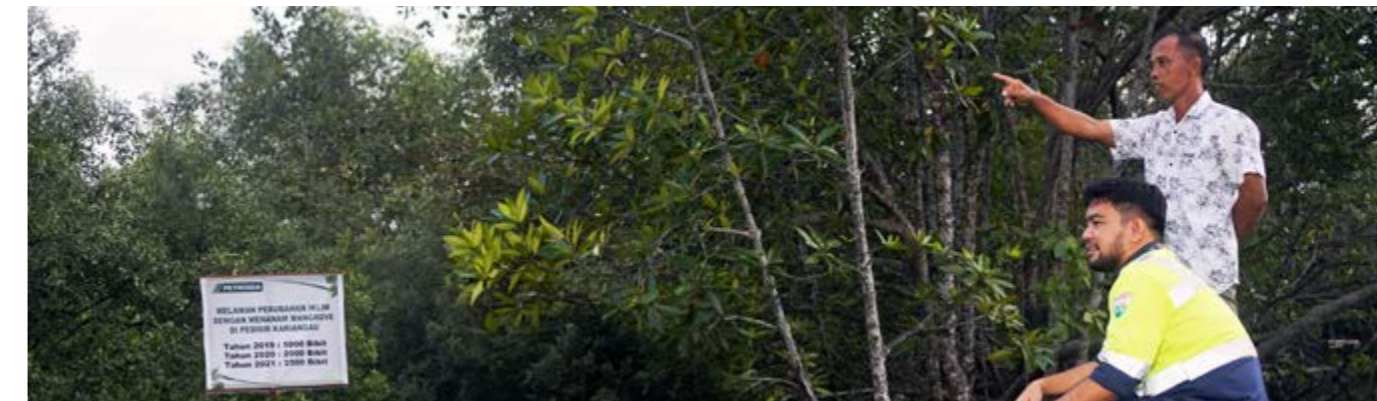
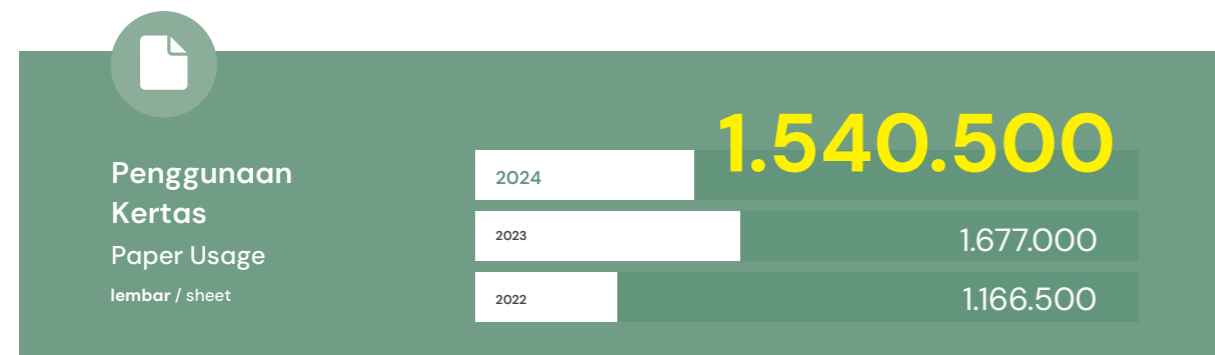
Terdapat penurunan penggunaan kertas pada tahun 2024 yang disebabkan efektivitas dan optimalisasi penggunaan teknologi dalam proses bisnis.

Petrosea continues the implementation of various environmental management programs across its operational activities such as:

Paper Usage

The Company strives to reduce paper usage by leveraging electronic documents in accordance with the policy PTP-SHE-WI-G-3001 Office Environmental Practices.

There will be a decrease in paper usage in 2024 due to the effectiveness and optimization of technology usage in business process.



Program Penanaman Bibit Bakau

Pada tahun 2024, Petrosea menanam 500 bibit mangrove di sekitar area operasional POSB Sorong melalui kerja sama dengan PT Ghelis Makmur Papua serta melakukan pemantauan terhadap mangrove di Kampung Maibo, Kecamatan Aimas, Kabupaten Sorong. Inisiatif ini bertujuan untuk mengurangi risiko banjir dan erosi hingga 20% serta menjaga keanekaragaman hayati, sejalan dengan TPB 13 (Aksi Iklim) dan TPB 14 (Kehidupan di Bawah Air).

Di area Kariangau, Petrosea Support Facilities (PSF) terus melaksanakan pemantauan dan pemeliharaan terhadap 2.500 pohon mangrove yang telah ditanam dari tahun 2019 sampai 2021.

Selain itu, pada tahun 2024 tim PSF bersama dengan lembaga swadaya masyarakat Proklim Kariangau melakukan penyulaman pohon bakau di kawasan ekosistem mangrove yang terletak di pesisir pantai Kariangau sebagai langkah mitigasi dan adaptasi terhadap perubahan iklim serta untuk menjaga keanekaragaman hayati di daerah tersebut. Sebanyak 500 pohon bakau jenis Rhizophora disiapkan dalam aksi ini.

Berdasarkan pemantauan dengan menggunakan standar IUCN pada 2024 yang diverifikasi oleh Proklim Kariangau, tingkat kelangsungan hidup pohon mencapai 85%. Meskipun operasional Petrosea berpotensi menyebabkan erosi pesisir, dampak negatif telah dimitigasi melalui studi UKL-UPL dan program revegetasi, memastikan tidak ada gangguan signifikan terhadap ekosistem mangrove.

Mangrove Planting Program

In 2024, Petrosea planted 500 mangrove seedlings around the POSB Sorong operational area in collaboration with PT Ghelis Makmur Papua and conducted monitoring of mangroves in Kampung Maibo, Aimas District, Sorong Regency. This initiative aims to reduce the risk of flooding and erosion by up to 20% while preserving biodiversity, aligning with SDG 13 (Climate Action) and SDG 14 (Life Below Water).

In the Kariangau area, Petrosea Support Facilities (PSF) continued to monitor and maintain 2,500 mangrove trees that were planted from 2019 to 2021.

Furthermore, in 2024 the PSF team together with Proklim Kariangau as a non-governmental organization replanted mangrove trees in the mangrove ecosystem area located on the coast of Kariangau as a mitigation and adaptation measure towards climate change, as well as to maintain biodiversity in the area. A total of 500 Rhizophora mangrove trees were prepared for this activity.

Based on IUCN-standard monitoring in 2024, verified by Proklim Kariangau, the tree survival rate reached 85%. Although Petrosea's operations have the potential to cause coastal erosion, negative impacts have been mitigated through the UKL-UPL study and revegetation program, ensuring no significant disturbance to the mangrove ecosystem.

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



Petrosea memiliki *Grievance Management System* sebagai wadah pengaduan bagi seluruh pemangku kepentingan. Pengaduan dapat disampaikan melalui beberapa kanal, di antaranya melalui kotak saran yang dapat disampaikan secara anonim maupun dengan menyertakan data diri. Seluruh pengaduan yang diterima akan dimasukkan ke dalam *logbook* yang selanjutnya dilakukan proses verifikasi untuk menilai kelayakan pengaduan. Apabila pengaduan dinilai layak, maka Perusahaan akan melakukan investigasi dan tindak lanjut untuk menyelesaikan pengaduan tersebut.

Hingga akhir tahun 2024, tidak terdapat pengaduan, pelanggaran, maupun sanksi terkait pelaksanaan manajemen lingkungan yang diterima oleh Perusahaan.

Petrosea has established a Grievance Management System as a channel for all stakeholders to convey their complaints. Complaints can be submitted through several channels, such as a suggestion box that facilitates anonymous complaints as well as complaints with personal data. All received complaints will be recorded in a logbook which is followed by a verification process to determine whether the complaints are feasible for a follow-up. If the complaint is deemed valid, the company will conduct an investigation and follow-up actions to resolve the complaint.

As of the end of 2024, there were no complaints, violations, nor sanctions regarding environmental management implementation received by the Company.

Mitigasi & Beradaptasi terhadap Perubahan Iklim Mitigating & Adapting to Climate Change

Petrosea terus mengoptimalkan penggunaan teknologi digital serta menerapkan *good mining practices* untuk memastikan seluruh kegiatan operasional Perusahaan berjalan dengan lebih efisien dalam hal penggunaan bahan bakar untuk mengurangi emisi karbon yang ditimbulkan sehingga berkontribusi terhadap upaya pengendalian perubahan iklim.

Petrosea melaksanakan pembukaan lahan untuk kegiatan operasional di proyek secara bertahap sesuai dengan ketentuan yang berlaku atau kesepakatan antara klien dan Perusahaan selaku pelaksana kegiatan.

Petrosea strives to optimize the use of digital technology and implements good mining practices to ensure that all its operational activities are carried out in a more efficient manner in terms of fuel consumption in order to reduce generated carbon emissions, therefore contributing to the efforts of climate control.

Petrosea carries out land clearing for its operational activities gradually in accordance with prevailing regulations or agreements between clients and the Company as the operating party.

Konsumsi & Intensitas Energi Energy Consumption & Intensity



Kegiatan operasional dan ekspansi usaha membutuhkan bahan bakar dengan jumlah yang signifikan. Oleh sebab itu, Petrosea menggunakan bahan bakar ramah lingkungan *biodiesel* B35 pada seluruh kegiatan operasional Perusahaan untuk meningkatkan efisiensi dan meminimalkan dampak lingkungan yang ditimbulkan.

Operational activities and business expansion requires a significant amount of fuel. Therefore, the Company uses environmentally friendly B35 biodiesel fuel across its operational activities to enhance efficiency and minimize the environmental impacts.

Di samping itu, sejak tahun 2023 Petrosea mulai melakukan penghitungan konsumsi energi di luar Perusahaan yang mencakup rantai pasok barang yang mendukung kegiatan operasional Perusahaan. [302-2]

In addition, since 2023, Petrosea has started to calculate external energy consumption covering the goods supply chain to support the operational activities. [302-2]

Konsumsi Energi Energy Consumption [302-1, 302-3]

Uraian Description	Satuan Unit	2024	2023	2022
Biodiesel B35	Liter	147.593.826	166.520.155	162.583.495*
	GJ	5.313.377	5.994.726	5.853.006
Penggunaan Energi Listrik untuk Proses Produksi Electricity Consumption for Production Processes	MWh	5.631	3.123	3.099
	GJ	20.273	11.241	11.157
Total Konsumsi Total Consumption	GJ	5.333.652	6.005.967	5.864.163
Intensitas Pemakaian Energi Dibandingkan Pendapatan Energy Consumption Intensity Compared to Revenue	GJ / pendapatan dalam US\$ GJ / revenue in US\$	0,007721	0,01039**	0,01231**

Keterangan / Note:

*Penggunaan biodiesel B30 / Usage of B30 biodiesel

**Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

Konsumsi Energi di Luar Perusahaan Energy Consumption Outside the Company [302-2]

Uraian Description	Satuan Unit	Tahun / Year		
		2024	2023	2022
Konsumsi Bahan Bakar Fuel Consumption	Liter	495.031,47	151.897,27	N/A
	GJ	17.821,11	5.468	N/A

Keterangan / Note:

Konsumsi energi dari rantai pasok dan hanya untuk top five purchasing materials (data penggunaan bahan bakar dari transportasi) / Energy consumption from the supply chain and only for top five purchasing materials (fuel usage data from transportation)

Program dan Capaian Efisiensi Energi Energy Efficiency Programs and Achievements [302-4][302-5]

Petrosea terus melaksanakan berbagai upaya untuk mengurangi penggunaan listrik, seperti efisiensi pada penerangan dan peralatan pendukung di wilayah operasional Perusahaan. Selain itu, Petrosea terus mengoptimalkan pemanfaatan Minerva Digital Platform untuk meningkatkan efisiensi penggunaan bahan bakar pada kegiatan operasional. Seluruh upaya tersebut menghasilkan turunnya penggunaan energi sebesar 11,19% dibandingkan dengan baseline year tahun 2023.

Petrosea strives to implement various efforts to reduce electricity consumption, such as efficiency in lighting and supporting equipment across Company operating areas. Furthermore, Petrosea continues to optimize the use of Minerva Digital Platform in order to increase fuel consumption efficiency across its operational activities. All these efforts resulted in energy consumption reduction by 11.19% compared to the baseline year of 2023.

Uraian Description	Tahun Year	Konsumsi (GJ) Consumption	Perubahan (%) Change
Baseline	2023	6.005.967	0,00%
Pencapaian Achievement	2024	5.333.652	(11,19%)

Keterangan / Note:

*Baseline year yang digunakan adalah tahun 2023 / The determined baseline year is 2023

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

Petrosea telah menetapkan tahun 2023 sebagai baseline year untuk menghitung pengurangan emisi. Perhitungan emisi cakupan satu yang dilakukan berasal dari penggunaan biodiesel B35 pada kegiatan operasional, sedangkan perhitungan emisi cakupan dua berasal dari penggunaan listrik PLN.

Petrosea has determined 2023 as the baseline year to calculate emission reduction. Scope one emissions are calculated from B35 biodiesel consumption for operational activities, meanwhile scope two emissions are calculated from electricity consumption from PLN.

Perhitungan emisi cakupan 3 berasal dari tiga aktivitas rantai pasok yang bersumber dari proses pengiriman beberapa jenis barang (*goods*) dengan nilai pengadaan terbesar (*major spending*), seperti bahan bakar (*fuel*), pelumas (*lubricant*) dan ban (*tyre*).

Penghitungan emisi Perusahaan dilakukan dengan mengacu pada standar Intergovernmental Panel on Climate Change (IPCC) tahun 2006. Perhitungan emisi cakupan 3 ini termasuk ke dalam kategori 4 yaitu emisi dari transportasi, dan distribusi hulu (*upstream transportation and distribution*) dengan menggunakan metode *fuel-based method* dan *distance-based method*.

Jumlah emisi yang ditimbulkan sepanjang tahun 2024 mengalami penurunan sebesar 10,75% jika dibandingkan dengan tahun 2023 yang disebabkan oleh Inisiatif-inisiatif di bidang digitalisasi yang telah dilakukan khususnya pada operasional alat-alat berat di lapangan, selain itu adanya penyesuaian operasional di beberapa proyek seperti proyek KJA dan CCM.

Scope 3 emissions are calculated from three supply chain activities sourced from the transportation process of several types of goods with the highest procurement value (major spending), such as fuel, lubricants and tires.

The calculation of the Company's emission is carried out in accordance with 2006 Intergovernmental Panel on Climate Change (IPCC) standards. The calculation of scope 3 emissions is included in category 4, namely emissions from upstream transportation and distribution using the fuel-based method and distance-based method.

The total emissions generated in 2024 A decrease of 11.14% compared to 2023 due to several digitalization initiatives particularly for heavy equipment operations. In addition, there were operational adjustments in several projects such as the KJA and CCM projects.

Emisi GRK / GHG Emissions [305-1, 305-2, 305-3]

Uraian Description	Satuan Unit	2024	2023	2022
Cakupan 1 Scope 1		302.046,94	340.779,18	331.922,37
Cakupan 2 Scope 2		4.393,70	2.558,58	2.476,40
Cakupan 3* Scope 3*	Ton CO ₂ e	764,62	412,52	N/A
Total Emisi Proses Produksi (Cakupan 1 & 2) Total Production Process Emission (Scope 1 & 2)		306.440,64	343.337,76	334.398,77

Keterangan / Note:

*Emisi cakupan 3 - kategori 4: Emisi dari transportasi, dan distribusi hulu / Scope 3 Emission - Category 4: Emission from upstream transportation and distribution

Intensitas Emisi
Emissions Intensity [305-4]

Uraian Description	Satuan Unit	2024	2023	2022
Cakupan 1 Scope 1		0,000437	0,000590*	0,000697*
Cakupan 2 Scope 2	Ton CO ₂ / pendapatan dalam US\$	0,000006	0,000004*	0,000005*
Cakupan 3 Scope 3	Ton CO ₂ / revenue in US\$	0,000001	0,000001*	N/A
Total Emisi Proses Produksi (Cakupan 1 dan 2) Total Production Process Emissions (Scope 1 and 2)		0,000444	0,000595*	0,000702*

Keterangan / Note:

Cakupan data berasal dari kegiatan operasional Petrosea sebagai kontraktor pertambangan menggunakan konversi perhitungan IPCC 2006. / Data coverage is based on the Company's operational activities as a mining contractor using the 2006 IPCC conversion.

*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

Pada tahun 2024, Petrosea mulai melakukan perhitungan beban emisi lain, yaitu SO_x, NO_x, CO dan Partikulat (PM), yang ditimbulkan dari hasil operasional penggunaan genset.

In 2024, Petrosea started to calculate other generated emissions, such as SO_x, NO_x, CO and Particulate (PM), arising from the operational results of generator use.

Tabel Emisi SO_x, NO_x, CO, & Partikulat (PM)
SO_x, NO_x, CO, & Particulate (PM) Emissions Table

Uraian Description	Satuan Unit	2024
SO _x	Ton	26,05
NO _x		37,25
CO		12,27
Particulate Matters (PM)		2,66

Keterangan / Note:

Beban emisi ini berasal dari proyek Petrosea Support Facilities / This emission is generated from Petrosea Support Facilities projects.

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

Petrosea melakukan serangkaian upaya pengurangan emisi GRK melalui kegiatan-kegiatan sebagai berikut:

1. Bahan Bakar

Menggunakan bahan bakar *biodiesel* B35 yang lebih ramah lingkungan di seluruh wilayah operasional Perusahaan.

2. 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.

3. Operator

Meningkatkan kesadaran seluruh operator dalam mengoperasikan alat dan kendaraan dengan lebih optimal dan efektif.

4. Mesin

Melakukan perbaikan dan perawatan peralatan secara berkala dalam rangka menjaga performa peralatan tetap optimal dan meningkatkan efisiensi bahan bakar, serta melakukan pemasangan fitur pada alat berat, seperti *sound reduction*, *eco mode* dan filtrasi.

5. Lingkungan

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

Melalui seluruh upaya tersebut, Petrosea berhasil mengurangi emisi yang ditimbulkan sebesar 10,75% jika dibandingkan dengan *baseline year* tahun 2023.

Petrosea implements various GHG emission reduction programs through the activities as follows:

1. Fuel

Using B35 biodiesel as a more environmentally friendly fuel across all Company operational areas.

2. Digitalization

Leveraging 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.

3. Operator

Increasing the awareness of all operators in operating equipment and vehicles more optimally and effectively.

4. Equipment

Perform regular repairs and maintenance to maintain the optimal performance of equipment and increase fuel efficiency, as well as installing features on heavy equipment, such as sound reduction, eco mode and filtration.

5. Environment

Optimizing road design, fleets, truck loads, time and traffic control systems to increase fuel consumption efficiency.

Through these efforts, Petrosea successfully reduced its generated emissions by 10.75% compared to the baseline year of 2023.

Pengurangan Emisi yang Ditimbulkan Reduction in Emission Generated

Uraian Description	Tahun Year	Konsumsi (GJ) Consumption	Perubahan (%) Change
Baseline	2023	343.338	0,00%
Pencapaian Achievement	2024	306.441	(10,75%)

Keterangan / Note:

*SHE Petrosea menentukan *Baseline* Data yang digunakan Tahun 2023 / SHE Petrosea determined the *Baseline* Data to be 2023

Implikasi Finansial terkait Perubahan Iklim Financial Implications of Climate Change ^[201-2]

Petrosea menghadapi berbagai tantangan terkait perubahan iklim, di antaranya perubahan curah, intensitas dan pola hujan pada beberapa wilayah di Indonesia yang menimbulkan potensi disrupti pada kegiatan operasionalnya. Oleh karena itu, Perusahaan terus mengimplementasikan berbagai mitigasi untuk menghadapi risiko tersebut, demi mengoptimalkan kinerja operasional dan keuangannya.

Petrosea mengelola berbagai risiko dan peluang yang dapat mempengaruhi operasional dan keberlanjutan bisnis, termasuk risiko fisik seperti cuaca ekstrem yang mengganggu operasional, risiko regulasi akibat perubahan kebijakan pemerintah, serta risiko pasar seperti fluktuasi harga komoditas. Dampaknya dapat berupa gangguan operasional, peningkatan biaya kepatuhan, atau risiko reputasi, sementara peluang seperti penerapan teknologi digital dan inisiatif keberlanjutan dapat meningkatkan efisiensi serta daya saing.

Petrosea faces various challenges related to climate change, including changes in rainfall, rain intensity, and rain pattern across various areas in Indonesia which could potentially disrupt its operational activities. Therefore, the Company continues to implement various measures to mitigate these risks, in order to optimize its operational and financial performance.

Petrosea manages various risks and opportunities that may impact its operations and business sustainability, including physical risks such as extreme weather disruptions, regulatory risks due to changes in government policies, and market risks like commodity price fluctuations. These risks can lead to operational disruptions, increased compliance costs, or reputational risks, while opportunities such as digital technology adoption and sustainability initiatives can enhance efficiency and competitiveness.

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.

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.

Seluruh limbah yang ditimbulkan dikelola dengan berlandaskan pada kebijakan PTP-SHE-PR-G-0021 tentang Pengelolaan Limbah, sehingga limbah yang ditimbulkan tidak memberikan dampak negatif signifikan terhadap lingkungan sekitar. Di samping itu, Petrosea melaksanakan penilaian terkait potensi dampak dari limbah yang ditimbulkan Perusahaan yang didokumentasikan pada dokumen *Hazard Identification Risk Assessment and Determining Control* (HIRADC) terkait penilaian pengolahan limbah. Petrosea bekerja sama dengan pengelola yang sudah memiliki izin dari Kementerian terkait seperti Kementerian Lingkungan Hidup dan Kehutanan untuk membantu mengawasi dalam melakukan pengelolaan limbah B3. [306-1]

All the generated waste is managed in accordance with the PTP-SHE-PR-G-0021 policy concerning Waste Management, therefore the generated waste does not cause any significant negative impacts on the surrounding environment. In addition, Petrosea assesses the potential impacts of waste generated by the Company as documented in Hazard Identification Risk Assessment and Determining Control (HIRADC) document concerning waste management assessments. Petrosea collaborates with vendors that have obtained licenses from relevant Ministries such as the Ministry of Environment and Forestry to help supervise hazardous waste management. [306-1]

Secara finansial, risiko yang tidak dikelola dapat menyebabkan peningkatan biaya operasional dan potensi kerugian akibat ketidakpatuhan, sementara peluang yang tidak dimanfaatkan bisa menghambat efisiensi dan inovasi.

Financially, unmanaged risks may result in higher operational costs and potential losses due to non-compliance, whereas unseized opportunities could hinder efficiency and innovation.

Untuk mengatasi hal ini, Petrosea menerapkan manajemen risiko berbasis analisis skenario, pemantauan operasional *real-time*, serta investasi dalam teknologi dan energi terbarukan. Selain itu, Perusahaan berkolaborasi dengan pemangku kepentingan dan regulator guna memastikan kepatuhan serta mengoptimalkan strategi adaptasi terhadap perubahan pasar. Dengan pendekatan ini, Petrosea dapat meminimalkan dampak negatif risiko sekaligus memaksimalkan manfaat dari peluang yang ada demi keberlanjutan bisnis jangka panjang.

To address these challenges, Petrosea implements risk management through scenario analysis, real-time operational monitoring, and investments in technology and renewable energy. The Company also collaborates with stakeholders and regulators to ensure compliance and optimize adaptation strategies in response to market changes. Through this approach, Petrosea minimizes the negative impacts of risks while maximizing the benefits of available opportunities to ensure long-term business sustainability.

Pada tahun 2024, Petrosea mencatat tidak terdapat *potential loss* yang diakibatkan oleh perubahan iklim.

In 2024, Petrosea recorded there was no potential loss due to climate change.

Limbah yang Dihasilkan Generated Waste

Sampai dengan akhir tahun 2024, jumlah limbah yang ditimbulkan dari kegiatan operasional Perusahaan mengalami penurunan 11,80% dibandingkan dengan tahun sebelumnya. Penurunan ini disebabkan oleh peningkatan proyek baru yang secara operasional masih belum berjalan sehingga belum menghasilkan limbah serta beberapa inisiatif untuk mengurangi timbulan limbah B3 dan Non-B3.

As of the end of 2024, the total waste generated by the Company's operational activities decreased by 11.80% compared to the previous year. This reduction was due to the increased in new projects that are not yet operational and therefore have not yet produced waste, as well as several initiatives to reduce the generation of B3 and Non-B3 waste.

Pengumpulan data limbah yang disajikan pada Laporan Keberlanjutan menggunakan *logbook* yang diunggah di situs KLHK untuk dipantau oleh regulator.

The data collection for generated waste presented in this Sustainability Report uses the logbook uploaded to the KLHK website for monitoring by regulators.

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		
		2024	2023	2022
Limbah Bahan Beracun & Berbahaya (B3) / Hazardous & Toxic Waste				
Minyak Pelumas Bekas / Used Lubricants		1.684,49	1.770,81	1.724,26
Filter Bekas / Used Filters		168,01	161,45	162,66
Kain Majun Bekas / Used Rags		81,81	75,42	102,53
Aki/Baterai Bekas / Used Accumulators/Batteries		26,60	76,24	69,31
Hose Bekas / Used Hose		30,20	44,18	43,91
Tanah Terkontaminasi / Contaminated Soil	Ton Tons	45,92	10,99	20,71
Grease Bekas / Used Grease		17,32	9,43	6,68
Lampu Bekas / Used Lamp		0,32	0,04	0,08
Limbah B3 Cair Lainnya / Other Hazardous Liquid Waste		37,73	33,72	66,26
Limbah B3 Padat Lainnya / Other Hazardous Solid Waste		36,52	1,76	10,97
Limbah Medis Medic Waste		0,15	-	-
Total Limbah B3 Total Hazardous Waste	Ton Tons	2.129,07	2.184,04	2.207,37
Limbah Tidak Berbahaya (Non B3) / Non-Hazardous Waste				
Ban Bekas / Used Tires	Ton / Tons	844,72	779,28	623,79
Sampah Domestik / Domestic Waste		1.036,45	1.617,99	656,22
Besi Bekas / Used Iron		478,89	624,57	432,92
Sampah Inert* Inert waste		102,40	0	0
Total Limbah Non B3 Total Non-Hazardous Waste	Ton Tons	2.462,46	3.021,85	1.712,93
Total Limbah B3 dan Non B3 Total Hazardous and Non-Hazardous Waste		4.591,53	5.205,88	3.920,29

Keterangan / Note:

*Data sampah inert mulai dicatat pada tahun 2024 setelah adanya proyek UCC / Inert waste data started to be documented since the UCC project began in 2024.

Program Pengelolaan Limbah
Waste Management Program [305-5]



Perusahaan mengimplementasikan prinsip 3R yaitu *Reduce Reuse and Recycle* dalam pengelolaan limbah non B3 yang berbentuk padat maupun cair.

Dalam pengelolaan limbah B3, Petrosea bekerja sama dengan perusahaan pengolah limbah yang memiliki izin resmi dari Kementerian terkait untuk melakukan pengelolaan dan pembuangan limbah B3. Limbah B3 tersebut kemudian dialihkan untuk didaur ulang. [306-2, 306-4]

Petrosea memiliki program pengelolaan limbah untuk memanfaatkan kembali oli, ban bekas, besi bekas, serta limbah organik dan anorganik.

The Company implements the 3R principle of Reduce, Reuse and Recycle in managing its non-hazardous liquid and solid waste.

In managing its hazardous waste, Petrosea cooperates with a waste management company officially licensed by relevant ministries to manage and dispose of hazardous waste appropriately. The hazardous waste is then diverted for recycling. [306-2, 306-4]

Petrosea has established waste management programs to recycle used oil, used tires, scrap metal, as well as manage and leverage organic and inorganic waste.

Aktivitas Pengelolaan Limbah 2024

Waste Management Activities in 2024



Melakukan penggunaan kembali oli bekas untuk menunjang kegiatan operasional. Sepanjang tahun 2024, sebanyak 316,94 ton oli bekas digunakan kembali.

Re-using used lubricants to support operational activities. In 2024, 316.94 tons of used oil was re-used.



Memanfaatkan 687,89 ton ban bekas untuk dijadikan meja, bangku, dan kestabilan lereng timbunan sepanjang tahun 2024.

Utilizing 687.89 tons of used tires to be processed to tables, chairs, and to stabilize embankment slope in 2024.



Sebanyak 478,89 ton limbah besi bekas digunakan kembali melalui kerja sama dengan pihak ketiga di tahun 2024.

Re-using 478.89 tons of used iron waste through collaboration with third parties in 2024.



Melakukan daur ulang limbah organik menjadi kompos sebanyak 5,43 ton di tahun 2024.

Recycling of 5.43 tons of organic waste to compost in 2024



2,51 ton limbah domestik anorganik non B3 didaur ulang melalui bank sampah sepanjang tahun 2024.

2.51 tons of non-B3 inorganic domestic waste will be recycled through waste banks throughout 2024.



17,68 ton limbah yang *recyclable* didaur ulang oleh pihak ketiga.

Recycling 17.68 tons of recyclable waste by a third party.

Limbah yang tidak bisa didaur ulang dialihkan ke pihak ketiga, yaitu tempat pembuangan akhir (TPA) untuk dimusnahkan. Sampai dengan akhir tahun 2024, sebanyak 1.270,06 ton limbah domestik (non B3) atau 51,58% limbah dibuang ke TPA. [306-4][306-5]

Waste that cannot be recycled is diverted to a third party, namely a final disposal site (TPA) for destruction. As of the end of 2024, 1,270.06 tons or 51.58% of domestic waste was disposed to landfills. [306-4][306-5]

Manajemen Air & Efluen

Water & Effluent Management

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 [303-1]

Sampai dengan 2024, total air yang dikonsumsi untuk kegiatan operasional Perusahaan adalah sebesar 1.127.806 m³, Meningkat 5,56% sehubungan dengan penambahan pengambilan air laut sebagai air baku menggunakan SWRO. Sebanyak 44,28% atau 511.474,28 m³ dari total 1.127.806 m³ air diambil dari sumber alternatif lainnya untuk operasional. air yang dimanfaatkan untuk kegiatan operasional Perusahaan merupakan air yang tidak berasal dari sumber air baku.

As of the end of 2024, the total water consumed for the Company's operating activities reached 1,127,806 m³, Increased by 5.56% due to the addition of seawater intake as raw water using SWRO. As much as 44.28% or 511,474.28 m³ of the total 1,127,806 m³ of water used for Company operational activities was not sourced from freshwater.

Perusahaan melaksanakan uji lab untuk air yang digunakan secara rutin setiap bulannya dan dilaporkan kepada Pemerintah setiap 6 bulan. Lebih lanjut, Perusahaan juga melakukan pemeriksaan baku mutu air sesuai dengan regulasi yang berlaku.

The Company performs monthly laboratory testing for the water it uses with the results being reported to the government every six months. Moreover, the Company also tests water quality standards in accordance with prevailing regulations.

Sepanjang tahun 2024, Perusahaan tidak mendapatkan keluhan dari masyarakat sekitar terkait penggunaan air atau turunnya badan air di sekitar wilayah operasional Perusahaan. [303-1]

Throughout 2024, the Company did not receive any complaints from the surrounding communities regarding water usage or reduction of water bodies around its operating areas. [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		
		2024	2023	2022
Pengambilan Air Berdasarkan Sumber Water Collected Based on Source				
Air Tanah Ground Water		16.759	14.897	19.515
Air Hujan Rainwater		95.926	107.581	208
Air Permukaan Surface Water	m ³	46.279	45.060*	26.108
Air Laut Sea Water		526.992	0	0
Air yang Dibeli Purchased Water		26.302	4.867*	1.891
Total Pengambilan Air Total Water Collection	m ³	712.258	172.405	47.722
Pembuangan Air Berdasarkan Tipe Water Discharged Based on Type				
Air Tanah Ground Water		27.251	50.526	15.351
Air Permukaan Surface Water	m ³	2.781	556	650
Air Laut Sea Water		474.745	0	0
Pihak Ketiga Third Party		16.485	0	0
Total Pembuangan Air Total Water Discharged	m ³	521.261	51.082	16.001

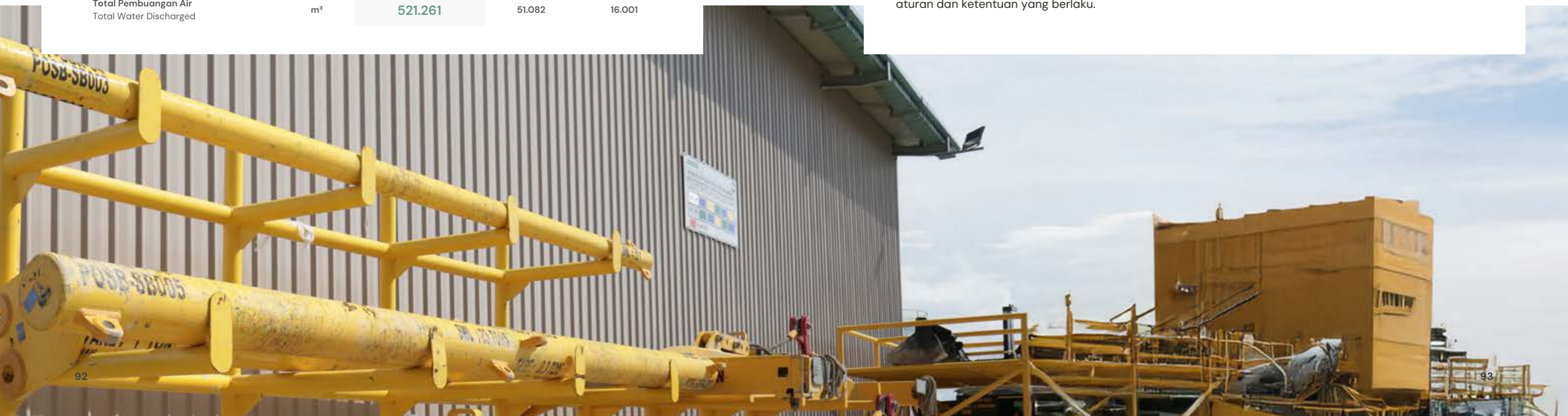
Uraian Description	Satuan Unit	Total Konsumsi Air Total Water Volume		
		2024	2023	2022
Konsumsi Air Water Consumption				
Air Tanah Ground Water		16.759	14.897	19.515
Air Hujan Rainwater		95.926	107.581	208
Air Permukaan Surface Water	m ³	46.279	45.060*	26.108
Air Laut Sea Water		526.992	0	0
Air yang Dibeli Purchased Water		26.302	4.867,32*	1.891
Air Permukaan (Daur Ulang) Recycled Surface Water		415.548	921.807	944.274
Total Konsumsi Air Total Water Consumption	m ³	1,127,806	1.094.211	991.996

keterangan / Note:

*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

Pada tahun 2024, terdapat beberapa lokasi operasional Petrosea yang menggunakan air dari sumber air tanah. Namun demikian, Petrosea memastikan pengambilan air tanah tersebut disertai dengan perizinan dan sesuai dengan aturan dan ketentuan yang berlaku.

In 2024, several operating areas of the Company sources its water from groundwater. However, the Company ensures that groundwater sourcing is supported by a permit and conducted in accordance with prevailing rules and regulations.



Pengelolaan Efluen Effluent Management

Petrosea senantiasa melakukan pemantauan atas kualitas buangan air limbah melalui pemantauan yang dilakukan bersama dengan pihak independen yang terakreditasi. Kegiatan pemantauan dilaksanakan selaras dengan Peraturan Menteri LH No. 68 tahun 2016 dan Peraturan Menteri LH No. 5 tahun 2014, serta Peraturan Pemerintah No. 22 Tahun 2021. Perusahaan memastikan bahwa seluruh buangan air telah memenuhi baku mutu dan dilaporkan secara berkala kepada pemerintah terkait.

[303-2, 303-4]

Perusahaan juga tidak mengambil air dari daerah langkah air maupun membuang limbah cair ke daerah dengan status langkah air.

The Company constantly monitors the quality of discharged effluent through monitoring activities held with an accredited independent party. The monitoring activity is carried out in accordance with the Regulation of the Ministry of Environment No. 68 of 2016 and Regulation of the Minister of Environment No. 22 of 2021. The Company ensures that any effluent has fulfilled the quality standards and it is regularly reported to the relevant government institution. [303-2, 303-4]

The company also does not source water from nor disposed water to water-stressed areas.



Water Treatment Plant

Water treatment plant digunakan untuk melakukan proses daur ulang air untuk membantu memenuhi kebutuhan air bersih Perusahaan serta memastikan bahwa seluruh air buangan telah memenuhi baku mutu yang telah ditetapkan.

Water treatment plants are operated to carry out the water recycling process in order to support the fulfillment of clean water requirements of the Company and to ensure that all effluent has met the quality standards.

Terdapat beberapa aktivitas yang dilaksanakan oleh Petrosea sebagai upaya pengelolaan dan pengurangan konsumsi air permukaan serta pengendalian efluen, di antaranya:

There are several programs initiated by Petrosea to manage and reduce surface water consumption and to control effluent as follows:



Melaksanakan daur ulang air dengan menggunakan *water treatment plant* untuk membantu memenuhi kebutuhan air bersih.

Reusing the water using water treatment plants to fulfill clean water requirements.



Melengkapi *warehouse* dengan pipa talang air untuk menampung air hujan yang selanjutnya diolah menjadi air bersih untuk dimanfaatkan dalam kegiatan operasional Perusahaan.

Equipping the warehouses with gutter pipes to collect rainwater to be processed into clean water that can be used for the operational activities.



Melaksanakan kampanye rutin untuk mendorong perilaku bijak dalam menggunakan air.

Conducting regular campaigns to encourage conscious water consumption.



Memanfaatkan kembali air limbah untuk menunjang kegiatan pengendalian debu di lokasi operasional Perusahaan.

Reusing effluent to support dust control activities in the operating areas.

Melalui kampanye dan kegiatan sosialisasi rutin, Petrosea memastikan bahwa seluruh karyawan telah memiliki pemahaman dan kesadaran tentang pemanfaatan air secara bijak dan efisien, memenuhi standar pengolahan dan pembuangan air limbah, termasuk menjaga kualitas air di seluruh lokasi operasional Perusahaan. [303-1, 303-2]

Through routine campaigns and socialization activities, the Company ensures that all employees understand and are aware of conscious and efficient water consumption, that effluent has met its treatment standards and discharge standards, and that water quality across the operating areas are maintained.

[303-1, 303-2]



Komitmen pengelolaan lingkungan Petrosea dilaksanakan dalam rangka mencapai tujuan utama K3L, yaitu Target Zero (Zero Harm to People, Community and the Environment).

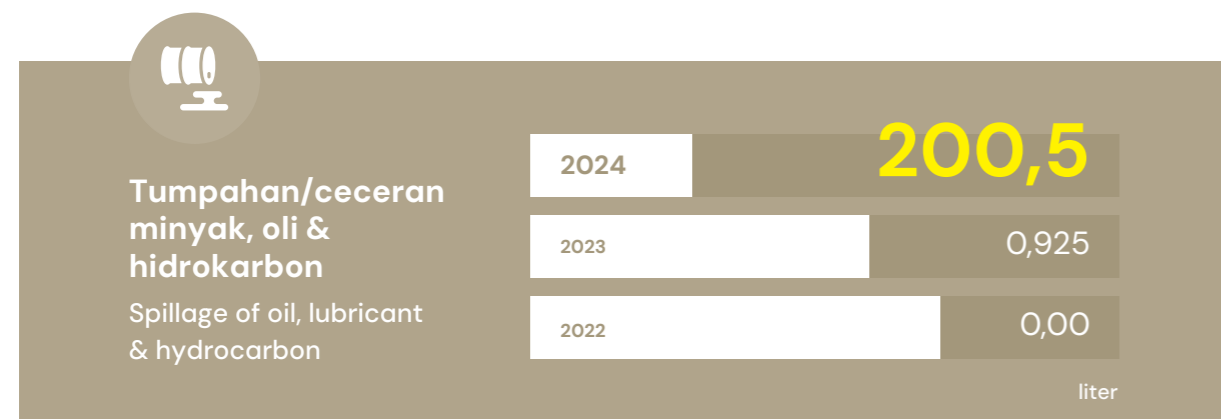
Petrosea's commitment to environmental management is implemented to achieve ultimate SHE Target of Target Zero (Zero Harm to People, Community, and the Environment).

Mitigasi Risiko Tumpahan [306-3]

Sepanjang tahun 2024, terdapat insiden tumpahan limbah cair sebesar 200,5 liter pada seluruh kegiatan operasional Petrosea. Perusahaan senantiasa menerapkan prinsip kehati-hatian melalui implementasi Kebijakan K3L dan standar prosedur sesuai kategori setiap pekerjaan dengan risiko tinggi.

Spillage Risk Mitigation [306-3]

Throughout 2024, there was a liquid spillage incident of 200.5 liters across Petrosea's operational activities. The Company continues to implement precautionary principles by implementing SHE Policy and SOP for each high-risk activity.



Melindungi Keanekaragaman Hayati

Biodiversity Conservation Protection [304-1][304-2]

Petrosea memiliki satu wilayah kerja, yaitu Petrosea Support Facilities (PSF) di Balikpapan, yang berdekatan dengan Hutan Lindung Sungai Wain, sebuah wilayah konservasi dengan keanekaragaman hayati tinggi. Untuk memastikan tidak ada dampak negatif signifikan terhadap konservasi tersebut, Petrosea melaksanakan evaluasi dampak lingkungan melalui studi UKL-UPL dan *monitoring* rutin berdasarkan pelaporan berkala setiap semester yang menunjukkan nol emisi GRK signifikan serta peningkatan 5% populasi spesies flora lokal sejak 2022.

Petrosea has one working area, the Petrosea Support Facilities (PSF) in Balikpapan, which is adjacent to the Sungai Wain Protection Forest, a conservation area with high biodiversity. To ensure there are no significant negative impacts on the conservation, Petrosea conducted an environmental impact evaluation through the UKL-UPL study and regular monitoring based on the report every semester, which showed zero significant GHG emissions and a 5% increase in the population of local flora species since 2022.

Selain itu, Petrosea berkomitmen mendukung konservasi dengan menanam 2.000 pohon spesies endemik setiap tahun, bekerja sama dengan Balai Konservasi Sumber Daya Alam, dan mengembangkan program revegetasi di area PSF untuk meningkatkan daya dukung ekosistem Hutan Lindung Sungai Wain. Data ini diverifikasi oleh pemerintah melalui PROPER dan pihak independen melalui audit lingkungan tahunan atau ISO 14001:2015 memastikan transparansi dan kepatuhan terhadap regulasi nasional. [F.9]

In addition, Petrosea is committed to supporting conservation by planting 2,000 trees of endemic species each year, in collaboration with the Natural Resources Conservation Agency, and developing a revegetation program in the PSF area to increase the carrying capacity of the Wain River Protection Forest ecosystem. This data is verified by the government through PROPER and independent parties through annual environmental audits or ISO 14001:2015 ensuring transparency and compliance with national regulations. [F.9]



Biaya Lingkungan Environmental Cost

Di tahun 2024, Petrosea mencatatkan biaya pengelolaan lingkungan sebesar US\$869.590,27 atau meningkat sebesar 428,73% dibandingkan tahun sebelumnya. Kenaikan biaya tersebut selaras dengan kebutuhan pengukuran sampel air yang meningkat secara signifikan dan keperluan pengendalian debu. Walaupun demikian, biaya penanganan limbah mengalami penurunan karena jumlah timbulan limbah oleh Perusahaan juga secara signifikan berkurang.

In 2024, Petrosea recorded US\$869,590.27 in environmental management costs, or 428.73% compared to the previous year. The increase in costs was in line with the need for significantly increased water sample measurements and dust control requirements. However, waste handling costs decreased as the amount of waste generation by the Company also significantly reduced.

Biaya Operasional Pengelolaan Lingkungan Hidup Environmental Management Operational Costs

Uraian Description	Satuan Unit	2024	2023	2022*
Penanganan Limbah Waste Management		196.739,58	231.522,13	142.686,09
Pengukuran Sampel Air Water Sample Test	US\$	670.155,93**	6.934,52	5.266,67
Pengendalian Debu Dust Control		2.694,75	-	16.394,38
Jumlah Total	US\$	869.590,27	238.456,65	164.347,14

keterangan / Note:

*Penyajian data kembali akibat penyesuaian klasifikasi biaya lingkungan / Restatement of data due to adjustment of environmental cost classification

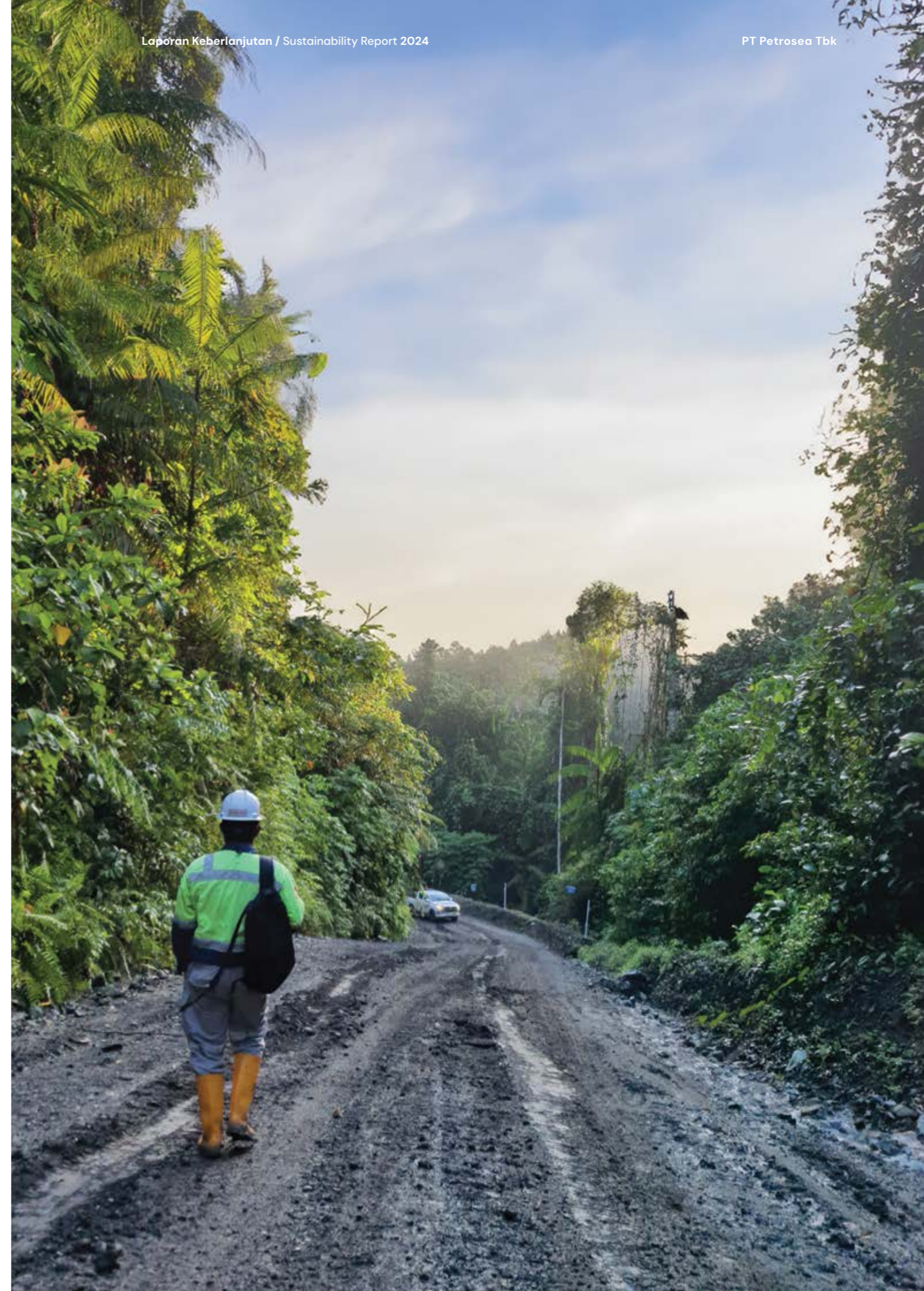
**Peningkatan biaya pengukuran sampel air dikarenakan kebutuhan untuk pembukaan area operasional baru / Increased cost of water sample measurement due to the need to open new operational areas.

Biaya Program Penanggulangan Risiko terkait Lingkungan Cost of Environment-related Risk Mitigation Program

Uraian Description	Satuan Unit	2024*	2023*	2022*
Perbaikan & Perawatan Repair and Maintenance		31.269.592	40.124.428	38.523.262
Pelumas Lubricant	US\$	6.527.555	8.324.637	7.336.762
Sistem Penggerak Undercarriage		3.890.367	4.911.869	4.772.251
Jumlah Total	US\$	41.687.514	53.360.934	50.632.275

keterangan / Note:

*Penyajian data kembali akibat penyesuaian klasifikasi biaya lingkungan / Restatement of data due to adjustment of environmental cost classification



Kinerja Lingkungan Tambang

Mining Environmental Performance

Sejak berhasilnya akuisisi Petrosea atas PT Kemilau Mulia Sakti, pemilik 99,99% saham PT Cristian Eka Pratama (CEP) di tahun 2023, Petrosea terus melaksanakan pemantauan secara berkala atas dampak dari produksi batu bara terhadap kelestarian lingkungan.

Seluruh kegiatan operasional CEP dilakukan dengan menjalankan seluruh kebijakan dan prosedur lingkungan yang berlaku. Adapun jumlah energi yang digunakan dan emisi yang ditimbulkan, serta intensitasnya di tahun 2024 adalah sebagai berikut.

Since the successful acquisition of PT Kemilau Mulia Sakti, the owner of 99.99% shares of PT Cristian Eka Pratama (CEP), by the Company in 2023, the Company strives to conduct regular monitoring of the impacts from coal production on environmental conservation.

All operational activities of CEP are performed in line with the prevailing environmental policies and procedures. The amount of energy used as well as the emission generated and its intensity in 2024 are presented as follows.

Konsumsi dan Intensitas Energi

Energy Consumption and Intensity ^[302-1, 302-3]

Uraian Description	Satuan Unit	2024	2023
Penggunaan <i>Biodiesel</i> B35 The Use of Biodiesel B35	Liter	20.415.338	6.187.216
Penggunaan Energi Listrik Proses Produksi Electricity Consumption for Production Processes	MWh	-	-
Produksi Batubara Coal Production	Ton	1.424.162	194.369
Intensitas Pemakaian Energi Dibandingkan Produksi Energy Consumption Intensity Compared to Production	GJ/ton produksi GJ/ton of production	0,5532	0,8966

Jumlah & Intensitas Emisi GRK

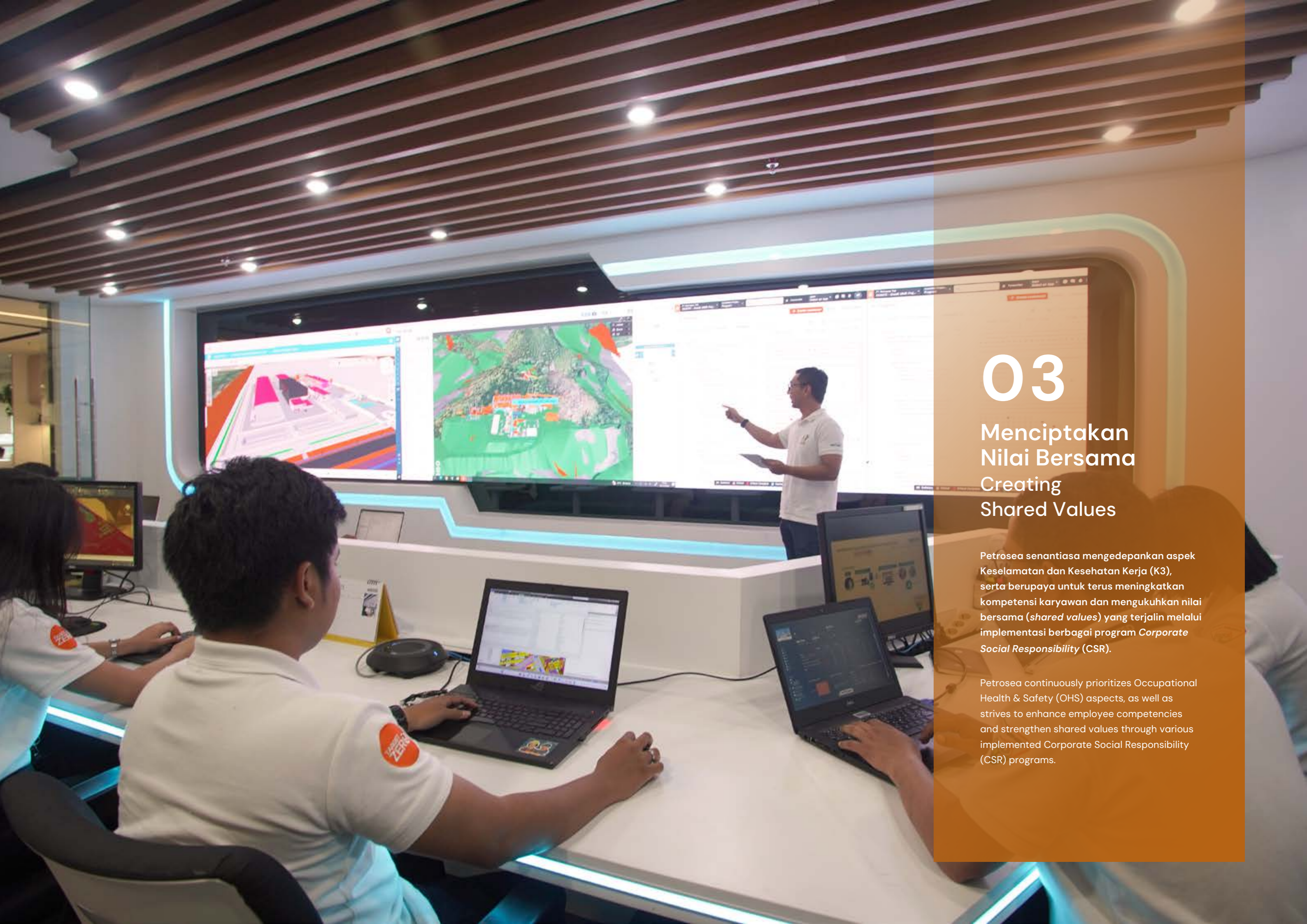
Total & Intensity of GHG Emissions ^[305-1, 305-2, 305-4]

Uraian Description	Satuan Unit	2024	2023
Cakupan 1 Scope 1		41.779,46	12.661,98
Cakupan 2 Scope 2	Ton CO ₂ e	-	-
Total Emisi Proses Produksi (Cakupan 1 & 2) Total Production Process Emissions (Scope 1 & 2)		41.779,46	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	0,0314	0,0509*

Keterangan / Note:

*Penyajian data kembali dikarenakan koreksi perhitungan / Restatement of data due to correction in calculation





03

Menciptakan Nilai Bersama Creating Shared Values

Petrosea senantiasa mengedepankan aspek Keselamatan dan Kesehatan Kerja (K3), serta berupaya untuk terus meningkatkan kompetensi karyawan dan mengukuhkan nilai bersama (*shared values*) yang terjalin melalui implementasi berbagai program *Corporate Social Responsibility* (CSR).

Petrosea continuously prioritizes Occupational Health & Safety (OHS) aspects, as well as strives to enhance employee competencies and strengthen shared values through various implemented *Corporate Social Responsibility* (CSR) programs.



Manajemen Sumber Daya Manusia Human Capital Management

Petrosea memahami bahwa pengembangan sumber daya manusia yang terampil dan sejahtera adalah kunci dalam meningkatkan efektivitas operasional Perusahaan. Oleh karena itu, kami secara konsisten melaksanakan berbagai inisiatif pengelolaan sumber daya manusia yang bertujuan untuk memperkuat kompetensi, kualifikasi dan kesejahteraan karyawan.

Petrosea understands that the development of skilled and prosperous human capital is crucial to improve the effectiveness of the Company's operations. Therefore, we consistently implement various human capital management initiatives aimed at strengthening employee competencies, qualifications and welfare.

Kami berupaya untuk menciptakan lingkungan kerja yang aman, sehat, inklusif, dan setara, yang mendukung pertumbuhan dan inovasi. Dalam rangka mencapai tujuan tersebut, Petrosea menerapkan strategi berbasis teknologi untuk membangun sumber daya manusia yang unggul.

We strive to create a safe, healthy, inclusive and equal work environment that supports growth and innovation. In order to achieve such goals, the Company implements technology-based strategies in order to develop human capital excellence.

Melalui pelatihan rutin dan budaya belajar yang kuat, kami berupaya untuk membantu setiap karyawan mencapai potensi maksimal mereka, sehingga mendorong pertumbuhan Perusahaan secara berkelanjutan.

Through routine training and a strong learning culture, we strive to help each employee in reaching their full potential, thereby driving sustainable Company growth.

Petrosea menerapkan prinsip-prinsip keberagaman dan inklusi dalam proses rekrutmen dan seleksi, berinvestasi dalam pelatihan berkelanjutan dan pengembangan profesional, serta melindungi keselamatan dan kesehatan kerja karyawan yang tercermin dalam program-program yang bertujuan mencapai *zero accident* di tempat kerja.

Petrosea implements the principles of diversity and inclusion in the recruitment and selection processes, invests in sustainability training and professional development, as well as protects employee health and safety as reflected in various programs that aim to achieve zero accidents in the workplace.

Di Petrosea, kami juga memiliki sistem kompensasi yang merata, serta memberikan penghargaan kepada karyawan yang berprestasi untuk meningkatkan motivasi dan loyalitas karyawan.

Petrosea has established a fair compensation system and rewards high-performing employees to enhance employee motivation and loyalty.



Pelaksanaan 34 Program CSR

Pelaksanaan 34 program CSR telah diukur menggunakan metode **Social Return on Investment (SROI)**.

The impact of 34 implemented CSR programs have been measured using the Social Return on Investment (SROI) method.



Setara dalam Hak, Sejajar dalam Kesempatan

11,54% senior management adalah perempuan sebagai wujud komitmen terhadap praktik keberagaman, kesetaraan dan inklusi.

11.54% of senior management are women which reflects our commitment towards diversity, equity and inclusion practices.

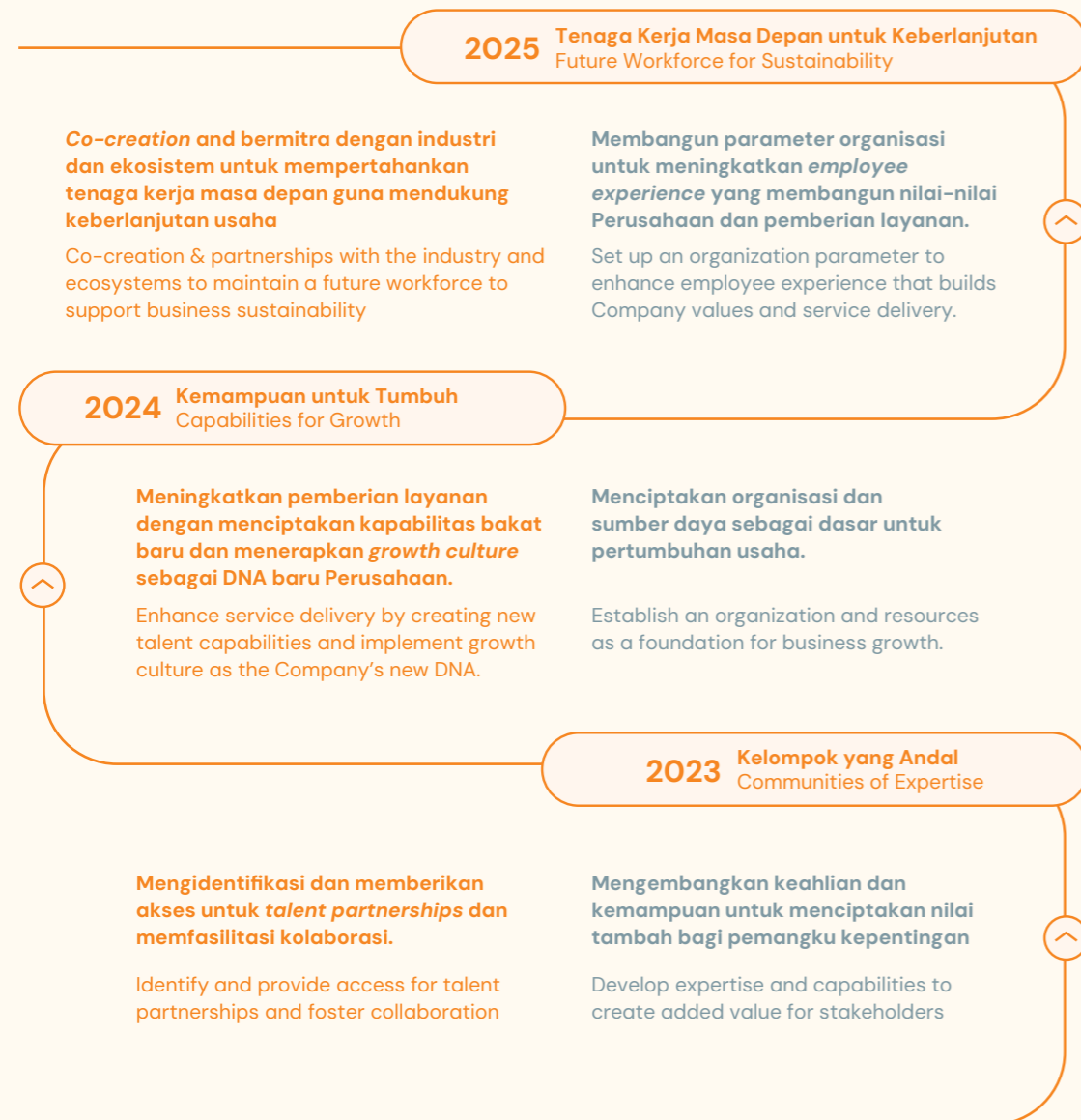


Menciptakan Lapangan Kerja

Jumlah karyawan meningkat **26,21%** untuk mendukung ekspansi bisnis dan menciptakan lapangan kerja bagi masyarakat sekitar.

The number of employees increased 26.21% to support business expansion and to create employment opportunities for surrounding communities.

Human Capital Roadmap



Dari total tersebut, 3.758 orang atau sekitar 55,26% merupakan karyawan lokal yang turut berkontribusi dalam pengembangan ekonomi dan masyarakat setempat. Sedangkan 3.030 orang, atau 44,56% berasal dari luar daerah, yang menunjukkan luasnya cakupan tenaga kerja yang terlibat dalam berbagai proyek Perusahaan. Selain itu, terdapat juga 12 karyawan asing atau 0,18% dari total karyawan yang membawa keahlian dan pengalaman global untuk mendukung perkembangan Perusahaan. Kami juga mengoptimalkan fleksibilitas operasional dengan mempekerjakan 905 pekerja alih daya yang terlibat dalam berbagai pekerjaan *labor supply*.

Out of this total, 3,758 people or 55.26% are local employees who contributed towards the economic development and welfare of local communities. Meanwhile, 3,030 people or 44.56% were from other regions, reflecting the wide scope of the workforce involved in various Company projects. In addition, 12 foreign employees or 0.18% of the total employees also brought global expertise and experience to support the Company's development. We also optimized operational flexibility by employing 905 outsource workers who were involved in various labor supply jobs.

Perusahaan mengelola sumber daya manusia secara efisien dan beradaptasi dengan tuntutan industri yang dinamis. Pengelolaan dan pengkonsolidasian data karyawan dilakukan menggunakan sistem *human capital* terintegrasi yang berbasis *data payroll* untuk menjamin akurasi dan efisiensi dalam proses administrasi karyawan. Kami terus berinvestasi dalam pengembangan sumber daya manusia, menciptakan peluang karier jangka panjang, serta memperkuat posisi Perusahaan sebagai pemimpin industri berbasis inovasi, keberagaman dan keunggulan operasional.

The Company manages its capital efficiently and adapts to the dynamic demands of the industry. The management and consolidation of employee data is carried out in an integrated human capital system based on payroll data to ensure the accuracy and efficiency in the employee administration process. We continue to invest in human capital development, create long-term career opportunities, as well as strengthen the Company's position as an industry leader based on innovation, diversity and operational excellence.

Demografi Karyawan

Employee Demography [2-7, 2-8, 405-1]

Pada tahun 2024, jumlah karyawan *full time* Petrosea mencapai 6.800 orang, meningkat 26,21% dibandingkan dengan tahun sebelumnya. Peningkatan ini dipengaruhi oleh ekspansi bisnis Perusahaan yang didorong oleh bertambahnya jumlah proyek baru yang berhasil diraih.

In 2024, the number of full time Petrosea employees reached 6,800 people, a 26.21% increase compared to the previous year. This increase was due to the Company's business expansion, driven by the increasing number of new projects obtained by the Company.

Komposisi Karyawan Berdasarkan Jenis Kelamin
Employee Composition by Gender [2-7]

Jenis Kelamin Gender	2024	2023	2022
Laki-laki Male	6.415	5.078	3.869
Perempuan Female	385	310	254
Jumlah Total	6.800	5.388	4.123



Komposisi Karyawan Berdasarkan Level Organisasi Employee Composition by Organization Level [2-7]

Jabatan Position	2024		2023		2022	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Executive	23	3	23	4	26	5
Manager	149	15	128	12	116	14
Supervisor	956	99	840	87	685	71
Staff	813	159	694	135	662	129
Non Staff	4.474	109	3.393	72	2.380	35
Jumlah Total	6.415	385	5.078	310	3.869	254



Komposisi Karyawan Berdasarkan Pendidikan Employee Composition Based on Educational Background [2-7]

Pendidikan Education Background	2024		2023		2022	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Doktor Doctorate Degree	0	0	-	-	1	-
Pascasarjana Master's Degree	71	23	57	20	55	14
Sarjana Bachelor's Degree	1.227	257	980	201	841	177
Diploma	380	37	333	31	308	28
SMA High School	4.288	67	3.439	56	2.496	33
Lain-lain Others	449	1	269	2	168	2
Jumlah Total	6.415	385	5.078	310	3.869	254



Komposisi Karyawan Berdasarkan Kelompok Usia Employee Composition by Age [2-7]

Kelompok Usia Age Group	2024		2023		2022	
	Laki-laki Male	Perempuan Female	Laki-laki* Male	Perempuan Female	Laki-laki Male	Perempuan Female
<20	29	4	21	2	9	1
20-30	1.926	223	1.491	165*	1.098	125
31-40	2.590	111	2.127	107*	1.728	95
41-50	1.595	45	1.222	34	904	31
51-55	230	2	193	1	121	1
>55	45	0	24	1	9	1
Jumlah Total	6.415	385	5.078	310	3.869	254



Komposisi Karyawan Berdasarkan Status Kepegawaian Employee Composition by Employment Status [2-7]

Status Kepegawaian Employment Status	2024		2023		2022	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Karyawan Tetap Permanent Employees	3.135	250	3.273	245	3.036	210
Karyawan Tidak Tetap Contract Employees	3.280	135	1.805	65	833	44
Jumlah Total	6.415	385	5.078	310	3.869	254

Keterangan / Note:

*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method



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

Daerah Asal Origin	2024		2023		2022	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Jawa Java	1.549	41	1.031	29	128	6
Kalimantan	3.535	118	3.135	122	2.771	94
Maluku Utara North Maluku	317	3	228	5	155	2
Nusa Tenggara Barat West Nusa Tenggara	3	0	50	1	3	-
Papua	193	14	235	20	196	19
Papua Barat West Papua Barat	154	25	0	0	0	0
Papua Barat Daya Southwest Papua Barat	86	10	93	10	112	11
Sulawesi	290	50	31	10	234	7
Tangerang Selatan South Tangerang	288	124	275	113	270	115
Jumlah Total	6.415	385	5.078	310	3.869	254

Perputaran Karyawan Employee Turnover ^[401-1]

Hingga akhir tahun 2024, Petrosea merekrut 683 karyawan *staff* baru dari total 50.461 pelamar yang mendaftar melalui sistem perekrutan *online* kami. Proses seleksi ini merupakan bagian dari strategi Perusahaan untuk mengidentifikasi dan menarik talenta terbaik guna mendukung ekspansi bisnis dan pertumbuhan.

Selain itu, Perusahaan juga berhasil merekrut 3.519 karyawan *non-staff* melalui serangkaian wawancara langsung untuk memastikan bahwa setiap individu yang bergabung telah memenuhi standar kualitas yang tinggi. Hal ini mencerminkan kepercayaan pasar terhadap kemampuan Petrosea dalam mengelola proyek besar melalui ketangguhan tim untuk mencapai tujuan strategis Perusahaan.

Pada tahun 2024, Petrosea mencatatkan tingkat perputaran karyawan (*turnover rate*) sebesar 23,21%, dengan total 4.202 karyawan baru yang bergabung dan 1.578 karyawan yang meninggalkan Perusahaan. Karyawan yang meninggalkan Perusahaan disebabkan oleh dua faktor utama, yaitu 27% merupakan pengunduran diri secara sukarela (*voluntary*) dan 73% terkait dengan faktor involuntary yang meliputi penyelesaian proyek dan pemutusan hubungan kerja (*termination*).

Tingkat *turnover* ini mencerminkan dinamika industri yang bergantung pada siklus proyek dan perubahan kebutuhan operasional. Penyelesaian proyek atau berakhirnya masa kontrak sering menjadi faktor utama pergerakan tenaga kerja, terutama untuk pekerjaan sementara atau berbasis proyek.

As of the end of 2024, Petrosea recruited 683 new staff employees out of 50,461 applicants who registered through our online recruitment system. This selection process is a part of the Company's strategy to identify and attract the best talents to support business expansion and growth.

In addition, the Company also recruited 3,519 non-staff employees through a series of direct interviews to ensure that each and every employee recruited meets our high quality standards. This reflects the market confidence in Petrosea's ability to manage large-scale projects through our team's resilience in achieving the Company's strategic objectives.

In 2024, Petrosea recorded an employee turnover rate of 23.21%, with a total of 4,202 newly recruited employees and 1,578 employees leaving the Company. There were two main reasons why employees left the Company, namely 27% due to voluntary resignations and 73% due to involuntary resignations, including project completions and terminations.

This turnover rate reflects the dynamics of the industry which relies on project cycles and changing operational requirements. Project completion or contract expirations often serve as primary factors in workforce movement, particularly for temporary or project-based roles.

Deskripsi Description	Jumlah Karyawan Baru Number of New Employees [401-1]					
	2024		2023*		2022	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Karyawan Baru Total New Employees	61,79	4.202	44,84	2.416	35,34	1.457
Jumlah Karyawan Baru yang Direkrut Berdasarkan Tipe Total New Recruited Employees by Type						
Staff	10,04	683	9,24	498	12,32	508
Non-staff	51,75	3.519	35,60	1.918	23,02	949
Jumlah Karyawan Baru yang Direkrut Berdasarkan Jenis Kelamin Total New Recruited Employees by Gender						
Laki-laki Male	59,54	4.049	42,76	2.304	33,52	1.382
Perempuan Female	2,25	153	2,08	112	1,82	75
Jumlah Karyawan Baru Yang Direkrut Berdasarkan Usia Total New Recruited Employees by Age						
<20	0,68	46	0,69	37	0,27	11
20-30	24,16	1.643	18,91	1.019	15,57	642
31-40	21,79	1.482	16,20	873	14,16	584
41-50	13,09	890	7,80	420	4,83	199
51-55	1,65	112	1,04	56	0,36	15
>55	0,43	29	0,20	11	0,15	6

Deskripsi Description	2024		2023*		2022	
	%	Orang People	%	Orang People	%	Orang People
Jumlah Karyawan Baru yang Direkrut Berdasarkan Wilayah Total New Recruited Employees by Region						
Tangerang Selatan South Tangerang	1,06	72	1,26	68	2,30	95
Kalimantan Timur East Kalimantan	5,40	367	16,65	897	18,17	749
Kalimantan Barat West Kalimantan	0	0	-	-	0,07	3
Kalimantan Utara North Kalimantan	0,18	12	0,52	28	1,26	52
Kalimantan Tengah Central Kalimantan	11,19	761	0	0	0	0
Jawa Barat West Java	0,01	1	0	0	0	0
Jawa Timur East Java	33,87	2303	18,84	1.015	4,17	172
Papua	0,57	39	2,06	111	1,55	64
Papua Barat West Papua	2,22	151	0	0	0	0
Papua Barat Daya Southwest Papua	0,66	45	0,28	15	0,15	6
Nusa Tenggara Barat West Nusa Tenggara	0,01	1	0,84	45	-	-
Sulawesi Tenggara Southeast Sulawesi	3,31	225	0,41	22	4,73	195
Sulawesi Tengah Central Sulawesi	0,71	48	0,56	30	0,24	10
Maluku Utara North Maluku	2,60	177	3,43	185	2,69	111

Keterangan / Note:

*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

Deskripsi Description	Jumlah <i>Turnover</i> Karyawan Employee Turnover Rate [401-1]					
	2024		2023		2022	
	%	Orang People	%	Orang People	%	Orang People
Jumlah <i>Turnover</i> Karyawan Employee Turnover Rate	23,21	1.578	18,19	980	25,64	1.057
Jumlah <i>Turnover</i> Karyawan Berdasarkan Tipe Number of Employee Turnover Based on Type						
Staff	5,86	399	5,59	301	4,24	175
Non-staff	17,34	1.179	12,60	679	21,39	882
Jumlah <i>Turnover</i> Karyawan Berdasarkan Jenis Kelamin Number of Employee Turnover Based on Gender						
Laki-laki / Male	22,04	1.499	17,32	933	24,69	1.018
Perempuan / Female	1,16	79	0,87	47	0,95	39
Jumlah <i>Turnover</i> Karyawan Berdasarkan Usia Employee Turnover Rate Based on Age						
<20	0,04	3	0,07	4	0,02	1
20-30	7,19	489	5,57	300	5,51	227
31-40	9,51	647	8,28	446	11,59	478
41-50	5,31	361	3,53	190	7,20	297
51-55	1,03	70	0,63	34	1,29	53
>55	0,12	8	0,11	6	0,02	1

Deskripsi Description	2024		2023		2022	
	%	Orang People	%	Orang People	%	Orang People
Jumlah <i>Turnover</i> Karyawan Berdasarkan Wilayah Employee Turnover Rate Based on Origin						
Tangerang Selatan South Tangerang	0,65	44	0,95	51	1,26	52
Kalimantan Timur East Kalimantan	9,54	649	10,56	569	22,39	923
Kalimantan Utara North Kalimantan	0,38	26	0,52	28	0,17	7
Kalimantan Barat West Kalimantan	0	0	0,04	2	-	-
Kalimantan Tengah Central Kalimantan	0,82	56	0	0	0	0
Jawa Timur East Java	9,01	613	1,37	74	0,68	28
Papua	0,94	64	1,15	62	0,58	24
Papua Barat West Papua	0,63	10	0	0	0	0
Papua Barat Daya Southwest Papua	0,87	59	0,48	26	0,24	10
Nusa Tenggara Barat West Nusa Tenggara	0,01	1	0,06	3	-	-
Sulawesi Tenggara Southeast Sulawesi	0,09	6	2,39	129	0,22	9
Sulawesi Tengah Central Sulawesi	0,26	18	0,07	4	-	-
Maluku Utara North Maluku	0,47	32	0,59	32	0,10	4

Keterangan / Note:

*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

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. Keberadaan LKS Bipartit di seluruh lokasi proyek memungkinkan komunikasi yang efisien dan efektif, serta menciptakan lingkungan kerja yang lebih dinamis, transparan, dan saling mendukung.

Selain itu, Petrosea memiliki Peraturan Perusahaan sebagai bentuk perjanjian kolektif yang mengakomodasi aspirasi seluruh karyawan. Peraturan ini menjadi landasan bagi terciptanya kepastian hukum, keadilan, dan kesejahteraan karyawan, sekaligus mendukung tercapainya tujuan Perusahaan. Peraturan Perusahaan yang komprehensif ini mencakup berbagai aspek penting, termasuk hak dan kewajiban karyawan, serta ketentuan mengenai lingkungan kerja yang aman dan produktif. [2-30]

Kepatuhan Terhadap Larangan Pekerja Anak dan Kerja Paksa [408-1, 409-1]

Perusahaan secara tegas menegakkan kebijakan untuk tidak mempekerjakan anak di bawah usia 18 tahun yang sesuai dengan ketentuan Pasal 68 Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan, serta peraturan lokal maupun internasional yang relevan lainnya terkait ketenagakerjaan. Selain itu, Perusahaan juga tidak melakukan praktik kerja paksa yang merujuk kepada ketentuan jam kerja karyawan dalam satu minggu, yaitu maksimal 40 jam.

Kepatuhan ini tidak hanya mencerminkan tanggung jawab sosial Perusahaan, tetapi juga komitmen untuk menciptakan lingkungan kerja yang adil, aman, dan bebas dari eksploitasi.

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. The establishment of LKS Bipartit across project locations enables efficient and effective communication and creates a more dynamic, transparent and supporting working environment.

Furthermore, Petrosea has established Company Regulations as a form of collective agreement to accommodate the aspirations of all employees. These regulations act as a basis for legal certainty, fairness and employee welfare, including to support the achievement of Company objectives. These comprehensive Company Regulations cover various important aspects, including the rights and duties of employees, as well as provisions regarding a safe and productive work environment.

Compliance with Child Labor and Forced Labor Restrictions [408-1, 409-1]

The Company strictly implements a policy of not employing children under the age of 18 years old in accordance with article 68 of Law No. 13 Year 2003 regarding Employment, as well as other relevant local and international laws regarding employment. Furthermore, 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.

This compliance does not only reflect the Company's social responsibility, but also its commitment to creating a fair and safe working environment free from exploitation.

Periode Pemberitahuan Minimum Terkait Perubahan Operasional [402-1]

Perusahaan berusaha untuk menjaga transparansi dan komunikasi yang efektif dengan seluruh karyawan terkait perubahan kegiatan operasional Perusahaan. Setiap perubahan yang signifikan diinformasikan kepada seluruh karyawan sekurang-kurangnya dua hingga tiga minggu sebelum implementasi perubahan tersebut melalui berbagai saluran komunikasi yang tersedia. Hal ini dilakukan untuk membantu karyawan memahami alasan di balik perubahan tersebut, serta memberikan masukan atau saran dan waktu yang cukup untuk beradaptasi.

Minimum Notice Period Regarding Operational Changes [402-1]

The Company strives to maintain transparency and effective communication with all employees regarding changes to the Company's operational activities. All significant changes are informed to the employees no later than two to three weeks before the implementation of these changes through various existing communication channels. This is done to help employees understand the reasons behind these changes, as well as to provide feedback or suggestions and sufficient time to adapt.



Peningkatan Kapasitas Karyawan Employee Capacity Building



Petrosea senantiasa berupaya untuk menyelenggarakan berbagai program pelatihan dan sertifikasi untuk mengembangkan kapabilitas karyawan, serta terus meningkatkan keterampilan dan pengetahuan mereka, termasuk meningkatkan prospek karier ke depan. Untuk mendukung upaya tersebut, kami memiliki Petrosea Academy (PetA) yang menawarkan berbagai pelatihan yang bersertifikasi dan dirancang untuk memenuhi kebutuhan pasar dan tren industri yang terus berkembang. Melalui PetA, Perusahaan tidak hanya mengembangkan kapasitas internal, tetapi juga berkontribusi pada peningkatan kualitas sumber daya manusia di industri secara keseluruhan.

Petrosea strives to carry out various training and certification programs to develop employee capabilities, as well as continuously enhance their skills and knowledge, including improving future career prospects. To support these efforts, we have established Petrosea Academy (PetA), which offers a variety of certified training programs designed to meet the ever changing market needs and industry trends. Through PetA, the Company not only develops its internal capacities, but also contributes to enhancing the quality of overall human capital within its industry.

Saat ini, terdapat dua lembaga di bawah naungan PetA, yaitu:

Lembaga Sertifikasi Profesi

Melalui Lembaga Sertifikasi Profesi (LSP), PetA telah memperluas kapabilitasnya dengan menjalankan sembilan skema sertifikasi yang sebelumnya telah diluncurkan sejak tahun 2022. Selain itu, PetA saat ini telah mendapatkan lisensi 12 skema sertifikasi baru dari Badan Nasional Sertifikasi (BNSP), sehingga saat ini LSP telah memiliki 21 skema sertifikasi. Skema sertifikasi tersebut berfungsi untuk memastikan bahwa seluruh karyawan dan posisi pekerjaan dapat dipastikan kompetensi dan kapabilitasnya.

Berikut adalah 21 (dua puluh satu) skema sertifikasi tersebut:

1. Skema *Pipe Welder*
2. Skema Pengoperasian *Crane Mobil*
3. Skema *Operator Dump Truck*
4. Skema Pengoperasian *Flatbed*
5. Skema Pengoperasian Kendaraan Ringan
6. Skema Teknisi Ruang Terbatas
7. Skema Penerapan K3 Dalam Pekerjaan Ketinggian
8. Skema Pemeriksaan Kecelakaan Tambang
9. Skema Pengambilan Contoh Air
10. Skema Instruktur
11. Skema Ahli K3
12. Skema Pengoperasian *Forklift*
13. Skema Pengoperasian Pemindahan Beban (*Rigging*)
14. Skema Pengoperasian *Crane Mobil s/d 35 Ton*
15. Skema Pengoperasian *Crane Mobil s/d 70 Ton*
16. Skema Pengoperasian *Crane Mobil > 70 Ton*
17. Skema *Preventive Maintenance Mechanical Alat Berat*
18. Skema *Preventive Maintenance AC & Electrical Alat Berat*
19. Skema *Repair & Maintenance Mechanical Alat Berat*
20. Skema *Overhaul Drive Train*
21. Skema *Overhaul Transmisi Alat Berat*

Currently, there are two institutions under PetA as follows:

Professional Certification Institute

Through the Professional Certification Institute (LSP), PetA has extended its capabilities by implementing nine certification schemes that were launched in 2022. In addition, PetA has acquired the licenses for new certification schemes from the National Professional Certification Board (BNSP), therefore currently LSP has 21 certification schemes. The certification schemes aim to ensure that all employees and positions are guaranteed their competencies and capabilities.

The 21 (twenty-one) certification schemes are as follows:

1. Pipe Welder Scheme
2. Mobile Crane Operating Scheme
3. Dump Truck Operator Scheme
4. Flatbed Operating Scheme
5. Light Vehicle Operating Scheme
6. Limited Room Technician Scheme
7. OHS Implementation at Heights Scheme
8. Mining Accident Investigation Scheme
9. Water Sampling Scheme
10. Instructure Scheme
11. Master OHS Scheme
12. Forklift Operating Scheme
13. Rigging Operating Scheme
14. Mobile Crane Operating up to 35 Tons Scheme
15. Mobile Crane Operating up to 70 Tons Scheme
16. Mobile Crane Operating more than 70 Tons Scheme
17. Heavy Equipment Mechanical Preventive Maintenance Scheme
18. Heavy Equipment AC & Electrical Preventive Maintenance Scheme
19. Heavy Equipment Maintenance Repair & Maintenance Scheme
20. Drive Train Overhaul Scheme
21. Heavy Equipment Transmission Overhaul Scheme

Tingkat aktualisasi LSP dibandingkan dengan rencana tahunan 2024 telah mencapai 77%. Kami juga memastikan bahwa seluruh peserta memiliki kemampuan yang kompetitif dan siap menghadapi tantangan di industri.

Lembaga Pelatihan Kerja Swasta

Lebih dari sekadar pelatihan, PetA juga memiliki Lembaga Pelatihan Kerja Swasta (LPKs), yaitu sebuah lembaga yang telah terdaftar secara sah di Dinas Tenaga Kerja kota Balikpapan yang berfokus dalam mengembangkan Pelatihan Berbasis Kompetensi (PBK) untuk mendukung kegiatan operasional Perusahaan.

PBK yang telah dikembangkan dan didaftarkan pada Kementerian Ketenagakerjaan adalah sebagai berikut:

1. Pengelasan Pelat dan Pipa
2. Pengoperasian Kendaraan Ringan
3. Pengoperasian Kendaraan Angkutan Barang
4. Pengoperasian *Dump Truck*
5. Pengoperasian *Crane* Mobil

PetA juga secara berkelanjutan menjalankan beberapa program pelatihan seperti *legal licensing*, *internal licensing* dan program pelatihan strategis lainnya untuk memastikan operasional yang aman, efektif dan produktif.

Berikut ini program pelatihan lain yang juga dijalankan:

1. Kartu Izin Pengoperasian Perkakas (KIPP)
2. Kartu Izin Mengoperasikan Peralatan Perusahaan (KIMPER)
3. Pengawas Operasional Pratama (POP) & Pengawas Operasional Madya (POM) Pertambangan
4. *Technical Safety, Health Environment & Rescue*

The actualization rate of LSP compared to its plan reached 77% in 2024. We also ensure that all participants possess competitive skills and are prepared for industry challenges.

Private Job Training Institution

In addition to training, PetA has also established a Private Job Training Institute (LPKs), an institution that has been officially registered in the Department of Employment of Balikpapan that focuses on developing Competence-Based Training (PBK) to support the Company's operational activities.

The Competence-Based Training that has been developed and registered to the Ministry of Employment are as follows:

1. Plate and Pipe Welding
2. Light Vehicle Operations
3. Freight Transport Vehicle Operations
4. Dump Truck Operations
5. Mobile Crane Operations

PetA also continued to carry out various training programs such as legal licensing, internal licensing, and other strategic training programs to ensure safe, effective, and productive operations.

Other training programs that were implemented are as follows:

1. Equipment Operating License Card (KIPP)
2. Company Equipment Operating License Card (KIMPER)
3. Senior Mining Operational Supervisor (POP) & Associate Mining Operational Supervisor (POM)
4. *Technical Safety, Health, Environment, & Rescue*

5. Peningkatan Produksi; Pengembangan/ Peningkatan Keterampilan Operator Alat Berat (*upskilling & cross-skilling*)
6. Pengembangan Teknisi Alat Berat (*upskilling & cross-skilling*)

Sepanjang tahun 2024, PetA melaksanakan berbagai program pelatihan dan pengembangan, termasuk *Green Training Program* bagi *fresh graduates* yang belum berpengalaman, dengan total peserta pelatihan mencapai 89 orang.

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.

Di tahun 2024, salah satu program unggulan yang dilaksanakan adalah Supervisor Petrosea Terdepan (SPARTAN). Program ini dirancang khusus untuk mendukung pengembangan garda terdepan operasional dan berfokus pada peningkatan keterampilan kepemimpinan, manajemen sumber daya manusia, *operational excellence*, K3L, serta manajemen aset. SPARTAN memberikan pelatihan praktis yang langsung dapat diterapkan para supervisor di lapangan dan memastikan bahwa mereka memiliki kemampuan untuk mengelola tim secara efektif. Sepanjang 2024, sebanyak 38.484 karyawan telah mengikuti berbagai program pelatihan yang diselenggarakan oleh Perusahaan sesuai dengan bidang pekerjaannya.

5. Production Improvement; Heavy Equipment Operator Skill Development/ Improvement (*Upskilling & Cross-skilling*)
6. Heavy Equipment Technician Skill Development (*Upskilling & Cross-skilling*)

Throughout 2024, PetA conducted various training and development programs, including Green Training Program for inexperienced fresh graduates, with a total of 89 people participating in this training program.

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.

In 2024, one of our flagship programs was the Supervisor Petrosea Terdepan (SPARTAN) program. This program was specifically designed to support the development of operational frontliners, focusing on leadership development, human capital management, operational excellence, SHE and asset management. SPARTAN provides practical training which can be directly applied by supervisors in the field and ensures that they have the capability to manage their teams effectively. Throughout 2024, a total of 38,484 employees participated in various training programs held by the Company according to their field of expertise.



Program Pelatihan Karyawan
Employee Training Programs [404-1, 404-2]

Keterangan Description	Satuan Unit	2024	2023	2022
Jumlah Pelatihan Total Training	Pelatihan Training	897	898	456
Jumlah Jam Pelatihan Total Training Hours	Jam Hour	285.370	401.101	324.251
Jumlah Karyawan Total Employees	Orang People	6.800	5.388	4.123
Rata-Rata Jam Pelatihan Berdasarkan Jenis Kelamin Average Training Hours Based on Gender				
Laki-laki Male	Jam / Total Karyawan Hours / Total Employees	35.88	78,98	83,83
Perempuan Female		2.29	1,29	1,27
Rata-rata Jam Pelatihan Berdasarkan Jabatan Average Training Hours Based on Position				
Executive	Jam / Total Karyawan Hours / Total Employees	0	0	0
Manager		0.8	1.86	1.96
Supervisor		1.6	3.12	3.30
Staff		11.45	22.33	23.6
Non-Staff		26.7	52.1	52.1
Total Rata-rata Jam Pelatihan		38.18	74,44	78,64
Jumlah Biaya Pelatihan Total Training Cost	US\$	398.153	121.785,37	344.580



**Jumlah Karyawan
yang Mengikuti Pelatihan
terkait ESG Tahun 2024**
Number of Employees
Attending ESG-related
Training in 2024 [404-2]

Karyawan / Employees

Pelatihan Aspek Lingkungan
Environmental Aspect Training

141

Pelatihan Aspek Tata Kelola
Governance Aspect Training

1.654

Pelatihan Aspek Sosial
Social Aspect Training

2.256



Pelatihan Teknis
Technical Training

Keterangan Description	% YoY 2022-2023	Jumlah Jam Pelatihan Total Training Hours		
		2024	2023	2022
Operations (Contract Mining & EPC)	67%	105.552	156.778	115.743
SHE	212%	110.646	52.076	60.314
Asset Management	42%	75.832	184.952	148.291
Jumlah Total	74%	292.030	393.806	324.348

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.

Pada tahun 2024, Petrosea melaksanakan evaluasi kinerja bagi seluruh karyawan (100%) sebagai bagian dari komitmen untuk mendukung pengembangan sumber daya manusia secara holistik. Hasil dari evaluasi ini menjadi dasar dalam mengambil keputusan strategis terkait pengembangan karier karyawan, termasuk promosi, kenaikan jabatan, jenjang karier, penyesuaian kompensasi, serta penentuan remunerasi dan bonus. Pendekatan ini memastikan keputusan yang diambil Perusahaan adalah adil dan kompetitif sehingga mendukung keberlanjutan dan kesuksesan jangka panjang Perusahaan.

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.

In 2024, Petrosea performed performance evaluation for all employees (100%) as part of its commitment to support holistic human capital development. The results of this evaluation serve as the basis for making strategic decisions related to employee career development, including promotions, job advancements, career paths, compensation adjustments, as well as determining remuneration and bonuses. This approach ensures that the decisions made by the Company are fair and competitive, thereby supporting the sustainability and long-term success of the Company.



Remunerasi & Tunjangan ^[401-2, 405-2] Remuneration & Allowance

Petrosea menerapkan sistem remunerasi yang terstruktur dan seimbang, dengan mempertimbangkan berbagai faktor strategis seperti tingkat jabatan, masa kerja, tingkat tanggung jawab, lokasi operasional, serta pencapaian kinerja individu. Gaji pokok ditentukan melalui *salary matrix* yang didasarkan pada tren pasar terkini, dengan referensi hasil survei pasar 2024 untuk memastikan daya saing yang optimal. Bagi karyawan baru, penetapan gaji disesuaikan dengan Upah Minimum Provinsi (UMP)/Upah Minimum Kabupaten/Kota yang berlaku di masing-masing lokasi operasional, dengan tetap memperhatikan daya beli dan kondisi pasar lokal.

Rasio gaji pokok terendah terhadap UMP bervariasi tergantung wilayah operasional, dengan rentang mulai dari 0% (gaji pokok setara dengan UMP) hingga 39,16% lebih tinggi dibandingkan UMP. Hal ini mencerminkan komitmen kami untuk memberikan kompensasi yang lebih baik dari standar yang ada, sesuai dengan tuntutan pekerjaan dan kontribusi yang diberikan karyawan.

Petrosea memastikan kesetaraan gaji pokok antara karyawan laki-laki dan perempuan dengan rasio 1:1, serta menjamin tidak ada diskriminasi dalam pemberian fasilitas dan tunjangan, seperti paket kesejahteraan, upah, hak cuti, serta jaminan kesehatan dan ketenagakerjaan. Seluruh karyawan, baik *staff* maupun *non-staff*, berhak menerima manfaat yang setara sesuai peraturan perundang-undangan yang berlaku.

Petrosea implements a structured and balanced remuneration system, considering various strategic factors such as position, tenure, responsibility, operational location, and individual performance achievement. The basic salary is determined in accordance with the salary matrix based on the latest market trend, using the 2024 market survey results as a reference for optimal competitiveness. For new employees, the basic salary is in accordance with the Provincial Minimum Wage (UMP) or Municipality/Regency Minimum Wage applicable in each operational location by taking into account the purchase power and local market condition.

The ratio of lowest basic salary to the UMP varies depending on the operating location, ranging from 0% (where the amount of basic salary is equal to the UMP) to 39.16% higher than the UMP. This reflects our commitment to providing compensation that exceeds existing standards, in line with the workload and contribution of the employees.

Petrosea ensures equal basic salaries between male and female employees with a 1:1 ratio, as well as ensures that there is no discrimination in the provision of facilities and allowances, such as welfare packages, wages, leaves and health and employment insurance. All employees, both staff and non-staff, have the right to receive equal benefits, in accordance with the prevailing laws and regulations.

Long Service Award

Sebagai bentuk apresiasi atas dedikasi dan loyalitas jangka panjang karyawan, Petrosea memberikan *Long Service Award* kepada karyawan yang telah menempuh masa kerja 5, 10, 15, 20, dan 25 tahun.

Long Service Award

As a form of appreciation for the long-term dedication and loyalty of its employees, Petrosea presents Long Service Awards to employees with 5, 10, 15, 20, and 25 years of service.



Penerima Long Service Award Tahun 2024 Long Award Service Recipients in 2024

Tahun Masa Kerja / Year Tenure



Program Pensiun Retirement Program ^[201-3]

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

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

Jaminan Pensiun dan Jaminan Hari Tua

Petrosea mendaftarkan seluruh karyawan dalam program Jaminan Pensiun (JP) dan Jaminan Hari Tua (JHT) yang dikelola oleh BPJS Ketenagakerjaan sebagai bagian dari upaya Perusahaan untuk mendukung kesejahteraan karyawan di masa depan. Program ini memberikan perlindungan finansial yang mencakup jaminan hari tua, serta pengelolaan dana pensiun untuk memastikan karyawan dapat menikmati kehidupan yang lebih sejahtera setelah pensiun.

Pension Protection and Pension Plan

Petrosea registers all employees in the Pension Protection (JP) and Pension Plan (JHT) programs managed by BPJS Ketenagakerjaan as part of its efforts in supporting employee future welfare. This program provides financial protection which covers pension plan and pension fund management to ensure that employees will be able to enjoy a prosperous life after retirement.

Kontribusi Iuran Jaminan Pensiun (JP)

Iuran Jaminan Pensiun terdiri dari kontribusi yang dibayar oleh kedua belah pihak, yaitu:

- Perusahaan memberikan kontribusi sebesar 2% dari gaji karyawan
- Karyawan memberikan kontribusi sebesar 1% dari gaji bulanan mereka.

Pension Protection (JP) Fee Contribution

The Pension Fund Contribution consists of contributions paid by the following two parties:

- The Company contributes 2% of the employee's salary
- The Employee contributes 1% of their monthly salary.

Kontribusi Iuran Jaminan Hari Tua (JHT)

Untuk Jaminan Hari Tua, pembagian kontribusinya adalah sebagai berikut:

- Perusahaan menanggung sebesar 3,7% dari gaji bulanan karyawan
- Karyawan memberikan kontribusi sebesar 2% dari gaji mereka.

Pension Plan (JHT) Fee Contribution

For Pension Plan Contribution, the contributions are divided as follows:

- The Company contributes 3.7% of the employee's salary
- The Employee contributes 2% of their monthly salary.

Total Dana yang Dikelola

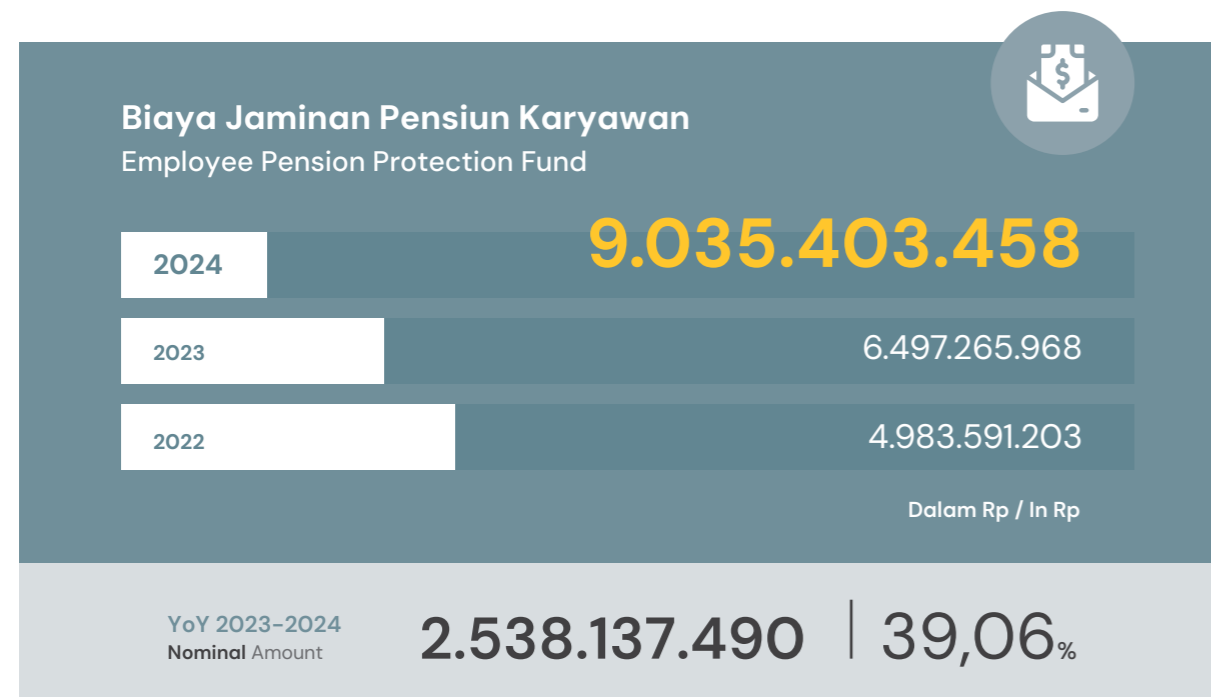
Hingga akhir tahun 2024, total dana yang telah disalurkan untuk program Jaminan Pensiun (JP) dan Jaminan Hari Tua (JHT) mencapai Rp 9.035.403.458. Angka ini mencerminkan komitmen Perusahaan dalam memberikan jaminan kesejahteraan bagi karyawan sepanjang masa kerja dan setelah pensiun.

Dengan program ini, Petrosea terus berupaya memastikan kesejahteraan jangka panjang bagi seluruh karyawan sebagai bentuk apresiasi atas kontribusi mereka terhadap kesuksesan Perusahaan.

Total Managed Funds

As of the end of 2024, the total funds distributed for the Pension Plan (JP) and Pension Fund (JHT) reached Rp 9,035,403,458. This number reflects the Company's commitment to providing welfare to its employees throughout their tenure and after retirement.

Through this program, Petrosea continues its efforts to ensure the long-term welfare for all employees as an appreciation for their contributions to the success of the Company.



Program Masa Persiapan Pensiun ^[404-2]

Program Masa Persiapan Pensiun (MPP) tahun 2024 diselenggarakan di Bali pada tanggal 26-29 Agustus 2024 dengan tema "Retirement is not the end of the road, it is the beginning of the open highway".

Retirement Preparation Program

The Retirement Preparation Program (MPP) in 2024 was held in Bali on 26-29 August 2024 with the theme of "Retirement is not the end of the road, it is the beginning of the open highway".

Kegiatan ini merupakan bentuk dukungan Perusahaan bagi karyawan yang akan memasuki masa pensiun dan bertujuan untuk membantu karyawan mengelola kreativitasnya selama masa pensiun demi memastikan kesejahteraan keluarga mereka. Pada tahun 2024, program MPP dilaksanakan selama empat hari dan diikuti oleh 24 karyawan.

Pelaksanaan MPP didasarkan pada prinsip 4R, yaitu:

This activity is a form of support from the Company for employees who have approached retirement and is aimed at helping them manage their creativity during retirement to ensure the well-being of their families. In 2024, the MPP was conducted for four days and was participated by 24 employees.

The MPP was organized based on the principles of 4R as follows:

- 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.

Melalui pendekatan ini, Perusahaan memastikan bahwa karyawan yang memasuki masa pensiun tidak hanya siap secara finansial, tetapi juga secara mental dan emosional untuk menghadapi transisi tersebut.

Through this approach, Petrosea ensures that employees who are approaching retirement are not only prepared financially, but also mentally and emotionally in facing this transition in life.

Keberagaman, Kesetaraan & Inklusi

Diversity, Equity & Inclusion



Petrosea berupaya untuk menciptakan lingkungan kerja inklusif dengan menghormati keberagaman dan memastikan setiap individu diperlakukan dengan hormat, tanpa membedakan gender, suku, ras, agama, atau latar belakang lainnya. Perusahaan juga menjamin kesetaraan peluang bagi seluruh karyawan serta menentang segala bentuk diskriminasi sesuai dengan Kode Etik Perusahaan.

Komitmen Perusahaan terkait inklusivitas di lingkungan kerja tersampaikan dalam Kebijakan Keberlanjutan yang senantiasa dipromosikan di seluruh level organisasi, mengingat keragaman merupakan faktor penting pendorong inovasi, kreativitas dan keberlanjutan.

Petrosea strives to create an inclusive work environment by respecting diversity and ensuring that every individual is treated with respect, regardless of gender, ethnicity, race, religion, or other backgrounds. The Company also ensures equal opportunities for all employees and condemns any forms of discrimination in accordance with the Company's Code of Conduct.

The Company's commitment towards inclusivity in the workplace is reflected in our Sustainability Policy, which is consistently promoted across all levels of the organization, as diversity is a key driver of innovation, creativity and sustainability.

Kesempatan Bekerja yang Setara ^[406-1]

Equal Employment Opportunity

Petrosea memberikan peluang yang sama dan setara bagi seluruh karyawan, baik pada proses rekrutmen, pengembangan karier, hingga akhir masa kerja karyawan.

Pada 2024, keterwakilan perempuan di level manajemen senior meningkat hingga 11,54% yang mencerminkan upaya Perusahaan dalam menciptakan lingkungan kerja yang inklusif. Di samping itu, sebagai wujud komitmen dalam implementasi praktik keberagaman, kesetaraan dan inklusi, sejak tahun 2023 Petrosea telah menjadi anggota Indonesia Business Coalition for Women Empowerment (IBCWE).

Di tahun 2024, tidak ada laporan insiden diskriminasi yang terjadi di lingkungan Perusahaan, yang menunjukkan keseriusan kami dalam menjaga lingkungan kerja yang bebas dari prasangka dan diskriminasi.

Petrosea provides equal and fair opportunities for all employees, from the recruitment process, career development, until retirement.

In 2024, the representation of female employees in the senior management level increased to 11.54% which reflects the Company's efforts in creating an inclusive working environment. In addition, as a form of our commitment in implementing diversity, equality and inclusion practices, since 2013 Petrosea has become a member of Indonesia Business Coalition for Women Empowerment (IBCWE).

In 2024, there were no incidents of discrimination occurring in the Company, which shows our commitment in maintaining a working environment that is free from prejudice and discrimination.

Informasi lebih lanjut terkait *Code of Conduct* dapat diakses melalui www.petrosea.com

Further information regarding the Code of Conduct is accessible through www.petrosea.com



Hak Cuti & Cuti Melahirkan ^[401-3]

Maternity Leave & Leave Rights

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.

Petrosea 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.

Di samping itu, Petrosea turut memberikan hak cuti lain, seperti cuti keagamaan, cuti sakit, serta cuti haid dan cuti melahirkan bagi karyawan perempuan.

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.

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 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.

Cuti Melahirkan ^[401-3]
Maternity Leave

Uraian Description	2024		2023		2022	
	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	5.022	133	4.080	115	3.214	113
Karyawan yang mengambil cuti melahirkan Employees who took maternity leave	358	20	283	19	246	25
Karyawan yang kembali dari cuti melahirkan Employees returning from maternity leave	358	20	283	19	246	25
Persentase karyawan yang kembali bekerja Percentage of employees returning to work	100,00%		100,00%		99,26%	
Persentase pekerja yang dipertahankan Percentage of employees retained	79,37%		80,79%*		86,25%	

Keterangan / Note:

*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

Keselamatan & Kesehatan Kerja Occupational Health & Safety

Petrosea mematuhi seluruh peraturan dan hukum yang berlaku, termasuk kebijakan Perusahaan terkait Keselamatan & Kesehatan Kerja (K3) dalam rangka meminimalkan risiko sosial akibat kecelakaan kerja.

Dalam mengimplementasikan aspek K3, Petrosea berpedoman pada lima prinsip K3 yang tercantum dalam Peraturan Perusahaan - PTP-HR-POL-G-3002 sebagai berikut:

Petrosea complies with all prevailing laws and regulations, including the Company's policies regarding Occupational Health & Safety (OHS) to minimize social risks due to workplace accidents.

In implementing OHS aspects, Petrosea refers to five principles of OHS as stated in the Company Regulations - PTP-HR-POL-G-3002 as follows:



Prinsip Organisasi
Organizational Principle



Prinsip Prosedur & Sistem Kerja
Procedure & Work System Principle



Prinsip Lingkungan Kerja
Work Environment Principle



Prinsip Peralatan & Perlengkapan Kerja
Work Equipment & Tools Principle



Prinsip Pekerja
Employee Principle

Di tahun 2024, Petrosea berhasil mempertahankan PROPER Daerah (PROPERDA) peringkat HIJAU yang diperoleh dari Pemerintah Provinsi Kalimantan Timur.

In 2024, Petrosea successfully maintained the Regional PROPER (PROPERDA) with GREEN rating received from the East Kalimantan Provincial Government.



Manajemen K3 OHS Management

Dalam mengimplementasikan K3, Petrosea mengacu pada ISO 45001:2018 tentang Sistem Manajemen Keselamatan & Kesehatan Kerja. Di samping itu, Perusahaan telah memiliki sertifikasi Sistem Manajemen Keselamatan & Kesehatan Kerja (SMK3) yang berlaku untuk seluruh (100%) karyawan dan pemangku kepentingan Perusahaan lainnya dengan kategori bendera emas sesuai dengan Peraturan Pemerintah No. 50 tahun 2012.

[403-1][403-8]

Manajemen Risiko K3 [403-1]

Manajemen risiko K3 dilakukan dengan berpedoman pada kebijakan Perusahaan yang telah dirumuskan dengan melibatkan seluruh unit kerja dan Direksi, yaitu:

1. PTP-SHE-POL-G-0001

Kebijakan Keselamatan, Kesehatan Kerja & Lingkungan sebagai pedoman untuk menjalankan K3 dengan mematuhi peraturan, dan peningkatan yang berkelanjutan.

OHS implementation at Petrosea refers to ISO 45001:2018 certification for Occupational Health & Safety Management System. In addition, the Company has also been certified with Occupational Health & Safety Management System (SMK3) which applies for all (100%) employees and other stakeholders with the category of golden flag in accordance with Government Regulations No. 50 of 2012.

[403-1][403-8]

OHS Risk Management

OHS risk management is implemented based on the following Company policy that was prepared by engaging all working units and the Board of Directors:

1. PTP-SHE-POL-G-0001

Environmental Occupational Health & Safety policy as the guideline to perform OHS by adhering to the regulations and sustainable improvements.

2. PTP-SHE-POL-G-0002

Kebijakan Pencegahan dan Penanggulangan HIV/AIDS yang berisi komitmen promosi, pencegahan dan penanggulangan HIV/ AIDS di tempat kerja.

3. PTP-SHE-POL-G-0003

Kebijakan Kesiapan Melaksanakan Pekerjaan yang mencakup komitmen kesiapan bekerja, manajemen kelelahan, sehat dengan bebas alkohol dan narkoba.

4. 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.

2. PTP-SHE-POL-G-0002

HIV/AIDS Prevention and Control Policy, consisting of promotional commitments, HIV/ AIDS prevention and mitigation at workplace.

3. PTP-SHE-POL-G-0003

Fitness for Work Policy, consisting of the commitment to working readiness, fatigue management, health and being free from alcohol and drugs.

4. PTP-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.

Perusahaan juga melakukan evaluasi dan *continuous improvement* terhadap sistem manajemen K3 melalui: [403-2]

1. Melakukan audit secara *self-assessment*, internal maupun eksternal.
2. Melakukan investigasi secara mendalam terhadap insiden yang terjadi untuk memastikan perbaikan demi mencegah terjadinya pengulangan.
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 seluruh unit kerja hingga jajaran Direksi.
5. Melakukan pemantauan terhadap tindakan perbaikan secara berkala yang timbul dari hasil audit dan *SHE Leading Indicator Program*.

The Company also evaluates and continuously improves its OHS management system through the following:

1. Conduct self-assessment audits, both internal and external.
2. Conduct deep-dive investigations regarding incidents to ensure that improvements are made to prevent reoccurrence.
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 all work units to the Board of Directors
5. Periodically monitor corrective actions arising from the audit findings and the 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.

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.

Sebagai upaya dalam mengidentifikasi bahaya dan mengelola risiko, karyawan mempunyai hak untuk:

In an effort to identify hazards and manage risks, employees have the right to:

1. Melaporkan bahaya terhadap kondisi tidak aman melalui mekanisme pelaporan HAZOB (PTP-SHE-PR-G-0007 Hazard Reporting / HAZOBs)
2. Melaporkan perilaku atau tindakan tidak aman melalui mekanisme pelaporan BBS (PTP-SHE-PR-G-0050 Behavior Based Safety / BBS)
3. Menegur maupun ditegur sesuai dengan PTP-SHE-GD-G-0053 Safety is My Right Guideline Bab 3.2 dan slogan "Tegur saya jika tidak aman"
4. Mengajukan tindakan perbaikan yang harus dipenuhi melalui pengawas dan pemimpin Perusahaan (PTP-SHE-GD-G-0053 - Safety is My Right Guideline Bab 3.5)

1. Report hazards arising from unsafe conditions through the HAZOB reporting mechanism (PTP-SHE-PR-G-0007 Hazard Reporting / HAZOBs)
2. Report unsafe actions and unsafe conditions through the BBS reporting mechanism (PTP-SHE-PR-G-0050 Behavior Based Safety / BBS)
3. Warn or be warned in accordance with PTP-SHE-GD-G-0053 Safety is My Right Guideline Chapter 3.2 and the slogan of "Warn me if I'm unsafe"
4. Propose the required corrective actions that must be taken through supervisors and leaders of the Company (PTP-SHE-GD-G-0053 - Safety is My Right Guideline Chapter 3.5)

Jika terdapat karyawan yang berada dalam kondisi atau situasi yang berisiko terjadi kecelakaan atau penyakit akibat kerja, berikut adalah tindakan yang dapat diambil:

If there are employees in a condition or situation at risk of an accident or work-related illness, the following actions can be taken:

1. Segera mengambil tindakan (termasuk menghentikan pekerjaan dan mengingatkan orang lain) dan/atau melaporkan kepada pengawas tentang segala risiko, aktivitas, dan/atau keadaan yang dapat menimbulkan bahaya yang mengancam atau merugikan bagi orang, peralatan, mesin, bangunan dan lain-lainnya (Peraturan Perusahaan Pasal 35.4 poin d).

1. Take immediate action (including stopping work and warn other workers) and/or report to supervisors concerning any risk, activity, and/or condition that could pose a threat or harm to people, equipment, machinery, buildings and others (Company Regulations Article 35.4 point d).

2. Berhenti dan menghentikan proses kerja jika tidak aman sesuai dengan Peraturan Perusahaan Pasal 35.5. point b dan PTP-SHE-GD-G-0053 - Safety is My Right Guideline Bab 3.2. [403-2]

2. Stop and terminate the work process if it is not safe in accordance with Company Regulations Article 35.5 point b and PTP-SHE-GD-G-0053 - Safety is My Right Guideline Chapter 3.2. [403-2]

Praktik Keselamatan

Petrosea mewajibkan seluruh karyawan untuk mematuhi prosedur, standar dan Peraturan Perusahaan terkait K3, termasuk peraturan perundang-undangan terkait K3 yang berlaku. Karyawan juga telah memahami bahwa keselamatan adalah hak asasi manusia, sehingga setiap karyawan berhak memberikan masukan dan terlibat aktif dalam proses pelaporan jika terdapat penerapan prosedur K3 yang tidak sesuai.

Safety Practices

Petrosea requires all employees to comply with procedures, standards and Company Regulations related to OHS, including prevailing laws and regulations regarding OHS. Employees also understand that safety is a human right, therefore each employee has the right to provide input and be actively involved in the reporting process of any non-compliance with OHS procedures.



Proyek KJA, Petrosea Support Facilities, proyek Levee Stockpile, POSB Sorong dan kantor pusat telah memperoleh sertifikasi ISO 45001: 2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja. The KJA project, Petrosea Support Facilities, Levee Stockpile project, POSB Sorong and the head office have obtained ISO 45001:2018 certification regarding Occupational Health & Safety Management System.

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

Pelibatan karyawan dalam penerapan K3 dilaksanakan melalui kegiatan pelatihan untuk meningkatkan kompetensi, termasuk perolehan sertifikasi dan/atau lisensi bagi karyawan Petrosea. Sepanjang tahun 2024, Petrosea menyelenggarakan 1.816 pelatihan terkait K3 di antaranya tentang pelatihan yang bersifat wajib (*mandatory*), izin/lisensi untuk bekerja (*permit/license to work*), persyaratan legal (*statutory*), serta pelatihan teknis lainnya yang diikuti oleh 18.019 peserta.

Employee engagement in OHS implementation is carried out through training programs for competency development, including certification and/or licensing for the Petrosea employees. Throughout 2024, Petrosea carried out 1,816 OHS-related training, including mandatory training, permit/license to work training, statutory training, as well as other technical training which was participated by 18,019 participants.

Sertifikasi K3 OHS Certifications

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 RI 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 Kesehatan & Keselamatan Kerja ISO 45001:2018 for Occupational Health & Safety Management System	Lloyd's Register	Desember 2026 December 2026



Penghargaan K3 dari Kementerian Republik Indonesia Tahun 2024 OHS Awards from the Ministry of Republic of Indonesia in 2024

- Program Pencegahan & Penanggulangan HIV/AIDS
HIV/AIDS Prevention & Control Program
- Pencapaian Nihil Kecelakaan Kerja
Zero Accident
- Penghargaan ADITAMA dan UTAMA
ADITAMA and UTAMA Awards
- Program Pencegahan & Penanggulangan HIV/AIDS
HIV/AIDS Prevention & Countermeasure
- Pencapaian Nihil Kecelakaan Kerja
Zero Accident Program

Kinerja K3 OHS Performance [403-9]

Komitmen dalam Merealisasikan 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. Perusahaan telah mengidentifikasi pekerjaan berisiko tinggi, seperti aktivitas di area rawan longsor, ketinggian, serta yang melibatkan energi atau tegangan tinggi. Sebagai langkah pencegahan, Petrosea menerapkan sistem perizinan, pengawasan, serta prosedur kerja secara ketat.

Commitment to Realizing Target Zero

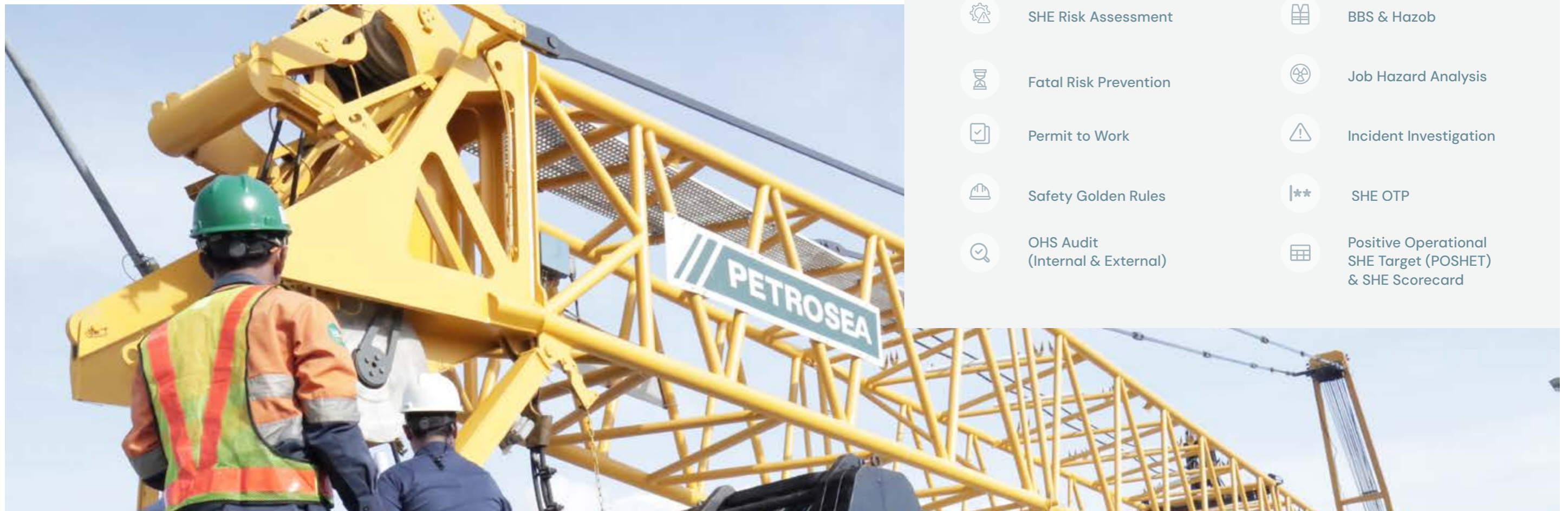
The commitment to achieve Target Zero is continuously implemented by carrying out thorough investigations, in depth risk control and comprehensive recommendations. The Company has identified high-risk jobs, including activities in areas prone to landslides, working at height, and work that involves energy or high voltage. As a preventive measure, Petrosea implements strict licensing systems, monitoring and work procedures.











Sampai dengan akhir tahun 2024, Petrosea tidak mencatatkan adanya kasus penyakit akibat kerja serta tidak terdapat insiden kecelakaan kerja fatal di seluruh wilayah operasional Perusahaan.

Petrosea memiliki 10 prosedur internal untuk mengidentifikasi dan mengendalikan bahaya risiko insiden kecelakaan kerja, yaitu:

Until the end of 2024, Petrosea recorded no cases of occupational diseases and no incidents of fatal work accidents in all of the Company's operational areas.

Petrosea has established 10 internal procedures to identify and control workplace incident risks as follows:



-  SHE Risk Assessment
-  Fatal Risk Prevention
-  Permit to Work
-  Safety Golden Rules
-  OHS Audit (Internal & External)
-  BBS & Hazob
-  Job Hazard Analysis
-  Incident Investigation
-  SHE OTP
-  Positive Operational SHE Target (POSHET) & SHE Scorecard



Total Jam Kerja Nihil Kecelakaan Kerja
Total Manhours LTI Free



Insiden Kecelakaan Kerja
Workplace Accidents

Kategori Category	2024	2023	2022
First Aid Injury	34	5	6
Medical Treatment Injury	11	3	1
Restricted Duties Injury	1	1	0
Lost Time Injury	1	2	1
Fatality	0	0	0
Injury Frequency Rate	1,96	0,55	0,66
LTI Severity Rate	0,33	1,16	1,74

SHEPRO

Petrosea terus mengoptimalkan pemanfaatan teknologi digital SHEPRO, yaitu platform digital untuk pengelolaan SHE, guna meningkatkan kualitas pelaporan dan analisis keselamatan, kesehatan, dan lingkungan.

SHEPRO juga mendukung pengambilan keputusan yang lebih baik dalam manajemen K3, sehingga berkontribusi terhadap pencapaian *Target Zero* di seluruh wilayah operasional Perusahaan.

SHEPRO

The Company continuously optimizes digital technology utilization of SHEPRO, a digital platform for SHE management, aiming to improve reporting quality as well as safety, health, and environment analysis.


SHEPRO also supports an improved decision making process for OHS management, therefore contributing towards the achievement of Target Zero across all operational areas of the Company.


Fasilitas & Program K3


OHS Facilities & Programs [403-3, 403-4, 403-6]


Petrosea memiliki fasilitas pendukung K3 berikut:

Petrosea has established the following OHS supporting facilities:

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

 Fasilitas kerja dan lingkungan yang layak berupa ruang atau area kerja yang aman dan nyaman
Proper working environment & facilities, including safe and comfortable workspaces

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

 Fasilitas pelayanan kesehatan berupa ruang pertolongan pertama maupun klinik
Healthcare facilities, including first aid rooms and clinics

Petrosea juga senantiasa menjalankan empat program terkait kesehatan kerja berikut ini:

Petrosea also carries out the following four health-related programs:

- 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



Petrosea memprioritaskan pelayanan yang unggul dengan menerapkan kebijakan perlindungan pelanggan yang sesuai dengan standar yang ditetapkan oleh ISO 9001:2015 terkait Sistem Manajemen Mutu, ISO 14001:2015 terkait Sistem Manajemen Lingkungan, ISO 45001:2018 terkait Sistem Manajemen Keselamatan & Kesehatan Kerja, serta SMK3 di seluruh lokasi operasional Perusahaan.

Selain itu, Petrosea juga senantiasa memberikan layanan yang setara dan melakukan evaluasi keamanan secara berkala.

Petrosea prioritizes service excellence by implementing a customer protection policy based on procedures and standards 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 areas.

Furthermore, Petrosea also always provides equal services and carries out safety evaluations regularly.

Survei Kepuasan Pelanggan Customer Satisfaction Survey



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

Survei di lini bisnis Kontrak Pertambangan dilakukan untuk menilai kinerja proyek Kideco Jaya Agung, Cristian Eka Pratama, Kedap Sayaaq, dan Indo Bara Pratama. Hasil survei tahun 2024 menunjukkan nilai rata-rata 4,51 pada skala maksimal lima, yang mengindikasikan bahwa layanan yang diberikan oleh Perusahaan telah 'melebihi harapan' para pelanggan.

Survei di lini bisnis EPC dilaksanakan untuk menilai kinerja proyek Wanagon Construction Services, Construction Services at Port Site (Corrosion Remediation), Levee Construction and Stockpile, EPC Processing Plant Infrastructure for Awak

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

The survey in the Contract Mining business line was performed to assess the performances of the Kideco Jaya Agung, Cristian Eka Pratama, Kedap Sayaaq and Indo Bara Pratama projects. The 2024 survey results showed an average score of 4.51 out of 5.0, indicating that the services provided by the Company have "exceeded the expectations" of the customers.

The survey in the EPC business line was performed to assess the performances of Wanagon Construction Services, Construction Services at Port Site (Corrosion Remediation), Levee Construction and Stockpile, EPC Processing Plant

Mas Gold Project, serta Construction & Project Management Works for the Awak Mas Gold Project. Hasil survei tahun 2024 menunjukkan nilai rata-rata 3,48 pada skala maksimal lima, yang mengindikasikan bahwa layanan yang diberikan oleh Perusahaan telah 'sesuai harapan' pelanggan. Sedangkan survei yang dilakukan di lini bisnis Jasa Logistik & Pendukung Kegiatan Minyak & Gas Bumi bertujuan untuk mengevaluasi kinerja jasa untuk klien yang menggunakan jasa di POSB Sorong, yaitu BP, CSTS, Halliburton Baroid BSS-DSCRI, Baroid-Halliburton Indonesia LMP, Schlumberger Welltesting, Weatherford, BAKER Hughes, dan Vallaris.

Hasil survei tahun 2024 menunjukkan nilai rata-rata 4,37 pada skala maksimal lima, yang mengindikasikan bahwa layanan yang diberikan oleh Perusahaan telah 'melebihi harapan' para pelanggan.

Selain itu, hasil survei juga menunjukkan bahwa tidak terdapat produk atau layanan yang ditarik kembali sepanjang tahun 2024.

Infrastructure for Awak Mas Gold Project, as well as Construction and Project Management Works for Awak Mas Gold Project projects. The 2024 survey results showed an average score of 3.48 out of 5.0, indicating that the services provided by the Company have "met the expectations" of the customers. Meanwhile, the survey in the Logistics & Support Services for Oil and Gas business line was performed to assess the performance of services provided to clients at POSB Sorong, namely BP, CSTS, Halliburton Baroid BSS-DSCRI, Baroid-Halliburton Indonesia LMP, Schlumberger Welltesting, Weatherford, BAKER Hughes and Vallaris.

The 2024 survey results showed an average score of 4.37 out of 5.0, indicating that the services provided by the Company have "exceeded the expectations" of the customers.

Furthermore, the results of the survey also showed that no products or services were recalled throughout 2024.

Layanan Pengaduan Pelanggan Customer Grievance Mechanism

Pelanggan dapat menyampaikan pengaduan atas layanan yang diberikan melalui ketiga lini bisnis Perusahaan. 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 2024, Petrosea tidak menerima pengaduan yang bersifat signifikan terhadap seluruh layanan yang diberikan.

Customers can lodge complaints related to services provided through the Company's three 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 2024, Petrosea did not receive any substantial complaints related to all services that were provided.

Kontribusi Bagi Masyarakat Contributing to the Community

Petrosea senantiasa melaksanakan berbagai kegiatan pemberdayaan masyarakat sebagai bagian dari komitmen terhadap *Corporate Social Responsibility (CSR)*. Program CSR dilaksanakan dengan mengacu pada Kebijakan Pembinaan Hubungan dengan Masyarakat (*Community Engagement Policy*) yang telah disahkan dan diperbaharui pada bulan September 2024.

Kebijakan *Community Engagement Policy* Perusahaan berisi empat komitmen yang harus dipenuhi dalam menentukan program-program CSR Perusahaan:

1. Senantiasa menjalankan kegiatan bisnis dengan standar kepatuhan tinggi terhadap regulasi tingkat nasional dan standar internasional terkait kinerja sosial.
2. Memahami, mempertimbangkan dan menghargai adat istiadat, kebudayaan dan kepercayaan di setiap wilayah operasional, serta menghormati hak asasi manusia sesuai dengan perundang-undangan dan peraturan yang berlaku.
3. Secara aktif berkomunikasi, berkonsultasi dan melibatkan pemangku kepentingan, termasuk masyarakat dan pemerintah khususnya terkait hal-hal yang berkenaan dengan kegiatan operasional kami dan kehidupan mereka.
4. Memastikan setiap keluhan ditangani secara bertanggung jawab, terbuka dan melalui proses yang konsultatif kepada pemangku kepentingan terkait untuk mencapai solusi bersama.

Petrosea continues to conduct various community empowerment programs as a part of its commitment towards Corporate Social Responsibility (CSR). CSR programs are carried out in accordance with Community Engagement Policy, that has been ratified and updated in September 2024.

The Company's Community Engagement Policy contains four commitments to need to be fulfilled in determining the Company's CSR programs:

1. Conducting business activities with a high standard of compliance in accordance with national regulations and relevant international standards regarding social performance.
2. Understanding, considering and respecting human rights, local customs, culture, and beliefs at each operational area, while respecting human rights in accordance with applicable laws and regulations.
3. Actively communicating, consulting and involving stakeholders, including the community and government, particularly on matters relevant to our operational activities and their well-being.
4. Managing and resolving community grievances through a consultative process with relevant stakeholders in order to reach collective solutions.

Pelaksanaan Kegiatan CSR Implementing CSR Activities

Kami memiliki usaha-usaha untuk melaksanakan tanggung jawab sosial Perusahaan yang diwujudkan dengan merancang dan mengimplementasikan berbagai program pengembangan dan pemberdayaan masyarakat, karyawan dan lingkungan dengan menerapkan prinsip-prinsip sebagai berikut:

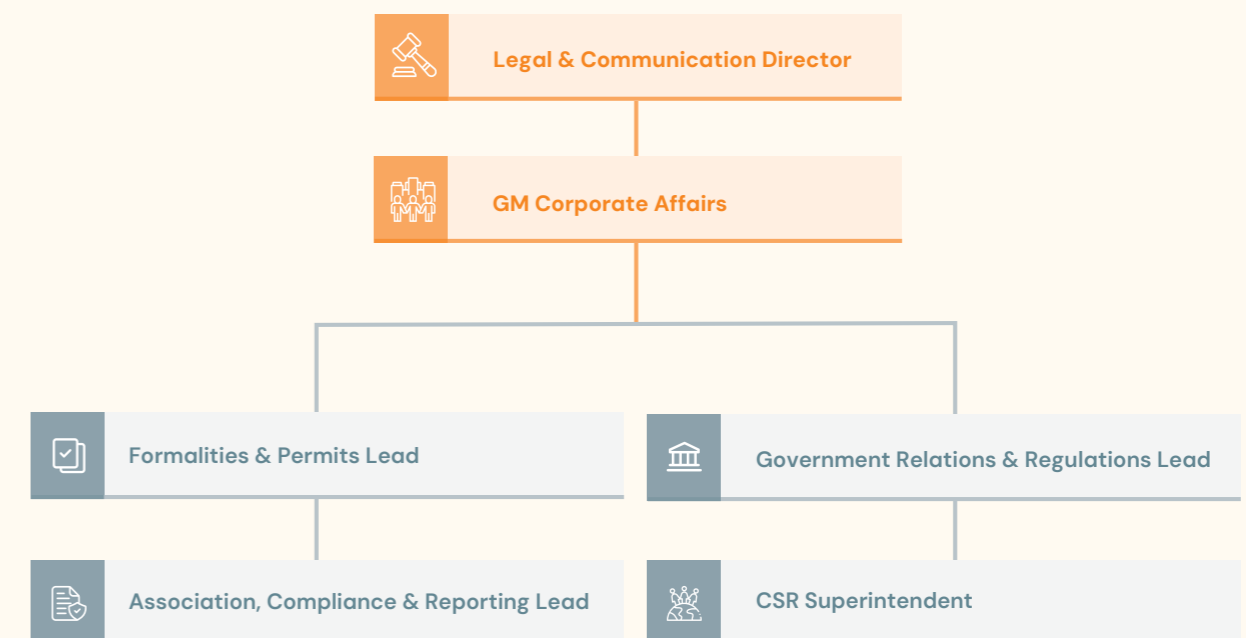
1. Tanggung Jawab Pribadi
2. Akuntabilitas
3. Manajemen Resiko
4. Budaya Belajar
5. Satu Pendekatan Konsisten

Program CSR dilaksanakan sesuai dengan tanggung jawab dan kewenangan masing-masing fungsi dalam struktur organisasi Perusahaan:

The efforts and initiatives of Corporate Social Responsibility are articulated in designing and implementing various development and empowerment programs for the community, employee, and environment, applying the following principles:

1. Personal Responsibility
2. Accountability
3. Risk Management
4. Learning Culture
5. One Consistent Approach

The CSR program is implemented in accordance with the responsibilities and authorities of each function in the Company's organizational structure:



Implementasi Kegiatan CSR

Sepanjang tahun 2024, Petrosea melaksanakan berbagai program CSR yang berfokus pada empat pilar, yaitu Pendidikan, Kesehatan, Pemberdayaan Ekonomi dan Lingkungan dengan mengedepankan aspek ESG sebagai upaya dalam mendukung pencapaian SDGs.



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| <ol style="list-style-type: none"> 1. Pendidikan inklusif untuk masyarakat asli Papua, yaitu Suku Kokoda di Kampung Sagu, Kelurahan Klabinain, Sorong 2. Peningkatan kapasitas tenaga pendidik (Guru) SMP di sekitar Timika untuk meningkatkan metode pembelajaran Kurikulum Merdeka | <ol style="list-style-type: none"> 1. Inclusive education for the indigenous Papuan Kokoda Tribe at Sagu Village, Klabinain Sub-district, Sorong 2. Teacher's capacity enhancement program for junior high school around the Timika area to improve the Merdeka Curriculum learning method |
|--|--|



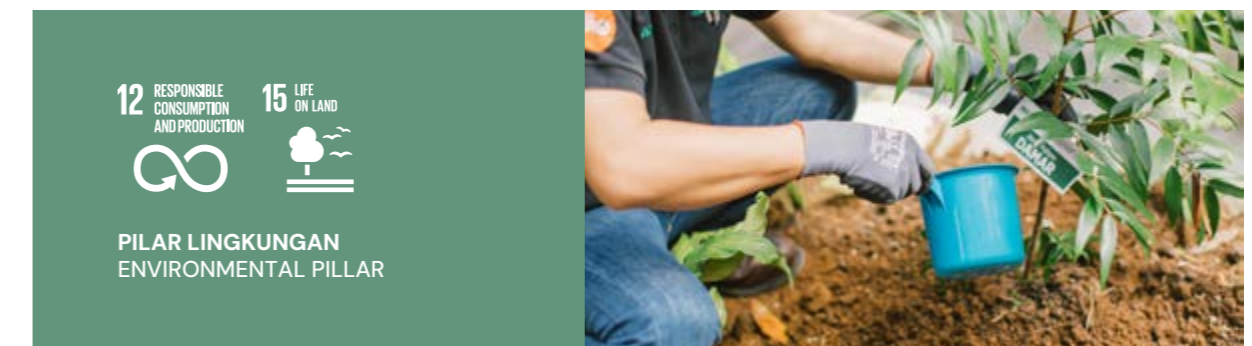
- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Program untuk mengurangi <i>stunting</i> dengan model intervensi 100 hari pemberian makanan bergizi di sekitar POSB Sorong 2. Peningkatan status kesehatan siswa SMP penderita anemia di SMP 16 Kariangau, Balikpapan | <ol style="list-style-type: none"> 1. Stunting prevention program with an intervention model of nutritious meal provision for 100 days around POSB Sorong 2. Health improvement for anemic junior high school students at SMP 16 Kariangau, Balikpapan |
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Implementation of CSR Activities

Throughout 2024, Petrosea implemented various CSR programs that focus on the four pillars of Education, Health, Economic Empowerment and Environment while prioritizing ESG aspects in an effort to support the achievement of SDGs.



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|---|---|
| <ol style="list-style-type: none"> 1. Pengembangan sistem pertanian terpadu (<i>integrated farming system</i>) dengan Kelompok Wanita Tani di Desa Kariangau. 2. Program pengembangan usaha budidaya ikan nila di Kelurahan Kariangau | <ol style="list-style-type: none"> 1. Development of an integrated farming system with the Women's Farmer Group at Kariangau Village 2. The tilapia farming development program at Kariangau Sub-district |
|---|---|



- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Pengembangan konservasi ekosistem <i>mangrove</i> di sekitar area operasional POSB Sorong dan PSF Balikpapan 2. Program pengelolaan sampah berbasis masyarakat melalui Bank Sampah | <ol style="list-style-type: none"> 1. Development of the mangrove ecosystem conservation around the operational areas of POSB Sorong and PSF Balikpapan 2. Community-based waste management program through a Waste Bank |
|--|--|

Biaya CSR CSR Cost

Sepanjang tahun 2024, Petrosea telah melaksanakan 34 program dan kegiatan CSR yang tersebar di seluruh wilayah operasional Perusahaan. Untuk mendukung seluruh program dan kegiatan tersebut, Petrosea mengalokasikan anggaran sebesar Rp 4.093.325.510 dengan realisasi yang mencapai Rp 1.967.424.082, atau 48,06% dari dana yang telah dianggarkan.

Throughout 2024, Petrosea implemented 34 CSR programs and activities across all Company operating areas. To support these programs and activities, Petrosea allocated a budget of Rp 4,093,325,510 with its realization reaching Rp 1,967,424,082, or 48.06% of the allocated budget.

Hak Masyarakat Adat Rights of the Indigenous People

Petrosea menghormati dan turut mendukung pelestarian budaya di sekitar wilayah operasional Perusahaan sebagai bentuk penghormatan terhadap masyarakat adat. Sepanjang tahun 2024, dukungan tersebut diberikan melalui pelestarian budaya masyarakat adat. Selain itu, sampai dengan akhir tahun 2024, tidak terdapat pelaporan terkait pelanggaran hak-hak masyarakat adat oleh Perusahaan.

Petrosea respects and supports cultural preservation around the Company's operational areas as a form of respect towards the indigenous communities. Throughout 2024, this support was realized through indigenous culture preservation. In addition, as of the end of 2024, there were no reports regarding violations of the rights of indigenous people by the Company.

Penerima Manfaat CSR 2024 CSR Beneficiaries in 2024

Petrosea secara internal melaksanakan pemantauan dan evaluasi *social impact assessment* secara berkala setiap enam bulan. Seluruh (34) program CSR yang dilaksanakan Perusahaan disusun dengan berlandaskan pada laporan *social impact assessment*. Selain itu, sejak tahun 2023, program CSR Petrosea telah diukur menggunakan metode *Social Return on Investment* (SROI). Pada tahun 2024, nilai SROI secara keseluruhan mencapai 1,31, yang artinya Rp 1 investasi program menghasilkan kemanfaatan sebesar 1,31 kali lipat kebermanfaatannya.

Petrosea conducts an internal social impact assessment monitoring and evaluation regularly every six months. All (34) CSR programs implemented by the Company were developed based on the social impact assessment reports. In addition, since 2023, the Company's CSR programs have been assessed using the Social Return on Investment (SROI) method. In 2024, the total SROI score reached 1.31, which means that every Rp1 of investment for the program generated 1.31 times more benefits.

Pelaksanaan program CSR berhasil meningkatkan kesejahteraan masyarakat sekitar, serta menjaga hubungan harmonis antara Perusahaan dan pemangku kepentingan lokal. Pengukuran *Social License to Operate Index* (SLOI) tahun 2024 menunjukkan peningkatan dari 68,00 menjadi 71,6 yang mencerminkan penerimaan masyarakat terhadap Perusahaan berada pada tingkat *approval*. Selain itu, tingkat kepuasan masyarakat terhadap pelaksanaan program CSR yang diukur melalui Indeks Kepuasan Masyarakat (IKM) juga mengalami kenaikan dari 3,2 menjadi 3,24, menunjukkan peningkatan kepuasan masyarakat penerima manfaat program CSR.

The implementation of CSR programs has successfully improved the welfare of surrounding communities and maintained harmonious relationships between the Company and local stakeholders. The Social License to Operate Index (SLOI) assessment in 2024 showed an increase from 68.00 to 71.6, indicating an improved community acceptance for the Company to the approval level. Furthermore, the community satisfaction index for CSR program implementation, which was assessed through Community Satisfaction Index (IKM), showed an increase from 3.2 to 3.24, indicating an improved satisfaction of CSR beneficiaries within communities.





Corporate Social Enterprise

PT Kinarya Bangun Sesama (Kinarya) merupakan *corporate social enterprise* milik Petrosea yang melaksanakan kegiatan usahanya untuk kepentingan sosial dan lingkungan di Indonesia sejak tahun 2021. Kinarya bertujuan untuk membantu mengatasi permasalahan sosial dengan menciptakan dampak positif, meningkatkan kesejahteraan masyarakat, serta bertanggung jawab dalam melindungi dan memulihkan ekosistem lingkungan.

Sepanjang tahun 2024, Kinarya meneruskan implementasi beberapa program dari tahun sebelumnya.

Coffee Production Center

Program yang diluncurkan tahun 2022 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.

PT Kinarya Bangun Sesama (Kinarya) is a corporate social enterprise owned by Petrosea which carries out its business activities for social and environmental interests in Indonesia since 2021. The purpose of Kinarya is to help overcome social problems by creating positive impacts, improving community welfare, as well as taking responsibility for protecting and restoring environmental ecosystems.

Throughout 2024, Kinarya continued the implementation of several programs from the previous years.

Coffee Production Center

This program which was launched in 2022 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.

Program ini telah meningkatkan kualitas biji kopi dan pendapatan petani di Desa Tibussan, Kecamatan Latimojong dengan memberikan harga yang adil serta akses ke pasar yang lebih luas.

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.

Sejak 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.

This program has improved the quality of coffee beans as well as the revenue of the farmers in Tibussan Village, Latimojong by providing a fair price and wider access to the market.

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.

Since 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.



Menciptakan Nilai Tambah Melalui Kepemilikan Tambang Creating Added Value Through Mine Ownership

Pada tahun 2023, Petrosea mengakuisisi PT Kemilau Mulia Sakti, pemilik 99% saham PT Cristian Eka Pratama (CEP), perusahaan yang beroperasi di bidang penambangan batubara 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 dimulainya kegiatan operasional tambang, Perusahaan menyelenggarakan upacara adat Dayak Bahau sebagai penghormatan terhadap adat istiadat masyarakat setempat, serta melakukan sosialisasi kepada masyarakat setempat untuk mengurangi potensi risiko sosial yang dapat muncul.

Untuk menciptakan lingkungan kerja yang layak dan aman, Perusahaan membangun beberapa

In 2023, Petrosea acquired PT Kemilau Mulia Sakti, which owns 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.

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, while also carrying out socialization activities to local communities to minimize the social risks that may arise.

To create a decent and safe workplace, the Company built several supporting facilities, such

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 tambang CEP berdampak positif bagi masyarakat sekitar dengan membuka lapangan kerja, di mana 50% karyawan dan 20% pemasok berasal dari penduduk lokal.

Sepanjang tahun 2024, CEP juga melaksanakan berbagai program pemberdayaan masyarakat, di antaranya program beasiswa berkelanjutan, perbaikan sarana pendidikan untuk SD dan SMP, pemeriksaan dan pengobatan Gratis untuk masyarakat, pemeriksaan dan sosialisasi bahaya narkoba bagi karyawan dan masyarakat, pembinaan kelompok pembudidaya ikan, pembinaan kelompok perkebunan, gerakan bersama penanaman pohon, pembinaan forum komunikasi masyarakat, perbaikan jalan utama masyarakat, serta program elektrifikasi untuk daerah yang belum mendapatkan akses listrik.

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.

CEP's mining operations have delivered positive impacts on the surrounding community by creating job opportunities, in which 50% employees and 20% of suppliers are from the local communities.

Through 2024, CEP also implemented various community empowerment programs, including a sustainable scholarship program, education facility improvement for elementary schools and junior high schools, free medical check-ups and treatments for the community, inspection and socialization of the dangers of drugs for employees and the community, fish farmer empowerment, development of farmer groups, joint tree planting programs, empowerment of a community communication forum, main road repair, as well as an electrification program for villages without access to electricity.



04

Tata Kelola Keberlanjutan Sustainable Governance

Petrosea secara konsisten mengedepankan tata kelola perusahaan yang baik (GCG) sebagai tulang punggung Perusahaan dalam menjaga dan meningkatkan kepercayaan pemegang saham, investor, mitra usaha, masyarakat sekitar, serta seluruh pemangku kepentingan lainnya.

Petrosea consistently prioritizes good corporate governance (GCG) as the backbone in maintaining and increasing the trust of its shareholders, investors, business partners, surrounding communities, as well as all other stakeholders.



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

Pemantauan, peninjauan, dan evaluasi terkait penerapan keberlanjutan di lingkungan Perusahaan merupakan tanggung jawab Komite Keberlanjutan yang berada di bawah Dewan Komisaris. Komite Keberlanjutan beranggotakan tiga orang, yaitu seorang Komisaris sebagai ketua komite bersama dengan dua profesional sebagai anggota lainnya. Komite Keberlanjutan mengadakan dua kali pertemuan dalam satu tahun untuk melakukan evaluasi dan memberikan rekomendasi kepada manajemen Petrosea terkait rencana, risiko, inisiatif, dan kinerja aspek ESG pada setiap proyek dan/atau investasi. Ketua komite memastikan seluruh keputusan yang ditetapkan oleh manajemen Perusahaan telah sesuai dengan kepentingan jangka panjang Petrosea.

The monitoring, review, and evaluation of sustainability implementation within the Company is the responsibility of the Sustainability Committee that reports to the Board of Commissioners. The Committee consists of three members, i.e. a Commissioner acting as the head of the committee and two professionals as its members. The Sustainability Committee meets twice in a year to evaluate and provide recommendations to the management of the Company concerning the risks, initiatives, and performance of ESG aspects in each project and/or investment. The Head of the Committee ensures that the decisions taken by the management of the Company are in line with the long-term interests of the Company.

Implementasi strategi keberlanjutan dan *sustainability framework* Petrosea merupakan tanggung jawab departemen ESG yang melapor langsung kepada Direktur Legal & Communications. Departemen ESG bekerja sama dengan Satuan Tugas ESG di masing-masing wilayah operasional Perusahaan. Departemen ESG dan Satuan Tugas ESG bertanggung jawab untuk mengimplementasikan kerangka dan tujuan strategi keberlanjutan. Selain itu, Departemen ESG dan Satuan Tugas ESG juga mengembangkan dan mengelola program dan inisiatif keberlanjutan, serta melibatkan pemangku kepentingan internal dan eksternal dalam penerapan program-program keberlanjutan.

The implementation of Petrosea's sustainability strategy and sustainability framework is the responsibility of the ESG department that directly reports to the Legal & Communications Director. The ESG department cooperates with the ESG Task Force at each operational area of the Company. The ESG Department and ESG Task Force are responsible for implementing the sustainability framework and strategic goals. In addition, the ESG Department and ESG Task Force also develop and manage sustainability-related programs and initiatives, as well as engage with both internal and external stakeholders in implementing sustainability programs.

Satuan Tugas ESG juga memantau kemajuan dan melaporkan kinerja keberlanjutan, serta program dan inisiatif ESG kepada Komite Pengarah ESG. Selain itu, Satuan Tugas ESG ini bekerja di seluruh elemen organisasi untuk memastikan akuntabilitas dan kepatuhan terhadap keberlanjutan, serta peraturan dan standar terkait ESG.

The ESG Task Force also monitors the progress and reports the sustainability performance, as well as ESG programs and initiatives to the ESG Directing Committee. Furthermore, the ESG Task Force works across all elements of the organization to ensure accountability and compliance with sustainability and ESG-related regulations and standards.



Sertifikasi ISO 37001:2016

Petrosea secara konsisten mempertahankan sertifikasi ISO 37001:2016. ISO tersebut adalah standar internasional yang menetapkan persyaratan dan pedoman untuk membangun, menerapkan, memelihara, serta meningkatkan Sistem Manajemen Anti Penyuapan (SMAP).

Petrosea consistently upholds its ISO 37001:2016 certification. This international standard establishes requirements and guidelines for developing, implementing, maintaining, and continuously improving an Anti-Bribery Management System (ABMS).



Peraturan, Kebijakan dan Piagam

Sebagai perusahaan terbuka, Petrosea memiliki GCG infrastruktur yang terdiri dari 20 peraturan, kebijakan dan piagam guna mematuhi peraturan perundang-undangan yang berlaku, termasuk di bidang pasar modal.

As a publicly listed company, Petrosea has established a GCG infrastructure which consists of 20 policies, regulations and charters to comply with prevailing laws and regulations, including in the capital market sector.



Whistleblowing System

12 laporan pengaduan masuk dan telah ditindaklanjuti sesuai dengan ketentuan yang berlaku.

12 reports were received and have been followed up in accordance with the prevailing regulations.

Struktur Tata Kelola Perusahaan Corporate Governance Structure

Organ tata kelola tertinggi yang bertanggung jawab mengelola dan memantau penerapan praktik keberlanjutan di Perusahaan adalah Direksi yang dipimpin oleh Presiden Direktur dibawah pengawasan Dewan Komisaris. Dewan Komisaris bersama dengan komite-komite di bawahnya melakukan pengawasan untuk memastikan bahwa penerapan praktik-praktik keberlanjutan, seperti strategi keberlanjutan, tata kelola perusahaan yang baik, etika bisnis, manajemen risiko investasi & proyek, serta nominasi & remunerasi dapat terlaksana secara optimal.

The highest governance body that is responsible for managing and monitoring the implementation of sustainability practices in the Company is the Board of Directors, led by the President Director under the supervision of the Board of Commissioners. The Board of Commissioners together with its committees, carries out its supervisory function to ensure the optimal implementation of sustainability practices, including sustainability strategies, good corporate governance, business ethics, investment & project risk management, as well as nomination and remuneration .



Pada tahun 2024, anggota Direksi Perusahaan yang membawahi departemen ESG mengikuti pelatihan terkait keberlanjutan yang memuat berbagai topik, di antaranya pemilihan topik material dalam penerapan keberlanjutan.

In 2024, a member of the Company's Board of Directors who oversees the ESG department participated in sustainability-related training which covered various topics, including the determination of topic materials in implementing sustainability.

Struktur dan komposisi tata kelola Perusahaan secara lebih lengkap, termasuk kebijakan serta proses nominasi dan remunerasi Dewan Komisaris dan Direksi, benturan kepentingan, evaluasi kinerja Dewan Komisaris dan Direksi, serta rasio total kompensasi tahunan dapat dilihat pada Laporan Tahunan 2024. [2-9, 2-10, 2-11, 2-15, 2-17, 2-18, 2-19, 2-20, 2-21]

The structure and composition of the Corporate governance, including the nomination as well as remuneration policies and processes of the Board of Commissioners and Board of Directors, conflicts of interest, performance assessment of the Board of Commissioners and Board of Directors, as well as the total annual compensation ratio are presented in the 2024 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 terkait keberlanjutan merupakan bagian integral dari penerapan keberlanjutan. Tantangan yang dihadapi oleh Perusahaan meliputi akses ke dukungan pendanaan, adopsi teknologi untuk meningkatkan kinerja operasional dan finansial, serta pemahaman dan kesadaran karyawan, klien, dan mitra usaha terkait praktik keberlanjutan.

Di sisi lain, Perusahaan memiliki beberapa peluang terkait penerapan keberlanjutan, diantaranya peluang untuk mendukung para klien dan mitra usaha di rantai pasok untuk menerapkan keberlanjutan, khususnya bagi mereka yang telah memiliki aspirasi maupun target terkait keberlanjutan.

Seluruh tantangan yang dihadapi oleh Perusahaan dikelola dengan meningkatkan pemahaman dan kesadaran terhadap keberlanjutan, baik pemangku kepentingan internal maupun eksternal Perusahaan. Di sisi internal, Petrosea terus meningkatkan kemampuan sumber daya manusia yang dimiliki. Sedangkan di sisi eksternal, Perusahaan terus memperkuat komunikasi dan kolaborasi dengan berbagai pihak terkait, diantaranya masyarakat sekitar. Di samping itu, Petrosea juga memanfaatkan teknologi terkini melalui Minerva Digital Platform untuk meningkatkan kinerja terkait ESG.

Challenges and opportunities related to sustainability are integral parts of sustainability implementation. The challenges faced by the Company include access to financial support, technology adoption to enhance operational and financial performance, as well as the understanding and awareness of employees, clients and business partners regarding sustainability practices.

On the other hand, the Company has various opportunities in sustainability implementation, including opportunities to support clients and business partners across the supply chain in implementing sustainability, particularly those that have aspirations and targets related to sustainability.

All challenges faced by the Company are managed by increasing the understanding and awareness of sustainability, both for the Company's internal and external stakeholders. Internally, Petrosea continues to improve its human capital competencies. Meanwhile externally, the Company continues to improve collaboration and communication with various relevant parties, including surrounding communities. In addition, Petrosea also leverages the latest technologies through its Minerva Digital Platform to increase its performance related to ESG.

Pengelolaan Risiko ESG

ESG Risk Management

Manajemen risiko ESG Petrosea dilakukan dengan menerapkan pendekatan yakni:

The Company implements ESG Risk Management through 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 conducted systematically.



Penanganan Risiko – Melibatkan pemilihan metode penanganan dan penerapannya diantaranya yaitu: menerima, menghindari, mengurangi, atau membagi / memindahkan risiko-risiko terkait dengan ESG.

Risk Treatment – Involves selecting and implementing methods to address risks, including accept, avoid, reduce, or share/ transfer risks related to ESG (Environmental, Social, and Governance).



Pemantauan dan Peninjauan – Melaksanakan proses peninjauan secara terus-menerus sesuai dengan perkembangan untuk merespon 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.

Secara rutin Petrosea melaksanakan evaluasi atas efektivitas sistem manajemen risiko melalui proses audit internal dan audit eksternal yang juga mencakup aspek ISO 9001 untuk Sistem Manajemen Mutu, ISO 14001 untuk Sistem Manajemen Lingkungan, ISO 45001 untuk Sistem Manajemen Keselamatan dan Kesehatan Kerja, ISO 37001 untuk Sistem Manajemen Anti penyuapan, serta ISO 55001 untuk Sistem Manajemen Aset.

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

Petrosea regularly evaluates the effectiveness of its risk management system through internal and external audit processes which covers ISO 9001 for Quality Management, ISO 14001 for Environmental Management System, ISO 45001 for Safety, Health and Environment Management System, ISO 37001 for Anti-Bribery Management System, as well as ISO 55001 for Asset Management System.

The risk management evaluation results are submitted to management and the Audit, Risk, and Compliance Committee before being submitted to the Board of Commissioners quarterly.



Petrosea telah mengidentifikasi berbagai risiko aspek ESG, termasuk upaya mitigasinya sebagai berikut:

Petrosea has identified various ESG-related risks, including the mitigation efforts as follows:



Lingkungan / Environment

Tipe Risiko Risk Type	Mitigasi Mitigation	Tipe Risiko Risk Type	Mitigasi Mitigation
<p>Perubahan Iklim & Emisi Karbon Climate Change & Carbon Emission</p> <p>Sebagai perusahaan jasa pertambangan dan EPC, aktivitas operasional Petrosea mengonsumsi bahan bakar dan listrik yang berdampak pada lingkungan sekitar, serta kegiatan operasional dan rantai pasokan Perusahaan</p> <p>As a mining services and EPC company, Petrosea's operational activities consume fuel and electricity which impacts the surrounding environment, as well as the Company's operations and supply chain</p>	<ul style="list-style-type: none"> • Menurunkan emisi dengan meningkatkan efisiensi operasional dengan memanfaatkan teknologi dan digitalisasi melalui Minerva Digital Platform Reduce emissions by improving operational efficiency by leveraging technology and digitalization through its Minerva Digital Platform • Menggunakan <i>biodiesel</i> B35 yang merupakan bahan bakar lebih ramah lingkungan Utilization of B35 biodiesel which is a more environmentally friendly fuel • Memanfaatkan energi baru terbarukan (EBT) secara bertahap sebagai sumber energi pendukung kegiatan operasional. Gradually leverage new renewable energy as an energy source to support operational activities • Menjalankan program strategis kendaraan listrik melalui pendekatan retrofit atau konversi Initiate a strategic electric vehicle program through conversion or retrofitting 	<p>Ketersediaan dan Penggunaan Air Water Availability and Consumption</p> <p>Petrosea menghadapi risiko ketersediaan air yang disebabkan oleh dampak perubahan iklim Petrosea faces water availability risks caused by the impacts of climate change</p>	<ul style="list-style-type: none"> • Menggunakan air dengan lebih efisien dan mengoptimalkan penggunaan air daur ulang pada seluruh kegiatan operasional proyek Use water in a more efficient way and optimize the use of recycled water in all project operational activities. • Memastikan ketersediaan sumber daya air yang memadai dan dapat diandalkan dengan kualitas yang dapat diterima untuk menyediakan layanan air untuk semua kegiatan proyek dengan cara yang ramah lingkungan Ensure the availability of adequate and reliable water resources with acceptable quality to provide water services for all project activities in an environmentally friendly manner • Mengurangi risiko terkait air, seperti banjir, kekeringan dan polusi Mitigate water-related risks, such as floods, droughts and pollution • Memaksimalkan pemanfaatan air hujan sebagai penunjang kegiatan sehari-hari di area <i>camp</i> dan kantor di seluruh proyek Maximize the utilization of rainwater to support daily activities at camps and offices at all projects
		<p>Pembuangan Limbah dan Material Waste and Material Disposal</p> <p>Operasi kami menghasilkan limbah dalam jumlah yang signifikan yang terdiri dari limbah berbahaya dan tidak berbahaya Petrosea's activities generate significant waste, including hazardous and non-hazardous waste</p>	<ul style="list-style-type: none"> • Mengelola limbah B3 dan non-B3 sesuai dengan peraturan yang berlaku dan standar industri, serta menjalankan berbagai inisiatif untuk mendaur ulang dan menggunakan kembali limbah dengan lebih baik Manage hazardous and non-hazardous waste in accordance with applicable regulations and industry standards, as well as implement various initiatives to recycle and reuse waste in a more effective manner • Merencanakan dan melaksanakan inisiatif tempat pembuangan untuk menghasilkan kompos berkualitas dari sisa makanan Plan and implement waste disposal initiatives to produce high-quality compost from food waste



Sosial / Social

Tipe Risiko Risk Type	Mitigasi Mitigation	Tipe Risiko Risk Type	Mitigasi Mitigation
<p>Kesehatan & Keselamatan Kerja (K3) Occupational Health & Safety (OHS)</p> <p>Karyawan Petrosea menghadapi risiko keselamatan dan kesehatan dari bahaya yang terkait dengan kegiatan operasional di lini bisnis Kontrak Pertambangan dan EPC. Pengembangan proyek baru, termasuk proyek pertambangan mineral lain, membutuhkan persyaratan dan kapabilitas baru dan lebih kompleks, termasuk dari sisi kinerja K3</p> <p>Petrosea employees face safety and health risks from hazards related to operational activities in the Contract Mining Contract and EPC business lines. The development of new projects, including other mineral mining projects, require new and more complex requirements and capabilities, including those related to OHS performance</p>	<ul style="list-style-type: none"> • Menerapkan sistem manajemen K3 yang ketat, serta memenuhi persyaratan regulasi pemerintah untuk melindungi seluruh karyawan dan pemangku kepentingan lainnya Implement a strict OHS management system, as well as comply with government regulations to protect all employees and other stakeholders • Terus meningkatkan manajemen K3 melalui penggunaan SHEPRO sebagai digital platform K3 Perusahaan Continuously strengthen OHS management through the use of SHEPRO as the Company's OHS digital platform • Melibatkan para ahli dan pemangku kepentingan terkait lainnya untuk terus meningkatkan kualitas sistem K3 Perusahaan Involve experts and other related stakeholders to continuously improve the quality of the Company's OHS system 	<p>Hubungan Masyarakat Community Relations</p> <p>Kegiatan operasional Petrosea berpotensi memberikan dampak pada masyarakat sekitar, serta menarik minat dari kelompok pemangku kepentingan yang lebih luas, baik yang menentang maupun mendukung. Implementasi strategi diversifikasi juga menjadi lebih menantang karena karakteristik pertambangan mineral yang lebih kompleks, tidak hanya terkait kegiatan operasional, tetapi juga terkait dengan pengembangan masyarakat</p> <p>Petrosea's operational activities could potentially impact the surrounding communities, as well as attract interest from a broader range of stakeholders, both opposing and supporting. The implementation of its diversification has also become more challenging due to more complex characteristics in mineral mining, not only related to operational activities, but also related to community development</p>	<ul style="list-style-type: none"> • Mengidentifikasi, menganalisis dan melibatkan masyarakat sekitar untuk memastikan dan mempertahankan social license to operate Identify, analyze and engage surrounding communities to confirm and maintain its social license to operate • Menjalin komunikasi dan menjaga keharmonisan dengan masyarakat dan pemangku kepentingan lainnya di sekitar wilayah operasional Perusahaan Establish communication and maintain harmony with communities and other stakeholders around the Company's operational areas • Menangani seluruh masalah dan keluhan, serta menjalankan program pengembangan masyarakat. Address all concerns and complaints, as well as implement community empowerment programs • Melakukan koordinasi dan kolaborasi yang erat dengan masyarakat, pemerintah daerah, LSM dan pemangku kepentingan lainnya untuk melaksanakan program pengembangan masyarakat, terutama di daerah terdekat kegiatan operasional Perusahaan Closely coordinate and collaborate with communities, local governments, NGOs and other stakeholders to carry out community empowerment programs, particularly within areas closest to the Company's operations



Tata Kelola / Governance

Tipe Risiko Risk Type	Mitigasi Mitigation	Tipe Risiko Risk Type	Mitigasi Mitigation
<p>Hukum & Kepatuhan Legal & Compliance</p> <p>Aktivitas operasional Petrosea memiliki paparan risiko yang timbul dari proses hukum dan kepatuhan terhadap kebijakan, prosedur dan tindakan pemerintah pusat dan daerah, serta peraturan perundang-undangan</p> <p>Petrosea's operations are exposed to risks arising from legal proceedings and compliance with the central and local government policies, procedures, and actions, as well as the laws and regulations</p>	<ul style="list-style-type: none"> • Memonitor setiap perubahan atau pembaharuan peraturan perundang-undangan, pedoman regulasi dan standar industri yang berlaku. Mengevaluasi aktivitas bisnis secara berkala untuk mengidentifikasi area potensial ketidakpatuhan. Memastikan kontrak sesuai dan mematuhi hukum yang berlaku Monitoring changes in legislation, regulatory guidance, and industrial standards, and regularly evaluating business activities to identify potential areas of non-compliance, and ensuring that contracts are legally sound and compliant with relevant laws • Melakukan mitigasi dengan memperbaharui dan memenuhi seluruh persyaratan terkait aspek sertifikasi, lisensi dan perizinan yang berkaitan dengan kegiatan operasional Perusahaan sesuai dengan prosedur internal, ketentuan hukum dan peraturan perundang-undangan yang berlaku Implement mitigation efforts by updating and fulfilling all requirements related to certifications, licenses and permits related to the Company's operational activities in accordance with prevailing internal procedures, legal provisions and regulations • Meninjau kebijakan dan prosedur internal untuk proses perbaikan berkelanjutan. Menetapkan kebijakan, prosedur, dan kontrol yang jelas untuk memastikan kepatuhan serta membangun kemampuan dengan menyediakan program pengembangan pembelajaran dan mendidik karyawan tentang undang-undang, peraturan, dan kebijakan perusahaan yang relevan Reviewing internal policies and procedures for continuous improvement processes, establishing clear policies, procedures, and controls to ensure compliance, build capabilities by providing learning development program and educating employees on relevant laws, regulations, and company policies • Menetapkan mekanisme pelaporan internal, melakukan uji tuntas, segera menyelidiki setiap dugaan pelanggaran, dan menerapkan langkah-langkah untuk mengatasi akar penyebabnya dan mengelola proses hukum Establishing internal reporting mechanisms, conducting due diligence, promptly investigating any suspected violations, and implementing measures to address the root causes and managing legal proceedings 	<p>Penyuapan Bribery</p> <p>Aktivitas operasional Petrosea memiliki potensi risiko penyuapan dan korupsi, khususnya terkait interaksi dengan berbagai pemangku kepentingan eksternal</p> <p>Petrosea's operational activities could potentially expose bribery and corruption risks, especially related to interactions with various external stakeholders</p>	<ul style="list-style-type: none"> • Memitigasi risiko secara sistematis melalui penguatan pengendalian internal yang meliputi (1) pengkajian prosedur dan instruksi kerja yang relevan dengan Sistem Manajemen Anti penyuapan secara terus menerus, (2) memelihara dan menyempurnakan <i>Whistleblowing System</i>, (3) memperkuat kolaborasi antar fungsi untuk mengendalikan transaksi berisiko tinggi seperti hadiah, jamuan, <i>sponsorship</i> dan donasi, (4) memastikan kinerja uji tuntas terhadap vendor, (5) memastikan uji tuntas karyawan yang tepat selama proses perekrutan, (6) memastikan pemisahan tanggung jawab yang memadai, dan (7) memastikan adanya pengendalian keuangan yang tepat seperti verifikasi, rekonsiliasi dan otorisasi Systematically mitigate risks by strengthening existing internal controls, covering (1) continuously update the procedures and work instructions related to the Anti-Bribery Management System, (2) maintain and continuously improve the Whistleblowing System, (3) strengthen cross-function collaboration to control high-risk transactions such as gifts, entertainment, sponsorships and donations), (4) ensure proper due diligence to vendors, (5) ensure proper due diligence for employees during the recruitment process, (6) ensure proper segregation of duties, and (7) ensure proper financial controls are put in place such as verification, reconciliation and authorization • Melakukan penilaian dan <i>monitoring</i> terhadap risiko penyuapan dan risiko kecurangan secara reguler Regularly assess and monitor risks related to bribery and fraud • Melakukan penelaahan dan perbaikan berkelanjutan atas pengendalian internal dengan mengintegrasikan prinsip ISO 37001 Sistem Manajemen Anti penyuapan ke seluruh SOP maupun instruksi kerja di Perusahaan Review and continuously improve internal control by integrating the principles of ISO 37001 Anti-Bribery Management System into all SOPs and work instructions in the Company • Menjadwalkan audit terhadap Sistem Manajemen Anti penyuapan oleh auditor internal dan eksternal untuk memastikan efektivitas pengendalian Perusahaan terhadap komitmen Anti penyuapan Schedule audits of the Anti-Bribery Management System by internal and external auditors to ensure the effectiveness of the Company's controls over its anti-bribery commitments

Pelibatan Pemangku Kepentingan

Stakeholder Engagement [2-29]


Perusahaan telah mengidentifikasi dan melibatkan para pemangku kepentingan secara rutin untuk merespons isu-isu terkait keberlanjutan.

The Company has identified and engaged the stakeholders regularly to respond to sustainability issues.

Sebagai bagian dari upayanya dalam memastikan hubungan yang baik dengan seluruh pemangku kepentingan, Petrosea menunjuk Sekretaris Perusahaan sesuai dengan POJK No.35/POJK.04/2014.

As part of its efforts in ensuring positive relationships with all stakeholders, Petrosea has appointed a Corporate Secretary in accordance with POJK No.35/POJK.04/20140

Pemangku Kepentingan | Stakeholders

 Pemegang Saham Shareholders	 Pelanggan Customers	 Karyawan Employees	 Mitra Usaha Business Partners	 Pemerintah Government	 Masyarakat Communities
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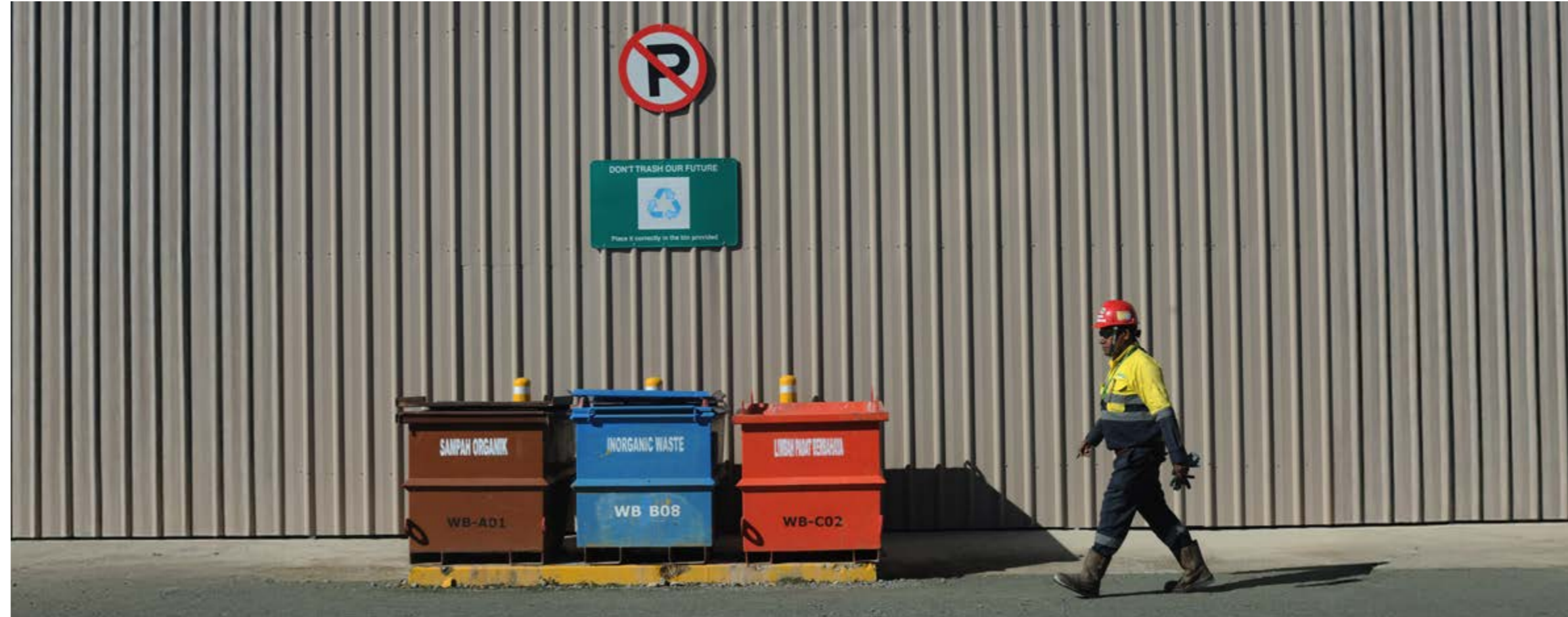
Topik / Isu Penting | Topic / Important Issue

<ul style="list-style-type: none"> ➤ Dividen / Dividend ➤ Pengembangan usaha / Business development ➤ Tata kelola perusahaan yang baik (GCG) / Good corporate governance (GCG) 	<ul style="list-style-type: none"> ➤ Hubungan komersial / Commercial relations ➤ Pelayanan / Services ➤ Kualitas produk dan layanan / Quality of product and services 	<ul style="list-style-type: none"> ➤ Hubungan industrial / Industrial relationship ➤ Kesejahteraan / Welfare ➤ Manajemen karier / Career management ➤ Pemanfaatan teknologi / Technology application 	<ul style="list-style-type: none"> ➤ Hubungan komersial / Commercial relationship ➤ Kebijakan pengadaan barang dan jasa / Goods and services procurement policy ➤ Pembayaran tepat waktu / Timely payment 	<ul style="list-style-type: none"> ➤ Pembayaran pajak / Tax payment ➤ Kepatuhan pada regulasi yang berlaku / Compliance with prevailing regulations 	<ul style="list-style-type: none"> ➤ Program pemberdayaan masyarakat / Community empowerment program ➤ Hubungan yang harmonis dan kolaboratif / Harmonious and collaborative relationship ➤ Ketersediaan kesempatan kerja / Availability of job opportunities
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Respons & Frekuensi | Response & Frequency

<ul style="list-style-type: none"> ➤ Melaksanakan Rapat Umum Pemegang Saham untuk penentuan dividen minimal setahun sekali / Held General Meeting of Shareholders to decide dividends at least twice in a year ➤ Melaksanakan praktik GCG dan melaksanakan evaluasi sebanyak 9 kali selama 2024 yang dilakukan oleh Komite Audit dan Risk & Compliance / Implemented GCG practices and conducted evaluation 9 times through 2024 which was carried out by the Audit and Risk & Compliance Committees ➤ Melaksanakan pemantauan fungsi nominasi dan remunerasi serta suksesi yang dilakukan oleh komite nominasi dan remunerasi sebanyak 3 kali di tahun 2024 / Monitoring the nomination & remuneration functions as well as succession conducted by the nomination & remuneration committee 3 times in 2024 ➤ Melakukan pengembangan usaha serta melaksanakan pertemuan Komite Project & Investment sebanyak 19 kali dalam satu tahun / Performed business development and held 19 Project & Investment Committee meetings a year 	<ul style="list-style-type: none"> ➤ Menjaga hubungan baik dengan seluruh pelanggan serta melakukan pertemuan sesuai dengan kebutuhan / Maintained good relationship with the customers and held meetings as required ➤ Melaksanakan evaluasi keandalan produk dan layanan melalui survei yang dilaksanakan satu tahun sekali / Conducted a survey once a year to evaluate the quality of its products and services 	<ul style="list-style-type: none"> ➤ Menyediakan tempat kerja aman dan nyaman / Provided a safe and comfortable workplace ➤ Memberikan remunerasi yang adil dan memadai / Provided fair and adequate remuneration ➤ Memberikan pelatihan pengembangan kompetensi secara rutin / Provided regular competency development training ➤ Melaksanakan evaluasi kinerja sebanyak dua kali dalam satu tahun / Conducted performance evaluations twice in a year ➤ Mengikuti perkembangan teknologi / Followed the latest technological developments 	<ul style="list-style-type: none"> ➤ Menjamin keterbukaan informasi / Guaranteed information transparency ➤ Melaksanakan proses pengadaan barang dan jasa secara adil dan transparan / Conducting fair and transparent goods and services procurement processes ➤ Menunaikan kewajiban secara tepat waktu / Ensured payment in a timely manner ➤ Mengadakan pertemuan secara rutin / Held regular meetings 	<ul style="list-style-type: none"> ➤ Membayarkan pajak sesuai dengan kewajiban dan secara tepat waktu / Paid taxes as mandated and on time ➤ Mematuhi seluruh regulasi yang berlaku dan mengikuti perkembangan regulasi terbaru / Complied with all regulations and followed the latest developments regarding regulations ➤ Melakukan pertemuan secara berkala / Held periodic meetings 	<ul style="list-style-type: none"> ➤ Melaksanakan program pemberdayaan masyarakat sesuai dengan kebutuhan masyarakat sekitar / Performed community empowerment programs in accordance with community requirements ➤ Membina hubungan baik dan kolaboratif / Maintained positive and collaborative relationships ➤ Memberikan kesempatan bekerja sesuai dengan ketentuan Perusahaan / Provided job opportunities in line with the Company's provisions ➤ Memberikan pelatihan secara berkala / Providing regular training
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Etika Bisnis Business Ethics



Petrosea senantiasa mengedepankan penerapan tata kelola perusahaan yang baik (GCG) melalui pelaksanaan kegiatan bisnis yang beretika dan berintegritas. Sebagai bagian dari penerapan GCG ini, Petrosea tidak memberikan toleransi dalam bentuk apapun terhadap segala praktik kecurangan, termasuk di dalamnya segala bentuk penyuapan dan korupsi selaras dengan Kode Etik yang berlaku di Perusahaan.

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

Petrosea continuously prioritizes good corporate governance (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 has been socialized to all employees and applied by all parties in conducting their activities with supervision by the Company's Ethics Committee.

Informasi lebih lanjut terkait Kode Etik dapat dilihat pada Laporan Tahunan 2024 dan situs web Perusahaan.

Further information regarding the Code of Conduct is presented in the 2024 Annual Report and the corporate website.



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

Petrosea telah memiliki sertifikasi ISO 37001:2016 untuk Sistem Manajemen Anti penyuapan, sebagai wujud dari komitmen Perusahaan dalam menjaga integritas usahanya.

Secara rutin, minimal satu kali dalam setahun, Petrosea melaksanakan tinjauan terhadap risiko penyuapan dan korupsi pada seluruh lini bisnis, fungsi pendukung, seluruh praktik pengadaan dan rantai pasokan, termasuk anak perusahaan dalam rangka memetakan risiko korupsi dan penyuapan beserta mitigasinya. Adapun pengawasan dilaksanakan pada setiap kuartal untuk mengukur dan memastikan kemajuan mitigasi risiko yang telah diidentifikasi, khususnya pada aktivitas bisnis yang memiliki risiko sedang dan tinggi. [205-1]

Petrosea has obtained ISO 37001:2016 certification for Anti-Bribery Management System as a part of the Company's commitment in maintaining business integrity.

The Company regularly, at least once in a year, conducts bribery and corruption risk assessment across its business lines, supporting functions, procurement practices and supply chain, including its subsidiaries in order to map risks of corruption and bribery as well as mitigation measures. The monitoring 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]

Di samping itu, untuk meningkatkan pemahaman dan kesadaran terhadap aspek anti penipuan, antikorupsi dan anti penyuapan, Perusahaan telah melakukan berbagai upaya berikut ini:

- Publikasi bulanan (*Ethics Series*) kepada seluruh karyawan Perusahaan yang mencakup topik seputar etika bisnis, *antifraud*, antikorupsi, dan anti penyuapan
- Publikasi *handbook Anti-Bribery dan Anti-Corruption* kepada Dewan Direksi, Dewan Komisaris, dan Komite Audit, Risiko, and Kepatuhan
- Sosialisasi dan Pelatihan antikorupsi & anti penyuapan bagi Manajemen serta seluruh karyawan tetap Perusahaan dilakukan melalui *Anti-Bribery and/or Anti-Corruption handbook* dan *e-learning* Perusahaan. [205-2, 2-17]

In addition, to raise the awareness and understanding of anti-fraud, anti-corruption and anti-bribery aspects, the Company has implemented the following measures:

- Monthly publications (*Ethics Series*) for all employees which covered the topics of business ethics, anti-fraud, anti-corruption and anti-bribery
- Publication of an *Anti-Bribery and Anti-Corruption handbook* for the Board of Directors, Board of Commissioners, and the Audit, Risk & Compliance Committee.
- Socialization and anti-corruption & anti-bribery training for Management and all permanent employees of the Company is conducted through the Company's *Anti-Bribery and/or Anti-Corruption handbook* and *e-learning*. [205-2, 2-17]



Sosialisasi *Anti-Bribery and/or Anti-Corruption Handbook* kepada BOC, BOD, Komite Audit, Risiko, dan Kepatuhan.

[205-2]

Socialization of an *Anti-Bribery and Anti-Corruption handbook* for the BOC, BOD, and the Audit, Risk & Compliance Committee

Dewan Komisaris
Board of Commissioners 6

Komite Audit, Risiko,
dan Kepatuhan
Audit, Risk, and
Compliance Committee 4

Direksi
Board of Directors 10

Jumlah
Total 20



Pelatihan Antikorupsi dan/atau Anti Penyuapan Berdasarkan Level Jabatan [205-2]
Anti-Corruption and/or Anti-Bribery Training Based on Position Levels

General Manager & Manager
General Manager & Manager 168

Karyawan Staff
Staff Employees 1.534





Jumlah
Total 1.702

Sepanjang tahun 2024, terdapat satu kasus korupsi yang terjadi dalam Perusahaan dan berakhir dengan pemutusan hubungan kerja. Selain itu, Perusahaan juga telah menindaklanjutinya dengan memperbaiki dan mengimplementasikan pengendalian internal untuk mencegah terjadinya kasus serupa di masa yang akan datang. [205-3]

Throughout 2024, there was one corruption case within the Company that resulted in employment termination. Additionally, the Company has taken corrective actions by improving and implementing internal controls to prevent similar cases in the future.



Mekanisme Pelaporan Whistleblowing Mechanism

- 
Menyampaikan laporan melalui e-form pada sistem WBS atau melalui email
 Report through e-form in WBS system or email
- 
Dewan Etik Perusahaan akan memverifikasi laporan
 Ethics Committee will verify the report
- 
Investigasi akan dilakukan bila diperlukan
 When needed, investigation will be conducted
- 
Hasil Investigasi akan ditindaklanjuti oleh pihak berwenang
 Investigation results will be followed up to relevant function

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>



Sistem Pelaporan Pelanggaran Whistleblowing System

Petrosea 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 mewedahi pengaduan oleh internal maupun pemangku kepentingan lainnya. Petrosea mengelola WBS sebagai bagian dari upaya Perusahaan untuk meningkatkan akuntabilitas dan integritas Perusahaan.

Di samping itu, secara khusus Petrosea memiliki Dewan Etik untuk memastikan penerapan Kode Etik di lingkungan Perusahaan. Dewan Etik melaksanakan kajian terhadap laporan pada saluran WBS melalui mekanisme yang telah ditetapkan. [2-16]

Petrosea 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 manages the WBS as part of the Company's efforts to enhance accountability and integrity.

In addition, the Company has a dedicated Ethics Committee that ensures the implementation of Code of Conduct within the Company. The Ethics Committee reviews reports on the WBS channel through a designated mechanism.

Seluruh laporan pelanggaran harus disertai dengan bukti untuk selanjutnya diperiksa oleh Dewan Etik. Perusahaan menjamin kerahasiaan identitas seluruh pelapor serta memberikan perlindungan bagi seluruh pelapor. Perusahaan juga memberikan perlindungan bagi seluruh pihak yang melakukan investigasi terhadap laporan pelanggaran.

Sampai dengan akhir tahun 2024, Perusahaan menerima 12 laporan 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 and will be reviewed by the Ethics Committee. The Company ensures the confidentiality of all whistleblowers' identities and provides protection for them. Additionally, the Company safeguards all parties involved in the investigation of reported violation.

As of the end of 2024, the Company received 12 reports, all of which has been reported to the management and has undergone the follow-up process in accordance with the prevailing regulations. [2-16]

Informasi lebih lanjut perihal WBS dapat dilihat pada Laporan Tahunan 2024 Petrosea.

Further information regarding the Whistleblowing System is presented on the 2024 Annual Report.





05

Pertumbuhan Ekonomi yang Berkelanjutan Sustainable Economic Growth

Aktivitas operasional Petrosea berdampak pada masyarakat sekitar, baik secara langsung maupun tidak langsung. Oleh karena itu, Perusahaan senantiasa berupaya untuk mengoptimalkan dampak tersebut melalui pemanfaatan teknologi, inovasi dan praktik pengadaan yang berkelanjutan.

Petrosea's operational activities impact surrounding communities, both direct and indirect. Therefore, the Company strives to manage these impacts through technology adoption, innovation and sustainable procurement practices.



Kinerja Ekonomi Economic Performance

Sepanjang tahun 2024, Petrosea melanjutkan pelaksanaan strategi 3D dengan melakukan diversifikasi usaha ke sektor pertambangan mineral lain dan konstruksi, di antaranya nikel dan tembaga.

Throughout 2024, the Company continued to implement its 3D strategies by diversifying its business and expanding it to other mineral mining and infrastructure sectors, including nickel and copper.

Diversifikasi usaha tersebut dilakukan dengan menyediakan kapabilitas jasa pertambangan dan EPC terintegrasi guna memperluas portofolio proyek.

The business diversification strategy was implemented by providing integrated mining and EPC services capabilities in order to expand its project portfolio.

Sepanjang tahun 2024, Petrosea berhasil membukukan total nilai perolehan kontrak (*backlog*) sebesar Rp 45,91 triliun. Nilai *backlog* tersebut merupakan nilai tertinggi sepanjang lebih dari lima dekade Petrosea berkiprah di sektor pertambangan dan konstruksi. Secara keuangan, Petrosea berhasil mencatatkan kinerja ekonomi yang positif dengan perolehan pendapatan sebesar US\$690,81 juta, naik 19,60% dari tahun sebelumnya sebesar US\$577,62 juta. Peningkatan pendapatan ini didorong oleh meningkatnya pendapatan lini bisnis EPC sebesar 83,70% dan penjualan batubara sebesar 735,55% dibandingkan dengan tahun 2023.

Throughout 2024, Petrosea successfully ended the year with a total contract acquisition value (*backlog*) of Rp 45.91 trillion. This backlog value also represents the highest value in over five decades of Petrosea's operations in the mining and construction sectors. Financially, Petrosea successfully recorded a positive performance by achieving US\$690.81 million in revenue, a 19.60% increase from US\$577.62 million during the previous year. This revenue increase was driven by a 83.70% revenue from the EPC business line and coal sales by 735.55% compared to 2023.

Sepanjang tahun 2024, Petrosea tidak menerima bantuan moneter apapun, termasuk keringanan pajak dari pemerintah.

Throughout 2024, the Company did not receive any financial assistance, including tax relief from the government.



Total Pendapatan Meningkat

Total pendapatan Perusahaan tahun 2024 meningkat sebesar 19,60% menjadi US\$690,81 juta dari US\$577,62 juta pada tahun sebelumnya.

The Company's total revenue in 2024 increased by 19.60% to US\$690.81 million from US\$577.62 million during the previous year.



100% Pemasok Mempertimbangkan Aspek ESG

100% pemasok, termasuk pemasok lokal telah diseleksi dengan mempertimbangkan aspek ESG.

100% suppliers, including local suppliers have been selected with ESG aspects into consideration.



Realisasi TKDN 96%

Perusahaan merealisasikan 96% Tingkat Komponen Dalam Negeri (TKDN) melalui inisiatif GO LOCAL di tahun 2024.

The Company realized 96% in Local Content Requirements (TKDN) through the GO LOCAL initiative in 2024.



Kinerja Ekonomi / Economic Performance

Uraian Description	YoY 2023-2024		2024 (US\$)	2023 (US\$)	2022 (US\$)
	%	Nominal Amount (US\$)			
Pendapatan Revenue	19,60	113,19	690,81	577,62	476,32
Laba Kotor Gross Profit	9,97	8,18	90,29	82,11	95,49
Laba Sebelum Pajak Profit Before Tax	-50,97	-8,18	7,87	16,05	50,16
Laba Bersih Tahun Berjalan Net Profit For the Year	-20,02	-2,49	9,95	12,44	41,17
Jumlah Penghasilan Komprehensif Tahun Berjalan Total Comprehensive Income for the Year	-35,48	-4,90	8,91	13,81	37,96
Laba per Saham Dasar / Dilusian (dalam US\$ penuh) Basic Earnings per Share (in Full US\$)	-21,14	-0,0026	0,0097	0,0123	0,0413

Dalam Juta US\$ / In Million US\$

Pangsa Pasar Market Share

Sampai dengan akhir tahun 2024, keberadaan pasar Petrosea berhasil menjangkau berbagai daerah di Indonesia dan Australia. Kegiatan usaha Perusahaan meliputi penyediaan jasa kontrak pertambangan terpadu *pit-to-port*, kemampuan EPC terintegrasi dan jasa logistik. Lini bisnis EPC memberikan kontribusi sebesar 43,31% yang memberikan kontribusi terbesar terhadap kinerja ekonomi Perusahaan pada tahun 2024.

As of the end of 2024, Petrosea's market presence reached various areas in Indonesia and Australia. The Company's business activities include the provision of complete pit-to-port mining solutions, integrated EPC capabilities as well as logistic support. The EPC business line contributed 43.31% which provided the largest contribution towards the Company's economic performance during 2024.

Pendapatan Perusahaan per Lini Bisnis Company Revenue per Business Line

Lini Bisnis Business Linew	YoY 2023-2024		2024 (US\$)	2023 (US\$)	2022 (US\$)
	%	Nominal Amount (US\$)			
Kontrak Pertambangan Contract Mining	-20,32	74,00	290,15	364,15	340,04
Rekayasa, Pengadaan & Konstruksi Engineering, Procurement & Construction	83,70	136,31	299,17	162,86	86,71
Jasa Logistik dan Pendukung Kegiatan Minyak & Gas Bumi Logistics and Support for Oil & Gas Services	-14,20	-5,73	34,63	40,36	46,84*
Penjualan Batubara Sale of Coal	735,55	56,49	64,17	7,68	-
Lainnya Other	4,67	0,12	2,69	2,57	2,73
Total Pendapatan Total Revenue	19,60	113,19	690,81	577,62	476,32

Dalam Juta US\$ / In Million US\$

Keterangan / Note:

*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

Nilai Ekonomi yang Dihasilkan dan Didistribusikan

Economic Value Generated and Distributed [201-1]

Petrosea mencatatkan peningkatan total pendapatan sebesar 19,60% menjadi US\$690,81 juta pada tahun 2024. Lini bisnis EPC mencatatkan pertumbuhan pendapatan yang signifikan, meningkat 83,70% dibandingkan dengan tahun sebelumnya. Lini bisnis ini mencatatkan pendapatan sebesar US\$299,17 juta dan memberikan kontribusi sebesar 43,31% terhadap total pendapatan Perusahaan. Sedangkan lini bisnis Kontrak Pertambangan mencatatkan pendapatan sebesar US\$290,15 juta, disusul oleh Jasa Logistik, Infrastruktur & Pendukung Lainnya sebesar US\$34,63 juta.

Petrosea recorded a 19.60% increase in total revenue to US\$690.81 million in 2024. The EPC business line recorded significant growth in revenue which increased 83.70% compared to the previous year. This business line recorded US\$299.17 million in revenue and contributed 43.31% towards the total revenue of the Company. Meanwhile the Contract Mining business line recorded US\$290.15 million in revenue, followed by US\$34.63 million from Logistics, Infrastructure & Other Supporting Services.

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

Uraian / Description	Satuan Unit	2024*	2023*	2022*
A. Nilai Ekonomi Langsung yang Dihasilkan / Direct Economic Value Generated				
Pendapatan Usaha / Operating Revenue		690,81	577,62	476,32
Pendapatan Lainnya (Bunga Bank) Other Revenues (Bank's Interests)	US\$	1,02	1,07	1,02
Jumlah Nilai Ekonomi Langsung yang Dihasilkan / Total Direct Economic Value Generated	US\$	691,83	578,69	477,34
B. Nilai Ekonomi Langsung yang Didistribusikan / Direct Economic Value Distributed				
Biaya Operasional / Operational Expenses		494,35	398,10	292,97
Pengeluaran untuk Karyawan (Gaji dan Tunjangan) / Expenses for Employees (Salary and Benefits)		157,69	144,09	122,03
Pembayaran Dividen / Dividend Payment	US\$	3,10	75,36	-
Pengeluaran untuk Pemerintah (Pajak dan Retribusi) / Expenses for Government (Tax and Retribution)		19,80	15,28	18,73
Pengeluaran untuk Masyarakat (Biaya CSR) Expenses for Community (CSR Cost)		0,11	0,11	0,39
Jumlah Nilai Ekonomi Langsung yang Didistribusikan / Total Direct Economic Value Distributed	US\$	675,04	632,94	434,11
C. Nilai Ekonomi Langsung yang Ditahan (A-B) / Direct Economic Value Retained				
	US\$	16,79	54,25	43,23

Dalam Juta US\$ / In Million US\$

Keterangan / Note:

*Penyajian data kembali dikarenakan perubahan metode perhitungan / Data restatement due to changes in calculation method

Informasi terkait perbandingan target terhadap kinerja ekonomi dan produksi dapat dilihat pada Laporan Tahunan 2024 Petrosea.

Information regarding the comparison of targets with the economic performance and production is presented in the 2024 Annual Report of the Company.



Investasi Infrastruktur dan Layanan Pendukung [203-1] Infrastructure and 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 2024, AMG berhasil menghemat biaya hingga US\$8,0 juta melalui pengembangan berkelanjutan yang meliputi peningkatan fasilitas pendukung *rebuild, refurbish & fabrication* yang berada di Petrosea Rebuild Center (PRC). Selain itu, pada 2024 AMG juga berhasil mendapatkan sertifikasi ISO 55001 untuk *Asset Management System*.

AMG terus memperluas pengembangan Petrosea Support Facilities (PSF), termasuk pemanfaatan panel surya untuk mengurangi emisi karbon dari penggunaan listrik PLN untuk mendukung kegiatan operasional. AMG juga melanjutkan strategi digitalisasi yang telah mendukung program pemeliharaan dan perbaikan alat secara lebih efisien.

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 2024, AMG successfully realized savings of up to US\$8.0 million through the sustainable development of rebuilding, refurbishing & fabrication facilities located at Petrosea Rebuild Center (PRC). Furthermore, in 2024 AMG also successfully obtained ISO 55001 certification for Asset Management System.

AMG continued the development of Petrosea Support Facilities (PSF), including leveraging solar panels to reduce carbon emissions and electricity consumption from PLN to support operational activities. AMG also continued its digitalization strategy to support maintenance programs and equipment improvements in a more efficient manner.

Dalam rangka menyediakan alat yang lebih optimal, AMG terus mengembangkan dan menerapkan sistem *Predictive Maintenance* (PdM) dan aplikasi pemantauan penggunaan pelumas (*oil top-up mobile app*) guna memitigasi penggunaan hidrokarbon yang tidak terencana.

Selain itu, juga untuk mendukung strategi perawatan untuk menjaga kesehatan dan memperpanjang umur komponen. Seluruh upaya ini ditujukan sebagai lanjutan dari program "CINTAI ASET" untuk mendukung pencapaian operational excellence.

Selain mengalokasikan investasi pada infrastruktur yang mendukung produktivitas karyawan, Petrosea juga memperhatikan investasi pada fasilitas pendukung yang ditujukan untuk masyarakat sekitar sebagai bagian dari kontribusi terhadap dampak ekonomi tidak langsung. Pada tahun 2024, nilai investasi infrastruktur yang diberikan kepada masyarakat tercatat sebesar:

1. Pelaksanaan program CSR dengan total investasi sebesar Rp 1.967.424.082 juta, mencakup bidang pendidikan, kesehatan, lingkungan dan ekonomi. Program ini memberikan manfaat kepada 18.342 orang.
2. Pembangunan, pengembangan dan revitalisasi fasilitas umum dengan total investasi sebesar Rp 226.099.084 juta, yang memberikan manfaat kepada 1.928 orang.

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

In order to provide optimal equipment, AMG continued to develop and implement the Predictive Maintenance (PdM) system and lubricant usage monitoring application (oil top-up mobile app) to mitigate the unplanned use of hydrocarbons.

In addition, also to support the maintenance strategy in maintaining equipment health and life cycle. All these efforts are a continuation of the "CINTAI ASET" program to support the achievement of operational excellence.

In addition to allocating infrastructure investments to support employee productivity, Petrosea also allocated investment on supporting facilities for the surrounding communities as part of its efforts in contributing to indirect economic impacts. In 2024, the value of infrastructure investments distributed to the communities were as follows:

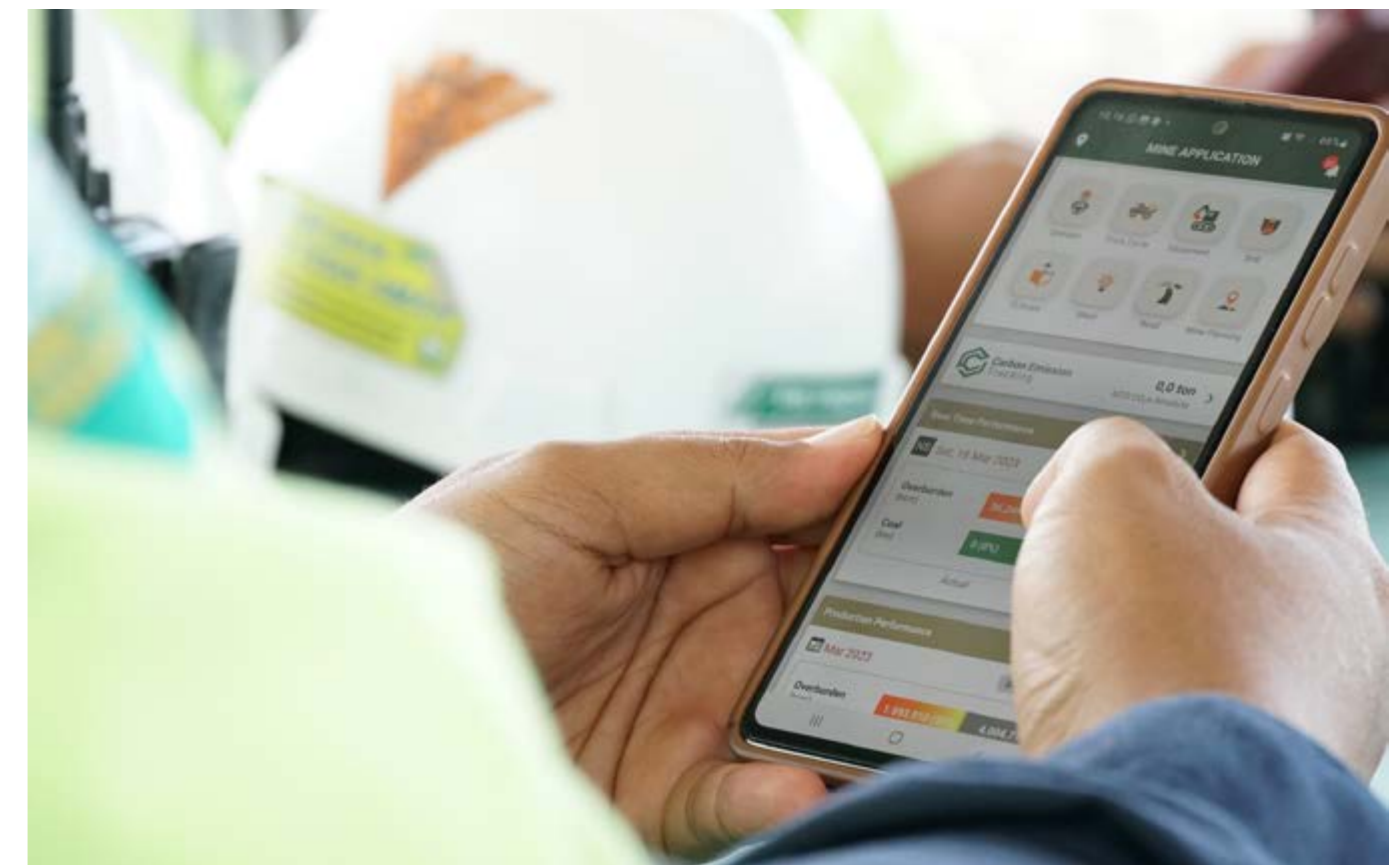
1. CSR programs implementation with a total investment amounting to Rp 1,967,424,082 million, covering education, health, environment and economy sectors. This program provided benefits to 18,342 people.
2. The construction, development and revitalization of public facilities with a total investment amounting to Rp 226,099,084 million, provided benefits to 1,928 people.

Further information regarding infrastructure investments, CSR programs and other services provided to communities surrounding the Company's operational areas can be viewed found in this report in the Contributing to the Community section.

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 digital terkini.

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 digital technologies.



Selain itu, *platform* ini 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 penggunaan bahan bakar.

Furthermore, this 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 consumption.

Pengembangan Produk dan Layanan Product and Service Development

Pada tahun 2024, Petrosea terus memaksimalkan pemanfaatan *Remote Operations Center (ROC)* yang berlokasi di kantor pusat untuk memonitor dan mengendalikan kegiatan operasional di berbagai lokasi secara bersamaan dengan memanfaatkan *real-time* data demi mendukung tercapainya *operational excellence*.

Digitalisasi di lini bisnis EPC juga diperkuat dengan *Tactical Room (TAC Room)* yang berada di kantor pusat Perusahaan. TAC Room dirancang untuk meningkatkan manajemen konstruksi, mengoptimalkan pengendalian proyek dari jarak jauh, dan mempercepat proses pengambilan keputusan. Beberapa *digital tools* yang dimanfaatkan melalui TAC Room adalah teknologi *digital twin*, *digital boardroom* dan *construction management*.

Di samping itu, dalam rangka mendukung kinerja K3, Petrosea terus melakukan pembaruan terhadap SHEPRO, platform digital pelaporan K3 Perusahaan yang saat ini sudah semakin canggih dilengkapi oleh kemampuan *Artificial Intelligence (AI)*.

Sementara itu, untuk mendukung penerapan ESG secara berkelanjutan, sejak tahun 2023 Petrosea telah meluncurkan ENVO360, sebuah *platform* ESG yang dirancang untuk mengelola kinerja dan kepatuhan ESG di seluruh lokasi operasional secara lebih efektif. *Platform* ini memanfaatkan *framework* pengukuran, pemantauan dan mitigasi, serta terintegrasi dengan ekosistem digital Perusahaan, termasuk SHEPRO dan I-CON yang merupakan sistem digital untuk layanan *human capital* Perusahaan.

In 2024, the Company continued to maximize the utilization of Remote Operations Center (ROC) located in the 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.

The digitalization within the EPC business line was also enhanced with the establishment of Tactical Room (TAC Room) located at the Company's headquarters. TAC Room was designed to improve construction management, off-site control and expedite the decision making process. Several digital tools leveraged through the TC Room include digital twin, digital boardroom and construction management technology.

In addition, to support OHS performance, the Company continuously updates SHEPRO, its digital platform for OHS reporting which has been further enhanced with Artificial Intelligence (AI) capabilities.

Moreover, to support sustainable ESG implementation, since 2023 Petrosea has launched ENVO360, an ESG platform designed to manage ESG performance and compliance across all operating areas more effectively. This platform leverages the measurement, monitoring and mitigation frameworks, while integrated with the Company's digital ecosystem, including SHEPRO and I-CON which is a digital system for the Company's human capital services.



Dalam mendukung inisiatif ESG selama tahun 2024, AMG melanjutkan partisipasinya dalam menerapkan berbagai inisiatif, seperti pengoptimalan penggunaan oli dan bahan bakar melalui berbagai program seperti OBKL (*on-board kidney loop*), *extend oil life program* dan *fuel recycle program*. Seluruh inovasi dan inisiatif digitalisasi yang dilaksanakan Perusahaan ditunjang 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.

To support ESG initiatives throughout 2024, AMG continuously contributed to the implementation of various initiatives, including lubricant and fuel consumption optimization through several programs such as OBKL (*on-board kidney loop*), oil life extension program and fuel recycle program. All digital innovations and initiatives carried out by the Company were supported by modern infrastructure leveraging cloud 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 Pasokan yang Bertanggung Jawab

Responsible Supply Chain [2-6]

Pengelolaan rantai pasokan barang dan jasa Perusahaan berada di bawah tanggung jawab Departemen Supply Chain Management (SCM). Departemen SCM bertanggung jawab untuk menyediakan barang dan jasa dengan berfokus pada kepuasan pelanggan, kemitraan yang kuat, efisiensi biaya, implementasi teknologi digital, serta transformasi secara menyeluruh sebagai bagian dari proses perbaikan terus-menerus, termasuk memastikan seluruh pemasok mematuhi kriteria lingkungan dan sosial sehingga mendukung praktik keberlanjutan.

The supply chain management of goods and services is the responsibility of the Supply Chain Management (SCM) Department. The SCM Department is responsible to procure goods and services focusing on customer satisfaction, solid partnership, cost efficiency, digital technology implementation, as well as end-to-end transformation as a part of continuous improvement process, including ensuring that all suppliers comply with environmental and social requirements in order to support sustainability practices.



Petrosea mengimplementasikan ISO 37001:2016 tentang Sistem Manajemen Anti penyuapan pada seluruh kebijakan dan prosedur pengadaan.

Petrosea implements ISO 37001:2016 regarding Anti-Bribery Management System across its 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.

Sepanjang tahun 2024, *Sustainable Procurement Squad* Perusahaan melanjutkan pelaksanaan inisiatif GO LOCAL Project yang mencerminkan komitmen Petrosea dalam mempromosikan keberlanjutan dengan menggantikan produk impor menggunakan produk alternatif lokal berkualitas tinggi yang lebih ekonomis. Inisiatif ini juga berfokus pada pengembangan kapabilitas pemasok lokal dan nasional untuk meningkatkan nilai TKDN Perusahaan.

Throughout 2024, the Company's Sustainable Squad continued the implementation of GO LOCAL Project initiative, showcasing the Company's commitment to promoting sustainability by replacing imported products by more economic and high-quality alternative local products. This initiative focuses on the capability development of local and national suppliers to increase the Company's TKDN score.



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).

GO LOCAL Project dilaksanakan melalui tiga tahap, yakni *sourcing, engagement, dan development*. Sepanjang tahun 2024, inisiatif ini telah mengidentifikasi berbagai produk potensial, termasuk *electrical spare parts* seperti baterai dan *chemical degreaser*, yang berhasil dipasang oleh pemasok lokal dan digunakan di beberapa lokasi operasional Perusahaan.

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.

The GO LOCAL Project was implemented in three stages, namely *sourcing, engagement and development*. Throughout 2024, this initiative has identified various potential products, including *electrical spare parts* such as batteries and *chemical degreasers*, which have been supplied by local suppliers and used in various operating areas of the Company.

Adapun produk lokal yang telah mendukung komitmen ESG Perusahaan adalah sebagai berikut:

The local products that have supported the Company's ESG commitment are as follows:

Filter Bahan Bakar / Fuel Filter

E 23% 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 63% Penurunan Harga Peningkatan TKDN
Lower Price Increased TDKN

Mitigasi Risiko ESG di Rantai Pasok ESG Risk Mitigation Across the Supply Chain



Petrosea senantiasa berupaya memitigasi risiko di rantai pasokan melalui penerapan berbagai program, komunikasi yang efektif, pemanfaatan teknologi, serta memastikan kepatuhan terhadap peraturan perundang-undangan yang berlaku.

Proses penilaian dan evaluasi kinerja pemasok juga dilakukan melalui *platform ERP System*. Proses ini memperhitungkan aspek lingkungan seperti manajemen K3L, manajemen resiko dan tanggung jawab pemasok, serta aspek sosial, seperti hubungan industrial. Pada akhir 2024, 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 through the implementation of various programs, effective communication, technology utilization, as well as compliance with prevailing laws and regulations.

The vendor performance assessment and evaluation process is also carried out through the ERP System 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 2024, 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 menerapkan prinsip pengadaan berkelanjutan pada rantai pasok untuk meminimalkan dampak dan risiko ESG sekaligus meningkatkan efisiensi operasional rantai pasok. Sepanjang tahun 2024, Perusahaan memastikan bahwa penilaian telah dilakukan pada seluruh (100%) pemasok. [308-2][414-2]

Petrosea implements sustainable procurement principles across its supply chain in order to minimize ESG impacts and risks, while improving the operational efficiency of its supply chain. Throughout 2024, the Company has ensured that the assessment process has been applied to all (100%) suppliers. [308-2][414-2]

➤ Program pengadaan berkelanjutan yang dilaksanakan oleh tim *Sustainable Procurement* berhasil mengimplementasikan inisiatif ESG.

The sustainable procurement program was carried out by the Sustainable Procurement team Procurement team successfully implemented ESG initiatives.

➤ Melalui inisiatif *quick wins*, Petrosea melakukan perhitungan emisi cakupan 3 dari aktivitas pengadaan. Sampai dengan akhir tahun 2024, Petrosea berhasil melakukan perhitungan emisi cakupan 3 untuk kategori *fuel* dan *lubricant*.

Through quick-win initiatives, Petrosea calculated scope 3 emissions from procurement activities. As of the end of 2024, Petrosea successfully calculated scope 3 emissions for fuel and lubricant categories.

➤ Petrosea melaksanakan *webinar* untuk para mitra bisnis dengan tema "Anti-Bribery Management System Vendor Socialization". *Webinar* ini dihadiri oleh 108 pemasok dengan total 153 peserta, termasuk dari tim internal Perusahaan.

Petrosea conducted a webinar for business partners with the theme of "Anti-Bribery Management System Vendor Socialization". This webinar was attended by 108 suppliers with a total of 153 participants, including the Company's internal team.

➤ Melalui inisiatif *major projects*, Petrosea melanjutkan pelaksanaan inisiatif GO LOCAL *Project* yang bertujuan untuk mempromosikan keberlanjutan melalui peningkatan nilai TKDN. Selama tahun 2024, Petrosea berhasil meningkatkan nilai TKDN sebesar 96%.

Through the major projects initiative, Petrosea continued the implementation of the GO LOCAL Project initiative which aims to promote sustainability through increasing the value of TKDN. During 2024, Petrosea successfully increased the TKDN value by 96%.

➤ Tim Supply Chain Management kantor pusat melakukan pengumpulan, pemilahan dan mendaur ulang sampah sebanyak 726,46 kg sampah anorganik atau setara dengan pengurangan 726,11 kilogram emisi CO₂e

The head office Supply Chain Management team collected, sorted and recycled 726.46 kg of inorganic waste or the equivalent of reducing 726.11 kilograms of CO₂e emissions.

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

Sampai dengan akhir tahun 2024, Petrosea menjalin kerja sama dengan 1.038 pemasok barang dan jasa. Mayoritas pemasok berasal dari kelompok nasional non-lokal yang seluruhnya (100%) telah diseleksi melalui proses penilaian lingkungan dan sosial. ^{[308-1][414-1]}

As of the end of 2024, Petrosea collaborated with 1,038 goods and services suppliers. The majority of suppliers are national non-local suppliers all of which (100%) has been shortlisted through environmental and social assessment process. ^{[308-1][414-1]}

Pemasok Barang & Jasa Goods & Services Suppliers

Pemasok Supplier	2024		2023		2022	
	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	220	10.654.649,54	137	6.947.518,34	42	1.968.007,04
Non Lokal Non-Local	780	817.829.686,22	724	207.423.373,40	785	237.224.563,86
Internasional International	38	6.123.374,62	61	20.717.500,76	54	8.046.297,25
Jumlah Total	1038	834.607.710,38	922	235.088.392,50	881	247.238.868,15

Tingkat Komponen Dalam Negeri (TKDN) Barang & Jasa Local Content Level (TKDN) of Goods and Services

Jenis TKDN Type of TKDN	2024	2023	2022
	Jumlah TKDN (%) Total TKDN (%)	Jumlah TKDN (%) Total TKDN (%)	Jumlah TKDN (%) Total TKDN (%)
Lokal Local	96	98	94
Non Lokal Non-Local	4	2	6



Diversifikasi Usaha Business Diversification

Setelah menyelesaikan akuisisi perusahaan tambang batubara, yaitu PT Cristian Eka Pratama (CEP), Petrosea terus meningkatkan produksi batubara dari anak usahanya tersebut. Sampai dengan akhir tahun 2024, CEP mencatatkan produksi batubara sebesar 1,35 Juta ton dengan penjualan sebanyak 1,42 Juta ton. CEP memberikan kontribusi sebesar US\$64,17 juta atau 9,29% terhadap total pendapatan Perusahaan.

Pada tahun 2024, Petrosea fokus pada ekspansi bisnis utama yang dimiliki ke sektor pertambangan batubara dan mineral lainnya, termasuk nikel.


After completing the acquisition of the coal mining company, PT Cristian Eka Pratama (CEP), Petrosea has continued to increase coal production from its subsidiary. As of the end of 2024, CEP recorded 1.35 million tons in coal production with the sales of 1.42 million tons. CEP contributed US\$64,17 million or 9.29% to the total revenue of the Company.

In 2024, Petrosea focused on expanding its core business into coal mining and other mineral sectors, including nickel.

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 2024 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perusahaan. Demikian pernyataan ini dibuat dengan sebenarnya.

Tangerang Selatan, Maret 2025



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



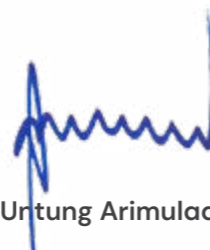
Prof. Ginandjar Kartasasmita

Komisaris
Commissioner



Jenderal Pol. (Purn.) Drs. Sutanto

Komisaris
Commissioner



Dr. Setia Urtung Arimuladi, S.H., M.Hum.

Komisaris Independen
Independent Commissioner



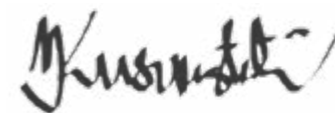
Kartika Hendrawan

Direktur
Director



Ruddy Santoso

Direktur
Director



Meinar Kusumastuti

Direktur
Director



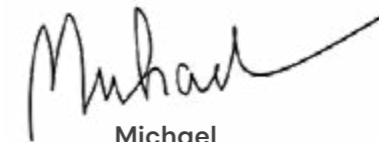
Iman Darus Hikhman

Direktur
Director

Statement of the Board of Commissioners & Board of Directors (2-14)

We the undersigned state that all the information in PT Petrosea Tbk Sustainability Report 2024 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, March 2025



Michael

Presiden Direktur
President Director

Pernyataan Verifikasi Independen

Independent Assurance Statement



Independent Assurance Statement The 2024 Sustainability Report of PT Petrosea Tbk

Number : 07/000-758/III/2025/SRAI

Assurance Type : Type 1
Assurance Level : Moderate
Reporting Standards : GRI Universal Standard 2021 Consolidated
Reporting Regulation : Otoritas Jasa Keuangan Regulation (POJK) Number 51/ POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021

Dear stakeholders,

PT Sejahtera Rambah Asia is issuing an **Independent Assurance Statement** (“the Statement”) of the **2024 Sustainability Report** (“the Report”) of **PT Petrosea Tbk** (“the Company” or “the Reporting Organization”). The Company carries out a 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 1 to December 31, 2024**. As agreed with Management, PT Sejahtera Rambah Asia’s responsibility is to 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, PT Sejahtera Rambah Asia is only evaluated for the latest received editorial and data on the final draft as of March 21st, 2025. PT Sejahtera Rambah 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

PT Sejahtera Rambah Asia confirms NO relationships between the assesor team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assesor 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 assesor 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.

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, but not zero.

Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of **January 1st to December 31st, 2024**.
2. Material topics presented in the Report: **Employee Health & Safety, Local Community Empowerment, Diversity, Equity and Inclusion, Sustainable Governance, Environmental Management and Climate Change, Skilled and Prosperous Human Capital, Technology and Innovation**.
3. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
4. PT Sejahtera Rambah 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 reporting principles, standards, and regulations of POJK Number 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021, and GRI Standard 2021 Consolidated.

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 Assurance 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 Assesor Team.
3. Hold a kick-off meeting and initial analysis of the Report draft based on the PT Sejahtera Rambah 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. Verify evidence and trace data and information as covered in the Report.
6. The Company incorporated our recommendations in the draft Report and release the final Report content.
7. Prepare the Statement and send it to AA1000 AccountAbility for review to get approval before submitting it to the Company.

Pernyataan Verifikasi Independen
Independent Assurance Statement



8. Prepare a Management Letter detailing all aspects seen, recorded, and observed during the assurance to the Management of the Company for further improvement of sustainability processes.

Adherence to AA1000AP (2018) and GRI Universal Standards

Inclusivity – The Company has appointed a Corporate Secretary to oversee stakeholder engagement, reflecting its commitment to good governance. As part of this process, the Company identifies key stakeholders, such as shareholders, employees, customers, business partners, government, and communities, while also understanding the issues that matters. Stakeholder input is implemented into policies, including procurement practices, employee welfare, and tax compliance. Furthermore, to enhance transparency, the Company may disclose relevant Key Performance Indicators, such as stakeholder satisfaction scores, resolution times for concerns, or the percentage of addressed issues, to measure the effectiveness of its engagement efforts.

Materiality – The Company takes a structured approach to determining material topics, by conducting a focus group discussion. The assessment considers risks and opportunities while taking into account both actual and potential effects on the organization and its stakeholders. Furthermore, the Company may enhance its disclosures by providing more details on the methodology used for ranking material issues, helping to clarify how their significance, likelihood, and impact are assessed.

Responsiveness – The Company has a Whistleblowing System and a Grievance Management System, both overseen by the Ethics Committee as part of its efforts to uphold accountability. These mechanisms are integrated into the Company's governance and ethics policies to support responsible business practices. To promote transparency, the Company provides reporting channels for stakeholders and works to ensure that complaints are addressed appropriately. It also reports on whistleblowing cases, grievance management, and customer satisfaction surveys as part of its commitment to open communication. Further, the Company may improve its approach by providing more clarity on how issues are prioritized based on urgency and severity.

Impact – From an economic perspective, the Company seeks to create impact through initiatives like GO LOCAL and the Kinarya social enterprise, which support local businesses. From an environmental aspect, the Company implements GHG reduction and energy efficiency programs. Initiatives such as fuel efficiency, equipment maintenance, and digital monitoring are in place to reduce environmental impact. Further, the Company needs to provide more detailed disclosures on the carbon emission reductions achieved through each initiative or program. Regarding social impact, the Company implements ISO 45001-certified Occupational Health & Safety management systems and structured employee training programs. In 2024, the Company maintaining a strong safety record with no fatal accidents and no occupational diseases. In governance aspect, the Sustainability Committee oversees ESG strategy, anti-corruption compliance, and risk management frameworks. In 2024, the Company recorded one corruption case, leading to corrective actions. To enhance transparency, the Company may consider disclosing specific internal controls improved after the incident, such as stricter procurement oversight, additional financial audits, or policy adjustments to prevent future occurrences.

Statement of Use: "In accordance with the GRI Standards" – We evaluated the Report content according to 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 sufficiently indicates its adherence to sustainability reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability). The Management has provided adequate support during the assurance work by submitting evidence/documents as requested.

Recommendation

1. To disclose the specific criteria used in its materiality assessment methodology for evaluating significance, likelihood, and impact of each material topic.
2. To enhance transparency by improving disclosures on resolution outcomes and corrective actions taken in response to major concerns from stakeholders.
3. To provide quantifiable impact metrics, including the actual impact of economic programs and detailed carbon emissions reductions achieved through each environmental initiative.

The assurance provider,

Jakarta, March 21st 2025

Lim Hendra
Assurance Director of
PT Sejahtera Rambah Asia



Indeks POJK 51/2017 & SEOJK 16/2021

POJK 51/2017 & SEOJK 16/2021 Index

Referensi SEOJK Nomor 16/POJK.04/2021 bagian Pedoman Teknis Penyusunan Laporan Keberlanjutan Bagi Emiten dan Perusahaan Publik. Financial Services Authority Circular Letter (SEOJK) Number 16/POJK.04/2021 section Technical Guidelines 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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Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
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	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	20	-	-	-
	2-25	Proses untuk memulihkan dampak negatif Processes to remediate negative impact	168-173	-	-	-
	2-26	Mekanisme untuk mendapatkan saran dan meningkatkan isu Mechanisms for seeking advice and raising concerns	180	-	-	-
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	2-30	Perjanjian perundingan kolektif Collective bargaining agreements	116	-	-	-
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	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	135-136	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
	403-3	Layanan kesehatan kerja Occupational health services	144	-	-	-
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	144	-	-	-
	403-5	Pelatihan pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	138	-	-	-
	403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	144	-	-	-
	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	140	-	-	-
	403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	134	-	-	-
	403-9	Kecelakaan kerja Work-related injuries	140	-	-	-
	403-10	Penyakit Akibat Kerja Work-related ill health	140	-	-	-
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	58-59	-	-	-
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi di dalam organisasi Energy consumption within the organization	80	-	-	-
	302-2	Konsumsi energi di luar organisasi Energy consumption outside of the organization	80	-	-	-
	302-3	Intensitas energi Energy intensity	80	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	81	-	-	-
	302-5	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services	81	-	-	-
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	92,95	-	-	-
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	94,95	-	-	-
	303-3	Pengambilan air Water withdrawal	92	-	-	-
	303-4	Pembuangan air Water discharge	92	-	-	-
	303-5	Konsumsi air Water consumption	92	-	-	-
	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	97	-	-	-
	304-2	Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products and services on biodiversity	97	-	-	-
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	81-82, 101	-	-	-
	305-2	Emisi GRK (Cakupan 2) tidak langsung Indirect (Scope 2) GHG emissions	81-82, 101	-	-	-
	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	81-82	-	-	-
	305-4	Intensitas emisi GRK GHG emissions intensity	83	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
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	305-5	Pengurangan emisi GRK Reduction of GHG emissions	84, 89	-	-	-
	305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	81	a. Produksi, impor dan ekspor ODS dalam metrik ton setara trichlorofluoro-methane (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	Belum dilakukan pencatatan dan perhitungan emisi ODS yang dihasilkan The resulting ODS emissions have not been recorded and calculated	-
	305-7	Nitrogen oksida (NO _x), sulfur oksida (SO _x), dan emisi udara signifikan lainnya Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	81	a. Production, imports and exports of ODS in metric tons equivalent to trichlorofluoro-methane (CFC-11) b. Substances included in the calculation c. Source of the emission factors used d. Standards, methodologies, assumptions, and/or calculation tools used		
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	58-59	-	-	-
GRI 41: Hak-hak Masyarakat Adat 2016 GRI 41: Rights of Indigenous Peoples 2016	411-1	Insiden pelanggaran yang melibatkan hak-hak masyarakat adat Incidents of violations involving rights of indigenous peoples	153	-	-	-
	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	152	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
	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	153	-	-	-
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	58-59	-	-	-
GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	111-115	-	-	-
	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	125, 131	-	-	-
	401-3	Cuti melahirkan Parental Leave	127	-	-	-
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	122	-	-	-
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	122, 123, 127	-	-	-
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	118	-	-	-
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	124	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
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	116	-	-	-
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	116	-	-	-
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	58-59	-	-	-
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	200	-	-	-
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	58-59	-	-	-
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	106	-	-	-
	405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	125	-	-	-
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	131	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
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	58-59	-	-	-
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	177	-	-	-
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti-korupsi Communication and training about anti-corruption policies and procedures	177	-	-	-
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	177	-	-	-
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	58-59	-	-	-
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Produksi limbah dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	87	-	-	-
	306-2	Pengelolaan dampak signifikan terkait limbah Management of significant waste-related impacts	89	-	-	-
	306-3	Limbah yang dihasilkan Waste generated	88	-	-	-
	306-4	Pengangkutan limbah berbahaya Waste diverted from disposal	89,96	-	-	-
	306-5	Badan air yang dipengaruhi oleh pelepasan dan/atau limpahan air Waste directed to disposal	88	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	90	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	58-59	-	-	-
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	188	-	-	-
	201-2	Implikasi finansial, risiko, dan peluang lainnya terkait perubahan iklim Financial implications and other risks and opportunities due to climate change	85	-	-	-
	201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	127	-	-	-
	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	152, 189	-	-
203-2		Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	152	-	-	-
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	200	-	-	-
	414-1	Seleksi pemasok baru dengan menggunakan kriteria sosial New suppliers that were screened using social criteria	200	-	-	-

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.

- 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
- Laporan ini mudah dimengerti / This report is easy to understand
 Setuju | Agree Ragu-ragu | Uncertain Tidak setuju | Disagree
- Informasi yang ada pada laporan ini cukup lengkap / Information in this report is comprehensive
 Setuju | Agree Ragu-ragu | Uncertain Tidak setuju | Disagree
- Laporan ini layak atau dapat dipertanggungjawabkan / This report can be accounted for
 Setuju | Agree Ragu-ragu | Uncertain Tidak setuju | Disagree
- 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:
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Email:

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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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