

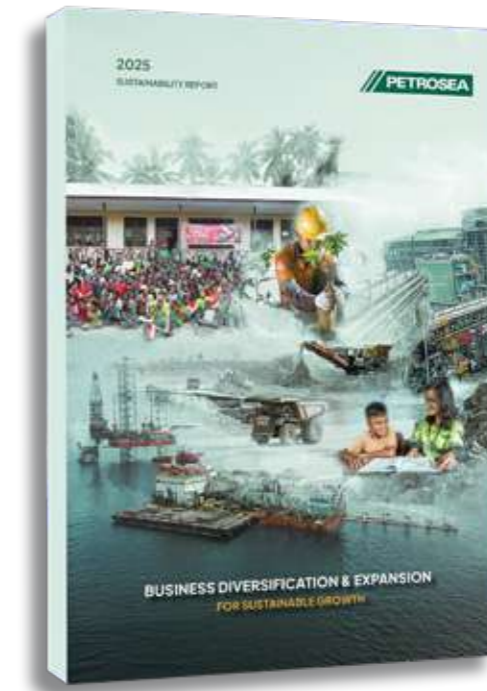
2025

SUSTAINABILITY REPORT



**BUSINESS DIVERSIFICATION & EXPANSION**  
**FOR SUSTAINABLE GROWTH**

## PENJELASAN TEMA ABOUT OUR THEME



### BUSINESS DIVERSIFICATION & EXPANSION FOR SUSTAINABLE GROWTH

Petrosea fokus pada implementasi strategi diversifikasi dan ekspansi bisnis, tidak hanya untuk meningkatkan kapasitas operasional dan portofolio usaha, tetapi juga untuk memperkuat ketahanan terhadap dinamika industri dan tantangan global. Setiap langkah ekspansi dan diversifikasi dijalankan dengan mempertimbangkan prinsip keberlanjutan, termasuk dampak sosial, lingkungan dan tata kelola, sehingga pertumbuhan senantiasa sejalan dengan penciptaan nilai berkelanjutan bagi seluruh pemangku kepentingan.

Petrosea focused on implementing its business diversification and expansion strategy, not only to enhance operational capacity and its business portfolio, but also to strengthen resilience against industry dynamics and global challenges. Each expansion and diversification step was carried out with consideration for sustainability principles, including social, environmental and governance impacts, ensuring that growth is continuously aligned with the creation of long-term value for all stakeholders.

Laporan Keberlanjutan ini memuat berbagai informasi mengenai kinerja lingkungan, sosial, tata kelola, dan ekonomi serta strategi dan arah pengembangan Perusahaan di masa mendatang. Seluruh informasi yang bukan bersifat historis dikategorikan sebagai pernyataan berwawasan ke depan (*forward-looking statements*). Pernyataan ke depan tersebut mencerminkan ekspektasi, rencana, dan proyeksi manajemen berdasarkan asumsi-asumsi tertentu mengenai kondisi terkini dan perkiraan situasi di masa depan, baik terkait faktor internal maupun eksternal Perusahaan. Namun demikian, pernyataan tersebut dapat berkembang karena adanya berbagai risiko, ketidakpastian, dan perubahan kondisi ekonomi, sosial, lingkungan maupun regulasi di luar kendali Perusahaan. Perusahaan tidak menjamin bahwa segala tindakan yang telah diambil untuk memastikan keabsahan dokumen ini akan membawa hasil-hasil tertentu sesuai harapan.

This Sustainability Report contains various information regarding the Company's environmental, social, governance, and economic performance, as well as its future development strategies and direction. All information that is not historical in nature is categorized as forward-looking statements. These forward-looking statements reflect management's expectations, plans, and projections based on certain assumptions regarding current conditions and projected future situations, both related to internal and external factors of the Company. However, these statements are subject to change due to various risks, uncertainties, and changes in economic, social, environmental and regulatory conditions beyond the Company's control. The Company does not guarantee that any actions taken to ensure the validity of this document will produce specific results as expected.

# SEKILAS LAPORAN KEBERLANJUTAN

## SUSTAINABILITY REPORT OVERVIEW

[2-2, 2-3, 2-4, 2-5]

Petrosea secara konsisten menerbitkan Laporan Keberlanjutan setiap tahun sebagai wujud komitmen Perusahaan terhadap implementasi empat pilar governansi korporat yang terdiri dari perilaku beretika, akuntabilitas, transparansi dan keberlanjutan dalam setiap aktivitas bisnis.

Laporan Keberlanjutan untuk tahun buku 2025 ini merupakan laporan ke-17, dengan periode pelaporan mencakup data kinerja dari 1 Januari hingga 31 Desember 2025.

Laporan Keberlanjutan ini diterbitkan pada bulan Maret 2026 sebagai kesinambungan dari laporan tahun sebelumnya untuk tahun buku 2024 yang diterbitkan pada bulan Maret 2025.

Informasi kinerja keuangan di dalam laporan Keberlanjutan ini disampaikan berdasarkan Laporan Keuangan Konsolidasian yang telah diaudit oleh Kantor Akuntan Publik Liana Ramon Xenia & Rekan dengan opini wajar dalam semua hal yang material serta sesuai dengan Standar Akuntansi Keuangan yang berlaku. Penyampaian laporan ini juga merupakan wujud komitmen kami dalam menerapkan tata kelola perusahaan yang baik guna mendorong kinerja yang semakin kuat dan berkelanjutan.

Petrosea consistently publishes an annual Sustainability Report as a manifestation of the Company's commitment to implementing the four pillars of corporate governance, ethical behavior, accountability, transparency and sustainability in all business activities.

This Sustainability Report for the 2025 fiscal year is the 17<sup>th</sup> report, with the reporting period covering performance data from 1 January to 31 December 2025.

This Sustainability Report was published in March 2026 as a continuation of the previous year's report for the 2024 fiscal year which was published in March 2025.

The financial performance information in this Sustainability Report is based on the Consolidated Financial Statements audited by the Public Accounting Firm of Liana Ramon Xenia & Rekan, with an opinion that is fair in all material respects and in accordance with applicable Financial Accounting Standards. The submission of this report also demonstrates our commitment to implementing good corporate governance in order to drive stronger and more sustainable performance.

Laporan Keberlanjutan ini disusun dengan mengacu pada:

This Sustainability Report is prepared with reference to:

1

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

2

**Pedoman Teknis Penyusunan Laporan Keberlanjutan dalam SEOJK No. 16/SEOJK.04/2021**  
Technical Guidelines for Preparing Sustainability Reports in SEOJK No. 16/SEOJK.04/2021

3

**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

Cakupan dalam Laporan Keberlanjutan ini meliputi seluruh lingkup Petrosea, termasuk cucu perusahaan, yaitu PT Cristian Eka Pratama yang diakuisisi pada tahun 2023.

This Sustainability Report covers the entire scope of Petrosea, including its subsidiary, PT Cristian Eka Pratama which was acquired in 2023.

Terdapat penyajian kembali informasi dari tahun-tahun sebelumnya yang disajikan. Informasi yang disajikan kembali berikut alasannya disampaikan di pembahasan terkait.

There are restatements of information from previous year. The restated information and the reasons for this are presented in the respective discussion.



## Verifikasi Laporan & Penjaminan Eksternal

[G.1]

Seluruh informasi yang disajikan dalam Laporan Keberlanjutan 2025 ini telah mendapatkan persetujuan dari manajemen Petrosea dan melalui proses verifikasi dari pihak independen eksternal, yaitu PT Sejahtera Rambah Asia (SRAI) dengan menggunakan standar verifikasi AA1000 dengan tingkat menengah (*moderate*) Tipe 1.

Tidak terdapat benturan kepentingan dalam pemilihan dan pelaksanaan proses verifikasi. Penunjukan SRAI dilakukan melalui proses pengadaan barang dan jasa sesuai dengan kebijakan Perusahaan dan telah disetujui oleh manajemen. SRAI juga tidak terlibat dalam proses pembuatan laporan untuk menjamin independensi prosedur.

## Report Verification & External Assurance

[G.1]

All information presented in this 2025 Sustainability Report has been approved by Petrosea's management and has undergone external verification by an external independent party, PT Sejahtera Rambah Asia (SRAI), using the AA1000 verification standard with a moderate Type 1 rating.

There are no conflicts of interest in the selection and implementation of the verification process. SRAI was appointed through a procurement process in accordance with Company policy and approved by management. SRAI was also not involved in the report preparation process to ensure procedural independence.



## Tanggapan Umpan Balik Laporan Sebelumnya

[G.3]

Petrosea menerima beberapa masukan terkait Laporan Keberlanjutan tahun 2024 dari pemangku kepentingan eksternal, diantaranya mengenai informasi metode perhitungan yang digunakan dalam konsumsi energi, pendekatan yang digunakan dalam perhitungan emisi, serta penyampaian perbandingan target antara kinerja produksi dan investasi. Perusahaan telah menanggapi masukan tersebut dan menyertakan informasi yang dimaksud di dalam Laporan Keberlanjutan tahun 2025 ini.

## Kontak terkait Pelaporan

[2-3]

Seluruh kritik dan saran terkait Laporan Keberlanjutan 2025 dapat disampaikan kepada Petrosea melalui kontak di bawah ini, maupun melalui lembar umpan balik yang terdapat di bagian akhir laporan ini.

## Feedback Follow-up to Previous Report

[G.3]

Petrosea received feedback regarding the 2024 Sustainability Report from external stakeholders, including feedback on the information related to the calculation methods used for energy consumption, approaches applied to calculate emissions, as well as the comparison of production and investment performance targets. The Company has responded to this feedback and included the relevant information into this 2025 Sustainability Report.

## Reporting Contact

[2-3]

All feedback and suggestions regarding the 2025 Sustainability Report can be submitted to Petrosea through the contact details provided below or the feedback form included at the end of this report.

**Nama | Name** : Anto Broto  
**Jabatan | Position** : Sekretaris Perusahaan | Corporate Secretary  
**Alamat | Address** : Wisma Barito Pacific  
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investor.relations@petrosea.com  
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# 1

## IKHTISAR KEBERLANJUTAN SUSTAINABILITY AT A GLANCE

Petrosea secara konsisten menerapkan praktik usaha yang bertanggung jawab dengan menjadikan keberlanjutan, tata kelola perusahaan dan inovasi sebagai landasan operasional. Perusahaan juga menempatkan keselamatan, kesehatan kerja dan lingkungan sebagai fokus utama.

Petrosea consistently implements responsible business practices by embedding sustainability, good corporate governance and innovation as the foundation of its operations. The Company also places safety, health and environment as key priorities in conducting its business activities.

# IKHTISAR KINERJA KEBERLANJUTAN

## SUSTAINABILITY PERFORMANCE HIGHLIGHTS

### KINERJA LINGKUNGAN

#### ENVIRONMENTAL PERFORMANCE

[B.2]

#### Konsumsi Energi Listrik<sup>1</sup>

Electricity Consumption

2025  
**7.240,41** MWh

2024 5.631,64      2023 3.122,50

#### Selisih Konsumsi Energi Listrik\*\*

Electricity Consumption Difference

2025  
**4.117,91** MWh

2024 2.509,14      2023 23,43

#### Emisi GRK yang Dihasilkan<sup>2</sup>

GHG Emissions Generated

2025  
**338.346,04** tCO<sub>2</sub>e

2024 306.440,64      2023 343.337,76

#### Selisih Emisi GRK yang Dihasilkan\*\*

GHG Emissions Difference

2025  
**(4.991,72)** tCO<sub>2</sub>e

2024 (36.897,12)\*      2023 8.939,00

#### Konsumsi Air<sup>3</sup>

Water Consumption

2025  
**2.129.242,97** m<sup>3</sup>

2024 1.155.056,77\*      2023 1.094.211,38

#### Selisih Konsumsi Air\*\*

Water Consumption Difference

2025  
**1.035.031,59** m<sup>3</sup>

2024 60.845,39\*      2023 102.215,23

#### Limbah yang Dihasilkan<sup>4</sup>

Waste Generated

2025  
**6.006,09** Ton

2024 4.591,53      2023 5.205,88

#### Selisih Limbah yang Dihasilkan\*\*

Waste Generated Difference

2025  
**800,20** Ton

2024 (614,35)      2023 1.285,60

**Keterangan/Notes:**

- Listrik yang dibeli dari PLN dan diperhitungkan sebagai emisi CO<sub>2</sub> dari cakupan 2  
Electricity purchased from PLN and considered as scope 2 CO<sub>2</sub> emission
- Emisi GRK cakupan 1 dan 2  
GHG emissions including scope 1 and 2
- Termasuk air tanah, air permukaan, air hujan, air laut dan air bersih yang dibeli di luar Perusahaan  
Including groundwater, surface water, rainwater, sea water and clean water purchased from outside the Company
- Termasuk limbah bahan berbahaya & beracun dan limbah tidak berbahaya  
Including hazardous & toxic waste and non-hazardous waste

- Data 2025 termasuk biodiesel B35 dan B40, sedangkan data 2023 dan 2024 termasuk biodiesel B35  
2025 data includes B35 and B40 biodiesel, while 2023 and 2024 data include B35 biodiesel
- \*Penyajian kembali informasi karena perbedaan cakupan perhitungan  
Restatement of information due to differences in calculation scope
- \*\*Perhitungan terhadap tahun dasar 2023  
Calculation scope against base year 2023



### Konsumsi BBM Biodiesel<sup>5</sup>

Biodiesel Fuel Consumption

2025  
**6.192.450,32** GJ

2024 5.313.377,00      2023 5.994.725,58

#### Selisih Konsumsi BBM Biodiesel\*\*

Biodiesel Fuel Consumption Difference

2025  
**197.724,74** GJ

2024 (681.348,58)      2023 141.719,75

#### Konsumsi Energi Terbarukan

Renewable Energy Consumption

2025  
**14,28** MWh

2024 14,99      2023 14,90

#### Selisih Konsumsi Energi Terbarukan\*\*

Renewable Energy Consumption Difference

2025  
**(0,63)** MWh

2024 0,09      2023 -

#### Penanaman & Pemeliharaan Mangrove

Mangrove Planting & Conservation

2025  
**1.063** Bibit/Seedlings

2024 2.080      2023 -

**KINERJA SOSIAL**  
SOCIAL PERFORMANCE  
[B.3]

**Kematian di Tempat Kerja**  
Workplace Fatality

2025  
**0** Orang/People

2024 0      2023 0

**Jam Kerja Nihil Kecelakaan Kerja**  
Manhours Lost Time Injury Free

2025  
**44.548.769,43** Jam Kerja/Manhours

2024 20.963.659,17      2023 8.200.181,55

**Jumlah Karyawan yang Mengikuti Pelatihan Soft Skill**  
Number of Employees Participating in Soft Skill Training

2025  
**592** Karyawan/Employees

2024 470      2023 279

**Komposisi Karyawan Perempuan di Level Senior Management**  
Composition of Female Employee in Senior Management Level

2025  
**10** %

2024 11,54      2023 14,81

**Investasi Pengembangan Karyawan**  
Investment in Employee Development

2025  
**605.225** US\$

2024 398.153\*      2023 121.785

**Kegiatan Corporate Social Responsibility (CSR)**  
Corporate Social Responsibility (CSR) Activities

2025  
**59** Program/Programs

2024 34      2023 45

**Keterangan/Notes:**

\*Penyajian data kembali karena perubahan metode perhitungan  
Data restatement due to changes in calculation method



**Jumlah Penerima Manfaat Program CSR**

Number of Beneficiaries from CSR Program

2025  
**19.982** Orang/People

2024 18.342      2023 18.549



**Peningkatan Jumlah Karyawan**  
Increase in Number of Employees

2025  
**65,75** %

2024 26,21      2023 30,68

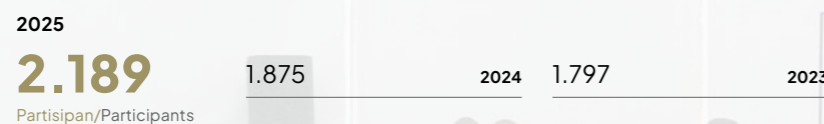
**Tingkat Turnover Karyawan**  
Turnover Rate

2025  
**16,41** %

2024 23,21      2023 18,19

**KINERJA TATA KELOLA**  
GOVERNANCE PERFORMANCE

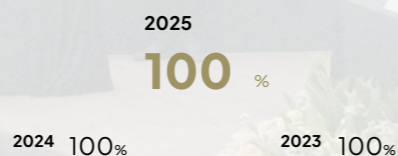
**Tingkat Partisipasi Sosialisasi Antikorupsi oleh Pemangku Kepentingan Internal & Eksternal**  
Level of Participation in Anti-Corruption Socialization by Internal & External Stakeholders



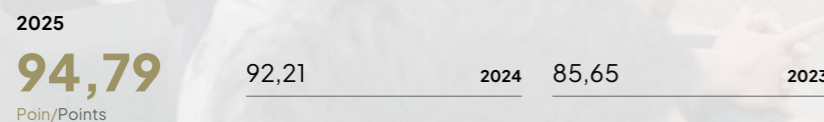
**Total Jam Pelatihan Karyawan terkait ESG**  
Total Hours of ESG-Related Employee Training



**Laporan Whistleblowing yang Ditindaklanjuti**  
Follow-up on Whistleblowing Reports



**Skor GCG Berdasarkan ASEAN Corporate Governance Scorecard**  
GCG Score Based on the ASEAN Corporate Governance Scorecard



Penerapan pilar-pilar *corporate governance* di Petrosea tidak hanya memenuhi ketentuan kepatuhan minimum, tetapi juga telah mengadopsi standar internasional sebagaimana yang dipersyaratkan dalam ASEAN Corporate Governance Scorecard (ACGS). Pada tahun pelaporan, Petrosea berhasil meraih predikat “sangat baik” dengan skor 94,79, melampaui rata-rata *Big Cap 100* perusahaan tercatat di Bursa Efek Indonesia, berdasarkan penilaian dari pihak independen. Capaian ini meningkat dibandingkan tahun sebelumnya dengan skor 92,21, sekaligus menjadi pencapaian tertinggi sepanjang lebih dari lima dekade perjalanan Petrosea di industri pertambangan dan konstruksi

The implementation of corporate governance pillars at Petrosea not only meets the minimum compliance requirements but has also adopted international standards as stipulated in the ASEAN Corporate Governance Scorecard (ACGS). In the reporting year, Petrosea achieved a “very good” rating with a score of 94.79, surpassing the average score of the Big Cap 100 listed companies on the Indonesia Stock Exchange, based on assessments conducted by an independent party. This result marks an improvement from the previous year’s score of 92.21, and represents the highest achievement in Petrosea’s more than five decades operating in the mining and construction industry



**Penghargaan Tata Kelola**  
Corporate Governance Awards

Sepanjang tahun 2025, praktik terbaik dalam pelaksanaan GCG di Petrosea kembali berhasil mendapatkan pengakuan dari berbagai pihak, di antaranya penghargaan untuk kategori “Pendukung Minyak, Gas & Batu Bara” pada Bisnis Indonesia Awards 2025, “Community Empowerment” pada Investor Daily ESG Appreciation 2025, predikat “Platinum Alignment” pada Top 100 Indonesia 2025 La Tofi ESG Rating, “Best PR Leader Awards 2025”, “Indonesia Best Corporate Secretary Awards 2025” dan “Indonesia Top GCG Awards 2025 dari The Iconomics, “Peringkat A untuk Laporan Keberlanjutan 2024 Terbaik” dari Foundation for International Human Rights Reporting Standards (FIHRRST), serta penghargaan untuk kategori “Leadership A- Advancing ESG Transparency” dari Bumi Global Karbon (BGK) Foundation. Perusahaan juga berhasil meraih predikat sebagai “Top 50 Big Capitalization Public Listed Companies” di ajang 16<sup>th</sup> IICD Corporate Governance Awards

Throughout 2025, Petrosea’s best practices in GCG implementation once again received various recognitions from multiple institutions. These included awards for the “Oil, Gas & Coal Support” category at the 2025 Bisnis Indonesia Awards, “Community Empowerment” category award at the Investor Daily ESG Appreciation 2025, “Platinum Alignment” rating at the Top 100 Indonesia 2025 La Tofi ESG Rating, “Best PR Leader Awards 2025”, “Indonesia Best Corporate Secretary Awards 2025” and “Indonesia Top GCG Awards 2025” from The Iconomics, “Rating A for Best Sustainability Report 2024” from the Foundation for International Human Rights Reporting Standards (FIHRRST), as well as an award for the “Leadership A – Advancing ESG Transparency” category from the Bumi Global Karbon (BGK) Foundation. The Company was recognized as one of the “Top 50 Big Capitalization Public Listed Companies” at the 16<sup>th</sup> IICD Corporate Governance Awards



**KINERJA EKONOMI**  
ECONOMY PERFORMANCE  
[B.1]

**Total Pendapatan**  
Revenue



**Laba Tahun Berjalan**  
Net Profit of the Year



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



**Volume Pengupasan Lapisan Tanah Penutup Jasa Pertambangan**  
Overburden Removal Volume from Mining Services



**Laba per Saham Dasar**  
Basic Earnings per Share



**Produksi Batu Bara Jasa Pertambangan**  
Coal Production from Mining Services



**Jumlah Pemasok Lokal**  
Number of Local Suppliers



**Keterangan/Notes:**  
\*Saham beredar yang disesuaikan setelah pemecahan saham  
Adjusted outstanding share after stock split



**Produksi Batu Bara CEP**  
CEP Coal Production

2025  
**1.193,85**  
Ribu Ton/Thousand Tons



**Produk Ramah Lingkungan**  
Environmentally Friendly Products



**Minerva Digital Platform**  
Minerva Digital Platform merupakan inovasi yang dapat meningkatkan produktivitas dan efisiensi kegiatan operasional sekaligus memantau serta mengelola emisi karbon yang dihasilkan

The Minerva Digital Platform is an innovation that can increase productivity and efficiency in operational activities while monitoring and managing carbon emissions



**SHEPRO Digital Program**  
Sebagai platform digital K3 Perusahaan, SHEPRO meningkatkan kualitas pelaporan dan analisis terkait aspek keselamatan dan kesehatan kerja di seluruh area operasional Perusahaan

As the Company's OHS digital platform, SHEPRO enhances the quality of reporting and analysis related to occupational health and safety aspects across all of the Company's operational areas

# PESAN DIREKSI

## BOARD OF DIRECTOR'S MESSAGE

[D.1]



Di tengah dinamika industri yang terus berubah, Petrosea senantiasa menegakkan prinsip keberlanjutan, tata kelola perusahaan yang baik dan inovasi berkelanjutan, dengan memprioritaskan aspek keselamatan, kesehatan kerja & lingkungan guna menciptakan nilai tambah jangka panjang bagi seluruh pemangku kepentingan.

Amid a constantly evolving industry landscape, Petrosea consistently upholds the principles of sustainability, good corporate governance and continuous innovation, while prioritizing safety, health & environment in order to create long-term value for all stakeholders.

**Michael**  
Presiden Direktur  
President Director



Pemangku kepentingan yang terhormat,

Dengan ini kami menyampaikan Laporan Keberlanjutan PT Petrosea Tbk Tahun 2025 sebagai wujud komitmen Perusahaan dalam menerapkan praktik bisnis yang bertanggung jawab, transparan dan berkelanjutan. Laporan tahunan keberlanjutan ini menyajikan informasi yang komprehensif mengenai strategi Petrosea, kebijakan strategis, serta kinerja keberlanjutan Perusahaan selama periode satu tahun pelaporan, termasuk upaya berkelanjutan dalam mengintegrasikan aspek *Environmental, Social & Governance* (ESG) ke seluruh elemen operasional dan proses pengambilan keputusan Perusahaan.

Penyusunan laporan ini mengacu pada ketentuan peraturan perundang-undangan yang berlaku serta standar pelaporan keberlanjutan yang relevan dan disusun sebagai sarana komunikasi yang transparan bagi para pemangku kepentingan dalam memahami kinerja, tantangan, serta capaian keberlanjutan Petrosea.

### Komitmen terhadap Keberlanjutan di Tengah Dinamika Industri

Dinamika industri yang terus berkembang, baik dari sisi pasar, regulasi, maupun lanskap persaingan usaha, telah menghadirkan tantangan yang semakin kompleks bagi Perusahaan dalam menjaga kinerja dan memastikan keberlanjutan usaha. Menyikapi kondisi tersebut, Petrosea memastikan bahwa setiap langkah strategis dijalankan dengan berlandaskan prinsip keberlanjutan, tata kelola perusahaan yang baik, serta nilai-nilai inti Perusahaan. Komitmen ini diwujudkan melalui kemampuan Petrosea dalam beradaptasi terhadap perubahan, mendorong inovasi secara berkelanjutan dan menjunjung tinggi integritas dalam seluruh aktivitas usaha.

Dear respected stakeholders,

We hereby present the 2025 Sustainability Report of PT Petrosea Tbk as a reflection of the Company's commitment to implementing responsible, transparent and sustainable business practices. This annual sustainability report provides comprehensive information on Petrosea's strategy, strategic policies, as well as sustainability performance throughout the one-year reporting period, including the Company's ongoing efforts to integrate Environmental, Social & Governance (ESG) aspects across all operational activities and decision-making processes.

This report has been prepared in accordance with applicable laws and regulations as well as relevant sustainability reporting standards, and is intended to serve as a transparent communication tool for stakeholders in understanding Petrosea's sustainability performance, challenges and achievements.

### Commitment to Sustainability Amid Industry Dynamics

Continuously evolving industry dynamics, including market conditions, regulatory developments and the competitive landscape, pose increasingly complex challenges for the Company in maintaining performance and ensuring business sustainability. In response to these conditions, Petrosea ensures that every strategic initiative is carried out in accordance with the principles of sustainability, sound corporate governance, as well as the Company's core values. This commitment is reflected in Petrosea's ability to adapt to change, continuously drive innovation and uphold integrity across all business activities.

Seluruh upaya tersebut diarahkan untuk menciptakan nilai tambah yang berkelanjutan bagi seluruh pemangku kepentingan, dengan tetap menempatkan aspek keselamatan, kesehatan kerja dan lingkungan sebagai prioritas utama.

Sejalan dengan hal tersebut, Perusahaan secara konsisten mendorong integrasi prinsip-prinsip keberlanjutan ke dalam seluruh aktivitas operasional, sesuai dengan Kebijakan Keberlanjutan yang telah diberlakukan sejak tahun 2024. Kebijakan ini menjadi landasan dalam pengambilan keputusan dan pelaksanaan kegiatan usaha, sekaligus mencerminkan komitmen Perusahaan dalam mendukung pencapaian *Sustainable Development Goals* (SDGs).

### **Strategi Diversifikasi Sebagai Respons Terhadap Tantangan Global**

Dalam menghadapi berbagai tantangan, volatilitas dan dinamika global, Petrosea menerapkan strategi diversifikasi yang terarah dengan fokus pada perluasan pasar di luar Indonesia, khususnya ke kawasan Asia Pasifik dan Oseania guna menangkap setiap peluang pertumbuhan baru dan memperkuat ketahanan bisnis Perusahaan.

Strategi diversifikasi Perusahaan dijalankan melalui pengembangan usaha secara anorganik yang difokuskan pada tiga area utama, yaitu penguatan kapabilitas EPCI, perluasan portofolio ke jasa pertambangan mineral emas, serta pengembangan EPC multidisiplin di sektor dan industri pengolahan kimia.

### **Pencapaian Kinerja Keberlanjutan**

Pada 2025, Petrosea menegaskan komitmen terhadap keberlanjutan dengan mengintegrasikan prinsip lingkungan, sosial,

These efforts are directed toward creating sustainable long-term value for all stakeholders, while maintaining safety, health and environment aspects as a top priority.

In line with this, the Company consistently strives to integrate sustainability principles across all operational activities, in accordance with the Sustainability Policy that has been in effect since 2023. This policy serves as a foundation for decision-making and business operations, while also reflecting the Company's commitment to supporting the achievement of Sustainable Development Goals (SDGs).

### **Diversification Strategy in Responding to Global Challenges**

Amid ongoing global challenges, volatility and dynamics, Petrosea implemented a diversification strategy focused on expanding its market presence beyond Indonesia, particularly across the Asia-Pacific and Oceania regions to capture new growth opportunities and strengthen the Company's business resilience.

The Company's diversification strategy was executed through inorganic business development initiatives which focused on three key areas of strengthening EPCI capabilities, expanding its portfolio into gold and mineral mining services, as well as developing multidisciplinary EPC capabilities in the chemical processing industry.

### **Sustainability Performance Achievements**

In 2025, Petrosea reaffirmed its commitment to sustainability by integrating environmental, social, business and governance principles

bisnis dan tata kelola ke seluruh kegiatan operasional. Perusahaan melanjutkan inisiatif digitalisasi dan telah menggunakan *biodiesel* B40 sebagai bahan bakar untuk mendukung dekarbonisasi dan efisiensi energi, mempertahankan *zero fatality*, serta memberdayakan masyarakat lokal melalui program CSR yang dilaksanakan di seluruh lokasi proyek Perusahaan.

Secara bisnis, Petrosea berhasil meningkatkan pendapatan dan laba melalui strategi diversifikasi yang terukur, sementara berkat penerapan GCG yang kuat, Perusahaan telah meraih berbagai penghargaan di tingkat nasional. Keseluruhan pencapaian ini mencerminkan kemampuan Perusahaan dalam menciptakan nilai tambah secara berkelanjutan bagi seluruh pemangku kepentingan.

### **Kinerja Lingkungan**

Pada tahun 2025, konsumsi bahan bakar *biodiesel* meningkat sebesar 5.492.354 liter menjadi 172.012.509 liter dibandingkan dengan *base year* tahun 2023 sebesar 166.520.155 liter, seiring dengan bertambahnya aktivitas operasional Perusahaan. Sebagai upaya dekarbonisasi, Petrosea mengalihkan konsumsi bahan bakar B35 ke B40 yang lebih ramah lingkungan dan efektif untuk mengurangi emisi gas rumah kaca.

Perusahaan mencatat total emisi Cakupan 1 dan Cakupan 2 sebesar 338.346,04 tCO<sub>2</sub>e pada tahun 2025. Pengelolaan emisi ini didukung oleh berbagai inisiatif digitalisasi yang dilaksanakan Perusahaan untuk mendorong efisiensi penggunaan energi, serta penyesuaian aktivitas operasional di sejumlah proyek seperti KJA, IBP dan SDA.

across all operational activities. The Company continued its digitalization initiatives and has utilized B40 *biodiesel* as fuel to support decarbonization and energy efficiency, maintained a *zero-fatality* record, as well as empowered local communities through CSR programs implemented across all Company project sites.

From a business perspective, Petrosea delivered improved revenue and profitability through a disciplined diversification strategy, while strong GCG implementation resulted in the Company receiving a number of national recognitions. Together, these achievements underscore Petrosea's capability to generate sustainable value for all stakeholders.

### **Environmental Performance**

In 2025, *biodiesel* consumption increased by 5,492,354 liters, reaching 172,012,509 liters compared to the 2023 base year of 166,520,155 liters, driven by increasing Company operational activities. As part of its decarbonization efforts, Petrosea shifted its fuel consumption from B35 to B40, which is more environmentally friendly and more effective in reducing greenhouse gas emissions.

The Company recorded total emissions of Scope 1 and Scope 2 of 338,346.04 tCO<sub>2</sub>e in 2025. This emissions control was supported by various digitalization initiatives undertaken by the Company to drive energy efficiency, as well as adjustments to operational activities at several projects, such as KJA, IBP and SDA.

Sebagai bagian dari komitmen terhadap pengelolaan sumber daya air yang berkelanjutan, Petrosea menerapkan pendekatan sirkular untuk meningkatkan efisiensi penggunaan air. Selain itu, Petrosea memanfaatkan kembali air daur ulang, termasuk untuk pengendalian debu dan penyiraman tanaman.

Petrosea juga mencatat peningkatan kinerja dalam pengelolaan limbah dengan mengoptimalkan proses pemilahan dan penyimpanan, bekerjasama dengan pihak pengelola berizin. Hasilnya, 311,07 ton limbah yang *recyclable* telah didaur ulang untuk dimanfaatkan kembali. Pemanfaatan ini berpotensi mengurangi pembuangan ke tempat pembuangan akhir, sekaligus menurunkan dampak negatif terhadap lingkungan.

Pada tahun 2025, Petrosea juga meraih penghargaan PROPERDA dengan peringkat BIRU dari Gubernur Kalimantan Timur sebagai bentuk pengakuan atas pengelolaan lingkungan hidup yang baik.

### Kinerja Sosial

Pada aspek Keselamatan & Kesehatan Kerja (K3), Petrosea mencatatkan zero *fatality* dan berhasil mencapai *overall safety milestone* sebesar 44.548.769,43 jam kerja tanpa kecelakaan yang mengakibatkan hari kerja hilang (*LTI Free*). Pencapaian ini didukung oleh penerapan secara konsisten Sistem Manajemen Keselamatan & Kesehatan Kerja (K3) berdasarkan ISO 45001:2018, kebijakan internal terkait K3, serta pemanfaatan SHEPRO sebagai platform digital K3 Perusahaan.

Pada aspek pemberdayaan masyarakat, Petrosea memperkuat kontribusi bagi masyarakat sekitar dengan memprioritaskan perekrutan tenaga kerja lokal. Dari 11.271 total karyawan, sebanyak 43,23% berasal dari wilayah operasional Perusahaan. Selain itu, Petrosea membina hubungan yang erat dengan masyarakat sekitar lokasi proyek melalui pelaksanaan 59 program tanggung jawab sosial perusahaan (CSR) yang memberikan manfaat bagi 19.982 orang.

As part of its commitment to sustainable water resource management, Petrosea applies a circular approach to improve water-use efficiency. In addition, Petrosea reuses recycled water, including for dust control and plant irrigation.

Petrosea also recorded improved performance in waste management through the optimization of waste segregation and storage processes, in collaboration with licensed waste management service providers. As a result, 311.07 tons of recyclable waste was recycled for reuse. This diversion has the potential to reduce disposal to landfills while mitigating negative environmental impacts.

In 2025, Petrosea also received the PROPERDA award with a BLUE rating from the Governor of East Kalimantan in recognition of its sound environmental management practices.

### Social Performance

In Occupational Health & Safety (OHS), Petrosea recorded zero fatalities and successfully achieved an overall safety milestone of 44,548,769.43 manhours Lost Time Injury (LTI) Free. These achievements were supported by the consistent implementation of the Occupational Health & Safety (OHS) Management System in accordance with ISO 45001:2018, the Company's internal OHS policies, as well as the utilization of SHEPRO as the Company's digital OHS platform.

In terms of community empowerment, Petrosea strengthened its contribution to surrounding communities by prioritizing the recruitment of local workers. From the Company's total workforce of 11,271 employees, 43.23% were sourced from the Company's operational areas. In addition, Petrosea fostered strong relationships with communities around project sites through the implementation of 59 corporate social responsibility (CSR) programs, benefiting 19,982 people.

Seluruh program pemberdayaan masyarakat Petrosea menggunakan pendekatan empat pilar CSR, yaitu Kesehatan, Pendidikan, Pemberdayaan Ekonomi dan Lingkungan. Untuk memastikan efektivitas program sepanjang tahun 2025, Petrosea melakukan pengukuran dampak program CSR menggunakan pendekatan *Social Return on Investment* (SROI), dengan capaian nilai SROI sebesar 1,08, yang mencerminkan dampak sosial dan ekonomi signifikan dari program-program tersebut.

### Kinerja Bisnis, Keuangan & Tata Kelola Perusahaan

Pada aspek bisnis, Petrosea memperkuat *business resilience* dan memperluas sumber pertumbuhan baru secara jangka panjang. Strategi diversifikasi Petrosea difokuskan pada penguatan dan penambahan kapabilitas inti, termasuk memperluas portofolio layanan ke kawasan regional, serta ekspansi ke sektor dan industri dengan prospek pertumbuhan yang baik dan sejalan dengan keberlanjutan. Pencapaian ini diwujudkan melalui tiga langkah strategis utama.

Pertama, Petrosea melakukan diversifikasi ke sektor di luar batu bara dengan memperkuat kapabilitas *Engineering, Procurement, Construction & Installation* (EPCI) *offshore* melalui penyelesaian akuisisi Hafar beserta anak usahanya. Kedua, Perusahaan mendiversifikasi portofolio usahanya ke jasa pertambangan emas dan mineral, termasuk ekspansi ke Papua Nugini melalui penyelesaian akuisisi HBS dan anak usahanya. Ketiga, Petrosea mengembangkan kapabilitas EPC multidisiplin di industri pengolahan kimia melalui akuisisi Scan-Bilt.

Pada aspek kinerja keuangan, Petrosea berhasil mencatatkan peningkatan total pendapatan usaha sebesar US\$886,46 juta, naik 28,32% dibandingkan tahun 2024 sebesar US\$690,81 juta. Sementara itu, laba yang dapat diatribusikan kepada pemilik entitas

All of Petrosea's community empowerment programs are implemented using its four-pillar CSR approach of Health, Education, Economic Empowerment and Environment. To ensure the effectiveness of its programs throughout 2025, Petrosea assessed the impacts of its CSR programs using the Social Return on Investment (SROI) approach, achieving an SROI value of 1.08, which reflects a strong socio-economic impact generated by the programs.

### Business, Financial & Corporate Governance Performance

From a business perspective, Petrosea strengthened its business resilience and expanded long-term growth sources. The Company's diversification strategy focuses on strengthening and adding core capabilities, including expanding its service portfolio into regional markets, as well as entering sectors and industries with strong growth prospects that are aligned with sustainability. These achievements were realized through three key strategic initiatives.

First, Petrosea diversified into non-coal sectors by strengthening its offshore Engineering, Procurement, Construction and Installation (EPCI) capabilities through the completion of the acquisition of Hafar and its subsidiaries. Second, the Company diversified its business portfolio into gold and mineral mining services, including expansion into Papua New Guinea through the completion of the acquisition of HBS and its subsidiaries. Third, Petrosea developed multidisciplinary EPC capabilities in the chemical processing industry through the acquisition of Scan-Bilt.

From a financial performance perspective, Petrosea recorded total revenue of US\$886.46 million, a 28.32% increase from US\$690.81 million in 2024. Meanwhile, profit attributable to the owners of the company increased significantly by 197.02% to

induk meningkat secara signifikan sebesar 197,02% menjadi US\$28,81 juta berkat implementasi strategi diversifikasi. Pencapaian ini mencerminkan *business sustainability* dari Petrosea.

Lini bisnis Jasa Pertambangan mencatatkan pendapatan sebesar US\$389,25 juta, meningkat 34,15% dibandingkan tahun sebelumnya. Lini bisnis ini memberikan kontribusi sebesar 43,91% terhadap total pendapatan. Sementara itu, lini bisnis EPC mencatatkan pendapatan sebesar US\$379,75 juta, meningkat 26,93% dibandingkan tahun sebelumnya, dan memberikan kontribusi sebesar 42,84% terhadap total pendapatan Perusahaan. Pendapatan dari lini bisnis baru, EPCI Migas Lepas Pantai mencapai US\$32,87 juta pada tahun 2025, sedangkan lini bisnis Jasa Logistik & Pendukung mencatatkan pendapatan sebesar US\$30,07 juta.

Pada aspek tata kelola, Petrosea terus memperkuat penerapan *good corporate governance* (GCG) sebagai tulang punggung keberlanjutan. Dengan dukungan infrastruktur GCG yang kokoh, setiap keputusan di seluruh tingkatan organisasi diambil dengan sentiasa memperhatikan kepatuhan terhadap regulasi pasar modal, prinsip kehati-hatian, serta pengelolaan risiko secara menyeluruh dan terintegrasi. Selain itu, Perusahaan terus menjalankan praktik bisnis yang beretika melalui penerapan *Code of Conduct* dan Kebijakan Anti-Penyuapan berdasarkan sertifikasi ISO 37001:2016 untuk Sistem Manajemen Anti-Penyuapan.

Berdasarkan hasil evaluasi dan penelaahan yang dilakukan di tahun 2025, penerapan *corporate governance* di Petrosea telah melampaui kepatuhan terhadap persyaratan minimal dan mengadopsi standar ASEAN Corporate Governance Scorecard (ACGS). Petrosea kembali mencatatkan predikat 'sangat baik'

US\$28.81 million thanks to the implementation of its diversification strategy. These achievements reflect Petrosea's business sustainability.

The Mining Services business line recorded revenue of US\$389.25 million, a 34.15% increase from the previous year. This business line contributed 43.91% to the total revenue. Meanwhile, the EPC business line recorded revenue of US\$379.75 million, a 26.93% increase compared to the previous year, and contributed 42.84% to the Company's total revenue. Revenue from the new Offshore Oil & Gas EPCI business line reached US\$32.87 million in 2025, while the Logistics & Support Services business line generated revenue of US\$30.07 million.

From a governance perspective, Petrosea continued to strengthen the implementation of good corporate governance (GCG) as the backbone of its sustainability. Supported by a robust GCG infrastructure, decision-making at all levels of the organization was guided by the principles of prudence, compliance with capital market regulations, as well as comprehensive, integrated risk management. In addition, Petrosea continued to uphold ethical business practices through the implementation of its Code of Conduct and Anti-Bribery Policy in accordance with ISO 37001:2016 certification for the Anti-Bribery Management System.

Based on the evaluation and assessment conducted in 2025, Petrosea's corporate governance implementation has been deemed as beyond compliance with minimum requirements while adopting the ASEAN Corporate Governance Scorecard (ACGS) standards. The Company once again achieved

dalam hal pelaksanaan GCG, dengan skor 94,79%, atau meningkat dibandingkan dengan skor tahun sebelumnya sebesar 92,21%. Posisi Petrosea dalam pelaksanaan tata kelola berada di atas rata-rata skor *Big Cap 100* perusahaan tercatat di Bursa Efek Indonesia berdasarkan penilaian yang dilakukan oleh pihak independen.

Sepanjang tahun 2025, praktik terbaik dalam pelaksanaan GCG di Petrosea kembali berhasil mendapatkan pengakuan dari berbagai pihak, di antaranya adalah penghargaan untuk kategori "Pendukung Minyak, Gas & Batu Bara" pada Bisnis Indonesia Awards 2025, "Community Empowerment" pada Investor Daily ESG Appreciation 2025, predikat "Platinum Alignment" pada Top 100 Indonesia 2025 La Tofi ESG Rating, "Best PR Leader Awards 2025" dan "Indonesia Best Corporate Secretary Awards 2025" dan "Indonesia Top GCG Awards 2025" dari The Iconomics, "Peringkat A untuk Laporan Keberlanjutan 2024 Terbaik" dari Foundation for International Human Rights Reporting Standards (FIHRRST), serta penghargaan untuk kategori "Leadership A- Advancing ESG Transparency" dari Bumi Global Karbon (BGK) Foundation. Perusahaan juga berhasil meraih predikat sebagai "Top 50 Big Capitalization Public Listed Companies" di ajang 16<sup>th</sup> IICD Corporate Governance Awards.

### Prospek Usaha & Strategi Pencapaian Target

#### Menguatkan Ketahanan Energi Nasional & Menciptakan Keberlanjutan Usaha

Tahun 2026 menjadi momentum penting bagi dunia usaha untuk mengambil peran yang lebih strategis dalam mendukung agenda pembangunan nasional. Di tengah lanskap global yang terus bergerak dan penuh dengan dinamika, kami meyakini bahwa ketahanan dan daya saing Indonesia hanya dapat diperkuat

a 'very good' rating in the implementation of GCG, with a score of 94.79%, representing an improvement from 92.21% in the previous year. Petrosea's governance performance also ranked above the average score of the Big Cap 100 companies listed on the Indonesia Stock Exchange based on an assessment conducted by an independent party.

Throughout 2025, Petrosea's best practices in GCG implementation once again received various recognitions from multiple institutions. These included awards for the "Oil, Gas & Coal Support" category at the 2025 Bisnis Indonesia Awards, "Community Empowerment" category award at the Investor Daily ESG Appreciation 2025, "Platinum Alignment" rating at the Top 100 Indonesia 2025 La Tofi ESG Rating, "Best PR Leader Awards 2025" and "Indonesia Best Corporate Secretary Awards 2025" and "Indonesia Top GCG Awards 2025" from The Iconomics, "Rating A for Best Sustainability Report 2024" from the Foundation for International Human Rights Reporting Standards (FIHRRST), as well as an award for the "Leadership A - Advancing ESG Transparency" category from the Bumi Global Karbon (BGK) Foundation. The Company was recognized as one of the "Top 50 Big Capitalization Public Listed Companies" at the 16<sup>th</sup> IICD Corporate Governance Awards.

### Business Outlook & Target Achievement Strategy

#### Strengthening National Energy Resilience & Ensuring Business Sustainability

The year 2026 marks an important momentum for the business sector to take on a more strategic role in supporting the national development agenda. Amid an increasingly dynamic and evolving global landscape, we believe that Indonesia's resilience and competitiveness can only be strengthened

melalui semangat *Indonesia Incorporated* yang digagaskan oleh pemerintah, yaitu kolaborasi yang erat dan setara antara pelaku usaha dan pemerintah serta dengan seluruh pemangku kepentingan dalam menciptakan pertumbuhan yang inklusif dan keberlanjutan usaha.

Sektor energi dan sumber daya alam masih memberikan kontribusi terbesar terhadap ketahanan energi nasional dan menjadi fondasi strategis dalam membangun kedaulatan nasional dalam jangka panjang. Oleh karena itu, di tengah dinamika global yang semakin kompleks, Indonesia memiliki momentum untuk terus memperkuat struktur perekonomian melalui pengelolaan sumber daya yang lebih bernilai tambah, berdaya saing dan berorientasi pada jangka panjang.

Sejalan dengan arah kebijakan pemerintah dalam memperkuat ketahanan energi, mempercepat hilirisasi industri, serta mengurangi ketergantungan terhadap impor, seluruh pemangku kepentingan di sektor energi dan sumber daya mineral memegang peran sentral dalam menjaga stabilitas pasokan, memastikan keberlanjutan industrialisasi, serta menciptakan peluang usaha dan lapangan kerja yang inklusif guna membangun resiliensi nasional yang semakin kokoh.

Sebagai bagian dari ekosistem nasional tersebut, Petrosea senantiasa menghadirkan solusi *end-to-end* terintegrasi melalui penyediaan layanan jasa pertambangan, EPC, EPCI dan logistik untuk industri pertambangan, migas, pengolahan kimia dan infrastruktur.

Diversifikasi layanan yang dijalankan Petrosea merupakan bagian dari strategi jangka panjang untuk memperkuat peran Perusahaan sebagai mitra strategis dalam mendukung pencapaian target ketahanan energi nasional, sekaligus beradaptasi terhadap dinamika transisi energi. Pada saat yang sama, diversifikasi ini menjadi instrumen penting dalam pengelolaan risiko

through the spirit of *Indonesia Incorporated* as envisioned by the government, fostering close and equal collaboration between the business sector and the government, as well as with all stakeholders in order to drive inclusive growth and ensure business sustainability.

The energy and natural resources sector continues to be the largest contributor to national energy resilience and serves as a strategic foundation for building long-term national sovereignty. Therefore, amid increasingly complex global dynamics, Indonesia has the momentum to further strengthen its economic structure through more value-added, competitive and long-term oriented resource management.

In line with the government's policy direction to strengthen energy resilience, accelerate industrial downstreaming, as well as reduce reliance on imports, all stakeholders in the energy and mineral resources sector play a central role in safeguarding supply stability, ensuring sustainable industrialization, as well as creating inclusive business and employment opportunities to build stronger national resilience.

As part of the national ecosystem, Petrosea consistently delivers integrated end-to-end solutions through the provision of mining services, EPC, EPCI and logistics services for the mining, oil & gas, chemical processing and infrastructure industries.

Petrosea's diversification of services forms part of its long-term strategy to strengthen the Company's role as a strategic partner in supporting the achievement of national energy resilience targets, while adapting to the dynamics of the energy transition. Simultaneously, this diversification serves as an important risk management instrument,

usaha, khususnya dalam merespons volatilitas harga komoditas, dinamika geopolitik, serta fluktuasi siklus industri, sehingga Perusahaan mampu menjaga stabilitas kinerja dan ketahanan operasional secara berkelanjutan.

### Petrosea dalam Penciptaan Nilai Keberlanjutan

Ke depan, Petrosea memandang penguatan fondasi sosial sebagai elemen strategis dalam menjaga keberlanjutan usaha dan daya saing jangka panjang. Penerapan prinsip *Diversity, Equity and Inclusion* (DEI) akan terus diperkuat sebagai bagian dari komitmen Perusahaan dalam menghormati hak asasi manusia serta membangun lingkungan kerja yang menghargai keberagaman, kesetaraan dan inklusi.

Melalui penciptaan lapangan kerja yang produktif dan inklusif, serta program pemberdayaan masyarakat yang berkelanjutan, Petrosea turut berkontribusi terhadap pencapaian *Sustainable Development Goals* (SDGs), khususnya SDG 3 (Kehidupan Sehat dan Sejahtera), SDG 5 (Kesetaraan Gender), SDG 8 (Pekerjaan Layak dan Pertumbuhan Ekonomi) dan SDG 16 (Perdamaian, Keadilan dan Kelembagaan yang Tangguh). Kontribusi tersebut diwujudkan melalui penguatan budaya keselamatan kerja, peningkatan kapasitas tenaga kerja lokal, serta praktik tata kelola yang transparan dan bertanggung jawab.

Di sisi pemberdayaan masyarakat, Petrosea secara konsisten melanjutkan program tanggung jawab sosial melalui empat pilar CSR Perusahaan, yaitu Pendidikan, Kesehatan, Pemberdayaan Ekonomi dan Lingkungan. Seluruh program tersebut dirancang untuk menghasilkan dampak jangka panjang yang terukur, memperkuat kemandirian masyarakat di sekitar wilayah operasional, serta mendukung pembangunan berkelanjutan sebagai bagian dari komitmen terhadap nilai keberlanjutan.

particularly in responding to commodity price volatility, geopolitical dynamics, as well as industry cycle fluctuations, therefore enabling the Company to maintain performance stability and operational resilience on a sustainable basis.

### Petrosea in Creating Sustainable Value

Going forward, Petrosea views the strengthening of its social foundation as a strategic element in sustaining long-term business sustainability and competitiveness. The implementation of *Diversity, Equity and Inclusion* (DEI) principles will continue to be enhanced as part of the Company's commitment to respecting human rights and fostering an inclusive workplace that values diversity, equity and inclusion.

Through the creation of productive and inclusive employment opportunities, as well as sustainable community empowerment programs, Petrosea contributes to the achievement of the *Sustainable Development Goals* (SDGs), particularly SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth) and SDG 16 (Peace, Justice and Strong Institutions). These contributions are delivered through the strengthening of a safety-first culture, enhancement of local workforce capacity, as well as the implementation of transparent and accountable governance practices.

In community empowerment, Petrosea consistently continues its social responsibility programs through the Company's four CSR pillars of Education, Health, Economic Empowerment and Environment. All these programs are designed to deliver measurable long-term impacts, strengthen community self-reliance in areas surrounding the Company's operations, as well as support sustainable development as part of its commitment to sustainable value creation.

Dalam aspek lingkungan, Petrosea akan terus mengoptimalkan pemanfaatan bahan bakar yang lebih ramah lingkungan, yaitu *biodiesel* B40, sebagai bagian dari upaya pengurangan emisi gas rumah kaca (GRK) dan dukungan terhadap pencapaian SDG 13 (Penanganan Perubahan Iklim). Selain itu, Perusahaan juga akan memperkuat pengelolaan limbah serta meningkatkan efisiensi penggunaan sumber daya dan air melalui penerapan praktik operasional yang lebih bertanggung jawab dan berbasis teknologi, sesuai dengan komitmen terhadap pencapaian SDG 6 (Air Bersih dan Sanitasi).

Sejalan dengan hal tersebut, Petrosea secara konsisten mendorong agenda dekarbonisasi melalui peningkatan efisiensi energi dan optimalisasi proses operasional dengan memanfaatkan Minerva Digital Platform. Pemanfaatan teknologi digital ini akan mendukung pengelolaan emisi yang lebih terukur, peningkatan produktivitas operasional, serta optimalisasi kinerja peralatan tambang secara berkelanjutan.

Dari aspek tata kelola, Petrosea tidak hanya berfokus pada kepatuhan, tetapi secara proaktif menginternalisasi standar tata kelola regional dan global sebagai bagian dari inisiatif untuk terus meningkatkan daya saing dan ketahanan usaha jangka panjang, termasuk menjaga kepercayaan pemegang saham dan seluruh pemangku kepentingan lainnya. Perusahaan secara konsisten menjalankan praktik bisnis yang berlandaskan prinsip *good corporate governance* dengan standar yang mengacu pada ASEAN Corporate Governance Scorecard serta mengadopsi praktik terbaik yang diterapkan oleh perusahaan terbuka terkemuka di kawasan Asia Tenggara dan negara-negara anggota Organisation for Economic Co-operation & Development (OECD).

In the environmental aspect, Petrosea will continue to optimize the use of more environmentally friendly fuel, namely B40 biodiesel, as part of its efforts to reduce greenhouse gas (GHG) emissions and support the achievement of SDG 13 (Climate Action). In addition, the Company will also strengthen waste management and enhance the efficiency of resource and water usage through the implementation of more responsible and technology-based operational practices, in accordance with its commitment to achieving SDG 6 (Clean Water and Sanitation).

In line with this, Petrosea continues to advance its decarbonization agenda through improved energy efficiency and the optimization of operational processes by leveraging its Minerva Digital Platform. This utilization of digital technologies will enable more measurable emissions management, enhanced operational productivity, as well as the sustainable optimization of mining equipment performance.

From a governance perspective, Petrosea does not only focus on compliance, but also proactively internalizes regional and global governance standards as part of its initiative to continuously enhance competitiveness and long-term business resilience, including maintaining the trust of shareholders and other stakeholders. The Company consistently implements business practices based on the principles of good corporate governance, with standards referring to the ASEAN Corporate Governance Scorecard, as well as adopting best practices applied by leading publicly listed companies in Southeast Asia and member countries of the Organisation for Economic Co-operation & Development (OECD).

Melalui infrastruktur GCG yang kokoh, mencakup *Code of Conduct*, kebijakan anti-penyuapan berdasarkan sertifikasi ISO 37001:2016, implementasi kebijakan anti-fraud secara konsisten, penerapan *Enterprise Risk Management* yang terintegrasi, sistem pengendalian internal berbasis mitigasi risiko, serta kepatuhan terhadap regulasi pasar modal dan standar pelaporan yang transparan, Petrosea memastikan bahwa integritas, akuntabilitas dan keberlanjutan usaha terjaga secara berkelanjutan.

### Apresiasi & Penutup

Direksi menyampaikan apresiasi kepada seluruh karyawan atas dedikasi dan komitmen yang konsisten ditunjukkan dalam menghadapi berbagai tantangan sepanjang tahun. Kami juga menyampaikan terima kasih kepada para pemegang saham, pelanggan, mitra usaha, serta masyarakat di sekitar wilayah operasi atas kepercayaan, dukungan dan kerja sama yang senantiasa terjalin.

Peran serta dan dukungan seluruh pemangku kepentingan menjadi fondasi bagi Petrosea untuk terus berkembang, menciptakan nilai tambah, serta mengimplementasikan praktik bisnis yang bertanggung jawab dan berkelanjutan di masa mendatang.

Through a robust GCG infrastructure, encompassing a Code of Conduct, an anti-bribery policy based on ISO 37001:2016 certification, consistent implementation of anti-fraud policies, an integrated Enterprise Risk Management framework, risk-based internal control systems, as well as compliance with capital market regulations and transparent reporting standards, Petrosea ensures that integrity, accountability and business sustainability are consistently maintained.

### Appreciation & Closing

The Board of Directors expresses its appreciation to all employees for their dedication and consistent commitment in addressing various challenges throughout the year. We also extend our gratitude to shareholders, customers, business partners and communities surrounding our operational areas for their continued trust, support and collaboration.

The participation and support of all stakeholders serve as the foundation for Petrosea to continue growing, creating added value, as well as carrying out responsible and sustainable business practices in the upcoming future.

Jakarta, Maret 2026  
Jakarta, March 2026



**Michael**

Presiden Direktur  
President Director

# STRATEGI KEBERLANJUTAN

## SUSTAINABILITY STRATEGY

[A.1][2-22]

Petrosea menerapkan strategi 3D dalam menjalankan kegiatan usahanya, yaitu Diversifikasi, Digitalisasi dan Dekarbonisasi sebagai langkah strategis mendukung keberlanjutan dan memberikan nilai tambah bagi pemangku kepentingan.

Petrosea implements its 3D strategy of Diversification, Digitalization and Decarbonization to carry out its business operations as strategic steps to support sustainability and provide added value for stakeholders.



### Diversifikasi Diversification

Melakukan pengembangan usaha ke sektor mineral lain seperti nikel dengan tetap mempertahankan posisinya di sektor batu bara sebagai penggerak pertumbuhan Perusahaan.

Expand 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

Mengoptimalkan penggunaan teknologi melalui Minerva Digital Platform guna meningkatkan produktivitas dan efisiensi kegiatan operasional serta membantu mengelola emisi 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

Mengurangi jejak karbon sambil meningkatkan efisiensi dan efektivitas operasional.

Reduce its carbon footprint while enhancing operational efficiency and effectiveness.

Petrosea memiliki Kebijakan Keberlanjutan dan *Sustainability Management System Manual* yang mencakup peningkatan nilai tambah bagi klien, diversifikasi portofolio strategis, peningkatan kompetensi tenaga kerja, serta peningkatan kinerja keselamatan & kesehatan kerja. Efisiensi operasional serta peningkatan nilai tambah bagi pemangku kepentingan merupakan bagian dari strategi jangka panjang Perusahaan untuk memberikan dampak nyata bagi sektor pertambangan dan infrastruktur di Indonesia.

Aspek *Environmental, Social & Governance* (ESG) menjadi bagian tak terpisahkan di seluruh elemen dan lini bisnis Petrosea, termasuk di dalam nilai dan budaya serta tata kelola. Perusahaan mendukung pencapaian *Sustainable Development Goals* (SDGs) melalui berbagai inisiatif untuk mengelola lingkungan dan sosial, di antaranya upaya reduksi emisi, daur ulang sampah, serta pelibatan komunitas lokal dalam kegiatan pengembangan dan pemberdayaan masyarakat.

Petrosea has a Sustainability Policy and Sustainability Management System Manual that encompasses increasing added value for clients, diversifying its strategic portfolio, enhancing workforce competency, as well as improving occupational safety & health performance. Operational efficiency and the enhancement of added value for stakeholders are integral to the Company's long-term strategy to deliver tangible impact on Indonesia's mining and infrastructure sectors.

Environmental, Social & Governance (ESG) aspects are an integral part of all elements and business lines of Petrosea, including its values, culture and corporate governance. The Company supports the achievement of Sustainable Development Goals (SDGs) through various environmental and social management initiatives, including emission reduction efforts, waste recycling, as well as the engagement of local communities in development and community empowerment programs.



## Kerangka Keberlanjutan

Petrosea telah mengimplementasikan kerangka keberlanjutan melalui pendekatan *Measure, Monitor, Mitigate & Disclose*. Kerangka ini bertujuan untuk mengintegrasikan aspek ESG ke seluruh kegiatan operasional guna membangun ketahanan yang berkelanjutan.

## Sustainability Framework

Petrosea has implemented a sustainability framework through the Measure, Monitor, Mitigate & Disclose approach. This framework aims to integrate ESG aspects into all operational activities to build sustainable resilience.

Terdapat tiga area fokus pada kerangka keberlanjutan Petrosea yang bertujuan untuk memitigasi dampak negatif dan risiko ESG serta meningkatkan dampak positif bagi masyarakat, lingkungan dan kegiatan usaha. [2-25]

Petrosea's sustainability framework focuses on three areas, which aim to mitigate negative impacts and ESG risks while enhancing positive impacts on society, the environment and business activities. [2-25]

### 1. Pengelolaan Dampak

Mengendalikan dampak lingkungan melalui aksi iklim dengan efisiensi penggunaan energi, mengurangi emisi dan meningkatkan pengelolaan limbah serta konsumsi air yang bertanggung jawab.

### 1. Managing Impacts

Managing environmental impacts through climate action by promoting efficient energy use, reducing emissions and improving waste management, as well as responsible water consumption.

### 2. Memprioritaskan Masyarakat

Memprioritaskan karyawan dan masyarakat dengan mempromosikan keselamatan & kesehatan kerja (K3), mengembangkan kapasitas sumber daya manusia, mengutamakan keberagaman, kesetaraan dan inklusi di tempat kerja, serta memberdayakan masyarakat sekitar.

### 2. Prioritizing People

Prioritizing employees and the community by promoting occupational health & safety (OHS), developing human resource capacity, prioritizing diversity, equality and inclusion in the workplace, as well as empowering surrounding communities.

### 3. Beroperasi Secara Etis

Melaksanakan kegiatan usaha dengan mengedepankan prinsip etika melalui penerapan tata kelola perusahaan yang baik, mematuhi peraturan yang ditetapkan, serta berkomitmen terhadap anti penyuapan dan antikorupsi.

### 3. Operating Ethically

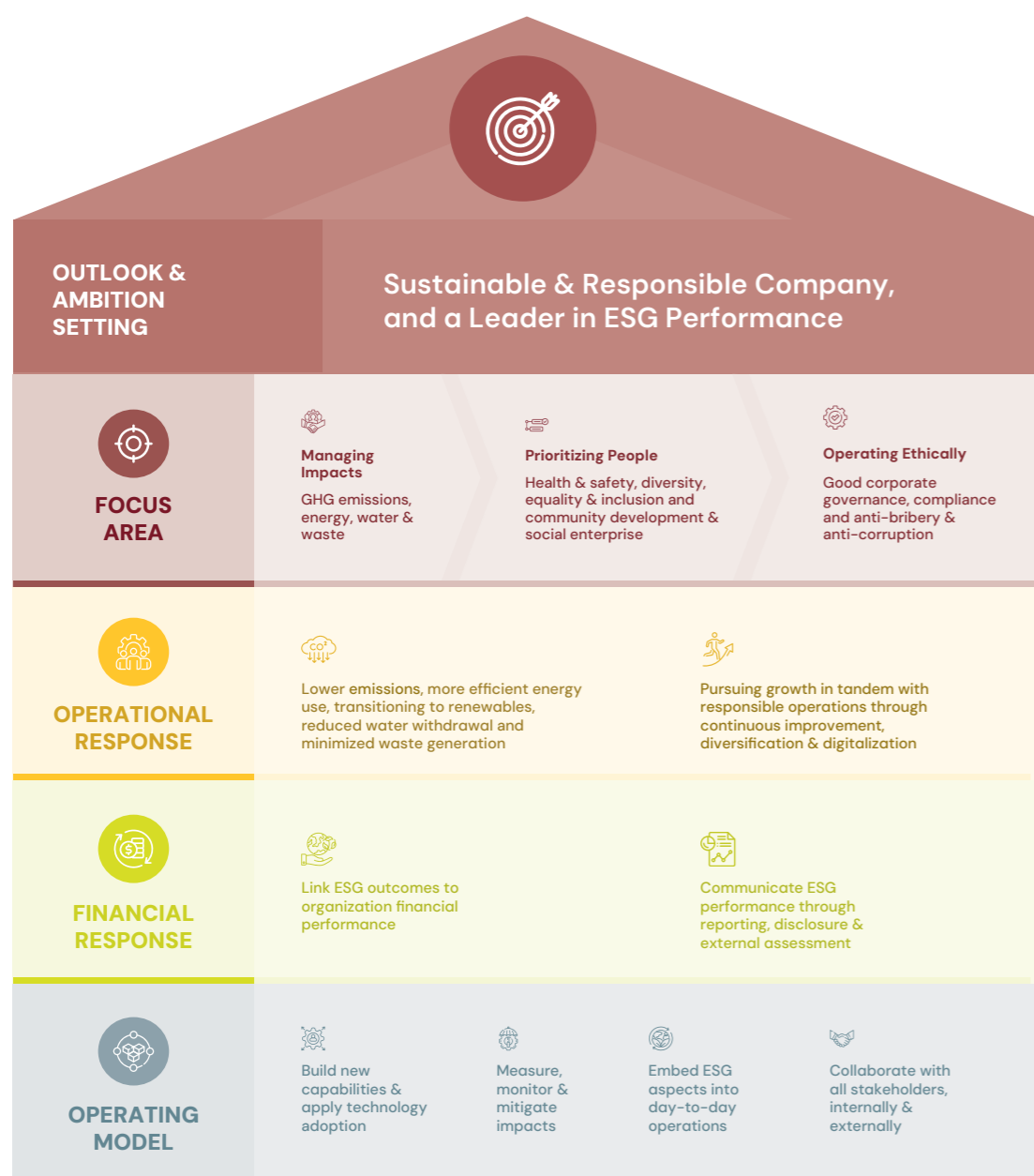
Conducting business activities by prioritizing ethical principles through the implementation of good corporate governance, compliance with established regulations, as well as commitment towards anti-bribery and anti-corruption.

Dari sisi operasional, kerangka keberlanjutan mendorong Perusahaan untuk menjalankan aktivitasnya secara bertanggung jawab melalui *continuous improvement*, mengurangi jumlah emisi, mengoptimalkan upaya efisiensi energi, transisi menuju energi terbarukan, menurunkan jumlah air baku, serta meminimalkan timbulan limbah.

From an operational perspective, the sustainability framework encourages the Company to conduct its activities responsibly through continuous improvement, emission reduction, optimization of energy efficiency, transition to renewable energy, reduction in raw water usage, as well as minimization of waste generation.

Pada aspek finansial, kerangka keberlanjutan diselaraskan dengan strategi diversifikasi dan digitalisasi Perusahaan, harmonisasi kinerja ESG dengan finansial, serta penyampaian kinerja ESG melalui pelaporan dan penilaian eksternal.

From a financial perspective, the sustainability framework is aligned with the Company's diversification and digitalization strategies, the harmonization of ESG and financial performance, as well as the communication of ESG performance through external reporting and assessments.



Untuk mengintegrasikan kerangka keberlanjutan pada seluruh kegiatan operasional, Petrosea mengembangkan kapabilitas karyawan, mengadopsi teknologi digital terkini, serta menanamkan prinsip ESG dalam kegiatan sehari-hari. Perusahaan juga secara konsisten mengukur, memantau dan memitigasi dampak operasional, sekaligus memperkuat kolaborasi dengan seluruh pemangku kepentingan internal maupun eksternal.

### Kebijakan Keberlanjutan

[2-23]

Sejak 2023, Perusahaan telah memiliki Kebijakan Keberlanjutan (PTP-CST-POL-G-0001) yang ditandatangani oleh Presiden Direktur sebagai wujud komitmen untuk mengintegrasikan prinsip keberlanjutan ke dalam seluruh aktivitas operasional dan rantai nilai Perusahaan. Kebijakan ini mempertimbangkan aspek ESG sebagai dasar pengambilan keputusan strategis dan pengelolaan kinerja keberlanjutan.

Terdapat lima komitmen utama di dalam Kebijakan Keberlanjutan, yaitu:

1. Menumbuhkan pola pikir keberlanjutan dan menerapkan praktik keberlanjutan dalam operasi kami sehari-hari.
2. Meningkatkan *operational excellence* dengan menyelaraskan strategi, pendekatan dan tindakan untuk secara efektif melakukan pengelolaan dan mitigasi dampak, risiko, serta peluang terkait faktor ESG. Hal ini dicapai melalui pengelolaan data yang andal dan pemanfaatan wawasan berbasis data.
3. Menegakkan *good corporate governance* 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.

To integrate the sustainability framework across all operational activities, Petrosea develops employee capabilities, adopts the latest digital technologies, as well as embeds ESG principles into its daily operations. The Company also consistently measures, monitors and mitigates operational impacts, while strengthening collaboration with both internal and external stakeholders.

### Sustainability Policy

[2-23]

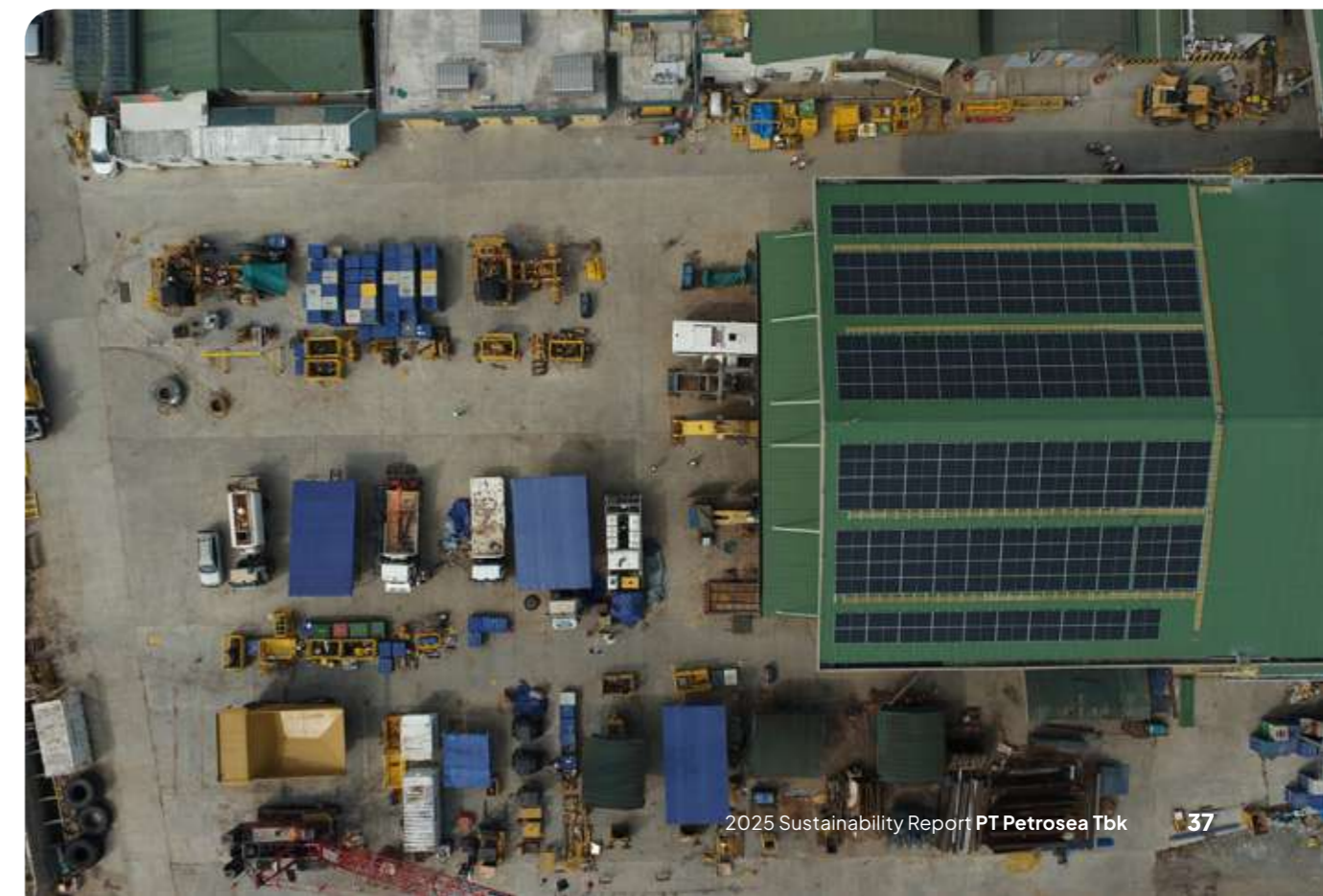
Since 2023, the Company has established a Sustainability Policy (PTP-CST-POL-G-0001) which was signed by the President Director as a commitment to integrating sustainability principles into all operational activities and the Company's value chain. This policy considers ESG aspects as the basis for strategic decision-making and sustainability performance management.

The Sustainability Policy contains five key commitments:

1. Cultivating a sustainability mindset and implementing sustainability practices into our daily operations.
2. Improving operational excellence by aligning strategies, approaches and actions to effectively manage and mitigate impacts, risks and opportunities related to ESG factors. This is achieved through robust data management and the utilization of data-driven insights.
3. Upholding good corporate governance by ensuring compliance with applicable laws and/or regulations, implementing ethical business practices, driving anti-bribery and anti-corruption initiatives, as well as expanding their implementation 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 keselamatan, kesehatan 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 environmental impact management by implementing mitigation and adaptation measures for climate change, reducing greenhouse gas emissions, improving energy efficiency, enhancing waste and water management, as well as addressing other ecological aspects. Through innovation, we continue to improve resource efficiency and advance decarbonization efforts.
5. Maintaining a high standard of social performance management, prioritizing the safety, health and well-being of employees, respecting human and workers' rights, building meaningful stakeholder relationships, implementing impactful community development initiatives, as well as creating a work environment that fosters strong employment practices, diversity, equity and inclusion.



## Membangun Budaya Keberlanjutan

[2-23][2-24][F.1]

Budaya keberlanjutan ditanamkan melalui kolaborasi antara manajemen dan karyawan dalam menjalankan berbagai program yang mencakup beberapa aspek berikut ini:

- **Aspek Kepatuhan**  
Aspek kepatuhan terhadap peraturan perundang-undangan yang berlaku untuk mewujudkan *Good Corporate Governance* (GCG) sesuai dengan infrastruktur GCG milik Perusahaan.
- **Aspek Perilaku Etis**  
Perilaku etis yang selaras dengan *Code of Conduct* Perusahaan.
- **Aspek Keselamatan, Kesehatan Kerja & Lingkungan (K3L)**  
Dilaksanakan melalui upaya pencapaian *Target Zero*, yaitu *zero harm to people, community and the environment*.
- **Aspek Sosial**  
Menjalankan operasi secara adil dan berkontribusi pada kegiatan pengembangan masyarakat melalui program *Corporate Social Responsibility* (CSR).
- **Aspek Pengembangan Kompetensi**  
Pengembangan kompetensi karyawan dilakukan melalui pelatihan dan *focus group discussion* secara berkala.

## Fostering a Sustainability Culture

[2-23][2-24][F.1]

A sustainability culture is fostered through collaboration between management and employees in implementing various programs that encompass the following aspects:

- **Compliance Aspect**  
Compliance with applicable rules and regulations to implement *Good Corporate Governance* (GCG) in accordance with the Company's GCG infrastructure.
- **Ethical Behavior Aspect**  
Ethical behavior which is aligned with the Company's *Code of Conduct*.
- **Safety, Health & Environment (SHE) Aspect**  
Implemented through efforts to achieve *Target Zero*, namely *zero harm to people, the communities and the environment*.
- **Social Aspect**  
Conducting fair operations and contributing to community development activities through *Corporate Social Responsibility* (CSR) programs.
- **Competency Development Aspect**  
Employee competency development carried out through regular training and *focus group discussions*.



Informasi lebih lanjut mengenai kebijakan Perusahaan dapat diakses melalui:  
Further information regarding the Company's policies can be accessed via:

[www.petrosea.com](http://www.petrosea.com)




# DUKUNGAN TERHADAP SDGs

## SUPPORTING THE SDGs


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

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

 <b>Kehidupan Sehat dan Sejahtera</b> Good Health and Wellbeing		
Kegiatan Activities	Capaian 2025 2025 Achievement	Target 2026 2026 Target
1. Melaksanakan program dan layanan K3 bagi seluruh karyawan Implementing OHS programs and services for all employees	1. Zero <i>fatality</i> dan tidak ada kasus penyakit akibat kerja (PAK) Zero fatalities and no cases of occupational diseases	1. Zero <i>fatality</i> Zero fatalities
2. Melaksanakan pelatihan K3 secara rutin Conducting regular OHS training	2. Sebanyak 4.185 peserta mengikuti pelatihan <i>Fundamentals SHE</i> A total of 4,185 participants participated in SHE Fundamentals training	2. Nihil kasus penyakit akibat kerja (PAK) Zero cases of occupational diseases
3. Memastikan standar dan praktik K3 dilakukan oleh seluruh subkontraktor, vendor dan pemasok Ensuring OHS standards and practices are implemented by all subcontractors, vendors and suppliers	3. Nihil <i>Lost Time Injury Rate</i> (LTIR) Zero Lost Time Injury Rate (LTIR)	3. Nihil <i>Lost Time Injury Rate</i> (LTIR) Zero Lost Time Injury Rate (LTIR)
4. Mengoptimalkan penggunaan platform digital K3 SHEPRO Optimizing the use of the SHEPRO OHS digital platform	4. Peningkatan jumlah pengguna SHEPRO sebanyak 54% The number of SHEPRO users increased by 54%	

 <b>Kesetaraan Gender</b> Gender Equality		
Kegiatan Activities	Capaian 2025 2025 Achievement	Target 2026 2026 Target
1. Memberi promosi jenjang karier bagi karyawan perempuan Providing career advancement opportunities for female employees	1. Sebanyak 34 karyawan perempuan memperoleh promosi, sehingga memperkuat representasi perempuan dalam struktur manajerial A total of 34 female employees were promoted, strengthening female representation in the managerial structure	1. Meningkatkan proporsi perempuan di level manajerial sebesar 16.67% untuk memperkuat keberagaman gender dan inklusi Increase the proportion of women at the managerial level by 16.67% to strengthen gender diversity and inclusion
2. Menyelenggarakan <i>Graduate Development Program</i> (GDP) bagi karyawan perempuan Implementing a Graduate Development Program (GDP) for female employees	2. Melaksanakan <i>Graduate Development Program</i> (GDP) yang melibatkan 9 karyawan perempuan untuk mengembangkan talenta muda perempuan Conducted a Graduate Development Program (GDP) involving 9 female employees to nurture young female talent	2. Melanjutkan dan memperluas GDP dengan target peningkatan penerimaan karyawan perempuan guna memperkuat <i>pipeline</i> talenta jangka panjang Continue and expand GDP with a target to increase the recruitment of female employees to strengthen the long-term talent pipeline
3. Meningkatkan kesadaran akan kesetaraan gender di lingkungan kerja Raising awareness of gender equality in the workplace	3. Melaksanakan kampanye dan aktivitas internal untuk meningkatkan <i>awareness</i> terkait kesetaraan gender Implemented internal campaigns and activities to enhance awareness of gender equality	3. Mengimplementasikan <i>human rights policy</i> yang mendukung kesetaraan gender dan pencegahan diskriminasi Implement a human rights policy that supports gender equality and prevent discrimination
4. Melaksanakan program pelatihan <i>Diversity, Equality &amp; Inclusion</i> (DEI) Implementing Diversity, Equality & Inclusion (DEI) training programs	4. Melaksanakan pelatihan <i>Diversity, Equality &amp; Inclusion</i> (DEI) bagi 142 karyawan untuk membangun lingkungan kerja yang inklusif Conducted Diversity, Equality & Inclusion (DEI) training for 142 employees to foster an inclusive workplace	4. Melaksanakan minimal satu pelatihan DEI dengan target peserta minimal 150 partisipan untuk memperluas pemahaman dan implementasi Conduct at least one DEI training with a target of at least 150 participants to broaden the understanding and implementation
5. Proaktif dalam mengikuti kegiatan yang mendukung kesetaraan gender, baik internal maupun eksternal Proactive in attending activities that support gender equality, both internal and external	5. Berkomitmen terhadap program " <i>Leaders' Gathering on Building a Workplace Free from Violence and Harassment</i> " Committed to the "Leaders Gathering on Building a Workplace Free from Violence and Harassment" program	5. Menetapkan <i>human rights roadmap</i> sebagai pedoman penerapan DEI berkelanjutan Implement human rights roadmap as guidance for sustainable DEI

**Dukungan Terhadap SDGs**  
Supporting the SDGs

 <b>Air Bersih dan Sanitasi</b> Clean Water and Sanitation		
Kegiatan Activities	Capaian 2025 2025 Achievement	Target 2026 2026 Target
1. Menggunakan kembali air limbah (yang telah memenuhi baku mutu) untuk pengendalian debu dan menyiram tanaman Reusing wastewater (that meets quality standards) for dust control and plant irrigation  2. Menggunakan <i>water treatment plant</i> untuk mengolah air dari sumber alternatif Using water treatment plants to treat water from alternative sources  3. Menggunakan air dari sumber air hujan ( <i>rainwater harvesting</i> ) Utilizing water sourced from rainwater harvesting	1. Sebanyak 5.355 m <sup>3</sup> air limbah dimanfaatkan kembali untuk pengendalian debu, menurun sebesar 80% dibandingkan tahun sebelumnya A total of 5,355 m <sup>3</sup> of wastewater was reused for dust control, an 80% decrease compared to the previous year  2. Pemanfaatan air dari sumber alternatif (air hujan dan daur ulang) sebanyak 413.309 m <sup>3</sup> , mengalami penurunan sebesar 19% dari tahun sebelumnya Utilization of water from alternative sources (rainwater and recycled water) reached 413,309 m <sup>3</sup> , a 19% decrease from the previous year	1. Meningkatkan pemanfaatan air dari sumber alternatif Increase the use of water from alternative sources  2. Efisiensi penggunaan air baku/air bersih Efficient use of raw water/clean water  3. Nihil kasus pencemaran sumber air Zero cases of water source pollution

 <b>Pekerjaan Layak dan Pertumbuhan Ekonomi</b> Decent Work and Economic Growth		
Kegiatan Activities	Capaian 2025 2025 Achievement	Target 2026 2026 Target
1. Membuka lapangan pekerjaan bagi masyarakat di sekitar wilayah operasional Creating employment opportunities for communities surrounding operational areas  2. Meningkatkan keterampilan masyarakat sekitar Improving the skills of surrounding communities  3. Melaksanakan program pengembangan dan pemberdayaan masyarakat Implementing community development and empowerment programs  4. Melaksanakan program <i>Green Operator Traineeship</i> untuk masyarakat lokal Implementing a Green Operator Training program for local communities	1. Sebanyak 2.811 orang mengikuti program pelatihan A total of 2,811 people participated in training programs  2. Sebanyak 59 program pemberdayaan masyarakat dilaksanakan A total of 59 community empowerment programs were implemented  3. Bekerja sama dengan 57 pemasok lokal dan pemangku kepentingan program CSR Collaborated with 57 local suppliers and CSR program stakeholders  4. Sebanyak 52 masyarakat lokal mengikuti program <i>Green Operator Traineeship</i> dan menjadi karyawan Petrosea A total of 52 local residents participated in the Green Operator Training program and became Petrosea employees	1. Mengikutsertakan 3.750 orang dalam program pelatihan Engage with 3,750 people in training programs  2. Melaksanakan kurang lebih 60 program pemberdayaan masyarakat Implement around 60 community empowerment programs  3. Bekerja sama dengan kurang lebih 65 pemasok lokal dan pemangku kepentingan program CSR Collaborate with around 65 local suppliers and stakeholders in CSR programs  4. Meningkatkan proporsi jumlah karyawan lokal Increase the proportion of local employees

**Dukungan Terhadap SDGs**  
Supporting the SDGs

 <b>Penanganan Perubahan Iklim</b> Climate Action		
Kegiatan Activities	Capaian 2025 2025 Achievement	Target 2026 2026 Target
1. Menggunakan bahan bakar <i>biodiesel</i> B40 Utilizing B40 biodiesel fuel	1. 95,38% lokasi operasional Perusahaan telah menggunakan <i>biodiesel</i> B40 95.38% of the Company's operational sites utilized B40 biodiesel	1. Mengelola emisi yang dihasilkan pada tingkat operasional Manage emissions generated at the operational level
2. Menggunakan energi terbarukan berupa <i>solar panel</i> Utilizing renewable energy in the form of solar panels	2. Penggunaan <i>solar panel</i> di proyek KJA, PSF, IBP, SDA dan KSM Utilization of solar panels at the KJA, PSF, IBP, SDA and KSM projects	2. Mengoptimalkan pemanfaatan energi baru terbarukan Optimizing the utilization of new and renewable energy
3. Melaksanakan program efisiensi energi Implement various energy efficiency programs	3. Penurunan emisi sebanyak 4.991,72 tCO <sub>2</sub> e Reduction in emissions of 4,991.72 tCO <sub>2</sub> e	3. Menambah <i>awareness</i> kepada setiap karyawan terkait perubahan iklim Increase awareness of climate change among all employees
4. Meningkatkan pengetahuan karyawan terkait perubahan iklim Increase awareness among employees regarding climate change	4. Melaksanakan 1 kali pelatihan dengan topik perubahan iklim Carried out 1 training session on climate change	

 <b>Perdamaian, Keadilan dan Kelembagaan yang Tangguh</b> Peace, Justice and Strong Institutions		
Kegiatan Activities	Capaian 2025 2025 Achievement	Target 2026 2026 Target
1. Memastikan kepatuhan terhadap hukum dan peraturan yang berlaku, baik oleh internal Perusahaan maupun mitra bisnis Ensuring compliance with applicable laws and regulations, both internally and by business partners	1. Nihil kasus pelanggaran / ketidakpatuhan terkait ESG No cases of violations or non-compliance related to ESG	1. Nihil kasus pelanggaran / ketidakpatuhan terkait ESG No cases of violations or non-compliance related to ESG
2. Implementasi ISO 37001 untuk Sistem Manajemen Anti Penyuapan Implementing ISO 37001 for Anti-Bribery Management System	2. Seluruh karyawan telah mendapatkan sosialisasi antikorupsi dan anti penyuapan All employees have received anti-corruption and anti-bribery socialization	2. Seluruh karyawan mendapatkan sosialisasi antikorupsi dan anti penyuapan All employees receive anti-corruption and anti-bribery socialization
3. Identifikasi dan mitigasi risiko terkait korupsi dan penyuapan Identifying and mitigating risks related to corruption and bribery	3. Terdapat 8 kasus korupsi/kecurangan yang telah ditangani secara optimal sepanjang tahun 2025 A total of 8 corruption/fraud cases were optimally addressed throughout 2025	3. Penanganan yang optimal atas kasus korupsi/kecurangan yang terjadi Optimal handling of corruption/fraud cases
4. Melaksanakan sosialisasi antikorupsi dan anti penyuapan kepada seluruh karyawan Implementing anti-corruption and anti-bribery socialization to all employees	4. Seluruh (100%) karyawan <i>staff</i> dan 98% karyawan <i>non-staff</i> telah menandatangani Surat Pernyataan Integritas ( <i>Employee Statement Letter</i> ) All (100%) staff and 98% non-staff employees signed the Employee Statement Letter	4. Menerbitkan kebijakan Hak Asasi Manusia Realizing Human Rights Policy
5. Melaksanakan pernyataan kepatuhan tahunan terhadap Kode Etik bagi seluruh karyawan Implementing an annual declaration of compliance with the Code of Conduct for all employees		

# TENTANG PETROSEA

## ABOUT PETROSEA

### Profil Perusahaan Company Overview

[2-1]

Nama Perusahaan Company Name	Tahun Berdiri Year of Establishment	Bentuk Perusahaan Legal Entity
<b>PT Petrosea Tbk</b>	<b>1972</b>	<b>Perusahaan Terbuka</b> Public Listed 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

### Alamat Kantor Office Address [c.2]

 **Kantor Pusat**  
Head Office

Wisma Barito Pacific  
Jl. Let. Jend. S. Parman Kav. 62-63  
Kelurahan Slipi, Kecamatan Palmerah  
Jakarta Barat, Jakarta 11410, Indonesia

Tel. : +6221 2977 0999  
Fax : +6221 2977 0988  
Email : corporate.secretary@petrosea.com  
investor.relations@petrosea.com  
corporate.communications@petrosea.com  
Website : www.petrosea.com

 **Kantor Perwakilan Balikpapan**  
Balikpapan Representative Office

Operasional | Operational

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

Tel. : +62 542 762 299  
Fax : +62 542 760 660

Informasi lebih lanjut mengenai profil Perusahaan dan daftar entitas anak Perusahaan dapat dilihat di dalam Laporan Tahunan yang dapat diakses melalui:  
Further information regarding the Company's profile and list of subsidiaries can be seen in the Annual Report which can be accessed via:

[www.petrosea.com](http://www.petrosea.com)

### Produk, Layanan & Kegiatan Usaha

[2-6][C.4]

Berdasarkan pasal 3 Anggaran Dasar Perusahaan dan Akta Pernyataan Keputusan Rapat No. 4 tanggal 21 April 2025, Petrosea merupakan perusahaan multi-disiplin yang bergerak dalam berbagai bidang, yakni:

### Products, Services & Business Activities

[2-6][C.4]

Based on Article 3 of the Company's Articles of Association and Deed of Meeting Resolutions No. 4 dated 21 April 2025, Petrosea is a multidisciplinary company engaged in various fields, namely:



- Konstruksi**  
Construction
- Pertambangan & Penggalian**  
Mining & Excavation
- Industri Pengolahan**  
Processing Industry
- Perdagangan**  
Trading
- Pengangkutan & Pergudangan**  
Transportation & Warehousing
- Informasi & Komunikasi**  
Information & Communication
- Aktivitas Profesional, Ilmiah & Teknis**  
Professional, Scientific & Technical Activities
- Aktivitas Penyewaan & Sewa Guna Usaha Tanpa Hak Opsi**  
Rental & Operational Lease Activities without Option Rights
- Ketenagakerjaan**  
Human Resource Management
- Pendidikan**  
Education

Informasi lebih lanjut mengenai produk dan layanan Perusahaan dapat diakses melalui:  
Further information regarding the Company's products and services can be accessed via:

[www.petrosea.com](http://www.petrosea.com)

## Skala Perusahaan Company Scale

[2-1][2-6][C.3]

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Karyawan Total Employees	Orang People	11.271	6.800	5.388
Jumlah Kantor Pusat Number of Head Office	Kantor Office	1	1	1
Jumlah Kantor Pendukung Number of Supporting Office	Kantor Office	1	2	2
Volume Pengupasan Lapisan Tanah Penutup Overburden Removal Volume	Juta/Million BCM	135,22	106,65	130,68
Produksi Batu Bara Coal Production	Juta/Million Ton	19,18	17,99	17,07
Produksi Batu Bara CEP CEP Coal Production	Ribu/Thousand Ton	1.193,85	1.353,71	250,85
Jumlah Pendapatan Total Revenue	Juta/Million US\$	886,46	690,81	577,62
Jumlah Liabilitas Total Liabilities	Juta/Million US\$	1.275,43	617,52	492,32
Jumlah Ekuitas Total Equity	Juta/Million US\$	307,46	249,75	235,63
Jumlah Aset Total Assets	Juta/Million US\$	1.582,88	867,27	727,95
Laba Tahun Berjalan Profit for the Year	Juta/Million US\$	35,01	9,95	12,44

## Perubahan yang Bersifat Signifikan

[2-6][C.6]

Pada tahun 2025, Petrosea mencatat sejumlah perubahan dan langkah strategis yang mencerminkan arah pertumbuhan perusahaan menuju diversifikasi dan ekspansi berkelanjutan.

## Significant Changes to the Company

[2-6][C.6]

In 2025, Petrosea announced a number of strategic changes and initiatives reflecting the company's growth trajectory toward diversification and sustainable expansion.

Petrosea menandatangani *Conditional Share Sale and Purchase Agreement* dan menyelesaikan proses akuisisi seluruh saham HBS (PNG) Limited dan anak usahanya di Papua Nugini. Aksi korporasi ini menjadi tonggak penting dalam ekspansi internasional Petrosea, sekaligus memperluas portofolio usaha ke sektor pertambangan mineral emas di luar negeri.

Selanjutnya, Petrosea menyelesaikan akuisisi atas grup Hafar, perusahaan nasional yang bergerak di bidang *Engineering, Procurement, Construction & Installation* (EPCI) serta layanan pelayaran lepas pantai. Melalui kepemilikan sebesar 51%, Petrosea memperkuat kapabilitas teknis dalam layanan EPCI terpadu dan memperluas kehadirannya di sektor minyak & gas bumi lepas pantai. Langkah ini menjadi bagian penting dari strategi diversifikasi usaha di sektor energi, yang mendukung pertumbuhan berkelanjutan serta menghadirkan potensi sinergi di seluruh rantai nilai energi nasional.

Petrosea juga menyelesaikan pengambilalihan 60% saham Scan-Bilt Pte. Ltd., perusahaan berbasis di Singapura yang bergerak di bidang konstruksi sipil dan pemeliharaan fasilitas industri kimia serta minyak & gas darat. Rencana akuisisi mayoritas saham ini menjadi kelanjutan dari strategi pengembangan usaha Petrosea di sektor energi dan kimia, sekaligus menjadikan Scan-Bilt sebagai *business hub* regional di kawasan Asia Pasifik. Penyelesaian proses akuisisi ini merupakan langkah penting dalam strategi diversifikasi Petrosea, baik melalui pengembangan kapabilitas multidisiplin EPC di industri pengolahan kimia maupun melalui ekspansi geografis ke kawasan Asia Pasifik dan Oseania, khususnya di sektor migas.

Petrosea signed a *Conditional Share Sale and Purchase Agreement* and completed the acquisition of all shares in HBS (PNG) Limited and its subsidiaries in Papua New Guinea. This corporate action marked a significant milestone in Petrosea's international expansion, while also expanding its business portfolio into the overseas gold mining sector.

Furthermore, Petrosea completed the acquisition of Hafar group, a national company engaged in *Engineering, Procurement, Construction & Installation* (EPCI) and offshore shipping services. Through its 51% ownership, Petrosea strengthened its technical capabilities in integrated EPCI services and expanded its presence in the offshore oil & gas sector. This move was a key part of the company's diversification strategy in the energy sector, supporting sustainable growth and creating potential synergies across the national energy value chain.

Petrosea also completed the acquisition of a 60% stake in Scan-Bilt Pte. Ltd., a Singapore-based company engaged in civil construction and maintenance of chemical industry facilities, as well as onshore oil & gas. This planned majority stake acquisition is a continuation of Petrosea's business development strategy in the energy and chemical sectors, while also positioning Scan-Bilt as a regional business hub in the Asia Pacific region. The completion of this acquisition process represents an important step in Petrosea's diversification strategy, both through the development of multidisciplinary EPC capabilities in the chemical processing industry and through geographic expansion into the Asia-Pacific and Oceania regions, particularly in the oil & gas sector.

## Struktur Kepemilikan Saham

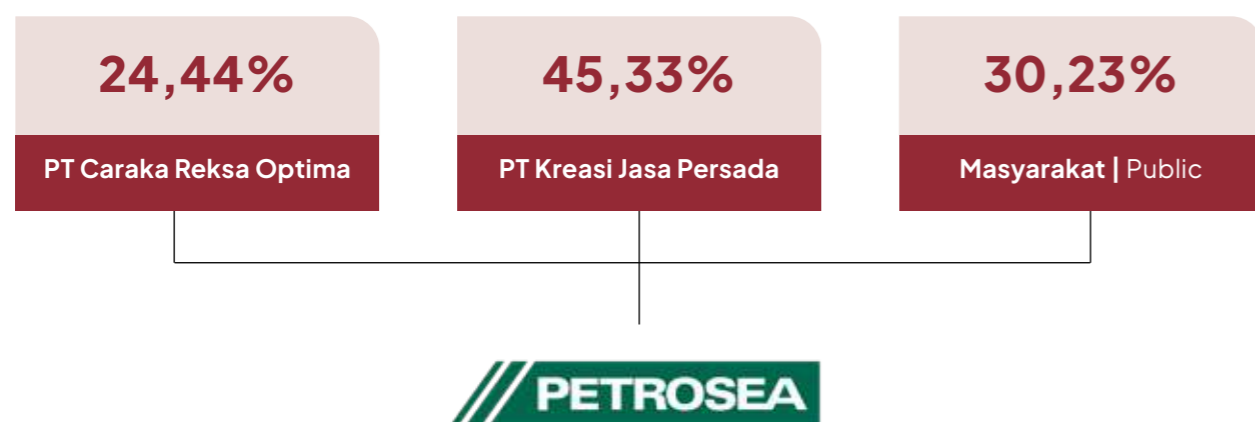
PT Petrosea Tbk merupakan perusahaan publik yang telah tercatat di Bursa Efek Indonesia (IDX: PTRO) sejak tahun 1990. Adapun komposisi pemegang saham Petrosea per 31 Desember 2025 adalah sebagai berikut:

## Company Ownership Structure

PT Petrosea Tbk is a public company listed on the Indonesia Stock Exchange (IDX: PTRO) since 1990. Petrosea's shareholder composition as of 31 December 2025, is as follows:

**PT Petrosea Tbk dikendalikan oleh PT Kreasi Jasa Persada yang dimiliki sepenuhnya oleh PT Petrindo Jaya Kreasi Tbk**

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


















**Keterangan/Notes:**

Pemegang saham per tanggal 31 Desember 2025 dengan 5% saham atau lebih  
Shareholders as of 31 Desember 2025 with 5% shares or more

## Keanggotaan Asosiasi Associations Membership

[2-28][C.5]

- |   |  |  |
|---|--|--|
|  <p><b>Asosiasi Jasa Pertambangan Indonesia (ASPINDO)</b><br/>Indonesian Mining Service Association (ASPINDO)</p>                |  <p><b>Asosiasi Pengusaha Indonesia (APINDO)</b><br/>Employers Association of Indonesia (APINDO)</p>  |  <p><b>Asosiasi Pertambangan Batu Bara Indonesia (APBI-ICMA)</b><br/>Indonesian Coal Mining Association (APBI-ICMA)</p> |
|  <p><b>Masyarakat Ketenagalistrikan Indonesia (MKI)</b><br/>The Indonesian Electrical Power Society (MKI)</p>                    |  <p><b>Gabungan Perusahaan Nasional Rancang Bangun Indonesia (GAPENRI)</b><br/>Association of Indonesian Engineering, Procurement, and Construction Companies (GAPENRI)</p> |  <p><b>Asosiasi Kontraktor Indonesia (AKI)</b><br/>Indonesian Constructors Association (AKI)</p>                        |
|  <p><b>Perkumpulan Pusat Logistik Berikat Indonesia (PPLBI)</b><br/>Indonesian Bonded Logistics Center Association (PPLBI)</p> |  <p><b>Kamar Dagang dan Industri (KADIN)</b><br/>Chamber of Commerce and Industry (KADIN)</p>   |  <p><b>Indonesian Mining Association (IMA)</b></p>  |
|  <p><b>Asosiasi Sekretaris Perusahaan Indonesia (ICSA)</b><br/>Indonesian Corporate Secretary Association (ICSA)</p>           |  <p><b>Indonesia Business Coalition for Women Empowerment (IBCWE)</b></p>   |  <p><b>Bursa Efek Indonesia (IDX)</b><br/>Indonesian Stock Exchange (IDX)</p>   |
|  <p><b>Asosiasi Badan Usaha Pelabuhan Indonesia (ABUPI)</b><br/>Indonesia Port Business Association (ABUPI)</p>                |  <p><b>Asosiasi Logistik dan Forwarder Indonesia (ALFI)</b><br/>Indonesian Logistics and Forwarders Association (ALFI)</p>  |  <p><b>Asosiasi Emiten Indonesia (AEI)</b><br/>Indonesian Public Listed Companies Association (AEI)</p>               |

## Visi, Misi & Nilai-nilai Inti Vision, Mission & Core Values

[2-23][C.1]



### 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



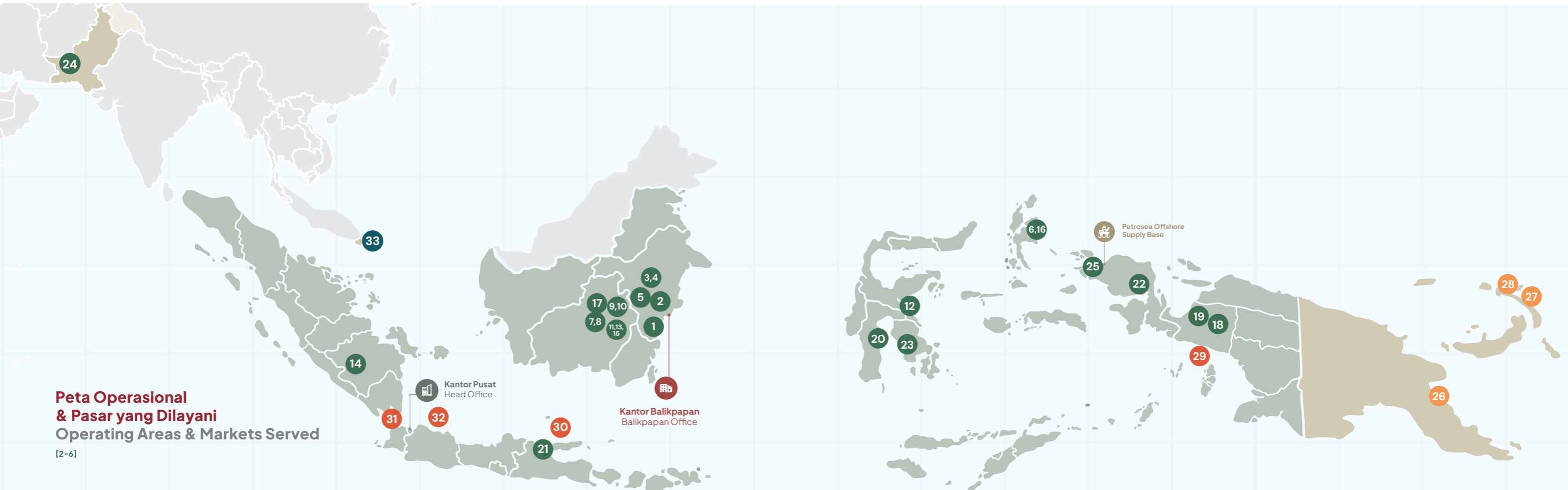
OPEN MINDED

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   Project <b>Petrosea</b>
<b>Jasa Pertambangan   Mining Services</b>	
1.	Kideco Jaya Agung
2.	Kartika Selabumi Mining
3.	Cristian Eka Pratama
4.	Kedap Sayaaq
5.	Indo Bara Pratama
6.	Sumberdaya Arindo
7.	Pasir Bara Prima
8.	Global Bara Mandiri
9.	Tamtama Perkasa
10.	Borneo Bangun Banua
11.	Bara Prima Mandiri
12.	Vale Indonesia
13.	Multi Tambangjaya Utama
14.	Barasentosa Lestari
15.	Bartim Coalindo
16.	Antam
17.	Daya Bumindo Karunia

No.	Proyek   Project <b>Petrosea</b>
<b>Rekayasa, Pengadaan &amp; Konstruksi   Engineering, Procurement &amp; Construction</b>	
18.	Freeport Indonesia
19.	Fluor-Petrosea JO
20.	Masmindo Dwi Area
21.	Freeport Indonesia - Manyar Smelter
22.	BP Berau Ltd.
23.	Vale Indonesia
24.	Reko Diq Mining Company (Private) Limited
<b>Jasa Logistik &amp; Pendukung   Logistic &amp; Support Services</b>	
25.	BP Berau Ltd., Saipem Indonesia, Leighton Contractors Indonesia, Freeport Indonesia, Wira Insani

No.	Proyek   Project <b>HBS Group</b>
<b>Jasa Pertambangan   Mining Services</b>	
26.	Harmony Gold
27.	Newmont
28.	St. Barbara

No.	Proyek   Project <b>Hafar Group</b>
<b>EPCI Migas Lepas Pantai   Offshore Oil &amp; Gas EPCI</b>	
29.	Freeport Indonesia
30.	Petronas
31.	Pertamina Hulu Energi Offshore Southeast Sumatra
32.	Pertamina Hulu Energi Offshore North West Java

No.	Proyek   Project <b>Scan-Bilt</b>
<b>Rekayasa, Pengadaan &amp; Konstruksi   Engineering, Procurement &amp; Construction</b>	
33.	Aster Chemicals and Energy

Informasi lengkap terkait proyek saat ini maupun proyek terdahulu dapat diakses melalui [www.petrosea.com](http://www.petrosea.com) pada laman Pengalaman.

Further information regarding ongoing projects or past projects can be accessed on [www.petrosea.com](http://www.petrosea.com) in the Experience page.

# PENGHARGAAN & SERTIFIKASI

## AWARDS & CERTIFICATIONS

### Penghargaan 2025

2025 Awards



1

2

3

4

5

6

7

1. **Pelaksanaan Panitia Pembina Keselamatan & Kesehatan Kerja** 📅 31 Jan 2025  
**Implementation of the Occupational Health & Safety Advisory Committee**

Penghargaan dengan kategori "PLATINUM" atas kinerjanya terkait pelaporan dan pelaksanaan Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) di Perusahaan selama tahun 2024 dari Dinas Tenaga Kerja dan Transmigrasi Provinsi Kalimantan Timur

Award with "PLATINUM" category for excellence in the reporting and implementation of the Occupational Health & Safety Committee (P2K3) in the Company during 2024 from the East Kalimantan Provincial Manpower and Transmigration Office

2. **Kinerja Sistem Manajemen Mutu, K3, Lingkungan & Energi** 📅 12 Feb 2025  
**Implementation of the Occupational Safety and Health Advisory Committee**

Penghargaan dengan predikat "EMAS" atas kinerja pengelolaan Sistem Manajemen Mutu, K3, Lingkungan & Energi selama tahun 2024 dari PT Kideco Jaya Agung

Award with "GOLD" predicate for excellence in the management of Quality, OHS, Environment & Energy Management Systems during 2024 from PT Kideco Jaya Agung

3. **MII Hackathon 2025: Powering Innovation with Azure AI** 📅 12 Mar 2025

Juara 1 kompetisi "AI Hackathon 2025" atas pengembangan solusi kecerdasan buatan untuk use case keselamatan yang diselenggarakan oleh Microsoft Indonesia bersama PT Mitra Integrasi Informatika

1<sup>st</sup> Place in the "AI Hackathon 2025" competition for the development of artificial intelligence solutions for safety use cases organized by Microsoft Indonesia together with PT Mitra Integrasi Informatika

4. **Pelaksanaan Panitia Pembina Keselamatan & Kesehatan Kerja** 📅 23 Apr 2025  
**Implementation of the Occupational Health & Safety Advisory Committee**

Penghargaan atas pelaksanaan Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) Tingkat Provinsi Banten untuk Kantor Pusat dari Gubernur Banten

Implementation of the Occupational Health & Safety Committee (P2K3) in the Banten Provincial Level for the Head Office from the Governor of Banten

5. **Program Pencegahan & Penanggulangan HIV/AIDS** 📅 23 Apr 2025  
**HIV/AIDS Prevention & Countermeasure Program**

Penghargaan atas Program Pencegahan dan Penanggulangan HIV/AIDS Tingkat Provinsi Banten dari Gubernur Banten  
HIV/AIDS Prevention and Countermeasure Program award in the Banten Provincial Level from the Governor of Banten

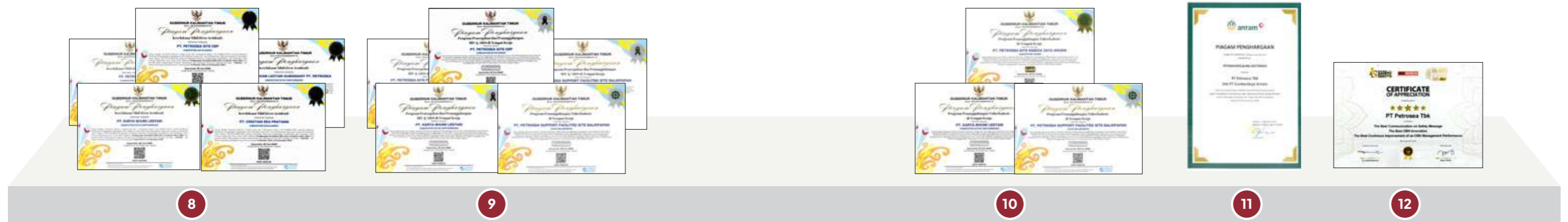
6. **Pencapaian Nihil Kecelakaan Kerja** 📅 23 Apr 2025  
**Zero Accident Achievement**

Penghargaan Nihil Kecelakaan Kerja Tingkat Provinsi Banten untuk Kantor Pusat dari Gubernur Banten  
Zero Accident Award in the Banten Provincial Level for the Head Office from the Governor of Banten

7. **PROPERDA untuk Pengelolaan Lingkungan Hidup** 📅 23 Jun 2025  
**PROPERDA for Environmental Management**

Penghargaan PROPER Daerah (PROPERDA) dengan peringkat BIRU untuk Program Penilaian Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup Tahun 2024-2025 yang diberikan kepada Petrosea Support Facilities (PSF) dari Gubernur Kalimantan Timur

PROPER Daerah (PROPERDA) Award with BLUE rating for the Company Performance Rating Program in Environmental Management 2024-2025 presented to Petrosea Support Facilities (PSF) from the Governor of East Kalimantan



**8. Pencapaian Nihil Kecelakaan Kerja**  
Zero Accident Achievement

📅 26 Jun 2025

Penghargaan atas pencapaian nihil kecelakaan kerja (zero accident) untuk proyek Kideco Jaya Agung dengan 49.568.236 jam kerja *Lost Time Injury (LTI) Free*, proyek Kartika Selabumi Mining dengan 7.331.150 jam kerja *LTI Free*, proyek Cristian Eka Pratama dengan 3.119.636 jam kerja *LTI Free*, proyek Indo Bara Pratama dengan 3.049.329 jam kerja *LTI Free* dan PT Cristian Eka Pratama dengan 4.531.451 jam kerja *LTI Free* dari Gubernur Kalimantan Timur

Zero accident awards for the Kideco Jaya Agung project with 49,568,236 manhours *Lost Time Injury (LTI) Free*, Kartika Selabumi Mining project with 7,331,150 manhours *LTI Free*, Cristian Eka Pratama project with 3,119,636 manhours *LTI Free*, Indo Bara Pratama project with 3,049,329 manhours *LTI Free* and PT Cristian Eka Pratama with 4,531,451 manhours *LTI Free* from the Governor of East Kalimantan

**9. Program Pencegahan & Penanggulangan HIV/AIDS**  
HIV/AIDS Prevention & Countermeasure Program

📅 26 Jun 2025

Penghargaan untuk Pencegahan & Penanggulangan HIV/AIDS di tempat kerja dalam kategori "PLATINUM" bagi Petrosea di proyek Kideco Jaya Agung, Karya Bhumi Lestari di proyek Kartika Selabumi Mining, Petrosea di proyek Cristian Eka Pratama, serta Cristian Eka Pratama dan Petrosea di Petrosea Support Facilities (PSF) dari Gubernur Kalimantan Timur

Awards for HIV/AIDS Prevention and Countermeasure Program in the workplace for Petrosea at the Kideco Jaya Agung project, Karya Bhumi Lestari at the Kartika Selabumi Mining project, Petrosea at the Cristian Eka Pratama project, as well as Cristian Eka Pratama and Petrosea at Petrosea Support Facilities (PSF) from the Governor of East Kalimantan

**10. Program Penanggulangan Tuberkulosis**  
Tuberculosis Prevention Program

📅 26 Jun 2025

Penghargaan atas Program Penanggulangan Tuberkulosis dalam kategori "GOLD" untuk Petrosea di proyek Kideco Jaya Agung, serta kategori "PLATINUM" untuk Karya Bhumi Lestari di proyek Kartika Selabumi Mining dan Petrosea Support Facilities (PSF) dari Gubernur Kalimantan Timur

Awards for the Tuberculosis Prevention Program in the "GOLD" category for Petrosea at the Kideco Jaya Agung Project, as well as in the "PLATINUM" category for Karya Bhumi Lestari at the Kartika Selabumi Mining project and Petrosea Support Facilities (PSF) from the Governor of East Kalimantan

**11. Penghargaan Good Mining Practices**  
Good Mining Practices Award

📅 7 Aug 2025

Penghargaan dalam kategori "ADITAMA" untuk proyek Sumberdaya Arindo atas prestasinya dalam pengelolaan Good Mining Practices di aspek Pengelolaan Standardisasi dan Usaha Jasa Pertambangan Mineral untuk Pemegang Izin Usaha Jasa Pertambangan (IUJP) dari PT Aneka Tambang Tbk

Award in the "ADITAMA" category for the Sumberdaya Arindo project for its achievement in Good Mining Practices management in the aspect of Standardization and Mineral Mining Services Business Management for Mining Services Business License (IUJP) holders from PT Aneka Tambang Tbk

**12. Penghargaan OSH Asia's Summit 2025**  
OSH Asia's Summit Award 2025

📅 28 Aug 2025

Penghargaan "Bintang 5" atas pencapaian kematangan budaya K3 dalam kategori The Best Communication of Safety Message, The Best OSH Innovation, The Best Continuous Improvement of an OSH Management Performance, The Best CEO Committed to OSH Culture dan The Best HSE Manager dari First Indonesia Magazine

"5 Star" awards for the categories of The Best Communication of Safety Message, The Best OSH Innovation, The Best Continuous Improvement of an OSH Management Performance, The Best CEO Committed to OSH Culture dan The Best HSE Manager from First Indonesia Magazine



13

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13. **Environmental and Social Innovation Awards (ENSIA) 2025**

📅 16 Sep 2025

Penghargaan "SILVER" untuk kategori Inovasi Sosial di ajang Environmental and Social Innovation Awards (ENSIA) 2025 yang diadakan oleh Sucofindo

"SILVER" award in the Social Innovation category at the Environmental and Social Innovation Awards (ENSIA) 2025 which was organized by Sucofindo

14. **Penghargaan Rintisan Teknologi Industri (RINTEK) 2025**

📅 17 Sep 2025

Penghargaan untuk kategori "Teknologi Jasa Industri" di ajang Penghargaan Rintisan Teknologi Industri (RINTEK) 2025 yang diadakan oleh Kementerian Perindustrian Republik Indonesia

Award in the "Industrial Services Technology" category during the Rintisan Teknologi Industri (RINTEK) 2025 awards organized by the Ministry of Industry of the Republic of Indonesia

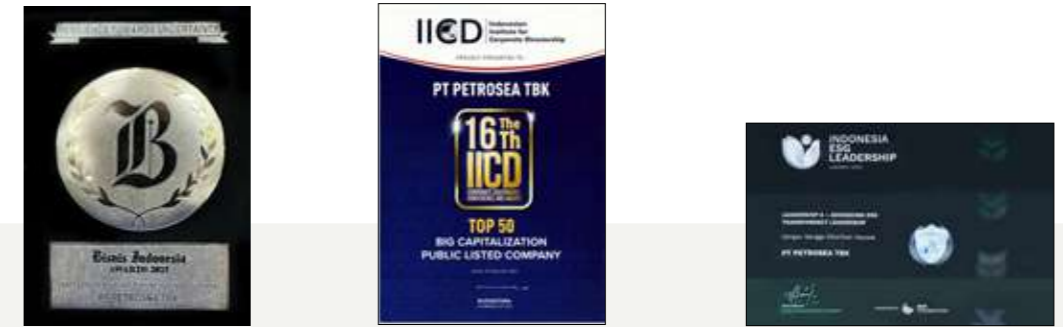
15. **Penghargaan Program Cegah Stunting  
Stunting Prevention Program Award**

📅 10 Dec 2025

Penghargaan dengan predikat "GOLD" untuk Program GENTING (Gerakan Orangtua Asuh Cegah Stunting) di proyek Kideco Jaya Agung dari Menteri Kependudukan dan Pembangunan Keluarga/Kepala BKKBN

Award in the "GOLD" category for the GENTING Program (Gerakan Orangtua Asuh Cegah Stunting) at the Kideco Jaya Agung Project from the Minister of Population and Family Development / Head of BKKBN

**Penghargaan Tata Kelola**  
Governance Awards



16

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16. **Bisnis Indonesia Awards 2025**

📅 30 Jun 2025

Penghargaan untuk kategori "Pendukung Minyak, Gas & Batu Bara" di ajang Bisnis Indonesia Awards 2025 yang diadakan oleh Bisnis Indonesia Group

Award for the "Oil, Gas & Coal Support" category at the Bisnis Indonesia Awards 2025 held by Bisnis Indonesia Group

17. **16<sup>th</sup> IICD Corporate Governance Awards 2025**

📅 15 Sep 2025

Penghargaan untuk kategori "Top 50 Big Capitalization Public Listed Companies" di ajang 16<sup>th</sup> IICD Corporate Governance Awards 2025 yang diselenggarakan oleh Indonesian Institute for Corporate Directorship (IICD)

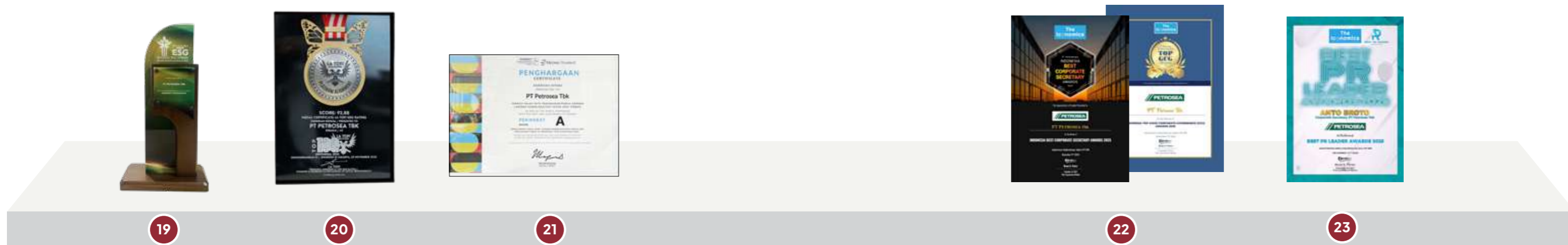
Award for the "Top 50 Big Capitalization Public Listed Companies" category at the 16<sup>th</sup> IICD Corporate Governance Awards 2025 organized by the Indonesian Institute for Corporate Directorship (IICD)

18. **Indonesia ESG Leadership Awards 2025**

📅 12 Nov 2025

Penghargaan untuk kategori "Leadership A - Advancing ESG Transparency" dari Bumi Global Karbon (BGK) Foundation

Award for the "Leadership A - Advancing ESG Transparency" category from the Bumi Global Karbon (BGK) Foundation



19. **ESG Appreciation 2025**

📅 20 Nov 2025

Penghargaan untuk kategori "Community Empowerment" di ajang Investor Daily ESG Appreciation 2025 yang diselenggarakan oleh B Universe

Award for the "Community Empowerment" category at the Investor Daily ESG Appreciation 2025 organized by B Universe

20. **Top 100 Indonesia 2025 La Tofi ESG Rating**

📅 25 Nov 2025

Penghargaan untuk predikat "PLATINUM ALIGNMENT" dengan meraih skor 92,88% dan menempati posisi "Risk High - Action High (Leader Quadrant)" di ajang Top 100 Indonesia 2025 La Tofi ESG Rating yang diselenggarakan oleh La Tofi School of Social Responsibility

Award for the "PLATINUM ALIGNMENT" predicate with a score of 92.88% and placing in the "Risk High - Action High (Leader Quadrant)" at the Top 100 Indonesia 2025 La Tofi ESG Rating organized by La Tofi School of Social Responsibility

21. **Laporan Keberlanjutan Terbaik 2024**  
Best 2024 Sustainability Report

📅 16 Dec 2025

Penghargaan dengan kategori "Peringkat A" untuk Laporan Keberlanjutan 2024 Terbaik dari Foundation for International Human Rights Reporting Standards (FIHRRST)

Award for the "A Rating" category for the Best 2024 Sustainability Report from the Foundation for International Human Rights Reporting Standards (FIHRRST)

22. **Indonesia Best Corporate Secretary Awards 2025 & Indonesia Top GCG Awards 2025**

📅 17 Dec 2025

Penghargaan "Indonesia Best Corporate Secretary Award 2025" dan "Indonesia Top GCG Awards 2025" dari The Iconomics

"Indonesia Best Corporate Secretary Award 2025" and "Indonesia Top GCG Awards 2025" from The Iconomics

23. **Best PR Leader Awards 2025**

📅 17 Dec 2025

Penghargaan "Best PR Leader Awards 2025" dari The Iconomics

"Best PR Leader Awards 2025" from The Iconomics

**Sertifikasi**  
Certifications



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

**Head Office**

26 Mar 2024 - 25 Mar 2027

PT LRQA Business Assurance and  
Inspection Services



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

**Head Office**

9 Jun 2023 - 9 Jun 2026

Kementerian Ketenagakerjaan RI



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

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

28 Nov 2025 - 5 Dec 2028

ASRICERT Indonesia



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

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

31 Dec 2023 - 30 Dec 2026

PT LRQA Business Assurance and  
Inspection Services



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

**Head Office, PSF, KJA Project**

8 Feb 2023 - 7 Feb 2026

TÜV SÜD PSB Pte Ltd



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

**KJA Project**

9 Jun 2023 - 9 Jun 2026

Kementerian Ketenagakerjaan RI



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

**POSB Sorong**

20 June 2024 - 20 June 2027

Kementerian Ketenagakerjaan RI



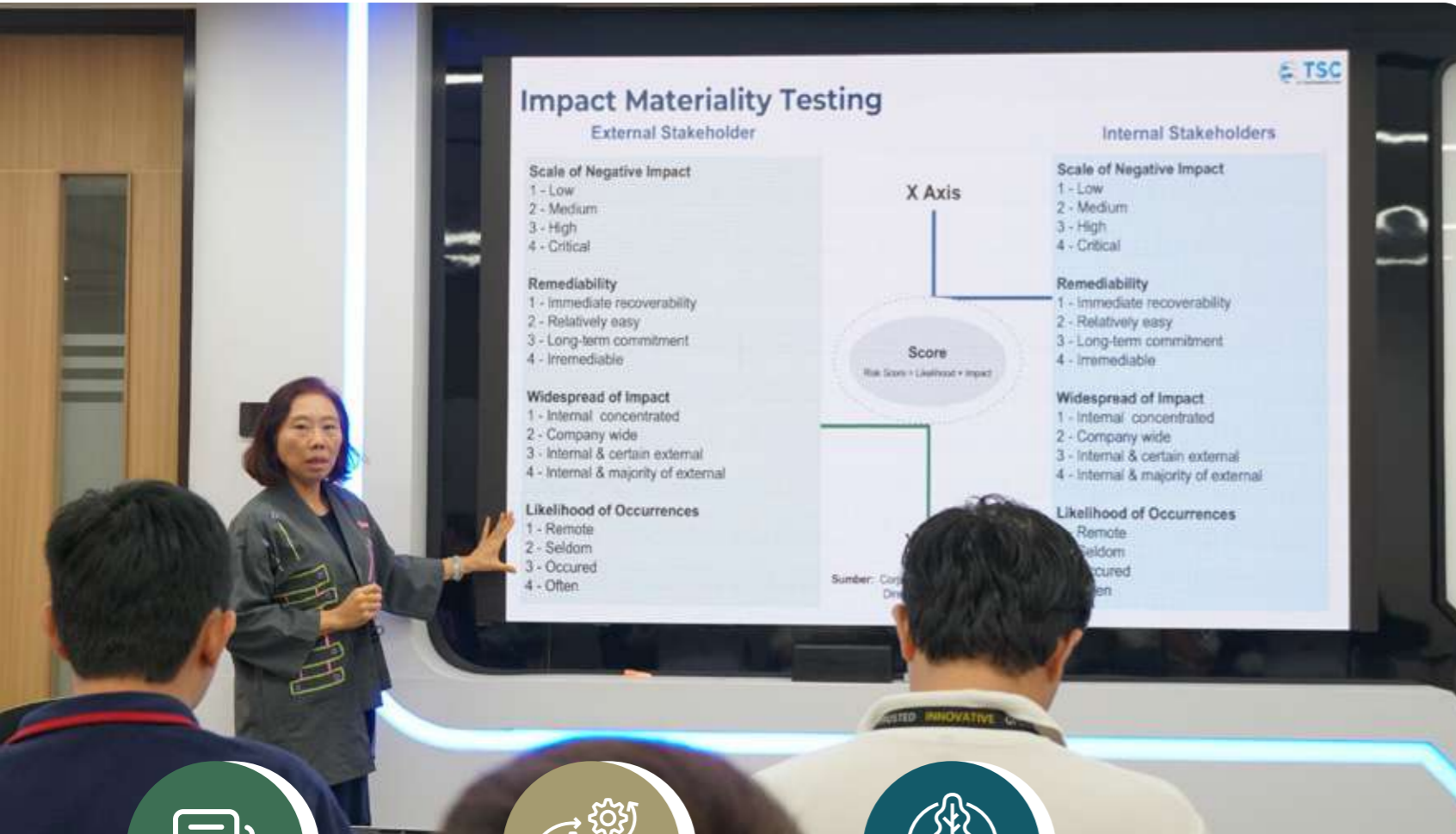
## 2

# ASPEK MATERIAL DALAM KEBERLANJUTAN

## MATERIAL ASPECTS OF SUSTAINABILITY

Topik material dalam Laporan Keberlanjutan ini mencerminkan prioritas strategis Petrosea dalam mengelola isu keberlanjutan dan dampaknya terhadap seluruh pemangku kepentingan Perusahaan, baik internal maupun eksternal.

The material topics in this Sustainability Report reflects Petrosea's strategic priorities in managing sustainability issues and their impacts on all Company stakeholders, both internal and external.



## PENETAPAN TOPIK MATERIAL MELALUI KETERLIBATAN PEMANGKU KEPENTINGAN

### MATERIAL TOPIC DETERMINATION THROUGH STAKEHOLDER ENGAGEMENT

Petrosea melibatkan pihak internal Perusahaan dan ahli sebagai perwakilan pemangku kepentingan eksternal untuk menentukan topik material melalui *Focus Group Discussion (FGD)* pada tanggal 29 Oktober 2025. Penentuan topik material menggunakan metode *single materiality* yang belum memperhitungkan aspek dampak finansial.

Petrosea engaged internal Company personnel and experts as external stakeholder representatives to determine material topics through a *Focus Group Discussion (FGD)* on 29 October 2025. The identification of materiality topics used the *single materiality* methodology which has not taken the financial materiality aspect into account.

Berdasarkan hasil diskusi dengan para pemangku kepentingan, tidak terdapat perubahan terhadap daftar topik material dari tahun sebelumnya. Namun demikian, Petrosea melakukan penilaian *risk score* untuk setiap topik material yang mencerminkan tingkat prioritas dari masing-masing topik.

Based on the results of discussions with our stakeholders, there were no changes to the list of material topics compared to the previous year. However, Petrosea conducted a *risk score* assessment for each material topic to reflect the level of priority assigned to each topic.



#### Tujuh Topik Material

Petrosea mengidentifikasi tingkat signifikansi dampak dari tujuh topik material terhadap pemangku kepentingan

Petrosea identified the significance of the impacts of seven material topics on its stakeholder



#### 100% Isu Material Dievaluasi Berkala

Seluruh (100%) isu material Petrosea dipantau melalui sistem evaluasi berkala

All (100%) of Petrosea's material issues are monitored through a periodic evaluation system



#### Kebijakan Pengelolaan Keberlanjutan

Pengelolaan keberlanjutan Petrosea didukung oleh kebijakan lintas aspek yang mencakup keselamatan kerja, lingkungan, sosial, SDM, teknologi & inovasi dan tata kelola

Petrosea's management is supported by cross-aspect policies covering occupational safety, environmental, social, human capital, technology & innovation and governance

**Tujuh Topik Material & Dampak pada Pemangku Kepentingan**  
Seven Material Topics & Impacts on Stakeholders

**High Impact**

**1 Keselamatan & Kesehatan Pekerja**  
Employee Health & Safety

- Jaminan keselamatan & kesehatan kerja bagi seluruh karyawan Petrosea  
Occupational health & safety guarantee for all Petrosea employees
- Manajemen risiko insiden keselamatan  
Safety incident risk management

**2 Pengelolaan Lingkungan & Perubahan Iklim**  
Environmental Management & Climate Change

- Efisiensi penggunaan energi  
Energy use efficiency
- Pengendalian emisi gas rumah kaca (GRK)  
Greenhouse gas (GHG) emissions control
- Efisiensi konsumsi air dan daur hidup sumber daya  
Water consumption efficiency and resource life cycle
- Pengelolaan dan pemanfaatan kembali air limbah  
Wastewater management and reuse

**3 Tata Kelola Keberlanjutan**  
Sustainable Governance

- Penyusunan visi dan misi Keberlanjutan  
Development of a Sustainability vision and mission
- Kepatuhan terhadap ketentuan hukum dan regulasi  
Compliance with legal and regulatory requirements

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

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

**Medium Impact**

**5 Pemberdayaan Masyarakat Lokal**  
Local Community Empowerment

Mitigasi risiko reputasi yang disebabkan konflik dengan masyarakat sekitar  
Mitigating reputational risks caused by conflicts with surrounding communities

**6 Teknologi & Inovasi**  
Technology & Innovation

Manajemen keamanan siber  
Cybersecurity management

**7 Keberagaman, Kesetaraan & Inklusi**  
Diversity, Equity & Inclusion (DEI)

- Penyusunan kebijakan DEI  
Development of DEI policies
- Adaptasi dengan budaya baru sebagai bagian dari ekspansi bisnis  
Adapting to new cultures as part of business expansion

**Keterangan/Notes:**

Identifikasi tingkat dampak terhadap pemangku kepentingan ditentukan menggunakan perhitungan *risk score* dengan rumus:  $Risk\ Score = impact * likelihood$   
The level of impact on stakeholders is determined using a risk score calculation with the formula:  $Risk\ Score = impact * likelihood$

**TOPIK MATERIAL & MANAJEMEN DAMPAK**  
MATERIAL TOPICS & IMPACT MANAGEMENT

[3-1, 3-2, 3-3]

Sebagai bagian dari komitmen terhadap prinsip transparansi, proses penetapan topik material mengacu pada identifikasi isu signifikan aktual maupun potensial dari perspektif pemangku kepentingan internal dan eksternal. Isu tersebut kemudian dievaluasi dan disusun berdasarkan tingkat prioritas, risiko, peluang serta dampak yang paling berpengaruh terhadap keberlanjutan Perusahaan.

As part of our commitment to the principle of transparency, the process of determining material topics was based on the identification of significant actual and potential issues from the perspectives of both internal and external stakeholders. These issues were then evaluated and ranked based on their priority level, risks, opportunities as well as the impacts that most significantly affected the Company's sustainability.



**Keselamatan & Kesehatan Pekerja**  
Employee Health & Safety

**Kebijakan | Policies**

- PTP-SHE-POL-G-0001 Kebijakan Keselamatan, Kesehatan Kerja & Lingkungan | Policy on Safety, Occupational Health & Environment
- PTP-SHE-POL-G-0002 Kebijakan Pencegahan & Penanggulangan HIV AIDS | Policy on HIV AIDS Prevention & Control
- PTP-SHE-POL-G-0003 Kebijakan Mengenai Kesiapan Melaksanakan Pekerjaan | Fitness for Work Policy
- PTP-SHE-POL-G-0005 Kebijakan Pencegahan & Penanggulangan Tuberkulosis | Policy on Tuberculosis Prevention & Control
- PTP-RISK-POL-G-0001 Kebijakan Manajemen Risiko | Policy on Risk Management

**Pengelolaan | Management**

Petrosea berkomitmen menjaga efektivitas penerapan Keselamatan, Kesehatan Kerja & Lingkungan (K3L) guna mencapai *Target Zero (zero harm to people, communities and the environment)*. Penerapan manajemen K3L yang efektif berkontribusi pada terciptanya lingkungan kerja yang aman, nyaman dan produktif bagi seluruh karyawan. Tanggung jawab pengelolaan K3 berada di bawah departemen Safety, Health & Environment, yang secara berkala melakukan evaluasi melalui audit internal dan eksternal serta melalui pertemuan tinjauan manajemen bulanan dan tahunan.

Petrosea is committed to maintaining the effective implementation of Safety, Health & Environment (SHE) to achieve *Target Zero (zero harm to people, communities and the environment)*. Effective SHE management contributes to a safe, comfortable and productive work environment for all employees. The responsibility for OHS management lies with the Safety, Health & Environment (SHE) department, which periodically conducts evaluations through internal and external audits as well as monthly and annual management review meetings.

**Evaluasi | Evaluation**

Berdasarkan hasil evaluasi 2025, Petrosea mencatat nihil temuan *Non-Conformity Major*, 17 temuan observasi untuk peningkatan berkelanjutan dan 8 temuan *Non-Conformity Minor* dari auditor eksternal yang seluruhnya telah ditindaklanjuti. Petrosea juga mencapai *Zero Fatality, Zero Lost Time Injury* dan tidak ada insiden lingkungan *major* yang terjadi.

Based on the 2025 evaluation results, Petrosea recorded zero Major Non-Conformity findings, 17 observations for continuous improvement and 8 Minor Non-Conformity findings from external auditors, all of which have been followed up. Petrosea also achieved *Zero Fatalities, Zero Lost time Injury* and no major environmental incidents.



## Tata Kelola Keberlanjutan Sustainability Governance

### Kebijakan | Policies

- Panduan Berperilaku | Code of Conduct
- Kebijakan Anti Penyuapan | Anti-Bribery Policy
- Prosedur Transaksi Afiliasi & Benturan Kepentingan | Affiliate Transaction Procedures and Conflicts of Interest
- GCG Manual

### Pengelolaan | Management

Petrosea menempatkan penerapan Tata Kelola Perusahaan yang Baik (GCG) sebagai fondasi utama dalam menjalankan bisnis dengan senantiasa menjunjung tinggi perilaku beretika, termasuk komitmen dalam penerapan prinsip antikorupsi dan anti penyuapan sesuai dengan ISO 37001:2016 Sistem Manajemen Anti Penyuapan serta berbagai peraturan dan regulasi terkait. Pengelolaan inisiatif antikorupsi, anti penyuapan dan mekanisme pelaporan pelanggaran berada di bawah tanggung jawab departemen Business Ethics & Integrity.

Petrosea places the implementation of Good Corporate Governance (GCG) as a fundamental pillar in conducting its business, consistently upholding ethical conduct, including the commitment to the application of anti-corruption and anti-bribery principles in accordance with ISO 37001:2016 for the Anti-Bribery Management System as well as relevant rules and regulations. The management of anti-corruption and anti-bribery initiatives, along with the whistleblowing mechanism, is the responsibility of the Business Ethics & Integrity Department.

### 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 menunjukkan bahwa komitmen antikorupsi dan anti penyuapan telah diimplementasikan dengan baik.

The anti-bribery, anti-corruption management and Whistleblowing System (WBS) management performance is evaluated on a quarterly basis by the Audit, Risk & Compliance Committee and top management through the ARC Committee Quarterly Meeting. The evaluation results indicate that anti-corruption and anti-bribery commitments have been effectively implemented.



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



## Keberagaman, Kesetaraan & Inklusi Diversity, Equity & Inclusion (DEI)

### Kebijakan | Policies

- Peraturan Perusahaan PT Petrosea Tbk Periode 2025 - 2027 | Company Regulation Period 2025 - 2027
- Panduan Berperilaku | Code of Conduct
- 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 | Career Management Procedures
- Panduan Sistem Manajemen Kinerja | Performance Management System Guide
- Prosedur Kedisiplinan Karyawan | Employee Disciplinary Procedure
- Prosedur Promosi untuk *Staff dan Non-Staff* | Promotion Procedure for Staff and Non-Staff
- Standar Remunerasi untuk Karyawan Nasional | Remuneration Standard for National Employee
- Pedoman Bantuan Biaya Pendidikan | Guideline for Education Fee Assistance Program
- Pedoman Waktu Kerja dan Kehadiran | Guideline for Time and Attendance

### Pengelolaan | Management

Petrosea mengelola sumber daya manusia sebagai aset strategis melalui pengembangan kompetensi berkelanjutan, sistem manajemen talenta berbasis meritokrasi serta pembangunan talent pipeline jangka panjang. Pendekatan ini mencakup pembelajaran terstruktur, sertifikasi profesional, penguatan kapabilitas teknis dan kepemimpinan, mobilitas talenta lintas proyek dan negara serta program pendidikan dan beasiswa untuk memastikan ketersediaan tenaga kerja yang kompeten, adaptif dan sejahtera dalam mendukung pertumbuhan bisnis berkelanjutan. Pengelolaan sumber daya manusia merupakan tanggung jawab divisi Human Capital & General Services (HCGS).

Petrosea menerapkan prinsip keberagaman, kesetaraan dan inklusi secara terintegrasi di dalam seluruh siklus pengelolaan sumber daya manusia, mulai dari rekrutmen, pengembangan karir, hingga promosi dan perlindungan ketenagakerjaan. Pendekatan ini didukung oleh kebijakan perusahaan, *Code of Conduct*, pelatihan DEI, peningkatan representasi perempuan dalam peran strategis, serta penyediaan lingkungan kerja yang aman, inklusif dan mendukung kesejahteraan karyawan.

Petrosea manages its human capital as a strategic asset through continuous competency development, a meritocracy-based talent management system and the development of a long-term talent pipeline. This approach includes structured learning, professional certification, strengthening technical and leadership capabilities, talent mobility across projects and countries as well as educational and scholarship programs to ensure the availability of a competent, adaptive and prosperous workforce to support sustainable business growth. Human capital management is the responsibility of the Human Capital & General Services (HCGS) division.

Petrosea applies the principles of diversity, equality and inclusion in an integrated manner throughout the human capital management cycle, from recruitment and career development to promotion and employment protection. This approach is supported by company policies, a Code of Conduct, DEI training, increasing the representation of women in strategic roles, as well as providing a safe, inclusive and supportive work environment for employee well-being.

### Evaluasi | Evaluation

Efektivitas pengelolaan sumber daya manusia dievaluasi melalui penilaian kinerja dan *capability review* secara berkala, tingkat pemenuhan kompetensi kritis, kesiapan suksesi jabatan serta indikator kesejahteraan dan retensi karyawan. Hasil evaluasi menjadi dasar penyempurnaan program pengembangan, perencanaan talenta dan strategi peningkatan kapabilitas sumber daya manusia ke depan.

Kinerja penerapan DEI dievaluasi melalui pemantauan komposisi tenaga kerja, keterwakilan perempuan di posisi manajerial, hasil pelatihan DEI serta efektivitas mekanisme pengaduan dan perlindungan karyawan. Evaluasi ini digunakan untuk memastikan kesetaraan kesempatan, memperkuat budaya inklusif dan meningkatkan keberlanjutan praktik ketenagakerjaan Perusahaan.

The effectiveness of human capital management is evaluated through periodic performance assessments and capability reviews, critical competency fulfillment levels, readiness for job succession and employee well-being and retention indicators. The evaluation results serve as the basis for refining development programs, talent planning and strategies to enhance human capital capabilities going forward.

The DEI implementation performance is evaluated through monitoring workforce composition, female representation in managerial positions, DEI training outcomes as well as the effectiveness of employee grievance and protection mechanisms. This evaluation is used to ensure equal opportunities, strengthen an inclusive culture and enhance the sustainability of the Company's employment practices.





## Pengelolaan Lingkungan & Perubahan Iklim Environmental Management & Climate Change

### Kebijakan | Policies

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

### Pengelolaan | Management

Petrosea menjalankan upaya pengelolaan lingkungan melalui serangkaian kegiatan efisiensi energi, pengendalian emisi, pemakaian air yang bertanggung jawab serta pengelolaan limbah daur ulang. Beberapa inisiatif yang dilakukan, yaitu melalui program digitalisasi, pemanfaatan mesin pengolah limbah organik, serta pemenuhan dari standar dan regulasi yang berlaku. Upaya pelestarian dan pengendalian dampak lingkungan menjadi tanggung jawab utama departemen Safety, Health & Environment (SHE).

Petrosea implements environmental management efforts through a series of energy efficiency activities, emission control, responsible water use, as well as recycled waste management. Several initiatives include digitalization programs, use of organic waste processing machines, as well as compliance with applicable standards and regulations. Efforts to conserve the environment and control environmental impacts are the primary responsibility of the Safety, Health & Environment (SHE) department.

### Evaluasi | Evaluation

Sepanjang tahun 2025, tidak ditemukan pelanggaran lingkungan di seluruh proyek Petrosea. Hasil audit eksternal oleh Lloyd's Register Indonesia juga menunjukkan tidak adanya *Major Non-Conformity (No Major NCR)*. Perusahaan juga terus memperkuat pengelolaan risiko perubahan iklim yang terintegrasi dengan risiko ESG, termasuk melalui penilaian independen yang digunakan sebagai dasar peningkatan kinerja keberlanjutan.

Throughout 2025, no environmental violations were found across all Petrosea projects. An external audit conducted by Lloyd's Register Indonesia also revealed no Major Non-Conformities (No Major NCR). The Company also continued to strengthen its integrated climate change risk management with ESG risks, including through independent assessments that serve as a basis for improving sustainability performance.



## 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

Keamanan siber menjadi pilar utama dalam mendukung keberlanjutan bisnis Petrosea di era digital. Aspek ini berkontribusi langsung pada perlindungan data, kelangsungan operasional dan peningkatan kepercayaan pemangku kepentingan. Di Petrosea, pengelolaan keamanan siber adalah tanggung jawab utama departemen Digital Center of Excellence (DCOE) yang dilaksanakan melalui penerapan arsitektur *Zero Trust*, pengoperasian *Security Operations Center (SOC)* secara berkelanjutan 24 jam sehari, 7 hari seminggu, serta integrasi fitur keamanan di seluruh aplikasi digital Perusahaan.

Cybersecurity is a key pillar in supporting Petrosea's business sustainability in the digital era. This aspect directly contributes to data protection, operational continuity and increased stakeholder trust. At Petrosea, cybersecurity management is the primary responsibility of the Digital Center of Excellence (DCOE) and is implemented through the adoption of a Zero Trust architecture, the continuous operations of a Security Operations Center (SOC) for 24 hours a day, 7 days a week, as well as the integration of security features across all of the Company's digital applications.

### Evaluasi | Evaluation

Evaluasi dan pemantauan dilakukan secara berkala melalui *risk register* dan *Objectives and Key Results (OKR)* setiap kuartal, serta audit eksternal untuk memastikan kesesuaian dengan standar internasional. Seluruh inisiatif ini menegaskan komitmen Petrosea dalam menjaga tata kelola digital yang andal dan inovatif.

Regular evaluation and monitoring are conducted through a risk register and quarterly Objectives and Key Results (OKR) as well as external audits to ensure compliance with international standards. All of these initiatives reaffirm Petrosea's commitment to maintaining reliable and innovative digital governance.



## 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

Petrosea mengelola dampak lingkungan dan sosial yang timbul akibat kegiatan operasional dan membina hubungan yang baik dengan masyarakat sekitar, serta menjalankan program *Corporate Social Responsibility (CSR)* sesuai dengan prioritas kebutuhan masyarakat. Pengelolaan dan implementasi program CSR merupakan tanggung jawab utama tim CSR Petrosea bersama divisi Human Capital & General Services (HCGS).

Petrosea manages environmental and social impacts arising from its operational activities and fosters good relationships with surrounding communities, while also implementing Corporate Social Responsibility (CSR) programs according to priority community needs. The management and implementation of CSR programs are the main responsibility of Petrosea's CSR team together with the Human Capital & General Services (HCGS) division.

### Evaluasi | Evaluation

Petrosea melakukan pemantauan dan evaluasi secara berkala untuk memastikan target terpenuhi dan berdampak positif bagi masyarakat. Berdasarkan hasil penilaian, indeks kepuasan masyarakat terhadap program CSR adalah 3,42. Selain itu, tingkat penerimaan masyarakat (*Social License to Operate/SLO*) mengalami peningkatan dari 71,6 menjadi 77,70 yang menunjukkan keberadaan Perusahaan semakin diterima dan dipercaya oleh masyarakat.

Petrosea conducted regular monitoring and evaluation to ensure targets were met and positively impacted the communities. Based on the assessment results, the community satisfaction index for the CSR program reached 3.42. Furthermore, the community acceptance rate (*Social License to Operate/SLO*) increased from 71.6 to 77.70, indicating that the Company's presence is increasingly accepted and trusted by the communities.





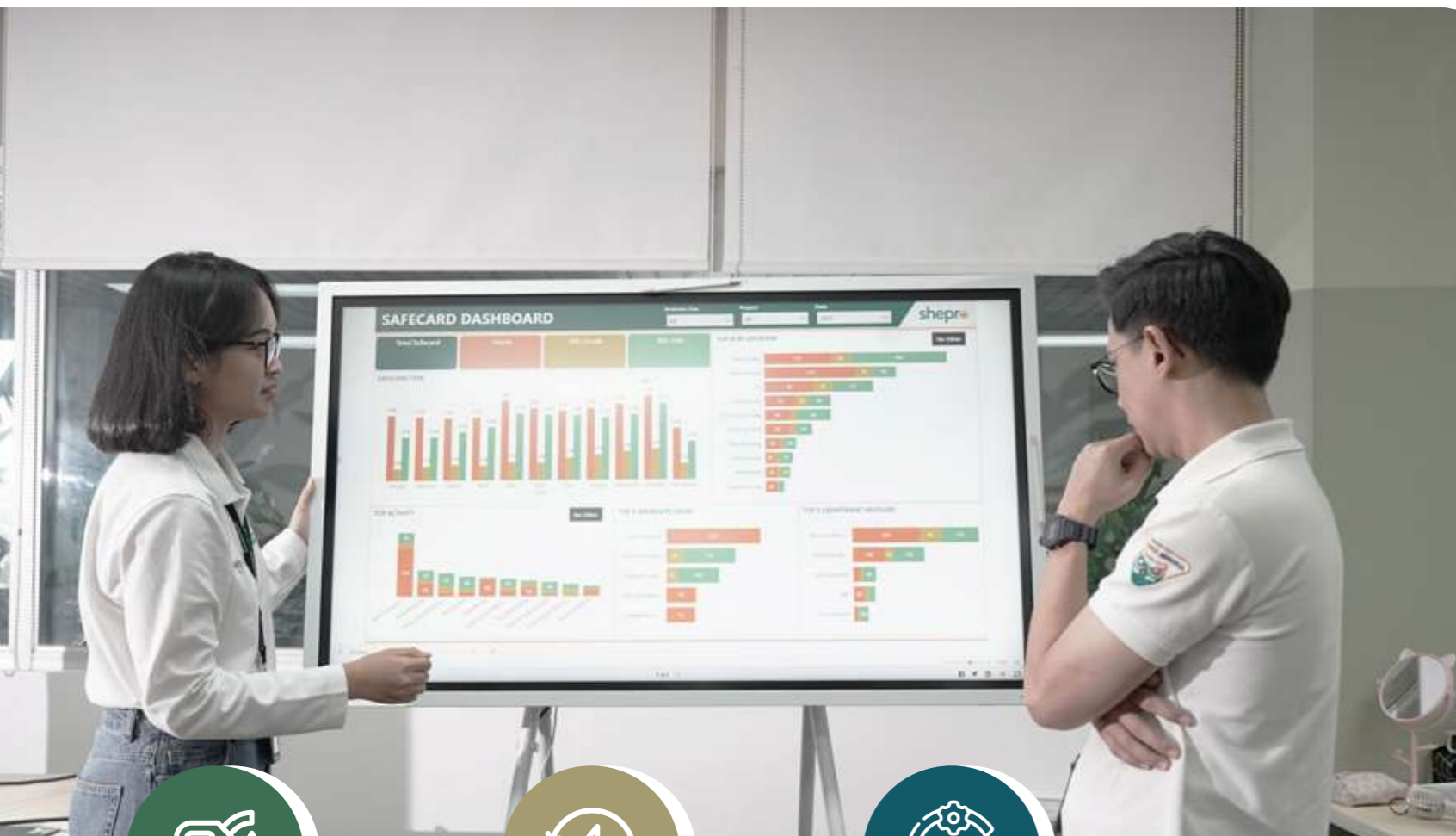
### 3

## AKSI NYATA UNTUK LINGKUNGAN

### CONCRETE ACTIONS FOR THE ENVIRONMENT

Petrosea meyakini bahwa keberlanjutan lingkungan merupakan fondasi bagi masa depan yang berkelanjutan dan secara konsisten menerapkan berbagai inisiatif di seluruh kegiatan operasionalnya, termasuk pengelolaan energi, pengendalian emisi, konservasi keanekaragaman hayati, serta pengelolaan limbah.

Petrosea believes that environmental sustainability is a fundamental foundation for a sustainable future and therefore consistently implements various initiatives across its operations, including energy management, emissions control, biodiversity conservation, as well as waste management.



### 95,38% Penggunaan Biodiesel B40

Petrosea menggunakan biodiesel B40 di 95,38% lokasi operasional Perusahaan

Petrosea utilized biodiesel B40 across 95.38% of the Company's operational locations



### 19 Standar Pengawasan Lingkungan

Petrosea memiliki 19 standar pengawasan lingkungan terkait pengelolaan lingkungan, manajemen energi dan pengelolaan limbah

Petrosea has established 19 environmental monitoring standards related to environmental management, energy management and waste management



### 311,07 Ton Limbah Didaur Ulang

Sebanyak 311,07 ton limbah yang *recyclable* telah didaur ulang

A total of 311.07 tons of recyclable waste was recycled

## SISTEM MANAJEMEN LINGKUNGAN ENVIRONMENTAL MANAGEMENT SYSTEM

Petrosea menerapkan Sistem Manajemen Lingkungan dengan mengacu kepada ISO 14001:2015 sebagai wujud komitmen Perusahaan terhadap pengelolaan lingkungan yang bertanggung jawab, dimana penerapannya telah diverifikasi oleh LRQA Indonesia sebagai pihak independen. Sistem ini memastikan bahwa seluruh kegiatan operasional Perusahaan berjalan sesuai dengan prinsip *environmental stewardship* serta memenuhi ketentuan peraturan dan perundang-undangan yang berlaku.

Mekanisme ini dirancang untuk memastikan kepatuhan terhadap peraturan perundang-undangan yang berlaku, serta memperkuat pengelolaan risiko perubahan iklim, baik secara *physical risk* maupun *transition risk*, termasuk menjaga hubungan baik dengan para pemangku kepentingan.

[2-27]

Petrosea has implemented an Environmental Management System in accordance with ISO 14001:2015 as a manifestation of the Company's commitment to responsible environmental management, with its implementation verified by LRQA Indonesia as an independent party. This system ensures that all of the Company's operational activities are conducted in line with the environmental stewardship principle and in compliance with applicable laws and regulations.

This mechanism is designed to ensure compliance with applicable laws and regulations, as well as strengthen the management of climate change risks, both physical and transition risks, including maintaining good relations with stakeholders.

[2-27]



Melalui proses Identifikasi Aspek dan Dampak Lingkungan Hidup (IADL), Petrosea secara proaktif mengidentifikasi, menilai dan mengendalikan potensi dampak lingkungan dari setiap aktivitas.

Through the Environmental Aspects and Impacts Identification (IADL) process, Petrosea proactively identifies, assesses and controls potential environmental impacts arising from its activities.

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

Petrosea has established 19 environmental monitoring standards related to environmental management, energy management and waste management as part of its strategic policies, with their implementation reported annually to relevant stakeholders.

### Standar Pengawasan Lingkungan di Petrosea

Environmental Monitoring Standards at Petrosea

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

## UPAYA MITIGASI & ADAPTASI PERUBAHAN IKLIM

### MITIGATION & ADAPTATION EFFORTS FOR CLIMATE CHANGE

Pemerintah Indonesia menetapkan target penurunan emisi gas rumah kaca (GRK) Indonesia di tahun 2030, yakni dengan kemampuan domestik sebesar 31,89% dan dengan dukungan internasional sebesar 43,20%, sesuai dengan dokumen *Enhanced Nationally Determined Contribution* (ENDC).

Merespons hal tersebut, Petrosea berinisiatif untuk berperan aktif dalam menghadapi tantangan perubahan iklim melalui penerapan *Good Mining Practices* (GMP) dan optimalisasi teknologi digital. Inisiatif ini diwujudkan dengan memastikan kegiatan operasional dijalankan dengan kerangka kerja penggunaan energi yang efisien serta pengelolaan emisi yang bijak dan sesuai dengan praktik terbaik industri. Melalui sinergi antara inovasi teknologi, efisiensi operasional dan kepatuhan terhadap regulasi lingkungan, Perusahaan terus berupaya untuk menciptakan nilai tambah bagi seluruh pemangku kepentingan sekaligus berkontribusi terhadap *net zero emissions*.

#### Identifikasi & Mitigasi Risiko Lingkungan

Sesuai dengan manajemen risiko korporat, Petrosea telah menetapkan risiko dan dampak yang berhubungan dengan aspek ESG, termasuk perubahan iklim, kepatuhan dan keberagaman.

The Indonesian government has set a target of reducing Indonesia's greenhouse gas (GHG) emissions by 2030, with domestic capacity of 31.89% and international support of 43.20%, in accordance with the *Enhanced Nationally Determined Contribution* (ENDC) document.

In response, Petrosea has taken the initiative to actively address the climate change challenges through the implementation of *Good Mining Practices* (GMP) and optimization of digital technology. This initiative is implemented by ensuring that operational activities are conducted within a framework of energy efficiency and prudent emissions management, aligned with industry best practices. Through synergy between technological innovation, operational efficiency and compliance with environmental regulations, the Company strives to create added value for all stakeholders while contributing to net zero emissions.

#### Environmental Risk Identification & Mitigation

In accordance with corporate risk management, Petrosea has identified risks and impacts related to ESG aspects, including climate change, compliance and diversity.



Risiko dan dampak tersebut diimplementasi serta dikelola melalui penerapan kebijakan dan prosedur K3L secara konsisten untuk memastikan keselamatan & kesehatan kerja dan perlindungan terhadap lingkungan di seluruh area operasional Perusahaan.

These risks and impacts are implemented and managed through the consistent application of SHE policies and procedures to ensure occupational health & safety and environmental protection across all Company operational areas.

Berikut merupakan berbagai risiko lingkungan yang telah dipetakan, dampak yang ditimbulkan, serta mitigasi yang dilakukan oleh Petrosea.

The following outlines the environmental risks identified, along with their associated impacts and the mitigation measures implemented by Petrosea.

Risiko Risk	Dampak Impact	Mitigasi Mitigation
Major Environmental Incident	Kerusakan ekosistem, gangguan kesehatan masyarakat, potensi sanksi hukum dan reputasi Ecosystem damage, public health problems, as well as potential legal and reputational sanctions	Menangani setiap insiden lingkungan yang timbul secara cepat, tepat dan tuntas Handle all environmental incidents promptly, appropriately and comprehensively
Pencemaran Udara Air Pollution	Menurunnya kualitas udara, gangguan pernapasan bagi pekerja dan masyarakat sekitar Reduced air quality as well as potential respiratory impacts on employees and surrounding communities	Melakukan pemeliharaan rutin terhadap seluruh peralatan operasional dan menggunakan bahan bakar yang lebih ramah lingkungan Conduct routine maintenance of all operational equipment and utilize more environmentally friendly fuel
Pencemaran Air Water Pollution	Penurunan kualitas air dan terganggunya biota perairan Degradation of water quality and disruption to aquatic biota	Mengelola seluruh sumber potensi pencemar sesuai standar dan ketentuan lingkungan yang berlaku Manage all potential sources of pollution in accordance with applicable environmental standards and requirements
Limbah B3 & Non-B3 Hazardous & Non-Hazardous Waste	Pencemaran tanah dan air Soil and water pollution	Mempersiapkan seluruh elemen pendukung, termasuk pengelolaan limbah B3 dan non-B3, rencana tanggap darurat, peralatan, serta kompetensi personel Prepare all supporting elements, including managing hazardous and non-hazardous waste, emergency response plans, equipment, as well as personnel competencies
Keanekaragaman Hayati Biodiversity	Potensi penurunan keanekaragaman flora dan fauna di darat dan perairan Potential decline in terrestrial and aquatic biodiversity	Melakukan pemantauan secara berkala oleh pihak ketiga yang tersertifikasi, mengelola air limpasan yang dialirkan ke badan air, serta melaksanakan kegiatan penanaman dan/atau perawatan pohon mangrove Conduct periodic monitoring by certified third parties, manage runoff water discharged into water bodies and implement mangrove planting and/or maintenance activities

## Tata Kelola Perubahan Iklim

Sebagai langkah transisi implementasi standar IFRS S1 dan S2, Petrosea secara bertahap mengelola isu perubahan iklim melalui sistem tata kelola yang terintegrasi di seluruh tingkatan organisasi. Tanggung jawab utama terhadap strategi dan kebijakan strategi serta kinerja iklim berada di bawah Direktur Legal & Communications yang mengawasi pelaksanaan kebijakan keberlanjutan, termasuk target pengurangan emisi dan efisiensi energi.

## Governance of Climate Change

As part of its transition toward implementing IFRS S1 and S2 standards, Petrosea is gradually managing climate change issues through an integrated governance system across all levels of the organization. Primary responsibility for climate strategy, strategic policies, and climate performance falls under the Director of Legal & Communications, who oversees the implementation of the Company's sustainability policies, including emissions reduction and energy efficiency targets.

Petrosea juga menetapkan indikator kinerja utama (*Key Performance Indicators/KPI*) di bidang lingkungan dan iklim, seperti nihil insiden lingkungan berskala besar, yang dilaksanakan oleh jajaran manajemen terkait sejalan dengan strategi keberlanjutan Perusahaan. Pencapaian atas indikator ini menjadi salah satu pertimbangan dalam penentuan remunerasi dan evaluasi kinerja tahunan.

Petrosea has also established Key Performance Indicators (KPIs) for environmental and climate, such as zero major environmental incidents, which are implemented by related management in line with the Company's sustainability strategy. Achievement of these indicators forms one of the considerations for determining remuneration and conducting annual performance evaluations.

## Strategi Terkait Perubahan Iklim

Petrosea memiliki strategi 3D, yaitu *Diversification*, *Digitalization* dan *Decarbonization* yang tertuang di dalam *Annual Business Plan* dan *Strategic Business Plan* lima tahunan Perusahaan.

## Climate Change-Related Strategy

Petrosea has established a 3D strategy of *Diversification*, *Digitalization* and *Decarbonization* which is outlined in the Company's *Annual Business Plan* and five-year *Strategic Business Plan*.

Strategi dekarbonisasi menjadi prinsip pengimplementasian sistem tata kelola perubahan iklim dan strategi dalam mengelola dampak lingkungan (*managing impacts*), khususnya terkait aspek perubahan iklim. Perusahaan telah melakukan perhitungan emisi dan menerapkan inisiatif efisiensi energi serta digitalisasi sebagai bagian dari strategi dekarbonisasi.

The decarbonization strategy serves as a principle for implementing a climate change governance system and a strategy for managing environmental impacts, particularly those related to climate change. The Company has calculated emissions and implemented energy efficiency and digitalization initiatives as part of our decarbonization strategy.

Berikut merupakan beberapa inisiatif strategis yang diterapkan oleh Perusahaan dalam mendukung aksi iklim:

1. Efisiensi penggunaan kertas melalui dokumen elektronik
2. Penggunaan bahan bakar *biodiesel* B40
3. Pemanfaatan kembali air daur ulang untuk pengendalian debu dan penyiraman tanaman
4. Pemanfaatan teknologi melalui Minerva Digital Platform untuk efisiensi konsumsi energi
5. Pemanfaatan kembali limbah B3 dan non-B3 melalui Program 3R (*Reduce, Reuse & Recycle*)

### Metrik & Target

Petrosea memantau kinerja iklim melalui pengukuran emisi GRK Cakupan 1 (langsung), Cakupan 2 (tidak langsung) dan Cakupan 3 (rantai pasok dan perjalanan dinas). Perusahaan telah menetapkan tahun dasar perhitungan emisi atau *base year* di tahun 2023 untuk memastikan arah pengelolaan jangka panjang tetap dapat dimonitor. Sebagai bagian dari transisi awal menuju implementasi IFRS S2, Perusahaan menerapkan target terkait penurunan emisi.

Selama periode tahun 2025, Petrosea melakukan asesmen terhadap penyusunan target pengurangan intensitas emisi dengan merujuk kepada data-data operasional Perusahaan dan akan ditetapkan pada tahun 2026.

The following are several strategic initiatives implemented by the Company to support climate action:

1. Efficient paper use through electronic documentation
2. Use of B40 biodiesel fuel
3. Reuse of recycled water for dust control and plant irrigation
4. Utilization of technology through the Minerva Digital Platform for energy efficiency
5. Reuse of hazardous and non-hazardous waste through the 3R Program (*Reduce, Reuse & Recycle*)

### Metrics & Targets

Petrosea monitors its climate performance by measuring GHG emissions at Scope 1 (direct), Scope 2 (indirect) and Scope 3 (supply chain and business travel). The Company has established 2023 as the base year for emissions calculations to ensure that long-term management direction can be monitored. As part of the initial transition toward implementing IFRS S2, the Company has established targets for emissions reduction.

During the 2025 period, Petrosea conducted an assessment of the preparation of emission intensity reduction targets by referring to the Company's operational data and will be determined in 2026.

## PENGELOLAAN KONSUMSI ENERGI ENERGY CONSUMPTION MANAGEMENT

Petrosea memanfaatkan energi dari berbagai sumber, yaitu *biodiesel* dengan konsentrasi bahan organik sebesar 40% (B40), listrik yang dibeli dari PT PLN (Persero) dan sumber energi terbarukan melalui panel surya. Konsumsi energi Perusahaan digunakan untuk berbagai aktivitas operasional, terutama pengoperasian alat berat, pengangkutan material, serta kegiatan konstruksi di berbagai lokasi proyek.

Penggunaan bahan bakar *biodiesel* B40 diterapkan di 95,38% lokasi operasional Perusahaan sebagai wujud dukungan terhadap kebijakan pemerintah Indonesia dalam mendorong transisi menuju energi yang lebih bersih dan berkelanjutan.

Perhitungan konsumsi dan intensitas energi dilakukan dengan mengacu pada pedoman Intergovernmental Panel on Climate Change (IPCC). Data konsumsi energi dikonversi ke satuan *gigajoule* (GJ) untuk keperluan perhitungan. Pada periode pelaporan, Petrosea mencatat total konsumsi energi sebesar 6.416.492,29 GJ yang mengalami peningkatan dari tahun sebelumnya sebesar 6,83%. Peningkatan ini terjadi karena bertambahnya jumlah proyek yang dikerjakan oleh Petrosea.

Petrosea utilizes energy from various sources, including biodiesel with a 40% organic content (B40), electricity purchased from PT PLN (Persero) and renewable energy generated through solar panels. The Company's energy consumption is used for various operational activities, primarily heavy equipment operations, material transportation, as well as construction activities at various project sites.

The use of B40 biodiesel fuel has been applied at 95.38% of the Company's operational sites to support the Indonesian government's policy in promoting the transition to cleaner and more sustainable energy.

Energy consumption and intensity are calculated in accordance with the guidelines of the Intergovernmental Panel on Climate Change (IPCC). Energy consumption data is converted into gigajoules (GJ) for calculation purposes. During the reporting period, Petrosea recorded a total energy consumption of 6,416,492.29 GJ, an increase from the previous year of 6.83%. This increase occurred due to the growing number of projects undertaken by Petrosea.



## Konsumsi Energi Energy Consumption

[302-1, 302-3][F.6]

Uraian Description	Satuan Unit	2025**	2024***	2023***
Biodiesel B40	Liter	169.310.996,00	-	-
	GJ	6.095.195,86	-	-
Biodiesel B35	Liter	2.701.513,00	147.593.825,90	166.520.154,99
	GJ	97.254,47	5.313.377,00	5.994.725,58
Solar HSD	Liter	5.497.919,00	-	-
	GJ	197.925,08	-	-
Listrik untuk Proses Produksi Electricity for Production Processes	MWh	7.240,41	5.631,64	3.122,50
	GJ	26.065,48	20.273,00	11.240,99
Energi Terbarukan Renewable Energy	MWh	14,28	14,99	14,90
	GJ	51,40	53,97	53,65
Total Konsumsi Total Consumption	GJ	6.416.492,29	5.333.703,97*	6.006.020,23*
Total Pendapatan Total Revenue	Juta US\$	886,46	690,81	577,62
Intensitas Pemakaian Energi dibandingkan Pendapatan Energy Consumption Intensity Compared to Revenue	GJ/US\$	0,007238	0,007721	0,010398

### Keterangan/Notes:

\*Penyajian data kembali karena perubahan metode perhitungan dengan memasukkan angka energi terbarukan  
Data restatement due to changes in calculation method with the addition of renewable energy number

\*\*Pada tahun 2025, mayoritas proyek di Petrosea telah menggunakan biodiesel B40  
In 2025, the majority of Petrosea's projects applied B40 biodiesel

\*\*\*Pada tahun 2023 dan 2024, seluruh proyek di Petrosea telah menggunakan biodiesel B35  
In 2023 and 2024, all projects at Petrosea applied B35 biodiesel

## Konsumsi Energi di Luar Perusahaan Energy Consumption Outside the Company

[302-2]

Uraian Description	Satuan Unit	2025	2024	2023
Konsumsi Bahan Bakar Fuel Consumption	Liter	699.460,87	278.837,21*	151.897,27
	GJ	25.180,59	10.038,14*	5.468,30

### Keterangan/Notes:

- \*Penyajian data kembali karena perubahan metode perhitungan  
Data restatement due to changes in calculation method
- Konsumsi bahan bakar hanya berasal dari transportasi dan distribusi barang atau logistik (Emisi Cakupan 3 - Kategori 4)  
Fuel consumption only from transportation and distribution of goods or logistics (Scope 3 Emissions - Category 4)

## Inisiatif Efisiensi Energi

[302-4, 302-5][F.7]

Petrosea secara konsisten menjalankan berbagai program efisiensi energi untuk menurunkan konsumsi dan mengurangi jejak karbon.

- **Penghematan Listrik**  
Meningkatkan efisiensi sistem penerangan, antara lain dengan mematikan lampu saat tidak diperlukan serta menggunakan panel surya di beberapa lokasi tambang dan kantor.
- **Optimalisasi Peralatan Pendukung di Area Operasional**  
Memadamkan peralatan saat tidak digunakan, meminimalkan terjadinya antrean alat berat di lokasi operasional, serta memastikan kondisi jalan tambang tetap ideal.
- **Pemanfaatan Teknologi Digital**  
Memanfaatkan Minerva Digital Platform yang memungkinkan pemantauan dan pengelolaan konsumsi bahan bakar secara *real-time*. Melalui *platform* ini, Petrosea mampu mengidentifikasi potensi

## Energy Efficiency Initiative

[302-4, 302-5][F.7]

Petrosea consistently implements various energy efficiency programs to reduce consumption and minimize its carbon footprint.

- **Electricity Savings**  
Improving the efficiency of lighting systems, including by switching off lights when not in use and utilizing solar panels at several mine sites and offices.
- **Optimizing Supporting Equipment at Operational Areas**  
Switching off equipment while not in use, minimizing queuing of heavy equipment at operational sites, as well as ensuring that mine road conditions remain optimal.
- **Utilizing Digital Technology**  
Utilizing the Minerva Digital Platform, which enables real-time monitoring and management of fuel consumption. Through this platform, Petrosea is able to identify potential energy waste and heavy

pemborosan energi dan waktu operasi alat berat, sekaligus mengoptimalkan efisiensi penggunaan bahan bakar di seluruh proyek operasional.

equipment operating time, while optimizing fuel efficiency across all its operational projects.

### Kinerja Konsumsi Energi

#### Energy Consumption Performance

[302-4]

Uraian Description	Tahun Year	Konsumsi (GJ) Consumption	Perubahan (%) Change
Tahun Dasar Perhitungan Base Year for Calculation	2023	6.006.020,23*	0,00
Pencapaian Achievement	2025	6.416.492,29	6,83

#### Keterangan/Notes:

- \*Penyajian data kembali karena perubahan metode perhitungan dengan penambahan angka energi terbarukan  
Data restatement due to changes in calculation method with the addition of renewable energy number
- Base year yang digunakan adalah tahun 2023  
The determined baseline year is 2023



## PENGENDALIAN EMISI EMISSION CONTROL

[305-1, 305-2, 305-3, 305-6, 305-7]

Petrosea menetapkan tahun 2023 sebagai base year untuk penghitungan penurunan emisi di seluruh kegiatan operasional yang dilakukan berdasarkan tiga cakupan utama.

Petrosea has determined 2023 as the base year for calculating emissions reductions across all operational activities, which are measured based on three main scopes.

Perhitungan emisi Cakupan 1 berasal dari aktivitas langsung Perusahaan melalui penggunaan bahan bakar pada kegiatan operasional, sedangkan perhitungan emisi Cakupan 2 dihitung dari konsumsi listrik dari jaringan PLN.

Scope 1 emissions are calculated from the Company's direct activities, through the use of fuel in operational activities, while Scope 2 emissions are calculated based on electricity consumption from PLN.

Selama periode pelaporan, Perusahaan mencatat total emisi Cakupan 1 & 2 sebesar 338.346,04 tCO<sub>2</sub>e. Pengelolaan emisi ini didukung oleh berbagai inisiatif di antaranya digitalisasi, peralihan konsumsi bahan bakar B35 ke B40, dan penyesuaian aktivitas operasional di sejumlah proyek seperti KJA, IBP dan SDA. Upaya ini berhasil menurunkan jumlah emisi, walaupun jumlah proyek bertambah.

During the reporting period, the Company recorded total emissions of Scope 1 & 2 of 338,346.04 tCO<sub>2</sub>e. The management of these emissions is supported by various initiatives, including digitalization, the transition from B35 to B40 fuel consumption, and adjustments to operational activities across several projects such as KJA, IBP, and SDA. These efforts successfully reduced total emissions, despite an increase in the number of projects.

Sementara itu, perhitungan emisi Cakupan 3 (Kategori 4: Emisi dari transportasi dan distribusi hulu) dari konsumsi energi pada aktivitas rantai pasok yang mencakup tiga aktivitas utama terkait pengiriman barang dengan nilai pengadaan terbesar, yaitu bahan bakar (*fuel*), pelumas (*lubricant*) dan ban (*tyre*). Sedangkan Kategori 6 mencakup perjalanan bisnis berupa transportasi pesawat terbang.

Meanwhile, Scope 3 emissions (Category 4: Emissions from upstream transportation and distribution) are calculated based on energy consumption in the supply chain activities, covering three main activities related to the procurement of goods with the highest value, namely fuel, lubricants and tyres. Meanwhile for Category 6 covers business travel using airplanes as transportation mode.

Seluruh penghitungan emisi dilakukan dengan mengacu pada pedoman 2006 *Intergovernmental Panel on Climate Change (IPCC) for National Greenhouse Gas Inventories* dengan pendekatan *operational control*, di mana Nilai *Global Warming Potential (GWP)* merujuk pada IPCC 2006. Selain itu, perhitungan emisi Cakupan 3 menggunakan pendekatan *fuel-based method* dan *distance-based method* untuk kategori 4, yaitu emisi dari transportasi dan distribusi hulu (*upstream transportation and distribution*) dan kategori 6 perjalanan bisnis (*business travel*) menggunakan *distance-based method*.

All emissions calculations are conducted in accordance with the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories using the operational control approach, with Global Warming Potential (GWP) values referring to IPCC 2006. Furthermore, Scope 3 emissions are calculated using the fuel-based method and the distance-based method for category 4, namely emissions from upstream transportation and distribution and category 6, namely business travel using the distance-based method.

### Emisi Gas Rumah Kaca Greenhouse Gas Emissions

[305-1, 305-2, 305-3][F.11]

Uraian Description	Satuan Unit	2025	2024	2023*
Cakupan 1 Scope 1	tCO <sub>2</sub> e	330.890,59	302.046,94	340.779,18
Cakupan 2 Scope 2	tCO <sub>2</sub> e	7.455,45	4.393,70	2.558,58
Cakupan 3* Scope 3*	tCO <sub>2</sub> e	6.192,54	764,62	412,52
Total Emisi Proses Produksi (Cakupan 1 & 2) Total Production Process Emissions (Scope 1 and 2)	tCO <sub>2</sub> e	338.346,04	306.440,64	343.337,76

**Keterangan/Notes:**

\*Emisi Cakupan 3 – Kategori 4: Emisi dari transportasi dan distribusi hulu serta Kategori 6: Perjalanan bisnis  
Scope 3 emission – Category 4: Emission from upstream transportation and distribution as well as Category 6: Business travel

### Intensitas Emisi Emissions Intensity

[305-4][F.11]

Uraian Description	Satuan Unit	2025	2024	2023
Cakupan 1 Scope 1	tCO <sub>2</sub> e/US\$	0,000373	0,000437	0,000590
Cakupan 2 Scope 2	tCO <sub>2</sub> e/US\$	0,000008	0,000006	0,000004
Cakupan 3* Scope 3*	tCO <sub>2</sub> e/US\$	0,000007	0,000001	0,000001
Intensitas Emisi Proses Produksi (Cakupan 1 dan 2) Emission Intensity of Production Process (Scope 1 and 2)	tCO <sub>2</sub> e/US\$	0,000382	0,000444	0,000594

**Keterangan/Notes:**

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

Petrosea juga memperluas cakupan pemantauan lingkungan dengan menghitung beban emisi lain di luar gas rumah kaca, meliputi Sulfur Oksida (SOx), Nitrogen Oksida (NOx), Karbon Monoksida (CO) dan Partikulat (PM). Emisi tersebut timbul dari hasil pembakaran bahan bakar pada genset yang digunakan untuk mendukung kegiatan operasional proyek.

Dengan adanya pemantauan terhadap emisi konvensional tersebut, Perusahaan dapat mengidentifikasi sumber pencemar udara lebih spesifik, meningkatkan efisiensi penggunaan bahan bakar, serta menyusun strategi mitigasi yang lebih tepat guna mendukung pencapaian target pengurangan emisi dan penerapan praktik operasi yang lebih ramah lingkungan.

Petrosea has also expanded the scope of its environmental monitoring to include emissions beyond greenhouse gases, including Sulfur Oxides (SOx), Nitrogen Oxides (NOx), Carbon Monoxide (CO) and Particulates (PM). These emissions are the result of fuel combustion in generators used to support project operational activities.

By monitoring these conventional emissions, the Company can identify more specific sources of air pollution, improve fuel efficiency, as well as develop a more appropriate mitigation strategy to support the achievement of emissions reduction targets and the implementation of more environmentally friendly operating practices.

### Jumlah Beban Emisi Konvensional Total Conventional Emissions Load

[305-7]

Uraian Description	Satuan Unit	2025	2024
SOx	Ton	0,66	26,05
NOx	Ton	39,45	37,25
CO	Ton	27,23	12,27
Particulate Matters (PM)	Ton	3,59	2,66

**Keterangan/Notes:**

- Beban emisi ini berasal dari Petrosea Support Facilities dan POSB Sorong  
These emissions are generated from Petrosea Support Facilities and POSB Sorong
- Perhitungan dilakukan mulai tahun 2024  
Calculations were conducted starting from 2024

## Emisi Mengandung Substansi Penipis Ozon

[305-6]

Sampai dengan tahun 2025, Petrosea belum melakukan perhitungan emisi yang mengandung substansi penipis ozon atau *Ozone Depleting Substances* (ODS). Namun demikian, Perusahaan tetap berupaya untuk mencegah potensi pelepasan zat yang dapat merusak lapisan ozon melalui pengelolaan bahan dan peralatan yang dapat merusak ozon secara hati-hati. Upaya tersebut meliputi pengendalian penggunaan *refrigerant* dan bahan kimia pendingin pada peralatan tertentu, seperti sistem pendingin udara dan genset, serta penggantian dan meminimalan penggunaan bahan yang berpotensi menipiskan lapisan ozon, termasuk CFC dan HCFC.

## Inisiatif Pengurangan Emisi

[305-5][F.12]

Petrosea melaksanakan beberapa program untuk mendukung upaya efisiensi energi dan strategi dekarbonisasi di seluruh lini operasi, di antaranya sebagai berikut:

- 1. Optimalisasi Penggunaan Bahan Bakar**  
Menggunakan *biodiesel* B40 sebagai bahan bakar utama di 95,38% lokasi operasional.
- 2. Digitalisasi Operasional**  
Memanfaatkan teknologi digital melalui Minerva Digital Platform untuk memantau konsumsi bahan bakar secara *real-time*, menganalisis perilaku operator, serta menilai kondisi peralatan dan jalan tambang. Pendekatan ini membantu mengidentifikasi potensi inefisiensi dan mengoptimalkan kinerja alat berat.

## Emissions Containing Ozone Depleting Substances

[305-6]

As of 2025, Petrosea has yet to calculate emissions containing Ozone Depleting Substances (ODS). However, the Company strives to prevent the potential release of substances that can damage the ozone layer by carefully managing ozone-depleting materials and equipment. These efforts include controlling the use of refrigerants and cooling chemicals in certain equipment, such as air conditioning systems and generators, as well as replacing and minimizing the use of potentially ozone-depleting materials such as CFCs and HCFCs.

## Emissions Reduction Initiatives

[305-5][F.12]

Petrosea is implementing several programs to support energy efficiency efforts and decarbonization strategies across all operational lines, including the following:

- 1. Optimizing Fuel Usage**  
Utilization of B40 biodiesel as primary fuel at 95.38% operational sites.
- 2. Digitizing Operations**  
Leveraging digital technology through the Minerva Digital Platform to monitor fuel consumption in real time, analyze operator behavior, as well as assess equipment and mine road conditions. This approach helps identify potential inefficiencies and optimize heavy equipment performance.

- 3. Peningkatan Kompetensi Operator**  
Menyelenggarakan program pelatihan *eco-driving* dan *awareness* secara rutin untuk memastikan seluruh operator mengoperasikan alat secara optimal, aman dan efisien.
- 4. Pemeliharaan dan Inovasi Mesin**  
Menerapkan program perawatan preventif dan prediktif guna menjaga performa peralatan tetap optimal dan efisien. Beberapa peralatan juga telah dilengkapi dengan fitur inovatif seperti *sound reduction*, *eco-mode* dan sistem filtrasi.
- 5. Pemeliharaan Lingkungan**  
Mengoptimalkan penataan jalan, armada, muatan truk, waktu dan sistem lalu lintas.

- 3. Operator Competency Enhancement**  
Conducting regular *eco-driving* and *awareness* training programs to ensure all operators operate equipment optimally, safely and efficiently.
- 4. Machine Maintenance and Innovation**  
Implementing preventative and predictive maintenance programs to maintain optimal equipment performance and efficiency. Some equipment has also been equipped with innovative features such as *sound reduction*, *eco-mode* and filtration systems.
- 5. Environmental Care**  
Optimizing road layout, fleet, truck loads, time and traffic systems.



# IMPLIKASI FINANSIAL TERHADAP PERUBAHAN IKLIM

## FINANCIAL IMPLICATION OF CLIMATE CHANGE

[201-2]

Tantangan perubahan iklim yang dihadapi Petrosea semakin dinamis, ditandai dengan perubahan pola, curah dan intensitas hujan di berbagai wilayah Indonesia yang berpotensi mengganggu kelancaran aktivitas operasional. Untuk mengantisipasi hal tersebut, Perusahaan menerapkan berbagai langkah mitigasi guna meminimalkan dampak risiko iklim terhadap kinerja operasional maupun keuangan. Dalam menjalankan bisnisnya, Petrosea secara proaktif mengidentifikasi dan mengelola risiko serta peluang yang mempengaruhi keberlanjutan usaha.

Petrosea faces increasingly dynamic climate change challenges, marked by changes in rainfall patterns, volume and intensity across various areas in Indonesia which could potentially disrupt the continuity of operational activities. To anticipate this, the Company has implemented various mitigation measures in order to minimize the impact of climate risks on operational and financial performance. In conducting its business, Petrosea proactively identifies and manages risks as well as opportunities that affect business sustainability.



Risiko fisik (*physical risk*) seperti cuaca ekstrem dapat menimbulkan gangguan operasional, sementara risiko transisi (*transition risk*) seperti perubahan regulasi dan fluktuasi harga komoditas dapat berdampak pada biaya kepatuhan dan stabilitas finansial. Sebaliknya, peluang dapat muncul melalui pemanfaatan teknologi digital, efisiensi energi, serta inisiatif keberlanjutan yang mendorong peningkatan produktivitas dan daya saing perusahaan di tengah dinamika iklim global.

Dari sisi finansial, risiko yang tidak dikelola dengan baik dapat menyebabkan peningkatan biaya operasional dan potensi kerugian akibat ketidakpatuhan, sedangkan peluang yang tidak dimanfaatkan berisiko menghambat efisiensi dan inovasi. Untuk menghadapinya, Petrosea menerapkan manajemen risiko berbasis analisis skenario, pemantauan operasional secara *real-time*, serta investasi pada teknologi dan energi terbarukan.

Selain penerapan analisis skenario risiko, Perusahaan terus memperkuat kolaborasi dengan para pemangku kepentingan dan regulator untuk memastikan kepatuhan serta mengoptimalkan strategi adaptasi terhadap perubahan pasar. Melalui pendekatan ini, Petrosea mampu meminimalkan dampak negatif risiko sekaligus memaksimalkan manfaat dari peluang yang ada, guna mendukung keberlanjutan bisnis jangka panjang.

Namun demikian, Petrosea belum melakukan perhitungan secara kuantitatif potensi dampak finansial dari berbagai risiko iklim tersebut yang berpengaruh pada akun-akun keuangan Perusahaan. Pada tahun 2025, Petrosea mengidentifikasi adanya *potential loss* yang disebabkan oleh perubahan iklim, namun nilainya tidak signifikan. Total potensi kehilangan tercatat sebesar 180 ribu BCM atau sekitar 0,01% dari total *loss volume* 19 juta BCM, sehingga tidak memberikan dampak material terhadap kinerja operasional secara keseluruhan.

Physical risks such as extreme weather can cause operational disruptions, while transition risks, such as regulatory changes and commodity price fluctuations can impact compliance costs and financial stability. On the other hand, opportunities can arise through the use of digital technology, energy efficiency, as well as sustainability initiatives that drive increased productivity and competitiveness amidst global climate dynamics.

Financially, poorly managed risks can lead to increased operational costs and potential losses due to non-compliance, while missed opportunities may hinder efficiency and innovation. To address these challenges, Petrosea implements scenario-based risk management, real-time operational monitoring, as well as investments in technology and renewable energy.

In addition to implementing risk scenario analysis, the Company continues to strengthen collaboration with stakeholders and regulators to ensure compliance and optimize adaptation strategies to market changes. Through this approach, Petrosea is able to minimize the negative impact of risks while maximizing the benefits of existing opportunities, supporting long-term business sustainability.

However, Petrosea has not yet conducted a quantitative assessment of the potential financial impacts of these climate-related risks on the Company's financial accounts. In 2025, Petrosea identified a climate-related potential loss, however the impact was not significant. The total potential loss amounted to 180 thousand BCM, representing approximately 0.01% of the total loss volume of 19 million BCM, and therefore did not materially affect overall operational performance.

# PENGELOLAAN LIMBAH YANG BERTANGGUNG JAWAB

## RESPONSIBLE WASTE MANAGEMENT



Petrosea 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.

Pengelolaan timbulan limbah mengacu pada regulasi, ISO 14001:2015 tentang Sistem Manajemen Lingkungan, serta kebijakan PTP-SHE-PR-G-0021 tentang Pengelolaan Limbah di lingkungan kerja. Selain itu, Perusahaan juga menerapkan *Hazard Identification Risk Assessment and Determining Control (HIRADC)* untuk menilai potensi risiko lingkungan. Hasil evaluasi digunakan sebagai dasar peningkatan efektivitas program pengelolaan limbah dan pencegahan insiden lingkungan.

Sebagai upaya mengelola limbah, Petrosea menjalin kemitraan strategis dengan pihak ketiga tersertifikasi serta berkoordinasi dengan

Petrosea 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 tires and domestic waste.

Waste management adheres to regulations, ISO 14001:2015 regarding Environmental Management System, as well as the PTP-SHE-PR-G-0021 policy regarding Waste Management in the Workplace. Furthermore, the Company implements Hazard Identification, Risk Assessment and Determining Control (HIRADC) to assess potential environmental risks. The evaluation results are used to improve the effectiveness of waste management programs and prevent environmental incidents.

As part of its waste management efforts, Petrosea establishes strategic partnerships with certified third parties and coordinates with

otoritas lingkungan seperti Kementerian Lingkungan Hidup (KLH) guna memastikan seluruh proses pengelolaan limbah telah sesuai dengan peraturan yang berlaku. [306-1]

### Timbulan Limbah

Jumlah timbulan limbah selama periode pelaporan mencapai sebesar 6.006,09 ton atau meningkat 15,37% dari *base year*. Kenaikan ini disebabkan oleh bertambahnya jumlah proyek baru di beberapa lokasi, namun belum beroperasi secara optimal.

Seluruh data pengelolaan limbah dicatat dan dilaporkan melalui sistem SPEED (Sistem Pelaporan dan Evaluasi Digital) milik Kementerian Lingkungan Hidup/Badan Pengendalian Lingkungan Hidup Republik Indonesia untuk dilakukan pemantauan secara berkala oleh regulator.

environmental authorities, such as the Ministry of Environment in order to ensure that all waste management processes comply with prevailing regulations. [306-1]

### Waste Generation

The amount of waste generated during the reporting period reached 6,006.09 tons or an increase of 15.37% from the base year. This increase was due to the increase in the number of new projects in several locations, but not yet operating optimally.

All waste management data is recorded and reported through the Digital Reporting and Evaluation System (SPEED) of the Ministry of Environment/Environmental Control Agency of the Republic of Indonesia for regular monitoring by regulators.

### Volume Limbah Berdasarkan Komposisi

Waste Volume Based on Composition

[306-3, 306-4][F.13]

Uraian Description	Satuan Unit	2025	2024	2023
<b>Limbah Bahan Beracun &amp; Berbahaya (B3)   Hazardous &amp; Toxic Waste</b>				
Minyak Pelumas Bekas Used Lubricants	Ton Tons	<b>2.055,47</b>	1.648,49	1.770,81
Filter Bekas Used Filters	Ton Tons	<b>228,94</b>	168,01	161,45
Kain Majun Bekas Used Rags	Ton Tons	<b>85,00</b>	81,81	75,42
Aki/Baterai Bekas Used Accumulation/Batteries	Ton Tons	<b>109,82</b>	26,60	76,42
Selang Bekas Used Hose	Ton Tons	<b>50,41</b>	30,20	44,18
Tanah Terkontaminasi Contaminated Soil	Ton Tons	<b>9,88</b>	45,92	10,99
Grease Bekas Used Grease	Ton Tons	<b>14,93</b>	17,32	9,43
Lampu Bekas Used Lamp	Ton Tons	<b>0,38</b>	0,32	0,04
Limbah B3 Cair Lainnya Other Hazardous Liquid Waste	Ton Tons	<b>49,43</b>	37,73	33,72
Limbah B3 Padat Lainnya Other Hazardous Solid Waste	Ton Tons	<b>98,99</b>	36,52	1,76
Limbah Medis Medical Waste	Ton Tons	<b>0,57</b>	0,15	0
<b>Total Limbah B3 Total Hazardous Waste</b>	<b>Ton Tons</b>	<b>2.703,82</b>	<b>2.129,07</b>	<b>2.184,04</b>

Uraian Description	Satuan Unit	2025	2024	2023
<b>Limbah Non-Bahan Beracun &amp; Berbahaya (B3)   Non-Hazardous &amp; Toxic Waste</b>				
Ban Bekas Used Tires	Ton Tons	<b>444,71</b>	844,72	779,28
Sampah Domestik Domestic Waste	Ton Tons	<b>2.319,84</b>	1.036,45	1.617,99
Besi Bekas Used Iron	Ton Tons	<b>294,03</b>	478,89	624,57
Sampah Inert* Inert Waste*	Ton Tons	<b>243,69</b>	102,40	0
<b>Total Limbah Non-B3 Total Non-Hazardous Waste</b>	<b>Ton Tons</b>	<b>3.302,26</b>	<b>2.462,46</b>	<b>3.021,84</b>
<b>Total Limbah B3 &amp; Non-B3 Total Hazardous &amp; Non-Hazardous Waste</b>		<b>6.006,09</b>	<b>4.591,53</b>	<b>5.205,88</b>

**Keterangan/Notes:**

\*Sampah inert terdiri atas: kaleng bekas, botol plastik, gelas dan botol kaca, dll.  
Inert waste consists of: used cans, plastic bottles, glasses and glass bottles, etc.



## Proses Pengolahan Limbah

Petrosea menerapkan strategi pengelolaan limbah sesuai dengan prinsip 3R (*Reduce, Reuse and Recycle*) untuk mengelola limbah non-B3 yang berbentuk padat maupun cair. Pengelolaan dilakukan secara terpisah antara limbah B3 dan non-B3 guna memastikan setiap jenis limbah ditangani sesuai karakteristik dan tingkat risiko terhadap lingkungan maupun kesehatan manusia.

Pengelolaan limbah B3 melibatkan pihak ketiga yang memiliki izin resmi dari Kementerian terkait untuk mengelola dan membuang limbah. Limbah tersebut dilakukan pengalihan untuk didaur ulang.

[306-2, 306-4][F.14]

## Waste Treatment Process

Petrosea implements a waste management strategy based on the 3R principles (Reduce, Reuse and Recycle) to manage non-hazardous waste, both solid and liquid. The management of hazardous and non-hazardous waste is carried out separately to ensure that each type is handled in accordance with its characteristics and potential risks to the environment and human health.

The management of hazardous waste involves third parties licensed by the relevant Ministry to handle and dispose of the waste. The waste is redirected for recycling.

[306-2, 306-4][F.14]

## Aktivitas Pengolahan Limbah 2025

Petrosea menggunakan material yang ramah lingkungan dari aktivitas daur ulang limbah kegiatan operasional, sebagai berikut: [F.5]

## Waste Management Activities in 2025

Petrosea uses environmentally friendly materials from its operational waste recycling activities, as follows: [F.5]



### Kegiatan Operasional dan Pemeliharaan Peralatan

Operational Activities and Equipment Maintenance

#### Jenis limbah | Waste type

Limbah B3 | Hazardous waste:

- Minyak pelumas bekas  
Used lubricants
- Aki / baterai bekas  
Used accumulation/batteries
- Filter bekas  
Used filters
- Kain majun bekas  
Used rags
- Limbah terkontaminasi B3  
Hazardous contaminated waste

#### Manajemen limbah | Waste management

Limbah dikumpulkan di *temporary storage* (TPS Limbah B3) yang memenuhi standar lingkungan, kemudian dikirim ke pihak ketiga berizin untuk diolah atau dimanfaatkan kembali sesuai izin KLH. Sebagian oli bekas dimanfaatkan kembali untuk menunjang kegiatan operasional.

Waste is collected in temporary storage facilities that meet environmental standards, before being sent to a licensed third party for processing or reuse, as permitted by the Ministry of Environment and Forestry. Some of the used oil is reused to support operational activities.



### Aktivitas Pendukung Kantor dan Fasilitas Umum

Supporting Activities for Office and Public Facilities

#### Jenis limbah | Waste type

Limbah non-B3 | Non-Hazardous waste:

- Besi bekas  
Scrap metal
- Ban bekas  
Used tires
- Sampah domestik  
Domestic waste

#### Manajemen limbah | Waste management

Limbah yang masih bernilai ekonomis (besi dan ban) didaur ulang untuk fasilitas penunjang kegiatan, sedangkan sampah domestik dikelola melalui bank sampah.

Waste with economic value (iron and tires) is recycled for supporting activity facilities, while domestic waste is managed through a waste bank.



#### Melakukan pemanfaatan kembali oli bekas untuk kegiatan operasional dengan total sebanyak 285,44 ton

Reusing used oil for operational activities, totaling 285.44 tons



#### Memanfaatkan 131,24 ton ban bekas untuk diubah menjadi meja, bangku dan kestabilan lereng timbunan

Utilizing 131.24 tons of used tires to be processed into tables, benches and to stabilize embankment slopes



#### Sebanyak 294,03 ton limbah besi bekas digunakan kembali melalui kerja sama dengan pihak ketiga

Reusing 294.03 tons of scrap metal waste through collaboration with third parties



#### Melakukan pengelolaan limbah organik sebanyak 725,73 ton menjadi kompos

Managing 725.73 tons of organic waste into compost



#### Sebanyak 0,83 ton limbah domestik anorganik non-B3 didaur ulang melalui bank sampah

0.83 tons of non-hazardous and inorganic domestic waste was recycled through waste banks



#### Sebanyak 311,07 ton limbah yang *recyclable* telah didaur ulang oleh pihak ketiga

311.07 tons of recyclable waste was recycled by third parties

Limbah yang tidak dapat didaur ulang dialihkan ke pihak ketiga, yaitu tempat pembuangan akhir (TPA) untuk dimusnahkan. Selama periode pelaporan, sebanyak 1.839,37 ton limbah domestik (non-B3) atau 55,70% limbah dibuang ke TPA. [306-4][306-5]

Non-recyclable waste was diverted to third parties, namely final disposal sites (TPA) for disposal. During the reporting period, 1,839.37 tons of domestic waste (non-hazardous), or 55.70% of the waste, was disposed of at final disposal sites. [306-4][306-5]

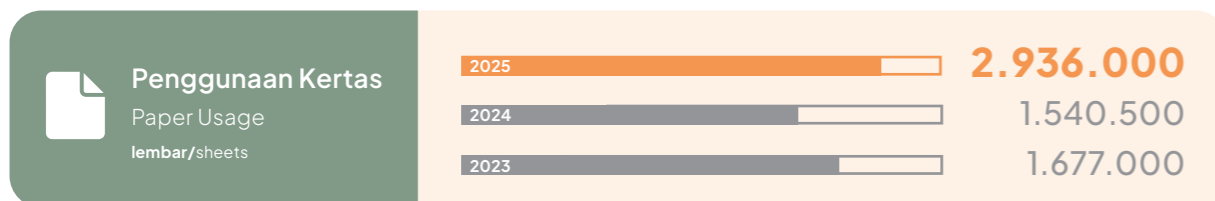


### Penggunaan Kertas


Petrosea terus berupaya mengurangi penggunaan kertas melalui penggunaan dokumen elektronik sesuai dengan kebijakan PTP-SHE-WI-G-3001 Praktik Lingkungan Perkantoran. Pada tahun 2025, penggunaan kertas mengalami peningkatan seiring dengan bertambahnya jumlah proyek Perusahaan. Meskipun demikian, Perusahaan terus mendorong penerapan digitalisasi proses kerja serta optimalisasi penggunaan dokumen elektronik guna meningkatkan efisiensi dan meminimalkan dampak lingkungan.

### Paper Usage

Petrosea strives to reduce paper usage by leveraging electronic documents in accordance with the PTP-SHE-WI-G-3001 policy for Office Environmental Practices. In 2025, paper consumption increased in line with the growth in the number of Company projects. Nevertheless, the Company continues to promote the digitalization of work processes and optimize the use of electronic documents in order to enhance efficiency and minimize environmental impact.



## 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 didaur ulang**

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

### Konsumsi Air

[303-1][F.8]

Dalam menjalankan kegiatan usaha, Perusahaan menggunakan air untuk berbagai kebutuhan seperti kegiatan operasional tambang, perawatan peralatan, pengendalian debu, serta keperluan domestik di lokasi proyek.

Kebutuhan air terbesar di Perusahaan dialokasikan untuk mendukung aktivitas operasional. Air yang digunakan bersumber dari air laut yang diolah menjadi air baku menggunakan Sea Water Reverse Osmosis atau SWRO. Selain itu, beberapa lokasi operasional mengambil air dari sumber air tanah. Pengambilan air dilakukan secara bertanggung jawab melalui perizinan yang diperoleh dari pemerintah dan dilakukan pemantauan berkala terhadap ketersediaan dan kualitas air. Perusahaan juga memastikan tidak mengambil air dari wilayah yang mengalami kelangkaan air (*water stress*), sehingga menghindari potensi terjadi kelangkaan air (*water scarcity*) di lokasi tempat Petrosea beroperasi.

Petrosea secara rutin melakukan uji laboratorium terhadap kualitas air yang digunakan secara berkala dan hasilnya disampaikan kepada pemerintah setiap enam bulan sekali. Selain itu, Perusahaan juga memastikan bahwa kualitas air selalu memenuhi baku mutu sesuai dengan ketentuan dan peraturan yang berlaku.

Sepanjang tahun 2025, Perusahaan tidak mendapatkan keluhan dari masyarakat berkaitan dengan ketersediaan air maupun penurunan badan air di sekitar wilayah operasional. [303-1]

### Water Consumption

[303-1][F.8]

In carrying out its business activities, the Company uses water for various purposes, such as mining operations, equipment maintenance, dust control, as well as domestic needs at project sites.

The majority of the Company's water use is dedicated to supporting operational activities. Water used is sourced from seawater, which is treated into raw water using Sea Water Reverse Osmosis (SWRO). In addition, several operational locations draw water from groundwater sources. Water withdrawal is conducted responsibly in accordance with permits obtained from the government, with regular monitoring of water availability and quality. The Company also ensures that water is not extracted from areas experiencing water stress, thus avoiding potential water scarcity in the locations where Petrosea operates.

Petrosea routinely conducts laboratory tests on the quality of the water it uses, and the results are submitted to the government every six months. Furthermore, the Company also ensures that water quality consistently meets quality standards in accordance with applicable provisions and regulations.

Throughout 2025, the Company received no complaints from the public regarding water availability or the decline in water bodies around its operational areas. [303-1]

Jumlah konsumsi air selama periode pelaporan sebesar 2.129.242,97 m<sup>3</sup>, meningkat 94,59% dari base year yang disebabkan oleh peningkatan aktivitas operasional proyek. Sebanyak 418.664 m<sup>3</sup> atau 19,66% dari total air yang digunakan diambil dari sumber alternatif lainnya, yaitu dari air hujan dan air limbah yang dikelola untuk operasional.

Total water consumption during the reporting period reached 2,129,242.97 m<sup>3</sup>, a 94.59% increase from the base year in line with increasing project operational activities. Of this, 418,664 m<sup>3</sup>, or 19.66%, of the total water used was sourced from alternative sources, namely rainwater and treated wastewater for operations.

**Volume Air yang Diambil, Dibuang & Dikonsumsi**  
Volume of Water Withdrawn, Discarded & Consumed

[303-3, 303-4, 303-5]

Uraian Description	Satuan Unit	2025	2024	2023
<b>Pengambilan Air Berdasarkan Sumber   Water Collected Based on Source</b>				
Air Tanah Groundwater	m <sup>3</sup>	25.913,71	16.758,96	14.896,70
Air Hujan Rainwater	m <sup>3</sup>	101.782,55	95.926,00	107.580,90
Air Permukaan Surfacewater	m <sup>3</sup>	36.718,10	46.278,70	45.060,00*
Air Laut Sea Water	m <sup>3</sup>	1.633.223,00	526.991,74	0
Air yang Dibeli Purchased Water	m <sup>3</sup>	14.723,74	26.302,10	4.867,32*
<b>Total Pengambilan Air Total Water Collection</b>	<b>m<sup>3</sup></b>	<b>1.812.361,11</b>	<b>712.257,50</b>	<b>172.404,92</b>
<b>Pembuangan Air Berdasarkan Tipe   Water Discharged Based on Type</b>				
Air Tanah Groundwater	m <sup>3</sup>	5.355,00	27.251,00	50.526,00
Air Permukaan Surfacewater	m <sup>3</sup>	27.800,80	2.780,56	556,40
Air Laut Sea Water	m <sup>3</sup>	1.497.105,85	474.744,74	0
Pihak Ketiga Third Party	m <sup>3</sup>	708,00	16.485,00	0
<b>Total Pembuangan Air Total Water Discharged</b>	<b>m<sup>3</sup></b>	<b>1.530.969,65</b>	<b>521.261,30</b>	<b>51.082,40</b>

Uraian Description	Satuan Unit	2025	2024	2023
<b>Konsumsi Air   Water Consumption</b>				
Air Tanah Groundwater	m <sup>3</sup>	25.913,71	16.758,96	14.896,70
Air Hujan Rainwater	m <sup>3</sup>	101.782,55	95.926,00	107.580,90
Air Permukaan Surfacewater	m <sup>3</sup>	36.718,10	46.278,70	45.060,00*
Air Laut Sea Water	m <sup>3</sup>	1.633.223,00	526.991,74	0
Air yang Dibeli Purchased Water	m <sup>3</sup>	14.723,74	26.302,10	4.867,32*
Air Daur Ulang Reused Water	m <sup>3</sup>	316.881,86	442.799,28*	921.806,47
<b>Total Konsumsi Air Total Water Consumption</b>	<b>m<sup>3</sup></b>	<b>2.129.242,97</b>	<b>1.155.056,77</b>	<b>1.094.211,38</b>

**Keterangan/Notes:**

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

**Pengelolaan Efluen**

Untuk memastikan bahwa seluruh aktivitas operasional Perusahaan tidak menimbulkan dampak negatif terhadap lingkungan, Petrosea melakukan pengelolaan air limbah atau efluen secara bertanggung jawab dengan mengacu pada ketentuan dan standar baku mutu lingkungan yang ditetapkan oleh pemerintah.

Seluruh efluen yang dihasilkan, seperti proses pencucian peralatan, area bengkel, serta fasilitas pendukung lainnya dikelola melalui sistem pengolahan air limbah (*Wastewater Treatment Plant/WWTP*) sebelum dilepaskan ke lingkungan. Proses pengolahan ini mencakup sedimentasi, filtrasi dan netralisasi untuk memastikan kualitas efluen sesuai dengan standar lingkungan yang berlaku. Dalam melakukan pengolahan efluen, Petrosea juga bekerja sama dengan pihak ketiga untuk menjamin perizinan pengolahan.

**Effluent Management**

To ensure that all of its operational activities do not negatively impact the environment, Petrosea manages wastewater or effluent responsibly, adhering to establish by the government environmental quality standards and regulations.

All effluent generated, such as from equipment washing processes, workshop areas and other supporting facilities, is treated through a Wastewater Treatment Plant (WWTP) before being released into the environment. This treatment process includes sedimentation, filtration and neutralization to ensure effluent quality meets applicable environmental standards. In processing effluent, Petrosea also collaborates with third parties to guarantee processing permits.

Petrosea melakukan pemantauan kualitas air buangan limbah secara rutin melalui kerja sama dengan pihak independen terakreditasi. Kegiatan pemantauan dilaksanakan sesuai dengan Peraturan Pemerintah No. 22 Tahun 2021 dan aturan turunannya. Hasil pemantauan dan uji laboratorium dilaporkan secara berkala kepada instansi pemerintah sebagai bentuk kepatuhan terhadap regulasi lingkungan. [2-27]

Petrosea conducts regular monitoring of wastewater quality through collaboration with accredited independent parties. Monitoring activities are carried out in accordance with Government Regulation No. 22 of 2021 and its derivative regulations. The monitoring results and laboratory tests are reported periodically to government agencies as a demonstration of compliance with environmental regulations. [2-27]

Berikut merupakan upaya pengelolaan dan pengurangan konsumsi air permukaan serta pengendalian efluen:

The following are efforts to manage and reduce surface water consumption as well as control effluent:



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

Recycling water through water treatment plants to help meet clean water needs



**Melengkapi beberapa fasilitas penunjang dengan pipa talang** untuk menampung air hujan yang akan diolah menjadi air bersih untuk keperluan operasional

Equipping several supporting facilities with gutter pipes to collect rainwater, which is then be processed into clean water for operational needs



**Melaksanakan kampanye rutin** untuk mendorong perilaku bijak dalam menggunakan air

Conducting regular campaigns to promote responsible water use behavior



**Memanfaatkan kembali air limbah** untuk menunjang kegiatan pengendalian debu di lokasi operasi

Reusing wastewater to support dust control activities at operational sites



Melalui berbagai kampanye dan sosialisasi yang dilakukan secara berkala, Petrosea berupaya menumbuhkan pemahaman dan kesadaran seluruh karyawan mengenai pentingnya penggunaan air secara efisien dan bertanggung jawab. Upaya ini juga mencakup kepatuhan terhadap standar pengolahan dan pembuangan air limbah, serta komitmen untuk menjaga kualitas air di seluruh area operasional Perusahaan. [303-1] [303-2]

Through various campaigns and regular outreach activities, Petrosea strives to raise the understanding and awareness of all employees regarding the importance of efficient and responsible water use. These efforts also include compliance with wastewater treatment and disposal standards, as well as a commitment to maintaining water quality throughout the Company's operational areas. [303-1] [303-2]

### Pencegahan Tumpahan

[306-3][F.15]

Selama tahun 2025, terjadi insiden tumpahan B3 dan limbah non-B3 pada aktivitas operasional dengan total 42,25 liter. Guna mencegah ataupun menanggulangi tumpahan yang terjadi, Perusahaan selalu menerapkan prinsip kehati-hatian melalui implementasi sistem K3L dan standar prosedur sesuai dengan kategori risikonya.

### Spill Prevention

[306-3][F.15]

During 2025, a total of 42.25 liters of hazardous and non-hazardous waste spills occurred during operational activities. To prevent and respond to spills, the Company consistently applies a precautionary approach through the implementation of its SHE system and standard procedures based on the associated risk categories.

# MENJAGA & MEMULIHKAN KEANEKARAGAMAN HAYATI

## MAINTAINING & RESTORING BIODIVERSITY

[304-1][304-2]

Petrosea memiliki satu wilayah kerja utama, yaitu Petrosea Support Facilities (PSF) di Balikpapan, Kalimantan Timur yang berfungsi sebagai pusat pendukung kegiatan operasional Perusahaan, meliputi area perkantoran, *workshop*, gudang dan fasilitas perawatan peralatan berat dengan luas area sekitar 5,20 ha. Lokasi PSF berjarak kurang lebih 10 km dari kawasan Hutan Lindung Sungai Wain (HLSW), salah satu ekosistem hutan hujan dataran rendah yang menjadi habitat berbagai spesies flora dan fauna endemik Kalimantan. [F.9]

Menyadari kedekatan lokasi tersebut dengan wilayah konservasi bernilai tinggi, Petrosea menempatkan pengelolaan aspek lingkungan dan keanekaragaman hayati sebagai salah satu prioritas. Oleh karena itu, Perusahaan telah menyusun dokumen Upaya Pengelolaan Lingkungan dan Upaya Pemantauan Lingkungan (UKL-UPL) sebagai dasar evaluasi terhadap potensi dampak, termasuk melakukan pemantauan secara berkala terhadap kualitas udara, air, kebisingan, serta vegetasi di sekitar lingkungan kerja.

Hasil evaluasi dan pelaporan semester menunjukkan bahwa kegiatan operasional di PSF tidak menimbulkan emisi signifikan maupun gangguan terhadap ekosistem Hutan Lindung Sungai Wain. PSF mempertahankan performa ini dengan mengadakan program penghijauan dan penanaman kembali vegetasi lokal di sekitar area penyangga. Pada tahun 2025, Petrosea menerima penghargaan PROPER Daerah yang diselenggarakan oleh Pemerintah Provinsi Kalimantan Timur atas kinerja lingkungannya.

Petrosea has one main working area, Petrosea Support Facilities (PSF) in Balikpapan, East Kalimantan which serves as the central hub for the Company's operational activities, encompassing offices, workshops, warehouses and heavy equipment maintenance facilities, covering an area of around 5.20 hectares. PSF is located approximately 10 km from the Sungai Wain Protected Forest (HLSW), a lowland rainforest ecosystem that provides habitat for various endemic Kalimantan flora and fauna species. [F.9]

Recognizing the location's proximity to a high-value conservation area, Petrosea places environmental and biodiversity management as one of priorities. Therefore, the Company has prepared Environmental Management and Monitoring Efforts (UKL-UPL) documents as a basis for evaluating potential impacts, including regular monitoring of air, water, noise, and vegetation quality in the work area.

Evaluation results and semester reporting indicate that operational activities at PSF do not generate significant emissions or disrupt the Sungai Wain Protected Forest ecosystem. PSF maintains this performance by implementing reforestation programs and replanting local vegetation around the buffer zone. In 2025, Petrosea was awarded the Regional PROPER organized by the East Kalimantan Provincial Government for its environmental performance.

### Program Penanaman Mangrove

[F.10]

Kegiatan operasional Petrosea memiliki dampak terhadap erosi pesisir pantai. Oleh karena itu, Perusahaan melakukan studi UKL-UPL dan program revegetasi, yaitu melalui penanaman mangrove. Petrosea melaksanakan program penanaman bibit mangrove yang berkelanjutan dari tahun ke tahun. Selama tahun 2025, sebanyak 600 bibit mangrove ditanam di sekitar area operasional POSB Sorong dan 463 pohon mangrove dirawat di sekitar area operasional PSF guna mengurangi risiko banjir dan erosi serta menjaga keseimbangan keanekaragaman hayati. [F.9]

PSF juga melakukan pemantauan dan pemeliharaan mangrove di area Kariangau yang telah ditanam sejak tahun 2019 hingga 2021 dengan jumlah pohon mangrove sebanyak 2.500. Pemantauan ini turut melibatkan lembaga swadaya masyarakat Proklim Kariangau dalam proses penyulaman pohon mangrove di ekosistem pesisir pantai Kariangau. Keberadaan mangrove tersebut berkontribusi terhadap peningkatan habitat bagi beberapa spesies ikan, kepiting dan burung air yang bergantung pada ekosistem mangrove sebagai tempat untuk hidup dan berkembang biak.

### Mangrove Planting Program

[F.10]

Petrosea's operational activities have an impact on coastal erosion. To address this, the Company conducts Environmental Management and Monitoring Studies (UKL-UPL) and implements revegetation programs through mangrove planting. Petrosea carries out sustainable mangrove planting initiatives on an ongoing, annual basis. During 2025, as many as 600 mangrove seedlings were planted around the operational area of POSB Sorong and 463 mangrove trees were maintained around the operational area of PSF to reduce the risk of flooding and erosion and maintain the balance of biodiversity. [F.9]

PSF also monitors and maintains 2,500 mangroves that were planted in the Kariangau area from 2019 to 2021. This monitoring also involves the Proklim Kariangau non-governmental organization during the carry out of mangrove replanting in the ecosystem along the Kariangau coastline. These mangrove trees contribute to improving habitat for several species of fish, crabs and waterbirds which rely on the mangrove ecosystem for survival and reproduction.



## Mekanisme Pengaduan Masalah Lingkungan

[F.16]

Petrosea memiliki mekanisme pengaduan lingkungan yang dirancang untuk memastikan bahwa seluruh keluhan, masukan, maupun indikasi pelanggaran terhadap pengelolaan lingkungan dapat ditangani dengan cepat, transparan dan akuntabel. Mekanisme ini merupakan upaya untuk menjaga transparansi dengan para pemangku kepentingan.

## Environmental Complaint Mechanism

[F.16]

Petrosea has established an environmental complaint mechanism designed to ensure that all complaints, input and indications of environmental management violations are handled promptly, transparently and accountably. This mechanism is part of the Company's efforts to maintain transparency with stakeholders.

Setiap laporan atau pengaduan termasuk masalah lingkungan seperti pencemaran, kebisingan, pengelolaan limbah, maupun potensi gangguan ekosistem dapat disampaikan melalui beberapa kanal resmi Perusahaan, termasuk kotak saran yang dapat disampaikan secara anonim. Seluruh laporan pengaduan kemudian dimasukkan ke dalam *log book* untuk dilakukan proses verifikasi untuk menilai kelayakan pengaduan. Jika pengaduan dinilai layak untuk ditindaklanjuti, maka akan dilakukan investigasi dan menyusun rencana tindakan pencegahan yang mencakup langkah mitigasi, pemulihan, serta pencegahan agar kejadian serupa tidak terulang di masa mendatang.

Any reports or complaints including environmental issues, such as pollution, noise, waste management, or potential ecosystem disruptions can be submitted through several official Company channels, including suggestion boxes that allow for anonymous submissions. All complaints are then entered into a logbook for verification to assess the suitability of the complaint. If a complaint is deemed valid for follow-up, an investigation will be conducted and a preventive action plan will be developed, covering mitigation, remediation, as well as measures to prevent similar incidents from occurring in the future.

Selama tahun 2025, tidak terdapat pengaduan, pelanggaran, maupun sanksi terkait pelaksanaan manajemen lingkungan yang diterima oleh Perusahaan.

During 2025, the Company received no complaints, violations, or sanctions related to environmental management implementation.



## Biaya Pengelolaan Lingkungan

[F.4]

Selama tahun 2025, Petrosea mencatatkan biaya pengelolaan lingkungan sebesar US\$1.041.219,71, naik 19,74% dibandingkan tahun sebelumnya. Kenaikan ini disebabkan oleh adanya proyek-proyek baru Perusahaan yang telah beroperasi. Biaya pengelolaan lingkungan ini mencakup biaya pengelolaan limbah, pengendalian debu dan pengelolaan air.

## Environmental Management Cost

[F.4]

During 2025, Petrosea recorded environmental management costs of US\$1,041,219.71, representing a 19.74% increase compared to the previous year. This increase was driven by the commencement of new Company projects. These environmental management costs include waste management, dust control and water management.

## Biaya Operasional Pengelolaan Lingkungan Hidup

Environmental Management Operational Costs

Uraian Description	Satuan Unit	2025	2024	2023
Penanganan Limbah Waste Management	US\$	688.677,62	196.739,58	231.522,13
Pengelolaan & Pengukuran Sampel Air Water Sample Management & Measurement	US\$	158.509,62	670.155,93*	6.934,52
Pengelolaan Debu & Pengukuran Kualitas Udara Dust Control & Air Quality Monitoring	US\$	8.835,18	2.694,75	-
Biaya Darurat Emergency Cost	US\$	16.141,42	-	-
Tata Kelola & Kepatuhan Governance & Compliance	US\$	169.055,88	-	-
<b>Jumlah Total</b>	<b>US\$</b>	<b>1.041.219,71</b>	<b>869.590,27</b>	<b>238.456,65</b>

**Keterangan/Notes:**

\*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 Mitigasi Risiko terkait Lingkungan

Cost of Environment-related Risk Mitigation Programs

Uraian Description	Satuan Unit	2025	2024	2023
Perbaikan & Perawatan Repair & Maintenance	US\$	36.197.082	31.269.592	40.124.428
Pelumas Lubricant	US\$	7.719.875	6.527.555	8.324.637
Sistem Penggerak Undercarriage	US\$	4.057.867	3.890.367	4.911.869
<b>Jumlah Total</b>	<b>US\$</b>	<b>47.974.824</b>	<b>41.687.514</b>	<b>53.360.934</b>



## Kinerja Lingkungan Tambang

Petrosea terus melakukan pemantauan kinerja lingkungan pada operasional pertambangan dari PT Cristian Eka Pratama (CEP) sejak diakuisisi pada tahun 2023 melalui PT Kemilau Mulia Sakti. Pemantauan secara berkala dilakukan atas dampak produksi batu bara terhadap lingkungan sekitar. Kegiatan operasional yang dilakukan CEP telah mematuhi kebijakan dan prosedur lingkungan yang berlaku.

Berikut merupakan laporan pemantauan penggunaan energi dan emisi yang dihasilkan CEP selama tahun 2025.

## Mining Site Environmental Performance

Petrosea has continuously monitored the environmental performance of PT Cristian Eka Pratama (CEP) mining operations since its acquisition in 2023 through PT Kemilau Mulia Sakti. Regular assessments are conducted to evaluate the impact of coal production on the surrounding environment. The operational activities of CEP have been carried out in accordance with applicable environmental policies and procedures.

The following presents the monitoring report on energy consumption and emissions generated by CEP during 2025.



## Konsumsi & Intensitas Energi

Energy Consumption & Intensity

[302-1, 302-3][F.6]

Uraian Description	Satuan Unit	2025	2024	2023
Penggunaan Biodiesel B40 Use of B40 Biodiesel	Liter	34.244.859	20.415.338	6.187.216
Penggunaan Energi Listrik untuk Proses Produksi Electricity Consumption for Production Processes	MWh	0	0	0
Produksi Batu Bara Coal Production	Ton	1.193.851,63	1.424.162	194.369
Intensitas Pemakaian Energi dibandingkan Produksi Energy Consumption Intensity Compared to Production	GJ/Ton produksi	1,033	0,516*	1,146*

**Keterangan/Notes:**

\*Penyajian data kembali karena koreksi perhitungan akibat penyesuaian data produksi yang menyebabkan intensitas mengalami perubahan  
Restatement of data due to correction in calculation resulting from adjustments to production data which causes changes in intensity

## Jumlah & Intensitas Emisi GRK

Amount & Intensity of GHG Emissions

[305-1, 305-2, 305-4]

Uraian Description	Satuan Unit	2025	2024	2023
Cakupan 1 Scope 1	tCO <sub>2</sub> e	62.888,77	41.779,46	12.661,98
Cakupan 2 Scope 2	tCO <sub>2</sub> e	0	0	0
Total Emisi Proses Produksi (Cakupan 1 & 2) Total Production Process Emissions (Scope 1 & 2)	tCO <sub>2</sub> e	62.888,77	41.779,46	12.661,98
Intensitas Emisi yang Dihasilkan Dibandingkan dengan Produksi Intensity of Emissions Generated Compared to Production	tCO <sub>2</sub> e/ton produksi	0,053	0,029*	0,065*

**Keterangan/Notes:**

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



# 4

## MENGUATKAN INSAN, MENGHIDUPKAN KOMUNITAS

STRENGTHENING PEOPLE,  
EMPOWERING COMMUNITIES

Petrosea menempatkan pengembangan sumber daya manusia, kesejahteraan masyarakat dan kelestarian lingkungan, serta Keselamatan & Kesehatan Kerja (K3) sebagai aspek penting dalam mendukung strategi keberlanjutan Perusahaan. Melalui pendekatan ini, Petrosea berkomitmen untuk menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan, termasuk memperkuat kontribusi terhadap masyarakat dan lingkungan sekitar.

Petrosea places human capital development, community well-being and environmental preservation, as well as Occupational Health & Safety (OHS) as important aspects in supporting the Company's sustainability strategy. Through this approach, Petrosea is committed to creating long-term value for all stakeholders, while strengthening its positive contributions to local communities and surrounding environments.



### Nihil Kecelakaan Kerja Fatal

Sepanjang 2025, tidak terjadi kecelakaan kerja fatal di seluruh lokasi operasional Perusahaan

Throughout 2025, no fatal workplace accidents occurred across all of the Company's operational locations



### 59 Program CSR

59 program CSR telah diukur dampaknya melalui metodologi *Social Return on Investment* (SROI)

The impact of 59 CSR programs have been measured using the Social Return on Investment (SROI) methodology



### 19.982 Penerima Manfaat CSR

Program CSR yang telah dijalankan memberikan manfaat bagi 19.982 orang

CSR programs implemented have benefited 19,982 people

## PENGEMBANGAN TALENTA SEBAGAI PENGGERAK NILAI BERKELANJUTAN

### TALENT DEVELOPMENT AS A DRIVER OF SUSTAINABLE VALUE

Di tengah dinamika industri yang menuntut kecepatan adaptasi dan kapabilitas yang semakin kompleks, Petrosea meyakini bahwa karyawan adalah aset utama dalam menciptakan nilai jangka panjang. Perusahaan memandang pengembangan talenta sebagai pilar strategis dalam menjaga relevansi, ketahanan dan daya saing jangka panjang.

Perusahaan berkomitmen untuk mengembangkan talenta guna memastikan keberlanjutan kinerja dan daya saing di masa depan, serta memberi dampak positif bagi pemangku kepentingan internal. Pengembangan talenta dilakukan melalui pelatihan, sertifikasi profesional, dan penguatan ekosistem pengembangan kompetensi.

Pendekatan ini menempatkan karyawan sebagai motor penggerak transformasi yang menopang pertumbuhan berkelanjutan dan memastikan bahwa Petrosea tetap menjadi perusahaan yang kompetitif, bertanggung jawab dan siap menghadapi tantangan masa depan.

Amid an increasingly dynamic industry landscape that demands rapid adaptation and more complex capabilities, Petrosea recognizes its employees as its most critical asset in creating long-term value. The Company views talent development as a strategic pillar to maintain relevance, resilience, and sustained competitiveness.

Throughout the 2025 reporting period, the Company remained committed to driving its talent development initiatives to ensure sustainable performance and future competitiveness, while delivering positive impacts for internal stakeholders. These efforts were implemented through structured training programs, professional certifications, and the strengthening of a comprehensive competency development ecosystem.

This approach positions employees as key drivers of transformation, supporting sustainable growth and ensuring that Petrosea remains a competitive, responsible and future-ready organization.



# HUMAN CAPITAL EXCELLENCE SEBAGAI FONDASI DAYA SAING

## HUMAN CAPITAL EXCELLENCE AS THE FOUNDATION OF COMPETITIVENESS

Penguatan kompetensi karyawan menjadi landasan utama bagi Petrosea dalam mempertahankan daya saing dan mendukung pertumbuhan. Perusahaan meyakini bahwa kualitas talenta menentukan keunggulan operasional, ketepatan pengambilan keputusan, serta kemampuan beradaptasi dengan dinamika industri.

Strengthening employee competency is a key foundation for Petrosea in maintaining competitiveness and supporting growth. The Company believes that the quality of talent determines operational excellence, accurate decision-making, as well as the ability to adapt to industry dynamics.



Untuk mendukung hal tersebut, Perusahaan menyediakan berbagai jalur pengembangan kompetensi yang dirancang bagi seluruh karyawan mulai dari peningkatan keterampilan teknis dan manajerial, program kepemimpinan, hingga penguatan literasi digital dan pemahaman tentang *Environmental, Social & Governance* (ESG). Setiap inisiatif pembelajaran disusun untuk memastikan bahwa karyawan tidak hanya siap menjawab kebutuhan operasional hari ini, tetapi juga memiliki kapabilitas untuk menghadapi tantangan bisnis masa depan.

To support this, the Company provides various competency development pathways designed for all employees, ranging from technical and managerial skill enhancement and leadership programs, to strengthening digital literacy and understanding of Environmental, Social & Governance (ESG). Each learning initiative is designed to ensure that employees are not only prepared to meet today's operational needs, but also have the capabilities to face future business challenges.

Petrosea juga berkomitmen untuk menjaga kesejahteraan tenaga kerja melalui penerapan praktik ketenagakerjaan yang sesuai dengan kaidah, perlindungan hak-hak karyawan, serta penguatan sistem manajemen kinerja yang adil dan transparan. Lingkungan kerja yang aman dan sehat dijaga melalui implementasi standar internasional seperti ISO 45001 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja, SMK3, SMK4, serta prinsip-prinsip ketenagakerjaan sesuai standar *International Labor Organization* (ILO).

Petrosea is also committed to safeguarding the well-being of its workforce through the implementation of compliant employment practices, the protection of employee rights, and the strengthening of a fair and transparent performance management system. A safe and healthy work environment is maintained through the implementation of international standards such as ISO 45001 for Occupational Health & Safety Management System, SMK3, SMK4, as well as labor principles in accordance with International Labor Organization (ILO) standards.

Sebagai bagian dari penguatan budaya perusahaan, Petrosea terus berupaya untuk meningkatkan kesadaran dan pemahaman karyawan mengenai prinsip kesetaraan, keberagaman dan inklusi. Perusahaan tengah menyusun kebijakan serta program internal yang mendorong terciptanya kesempatan yang setara bagi seluruh karyawan, tanpa diskriminasi dalam proses rekrutmen, pengembangan, maupun promosi.

As part of strengthening its corporate culture, Petrosea continues to enhance employee awareness and understanding of the principles of equality, diversity and inclusion. The Company is developing internal policies and programs that encourage equal opportunities for all employees, without discrimination in recruitment, development and promotion.

Melalui pendekatan yang menyeluruh ini, Petrosea membangun ekosistem talenta yang berintegritas dan kompeten, sehingga menjadikannya sebagai fondasi yang kuat guna mempertahankan daya saing Perusahaan di industri.

Through this comprehensive approach, Petrosea is building a talent ecosystem with integrity and competence, serving as a strong foundation to sustain the Company's competitiveness in the industry.

## HUMAN CAPITAL ROADMAP

### 2026 Organisasi yang Tangguh & Strategis Resilient & Intelligent Organization

Memanfaatkan wawasan tenaga kerja dan menempatkan talenta secara strategis untuk menyeimbangkan efisiensi biaya, kesiapan kapabilitas, serta kesinambungan bisnis jangka panjang.

Leverage workforce insights and strategically deploy talent in order to balance cost efficiency, capability readiness, as well as long-term business continuity.

Membangun pemimpin yang adaptif dan struktur organisasi yang *agile* untuk mendukung pertumbuhan dan inovasi, sambil tetap menjaga efisiensi dan tata kelola.

Build adaptive leaders and agile organization structures to support growth and innovation, while maintaining efficiency and governance.

### 2025 Tenaga Kerja Masa Depan untuk Keberlanjutan Future Workforce for Sustainability

Co-creation dan bermitra dengan industri dan ekosistem untuk mempertahankan tenaga kerja masa depan guna mendukung keberlanjutan usaha.

Co-creation & partnerships with the industry and ecosystems to maintain a future workforce to support business sustainability.

Membangun parameter organisasi untuk meningkatkan *employee experience* yang membangun nilai-nilai Perusahaan dan pemberian layanan.

Set up an organization parameter to enhance employee experience that builds Company values and service delivery.

### 2024 Kemampuan untuk Tumbuh Capabilities for Growth

Meningkatkan layanan dengan menciptakan kompetensi talenta baru dan menerapkan *growth culture* sebagai DNA baru Perusahaan.

Enhance service delivery by creating new talent capabilities and implement growth culture as the Company's new DNA.

Menciptakan organisasi dan sumber daya sebagai dasar untuk pertumbuhan usaha.

Establish an organization and resources as a foundation for business growth.

## Demografi Karyawan

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

Tahun 2025 menjadi periode penting bagi Petrosea dalam memperkuat fondasi human capital untuk mendukung agenda pertumbuhan strategis Perusahaan. Dengan ekspansi proyek yang masif dan kompleksitas operasional yang meningkat, Perusahaan memastikan bahwa setiap talenta berada pada posisi yang tepat untuk menghadirkan hasil yang maksimal. Pada tahun pelaporan, Petrosea mempekerjakan 11.271 karyawan, naik 65,75% dibandingkan tahun sebelumnya. Peningkatan ini mencerminkan kebutuhan kapasitas tambahan yang disebabkan oleh pengembangan usaha melalui ekspansi bisnis, khususnya pada lini bisnis Jasa Pertambangan dan EPC.

## Employee Demography

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

The year 2025 marked an important period for Petrosea in strengthening its human capital foundation to support the Company's strategic growth agenda. With massive project expansion and increasing operational complexity, the Company ensures that every talent is well-positioned to deliver maximum results. As of the reporting year, Petrosea employed 11,271 employees, a 65.75% increase compared to the previous year. This growth reflects the need for additional capacity driven by business expansion, particularly in the Mining Services and EPC business lines.



Komposisi karyawan Perusahaan menunjukkan keseimbangan antara talenta lokal dan keahlian berstandar internasional. Sebanyak 4.873 karyawan (43,23%) berasal dari sekitar lokasi proyek yang mencerminkan komitmen Petrosea terhadap pemberdayaan masyarakat dan penguatan ekonomi lokal. Sebanyak 6.386 karyawan (56,66%) berasal dari luar daerah untuk mengisi fungsi-fungsi khusus, sementara 12 karyawan asing (0,11%) menempati peran strategis yang memerlukan kompetensi internasional. Keberagaman ini memperkuat kapasitas Petrosea dalam mengelola berbagai proyek berskala besar dengan standar operasional internasional.

The Company's employee composition reflects a balance between local talent and international standard expertise. A total of 4,873 employees (43.23%) are from the surrounding project areas, reflecting Petrosea's commitment to community empowerment and strengthening local economies. A further 6,386 employees (55.66%) are from outside the region to fill specialized functions, while 12 expatriate employees (0.11%) fill strategic roles requiring international competencies. This diversity strengthens Petrosea's capacity to manage large-scale projects to international operational standards.



Selain itu, Petrosea memaksimalkan fleksibilitas tenaga kerja melalui 615 pekerja alih daya dari mitra strategis untuk memastikan kebutuhan operasional terpenuhi secara efisien. Pekerja alih daya tersebut menjalankan fungsi operasional, seperti operator, administrasi, staf admin, dan tenaga gudang. Jumlah pekerja alih daya mengalami penurunan dibandingkan periode sebelumnya yang tercatat sebanyak 858 pekerja, terutama karena sebagian tenaga kerja telah beralih status menjadi karyawan tetap Perusahaan. Pengelolaan sumber daya manusia dilakukan secara terintegrasi dan berbasis data, memungkinkan pemantauan *real-time*, pengambilan keputusan strategis dan perencanaan kapabilitas yang presisi.

In addition, Petrosea maximized workforce flexibility through 615 outsourced workers from strategic partners to ensure operational needs were met efficiently. These outsourced workers performed operational roles, including operators, administrative staff, clerical roles, and warehouse personnel. The number of outsourced workers decreased from 858 in the previous reporting period, mainly due to a portion of these workers transitioning to permanent employee status within the Company. Human capital management is integrated and data-driven, enabling real-time monitoring, strategic decision-making and precise capability planning.

Pendekatan Petrosea tidak hanya menekankan produktivitas dan kapabilitas, tetapi juga kesejahteraan, kesetaraan dan inklusi. Dengan budaya kerja yang inklusif, adaptif dan berorientasi pada kualitas talenta, Petrosea membangun tenaga kerja yang kompetitif, inovatif dan berintegritas.

Petrosea's approach emphasizes not only productivity and capability, but also well-being, equality and inclusion. With a work culture that is inclusive, adaptive and focused on talent quality, Petrosea is building a competitive, innovative and highly integrated workforce.

**Komposisi Karyawan Berdasarkan Jenis Kelamin**  
Employee Composition by Gender

[2-7]

Jenis Kelamin Gender	2025	2024	2023
Laki-laki Male	10.735	6.415	5.078
Perempuan Female	536	385	310
<b>Jumlah Total</b>	<b>11.271</b>	<b>6.800</b>	<b>5.388</b>

### Komposisi Karyawan Berdasarkan Level Jabatan

Employee Composition by Position Level

[2-7]

Jabatan Position	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Executive	27	3	23	3	23	4
Manager	151	19	149	15	128	12
Supervisor	1.107	124	956	99	840	87
Staff	1.169	207	813	159	694	135
Non-Staff	8.281	183	4.474	109	3.393	72
<b>Jumlah Total</b>	<b>10.735</b>	<b>536</b>	6.415	385	5.078	310

### Komposisi Karyawan Berdasarkan Kelompok Usia

Employee Composition by Age

[2-7]

Kelompok Usia Age Group	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
<20	57	1	29	4	21	2
20-30	4.119	326	1.926	223	1.492*	165*
31-40	4.035	150	2.590	111	2.126*	107*
41-50	2.220	54	1.595	45	1.222	34
51-55	270	5	230	2	193	1
>55	34	0	45	0	24	1
<b>Jumlah Total</b>	<b>10.735</b>	<b>536</b>	6.415	385	5.078	310

**Keterangan/Notes:**

\*Penyajian data kembali karena perubahan metode perhitungan  
Data restatement due to changes in calculation method

### Komposisi Karyawan Berdasarkan Jenjang Pendidikan

Employee Composition Based on Educational Background

[2-7]

Pendidikan Educational Background	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Pascasarjana Master's Degree	85	27	71	23	57	20
Sarjana Bachelor's Degree	1.781	359	1.227	257	980	201
Diploma	531	47	380	37	333	31
SMA High School	7.777	101	4.288	67	3.439	56
Lain-lain Others	561	2	449	1	269	2
<b>Jumlah Total</b>	<b>10.735</b>	<b>536</b>	6.415	385	5.078	310

### Komposisi Karyawan Berdasarkan Status Kepegawaian

Employee Composition by Employment Status

[2-7]

Status Kepegawaian Employment Status	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Karyawan Tetap Permanent Employees	4.380	337	3.135	250	3.273	245
Karyawan Tidak Tetap Contract Employees	6.355	199	3.280	135	1.805	65
<b>Jumlah Total</b>	<b>10.735</b>	<b>536</b>	6.415	385	5.078	310

### Komposisi Karyawan Berdasarkan Daerah Asal

Employee Composition by Origin

[2-7]

Daerah Asal Origin	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Jawa Java	112	5	1.549	41	1.031	29
Kalimantan	6.164	162	3.535	118	3.135	122
Maluku Utara North Maluku	412	8	317	3	228	5
Nusa Tenggara Barat West Nusa Tenggara	3	0	3	0	50	1
Papua	441	22	193	14	235	20
Papua Barat West Papua	431	44	154	25	0	0
Papua Barat Daya Southwest Papua	83	10	86	10	93	10
Sulawesi	2.356	114	290	50	31	10
Jakarta/Kantor Pusat Jakarta/Head Office	338	157	288	124	275	113
Sumatra	395	14	-	-	-	-
<b>Jumlah Total</b>	<b>10.735</b>	<b>536</b>	<b>6.415</b>	<b>385</b>	<b>5.078</b>	<b>310</b>

### Transformasi Komposisi Talenta

Sebagai hasil dari inisiatif dalam memperkuat fondasi *human capital* yang dimiliki, Petrosea berhasil menghadirkan karyawan baru yang kompeten dan sesuai dengan kebutuhan operasional.

### Talent Composition Transformation

As a result of initiatives to strengthen its human capital foundation, Petrosea successfully recruited new competent employees aligned with its operational requirements.

Sebanyak 1.020 karyawan baru direkrut dari total 47.768 pelamar *online* melalui proses seleksi yang ketat untuk memastikan kualitas dan kapabilitas yang optimal.

Selain itu, Perusahaan merekrut 6.816 karyawan *non-staff* sebagai tenaga pendukung operasional, melalui serangkaian proses seleksi termasuk wawancara langsung. Rekrutmen ini menegaskan posisi Petrosea sebagai perusahaan yang mampu menyediakan peluang kerja berkualitas, sekaligus memperkuat kapasitas organisasi dalam mengelola proyek berskala besar. Kehadiran tenaga kerja baru ini memperkuat fondasi operasional dan mendukung pencapaian target strategis Perusahaan.

Dalam menghadapi dinamika industri, Petrosea secara aktif memonitor tingkat *turnover* karyawan sebagai indikator stabilitas tenaga kerja dan efektivitas strategi pengelolaan human capital. Selama tahun 2025, tingkat *turnover* tercatat 16,41%, dengan total 7.836 karyawan baru bergabung dan 1.850 karyawan meninggalkan Perusahaan. Pergerakan ini sebagian besar disebabkan oleh pengunduran diri sukarela (37,51%) serta penyelesaian proyek atau pemutusan hubungan kerja (60,49%).

Meski penyelesaian proyek menjadi faktor dominan dalam pergerakan tenaga kerja, Petrosea tetap melakukan analisis mendalam terhadap *turnover* untuk memahami motivasi karyawan meninggalkan Perusahaan. *Insight* ini menjadi dasar bagi pengembangan program retensi, pengembangan karier dan keseimbangan kerja, serta memastikan bahwa tenaga kerja kompeten dan loyal akan terus mendukung pertumbuhan Perusahaan.

A total of 1,020 new employees were recruited from a total of 47,768 online applicants through a rigorous selection process to ensure optimal quality and capability.

In addition, the Company recruited 6,816 non-staff employees as operational support personnel, through a series of selection processes including in-person interviews. This recruitment affirms Petrosea's position as a company capable of providing quality employment opportunities while strengthening the organization's capacity to manage large-scale projects. The presence of these new employees strengthens the operational foundation and supports the achievement of the Company's strategic targets.

In response to industry dynamics, Petrosea actively monitors its employee turnover rate as an indicator of workforce stability and the effectiveness of its human capital management strategy. During 2025, the turnover rate was recorded at 16.41%, with a total of 7,836 new employees joining and 1,850 employees leaving the Company. This turnover was largely due to voluntary resignations (37.51%) and project completions or terminations (60.49%).

While project completion is a dominant factor in workforce turnover, Petrosea continues to conduct in-depth turnover analysis to understand employee motivations for leaving the Company. These insights serve as the basis for developing retention programs, career development initiatives and work-life balance, while ensuring that a competent and loyal workforce continues to support the Company's growth.

## Jumlah Karyawan Baru Number of New Employees

[401-1]

Uraian Description	2025		2024		2023	
	%	Orang People	%	Orang People	%	Orang People
<b>Jumlah Karyawan Baru Total New Employees</b>	<b>69,52</b>	<b>7.836</b>	<b>61,79</b>	<b>4.202</b>	<b>44,84</b>	<b>2.416</b>
<b>Jumlah Karyawan Baru yang Direkrut Berdasarkan Tipe   Total New Recruited Employees by Type</b>						
Staff	9,05	1.020	10,04	683	9,24	498
Non-staff	60,47	6.816	51,75	3.519	35,60	1.918
<b>Jumlah Karyawan Baru yang Direkrut Berdasarkan Jenis Kelamin   Total New Recruited Employees by Gender</b>						
Laki-laki Male	67,23	7.577	59,54	4.049	42,76	2.304
Perempuan Female	2,30	259	2,25	153	2,08	112
<b>Jumlah Karyawan Baru yang Direkrut Berdasarkan Usia   Total New Recruited Employees by Age</b>						
<20	0,70	79	0,68	46	0,69	37
20-30	34,55	3.894	24,15*	1.642*	18,93*	1.020*
31-40	23,80	2.682	21,81*	1.483*	16,18*	872*
41-50	9,70	1.093	13,09	890	7,80	420
51-55	0,72	81	1,65	112	1,04	56
>55	0,06	7	0,43	29	0,20	11

**Keterangan/Notes:**

\*Penyajian data kembali karena perubahan metode perhitungan  
Data restatement due to changes in calculation method

Uraian Description	2025		2024		2023	
	%	Orang People	%	Orang People	%	Orang People
<b>Jumlah Karyawan Baru yang Direkrut Berdasarkan Wilayah   Total New Recruited Employees by Region</b>						
Jakarta/Kantor Pusat Jakarta/Head Office	1,12	126	1,06	72	1,26	68
Kalimantan Timur East Kalimantan	12,70	1.431	5,40	367	16,65	897
Kalimantan Barat West Kalimantan	0	0	0	0	-	-
Kalimantan Utara North Kalimantan	0	0	0,18	12	0,52	28
Kalimantan Tengah Central Kalimantan	21,99	2.478	11,19	761	0	0
Jawa Barat West Java	0	0	0,01	1	0	0
Jawa Timur East Java	0,31	35	33,87	2.303	18,84	1.015
Papua	2,79	314	0,57	39	2,06	111
Papua Barat West Papua	2,92	329	2,22	151	0	0
Papua Barat Daya Southwest Papua	0,12	14	0,66	45	0,28	15
Nusa Tenggara Barat West Nusa Tenggara	0,02	2	0,01	1	0,84	45
Sulawesi Tenggara Southeast Sulawesi	20,31	2.289	3,31	225	0,41	22
Sulawesi Tengah Central Sulawesi	0,72	81	0,71	48	0,56	30
Maluku Utara North Maluku	2,29	258	2,60	177	3,43	185
Sumatra Selatan South Sumatra	4,25	479	-	-	-	-

### Jumlah Turnover Karyawan

#### Employee Turnover Rate

[401-1]

Uraian Description	2025		2024		2023	
	%	Orang People	%	Orang People	%	Orang People
<b>Jumlah Turnover Karyawan</b> Employee Turnover Rate	<b>16,41</b>	<b>1.850</b>	<b>23,21</b>	<b>1.578</b>	<b>18,19</b>	<b>980</b>
<b>Jumlah Turnover Karyawan Berdasarkan Tipe   Total Employee Turnover by Type</b>						
Staff	<b>3,66</b>	<b>412</b>	5,87*	399	5,59	301
Non-staff	<b>12,76</b>	<b>1.438</b>	17,34	1.179	12,60	679
<b>Jumlah Turnover Karyawan Berdasarkan Jenis Kelamin   Total Employee Turnover by Gender</b>						
Laki-laki Male	<b>15,71</b>	<b>1.771</b>	22,04	1.499	17,32	933
Perempuan Female	<b>0,70</b>	<b>79</b>	1,16	79	0,87	47
<b>Jumlah Turnover Karyawan Berdasarkan Usia   Total Employee Turnover by Age</b>						
<20	<b>0,04</b>	<b>4</b>	0,04	3	0,07	4
20-30	<b>6,44</b>	<b>726</b>	7,19	489	5,57	300
31-40	<b>6,49</b>	<b>731</b>	9,51	647	8,28	446
41-50	<b>2,83</b>	<b>319</b>	5,31	361	3,53	190
51-55	<b>0,59</b>	<b>67</b>	1,03	70	0,63	34
>55	<b>0,03</b>	<b>3</b>	0,12	8	0,11	6

**Keterangan/Notes:**

\*Penyajian data kembali karena perubahan metode perhitungan  
Data restatement due to changes in calculation method

Uraian Description	2025		2024		2023	
	%	Orang People	%	Orang People	%	Orang People
<b>Jumlah Turnover Karyawan Berdasarkan Wilayah   Total Employee Turnover by Region</b>						
Jakarta/Kantor Pusat Jakarta/Head Office	<b>0,55</b>	<b>62</b>	0,65	44	0,95	51
Kalimantan Timur East Kalimantan	<b>5,34</b>	<b>602</b>	9,54	649	10,56	569
Kalimantan Utara North Kalimantan	<b>0</b>	<b>0</b>	0,38	26	0,52	28
Kalimantan Barat West Kalimantan	<b>0</b>	<b>0</b>	0	0	0,04	2
Kalimantan Tengah Central Kalimantan	<b>5,31</b>	<b>599</b>	0,82	56	0	0
Jawa Barat West Java	<b>0,02</b>	<b>2</b>	0	0	0	0
Jawa Timur East Java	<b>0,51</b>	<b>57</b>	9,01	613	1,37	74
Papua	<b>0,51</b>	<b>57</b>	0,94	64	1,15	62
Papua Barat West Papua	<b>0,23</b>	<b>26</b>	0,15*	10	0	0
Papua Barat Daya Southwest Papua	<b>0,12</b>	<b>13</b>	0,87	59	0,48	26
Nusa Tenggara Barat West Nusa Tenggara	<b>0,02</b>	<b>2</b>	0,01	1	0,06	3
Sulawesi Tenggara Southeast Sulawesi	<b>2,13</b>	<b>240</b>	0,09	6	2,39	129
Sulawesi Tengah Central Sulawesi	<b>0,24</b>	<b>27</b>	0,26	18	0,07	4
Maluku Utara North Maluku	<b>0,82</b>	<b>92</b>	0,47	32	0,59	32
Sumatra Selatan South Sumatra	<b>0,63</b>	<b>71</b>	-	-	-	-

**Keterangan/Notes:**

\*Penyajian data kembali karena perubahan metode perhitungan  
Data restatement due to changes in calculation method



### Memperkuat Hak dan Kesejahteraan Pekerja

Petrosea menegaskan komitmen untuk menciptakan lingkungan kerja yang aman dan adil bagi seluruh pekerja, sejalan dengan prinsip Hak Asasi Manusia (HAM). Perusahaan menerapkan praktik ketenagakerjaan bebas diskriminasi, sambil menghormati hak pekerja untuk berkumpul dan berpartisipasi dalam mekanisme hubungan industrial yang positif.

### Strengthening Workers' Rights and Welfare

Petrosea reaffirms its commitment to creating a safe and fair working environment for all employees, in line with human rights principles. The Company implements non-discriminatory employment practices, while respecting workers' rights to organize and participate in positive industrial relations mechanisms.

Perusahaan juga menghadirkan program kesejahteraan dan pengembangan kompetensi karyawan, termasuk kesehatan, pengembangan karier dan kebijakan mendukung keseimbangan kerja. Upaya ini mendorong kesetaraan, inklusi dan pemberdayaan talenta, guna memastikan bahwa setiap individu memiliki kesempatan berkembang dan berkontribusi optimal.

Dengan pendekatan ini, Petrosea terus berupaya untuk membangun tenaga kerja yang berdaya, termotivasi dan berintegritas, sekaligus memperkuat fondasi pertumbuhan Perusahaan dan penciptaan nilai bagi pemangku kepentingan.

### Membangun Hubungan Industrial yang Harmonis

[2-30]

Petrosea menempatkan hubungan industrial yang positif sebagai kunci bagi stabilitas operasional dan penguatan kesejahteraan karyawan. Perusahaan mengelola forum Lembaga Kerja Sama (LKS) Bipartit, yang mengintegrasikan aspirasi manajemen dan karyawan. Forum ini menjadi sarana resmi untuk berdiskusi, menyelesaikan isu ketenagakerjaan, serta memastikan keputusan yang diambil bersifat transparan, adil dan representatif bagi seluruh tenaga kerja.

Sebagai penguat kepastian hukum dan standar praktik ketenagakerjaan, Petrosea menetapkan Peraturan Perusahaan 2025-2027 yang mencakup hak dan kewajiban karyawan serta pedoman menciptakan lingkungan kerja aman, sehat dan produktif. Dokumen ini mencerminkan komitmen Petrosea untuk memastikan setiap tenaga kerja mendapatkan perlindungan, keadilan dan kesempatan berkembang secara optimal, sekaligus mendukung pencapaian tujuan strategis Perusahaan.

The Company also implements employee welfare and competency development programs, including health, career development and policies that support work-life balance. These efforts promote equality, inclusion and talent empowerment, ensuring that every individual has the opportunity to develop and contribute optimally.

With this approach, Petrosea continuously strives to build an empowered, motivated and highly integrated workforce, while strengthening the foundation for the Company's growth and value creation for its stakeholders.

### Creating Harmonious Industrial Relations

[2-30]

Petrosea prioritizes positive industrial relations as key to operational stability and enhancing employee well-being. The Company maintains a LKS Bipartite forum, which integrates the aspirations of management and employees. This forum serves as an official platform for discussing and resolving labor issues, and ensuring that decisions are transparent, fair and representative of the entire workforce.

To strengthen legal certainty and standard labor practices, Petrosea established Company Regulations 2025-2027, which cover employee rights and obligations as well as guidelines for creating a safe, healthy and productive work environment. This document reflects Petrosea's commitment to ensuring that every employee receives protection, fairness and optimal development opportunities, while supporting the achievement of the Company's strategic objectives.

### Menegakkan Perlindungan terhadap Pekerja Anak dan Kerja Paksa

[408-1, 409-1][F.19]

Petrosea menjalankan seluruh aktivitas operasional sesuai dengan peraturan nasional dan standar internasional. Perusahaan secara tegas menolak segala bentuk pekerja anak dan kerja paksa, baik di kalangan karyawan maupun di antara seluruh mitra kerja, termasuk kontraktor dan pemasok.

Batas usia minimal pekerja ditetapkan 18 tahun, sejalan dengan Undang-Undang No. 13 Tahun 2003 Pasal 68 tentang Ketenagakerjaan, serta peraturan lokal dan internasional yang relevan. Petrosea juga memastikan praktik kerja paksa tidak terjadi, dengan pembatasan jam kerja maksimal 40 jam per minggu dan pemberian kompensasi yang sesuai untuk setiap jam kerja tambahan.

Hasil pemantauan internal menunjukkan tidak terdapat kasus pekerja anak maupun indikasi kerja paksa di seluruh lingkungan Perusahaan.

Hal ini mencerminkan kepatuhan Perusahaan terhadap regulasi, tanggung jawab sosial dan komitmen dalam menciptakan lingkungan kerja yang adil, aman dan bebas dari eksploitasi.

### Enforcing Protection against Child Labor and Forced Labor

[408-1, 409-1][F.19]

Petrosea conducts all operational activities in accordance with national regulations and international standards. The Company firmly rejects all forms of child labor and forced labor, both within its workforce and across all business partners, including contractors and suppliers.

The minimum age for workers is 18 years old, in accordance with article 68 of Law No. 13 Year 2003 regarding Employment, as well as relevant local and international regulations. Petrosea also ensures that forced labor practices do not occur, with working hours limited to a maximum of 40 hours per week and providing appropriate compensation for any additional hours worked.

Internal monitoring results indicate no cases of child labor or indications of forced labor within the Company.

This reflects the Company's compliance with regulations, social responsibility and commitment to creating a fair, safe and exploitation-free work environment.



### Transparansi dalam Perubahan Operasional

[402-1]

Petrosea menegaskan komitmen untuk komunikasi yang terbuka dan proaktif setiap kali terjadi penyesuaian operasional yang berdampak pada karyawan. Perusahaan memastikan informasi mengenai perubahan signifikan disampaikan dua minggu sebelumnya, memberikan waktu yang cukup bagi seluruh tenaga kerja untuk memahami konteks, tujuan, dan implikasi dari perubahan tersebut.

Penyampaian informasi dilakukan melalui berbagai saluran komunikasi internal, sehingga karyawan dapat secara aktif memberikan tanggapan dan mempersiapkan diri menghadapi dinamika operasional. Pendekatan ini tidak hanya meningkatkan kepastian dan kesiapan karyawan, tetapi juga memperkuat kepercayaan dan kolaborasi di seluruh organisasi, mendukung kelancaran operasional dan pencapaian tujuan strategis Perusahaan.

### Transparency in Operational Changes

[402-1]

Petrosea affirms its commitment to open and proactive communication whenever operational adjustments impact employees. The Company ensures that information regarding significant changes is communicated two weeks in advance, allowing the entire workforce sufficient time to understand the context, objectives and implications of the changes.

Information is disseminated through various internal communication channels, allowing employees to actively respond and prepare for operational dynamics. This approach not only increases employee certainty and preparedness, but also strengthens trust and collaboration across the organization, supporting smooth operations and the achievement of the Company's strategic objectives.

## Peningkatan Kapabilitas Karyawan

[2-17][F.22]

Petrosea memandang pengembangan kompetensi karyawan sebagai investasi utama untuk memperkuat daya saing dan ketahanan bisnis di tengah dinamika industri. Setiap individu diberikan akses untuk meningkatkan kemampuan teknis maupun *soft skills* melalui program pelatihan yang terstruktur, terukur dan berkelanjutan. Pendekatan ini memastikan talenta internal mampu menghadapi kompleksitas proyek dan tuntutan pasar.

Sebagai inti dari strategi pengembangan, Perusahaan telah mengoperasikan Petrosea Academy (PetA) sebagai pusat pembelajaran bersertifikasi yang menyediakan kurikulum terkini sesuai kebutuhan karyawan dan dinamika industri. Melalui PetA, Perusahaan membangun talenta internal yang siap menghadapi tantangan masa depan sekaligus memperkuat keunggulan kompetitif organisasi.

Program pelatihan menggabungkan metode *blended learning*, yaitu kombinasi pembelajaran mandiri dan *online* untuk mengasah kemampuan teknis serta *soft skills* secara efektif.

Sebagai bagian dari transformasi pembelajaran berkelanjutan, Petrosea memperkuat ekosistem pengembangan kompetensi melalui penerapan *Learning Management System* (LMS) yang terintegrasi, yaitu I-CON dan e-PetA. Kedua *platform* ini berfungsi sebagai pusat pembelajaran digital yang menyediakan berbagai materi, modul dan program pelatihan yang disesuaikan dengan kebutuhan pengembangan karyawan di seluruh lini organisasi.

Dengan pendekatan berbasis teknologi ini, Petrosea memastikan bahwa proses pembelajaran berlangsung lebih fleksibel, terukur dan inklusif memberikan setiap karyawan kesempatan yang sama untuk meningkatkan kemampuan dan mendukung pencapaian tujuan strategis Perusahaan.

## Employee Capability Enhancement

[2-17][F.22]

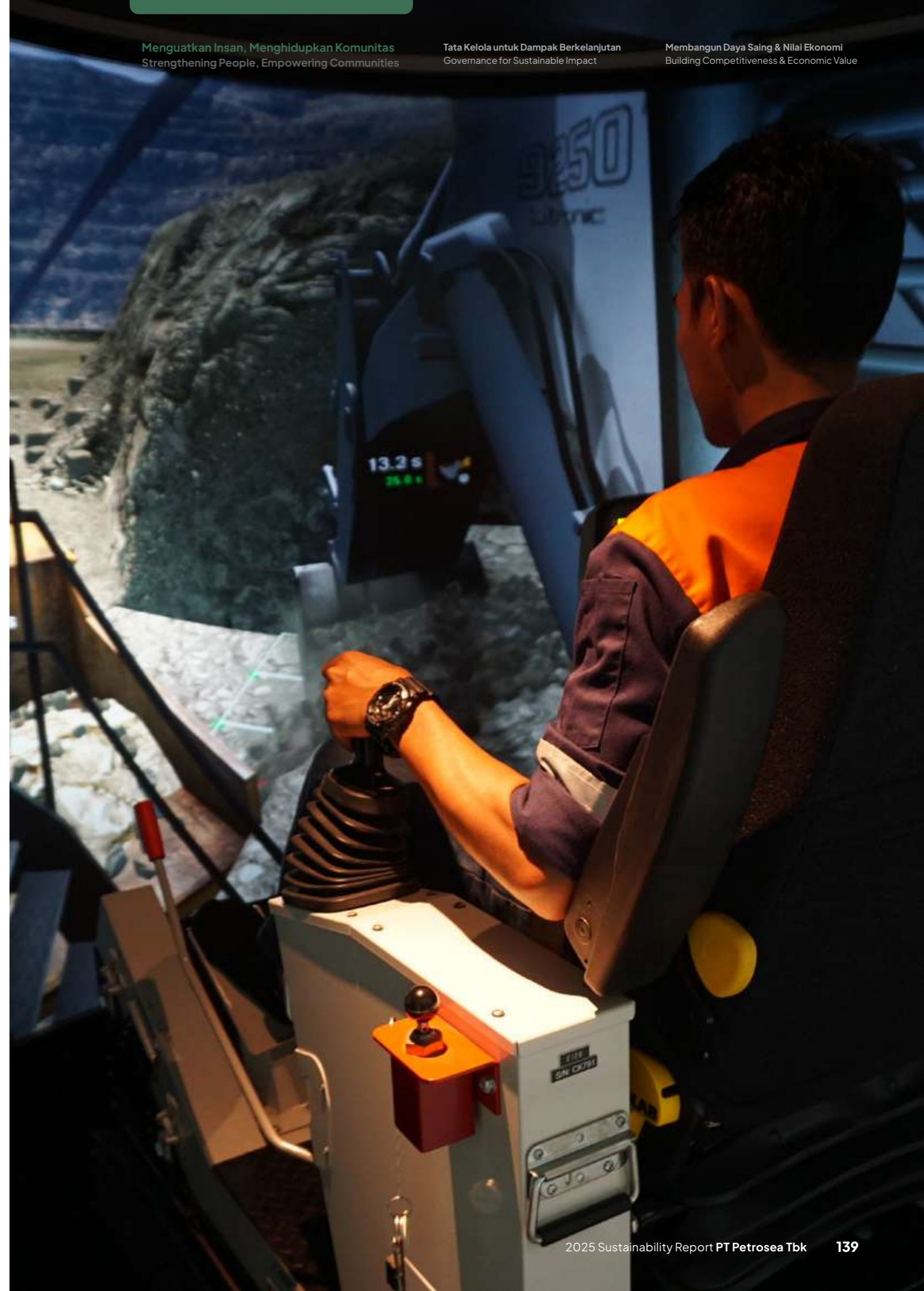
Petrosea views employee competency development as a key investment to strengthen competitiveness and business resilience amidst industry dynamics. Every individual is given access to improve their technical and soft skills through structured, measurable and sustainable training programs. This approach ensures that internal talent is equipped to face complex projects and market demands.

As a core element of its development strategy, the Company operates Petrosea Academy (PetA) as a certified learning center that delivers up-to-date curricula aligned with employee requirements and industry dynamics. Through PetA, the Company develops internal talent ready to face future challenges while strengthening the organization's competitive advantage.

The training program incorporates blended learning methods, combining self-paced and online learning to effectively enhance both technical capabilities and soft skills.

As part of its ongoing learning transformation, Petrosea strengthened its competency development ecosystem by implementing an integrated Learning Management System (LMS), namely I-CON and e-PetA. These two platforms serve as digital learning hubs, providing a variety of materials, modules and training programs tailored to the development needs of employees across the organization.

With this technology-based approach, Petrosea ensures that the learning process is more flexible, measurable and inclusive, providing every employee with equal opportunities to improve their skills and support the achievement of the Company's strategic goals.



### Lembaga Sertifikasi Profesi

Di bawah naungan PetA, Lembaga Sertifikasi Profesi (LSP) menjadi pilar utama dalam pengembangan kompetensi karyawan. Sejak 2022, LSP telah menghadirkan sembilan skema sertifikasi awal, yang kemudian diperluas dengan 12 skema tambahan berlisensi BNSP, sehingga kini terdapat total 21 skema sertifikasi. Skema ini dirancang untuk memastikan setiap karyawan memiliki standar kemampuan yang kredibel, relevan, dan selaras dengan kebutuhan industri.

Pada tahun 2025, realisasi pelaksanaan sertifikasi LSP mencapai 136% dari target, mencerminkan komitmen kuat Perusahaan dalam membangun talenta yang kompeten, siap menghadapi tantangan proyek berskala besar dan memperkuat daya saing organisasi.

### Professional Certification Institute

Under the auspices of PetA, the Professional Certification Institute (LSP) serves as a key pillar in employee competency development. Since 2022, the LSP has introduced nine initial certification schemes, which were later expanded with 12 additional BNSP-licensed schemes, bringing the total to 21 certification schemes. These schemes are designed to ensure that every employee possesses credible, relevant and industry-aligned competency standards.

By 2025, LSP certification implementation reached 136% compared to target, reflecting the Company's strong commitment to developing competent talent ready to face the challenges of large-scale projects and strengthen the organization's competitiveness.

Berikut merupakan 21 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*

The following are the 21 certification schemes:

1. Pipe Welder Scheme
2. Mobile Crane Operating Scheme
3. Dump Truck Operator Scheme
4. Flatbed Operation Scheme
5. Light Vehicle Operating Scheme
6. Confined Space Technician Scheme
7. OHS Implementation Scheme for Work at Heights
8. Mining Accident Inspection Scheme
9. Water Sampling Scheme
10. Instructor Scheme
11. OHS Expertise Scheme
12. Forklift Operation Scheme
13. Load Transfer Operation Scheme (*Rigging*)
14. Mobile Crane Operation Scheme up to 35 Tons
15. Mobile Crane Operation System up to 70 Tons
16. Mobile Crane Operation Scheme > 70 Ton
17. Preventive Maintenance Scheme for Heavy Equipment Mechanical
18. Preventive Maintenance Scheme for AC & Electrical Heavy Equipment
19. Heavy Equipment Mechanical Repair & Maintenance Scheme
20. Drive Train Overhaul Scheme
21. Heavy Equipment Transmission Overhaul Scheme



### Lembaga Pelatihan Kerja Swasta

Melalui PetA, Petrosea telah mengelola Lembaga Pelatihan Kerja Swasta (LPKs) yang resmi terdaftar di Dinas Tenaga Kerja Kota Balikpapan dengan fokus pada Pelatihan Berbasis Kompetensi (PBK) untuk mendukung kegiatan operasional Perusahaan. Skema PBK yang tersedia mencakup:

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

Selain itu, PetA menyelenggarakan program pengembangan internal yang komprehensif untuk karyawan yang dimiliki dan calon tenaga kerja baru, termasuk:

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

Pada 2025, *Green Training Program* berhasil menyiapkan 118 lulusan SMA sederajat dan 49 lulusan Sarjana untuk mengisi posisi operasional. Program ini tidak hanya membekali peserta dengan kompetensi teknis, tetapi juga menanamkan kemampuan adaptif dan profesionalisme yang tinggi. Dengan strategi pengembangan yang menyeluruh ini, Petrosea memastikan tenaga kerja yang siap, kompeten dan dapat diandalkan untuk mendukung pertumbuhan Perusahaan yang agresif dan kompleksitas proyek yang terus meningkat.

### Private Training Institutions

Through PetA, Petrosea has established a Private Job Training Institution (LPKs) which has been officially registered with the Balikpapan City Manpower Office, focusing on Competency-Based Training (CBT) to support the Company's operational activities. Available PBK programs include:

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

In addition, Petrosea carries out a comprehensive internal development program for existing employees and prospective new hires, including:

1. Tool Operation Permit Card (KIPP)
2. Company Equipment Operation Permit Card (KIMPER)
3. Mining Primary Operational Supervisor (POP) & Middle Operational Supervisor (POM)
4. Technical Safety, Health, Environment & Rescue
5. Production Increase; Heavy Equipment Operator Skills Development/Improvement (*upskilling & cross-skilling*)
6. Heavy Equipment Technician Development (*upskilling & cross-skilling*)

By 2025, the *Green Training Program* successfully prepared 118 high school graduates and 49 bachelor's degree graduates to fill operational positions. This program not only equips participants with technical competency but also instills high levels of adaptability and professionalism. With this comprehensive development strategy, Petrosea ensures a ready, competent, and reliable workforce to support the Company's aggressive growth and increasing project complexity.



### Program Supervisor Petrosea Terdepan (SPARTAN)

Petrosea menjalankan program Supervisor Petrosea Terdepan (SPARTAN) sebagai program strategis untuk memperkuat kapasitas para *supervisor* sebagai garda terdepan operasional Perusahaan. Program ini dirancang untuk membekali peserta dengan kemampuan kepemimpinan yang efektif, manajemen sumber daya manusia, prinsip *operational excellence*, praktik K3L, serta pengelolaan aset secara profesional.

Materi pelatihan SPARTAN bersifat aplikatif dan langsung dapat diterapkan di lapangan, memastikan para *supervisor* mampu menghadapi kompleksitas proyek dan dinamika operasional yang terus berkembang.

Sepanjang 2025, Petrosea menyelenggarakan berbagai sesi pelatihan SPARTAN yang dirancang sesuai dengan kebutuhan masing-masing fungsi, dengan total partisipasi sebanyak 166 peserta. Program ini memperkuat kompetensi kepemimpinan internal dan memastikan standar operasional yang tinggi di seluruh lini bisnis.

Petrosea implements the Petrosea Leading Supervisor (SPARTAN) program as a strategic program to strengthen the capacity of supervisors as the Company's operational frontliners. This program is designed to equip participants with effective leadership skills, human capital management, operational excellence principles, SHE practices, as well as professional asset management.

SPARTAN training materials are practical and immediately applicable in the field, ensuring supervisors are equipped to navigate project complexity and evolving operational dynamics.

Throughout 2025, Petrosea conducted a series of SPARTAN training sessions tailored to the needs of each function, with a total of 166 participants. This program strengthens internal leadership competencies and ensures high operational standards across all business lines.



### Learning & Development

Petrosea terus mengembangkan berbagai program pembelajaran dan pengembangan untuk membuka peluang bagi karyawan dalam memperluas pengetahuan serta meningkatkan kompetensi di setiap tahap kariernya. Pada tahun 2025, PetA menyelenggarakan sejumlah program pelatihan yang ditujukan bagi lulusan baru atau *fresh graduates* sebagai bagian dari strategi Perusahaan dalam menyiapkan generasi profesional masa depan. Program-program tersebut meliputi:

#### 1. Graduate Development Program (GDP)

Diikuti oleh 49 lulusan sarjana (S1) yang ditempatkan pada berbagai lini bisnis dan fungsi strategis, termasuk Jasa Pertambangan, EPC, Safety Health & Environment (SHE), Corporate Legal, serta Jasa Logistik & Pendukung.

#### 2. Fresh Operator Traineeship Program (FOTP)

Program pelatihan bagi lulusan SMA/SMK yang bertujuan membentuk operator andal untuk mendukung operasional Petrosea dan anak usaha. Program ini dilaksanakan dari bulan Juli 2025 dengan jumlah peserta 52 orang.

### Learning & Development

Petrosea continues to develop various learning and development programs to provide employees with opportunities to expand their knowledge and improve their competencies at every stage of their careers. In 2025, PetA held several training programs aimed at new graduates or fresh graduates as part of the Company's strategy to prepare the next generation of professionals. These programs include:

#### 1. Graduate Development Program (GDP)

Participated by 49 bachelor degree graduates who were placed across business lines and strategic functions, including Mining Services, EPC, Safety, Health & Environment (SHE), Corporate Legal, as well as Logistics & Support Services.

#### 2. Fresh Operator Traineeship Program (FOTP)

A training program for senior high school/vocational school (SMA/SMK) graduates aimed at developing reliable operators to support Petrosea and its subsidiaries operations. The program was conducted from July 2025 with a total of 52 participants.

#### 3. Technician Development Program (TDP)

Dirancang bagi lulusan SMA/SMK untuk mengembangkan kemampuan teknis di bidang mekanikal dan menjadi tenaga teknis siap kerja di Petrosea dan anak usaha. Program ini dilaksanakan dari bulan Oktober 2025 dengan peserta 65 orang.

#### 4. Program Kerja Sama dengan Politeknik Negeri Balikpapan (POLTEKBA)

Kolaborasi pendidikan vokasi di bidang D3 Teknik Mesin Alat Berat, dengan total 22 peserta dari angkatan 2023 dan 2024. Sebanyak delapan peserta menyelesaikan studi pada bulan Oktober 2025 dan mengikuti proses rekrutmen.

#### 3. Technician Development Program (TDP)

Designed for senior high school/vocational school (SMA/SMK) graduates to develop technical capabilities in the mechanical field and become work-ready technicians at Petrosea and its subsidiaries. This program was conducted from October 2025 with a total of 65 participants.

#### 4. Collaborative Program with Balikpapan State Polytechnic (POLTEKBA)

Collaborative vocational education in the Diploma 3 (D3) program in Heavy Equipment Mechanical Engineering, with a total of 22 participants from the 2023 and 2024 intakes. Eight participants completed their studies in October 2025 and participated in the recruitment process.

Melalui berbagai inisiatif ini, Petrosea menegaskan komitmennya dalam membangun rantai talenta berkelanjutan, sekaligus memberdayakan para profesional muda untuk berkontribusi terhadap pertumbuhan jangka panjang dan keunggulan operasional Perusahaan.

Through these initiatives, Petrosea affirms its commitment to building a sustainable talent pipeline, while empowering young professionals to contribute to the Company's long-term growth and operational excellence.



**Pengembangan Kepemimpinan dan Organisasi**

Petrosea terus memperkuat kapasitas organisasi melalui *Corporate Development Program* yang berfokus pada peningkatan kemampuan kepemimpinan, ketajaman berpikir bisnis, serta efektivitas pengelolaan proyek di seluruh lini manajerial.

Inisiatif ini dikembangkan untuk membentuk pemimpin yang adaptif, visioner dan mampu mengambil keputusan strategis di tengah tantangan industri yang terus berubah. Setiap program dirancang dengan kurikulum yang selaras dengan tingkat tanggung jawab peserta, mulai dari manajer menengah hingga pimpinan unit bisnis, dengan tujuan mengasah *leadership agility* dan memperkuat budaya kinerja berorientasi hasil.

**Leadership and Organizational Development**

Petrosea continues to strengthen its organizational capacity through a *Corporate Development Program* that focuses on improving leadership skills, business acumen, as well as project management effectiveness across all levels of management.

This initiative was developed to develop adaptive, visionary leaders capable of making strategic decisions amidst ever-changing industry challenges. Each program is designed with a curriculum aligned with the participant's level of responsibility, from middle managers to business unit leaders, with the goal of building leadership agility and strengthening a results-oriented performance culture.



Sepanjang tahun 2025, fokus pelatihan diarahkan pada pengembangan kompetensi di level manajerial dan eksekutif, melalui beberapa program unggulan berikut:

Throughout 2025, the training focus was directed toward developing competencies at the managerial and executive levels through the following flagship programs:

Program Pelatihan Manajerial Managerial Training Program	Jumlah Peserta Number of Participants	Target Peserta Target Participants
<i>Transformational Leadership Through Adversity</i>	40	<i>Division Head</i>
<i>Entrepreneur Mindset &amp; Project Management</i>	40	<i>Division Head</i>
<i>People Management: From Competence to Corporate Impact</i>	44	<i>Department Head</i>

Melalui pengembangan berkelanjutan ini, Petrosea membangun fondasi kepemimpinan yang tangguh dan berorientasi masa depan, mendorong lahirnya pemimpin yang tidak hanya kompeten secara profesional, tetapi juga mampu menciptakan nilai tambah strategis bagi pertumbuhan Perusahaan di tingkat nasional maupun global.

Through this continuous development, Petrosea hopes to build a strong and future-oriented leadership foundation, encouraging the emergence of leaders who are not only professionally competent, but also capable of creating strategic added value for the Company's growth at the national and global levels.



### Program Pelatihan Karyawan

#### Employee Training Programs

[404-1, 404-2]

Uraian Description	Satuan Unit	2025	2024	2023
Jumlah Program Pelatihan Total Training Program	Pelatihan Training	<b>897</b>	897	898
Jumlah Jam Pelatihan Total Training Hours	Jam Hour	<b>369.463</b>	285.370	401.101
Jumlah Karyawan Total Employees	Orang People	<b>10.588</b>	6.800	5.388
<b>Rata-rata Jam Pelatihan Berdasarkan Jenis Kelamin   Average Training Hours by Gender</b>				
Laki-laki Male	Jam/Total Karyawan Hours/Total Employees	<b>32,18</b>	35,88	79,98
Perempuan Female		<b>2,81</b>	2,29	1,29
<b>Rata-rata Jam Jam Pelatihan Berdasarkan Jabatan   Average Training Hours by Position</b>				
Executive	Jam/Total Karyawan Hours/Total Employees	<b>9,45</b>	0	0
Manager		<b>9,47</b>	0,8	1,86
Supervisor		<b>9,47</b>	1,6	3,12
Staff		<b>9,47</b>	11,45	22,33
Non-Staff		<b>36,65</b>	26,7	52,1
<b>Total Rata-rata Jam Pelatihan Total Average Training Hours</b>		<b>30,75</b>	<b>38,18</b>	<b>74,44</b>
Jumlah Biaya Pelatihan Total Training Cost	US\$	<b>605.225</b>	398.153	121.785,37



#### Jumlah Karyawan yang Mengikuti Pelatihan terkait ESG Tahun 2025 Number of Employees Attending ESG-related Training in 2025

[404-2]

Pelatihan Aspek Lingkungan  
Environmental Aspect Training

**313**  
Orang/People

Pelatihan Aspek Sosial  
Social Aspect Training

**1.484**  
Orang/People

Pelatihan Aspek Tata Kelola  
Governance Aspect Training

**3.901**  
Orang/People

#### Pelatihan Teknis Technical Training

Uraian Description	% YoY 2024-2025	Jumlah Jam Pelatihan Total Training Hours		
		2025	2024	2023
Operations (Mining Services & EPC)	120	<b>126.787</b>	105.552	156.778
SHE	130	<b>143.961</b>	110.646	52.076
Asset Management	130	<b>98.715</b>	75.832	184.952
<b>Jumlah Total</b>	127	<b>369.463</b>	292.030	393.806

## Tinjauan Kinerja

[404-3]

Petrosea memandang tinjauan kinerja sebagai instrumen strategis untuk mendorong pengembangan karier dan peningkatan kapabilitas karyawan secara menyeluruh. Melalui evaluasi rutin, setiap karyawan menerima umpan balik objektif mengenai pencapaian, kompetensi inti, serta area yang perlu diperkuat untuk menunjang potensi profesional dan aspirasi kariernya.

Proses evaluasi dilakukan dua kali setahun, yaitu Evaluasi Kinerja Tengah Tahun dan Evaluasi Kinerja Akhir Tahun yang difasilitasi oleh departemen Human Capital. Hasil tinjauan ini menjadi dasar untuk perencanaan pengembangan karier, termasuk promosi, penyesuaian jabatan, kompensasi dan insentif, sekaligus rekomendasi pelatihan, sertifikasi, atau penugasan strategis yang sesuai dengan kebutuhan individu dan organisasi.

Pada tahun 2025, Petrosea berhasil melaksanakan tinjauan kinerja kepada 100% karyawan yang menegaskan komitmen Perusahaan dalam memastikan peluang pengembangan karier yang adil, transparan dan berbasis meritokrasi, sekaligus memperkuat kualitas sumber daya manusia yang dimiliki.

## Performance Review

[404-3]

Petrosea views performance reviews as a strategic tool to encourage career development and enhance the overall capabilities of employees. Through regular evaluations, each employee receives objective feedback on their achievements, core competencies, as well as areas for strengthening to support their professional potential and career aspirations.

The evaluation process is conducted twice a year, namely the Mid-Year Performance Evaluation and the Year-End Performance Evaluation, facilitated by the Human Capital department. The results of these reviews serve as the basis for career development planning, including promotions, job adjustments, compensation and incentives, as well as recommendations for training, certification, or strategic assignments that align with individual and organizational needs.

By 2025, Petrosea successfully implemented performance reviews for 100% of its employees, affirming the Company's commitment to ensuring fair, transparent and merit-based career development opportunities, while simultaneously strengthening the quality of its existing human capital.

## Remunerasi & Kesejahteraan Karyawan

[401-2, 405-2][F.18][F.20]

Petrosea menempatkan remunerasi dan tunjangan sebagai bagian integral dari strategi pengelolaan *human capital* untuk memastikan motivasi, produktivitas dan retensi talenta berkualitas. Sistem kompensasi dirancang secara terstruktur dan berbasis *merit system* dengan mempertimbangkan faktor-faktor seperti tingkat jabatan, tanggung jawab, pengalaman, lokasi penempatan dan performa individu. Penyesuaian gaji pokok mengikuti *salary matrix* yang diperbarui secara berkala berdasarkan *benchmark* pasar dan survei terbaru, sehingga remunerasi yang diberikan tetap kompetitif dan relevan dengan kondisi industri.

Bagi karyawan baru, penetapan gaji disesuaikan dengan Upah Minimum Provinsi (UMP) atau Upah Minimum Kabupaten/Kota yang berlaku di masing-masing lokasi operasional, dengan tetap memperhatikan daya beli dan kondisi pasar lokal.

Petrosea juga menegaskan prinsip kesetaraan dan nondiskriminasi dalam kompensasi, memastikan rasio gaji pokok antara karyawan laki-laki dan perempuan setara (1:1), serta akses yang setara terhadap semua fasilitas dan tunjangan, termasuk program kesejahteraan, perlindungan kesehatan, cuti dan insentif kinerja. Pendekatan ini menegaskan fokus Perusahaan pada pembangunan tenaga kerja yang adil, produktif dan berdaya saing tinggi.

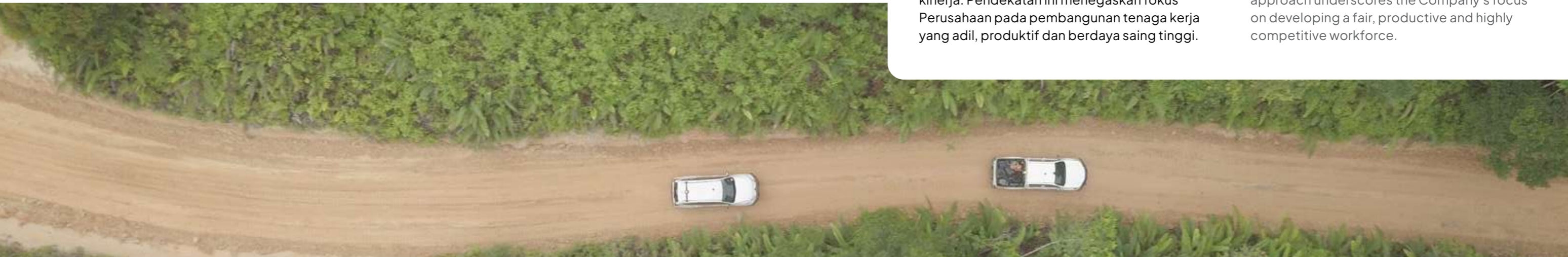
## Employee Remuneration & Welfare

[401-2, 405-2][F.18][F.20]

Petrosea places remuneration and benefits as an integral part of its human capital management strategy to ensure motivation, productivity and retention of quality talent. The compensation system is structured and merit-based, considering factors such as position level, responsibility, experience, placement location and individual performance. Basic salary adjustments follow a salary matrix that is regularly updated based on market benchmarks and the latest surveys, ensuring that remuneration remains competitive and relevant to industry conditions.

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 conditions.

Petrosea also emphasizes the principle of equality and non-discrimination in compensation, ensuring a 1:1 basic salary ratio between male and female employees, as well as equal access to all facilities and benefits, including welfare programs, health insurance, leave and performance incentives. This approach underscores the Company's focus on developing a fair, productive and highly competitive workforce.



**Eligibilitas Kompensasi dan Tunjangan**  
Compensation and Benefits Eligibility

Kompensasi dan Tunjangan Compensation and Benefits	Karyawan Tetap Permanent Employees	Karyawan Kontrak Contract Employees
Gaji Pokok Basic Salary	✓	✓
Tunjangan Harian (khusus staff) Site allowance (staff only)	✓	✓
Tunjangan Lembur (khusus non staff) Overtime Allowance (non staff only)	✓	✓
Tunjangan Posisi/Komunikasi (khusus staff) Position/Communication Allowance (staff only)	✓	✓
Fasilitas Kesehatan Health Facilities	✓	✓
Fasilitas Cuti Leave Facilities	✓	✓
Bonus	✓	-
Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	✓	✓
Manfaat Pensiun Retirement Benefits	✓	✓
Undian Perjalanan Keagamaan Religious Travel Lottery	✓	-
Bantuan Pendidikan Anak Karyawan Employee Children's Education Assistance	✓	-
Kontrak Kompensasi Compensation Contract	-	✓
BPJS Ketenagakerjaan & Kesehatan BPJS Employment & Health	✓	✓

**Loyalitas & Dedikasi Karyawan**

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, 25, hingga 30 tahun. Program ini menegaskan budaya penghargaan Perusahaan terhadap dedikasi, sekaligus memperkuat motivasi dan loyalitas tenaga kerja dalam mendukung keberhasilan operasional dan pertumbuhan jangka panjang.

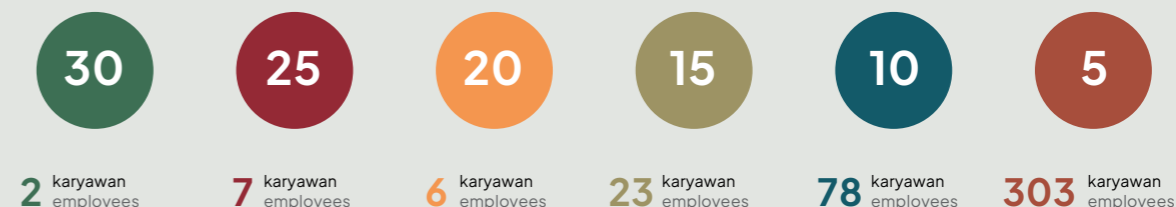
**Employee Loyalty & Dedication**

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, 25 and 30 years of service. This program emphasizes the Company's culture of recognizing dedication and strengthening employee motivation and loyalty while supporting operational success and long-term growth.



**Penerima Long Service Award Tahun 2025**  
Long Award Service Recipients in 2025

Tahun Masa Kerja  
Years of Service



## Program Masa Pensiun

[201-3]

Sebagai bagian dari komitmen terhadap kesejahteraan karyawan, Petrosea menyediakan program pensiun yang dirancang untuk menjamin keamanan finansial di masa mendatang. Seluruh karyawan didaftarkan 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.

Dalam pelaksanaannya, Petrosea berkontribusi 2% dari gaji bulanan untuk Jaminan Pensiun, sementara karyawan menambahkan 1%. Untuk Jaminan Hari Tua, Perusahaan menanggung iuran 3,7% dan karyawan 2%. Struktur ini memastikan bahwa setiap individu memperoleh perlindungan jangka panjang yang stabil dan berkesinambungan, mendukung perencanaan pensiun yang aman dan sejahtera, sekaligus mencerminkan tanggung jawab sosial Perusahaan terhadap sumber daya manusia.

## Retirement Program

[201-3]

As part of its commitment to employee well-being, Petrosea offers a pension program designed to ensure future financial security. All employees are registered in the Pension Protection (JP) and Pension Plan (JHT) programs managed by BPJS Ketenagakerjaan as part of its efforts in supporting future employee welfare.

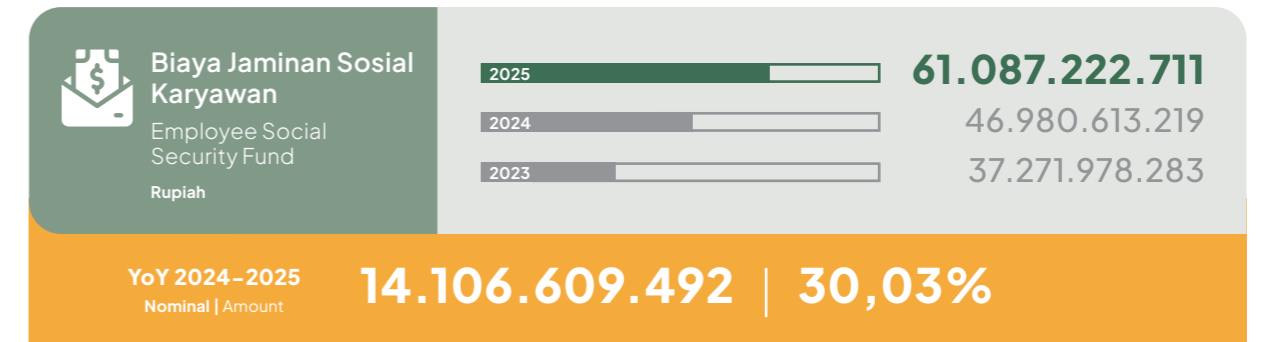
In its implementation, Petrosea contributes 2% of employees' monthly salaries to the Pension Security, while employees contribute an additional 1%. For the Old-Age Security, the Company covers 3.7%, while employees contribute 2%. This structure ensures that each individual receives stable and sustainable long-term protection, supports secure and prosperous retirement planning, as well as reflects the Company's social responsibility towards its human capital.

## Total Dana Pensiun yang Dikelola

Sepanjang tahun 2025, Petrosea menyalurkan total dana sebesar Rp61.087.222.711 untuk program Jaminan Pensiun (JP), Jaminan Hari Tua (JHT), Jaminan Kecelakaan Kerja (JKK) dan Jaminan Kematian (JKM). Angka ini mencerminkan komitmen berkelanjutan Perusahaan dalam menjamin kesejahteraan karyawan, tidak hanya selama masa kerja, tetapi juga sebagai dukungan finansial yang berkelanjutan setelah memasuki masa pensiun.

## Total Pension Funds Managed

Throughout 2025, Petrosea disbursed a total of Rp61,087,222,711 for the Pension Security (JP), Old-Age Security (JHT), Employment Injury Security (JKK) and Death Security (JKM) programs. This figure reflects the Company's ongoing commitment to ensuring employee well-being, not only during employment, but also as ongoing financial support after retirement.



### Keterangan/Notes:

Terdapat pernyataan kembali dari data 2024 dan 2023 dikarenakan perbedaan cakupan perhitungan  
There is a restatement of the 2024 and 2023 data due to differences in the scope of the calculations

## Program Persiapan Masa Pensiun

[404-2]

Petrosea mengimplementasikan Program Persiapan Masa Pensiun (MPP) sebagai bagian dari komitmen Perusahaan dalam memastikan kesejahteraan karyawan hingga pasca-masa kerja. Program ini dirancang untuk memberikan pembekalan menyeluruh, mencakup perencanaan keuangan, kesiapan psikologis, serta pengembangan keterampilan wirausaha, sehingga karyawan dapat membangun aktivitas produktif setelah pensiun dan tetap menjaga kesejahteraan keluarga.

Pada tahun 2025, MPP mengusung tema "Retirement is not the end of the road, it is the beginning of the open highway", yang mencerminkan filosofi Petrosea bahwa pensiun merupakan fase baru yang penuh peluang.

## Retirement Preparation Program

[404-2]

Petrosea implements the Retirement Preparation Program (MPP) as part of the Company's commitment to ensuring employee well-being beyond their retirement years. This program is designed to provide comprehensive preparation, including financial planning, psychological readiness and the development of entrepreneurial skills, enabling employees to build productive activities after retirement while maintaining their families' well-being.

In 2025, the MPP adopted the theme "Retirement is not the end of the road, it is the beginning of the open highway," reflecting Petrosea's philosophy that retirement represents a new phase filled with opportunities.



Program dilaksanakan dalam format *offline* pada 26–28 Agustus 2025 dan *online* pada 1–2 September 2025 dengan partisipasi 67 karyawan, menunjukkan antusiasme dan keterlibatan aktif karyawan dalam mempersiapkan transisi karier secara matang.

Pelaksanaan MPP didasarkan pada prinsip 3R, yang menjadi fondasi pengembangan individu dalam menghadapi masa pensiun:

The program was conducted in an offline format on 26–28 August 2025 and online on 1–2 September 2025, with 67 employees participating, which demonstrated strong enthusiasm and active engagement in preparing for a well-planned career transition.

The MPP implementation is based on the 3R principle, which serves as the foundation for individual development in facing retirement:

## MEMPERKUAT DIVERSITY, EQUITY & INCLUSION STRENGTHENING DIVERSITY, EQUITY & INCLUSION

Petrosea berkomitmen untuk membangun lingkungan kerja yang inklusif, adaptif dan menghargai keberagaman sebagai salah satu pilar strategis organisasi. Dalam rangka menghadapi ekspansi operasi yang terus berkembang, Perusahaan memperkuat praktik *Diversity, Equity & Inclusion* (DEI) untuk memastikan nilai, norma dan budaya kerja yang beragam dapat diintegrasikan secara harmonis di seluruh lokasi operasional.

Petrosea berkomitmen untuk menghargai perbedaan gender, suku, ras, agama dan latar belakang lainnya, sekaligus menyatakan penolakan tegas terhadap segala bentuk diskriminasi sebagaimana diatur dalam Kode Etik Perusahaan. Komitmen Petrosea terkait inklusivitas tersebut disampaikan melalui Kebijakan Keberlanjutan yang senantiasa disosialisasikan ke seluruh level organisasi, mengingat keragaman merupakan faktor penting pendorong inovasi, kreativitas dan keberlanjutan.

### Kesempatan Bekerja yang Setara

[406-1]

Petrosea memastikan akses kerja yang setara bagi seluruh individu, tanpa memandang gender, usia, suku, ras, agama, kondisi disabilitas, atau latar belakang lainnya. Prinsip kesetaraan menjadi dasar dalam seluruh proses ketenagakerjaan, mulai dari rekrutmen, pengembangan kompetensi, hingga promosi jenjang karier melalui mekanisme seleksi yang objektif dan transparan.

Sebagai upaya mendorong kesetaraan gender, Perusahaan terus meningkatkan keterwakilan perempuan pada posisi manajemen senior. Kehadiran pemimpin perempuan memperkaya perspektif pengambilan keputusan dan memperkuat budaya kerja yang inklusif.

Petrosea is committed to building an inclusive, adaptive work environment that values diversity as one of the organization's strategic pillars. In response to its ongoing operational expansion, the Company strengthened its Diversity, Equity & Inclusion (DEI) practices to ensure that diverse values, norms and workplace cultures are harmoniously integrated across all operational locations.

Petrosea is committed to respecting differences in gender, ethnicity, race, religion and other backgrounds, while firmly rejecting all forms of discrimination as stipulated in the Company's Code of Conduct. Petrosea's commitment to inclusivity is articulated through its Sustainability Policy, which is consistently communicated across all levels of the organization, recognizing that diversity is a key driver of innovation, creativity and sustainability.

### Equal Employment Opportunity

[406-1]

Petrosea ensures equal access to employment for all individuals, regardless of gender, age, ethnicity, race, religion, disability, or other backgrounds. The principle of equality underpins the entire employment process, from recruitment, competency development, to career advancement through an objective and transparent selection mechanism.

As part of its efforts to promote gender equality, the Company continues to increase the representation of women in senior management positions. The presence of female leaders enriches decision-making perspectives and strengthens an inclusive workplace culture.



### Reframing

Mengidentifikasi situasi dan melihat sesuatu dari perspektif baru untuk menemukan peluang dan solusi yang inovatif.

Identify situations and look at things from new perspectives to find innovative opportunities and solutions.

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### Rediscovery

Mengoptimalkan potensi yang dimiliki guna menciptakan kehidupan pasca-pensiun yang produktif dan memuaskan.

Optimize individual potential to create a productive and fulfilling post-retirement life.

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### Rewire

Meninjau kembali strategi yang relevan dari pengalaman masa lalu untuk membangun kehidupan yang layak dan sukses di masa kini dan masa mendatang.

Revisit relevant strategies from past experiences to build a worthy and successful life, both now and in the future.

Dengan pendekatan ini, Petrosea tidak hanya menyiapkan karyawan untuk pensiun secara finansial, tetapi juga memperkuat kesiapan mental, profesional dan sosial mereka, sehingga nilai tambah yang mereka ciptakan tetap berlanjut bahkan setelah masa kerja berakhir.

With this approach, Petrosea not only prepares employees for retirement financially, but also strengthens their mental, professional and social readiness, ensuring that the value they create continues even after the end of their active service.

Pada tahun 2025, perwakilan perempuan meningkat 39,22% dibandingkan dengan tahun sebelumnya. Selain itu, implementasi praktik keberagaman juga diwujudkan melalui keanggotaan Petrosea pada Indonesia Business Coalition for Women Empowerment (IBCWE).

Sepanjang periode pelaporan, tidak terdapat laporan insiden diskriminasi di lingkungan Perusahaan, menegaskan komitmen Petrosea dalam menciptakan tempat kerja yang adil, aman dan bebas dari prasangka.

In 2025, female representation increased by 39.22% compared to the previous year. Furthermore, the implementation of diversity practices is also demonstrated through Petrosea's membership in the Indonesia Business Coalition for Women Empowerment (IBCWE).

Throughout the reporting period, there were no reported incidents of discrimination within the Company, affirming Petrosea's commitment to creating a fair, safe and prejudice-free workplace.



Informasi lebih lanjut mengenai Kode Etik dapat diakses melalui:  
Further information regarding the Code of Conduct can be accessed via:  
[www.petrosea.com](http://www.petrosea.com)

### Hak Cuti & Istirahat Melahirkan

[401-3]

Petrosea menjamin hak cuti yang adil dan sesuai peraturan untuk mendukung kesejahteraan karyawan. Setiap karyawan berhak atas 12 hari cuti tahunan per tahun, serta tambahan 22 hari bagi karyawan yang telah bekerja selama lima tahun secara berturut-turut. Selain cuti tahunan, Perusahaan memberikan hak cuti lain, seperti cuti keagamaan, cuti sakit, cuti haid dan cuti melahirkan.

Perusahaan memberikan hak istirahat melahirkan selama 1,5 bulan (45 hari kalender) sebelum dan 1,5 bulan (45 hari kalender) sesudah melahirkan. Dalam kondisi khusus karena alasan kesehatan, Perusahaan memberikan hak istirahat sampai dengan maksimal 3 (tiga) bulan berikutnya berdasarkan keterangan dari dokter Perusahaan. Bagi karyawan yang istrinya melahirkan, berhak memperoleh cuti melahirkan selama 2 (dua) hari dan dapat

### Leave Entitlements & Maternity Rest

[401-3]

Petrosea guarantees fair and compliant leave entitlements to support employee well-being. Each employee is entitled to 12 days of annual leave per year, plus an additional 22 days for employees who have worked for five consecutive years. In addition to annual leave, the Company provides other leave entitlements, such as religious leave, sick leave, menstrual leave and maternity leave.

The Company provides maternity rest of 1.5 months (45 calendar days) before and 1.5 months (45 calendar days) after giving birth. Under special circumstances due to health reasons, the Company provides additional leave up to a maximum of 3 (three) months, based on a medical statement from the Company doctor. For employees whose wife is giving birth, he is entitled to 2 (two) days of paternity leave and may be granted an additional leave of up

diberikan tambahan paling lama 3 (tiga) hari berikutnya sesuai dengan kesepakatan dan ketentuan peraturan perundangan. Dalam kasus keguguran, karyawati memperoleh istirahat selama 1,5 bulan (45 hari kalender) dengan upah penuh, sementara karyawan laki-laki diberikan izin meninggalkan pekerjaan selama 2 hari dan dapat diberikan paling lama 3 hari berikutnya sesuai dengan kesepakatan Perusahaan. Seluruh karyawan dijamin dapat kembali ke posisi semula setelah cuti, tanpa pengurangan hak maupun perubahan jabatan.

to 3 (three) days based on mutual agreement and in accordance with the applicable laws and regulations. In the event of a miscarriage, female employees are entitled to 1.5 months (45 calendar days) of leave with full pay, while male employees are granted leave from work for 2 (two) days and may be granted up to an additional 3 (three) days subject to the Company's approval. All employees are guaranteed the right to return to their original positions after the leave period, without any reduction of rights or changes to their job positions.

### Istirahat Melahirkan

#### Maternity Rest

[401-3]

Uraian Description	2025		2024		2023	
	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	7.628	168	5.022	133	4.080	115
Karyawan yang mengambil cuti melahirkan Employees who took maternity leave	425	16	358	20	283	19
Karyawan yang kembali dari cuti melahirkan Employees returning from maternity leave	424	16	358	20	283	19
Persentase karyawan yang kembali bekerja Percentage of employees returning to work	99,76%	100%	100%		100%	
Persentase pekerja yang dipertahankan Percentage of employees retained	77,95%		69,05%*		80,79%	

#### Keterangan/Notes:

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

# MENGUTAMAKAN KESELAMATAN & KESEHATAN KERJA

## PRIORITIZING OCCUPATIONAL HEALTH & SAFETY

[F.21]



Petrosea menempatkan Keselamatan & Kesehatan Kerja (K3) sebagai prioritas utama dalam setiap aktivitas operasional. Komitmen ini diwujudkan melalui penerapan standar K3 yang ketat, sistem pengawasan yang terstruktur, serta budaya keselamatan yang wajib untuk ditaati oleh seluruh pihak-pihak yang terlibat. Bagi Petrosea, keberhasilan operasional bukan hanya dilihat dari pencapaian target yang telah ditetapkan, tetapi juga memastikan bahwa setiap karyawan dapat bekerja dengan aman, sehat dan terlindungi.

Petrosea prioritizes Occupational Health & Safety (OHS) in all operational activities. This commitment is demonstrated through the implementation of strict OHS standards, a structured monitoring system, and a safety culture that must be adhered to by all parties involved. For Petrosea, operational success is measured not only by the achievement of established targets, but also by ensuring that every employee can work in a safe, healthy and secure environment.

Dalam pelaksanaannya, Petrosea berpedoman pada lima prinsip K3 yang tercermin pada pasal-pasal Peraturan Perusahaan PTP-HR-POL-G-3002 sebagai berikut:

In its implementation, Petrosea adheres to the five OHS principles as reflected in the articles of Company Regulation PTP-HR-POL-G-3002, as follows:

-  **Prinsip Organisasi**  
Organizational Principle
-  **Prinsip Lingkungan Kerja**  
Work Environment Principle
-  **Prinsip Pekerja**  
Employee Principle
-  **Prinsip Prosedur & Sistem Kerja**  
Procedure & Work System Principle
-  **Prinsip Peralatan & Perlengkapan Kerja**  
Work Equipment & Supplies Principle



### Manajemen K3

[403-1, 403-8]

Dalam penerapan K3, Petrosea berpedoman pada standar internasional dan telah tersertifikasi ISO 45001:2018. Selain itu, Perusahaan juga telah memperoleh sertifikasi Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) dengan kategori Bendera Emas, sesuai ketentuan Peraturan Pemerintah No. 50 Tahun 2012. Sertifikasi ini mencakup seluruh karyawan serta pihak terkait yang bekerja di lingkungan operasional Petrosea, menegaskan bahwa seluruh proses dan aktivitas Perusahaan telah memenuhi standar K3 yang tertinggi.

### OHS Management

[403-1, 403-8]

In implementing OHS, Petrosea adheres to the international standard and has obtained ISO 45001:2018. In addition, the Company has also obtained the Occupational Health & Safety Management System (SMK3) certification with the Gold Flag category, in accordance with the provisions of Government Regulation No. 50 of 2012. This certification covers all employees and related parties working in Petrosea's operational environment, affirming that all Company processes and activities meet the highest OHS standards.

### Manajemen Risiko K3

Petrosea menerapkan pengelolaan risiko K3 secara menyeluruh melalui berbagai kebijakan internal yang dirancang untuk memastikan setiap aktivitas operasional berjalan aman, tertib dan sesuai standar yang berlaku. Seluruh kebijakan tersebut disusun dengan melibatkan unit kerja terkait serta Direksi, sehingga mencerminkan komitmen Perusahaan dari tingkat strategis hingga operasional.

#### 1. PTP-SHE-POL-G-0001

Kebijakan Keselamatan, Kesehatan Kerja & Lingkungan sebagai pedoman untuk menjalankan praktik K3 secara berkelanjutan.

#### 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 bahwa proses pengelolaan risiko berjalan secara efektif dan berkesinambungan, sekaligus menjaga serta melindungi nilai-nilai utama yang menjadi dasar keberlanjutan Perusahaan.

#### 5. PTP-SHE-POL-G-0005

Kebijakan Pencegahan & Penanggulangan Tuberkulosis merupakan bentuk komitmen dalam mendukung dan berpartisipasi dalam program-program promosi pencegahan dan penanggulangan TB (Tuberkulosis) di tempat kerja.

### OHS Risk Management

Petrosea implements comprehensive OHS risk management through various internal policies designed to ensure that all operational activities are carried out safely, orderly and in accordance with prevailing standards. All these policies were developed with the involvement of relevant work units and the Board of Directors, thus reflecting the Company's commitment from the strategic to operational levels.

#### 1. PTP-SHE-POL-G-0001

Safety, Healthy & Environment Policy as a guideline for sustainable implementation of OHS practices.

#### 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 the commitment towards good corporate governance and consistently ensures that risk management processes are carried out effectively and continuously, while safeguarding and protecting the core values that underpin the Company's sustainability.

#### 5. PTP-SHE-POL-G-0005

Tuberculosis Prevention & Control Policy is a form of commitment to supporting and participating in TB (Tuberculosis) prevention and control promotion programs in the workplace.



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

1. Melakukan audit SHE secara internal maupun eksternal.
2. Melakukan investigasi menyeluruh terhadap insiden yang terjadi untuk mendorong perbaikan dan mencegah kejadian serupa di masa mendatang.
3. Menerapkan *SHE Alert* dan *SHE Focus* serta rekomendasi perbaikan di seluruh proyek, termasuk upaya pencegahan terhadap aktivitas dan risiko yang sama.
4. Melakukan evaluasi kepatuhan terhadap seluruh peraturan yang berlaku dengan persetujuan dari seluruh unit kerja hingga jajaran Direksi.
5. Tindak lanjut atas temuan audit serta indikator kinerja SHE dimonitor secara berkala untuk memastikan bahwa tindakan perbaikan telah diterapkan secara konsisten dan efektif.
6. Menganalisis data dari *SHE Leading Indicator Program* melalui *SHE Dashboard* untuk melakukan *continuous improvement* dari program SHE yang berjalan.
7. Melakukan *joint meeting* terkait evaluasi K3 dengan melibatkan setiap proyek Perusahaan.

Periodically, the Company carries out evaluation and continuous improvement of its OHS management system through the following: [403-2]

1. Conduct SHE audits, both internally and externally.
2. Conduct thorough investigations of incidents to drive improvements and prevent similar occurrences in the future.
3. Implement SHE Alerts and SHE Focus, along with recommendations for improvements across all projects, including preventative measures for similar activities and risks.
4. Evaluate compliance with all applicable regulations with the approval of all work units and the Board of Directors.
5. Regularly monitor follow-up on audit findings and SHE performance indicators to ensure that corrective actions are implemented consistently and effectively.
6. Analyze data from the SHE Leading Indicator Program through the SHE Dashboard to continuously improve each ongoing SHE program.
7. Conduct joint meetings regarding OHS evaluations involving each Company project.

Untuk mengidentifikasi bahaya dan menilai risiko, Petrosea memiliki prosedur yang dapat menjadi acuan karyawan dalam bertindak, yaitu: [403-2]

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

To identify hazards and assess risks, Petrosea has established procedures that serve as a reference for employee actions, namely: [403-2]

1. **PTP-SHE-PR-G-0007 Hazard Reporting/ HAZOB**  
Reporting hazards related to unsafe conditions through the HAZOB reporting mechanism.
2. **PTP-SHE-PR-G-0050 Behavior-Based Safety/BBS**  
Reporting unsafe behavior or actions through the BBS reporting mechanism.
3. **PTP-SHE-GD-G-0053 Safety is My Right Guideline - Chapter 3.2**  
Reprimanding or being reprimanded in accordance with the slogan "Warn Me if it's Unsafe".
4. **PTP-SHE-GD-G-0053 Safety is My Right - Chapter 3.5**  
Submitting corrective actions that must be addressed through the Company's supervisors and leaders.



Pada tahun 2025, Petrosea meraih beberapa penghargaan terkait K3 dari Pemerintah Indonesia:

In 2025, Petrosea obtained several OHS-related awards from the Indonesian Government:

- **Pencapaian Nihil Kecelakaan Kerja**  
Zero Accident Achievement
- **Pelaksanaan Panitia Pembina Keselamatan & Kesehatan Kerja**  
Implementation of the Occupational Health & Safety Advisory Committee
- **Program Pencegahan & Penanggulangan HIV/AIDS**  
HIV/AIDS Prevention & Countermeasure Program
- **Program Penanggulangan Tuberkulosis**  
Tuberculosis Prevention Program

Perusahaan juga memiliki ketentuan dan prosedur guna mengatasi situasi yang berisiko terjadi kecelakaan atau berpotensi untuk menyebabkan penyakit akibat kerja. Tindakan tersebut dapat berupa menghentikan pekerjaan, memberikan peringatan kepada rekan kerja, atau melaporkan langsung kepada pengawas mengenai aktivitas, kondisi, atau potensi bahaya yang dapat mengancam keselamatan orang, peralatan, maupun fasilitas.

Ketentuan ini sejalan dengan Peraturan Perusahaan Pasal 35.4 poin d, yang menegaskan kewajiban karyawan untuk melaporkan dan mencegah risiko, serta Pasal 35.5 poin b yang memberikan hak bagi karyawan untuk menghentikan pekerjaan apabila situasinya tidak aman. Prinsip ini juga ditegaskan dalam Bab 3.2 pada pedoman *Safety is My Right* (PTP-SHE-GD-G-0053) yang menempatkan keselamatan sebagai prioritas utama dalam setiap aktivitas kerja. [403-2]

Untuk mendorong partisipasi aktif seluruh karyawan dalam penerapan K3, Petrosea memiliki saluran komunikasi terkait K3 seperti email, intranet Perusahaan (Pet-Net dan I-CONNECT), papan pengumuman, majalah internal (Petrospective), buletin internal (Berita Kita) dan SHEPRO. Upaya ini memastikan bahwa setiap karyawan dapat mengkomunikasikan masalah K3 serta mendapatkan pemahaman yang sama mengenai risiko, langkah pencegahan dan pembaruan kebijakan K3. Pertemuan rutin dilakukan secara *daily*, *weekly* dan *monthly* untuk membahas mengenai perkembangan kinerja K3. Selain itu, terdapat Komite K3 yang bertanggung jawab untuk memastikan dan mengawasi implementasi K3 berjalan dengan optimal. [403-4]

The Company also has provisions and procedures to address situations that pose a risk of accidents or have the potential to cause occupational diseases. These actions can include suspending work, warning co-workers, or reporting directly to supervisors regarding activities, conditions, or potential hazards that could threaten the safety of people, equipment, or facilities.

This provision aligns with Article 35.4 point d of Company Regulations, which emphasizes employees' obligation to report and prevent risks, as well as Article 35.5 point b, which grants employees the right to suspend work if the situation is unsafe. This principle is also emphasized in Chapter 3.2 of the *Safety is My Right* (PTP-SHE-GD-G-0053) guidelines, which prioritizes safety in every work activity. [403-2]

To encourage the active participation of all employees in implementing OHS, Petrosea has OHS-related communication channels such as email, Company intranet (Pet-Net and I-CONNECT), bulletin boards, internal magazine (Petrospective), internal bulletin (Berita Kita) and SHEPRO. These efforts ensure that every employee can communicate OHS issues and achieve a shared understanding of risks, preventative measures, and OHS policy updates. Regular meetings are held daily, weekly and monthly to discuss OHS performance developments. In addition, the OHS Committee is responsible for ensuring and overseeing the optimal implementation of OHS practices.

[403-4]



Petrosea menegakkan budaya keselamatan melalui penerapan praktik K3 yang wajib dipatuhi oleh seluruh karyawan, mencakup prosedur internal, standar operasional, hingga ketentuan perundang-undangan terkait K3. Perusahaan memastikan setiap karyawan memahami bahwa keselamatan merupakan hak dasar yang harus dilindungi, sehingga mereka tidak hanya bertanggung jawab untuk bekerja sesuai aturan, tetapi juga memiliki ruang untuk menyampaikan masukan, menyuarakan potensi bahaya, serta melaporkan setiap ketidaksesuaian dalam penerapan prosedur K3. Pendekatan ini mendorong terciptanya lingkungan kerja yang lebih aman, partisipatif dan berorientasi pada pencegahan.

Petrosea upholds a safety culture through the implementation of OHS practices that all employees must comply to, encompassing internal procedures, operational standards and statutory provisions related to occupational safety and health. The Company ensures that every employee understands that safety is a fundamental right that must be protected. This ensures that they are not only responsible for working according to regulations, but also have the opportunity to provide input, voice potential hazards, as well as report any discrepancies in the implementation of OHS procedures. This approach encourages a safer, more participatory and prevention-oriented work environment.

## Sertifikasi & Pelatihan K3

[403-5]

Pelibatan karyawan dalam penerapan K3 dilaksanakan melalui kegiatan pelatihan untuk meningkatkan kompetensi karyawan, termasuk perolehan sertifikasi dan/atau lisensi tertentu. Sepanjang tahun 2025, Petrosea menyelenggarakan 43 pelatihan terkait K3 yang meliputi pelatihan wajib (*mandatory*), izin/lisensi untuk bekerja (*permit/license to work*), persyaratan legal (*statutory*), serta pelatihan teknis lainnya yang diikuti oleh total 18.170 peserta.

### Sertifikasi K3

OHS Certification

Nama Sertifikasi Certification Name	Pemberi Issuer	Masa Berlaku Validity Period
SMK3 di Kantor Pusat OHS Management System at the Head Office	Kementerian Ketenagakerjaan Ministry of Manpower	Juni 2026 June 2026
SMK3 di Proyek Kideco Jaya Agung OHS Management System at the Kideco Jaya Agung Project	Kementerian Ketenagakerjaan Ministry of Manpower	Juni 2026 June 2026
SMK3 di POSB Sorong OHS Management System at POSB Sorong	Kementerian Ketenagakerjaan Ministry of Manpower	Oktober 2028 October 2028
ISO 14001:2015 untuk Sistem Manajemen Lingkungan ISO 14001:2015 for Environmental Management System	PT LRQA Business Assurance and Inspection Services	Desember 2026 December 2026
ISO 45001:2018 untuk Sistem Manajemen Kesehatan & Keselamatan Kerja ISO 45001:2018 for Occupational Health & Safety Management System	PT LRQA Business Assurance and Inspection Services	Desember 2026 December 2026

## OHS Certification & Training

[403-5]

Employee involvement in OHS implementation is carried out through training activities aimed at enhancing their competencies, including obtaining specific certifications and/or licenses. Throughout 2025, Petrosea held 43 training sessions related to OHS, covering mandatory training, permit/license to work, statutory requirements and other technical training, with a total of 18,170 participants.

## Fasilitas & Program K3

[403-3, 403-6]

Petrosea memiliki fasilitas pendukung K3 berikut:

- Fasilitas tanggap darurat, yaitu kendaraan penyelamatan, perlengkapan darurat dan perlengkapan pertolongan pertama
- Fasilitas ruang laktasi berupa ruangan khusus untuk ibu menyusui

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

- 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 diberikan untuk membantu memulihkan kondisi fisik karyawan secara optimal setelah mengalami sakit atau kecelakaan kerja, sehingga mereka dapat kembali bekerja dengan aman dan produktif.

## OHS Facilities & Programs

[403-3, 403-6]

Petrosea has established the following OHS supporting facilities:

- Emergency response facilities, including rescue vehicles, emergency equipment and first aid kits
- Lactation room facilities specifically for breastfeeding mothers

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

- 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**  
Therapy services are provided to support the optimal recovery of employees' physical condition following illness or workplace accidents, enabling them to return to work safely and productively.



Proyek Kideco Jaya Agung, Levee Stockpile, Petrosea Support Facilities (PSF), POSB Sorong, serta Kantor Pusat telah memperoleh sertifikasi ISO 45001:2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja.

The Kideco Jaya Agung, Levee Stockpile projects, Petrosea Support Facilities(PSF), POSB Sorong and the Head Office have obtained ISO 45001:2018 certification for Occupational Health & Safety Management System.

# KINERJA KESELAMATAN & KESEHATAN KERJA

## OCCUPATIONAL HEALTH & SAFETY PERFORMANCE

[403-7]



### Komitmen dalam Merealisasikan Target Zero

Guna mendukung pencapaian *Target Zero*, Perusahaan melakukan peninjauan secara menyeluruh terhadap seluruh *business process*, pengendalian risiko, serta tindak lanjut atas temuan yang nantinya akan diberikan rekomendasi untuk tindakan perbaikan. 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

To support the achievement of *Target Zero*, the Company conducts a comprehensive review of all business processes, risk controls and follow-up on findings, which will then provide recommendations for corrective actions. 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.

### Pengelolaan Risiko Keselamatan Kerja Occupational Safety Risk Management

[403-7, 403-9, 403-10]

Jenis Pekerjaan Type of Work	Risiko yang Dihadapi Risks Faced	Upaya Mitigasi Mitigation Efforts
Bekerja di ketinggian Working at height	Cedera serius/kematian Serious injury/death	Wajib menggunakan <i>platform kerja/guardrail</i> , serta <i>lifeline &amp; full body harness</i> It is mandatory to use a work platform/guardrail, as well as a lifeline & full body harness
Bekerja di dekat/di permukaan air Working near/over water	Kematian Death	Menerapkan pengamanan tepi ( <i>barrier</i> ), menetapkan jalur kerja aman, serta mewajibkan penggunaan APD Implementing edge protection (barriers), establishing safe work routes, and requiring the use of PPE
Pengoperasian peralatan bergerak Mobile equipment operation	Cedera serius/kematian Serious injury/death	Pemisahan jalur kerja sesuai sistem <i>proximity warning</i> dan memastikan alat dioperasikan oleh operator kompeten Separation of work paths according to the proximity warning system and ensuring that the equipment is operated by competent operators.
Pengoperasian pengangkatan Lifting operation	Cedera serius/kematian Serious injury/death	Pengangkatan dilakukan sesuai <i>lifting plan</i> menggunakan <i>crane</i> dan <i>rigging</i> yang telah diinspeksi, serta area kerja diberikan pembatas ( <i>barrier</i> ) Lifting is carried out according to the lifting plan using a crane and rigging that has been inspected, and the work area is provided with a barrier
Pembersihan lahan Land clearing	Cedera serius/kematian Serious injury/death	Penetapan <i>exclusion zone</i> , metode penebangan aman dan penggunaan alat berat sesuai kondisi medan Determination of exclusion zones, safe logging methods and use of heavy equipment according to terrain
Peledakan Blasting	Cedera serius/kematian Serious injury/death	Penentuan <i>exclusion zone</i> yang memadai dan terverifikasi, pengendalian penyimpanan bahan peledak, serta penerapan prosedur <i>blasting</i> yang sesuai standar Determination of adequate and verified exclusion zones, control of explosive storage and implementation of standard blasting procedures

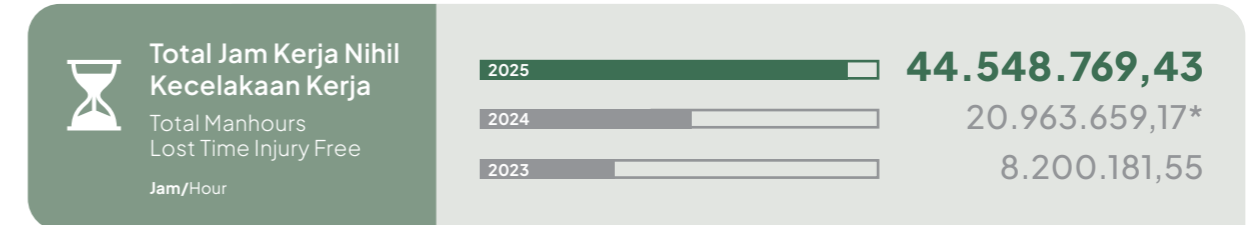
Selama periode pelaporan, tidak terdapat adanya kasus/insiden kecelakaan kerja fatal maupun penyakit akibat kerja (PAK) di seluruh area operasional Perusahaan.

During the reporting period, there were no fatal work accidents or occupational diseases (PAK) in any of the Company's operational areas.

Petrosea memiliki 11 prosedur internal berikut ini untuk mengidentifikasi dan mengendalikan bahaya risiko insiden kecelakaan kerja, yaitu:

Petrosea has established the following 11 internal procedures to identify and control the risk of work accidents, namely:

	<b>SHE Risk Assessment</b>		<b>BBS &amp; Hazob</b>
	<b>Fatal Risk Prevention</b>		<b>Job Hazard Analysis</b>
	<b>Permit to Work</b>		<b>Incident Investigation</b>
	<b>Safety Golden Rules</b>		<b>SHE OTP</b>
	<b>OHS Audit (Internal &amp; External)</b>		<b>Positive Operational SHE Target (POSHET) &amp; SHE Scorecard</b>
	<b>Plan Task Observation (PTO)</b>		



**Insiden Kecelakaan Kerja**

Workplace Accidents

[403-9]

Kategori Category	2025	2024	2023
First Aid Injury	64	35*	5
Medical Treatment Injury	11	11	3
Restricted Duties Injury	6	1	1
Lost Time Injury	0	1	2
Fatality	0	0	0
Injury Frequency Rate	1,83	1,88*	0,55
LTI Severity Rate	0,00	0,31*	1,22*

**Keterangan/Notes:**

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

**SHEPRO**

Untuk meningkatkan kualitas pengelolaan SHE, Petrosea mengoptimalkan pemanfaatan teknologi digital melalui SHEPRO yang berfungsi untuk melakukan pelaporan dan analisis kinerja keselamatan, kesehatan kerja dan lingkungan. Sebagai platform pelaporan dan pemantauan kinerja K3L digital korporat di Petrosea, SHEPRO juga mendukung proses pengambilan keputusan yang lebih efektif dalam manajemen K3, sehingga berkontribusi pada pencapaian Target Zero di seluruh area operasional.

**SHEPRO**

To enhance the quality of SHE management, Petrosea leverages digital technology through SHEPRO, which is used for reporting and analyzing occupational health, safety and environmental performance. As Petrosea's corporate digital platform for reporting and monitoring OHS&E performance, SHEPRO also supports more effective decision-making in OHS management, contributing to the achievement of Target Zero across all operational areas.

## PELAYANAN YANG UNGGUL SERVICE EXCELLENCE

[F.17]

Petrosea berkomitmen untuk memberikan pelayanan yang unggul sebagai bagian dari upaya menciptakan pengalaman terbaik bagi seluruh klien dan pemangku kepentingan terkait. Kami memastikan bahwa setiap proses, layanan dan interaksi dilakukan dengan standar profesionalisme yang tinggi, didukung oleh sistem kerja yang responsif, transparan dan sesuai dengan kebutuhan pengguna layanan.

Petrosea memberikan pelayanan sesuai dengan standar internasional dan telah tersertifikasi ISO 9001:2015 untuk Sistem Manajemen Mutu, ISO 14001:2015 untuk Sistem Manajemen Lingkungan, ISO 45001:2018 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja, serta SMK3 di seluruh lokasi operasional Perusahaan.

Selain itu, Petrosea juga memberikan layanan yang setara kepada seluruh klien, mitra usaha dan seluruh pemangku kepentingan terkait lainnya, serta melakukan evaluasi atas keamanan terhadap produk dan jasa yang diberikan secara berkala.

Petrosea is committed to delivering service excellence as part of its efforts to create the best experience for all clients and relevant stakeholders. We ensure that every process, service and interaction is carried out with high standards of professionalism, supported by a responsive, transparent system that meets the needs of service users.

Petrosea provides services in accordance with international standards and has obtained 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 at all Company operational locations.

In addition, Petrosea provides equal services to all clients, business partners and other relevant stakeholders, while regularly evaluating safety of its products and services.

## Survei Kepuasan Pelanggan

[F.30]

Petrosea secara konsisten melakukan survei kepuasan pelanggan sebagai bagian dari mekanisme evaluasi berkelanjutan untuk memastikan bahwa kualitas layanan senantiasa berada pada tingkat yang optimal. Survei ini menjadi alat penting untuk mengukur persepsi, pengalaman, dan tingkat kepuasan pelanggan terhadap layanan yang diberikan di setiap lini bisnis, sekaligus menjadi dasar dalam merumuskan strategi perbaikan.

Sebagai wujud implementasi atas komitmen tersebut, pada tahun 2025 Petrosea melaksanakan survei kepuasan pelanggan di lini bisnis Jasa Pertambangan, EPC, serta Jasa Logistik & Pendukung.

Pada lini bisnis Jasa Pertambangan, survei dilakukan untuk menilai kualitas layanan di proyek Kideco Jaya Agung, Cristian Eka Pratama, Indo Bara Pratama, Barasentosa Lestari, Multi Tambangjaya Utama dan Vale Indonesia (Bahodopi), Sumberdaya Arindo, Bartim Coalindo dan Bara Prima Mandiri.

Pada lini bisnis EPC, survei dilakukan di proyek Vale Indonesia (Pomalaa), Daya Bumindo Karunia dan Freeport Indonesia.

Sementara itu, pada lini bisnis Jasa Logistik & Pendukung, survei dilakukan untuk menilai kualitas layanan yang diberikan kepada klien di POSB Sorong, yaitu BP Berau Ltd. dan SAIPEM.

## Customer Satisfaction Survey

[F.30]

Petrosea consistently carries out customer satisfaction surveys as part of its ongoing evaluation mechanism to ensure that service quality remains at an optimal level. These surveys serve as an important tool for measuring customer perceptions, experiences and satisfaction levels with the services provided in each business line, while also serving as a basis for formulating improvement strategies.

As a manifestation of this commitment, in 2025 Petrosea carried out a customer satisfaction survey in its Mining Services, EPC, as well as Logistics & Support Services business lines.

In the Mining Services business line, the survey was conducted to assess service quality at the Kideco Jaya Agung, Cristian Eka Pratama, Indo Bara Pratama, Barasentosa Lestari, Multi Tambangjaya Utama, Vale Indonesia (Bahodopi), Sumberdaya Arindo, Bartim Coalindo and Bara Prima Mandiri projects.

In the EPC business line, the survey was conducted at the Vale Indonesia (Pomalaa), Daya Bumindo Karunia and Freeport Indonesia projects.

Meanwhile, in the Logistics & Support Services business line, the survey was conducted to assess the quality of service provided to clients at POSB Sorong, namely BP Berau Ltd. and SAIPEM.



**Hasil Survei Kepuasan Pelanggan Tahun 2025**  
Results of Customer Satisfaction Survey in 2025

Lini Bisnis Business Line	Nilai Survei Survey Score	Keterangan Notes
Jasa Pertambangan Mining Services	4,22	<b>Melebihi Harapan</b> (Menyediakan lebih dari yang disyaratkan - Potensi penerapan terbaik) <b>Exceeding Expectations</b> (Providing more than required - Potential for best implementation)
Rekayasa, Pengadaan & Konstruksi Engineering, Procurement & Construction	3,87	<b>Sesuai Harapan</b> (Melakukan sesuai dengan yang diharapkan - Pencegahan / Peningkatan) <b>As Expected</b> (Performing as expected - Prevention/ Improvement)
Jasa Logistik & Pendukung Logistics & Support Services	4,29	<b>Melebihi Harapan</b> (Menyediakan lebih dari yang disyaratkan - Potensi penerapan terbaik) <b>Exceeding Expectations</b> (Providing more than required - Potential for best implementation)

**Catatan/Notes:**

Untuk lini bisnis EPCI Migas Lepas Pantai, survei kepuasan pelanggan belum dikonsolidasikan ke dalam laporan tahun ini  
For the Offshore Oil & Gas EPCI business line, the customer satisfaction survey has not been consolidated into this year's report

Sesuai dengan hasil survei juga menunjukkan bahwa tidak terdapat produk atau layanan yang ditarik kembali sepanjang tahun 2025. [F.29]

According to the survey results, it also shows that no products or services were recalled throughout 2025. [F.29]



**Layanan Pengaduan Pelanggan**

[F.24]

Pelanggan dapat menyampaikan pengaduan atas layanan ketiga lini bisnis Perusahaan. Pengaduan dapat disampaikan melalui rapat koordinasi yang diselenggarakan secara rutin, mengirimkan surat dan/atau email kepada *Project Manager* selaku *representative* Perusahaan, serta melalui survei kepuasan pelanggan yang dilaksanakan minimal satu kali dalam satu tahun.

Sepanjang tahun 2025, Petrosea tidak menerima pengaduan signifikan terkait layanan yang diberikan, yang mencerminkan kualitas pelayanan yang konsisten dan kemampuan Perusahaan dalam memenuhi ekspektasi pelanggan.

**Customer Complaints Service**

[F.24]

Customers can lodge complaints related to services 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 once a year.

Throughout 2025, Petrosea did not receive any significant complaints regarding the services provided, reflecting the Company's consistent service quality and its ability to meet customer expectations.

## TUMBUH BERSAMA MASYARAKAT GROWING WITH THE COMMUNITY



Bagi Petrosea, kesuksesan bisnis tidak hanya dilihat dari tercapainya target operasional, tetapi juga kesejahteraan masyarakat yang berada di sekitar wilayah operasional. Penerimaan masyarakat atau *Social License to Operate* (SLO) menjadi hal yang senantiasa diperhatikan Perusahaan dalam menjalankan usahanya. Oleh karena itu, Petrosea melaksanakan berbagai inisiatif dan program pemberdayaan masyarakat sebagai wujud komitmen dari kebijakan strategis terhadap penerapan *Corporate Social Responsibility* (CSR).

For Petrosea, business success is measured not only by achieving operational targets, but also by the well-being of the communities surrounding its operational areas. Community acceptance, or *Social License to Operate* (SLO), is a constant concern for the Company in conducting its business. Therefore, Petrosea implements various community empowerment initiatives and programs as a manifestation of its commitment to strategic policies related to *Corporate Social Responsibility* (CSR).

Seluruh program CSR diimplementasikan sesuai dengan *Community Engagement Policy* yang telah disahkan dan diperbarui pada tahun 2024.

All CSR programs are implemented in accordance with the *Community Engagement Policy* which was ratified and updated in 2024.

Kebijakan tersebut menjadi pedoman utama dalam merancang dan melaksanakan program CSR dengan menetapkan empat komitmen penting yang harus dipenuhi, yaitu:

This policy serves as the main guideline for designing and implementing CSR programs, establishing the following four key commitments that must be fulfilled:

- 1** Melaksanakan kegiatan usaha dengan tingkat kepatuhan tinggi terhadap seluruh regulasi nasional dan standar internasional yang relevan dengan kinerja sosial.  
Conducting business activities with a high level of compliance with all national regulations and international standards relevant to social performance.
- 2** Mengakui, menghargai dan mempertimbangkan nilai-nilai budaya, tradisi, kepercayaan lokal di wilayah operasional, serta menjunjung tinggi hak asasi manusia sesuai ketentuan peraturan yang berlaku.  
Recognizing, respecting and considering local cultural values, traditions and beliefs in operational areas, as well as upholding human rights in accordance with prevailing regulations.
- 3** Mengedepankan komunikasi dan konsultasi yang aktif dengan pemangku kepentingan, termasuk masyarakat dan pemerintah, terutama terkait dampak dan aktivitas operasional yang dapat mempengaruhi kehidupan mereka.  
Promoting active communication and consultation with stakeholders, including the community and government, particularly regarding operational impacts and activities that may affect their lives.
- 4** Menangani setiap keluhan secara transparan, bertanggung jawab dan melalui proses konsultatif untuk menemukan solusi yang disepakati bersama pihak terkait.  
Handling all complaints transparently and responsibly, and through a consultative process to find mutually agreed-upon solutions with all relevant parties.

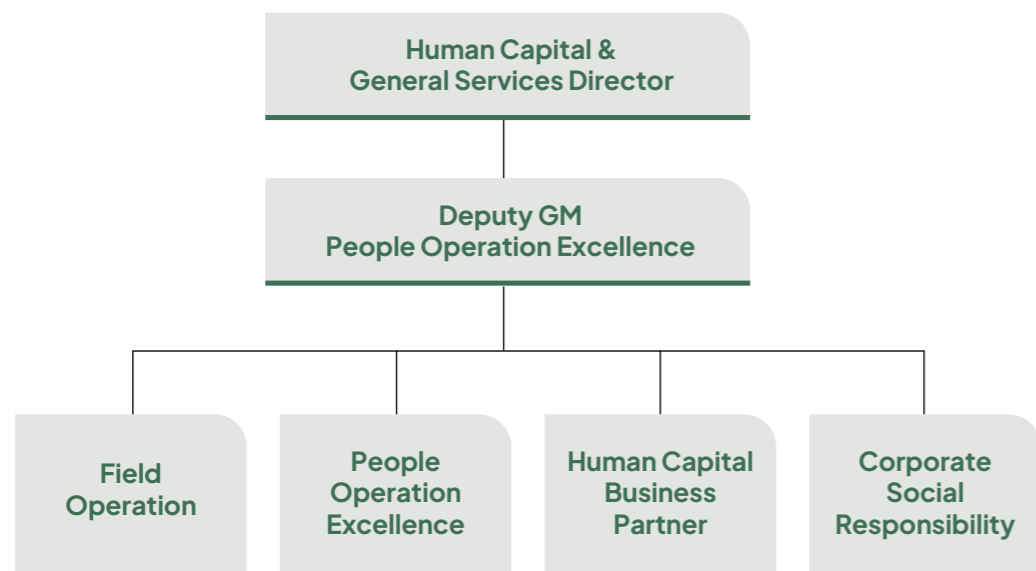
## Struktur Pelaksana Program CSR

Dalam menjalankan program-program pengembangan masyarakat, Petrosea menerapkan prinsip-prinsip:

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

Sebagai bentuk komitmen Petrosea dalam meningkatkan penyerapan tenaga kerja lokal di wilayah proyek, pengelolaan program CSR diintegrasikan ke divisi Human Capital & General Services. Melalui keputusan ini, fokus program CSR diarahkan pada peningkatan kompetensi dan keterampilan masyarakat lokal agar lebih siap memasuki dunia kerja di sektor pertambangan dan konstruksi.

Berikut merupakan struktur dan fungsi yang bertugas untuk menjalankan program CSR:



## CSR Program Implementation Structure

In implementing community development programs, Petrosea applies the following principles:

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

As a manifestation of Petrosea's commitment to increasing local employment in project areas, the management of CSR programs has been integrated into the Human Capital & General Services division. Through this decision, the CSR program focuses on enhancing the competencies and skills of local communities to better prepare them for entering the workforce in the mining and construction sectors.

The following are the structures and functions responsible for implementing the CSR program:

## Implementasi Kegiatan CSR

[F.23]

Pelaksanaan program CSR berfokus pada empat pilar, yaitu Pendidikan, Kesehatan, Pemberdayaan Ekonomi dan Lingkungan yang telah disesuaikan dengan prioritas kebutuhan dari masyarakat, serta selaras dengan Sustainable Development Goals (SDGs). Selama tahun 2025, jumlah penerima manfaat program CSR yang dilaksanakan oleh Petrosea mencapai 19.982 orang.

## Implementation of CSR Activities

[F.23]

The CSR programs focus on the four pillars of Education, Health, Economic Empowerment and Environment which have been tailored to prioritize community needs and are aligned with Sustainable Development Goals (SDGs). Throughout 2025, the number of beneficiaries of CSR programs implemented by Petrosea reached 19,982 people.

4

QUALITY EDUCATION

PILAR PENDIDIKAN

EDUCATION PILLAR

- 1** Pemberian edukasi dan keterampilan *deep learning* dan *class management* kepada 125 tenaga pendidik (guru) tingkat PAUD, SD, & SMP di Kalimantan Timur dan Papua Barat Daya  
Provided education and skills in deep learning and class management to 125 educators (teachers) at the early childhood education (PAUD), elementary and junior high school levels in East Kalimantan and Southwest Papua
- 2** Pemberian edukasi mengenai keterampilan musik dan barista kopi kepada 65 anak berkebutuhan khusus di Kalimantan Timur dan DKI Jakarta  
Provided education related to music and coffee barista skills for 65 children with special needs in East Kalimantan and Jakarta
- 3** Pemberian edukasi dan peningkatan keterampilan kepada 504 peserta didik yang tersebar di wilayah Kalimantan Timur dan Papua Barat Daya  
Provided education and skills development to 504 students across East Kalimantan and Southwest Papua
- 4** Pemberian dukungan peralatan sekolah untuk 231 peserta didik di Sulawesi Tengah dan Kalimantan Tengah  
Provided school supplies to 231 students in Central Sulawesi and Central Kalimantan
- 5** Pemberian bantuan biaya pendidikan tingkat SMP dan SMA untuk 130 siswa prasejahtera di wilayah Banten  
Provided financial assistance for junior high and senior high school students to 130 underprivileged students in Banten
- 6** Pemberian beasiswa sarjana terintegrasi kerja untuk 3 talenta lokal berprestasi di Kalimantan Timur  
Provided work-integrated undergraduate scholarships to three high-achieving local talents in East Kalimantan



**PILAR KESEHATAN**  
HEALTH PILLAR



- 1 Pemberian edukasi kepada 42 pasangan calon pengantin dalam rangka pencegahan stunting di Kalimantan Timur  
Provided education to 42 prospective married couples to prevent stunting in East Kalimantan
- 2 Peningkatan akses pelayanan kesehatan terhadap 902 keluarga di wilayah Kalimantan Timur, Sulawesi Tenggara dan Papua Tengah  
Improved access to healthcare services for 902 families in East Kalimantan, Southeast Sulawesi and Central Papua
- 3 Perbaikan atau peningkatan kualitas pengelolaan (tata laksana) pada 25 posyandu di Sumatra Selatan dan Kalimantan Timur  
Improved or enhanced management quality at 25 integrated healthcare centers posts (posyandu) in South Sumatra and East Kalimantan
- 4 Perbaikan nutrisi makanan untuk 336 balita dan 26 ibu hamil di wilayah Sumatra Selatan, Kalimantan Timur dan Papua Barat Daya  
Improved nutritional support for 336 toddlers and 26 pregnant women in South Sumatra, East Kalimantan and Southwest Papua



**PILAR PEMBERDAYAAN EKONOMI**  
ECONOMIC EMPOWERMENT PILLAR



- 1 Melakukan pendampingan untuk 19 wanita tani di wilayah Kalimantan Timur  
Provided guidance and support to 19 women farmers in East Kalimantan
- 2 Pemberian bantuan unit mesin sago untuk 12 petani lokal suku Amungme di wilayah Papua Tengah  
Provided sago processing units to 12 local Amungme farmers in Central Papua
- 3 Perbaikan 3 fasilitas umum di wilayah Kalimantan Tengah untuk meningkatkan aksesibilitas kegiatan ekonomi masyarakat  
Repaired 3 public facilities in Central Kalimantan to increase accessibility to community economic activities
- 4 Pemberian penyuluhan terkait budidaya ikan keramba dan konvensional kepada 30 peserta di Kalimantan Timur  
Provided training on cage and conventional fish farming to 30 participants in East Kalimantan
- 5 Penyerapan 52 masyarakat lokal dalam *Fresh Operator Traineeship Program* di Sulawesi Tengah, Sumatera Selatan, Kalimantan Timur dan Kalimantan Tengah  
52 local community members were recruited for the Fresh Operator Training Program in Central Sulawesi, South Sumatra, East Kalimantan and Central Kalimantan



**PILAR LINGKUNGAN**  
ENVIRONMENTAL PILLAR



- 1 Pengembangan area konservasi mangrove dan habitat bekantan seluas 400 m<sup>2</sup> di Kalimantan Timur  
Development of a 400 m<sup>2</sup> mangrove conservation area and proboscis monkey habitat in East Kalimantan
- 2 Penanaman 600 bibit pohon mangrove di Papua Barat Daya  
Planted 600 mangrove seedlings in Southwest Papua
- 3 Penanaman 300 bibit tanaman endemik di Kalimantan Timur  
Planted 300 endemic plant seedlings in East Kalimantan
- 4 Pembentukan bank sampah di dua sekolah di wilayah Kalimantan Timur  
Establishment of waste banks in two schools in East Kalimantan
- 5 Pemberian pendampingan kepada satu desa dalam program Kampung Proklim Kementerian Lingkungan Hidup dan Kehutanan di Kalimantan Timur  
Provided mentoring to one village under the Ministry of Environment and Forestry's Kampung Proklim program in East Kalimantan
- 6 Pemberian dukungan dan bimbingan, kepada tujuh bank sampah yang dikelola oleh komunitas di wilayah Kalimantan Timur dan DKI Jakarta  
Provided support and guidance to seven community-managed waste banks in East Kalimantan and Jakarta

Selain program-program di atas, Petrosea juga memiliki program untuk meningkatkan infrastruktur masyarakat yaitu bank sampah (kantor pusat), jalan kebun desa (proyek KJA), bank sampah sekolah (PSF), perbaikan jalan, air bersih, dapur SPPG (*cluster* Kalimantan Tengah) dan perbaikan jalan (POSB Sorong). [203-1]

In addition to the above programs, Petrosea also has programs to improve community infrastructure, namely waste bank (head office), village garden road (KJA project), school waste bank (PSF), road repairs, clean water, SPPG kitchen (Central Kalimantan cluster) and road repairs (POSB Sorong). [203-1]

**Biaya CSR**

Sepanjang tahun 2025, Petrosea melaksanakan total 59 program pemberdayaan dan kegiatan sosial *pro-bono* lainnya di berbagai lokasi operasional Perusahaan. Total realisasi anggaran kegiatan CSR untuk tahun 2025 adalah sebesar Rp3.641.119.131.

**CSR Expenses**

Throughout 2025, Petrosea implemented a total of 59 empowerment programs and other *pro-bono* social activities across the Company's operational locations. The total realized budget for CSR activities in 2025 reached Rp3,641,119,131.

## Kontribusi Sosial yang Terukur

[203-2, 413-1]

Sebagai mitra pembangunan yang bertanggung jawab, Petrosea memastikan bahwa setiap inisiatif sosial yang dijalankan tidak hanya memenuhi kewajiban regulasi, tetapi benar-benar menciptakan manfaat nyata dan berkelanjutan bagi masyarakat. Untuk itu, Perusahaan menerapkan pendekatan *impact measurement* yang komprehensif dalam 59 Program CSR di 13 wilayah operasi melalui tiga instrumen utama, yaitu Indeks Kepuasan Masyarakat (IKM), *Social Return on Investment* (SROI) dan *Social License to Operate Index* (SLOI).

### Kepuasan Publik Sebagai Fondasi Dampak Sosial Petrosea

Capaian Indeks Kepuasan Masyarakat (IKM) kategori "Baik" dengan nilai indeks 3,42 mencerminkan bahwa kontribusi sosial Petrosea mendapatkan tingkat penerimaan publik yang tinggi di setiap tahapan pelaksanaannya, mulai dari persiapan yang terbuka dan melibatkan masyarakat, implementasi yang tepat sasaran dan mudah diakses, pendampingan yang konsisten, hingga *monitoring* dampak yang memastikan manfaatnya benar-benar dirasakan. Hasil ini menegaskan bahwa Petrosea bukan hanya menjalankan program sosial, tetapi memastikan kualitas, kepercayaan dan keberlanjutan menjadi fondasi utama dalam membangun hubungan harmonis dan kemajuan bersama masyarakat sekitar.

## Measurable Social Contribution

[203-2, 413-1]

As a responsible development partner, Petrosea ensures that every social initiative not only meets regulatory obligations but also delivers tangible and sustainable benefits to the community. To achieve this, the Company applied a comprehensive impact measurement approach across 59 CSR programs in 13 operational areas using three main instruments of Community Satisfaction Index (IKM), *Social Return on Investment* (SROI) and *Social License to Operate Index* (SLOI).

### Public Satisfaction as the Foundation of Petrosea's Social Impact

The achievement of the Community Satisfaction Index (CSI) in the "Good" category with an index score of 3.42 reflects that Petrosea's social contributions have received a high level of public acceptance at every stage of their implementation, from open and community-involved preparation, targeted and accessible implementation, consistent support, as well as impact monitoring to ensure the benefits are truly felt. These results confirm that Petrosea is not simply implementing social programs, but also ensuring that quality, trust and sustainability are the main foundations for building harmonious relationships and progress with the surrounding community.

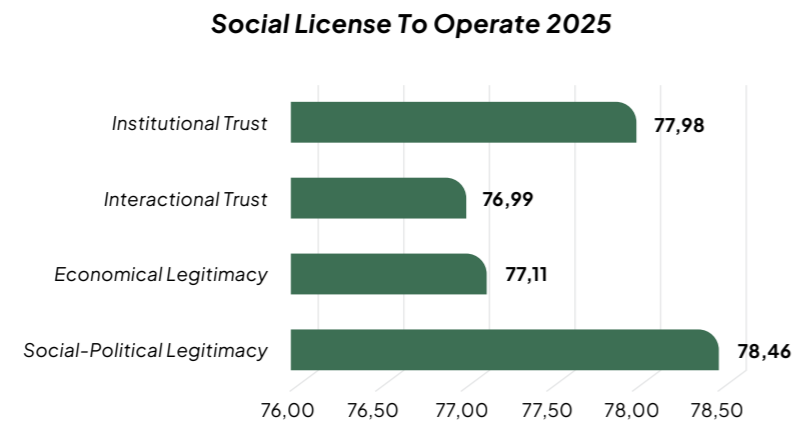


### Social License yang Menguatkan Reputasi dan Keberlanjutan

Hasil pengukuran *Social License to Operate Index* menunjukkan bahwa seluruh dimensi penerimaan sosial Petrosea berada pada level kepercayaan penuh (*Full Trusted*) dengan skor 77,70.

### Social License Strengthens Reputation and Sustainability

The *Social License to Operate Index* measurement results show that all dimensions of Petrosea's social acceptance are at the *Full Trusted* level with a score of 77.70.



Dimensi *Social-Political Legitimacy* mencatat skor tertinggi, yaitu 78,46. Skor ini menggambarkan bahwa keberadaan Petrosea telah sejalan dengan aspirasi, norma dan kebutuhan sosial masyarakat.

The *Socio-Political Legitimacy* dimension recorded the highest score of 78.46. This score demonstrates Petrosea's alignment with the aspirations, norms and social needs of the community.

Kontribusi Perusahaan dalam menciptakan nilai ekonomi bagi komunitas juga tercermin kuat melalui *Economical Legitimacy* dengan skor 77,11.

The Company's contribution to creating economic value for the community is also strongly reflected in its *Economical Legitimacy* score of 77.11.

Sementara itu, capaian pada *Interactional Trust* (76,99) dan *Institutional Trust* (77,98) mengkonfirmasi kualitas hubungan yang terbangun, komunikasi yang terbuka, serta konsistensi Perusahaan dalam memenuhi komitmen sosialnya. Kombinasi keseluruhan dimensi ini memperkuat posisi Petrosea sebagai perusahaan yang dipercaya publik dan memiliki *social license* yang solid untuk terus bertumbuh bersama masyarakat di sekitar wilayah operasi.

Meanwhile, the achievements in *Interactional Trust* (76.99) and *Institutional Trust* (77.98) confirm the quality of relationships built, open communication and the Company's consistency in fulfilling its social commitments. The combination of these dimensions strengthens Petrosea's position as a company trusted by the public and with a solid social license to continue growing with the communities surrounding its operations.

### Investasi Sosial yang Mengakselerasi Dampak

Sebagai wujud komitmen untuk menghadirkan manfaat jangka panjang bagi masyarakat di sekitar wilayah operasi, Petrosea mengukur efektivitas investasi sosial melalui pendekatan *Social Return on Investment* (SROI). Pada tahun pelaporan, Perusahaan mengalokasikan dana sebesar Rp3.641.119.131 untuk pelaksanaan berbagai program pengembangan masyarakat yang bertujuan untuk meningkatkan kualitas hidup dan kemandirian komunitas. Berdasarkan hasil analisis SROI, setiap Rp1 yang diinvestasikan perusahaan mampu menciptakan nilai sosial setara Rp1,08 bagi penerima manfaat. Hasil ini mempertegas bahwa kontribusi sosial Petrosea tidak hanya terukur dari sisi finansial, namun juga memberikan dampak sosial yang signifikan sebagai modal pertumbuhan bersama dan keberlanjutan di masa depan.

### Social Investments That Accelerate Impact

As a manifestation of its commitment to providing long-term benefits to communities surrounding its operations, Petrosea measures the effectiveness of its social investments through a *Social Return on Investment* (SROI) approach. In the reporting year, the Company allocated Rp3,641,119,131 for various community development programs aimed at improving the quality of life and community independence. Based on the SROI analysis, every Rp1 invested by the company creates social value equivalent to Rp1.08 for beneficiaries. This result confirms that Petrosea's social contributions are not only measured financially, but also provide significant social impact as capital for shared growth and future sustainability.





Pilar Lingkungan | Environmental Pillar

## Dari Dapur Rumah, Menjadi Penggerak Ekonomi Sirkular From Home Kitchens to Driving a Circular Economy

[203-2, 413-1][F.25]

Kelompok Usaha Bersama (KUBE) Srikandi lahir dari tekad ibu-ibu rumah tangga di Kariangau yang ingin memiliki penghasilan mandiri di tengah meningkatnya kebutuhan keluarga dan keterbatasan peluang ekonomi. Melihat tingginya timbunan sampah rumah tangga di sekitar area operasi Perusahaan, mereka memilih untuk bergerak dan mengubah masalah lingkungan menjadi peluang pemberdayaan. Melalui pendampingan, pelatihan pengelolaan sampah dan peningkatan keterampilan usaha, KUBE Srikandi tumbuh menjadi kelompok yang percaya bahwa sampah bukan lagi sebagai beban, melainkan sumber ekonomi baru.

Kini, KUBE Srikandi dipercaya menjadi mitra Perusahaan dalam pengolahan sampah bernilai guna, menghadirkan rantai ekonomi sirkular yang berkelanjutan dari desa untuk desa. Perubahan ini bukan hanya memberikan pendapatan baru, tetapi juga menumbuhkan martabat dan peran strategis perempuan dalam menjaga

The Srikandi Joint Business Group (KUBE) was born from the determination of housewives in Kariangau who wanted to earn an independent income amidst increasing family needs and limited economic opportunities. Seeing the high volume of household waste around the Company's operational area, they chose to take action and transform this environmental problem into an empowerment opportunity. Through mentoring, waste management training, and business skills development, KUBE Srikandi has grown into a group that believes that waste is no longer a burden, but rather a new economic resource.

Now, KUBE Srikandi is trusted to partner with the Company in processing waste into valuable products, creating a sustainable, circular economic chain from village to village. This change not only provides new income but also fosters women's dignity and strategic role in maintaining environmental sustainability. Starting from

keberlanjutan lingkungan. Mulai dari rumah dan dari hal sederhana, KUBE Srikandi bergerak menjadi penggerak masa depan untuk menyambung kehidupan yang lebih bersih, lebih mandiri, dan lebih berdaya.

home and with simple things, KUBE Srikandi are moving to become drivers of the future, fostering a cleaner, more independent and more empowered life.

Berikut beberapa capaian program dari tahun 2023 sampai 2025:

- Melibatkan 12 perempuan sebagai pengurus bank sampah
- Meningkatkan kesadaran masyarakat sekitar dengan capaian 34 rumah tangga berpartisipasi sebagai nasabah aktif
- Sebanyak 67.232 kg sampah organik dan anorganik berhasil diolah atau dimanfaatkan kembali melalui bank sampah
- Pendapatan rutin Bank Sampah Srikandi dalam pengelolaan sampah Petrosea Support Facilities sebesar Rp4.500.000 per bulan, sehingga terhitung dari tahun 2023 sampai 2025 telah menghasilkan sebesar Rp139.500.000
- Pendapatan tambahan untuk 34 nasabah Bank Sampah Srikandi dengan jumlah sebesar Rp500.000 per tahun

Below are several program achievements from 2023 to 2025:

- Involving 12 women as waste bank administrators
- Increasing awareness among the surrounding community with 34 households participating as active customers
- A total of 67,232 kg of organic and inorganic waste successfully processed or reused through the waste bank
- The Srikandi Waste Bank's regular income from waste management at Petrosea Support Facilities has reached Rp4,500,000 per month, resulting in a total of Rp139,500,000 from 2023 to 2025
- Additional income for 34 Srikandi Waste Bank customers totaling Rp500,000 per year



Pilar Pendidikan | Education Pillar

## Inklusi yang Menginspirasi Inspiring Inclusion

[203-2, 413-1][F.25]

Di Sekolah Luar Biasa (SLB) Negeri 5 Jakarta, kepercayaan diri para siswa difabel tumbuh seiring mereka mengenal dunia perkopian. Melalui pelatihan keterampilan barista dari Petrosea, mereka tidak hanya belajar meracik kopi, tetapi juga membangun keberanian untuk berinteraksi dan menunjukkan potensi terbaiknya. Pendampingan berlanjut ke tahap *personal branding*, membantu para siswa mengenali kekuatan diri dan menampilkannya secara profesional dalam bazar kerja serta kegiatan permagangan di industri food & beverage.

Setiap kesempatan bertemu calon pemberi kerja menjadi ajang bagi mereka untuk membuktikan bahwa kapasitas tidak ditentukan oleh keterbatasan fisik, melainkan oleh kemauan untuk berkembang. Program ini membuka jalan bagi generasi muda difabel agar dapat mengambil peran yang lebih setara dalam dunia kerja menjadi pelaku yang dihargai dalam ekosistem ekonomi yang inklusif.

At Sekolah Luar Biasa (SLB) Negeri 5 Jakarta, students with disabilities grow in confidence as they explore the world of coffee. Through barista skills training from Petrosea, they not only learned to blend coffee but also developed the courage to interact and showcase their full potential. The mentoring continues into the personal branding stage, helping students identify their strengths and present them professionally at job fairs and internships in the food and beverage industry.

Every opportunity to meet potential employers provides an opportunity for them to prove that capacity is not determined by physical limitations, but by a willingness to develop. This program paves the way for young people with disabilities to take on a more equal role in the workforce, becoming valued actors in an inclusive economic ecosystem.



Pilar Kesehatan | Health Pillar

## Menjaga Kesehatan Masyarakat Indonesia Timur Maintaining the Health of Communities in Eastern Indonesia

[203-2, 413-1][F.25]

Melalui pilar kesehatan, Petrosea turut berkontribusi dalam penanggulangan penyakit HIV/AIDS, tuberkulosis (TB) dan malaria di Timika, Papua Tengah. Kontribusi dilakukan melalui layanan kesehatan dan penguatan kesadaran untuk penyakit-penyakit tersebut. Pada tahun 2025, Petrosea melakukan edukasi dari rumah ke rumah, skrining terpadu bersama tenaga medis lokal, hingga pendampingan pengobatan.

Pelaksanaan program ini menegaskan komitmen Perusahaan dalam memperluas akses terhadap layanan kesehatan yang preventif dan kuratif. Program ini juga bertujuan untuk mendorong peningkatan kualitas hidup masyarakat dengan mengurangi risiko penyakit yang dapat dicegah maupun diobati, sehingga masyarakat dapat menjalani kehidupan yang lebih sehat dan produktif.

Through its health pillar, Petrosea contributed to efforts in addressing HIV/AIDS, tuberculosis (TB) and malaria in Timika, Central Papua. These contributions were delivered through the provision of healthcare services and the strengthening of public awareness related to these diseases. Throughout the 2025 reporting period, Petrosea implemented initiatives including door-to-door education, integrated screening in collaboration with local healthcare professionals, and treatment assistance.

The implementation of this program underscores the Company's commitment to expanding access to both preventive and curative healthcare services. This program also aims to enhance community well-being by reducing the risks of preventable and treatable diseases, thereby enabling communities to lead healthier and more productive lives.



Pilar Pemberdayaan Ekonomi | Economic Empowerment Pillar

## Ekonomi Terapung di Sungai Mahakam Floating Economy on the Mahakam River

[203-2, 413-1][F.25]

Di Kampung Tukul, Kutai Barat, peluang ekonomi masyarakat sekitar tambang masih sangat dipengaruhi keterbatasan lapangan kerja. Melihat potensi sungai yang mengalir di tengah pemukiman, Petrosea melalui anak usaha PT Cristian Eka Pratama (CEP) menghadirkan program pemberdayaan budidaya ikan keramba bagi dua kelompok warga dengan total 20 penerima manfaat utama dari area terdekat di sekitar wilayah tambang (Ring 1). Program kemudian disusun bukan hanya untuk memberikan sarana produksi, tetapi juga pendampingan teknis pemeliharaan, pakan dan manajemen usaha agar warga berdaya sebagai pelaku ekonomi perikanan lokal.

Seiring dengan pelaksanaan program, masyarakat mulai memperoleh manfaat secara bertahap. Hasil panen ikan tidak hanya memberikan tambahan sumber pendapatan, tetapi juga berkontribusi terhadap peningkatan ketahanan pangan di tingkat kampung. Peningkatan kapasitas masyarakat tercermin dari berkembangnya keterampilan, kepercayaan diri, serta partisipasi aktif dalam pengelolaan sumber daya lingkungan secara mandiri.

In Tukul Village, West Kutai, the economic opportunities of the mining community are still significantly impacted by limited employment opportunities. Recognizing the potential of the river flowing through the settlement, Petrosea, through its subsidiary, PT Cristian Eka Pratama (CEP), launched a cage fish cultivation empowerment program for two groups of residents, totaling 20 primary beneficiaries from areas located nearest to the mine site (Ring 1). The program was then designed to provide not only production facilities but also technical assistance in maintenance, feed, and business management, empowering residents as actors in the local fisheries economy.

As the program progressed, communities began to realize its benefits gradually. Fish harvests not only provided an additional source of income but also contributed to strengthening local food security at the village level. Capacity building was reflected in the enhancement of skills, growing confidence, as well as increased active participation of community members in managing their environmental resources independently.



## Hak Masyarakat Adat

[411-1, 413-2]

Petrosea berkomitmen untuk menghargai serta menjaga keberlanjutan budaya lokal di sekitar wilayah operasional sebagai wujud penghormatan terhadap keberadaan dan hak masyarakat adat. Sepanjang tahun 2025, komitmen ini diwujudkan melalui berbagai bentuk dukungan terhadap pelestarian tradisi, nilai dan praktik budaya masyarakat adat di area sekitar proyek.

Perusahaan juga secara konsisten menjaga hubungan yang konstruktif dan terbuka dengan perwakilan komunitas lokal untuk memastikan bahwa kegiatan operasional tidak mengganggu hak-hak mereka. Hingga akhir tahun 2025, Petrosea tidak menerima laporan terkait pelanggaran hak masyarakat adat, yang mencerminkan efektivitas pendekatan Perusahaan dalam membangun interaksi yang etis dan saling menghormati. Selain itu, sepanjang periode pelaporan, Perusahaan juga tidak mengidentifikasi adanya dampak negatif terhadap masyarakat setempat yang timbul dari kegiatan operasional. [F.24]

## Indigenous Peoples' Rights

[411-1, 413-2]

Petrosea is committed to respecting and preserving local culture around its operational areas as a form of respect for the existence and rights of indigenous communities. Throughout 2025, this commitment was demonstrated through various forms of support for the preservation of the traditions, values and cultural practices of indigenous communities in the project areas.

The Company also consistently maintains constructive and open relationships with local community representatives to ensure that its operational activities do not infringe on their rights. As of the end of 2025, Petrosea received no reports of violations of indigenous peoples' rights, reflecting the effectiveness of the Company's approach in fostering ethical and respectful engagement. Furthermore, throughout the reporting period, the Company did not identify any negative impacts on local communities arising from its operations. [F.24]



## 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. Akuisisi ini memperluas portofolio operasi Petrosea dengan tetap menerapkan praktik pertambangan yang bertanggung jawab.

Wilayah operasional CEP berada di tengah komunitas lokal yang masih memegang kuat nilai budaya dan adat istiadat. Menghormati hal tersebut, sebelum kegiatan pertambangan dimulai, Perusahaan menyelenggarakan upacara adat Dayak Bahau sebagai bentuk penghormatan dan pendekatan budaya kepada masyarakat setempat. Selain itu, Petrosea dan CEP melakukan sosialisasi intensif kepada masyarakat guna meminimalkan potensi risiko sosial serta memastikan bahwa kegiatan Perusahaan dapat diterima dan dipahami dengan baik.

Untuk mendukung operasional yang aman dan menciptakan lingkungan kerja yang layak, CEP membangun berbagai fasilitas penting, termasuk mess karyawan, *port office*, *pit & disposal area*, serta pembangunan jalur *hauling road* dari *pit* menuju *port*. Dalam keseluruhan aktivitasnya, CEP mengadopsi seluruh kebijakan

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. This acquisition expanded Petrosea's operational portfolio while maintaining responsible mining practices.

The operational area of CEP is located within a local community that still holds strong cultural and traditional values. To honor this, prior to mining operations, the Company held a traditional Dayak Bahau ceremony as a form of respect and cultural outreach to the local community. Furthermore, Petrosea and CEP conducted intensive community outreach to minimize potential social risks and ensure that the Company's activities were well-received and understood.

To support safe operations and create a decent working environment, CEP built various essential facilities, including an employee dormitory, port office, pit and disposal area, and a hauling road from the pit to the port. Throughout its activities, CEP adopts all of Petrosea's SHE policies and procedures to ensure consistent safety, health

dan prosedur K3L Petrosea sehingga standar keselamatan, kesehatan dan lingkungan tetap terjaga secara konsisten di area tambang.

Operasional CEP memberikan dampak positif bagi masyarakat sekitar, khususnya melalui penciptaan lapangan kerja, di mana 50% karyawan dan 20% pemasok merupakan penduduk lokal. Hal ini tidak hanya meningkatkan pendapatan rumah tangga lokal, tetapi juga memperkuat hubungan Perusahaan dengan komunitas sekitar.

Sepanjang tahun 2025, CEP turut melaksanakan berbagai program pemberdayaan masyarakat yang dirancang untuk meningkatkan kualitas hidup masyarakat sekitar:

- Pemberian beasiswa berkelanjutan bagi pelajar
- Perbaikan sarana pendidikan untuk SD dan SMP setempat
- Pemberian layanan pemeriksaan dan pengobatan gratis
- Sosialisasi terkait bahaya narkoba bagi karyawan dan masyarakat sekitar
- Pengembangan kelompok budidaya ikan dan kelompok perkebunan
- Pelaksanaan gerakan penanaman pohon
- Pemberian penguatan forum komunikasi masyarakat
- Perbaikan jalan utama desa sekitar
- Pemberian program elektrifikasi bagi wilayah yang belum memiliki akses listrik

Seluruh inisiatif ini mencerminkan komitmen Perusahaan dalam menciptakan nilai sosial jangka panjang serta berkontribusi pada pembangunan masyarakat sekitar secara berkelanjutan. [203-1]

and environmental standards are maintained throughout the mining area.

CEP's operations have positively impacted the surrounding community, particularly through job creation, with 50% of employees and 20% of suppliers being local residents. This not only increases local household incomes, but also strengthens the Company's relationship with the surrounding community.

Throughout 2025, CEP implemented various community empowerment programs designed to improve the quality of life in the surrounding community:

- Provision of ongoing scholarships for students
- Improvement of educational facilities for local elementary and junior high schools
- Provision of free medical check-ups and services
- Socialization regarding the dangers of drugs for employees and the surrounding community
- Development of fish farming and plantation groups
- Implementation of tree planting activities
- Strengthening of community communication forums
- Improvement of the main village roads in surrounding areas
- Provision of electrification programs for areas without electricity access

All these initiatives reflect the Company's commitment to creating long-term social value and contributing to the sustainable development of surrounding communities. [203-1]





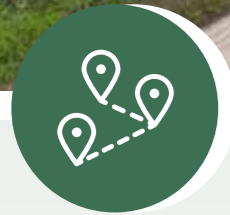
# 5

## TATA KELOLA UNTUK DAMPAK BERKELANJUTAN

### GOVERNANCE FOR SUSTAINABLE IMPACT

Penerapan prinsip-prinsip *Good Corporate Governance (GCG)* merupakan tulang punggung dalam memastikan operasional Perusahaan yang transparan, bertanggung jawab dan berintegritas. Melalui penguatan tata kelola yang berkelanjutan, Petrosea tidak hanya menjaga kepercayaan para pemegang saham, investor, mitra strategis, komunitas dan seluruh pemangku kepentingan lainnya, tetapi juga mengelola risiko secara efektif guna menciptakan nilai bersama bagi generasi mendatang.

The implementation of *Good Corporate Governance (GCG)* principles is the backbone of ensuring the Company's operations are transparent, accountable, and based on integrity. By strengthening sustainable governance, Petrosea not only maintains the trust of shareholders, investors, strategic partners, communities, and all other stakeholders, but also effectively manages risks to create shared value for future generations.



### IFRS S1 dan S2 – PSPK 1 dan 2

Roadmap IFRS S1 dan S2 – PSPK 1 dan 2 Tahun 2025–2028 telah disusun

The IFRS S1 and S2 – PSPK 1 and 2 Roadmap for 2025–2028 has been prepared



### 64 Laporan Whistleblowing System

Sebanyak 64 laporan (100%) yang masuk melalui Whistleblowing System telah ditindaklanjuti

A total of 64 reports (100%) submitted through the Whistleblowing System have been followed up



### Pelatihan Antikorupsi dan Anti Penyuapan

2.105 karyawan telah mengikuti pelatihan antikorupsi dan anti penyuapan

2,105 employees have participated in anti-corruption and anti-bribery training

## PENANGGUNG JAWAB PENERAPAN KEBERLANJUTAN

### RESPONSIBLE BODY FOR SUSTAINABILITY IMPLEMENTATION

[2-9, 2-11, 2-12, 2-13, 2-14][E.1]

Pengawasan atas penerapan prinsip keberlanjutan di Petrosea dijalankan oleh Komite Keberlanjutan yang berada di bawah naungan Dewan Komisaris. Komite ini terdiri dari tiga anggota, yaitu seorang Komisaris yang berperan sebagai ketua, serta dua profesional independen sebagai anggota. Komite Keberlanjutan melakukan evaluasi dua kali setiap tahun, memberikan masukan strategis kepada manajemen terkait rencana, risiko, perkembangan inisiatif dan kinerja ESG pada setiap proyek maupun investasi. Ketua Komite Keberlanjutan memastikan bahwa keputusan yang diambil manajemen selaras dengan visi jangka panjang Perusahaan.

Pelaksanaan strategi keberlanjutan serta kerangka keberlanjutan Petrosea berada di bawah tanggung jawab departemen Corporate Affairs yang melapor langsung kepada Direktur Legal & Communications. Departemen ini berkolaborasi erat dengan Satuan Tugas Sustainability yang tersebar di seluruh wilayah operasional. Secara bersama-sama, mereka bertugas menjalankan kerangka keberlanjutan Perusahaan, menetapkan tujuan strategis, serta merancang dan menjalankan berbagai program dan inisiatif terkait ESG. Departemen ini juga memainkan peran penting dalam membangun keterlibatan dengan pemangku kepentingan, baik internal maupun eksternal.

Satuan Tugas Sustainability secara rutin memantau progres implementasi dan menyampaikan laporan kinerja, program, serta inisiatif ESG kepada Komite Pengarah Sustainability. Selain itu, mereka bekerja di seluruh lini organisasi untuk memastikan adanya akuntabilitas, pemenuhan kebijakan keberlanjutan, serta kepatuhan terhadap berbagai regulasi dan standar ESG yang berlaku.

The implementation of the sustainability principles at Petrosea is supervised by the Sustainability Committee which is under the Board of Commissioners. This committee consists of three members, namely a Commissioner who serves as chairman and two independent professionals as members. The Sustainability Committee conducts evaluations twice annually, providing strategic input to management regarding plans, risks, initiative developments and ESG performance for each project and investment. The Chairman of the Sustainability Committee ensures that management decisions align with the Company's long-term vision.

The implementation of Petrosea's sustainability strategy and framework falls under the responsibility of the Corporate Affairs department which reports directly to the Legal & Communications Director. This department collaborates closely with the Sustainability Task Force which is located across all operational areas. Together, they are responsible for implementing the Company's sustainability framework, setting strategic objectives, as well as designing and implementing various ESG-related programs and initiatives. This department also plays a crucial role in building engagement with stakeholders, both internal and external.

The Sustainability Task Force regularly monitors the implementation progress and submits reports on ESG performance, programs and initiatives to the Sustainability Steering Committee. Additionally, they work across the organization to ensure accountability, compliance with sustainability policies, as well as compliance with applicable ESG regulations and standards.

## Struktur Tata Kelola Perusahaan

[E.1]

Organ tata kelola tertinggi yang bertanggung jawab atas pengelolaan dan pemantauan penerapan praktik keberlanjutan di Petrosea adalah Direksi yang dipimpin oleh Presiden Direktur dengan pengawasan langsung dari Dewan Komisaris. Kebijakan Perusahaan disusun dengan mengacu pada rekomendasi Otoritas Jasa Keuangan sebagaimana tercantum dalam Lampiran Surat Edaran Otoritas Jasa Keuangan Nomor 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka.

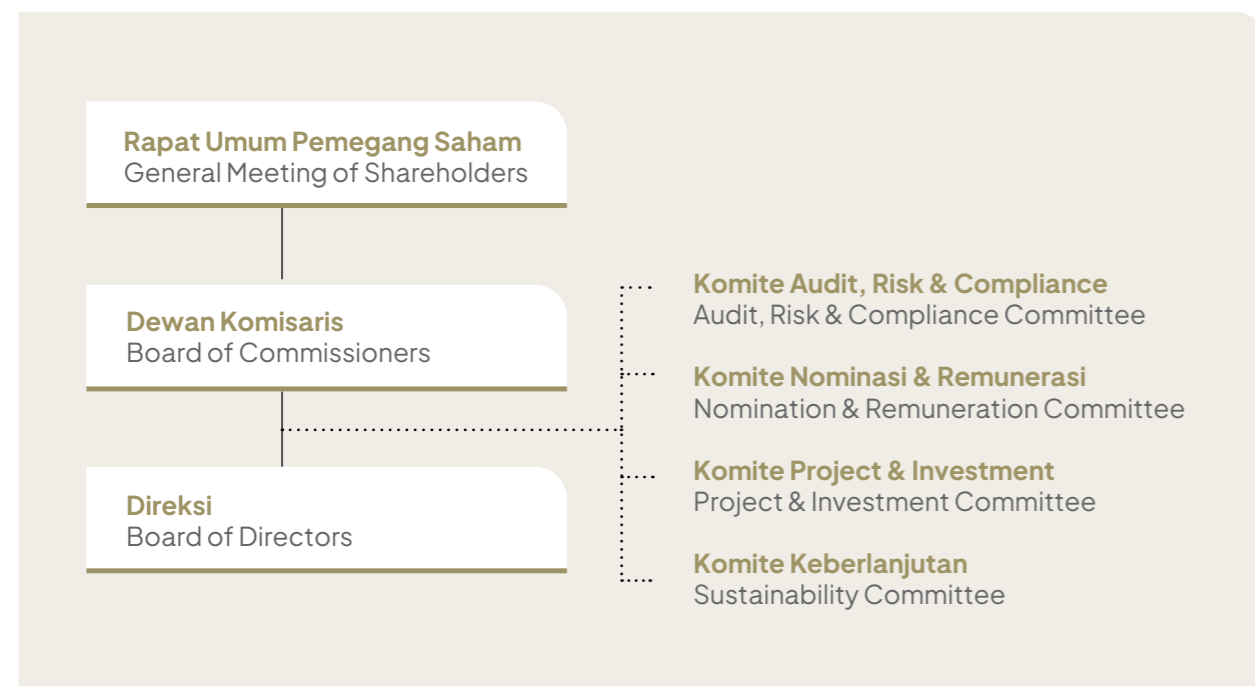
Dewan Komisaris, melalui komite-komite di bawahnya, melakukan pengawasan secara efektif agar berbagai aspek keberlanjutan, mulai dari strategi keberlanjutan, tata kelola perusahaan yang baik, etika bisnis, manajemen risiko investasi dan proyek, hingga proses nominasi dan remunerasi, dapat dijalankan secara optimal dan konsisten.

## Corporate Governance Structure

[E.1]

The highest governance body responsible for managing and monitoring the implementation of sustainability practices at Petrosea is the Board of Directors, led by the President Director, with direct supervision from the Board of Commissioners. The Company's policies are formulated in accordance with the recommendations of the Financial Services Authority (OJK), as outlined in the Attachment to OJK Circular Letter No. 32/SEOJK.04/2015 concerning Guidelines for Public Company Governance.

The Board of Commissioners, through its committees, effectively oversees various aspects of sustainability, from sustainability strategy and good corporate governance to business ethics, investment and project risk management, to the nomination and remuneration process, in order to ensure optimal and consistent implementation.



## Keberagaman Tata Kelola

[E.2]

Komposisi Direksi dan Dewan Komisaris Petrosea menunjukkan kombinasi kompetensi serta keragaman pengalaman yang komprehensif, mengacu pada Lampiran SEOJK Nomor 32/SEOJK.04/2015 yang menekankan pentingnya keberagaman latar belakang, kompetensi, keahlian, serta aspek gender dalam penetapan komposisi Dewan Komisaris dan Direksi. Keragaman tersebut mencakup berbagai aspek, seperti keahlian profesional, latar belakang pendidikan, riwayat pekerjaan, rentang usia, jenis kelamin, hingga kewarganegaraan.

Komposisi Direksi dan Dewan Komisaris Petrosea juga merefleksikan keragaman kompetensi dan pengalaman profesional yang luas. Mereka berasal dari berbagai disiplin

## Diversity of Governance

[E.2]

The composition of Petrosea's Board of Directors and Board of Commissioners demonstrates a comprehensive mix of competencies and diverse experiences, as outlined in Appendix to SEOJK Number 32/SEOJK.04/2015, which emphasizes the importance of diverse backgrounds, competencies, expertise, as well as gender in determining the composition of the Board of Commissioners and Board of Directors. This diversity encompasses various aspects, such as professional expertise, educational background, work history, age range, gender and nationality.

The composition of Petrosea's Board of Directors and Board of Commissioners also reflects a broad range of competencies and professional experiences. They come

ilmu, mulai dari manajemen bisnis, keuangan, hukum, ilmu sosial, teknik dan sebagainya. Keberagaman ini memberikan sudut pandang yang lebih menyeluruh dalam mengambil keputusan strategis, mengawasi kinerja operasional, serta memastikan penerapan *good corporate governance* di seluruh elemen Perusahaan.

Dalam hal gender, Petrosea terus mendorong peningkatan keterwakilan perempuan di tingkat manajerial. Pada tahun 2025, satu anggota Direksi Petrosea merupakan perempuan.

### Evaluasi Kinerja Tata Kelola & Remunerasi

Petrosea menerapkan proses penilaian kinerja tata kelola secara sistematis guna memastikan efektivitas pengelolaan Perusahaan, termasuk pencapaian target dan tujuan keberlanjutan. Evaluasi dilakukan secara berkala melalui rapat Komite Audit, Risk & Compliance serta rapat Direksi dan Dewan Komisaris untuk meninjau perkembangan Perusahaan, memantau realisasi *Objective and Key Results* (OKR), serta mengidentifikasi aspek yang perlu ditingkatkan mengenai ESG. Seluruh hasil pembahasan kemudian dirangkum dan disampaikan melalui Rapat Umum Pemegang Saham (RUPS) sebagai bentuk transparansi dan akuntabilitas.

Sementara itu, penetapan remunerasi bagi Dewan Komisaris dan Direksi dilakukan melalui keputusan RUPS berdasarkan rekomendasi dari Komite Nominasi dan Remunerasi, sesuai dengan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan Anggaran Dasar Perusahaan. Penetapan remunerasi mempertimbangkan kinerja individu dan kinerja Perusahaan secara menyeluruh, termasuk pencapaian dalam target keberlanjutan. Kebijakan Perusahaan terkait komposisi Dewan Komisaris dan Direksi menempatkan prinsip

from various disciplines, including business management, finance, law, social sciences, engineering and more. This diversity provides a more comprehensive perspective in making strategic decisions, overseeing operational performance, as well as ensuring the implementation of good corporate governance across all elements of the Company.

Regarding gender, Petrosea continues to encourage increased female representation at the managerial level. In 2025, one member of Petrosea's Board of Directors was a woman.

### Evaluation of Governance & Remuneration Performance

Petrosea implements a systematic governance performance assessment process to ensure the effectiveness of the Company's management, including the achievement of sustainability targets and objectives. Evaluations are conducted periodically through Audit, Risk & Compliance Committee meetings, as well as Board of Directors and Board of Commissioners meetings to review Company progress, monitor the realization of Objectives and Key Results (OKRs), as well as identify aspects that require ESG improvement. All discussion results are then summarized and presented at the General Meeting of Shareholders (GMS) as a form of transparency and accountability.

Meanwhile, remuneration for the Board of Commissioners and Board of Directors is determined through a GMS resolution based on recommendations from the Nomination and Remuneration Committee, in accordance with Law No. 40 of 2007 regarding Limited Liability Companies and the Company's Articles of Association. Remuneration determination takes into account individual and overall Company performance, including the achievement of sustainability targets. The Company's policy regarding the composition of the Board of

keberagaman sebagai salah satu landasan utama yang sejalan dengan rekomendasi Otoritas Jasa Keuangan (OJK) sebagaimana diatur dalam Lampiran Surat Edaran OJK Nomor 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka.

Informasi lebih lanjut mengenai struktur dan komposisi tata kelola Perusahaan, 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 2025.

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

Commissioners and Board of Directors places the principle of diversity as a key foundation, in line with the recommendations of the Financial Services Authority (OJK) as stipulated in the Appendix to OJK Circular Letter No. 32/SEOJK.04/2015 on the Guidelines for Corporate Governance of Public Companies.

Further information on the Company's governance structure, including policies and nomination and remuneration processes for the Board of Commissioners and Board of Directors, conflicts of interest, performance evaluations of the Boards of Commissioners and Board of Directors, as well as the annual total compensation ratio can be found in the 2025 Annual Report.

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



## TANTANGAN & PELUANG DALAM KEBERLANJUTAN CHALLENGES & OPPORTUNITIES IN SUSTAINABILITY

[E.3, E.5]

Sebagai bagian dari upaya *refreshment* dan peningkatan kapasitas internal terkait topik ESG, pada tahun 2025 Perusahaan menyelenggarakan pelatihan keberlanjutan yang diikuti oleh departemen ESG bersama berbagai fungsi lain yang terlibat dalam implementasi ESG di seluruh lini operasional. Pelatihan ini membahas sejumlah topik penting, antara lain *ESG Refreshment*, pemahaman dan respons terhadap perubahan iklim, perkembangan terkini tren dan regulasi keberlanjutan, integrasi manajemen risiko ESG dalam proses bisnis, serta penentuan topik material. Kegiatan ini diharapkan dapat memperkuat pemahaman dan konsistensi implementasi ESG di seluruh organisasi, sekaligus memastikan bahwa Perusahaan tetap adaptif terhadap dinamika isu keberlanjutan nasional maupun global.

As part of its efforts to refresh and enhance internal capacity on ESG-related topics, in 2025 the Company conducted sustainability training which was attended by the ESG department along with various other functions involved in ESG implementation across all operational lines. This training covered several important topics, including ESG Refreshment, understanding and responding to climate change, the latest developments in sustainability trends and regulations, integration of ESG risk management into business processes, as well as determining material topics. This initiative is expected to strengthen understanding and ensure consistent ESG implementation across the organization, while also ensuring that the Company remains adaptive to the dynamics of national and global sustainability issues.

Informasi lebih lanjut mengenai nominasi dan penetapan remunerasi Dewan Komisaris dan Direksi dapat dilihat pada Laporan Tahunan 2025 di halaman 411.

Further information on the nomination and determination of remuneration for the Board of Commissioners and Board of Directors can be found in the 2025 Annual Report on page 411.



Tantangan dan peluang keberlanjutan merupakan bagian yang tidak terpisahkan dari perjalanan Petrosea menjadi perusahaan yang lebih bertanggung jawab. Dalam pelaksanaannya, terdapat sejumlah tantangan strategis, antara lain kebutuhan untuk mengadopsi teknologi terkini agar dapat mendorong efisiensi operasional dan finansial, serta tingkat literasi dan kesadaran yang beragam di antara karyawan, klien dan mitra bisnis terkait prinsip-prinsip keberlanjutan. Tantangan ini menuntut pendekatan yang adaptif, kolaboratif dan berkelanjutan.

Namun demikian, di balik tantangan tersebut terdapat peluang signifikan yang dapat dimanfaatkan untuk memperkuat nilai Perusahaan. Petrosea memiliki kesempatan untuk memperluas dampak keberlanjutan melalui dukungan langsung kepada klien dan mitra usaha sepanjang rantai pasok, khususnya mereka yang telah menetapkan aspirasi, komitmen atau target keberlanjutan.

Perusahaan merespons tantangan tersebut dengan meningkatkan kompetensi dan kesadaran terkait keberlanjutan, baik di kalangan karyawan maupun pemangku kepentingan eksternal. Secara internal, Petrosea melaksanakan kegiatan sosialisasi dan pelatihan bagi sumber daya manusia. Sementara itu, secara eksternal, Petrosea terus memperkuat komunikasi dan kolaborasi dengan berbagai pihak, termasuk masyarakat. Selain itu, Perusahaan juga terus mengadopsi teknologi melalui Minerva Digital Platform untuk meningkatkan kinerja ESG.

Sustainability challenges and opportunities are an integral part of Petrosea's journey towards becoming a more responsible company. In its implementation, several strategic challenges arise, including the need to adopt the latest technologies to drive operational and financial efficiency, as well as varying levels of literacy and awareness among employees, clients and business partners regarding the principles of sustainability. These challenges demand an adaptive, collaborative and sustainable approach.

However, behind these challenges also lie significant opportunities that can be leveraged in order to strengthen the Company's value. Petrosea has the opportunity to expand its sustainability impact through direct support to clients and business partners throughout the supply chain, particularly those who have established sustainability aspirations, commitments or targets.

The Company responded to these challenges by enhancing sustainability-related competencies and awareness among both employees and external stakeholders. Internally, Petrosea conducted socialization and training programs for its human capital. Externally, Petrosea continued to strengthen communication and collaboration with various parties, including local communities. Furthermore, the Company continues to adopt technology through its Minerva Digital Platform in order to improve ESG performance.

# MANAJEMEN RISIKO ESG

## ESG RISK MANAGEMENT

Beberapa pendekatan yang dilakukan oleh Petrosea dalam mengelola risiko terkait ESG, yaitu:

Petrosea applies the following approaches to manage ESG-related risks:



### Penilaian Dampak Menyeluruh & Berkelanjutan Comprehensive & Sustainable Impact Assessment

Melakukan evaluasi dampak operasional secara komprehensif sepanjang siklus hidup proyek dengan proses yang terus-menerus dan adaptif terhadap perubahan kondisi, tren industri dan ekspektasi pemangku kepentingan.

Conducting comprehensive operational impact evaluations throughout the project lifecycle with a continuous and adaptive process that adapts to changing conditions, industry trends and stakeholder expectations.



### Keterlibatan Pemangku Kepentingan & Kolaborasi Stakeholder Engagement & Collaboration

Melibatkan berbagai pihak untuk memperoleh perspektif beragam, termasuk memastikan keselarasan penilaian dampak berbasis proyek dengan persyaratan klien.

Engaging multiple parties to gain diverse perspectives, including ensuring alignment of project-based impact assessments with client requirements.



### Integrasi Keberlanjutan dalam Operasi Integrating Sustainability into Operations

Pengelolaan risiko dan dampak menjadi tanggung jawab lini bisnis, fungsi pendukung dan setiap proyek yang dilaksanakan sesuai dengan sistem manajemen risiko Perusahaan. Proses ini menjadi bagian dari operasional sehari-hari, sekaligus memperkuat komitmen Perusahaan dalam penerapan prinsip-prinsip ESG secara konsisten dan berkelanjutan.

The management of risks and impacts is the responsibility of business lines, supporting functions and each project which is carried out in accordance with the Company's risk management system. This process is integrated into day-to-day operations, while also reinforcing the Company's commitment to the consistent and sustainable implementation of ESG principles.



Petrosea melakukan evaluasi secara berkala atas efektivitas sistem manajemen risiko melalui audit internal dan eksternal, yang mencakup aspek ISO 9001 untuk Sistem Manajemen Mutu, ISO 14001 untuk Sistem Manajemen Lingkungan, ISO 45001 untuk Sistem Manajemen Keselamatan & Kesehatan Kerja, ISO 37001 untuk Sistem Manajemen Anti Penyuapan (SMAP), serta ISO 55001 untuk Sistem Manajemen Aset.

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

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

Petrosea periodically evaluates the effectiveness of its risk management system through internal and external audits which covers aspects of ISO 9001 for Quality Management System, ISO 14001 for Environmental Management System, ISO 45001 for Occupational Health & Safety Management System ISO 37001 for Anti-Bribery Management System (ABMS), as well as ISO 55001 for Asset Management System.

The results of the evaluation of Petrosea's risk management effectiveness are reported to management and the Audit, Risk & Compliance Committee, and subsequently presented to the Board of Commissioners every three months.

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

## Lingkungan Environment

### Tipe Risiko Risk Type

#### Ketersediaan & Penggunaan Air Water Availability & Consumption

Perubahan iklim berdampak pada ketersediaan pasokan air bagi Perusahaan

Climate change impacts the availability of water supply for the Company

### Mitigasi Mitigation

- Mengoptimalkan penggunaan air daur ulang pada seluruh kegiatan operasional proyek  
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 aktivitas yang berisiko terkait air  
Reduce activities with water-related risks
- Memaksimalkan pemanfaatan air hujan sebagai penunjang kegiatan sehari-hari di area camp dan kantor di seluruh proyek  
Maximize the utilization of rainwater to support daily activities at camps and offices across all projects

#### Pembuangan Limbah & Material Waste & Material Disposal

Kegiatan operasional Perusahaan menghasilkan limbah dalam jumlah yang signifikan yang terdiri dari limbah berbahaya dan tidak berbahaya

The Company's operational activities generate significant amounts of waste, consisting of hazardous and non-hazardous waste

- Mengelola limbah B3 dan non-B3 sesuai dengan peraturan perundang-undangan yang berlaku dan standar industri, serta mendaur ulang dan memanfaatkan kembali limbah  
Manage hazardous and non-hazardous waste in accordance with applicable laws and industry standards, as well as recycle and reuse waste
- 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

## Lingkungan Environment

### Tipe Risiko Risk Type

#### Perubahan Iklim & Emisi Karbon Climate Change & Carbon Emission

Petrosea sebagai perusahaan jasa pertambangan dan EPC banyak menggunakan bahan bakar dan listrik untuk kegiatan operasional, yang berdampak pada lingkungan maupun rantai pasoknya

Petrosea, as a mining and EPC services company, uses a lot of fuel and electricity for its operational activities, which impacts on the environment and its supply chain

### Mitigasi Mitigation

- Menurunkan emisi dengan memanfaatkan teknologi digital melalui Minerva Digital Platform untuk meningkatkan efisiensi operasional  
Reduce emissions by leveraging digital technology through the Minerva Digital Platform to enhance operational efficiency
- Menggunakan biodiesel B40 yang merupakan bahan bakar lebih ramah lingkungan  
Use of B40 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 (NRE) as an energy source to support operational activities
- Menjalankan program strategis kendaraan listrik melalui pendekatan retrofit atau konversi  
Implement a strategic electric vehicle program through conversion or retrofitting



Sosial  
Social

Tipe Risiko Risk Type	Mitigasi Mitigation
<p><b>Keselamatan &amp; Kesehatan Kerja (K3) Occupational Health &amp; Safety (OHS)</b></p> <p>Karyawan Petrosea berhadapan dengan potensi risiko keselamatan dan kesehatan yang muncul dari berbagai aktivitas operasional, khususnya pada lini bisnis Jasa Pertambangan dan EPC. Ekspansi ke proyek-proyek baru, termasuk pengembangan pertambangan mineral lainnya menuntut pemenuhan persyaratan K3 yang lebih ketat serta peningkatan kapabilitas teknis dan operasional</p> <p>Petrosea employees face potential safety and health risks arising from various operational activities, particularly in the Mining Services and EPC business lines. Expansion into new projects, including the development of other mineral mining operations, requires stricter OHS requirements and enhanced technical and operational capabilities</p>	<ul style="list-style-type: none"> <li>Menerapkan sistem manajemen K3 yang ketat dan memenuhi persyaratan regulasi pemerintah untuk melindungi seluruh karyawan dan pemangku kepentingan lainnya Implement a strict OHS management system and comply with government regulatory requirements to protect all employees and other stakeholders</li> <li>Terus meningkatkan manajemen K3 melalui penggunaan SHEPRO sebagai <i>digital platform</i> K3 Perusahaan Continuously improve OHS management by leveraging SHEPRO as the Company's digital OHS platform</li> <li>Melibatkan para ahli dan pemangku kepentingan terkait lainnya untuk terus meningkatkan kualitas sistem K3 Perusahaan Engage experts and other relevant stakeholders to continuously improve the quality of the Company's OHS system</li> </ul>
<p><b>Hubungan Masyarakat Community Relations</b></p> <p>Aktivitas bisnis Petrosea berdampak pada masyarakat sekitar, serta menarik kepentingan dari berbagai pemangku kepentingan, baik yang mendukung maupun menentang. Implementasi strategi diversifikasi juga lebih menantang karena karakteristik pertambangan mineral yang lebih kompleks, baik dari sisi operasional maupun pengembangan masyarakat</p> <p>Petrosea's business activities impact surrounding communities and attract the attention of various stakeholders, both supportive and critical. The implementation of the diversification strategy is also more challenging due to the more complex nature of mineral mining, both in terms of operations and community development</p>	<ul style="list-style-type: none"> <li>Mengidentifikasi, menganalisis dan melibatkan masyarakat sekitar untuk memastikan dan mempertahankan <i>social license to operate</i> Identify, analyze and engage with the surrounding communities to ensure and maintain a social license to operate</li> <li>Menjalin komunikasi dan menjaga keharmonisan dengan masyarakat dan pemangku kepentingan lainnya di sekitar wilayah operasional Establish communication and maintain harmony with communities and other stakeholders around operational areas</li> <li>Menangani seluruh masalah dan keluhan, serta menjalankan program pengembangan masyarakat Address all issues and complaints, as well as implement community empowerment programs</li> <li>Melakukan koordinasi dan kolaborasi yang erat dengan masyarakat, pemerintah daerah, LSM dan pemangku kepentingan lainnya untuk melaksanakan program pengembangan masyarakat Coordinate and collaborate closely with communities, local governments, NGOs and other stakeholders in implementing community development programs</li> </ul>

Tata Kelola  
Governance

Tipe Risiko Risk Type	Mitigasi Mitigation
<p><b>Hukum &amp; Kepatuhan Legal &amp; Compliance</b></p> <p>Aktivitas operasional Petrosea memiliki risiko yang muncul dari kepatuhan terhadap kebijakan, prosedur, regulasi pusat dan daerah serta peraturan perundang-undangan</p> <p>Petrosea's operational activities are exposed to risks arising from compliance with policies, procedures, central and regional regulations, as well as laws and regulations</p>	<ul style="list-style-type: none"> <li>Melakukan pemantauan terhadap seluruh pembaruan regulasi, standar industri dan pedoman yang relevan, serta menelaah aktivitas bisnis secara rutin. Selain itu, memastikan bahwa seluruh kontrak telah sesuai dengan ketentuan hukum yang berlaku Monitor all updates to relevant regulations, industry standards and guidelines, as well as regularly review business activities. In addition, ensure that all contracts comply with applicable legal requirements</li> <li>Melaksanakan langkah mitigasi melalui pemenuhan dan pembaruan seluruh persyaratan sertifikasi, lisensi dan perizinan yang berkaitan dengan operasional Perusahaan sesuai dengan prosedur internal dan perundang-undangan yang berlaku Implement mitigation measures by fulfilling and updating all certification, licensing and permit requirements related to the Company's operations in accordance with internal procedures and prevailing laws</li> <li>Melakukan evaluasi berkala atas kebijakan dan prosedur internal sebagai bagian dari upaya perbaikan berkelanjutan. Perusahaan menetapkan kebijakan, prosedur dan kontrol kepatuhan yang jelas, serta memperkuat kapabilitas organisasi melalui program pelatihan yang memastikan bahwa karyawan memahami hukum, regulasi dan kebijakan internal yang terkait Conduct regular evaluations of internal policies and procedures as part of continuous improvement efforts. The Company establishes clear compliance policies, procedures and controls, as well as strengthens organizational capabilities through training programs that ensure employees understand relevant laws, regulations and internal policies</li> <li>Mengimplementasikan mekanisme pelaporan internal dan proses uji tuntas, termasuk penyelidikan segera atas dugaan pelanggaran, serta menetapkan tindakan korektif untuk mengatasi akar permasalahan dan mengelola konsekuensi hukum yang mungkin timbul Implement internal reporting mechanisms and due diligence processes, including prompt investigation of suspected violations, as well as establishing corrective actions to address root causes and manage potential legal consequences</li> </ul>



## Tata Kelola Governance

Tipe Risiko Risk Type	Mitigasi Mitigation
<p><b>Penyuapan Bribery</b></p> <p>Aktivitas operasional Petrosea memiliki potensi risiko penyuapan dan korupsi, khususnya terkait interaksi dengan pemangku kepentingan eksternal</p> <p>Petrosea's operational activities are potentially exposed to bribery and corruption risks, particularly in interactions with external stakeholders</p>	<ul style="list-style-type: none"> <li>Melakukan pemantauan dan evaluasi secara berkala atas implementasi prosedur yang mengatur transaksi afiliasi dan benturan kepentingan guna memastikan kepatuhan terhadap peraturan perundang-undangan yang berlaku Conduct regular monitoring and evaluation of the implementation of procedures governing affiliated transactions and conflict of interest to ensure compliance with applicable laws and regulations</li> <li>Melakukan mitigasi risiko secara sistematis melalui penguatan pengendalian internal yang meliputi (1) pengkinian prosedur dan instruksi kerja yang relevan dengan Sistem Manajemen Anti Penyuapan secara berkelanjutan, (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 Conduct systematic measures to 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 recruitment process, (6) ensure proper segregation of duties, and (7) ensure proper financial controls are put in place such as verification, reconciliation and authorization</li> <li>Melakukan penilaian dan pemantauan terhadap risiko penyuapan dan kecurangan secara berkala Conduct regular assessments and monitoring of risks related to bribery and fraud</li> <li>Melakukan penelaahan dan perbaikan berkelanjutan atas pengendalian internal dengan mengintegrasikan prinsip ISO 37001 untuk Sistem Manajemen Anti Penyuapan ke seluruh prosedur maupun instruksi kerja yang relevan di Perusahaan Conduct review and continuously improve internal control by integrating the principles of ISO 37001 Anti-Bribery Management System into all relevant procedures and work instructions in the Company</li> <li>Menjadwalkan audit terhadap Sistem Manajemen Anti Penyuapan oleh auditor internal dan eksternal untuk memastikan efektivitas pengendalian Perusahaan terhadap komitmen anti penyuapan Conduct scheduled 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</li> </ul>

## Roadmap IFRS S1 dan S2 – PSPK 1 dan 2

Dalam rangka mempersiapkan pengungkapan Laporan Keberlanjutan yang mencakup dampak material maupun finansial sesuai dengan *baseline* global, Petrosea sebagai perusahaan publik berkomitmen untuk menyusun *roadmap* penerapan standar *International Financial Reporting Standards* (IFRS) S1 dan S2 – Pengungkapan Standar Pelaporan Keberlanjutan (PSPK) 1 dan 2 yang diterbitkan oleh Ikatan Akuntan Indonesia (IAI). Penyusunan *roadmap* ini diharapkan dapat mendukung Perusahaan dalam menghasilkan laporan yang komprehensif, sehingga informasi keberlanjutan dapat terintegrasi secara selaras dengan pengungkapan keuangan.

Adopsi dan implementasi IFRS S1 dan S2 – PSPK 1 dan 2 akan memungkinkan Petrosea untuk secara efektif mengidentifikasi, mengukur dan menyampaikan risiko serta peluang keberlanjutan yang berdampak pada kemampuan Perusahaan dalam beroperasi dan menciptakan nilai.

## IFRS S1 and S2 – PSPK 1 and 2 Roadmap

In preparation for Sustainability Report disclosures that cover both material and financial impacts in accordance with global baselines, as a public company, Petrosea is committed to developing a roadmap for the implementation of *International Financial Reporting Standards* (IFRS) S1 and S2 – Sustainability Reporting Standards (PSPK) 1 and 2 issued by the Indonesian Institute of Accountants (IAI). The development of this roadmap is expected to support the Company in producing comprehensive reports, ensuring that sustainability information is seamlessly integrated with financial disclosures.

The adoption and implementation of IFRS S1 and S2 – PSPK 1 and 2 will enable Petrosea to effectively identify, measure and communicate sustainability-related risks and opportunities that impact the Company's ability to operate and create value.



## Fase Implementasi IFRS S1 dan S2 – PSPK 1 dan 2

Implementation Phases of IFRS S1 and S2 – PSPK 1 and 2

### 2025 – Phase 1: Initial Preparation

Pada fase awal, Petrosea memulai transisi pelaporan dengan mengidentifikasi kondisi saat ini dan membentuk tim lintas fungsi. Pemahaman mendalam terhadap standar IFRS S1 dan S2 – PSPK 1 dan 2 diperkuat melalui konsultasi dan pelatihan.

In this initial phase, Petrosea initiated the reporting transition by identifying the current situation and forming a cross-functional team. A thorough understanding of IFRS S1 and S2 – PSPK 1 and 2 standards is reinforced through consultation and training.

### 2026 – Phase 2: Development & Implementation

Pada fase 2, Petrosea memperkuat tata kelola keberlanjutan melalui penerapan metrik dan target ESG, penguatan pengendalian internal, analisis risiko termasuk risiko iklim, serta pembangunan basis data ESG terintegrasi.

In phase 2, Petrosea will strengthen its sustainability governance through the implementation of ESG metrics and targets, enhanced internal controls, risk analysis including climate-related risks, as well as the development of an integrated ESG database.

### 2027 – Phase 3: Advanced Reporting & Integration

Pada fase 3 Petrosea mempersiapkan pengungkapan keberlanjutan sesuai IFRS S1 dan S2 – PSPK 1 dan 2 melalui simulasi untuk menilai kualitas data dan memastikan kepatuhan terhadap IFRS, PSPK dan POJK.

In phase 3, Petrosea will prepare sustainability disclosures in accordance with IFRS S1 and S2 – PSPK 1 and 2 through simulations in order to assess data quality and ensure compliance with IFRS, PSPK and POJK.

### 2028 – Phase 4: Optimization & Maturity

Pada fase terakhir, Petrosea akan mengungkapkan laporan berdasarkan IFRS S1 dan S2 – PSPK 1 dan 2-POJK, serta memanfaatkan data keberlanjutan untuk pengambilan keputusan strategis, memastikan kepatuhan laporan pengungkapan, meningkatkan kualitas data, serta mengotomatisasi pelaporan.

In the final phase, Petrosea will disclose reports based on IFRS S1 and S2 – PSPK 1 and 2-POJK, utilize sustainability data for strategic decision-making, ensure compliance with disclosure reports, improve data quality, as well as automate reporting.



## ETIKA BISNIS BUSINESS ETHICS

Petrosea secara konsisten menempatkan prinsip GCG sebagai landasan utama dalam menjalankan kegiatan operasional, dengan menegakkan standar etika dan integritas dalam setiap aktivitas bisnis. Sebagai wujud komitmen tersebut, Petrosea menerapkan kebijakan *zero tolerance* terhadap seluruh bentuk kecurangan, termasuk praktik penyuapan dan korupsi, sesuai dengan ketentuan yang tercantum dalam Kode Etik dan Kebijakan Anti Penyuapan Perusahaan.

Kode Etik dan Kebijakan Anti Penyuapan tersebut disampaikan dan disosialisasikan kepada seluruh karyawan dan menjadi pedoman bagi setiap individu dalam melaksanakan tugasnya, dengan pelaksanaannya diawasi oleh Direksi dan Dewan Komisaris.

Petrosea consistently upholds the principles of GCG as a fundamental foundation in conducting its operations, by enforcing high standards of ethics and integrity across all business activities. As a manifestation of this commitment, Petrosea implements a *zero-tolerance* policy toward all forms of fraud, including bribery and corruption, in accordance with the provisions set out in the Company's Code of Conduct and Anti-Bribery Policy.

Both the Code of Conduct and Anti-Bribery Policy are communicated and disseminated to all employees and serve as guidelines for each individual in carrying out their duties, with their implementation overseen by the Board of Directors and Board of Commissioners.



Informasi lebih lanjut mengenai Kode Etik dapat dilihat pada Laporan Tahunan 2025.

Further information regarding the Code of Conduct can be found in the 2025 Annual Report.



### Antikorupsi

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

Sebagai bentuk komitmen terhadap antikorupsi dan untuk menjaga integritas kegiatan bisnis, Petrosea memiliki sertifikasi ISO 37001:2016 untuk Sistem Manajemen Anti Penyuapan (SMAP) yang telah diperoleh dan berhasil dipertahankan sejak tahun 2019.

Petrosea melakukan tinjauan secara rutin minimal satu kali dalam setahun terhadap risiko korupsi dan penyuapan di seluruh lini bisnis, fungsi pendukung, serta praktik pengadaan dan rantai pasok, termasuk anak perusahaan. Proses ini bertujuan untuk memetakan tingkat risiko beserta langkah mitigasinya. Berdasarkan hasil identifikasi, aktivitas yang memiliki tingkat risiko tertinggi umumnya adalah aktivitas yang berkaitan dan/atau bersinggungan secara langsung maupun tidak langsung dengan pihak eksternal. Secara keseluruhan, pemetaan risiko disajikan dalam bentuk *dashboard* dan daftar risiko mitigasi yang mencakup seluruh lini bisnis, sehingga 100% unit yang relevan telah dinilai terkait risiko korupsi dan penyuapan.

Untuk mengukur dan memastikan kemajuan mitigasi risiko yang telah diidentifikasi, Petrosea melakukan pengawasan setiap kuartal pada aktivitas bisnis yang memiliki risiko sedang dan tinggi. [205-1]

### Anti-Corruption

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

As a commitment to anti-corruption and to maintaining the integrity of its business activities, Petrosea holds ISO 37001:2016 certification for Anti-Bribery Management System (ABMS) which has obtained and successfully maintained since 2019.

Petrosea conducts regular reviews at least once a year of corruption and bribery risks across all business lines, supporting functions, as well as procurement and supply chain practices, including subsidiaries. This process is intended to map risk exposure along with corresponding mitigation measures. Based on the assessment, activities with the highest exposure to bribery and corruption risks are generally those that directly or indirectly involve interactions with external parties. Overall, the risk mapping is presented through dashboards and mitigation risk registers that covers all business lines, with 100% of relevant units assessed for corruption and bribery risks.

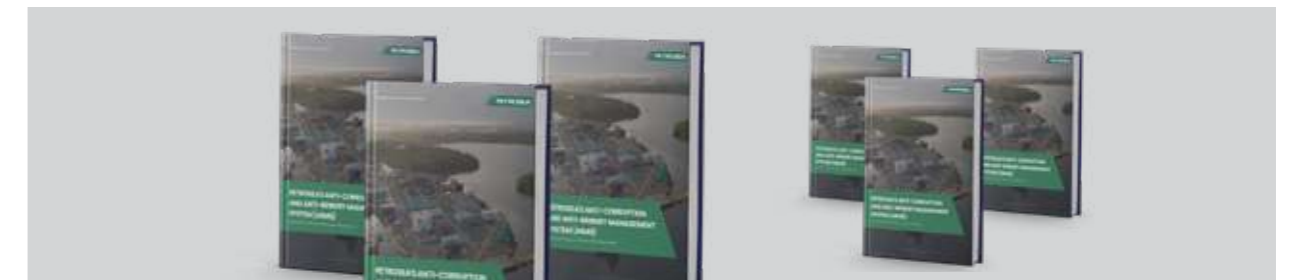
To measure and ensure progress in mitigating identified risks, Petrosea conducts quarterly monitoring of business activities with medium and high risks. [205-1]

Dalam rangka meningkatkan pemahaman dan kesadaran terhadap aspek anti kecurangan, antikorupsi dan anti penyuapan, Perusahaan melakukan beberapa inisiatif antara lain:

1. Publikasi bulanan (*Ethics Series*) kepada seluruh karyawan Perusahaan yang mencakup topik seputar etika bisnis, anti kecurangan, antikorupsi dan anti penyuapan.
2. Publikasi *Anti-Bribery and Anti-Corruption Handbook* kepada Direksi, Dewan Komisaris dan Komite Audit, Risk & Compliance.
3. *Refreshment training* terkait Sistem Manajemen Anti Penyuapan kepada lini bisnis dan fungsi pendukung.
4. Sosialisasi dan pelatihan antikorupsi & anti penyuapan bagi Manajemen serta seluruh karyawan tetap Perusahaan, melalui sistem *e-learning* Perusahaan.
5. Sosialisasi Sistem Manajemen Anti Penyuapan kepada pemasok melalui penyampaian *email flyer* dan kegiatan sosialisasi yang diselenggarakan secara tatap muka.

To increase understanding and awareness of anti-fraud, anti-corruption and anti-bribery aspects, the Company has undertaken several initiatives, including:

1. Monthly publications (*Ethics Series*) to all employees, covering topics related to business ethics, anti-fraud, anti-corruption and anti-bribery.
2. Publication of the *Anti-Bribery and Anti-Corruption Handbook* for the Board of Directors, Board of Commissioners and the Audit, Risk & Compliance Committee.
3. Refreshment training related to the Anti-Bribery Management System for business lines and supporting functions.
4. Socialization and training on anti-corruption and anti-bribery for Management and all permanent Company employees, through the *e-learning* system.
5. Socialization of the Anti-Bribery Management System to suppliers through the distribution of email flyers and face-to-face socialization activities.



**Publikasi Anti-Bribery dan Anti-Corruption Handbook kepada Dewan Komisaris, Direksi, serta Komite Audit, Risk & Compliance**  
Publication of an Anti-Bribery and Anti-Corruption Handbook for the Board of Commissioners, Board of Directors, as well as the Audit, Risk & Compliance Committee [205-2]

Dewan Komisaris Board of Commissioners	Komite Audit, Risk & Compliance Audit, Risk & Compliance Committee	Direksi Board of Directors	Jumlah Total
<b>6</b> Orang/People	<b>4</b> Orang/People	<b>10</b> Orang/People	<b>20</b> Orang/People



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

General Manager & Manager General Manager & Manager	Karyawan Staff Staff Employees	Jumlah Total
<b>167</b> Orang/People	<b>1.918</b> Orang/People	<b>2.085</b> Orang/People

Selama tahun 2025, terdapat delapan kasus korupsi/kecurangan yang terjadi di dalam Perusahaan. Hal ini ditindaklanjuti dengan pemberian sanksi disipliner yang tegas serta penguatan pengendalian internal sebagai langkah korektif. [205-3]

Throughout 2025, eight cases of corruption and/or fraud occurred within the Company. These cases were followed up with imposing strict disciplinary actions and strengthening internal controls as corrective actions. [205-3]

**Jumlah Karyawan yang Menerima Informasi Mengenai Kebijakan Anti Penyuapan Berdasarkan Wilayah<sup>1</sup>**

Number of Employees Who Received Information on the Anti-Bribery Policy by Region

[205-2]

Uraian Description	2025	
	Orang People	%
Jakarta/Kantor Pusat <sup>2</sup> Jakarta/Head Office	514	4,55
Kalimantan Timur East Kalimantan	3.638	32,22
Kalimantan Tengah Central Kalimantan	2.688	23,81
Jawa Barat West Java	1	0,01
Jawa Timur East Java	116	1,03
Papua	463	4,10
Papua Barat West Papua	475	4,21
Papua Barat Daya Southwest Papua	93	0,82
Sulawesi Tenggara Southeast Sulawesi	2.314	20,50
Sulawesi Tengah Central Sulawesi	156	1,38
Maluku Utara North Maluku	420	3,72
Nusa Tenggara Barat West Nusa Tenggara	3	0,03
Sumatra Selatan South Sumatra	409	3,62
<b>Total</b>	<b>11.290</b>	<b>100</b>

**Keterangan/Notes:**

- Data pada tabel di atas disusun berdasarkan jumlah karyawan (*staff* dan *non-staff*) yang telah menerima informasi mengenai kebijakan anti penyuapan Petrosea per 31 Desember 2025  
Data in the table above is compiled based on the number of employees (*staff* and *non-staff*) who have received information regarding Petrosea's anti-bribery policy as of 31 December 2025
- Data termasuk badan tata kelola Perusahaan (Dewan Komisaris, Direksi & Komite ARC)  
Data includes the Company's corporate governance bodies (Board of Commissioners, Board of Directors & ARC Committee)

**Jumlah Karyawan yang Menerima Pelatihan Tentang Anti Penyuapan Berdasarkan Wilayah<sup>1</sup>**

Number of Employees Who Received Anti-Bribery Training by Region

[205-2]

Uraian Description	2025	
	Orang People	%
Jakarta/Kantor Pusat <sup>2</sup> Jakarta/Head Office	441	20,95
Kalimantan Timur East Kalimantan	662	31,45
Kalimantan Tengah Central Kalimantan	208	9,88
Jawa Barat West Java	1	0,05
Jawa Timur East Java	22	1,05
Papua	192	9,12
Papua Barat West Papua	137	6,51
Papua Barat Daya Southwest Papua	44	2,09
Sulawesi Tenggara Southeast Sulawesi	72	3,42
Sulawesi Tengah Central Sulawesi	221	10,50
Maluku Utara North Maluku	61	2,90
Sumatra Selatan South Sumatra	44	2,09
<b>Total</b>	<b>2.105</b>	<b>100</b>

**Keterangan/Notes:**

- Data pada tabel di atas disusun berdasarkan jumlah karyawan *staff* dengan *Date of Hire* (DOH) hingga 29 Agustus 2025 yang telah menerima pelatihan anti penyuapan  
Data in the table above is compiled based on the number of *staff* employees with a *Date of Hire* (DOH) up to 29 August 2025 who have received anti-bribery training
- Data termasuk badan tata kelola Perusahaan (Dewan Komisaris, Direksi & Komite ARC)  
Data includes the Company's corporate governance bodies (Board of Commissioners, Board of Directors & ARC Committee)

# SISTEM PELAPORAN PELANGGARAN

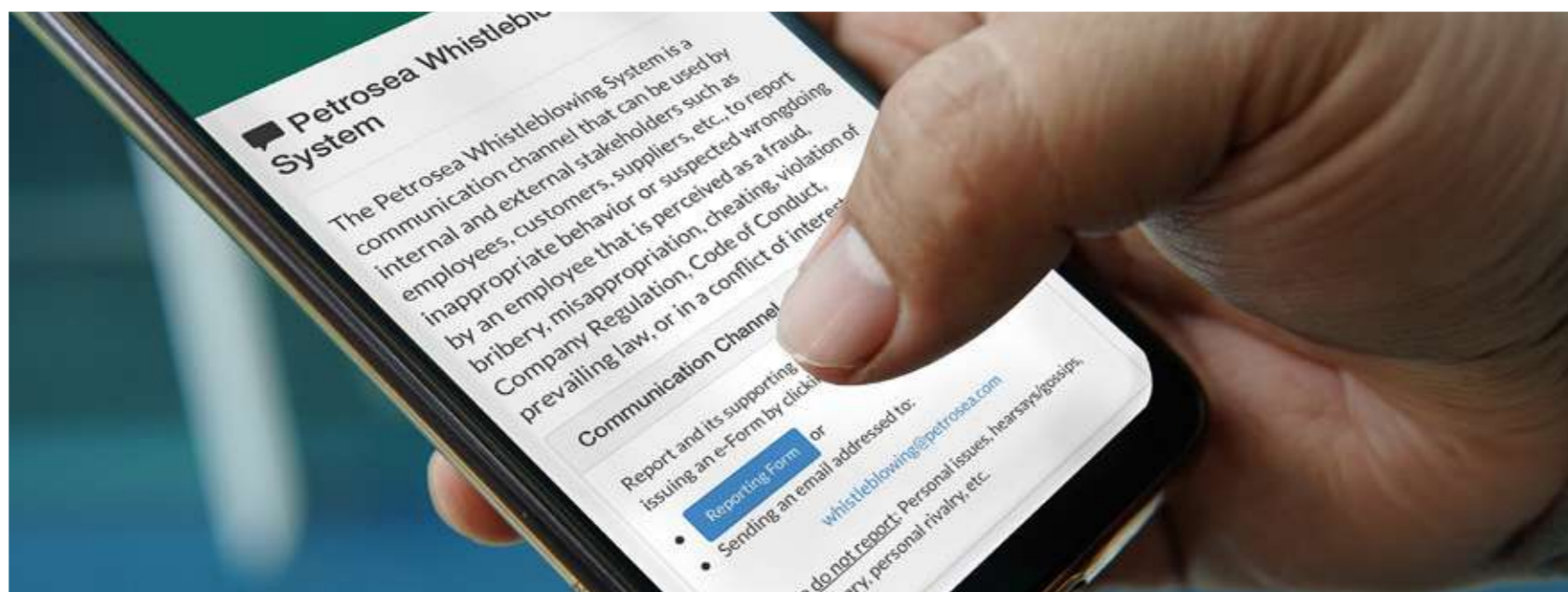
## WHISTLEBLOWING SYSTEM

Petrosea memiliki Sistem Pelaporan Pelanggaran (*Whistleblowing System* atau WBS) yang bertujuan untuk meningkatkan kualitas transparansi, akuntabilitas, integritas, dan kewajaran aktivitas seluruh karyawan, termasuk anggota Dewan Komisaris dan Direksi. Sistem ini dirancang untuk memfasilitasi pelaporan dari internal perusahaan maupun pemangku kepentingan eksternal.

Dalam penguatan governansi terkait *Whistleblowing System*, pada tahun 2025 Petrosea telah membentuk Dewan *Whistleblowing & Investigation* yang bertanggung jawab dalam pengawasan atas keseluruhan proses Sistem Pelaporan Pelanggaran dan tindak lanjut investigasi. Dalam pengawasannya, Dewan *Whistleblowing & Investigation* dapat memberikan usulan perbaikan berkelanjutan terkait proses, kebijakan dan prosedur terkait apabila diperlukan. Dewan *Whistleblowing & Investigation* terdiri dari perwakilan Direksi, Dewan Komisaris dan Komite Audit, Risk & Compliance. [2-16, 2-26]

Petrosea has established a Whistleblowing System (WBS) that aims to improve the transparency, accountability, integrity and fairness of the activities of all employees, including members of the Board of Commissioners and Board of Directors. This system is designed to facilitate reports from both internal and external stakeholders.

To strengthen governance related to the Whistleblowing System, in 2025 Petrosea has established a Whistleblowing & Investigation Council responsible for overseeing the entire Whistleblowing System process and follow-up investigations. Under its oversight, the Whistleblowing & Investigation Council can propose continuous improvements to related processes, policies and procedures, as required. The Whistleblowing & Investigation Council consists of representatives from the Board of Directors, Board of Commissioners and the Audit, Risk and Compliance Committee. [2-16, 2-26]



### Mekanisme Pelaporan

#### Whistleblowing Mechanism

- ↓ Pelapor menyampaikan laporan melalui e-form pada sistem WBS atau melalui email.  
The whistleblower submits the report through the e-form in the WBS system or email.
- ↓ Unit *Business Ethics and Integrity* melakukan penelaahan awal atas laporan WBS dan melakukan eskalasi kepada *Head of Risk & Integrity* (apabila diperlukan investigasi) untuk memperoleh review lanjutan dan persetujuan investigasi.  
Business Ethics and Integrity Unit conducts an initial review of the WBS report and escalates it to the Head of Risk & Integrity (if an investigation is required) for further review and approval of the investigation.
- ↓ *Head of Risk & Integrity* memberikan notifikasi kepada Dewan *Whistleblowing & Investigation* atas proses investigasi yang disetujui dan memantau seluruh proses investigasi.  
Head of Risk & Integrity notifies the Whistleblowing & Investigation Council of the approved investigation process and monitors the entire investigation process.
- ↓ Unit *Business Ethics and Integrity* menyusun perencanaan pelaksanaan investigasi, membentuk tim investigasi, melakukan investigasi dan menyusun laporan hasil investigasi yang akan disampaikan kepada pihak sesuai matriks otoritas pengambilan keputusan.  
Business Ethics and Integrity Unit develops an investigation implementation plan, forms an investigation team, conducts the investigation and prepares a report on the investigation results which will be submitted to the appropriate parties in accordance with the decision-making authority matrix.
- ↓ Sanksi diberikan sesuai peraturan yang berlaku.  
Sanctions are imposed in accordance with prevailing regulations.

Pelapor dapat menyampaikan laporan dengan atau tanpa nama secara elektronik melalui:  
Whistleblowers can submit reports, with name or anonymously, electronically via:

Email:  
whistleblowing@petrosea.com

e-Form:  
webapps.petrosea.com/whistleblowing  
(tersedia di/available on: www.petrosea.com & intranet Petrosea)



Seluruh laporan pelanggaran yang disampaikan harus disertai dengan informasi awal yang lengkap dan bukti pendukung agar dapat dianalisis oleh Unit *Business Ethics and Integrity*. Perusahaan menjamin kerahasiaan identitas seluruh pelapor serta memberikan perlindungan bagi seluruh pelapor yang menyampaikan laporan dengan itikad baik sesuai prosedur yang berlaku. Selain itu, perlindungan juga diberikan kepada seluruh pihak yang terlibat dalam pengelolaan dan penanganan laporan pelanggaran.

Dalam proses penanganan laporan pelanggaran dan pelaksanaan investigasi, Petrosea menjunjung tinggi prinsip independensi, kerahasiaan, kompetensi & profesionalisme, objektivitas & ketidakberpihakan, serta sesuai hukum & peraturan yang berlaku.

Hingga akhir tahun 2025, terdapat 64 laporan pengaduan yang seluruhnya telah ditindaklanjuti sesuai dengan ketentuan yang berlaku. [2-16]

Sepanjang tahun 2025, Petrosea tidak menghadapi perkara hukum atau sanksi yang berdampak material terhadap kegiatan operasional Perusahaan. Hal ini mencerminkan kepatuhan Perusahaan terhadap peraturan perundang-undangan yang berlaku serta efektivitas penerapan tata kelola dan pengendalian internal. [2-17]

All reports of violations must be accompanied by complete initial information and supporting evidence so that they can be analyzed by Business Ethics and Integrity Unit. The Company guarantees the confidentiality of the whistleblower's identity and provides protection for all whistleblowers who submit reports in good faith in accordance with prevailing procedures. Furthermore, protection is also provided to all parties involved in the management and handling of violation reports.

In handling reports of violations and conducting investigations, Petrosea upholds the principles of independence, confidentiality, competence and professionalism, objectivity and impartiality, as well as compliance with prevailing laws and regulations.

As of the end of 2025, a total of 64 complaints were received, all of which were followed up in accordance with prevailing regulations. [2-16]

Throughout 2025, Petrosea did not face any legal cases or sanctions that had a material impact on its operational activities. This reflects the Company's compliance with applicable laws and regulations as well as the effectiveness of its governance and internal control practices. [2-17]

Informasi lebih lanjut mengenai Sistem Pelaporan Pelanggaran dapat dilihat pada Laporan Tahunan 2025.

Further information regarding the Whistleblowing System can be seen in the 2025 Annual Report.



# PELIBATAN PEMANGKU KEPENTINGAN

## STAKEHOLDER ENGAGEMENT







[2-29][E.4]

Petrosea telah memetakan para pemangku kepentingan yang berpengaruh terhadap aktivitas operasional dan dilibatkan melalui berbagai mekanisme, seperti dialog rutin, konsultasi formal, survei, forum koordinasi, kunjungan lapangan, pertemuan komunitas, hingga kanal pelaporan khusus.

Petrosea has mapped stakeholders who influence its operational activities and engaged them through various mechanisms, such as regular dialogue, formal consultations, surveys, coordination forums, field visits, community meetings and dedicated reporting channels.

Setiap bentuk interaksi ini dirancang untuk memahami harapan, kepentingan, serta isu yang berkembang, sekaligus membuka peluang bagi Perusahaan untuk menyampaikan rencana, kebijakan, maupun langkah perbaikan yang sedang diupayakan.

Each form of interaction is designed to understand expectations, interests and emerging issues, while also providing opportunities for the Company to communicate plans, policies and ongoing improvement measures.

 <b>Pemegang Saham</b> Shareholders	 <b>Pelanggan</b> Customers	 <b>Karyawan</b> Employees	 <b>Mitra Usaha</b> Business Partners	 <b>Pemerintah</b> Government	 <b>Masyarakat</b> Communities
<ul style="list-style-type: none"> <li>• Dividen Dividend</li> <li>• Pengembangan usaha Business development</li> <li>• Tata kelola perusahaan yang baik (GCG) Good corporate governance (GCG)</li> </ul>	<ul style="list-style-type: none"> <li>• Hubungan komersial Commercial relations</li> <li>• Pelayanan Services</li> <li>• Kualitas produk dan layanan Quality of product and services</li> </ul>	<ul style="list-style-type: none"> <li>• Hubungan industrial Industrial relations</li> <li>• Kesejahteraan Welfare</li> <li>• Manajemen karier Career management</li> <li>• Pemanfaatan teknologi Technology adoption</li> </ul>	<ul style="list-style-type: none"> <li>• Hubungan komersial Commercial relations</li> <li>• Kebijakan pengadaan barang &amp; jasa Goods &amp; services procurement policy</li> <li>• Pembayaran tepat waktu Timely payment</li> </ul>	<ul style="list-style-type: none"> <li>• Pembayaran pajak Tax payment</li> <li>• Kepatuhan pada regulasi yang berlaku Compliance with prevailing regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Program pemberdayaan masyarakat Community empowerment program</li> <li>• Hubungan yang harmonis &amp; kolaboratif Harmonious &amp; collaborative relationship</li> <li>• Ketersediaan kesempatan kerja Availability of job opportunities</li> </ul>
<ul style="list-style-type: none"> <li>• Melaksanakan Rapat Umum Pemegang Saham untuk penentuan dividen minimal setahun sekali Held a General Meeting of Shareholders to determine dividends at least once a year</li> <li>• Implementasi praktik GCG dan melaksanakan evaluasi sebanyak 9 kali selama tahun 2025 oleh Komite Audit, Risk &amp; Compliance Implemented GCG practices and conducting 9 evaluations during 2025 by the Audit, Risk &amp; Compliance Committees</li> <li>• Melaksanakan pemantauan fungsi nominasi dan remunerasi serta suksesi oleh Komite Nominasi dan Remunerasi sebanyak 3 kali di tahun 2025 Monitored the nomination, remuneration and succession functions by the Nomination and Remuneration Committee three times in 2025</li> <li>• Melakukan penilaian potensi risiko dan tingkat pengembalian atas suatu proyek baru dan investasi yang dilakukan oleh Komite Project &amp; Investment sebanyak 26 kali dalam setahun Assessed the potential risks and returns of new projects and investments by the Project &amp; Investment Committee 26 times a year</li> </ul>	<ul style="list-style-type: none"> <li>• Menjaga hubungan yang baik dengan pelanggan serta melakukan pertemuan sesuai dengan kebutuhan Maintained good relationships with customers and held meetings when needed</li> <li>• Melaksanakan evaluasi keandalan produk dan layanan melalui survei kepuasan pelanggan setahun sekali Conducted product and service reliability evaluations through annual customer satisfaction surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Menyediakan tempat kerja aman dan nyaman Provided a safe and comfortable workplace</li> <li>• Memberikan remunerasi yang adil dan memadai Provided fair and adequate remuneration</li> <li>• Memberikan pelatihan pengembangan kompetensi secara berkala Provided regular competency development training</li> <li>• Melaksanakan evaluasi kinerja sebanyak 2 kali dalam setahun Conducted performance evaluations twice a year</li> <li>• Mengikuti perkembangan teknologi Followed the latest technological developments</li> </ul>	<ul style="list-style-type: none"> <li>• Menjamin keterbukaan informasi Guaranteed transparency of information</li> <li>• Melaksanakan proses pengadaan barang dan jasa secara adil dan transparan Carried out fair and transparent goods and services procurement processes</li> <li>• Menjalankan kewajiban secara tepat waktu Fulfilled obligations in a timely manner</li> <li>• Mengadakan pertemuan secara rutin Held regular meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Membayarkan pajak sesuai dengan kewajiban dan secara tepat waktu Paid taxes as mandated and on time</li> <li>• Mematuhi seluruh regulasi yang berlaku dan mengikuti perkembangan regulasi terkini Complied with all prevailing regulations and remained up to date with the latest regulatory developments</li> <li>• Melakukan pertemuan secara berkala Held regular meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Melaksanakan 59 program pemberdayaan masyarakat sesuai dengan kebutuhan masyarakat sekitar Implemented 59 empowerment programs tailored to surrounding community</li> <li>• Membina hubungan baik dan kolaboratif Fostered good and collaborative relationships</li> <li>• Memberikan kesempatan bekerja sesuai dengan ketentuan Perusahaan Provided work opportunities in accordance with Company regulations</li> <li>• Memberikan pelatihan secara berkala Provided regular training</li> </ul>



## 6

# MEMBANGUN DAYA SAING & NILAI EKONOMI

BUILDING COMPETITIVENESS &  
ECONOMIC VALUE

Untuk menghadirkan manfaat jangka panjang bagi seluruh pemangku kepentingan, Petrosea senantiasa mengedepankan inovasi, pemanfaatan teknologi terkini dan pengelolaan sumber daya secara bertanggung jawab. Pendekatan ini tidak hanya bertujuan untuk menjaga daya saing dan ketahanan bisnis, tetapi juga memastikan terciptanya dampak positif yang berkelanjutan bagi generasi mendatang.

To deliver long-term benefits for all stakeholders, Petrosea consistently prioritizes innovation, the adoption of cutting-edge technologies and responsible resource management. This approach not only aims to maintain business competitiveness and resilience, but also ensures the creation of positive and sustainable impacts for future generations.



### Peningkatan Total Pendapatan

Peningkatan total pendapatan sebesar 28,32% menjadi US\$886,46 juta dari US\$690,81 juta

Total revenue increased by 28.32% to US\$886.46 million from US\$690.81 million



### Pemilihan Pemasok Lokal

Seluruh (100%) pemasok telah dipilih melalui proses penilaian aspek lingkungan dan sosial

All (100%) of the suppliers have been selected through an environmental and social aspect assessment process



### Realisasi TKDN 96%

Petrosea berhasil meningkatkan nilai TKDN sebesar 96% melalui inisiatif GO LOCAL Project

Petrosea has successfully increased its TKDN value by 96% through the GO LOCAL Project initiative

## KINERJA EKONOMI ECONOMIC PERFORMANCE

Pada tahun 2025, Petrosea fokus pada implementasi strategi diversifikasi dan ekspansi bisnis untuk mencapai pertumbuhan berkelanjutan. Strategi diversifikasi dilakukan dengan melanjutkan pengembangan usaha di sektor *non-coal* dengan memperkuat kemampuan rekayasa dan konstruksi melalui akuisisi Hafar & anak usaha. Sedangkan strategi ekspansi bisnis Perusahaan dilaksanakan melalui penyelesaian akuisisi HBS & anak usaha, Hafar & anak usaha, serta akuisisi Scan-Bilt yang semakin memperkuat kapabilitas multidisiplin EPC Perusahaan di industri pengolahan kimia, khususnya di sektor migas.

Lini bisnis EPC membukukan pendapatan sebesar US\$379,75 juta yang tumbuh 26,93% dibandingkan dengan US\$299,17 juta pada tahun sebelumnya. Sedangkan lini bisnis Jasa Pertambangan membukukan pendapatan sebesar US\$389,25 juta yang tumbuh 34,15% dibandingkan dengan US\$290,15 juta pada tahun sebelumnya. Sementara itu, lini bisnis EPCI Migas Lepas Pantai membukukan pendapatan sebesar US\$32,87 juta, disusul lini bisnis Jasa Logistik & Pendukung yang membukukan pendapatan sebesar US\$30,07 juta.

Jumlah aset mengalami peningkatan sebesar 82,51% menjadi US\$1,58 miliar, di mana aset tetap mengalami peningkatan sebesar 121,20% sebagai hasil dari investasi peralatan tambang untuk mendukung proyek-proyek jasa penambangan baru, serta sebagai langkah antisipasi pengembangan dan keberlanjutan usaha di masa mendatang. Kas dan setara kas mencapai US\$72,03 juta pada akhir tahun, sejalan dengan ekspansi bisnis Petrosea. Penjualan batu bara CEP tercatat sebesar US\$52,01 juta dan memberikan kontribusi sebesar 5,87% terhadap total pendapatan Perusahaan.

In 2025, Petrosea focused on implementing its diversification and business expansion strategies to achieve sustainable growth. The diversification strategy involved the further development of its *non-coal* business by strengthening engineering and construction capabilities through the acquisition of Hafar and subsidiaries. Meanwhile, the business expansion strategy was carried out by completing the acquisition of HBS & subsidiaries, Hafar & subsidiaries, as well as the acquisition of Scan-Bilt, which further strengthened the Company's multidisciplinary EPC capabilities in the chemical processing industry, particularly in the oil & gas sector.

The EPC business line recorded revenue of US\$379.75 million, representing a 26.93% increase compared with US\$299.17 million in the previous year. Meanwhile, the Mining Services business line recorded revenue of US\$389.25 million, representing a 34.15% increase compared with US\$290.15 million in the previous year. Furthermore, the Offshore Oil & Gas EPCI business line recorded revenue of US\$32.87 million, followed by the Logistics & Support Services business line, which generated revenue of US\$30.07 million.

Total assets increased by 82.51% to US\$1.58 billion, with fixed assets increasing by 121.20% due to investments in mining equipment to support new mining service projects and as a precautionary measure for future business development and sustainability. Cash and cash equivalents reached US\$72.03 million at year-end, aligned with Petrosea's business expansion. CEP coal sales were recorded at US\$52.01 million, contributing 5.87% to the Company's total revenue.

Selama tahun 2025, Petrosea tidak mendapatkan bantuan finansial apapun dari pemerintah termasuk keringanan pajak yang diberikan.

Throughout 2025, Petrosea did not receive any financial assistance from the government, including tax relief.

## Kinerja Ekonomi

### Economic Performance

[F.2][F.3]

dalam juta US\$  
in million US\$

Uraian Description	YoY 2024-2025		2025	2024	2023
	%	Nominal Amount			
Pendapatan Revenues	28,32	195,65	<b>886,46</b>	690,81	577,62
Laba Kotor Gross Profit	24,30	21,94	<b>112,23</b>	90,29	82,11
Laba Sebelum Pajak Profit Before Tax	399,21	31,41	<b>39,28</b>	7,87	16,05
Laba Bersih Tahun Berjalan Net Profit for the Year	251,75	25,06	<b>35,01</b>	9,95	12,44
Jumlah Penghasilan Komprehensif Tahun Berjalan Total Comprehensive Income for the Year	234,87	20,94	<b>29,85</b>	8,91	13,81
Laba per Saham Dasar (dalam US\$ penuh) Basic Earnings per Share (in Full US\$)	190,00	0,0019	<b>0,0029</b>	0,0010*	0,0123

#### Keterangan/Notes:

\*Saham beredar yang disesuaikan setelah pemecahan saham  
Adjusted outstanding share after stock split

## Capaian & Target Kinerja Ekonomi

### Economic Performance Achievements & Targets

Uraian Description	Satuan Unit	2025 Actual	Actual vs Target (%)
Pendapatan Revenues	Juta US\$	<b>886,46</b>	(15)
Margin Laba Bersih Tahun Berjalan Net Profit for the Year Margin	%	<b>4</b>	2

## Pangsa Pasar

Pada tahun 2025, operasional Petrosea semakin luas dan bahkan telah menjangkau kawasan Asia Pasifik dan Oseania, termasuk Singapura, Papua Nugini dan Pakistan. Kegiatan usaha Perusahaan meliputi lini bisnis Jasa Pertambangan, EPC, EPCI Migas Lepas Pantai, serta Jasa Logistik & Pendukung. Lini bisnis Jasa Pertambangan memberikan kontribusi terbesar, yaitu sebesar 43,91% terhadap total pendapatan Perusahaan pada tahun 2025.

## Market Share

By 2025, Petrosea's operations will expand and even reach the Asia Pacific and Oceania region, including Singapore, Papua New Guinea, and Pakistan. The Company's business lines include Mining Services, EPC, Offshore Oil & Gas EPCI, as well as Logistics & Support Services. The Mining Services business line was the largest contributor, representing 43.91% of the Company's total revenue in 2025.

## Pendapatan per Lini Bisnis

### Revenue per Business Line

[F.2][F.3]

dalam juta US\$  
in million US\$

Lini Bisnis Business Line	YoY 2024-2025		2025	2024	2023
	%	Nominal Amount			
Jasa Pertambangan Mining Services	34,15	99,10	<b>389,25</b>	290,15	364,15
Rekayasa, Pengadaan & Konstruksi Engineering, Procurement & Construction	26,93	80,58	<b>379,75</b>	299,17	162,86
EPCI Migas Lepas Pantai Offshore Oil & Gas EPCI	100,00	32,87	<b>32,87</b>	-	-
Jasa Logistik & Pendukung Logistics & Support Services	(13,17)	(4,56)	<b>30,07</b>	34,63	40,36
Penjualan Batu Bara Sale of Coal	(18,95)	(12,16)	<b>52,01</b>	64,17	7,68
Lainnya Other	(6,51)	(1,75)	<b>2,51</b>	2,69	2,57
<b>Total Pendapatan Total Revenue</b>	<b>28,32</b>	<b>195,65</b>	<b>886,46</b>	<b>690,81</b>	<b>577,62</b>

## Nilai Ekonomi yang Dihasilkan & Didistribusikan

[201-1]

Pada tahun 2025, Petrosea mencatat peningkatan total pendapatan sebesar 28,32% menjadi US\$886,46 juta. Pencapaian tersebut terutama didukung oleh kontribusi dari lini bisnis Jasa Pertambangan yang menyumbang 43,91%, EPC 42,84%, serta lini bisnis baru, yaitu EPCI Migas Lepas Pantai sebesar 3,71%. Petrosea juga berhasil membukukan total nilai perolehan kontrak (*backlog*) sebesar US\$4,44 miliar pada akhir tahun.

Lini bisnis EPC membukukan pendapatan sebesar US\$379,75 juta yang tumbuh 26,93% dibandingkan dengan US\$299,17 juta pada tahun sebelumnya, didukung oleh beberapa proyek strategis untuk BP Indonesia, Vale Indonesia dan Freeport Indonesia. Sedangkan lini bisnis Jasa Pertambangan membukukan pendapatan sebesar US\$389,25 juta yang tumbuh 34,15% dibandingkan US\$290,15 juta pada tahun sebelumnya sebagai hasil dari meningkatnya volume lapisan tanah penutup sebesar 26,79%, didukung oleh ekspansi bisnis ke kawasan Kalimantan Tengah. Sedangkan produksi batu bara CEP menurun sebesar 11,81%.

Sementara itu, lini bisnis EPCI Migas Lepas Pantai membukukan pendapatan sebesar US\$32,87 juta, disusul lini bisnis Jasa Logistik & Pendukung yang membukukan pendapatan sebesar US\$30,07 juta, turun 13,17% dibandingkan dengan US\$34,63 juta pada tahun sebelumnya.

## Economic Value Generated & Distributed

[201-1]

In 2025, Petrosea recorded an increase of total revenue by 28.32% to US\$886.46 million. This achievement was primarily supported by contributions from the Mining Services business line which accounted for 43.91%, EPC at 42.84%, as well as the new Offshore Oil & Gas EPCI business line which contributed 3.71%. Petrosea also successfully recorded a total contract acquisition value (*backlog*) of US\$4.44 billion as of year-end.

The EPC business line recorded revenue of US\$379.75 million, representing a 26.93% increase compared with US\$299.17 million in the previous year, supported by several strategic projects for BP Indonesia, Vale Indonesia and Freeport Indonesia. Meanwhile, the Mining Services business line recorded revenue of US\$389.25 million, representing an 34.15% increase compared with US\$290.15 million in the previous year, driven by higher overburden removal volume of 26.79%, supported by business expansion into the Central Kalimantan region. Meanwhile, the CEP coal production declined by 11.81%.

Furthermore, the Offshore Oil & Gas EPCI business line recorded revenue of US\$32.87 million, followed by the Logistics & Support Services business line, which generated revenue of US\$30.07 million, representing an 13.17% decrease compared with US\$34.63 million in the previous year.

## Nilai Ekonomi yang Dihasilkan & Didistribusikan

Economic Value Generated &amp; Distributed

[201-1]

dalam juta US\$  
in million US\$

Uraian Description	2025	2024*	2023*
<b>A. Nilai Ekonomi yang Dihasilkan   Direct Economic Value Generated</b>			
Pendapatan Usaha Operating Revenue	<b>886,46</b>	690,81	577,62
Pendapatan Lainnya (Bunga Bank) Other Revenues (Bank Interests)	<b>2,71</b>	1,02	1,07
<b>Jumlah Nilai Ekonomi Langsung yang Dihasilkan Total Direct Economic Value Generated</b>	<b>889,17</b>	<b>691,83</b>	<b>578,69</b>
<b>B. Nilai Ekonomi Langsung yang Didistribusikan   Direct Economic Value Distributed</b>			
Biaya Operasional Operational Expenses	<b>658,46</b>	494,35	398,10
Pengeluaran untuk Karyawan (Gaji dan Tunjangan) Expenses for Employees (Salary and Benefits)	<b>160,30</b>	157,69	144,09
Pembayaran Dividen Dividend Payment	<b>10,00</b>	3,10	75,36
Pengeluaran untuk Pemerintah (Pajak dan Retribusi) Expenses for Government (Tax and Retribution)	<b>23,49</b>	19,80	15,28
Pengeluaran untuk Masyarakat (Biaya CSR) Expenses for Community (CSR Cost)	<b>0,24</b>	0,11	0,11
<b>Jumlah Nilai Ekonomi Langsung yang Didistribusikan Total Direct Economic Value Distributed</b>	<b>852,49</b>	<b>675,04</b>	<b>632,94</b>
<b>Nilai Ekonomi Langsung yang Ditahan (A-B) Direct Economic Value Retained (A-B)</b>	<b>36,68</b>	<b>16,79</b>	<b>54,25</b>

### Keterangan/Notes:

\*Penyajian data kembali karena perubahan metode perhitungan  
Data restatement due to changes in calculation method

## Investasi Infrastruktur & Layanan Pendukung

[203-1]

Sebagai wujud komitmen dalam meningkatkan keandalan operasional, efisiensi biaya dan pengelolaan aset yang berkelanjutan, Petrosea secara konsisten melakukan investasi pada pengembangan infrastruktur dan layanan pendukung terintegrasi. Tujuannya adalah memastikan bahwa pengelolaan aset strategis dilaksanakan secara optimal guna mendukung kinerja jangka panjang, sekaligus menciptakan nilai tambah bagi para pemangku kepentingan.

Untuk mendukung komitmen tersebut, divisi Asset Management menerapkan strategi pemeliharaan aset yang efisien dan terstruktur guna menjamin keandalan peralatan dalam mendukung kegiatan operasional. Melalui pendekatan ini, Perusahaan memastikan agar pemeliharaan aset dilakukan secara efisien untuk mendukung kegiatan operasional, serta mengurangi *downtime* alat berat dan memaksimalkan *asset life cycle*. Upaya ini juga diperkuat dengan penerapan sertifikasi ISO 55001 untuk Sistem Manajemen Aset sebagai fondasi tata kelola aset yang lebih terstruktur dan andal.

Sepanjang tahun 2025, Asset Management berhasil mencatat penghematan biaya sebesar US\$6,32 juta, yang diperoleh melalui peningkatan berkelanjutan pada fasilitas *rebuild, refurbish & fabrication* di Petrosea Rebuild Center (PRC) yang berlokasi di Balikpapan, Kalimantan Timur.

Sejalan dengan agenda keberlanjutan, divisi Asset Management terus mengembangkan Petrosea Support Facilities (PSF), termasuk penggunaan panel surya sebagai upaya mengurangi emisi karbon dari konsumsi listrik PLN dalam aktivitas operasional. Selain itu, inisiatif digitalisasi juga dilanjutkan untuk mendukung program pemeliharaan dan perbaikan alat secara lebih efisien.

## Infrastructure & Supporting Services Investment

[203-1]

As part of Petrosea's commitment to strengthening operational reliability, cost efficiency, and sustainable asset management, the Company consistently invests in the development of integrated infrastructure and support services. This initiative aims to ensure that strategic assets are optimally managed to support long-term operational performance while creating added value for stakeholders.

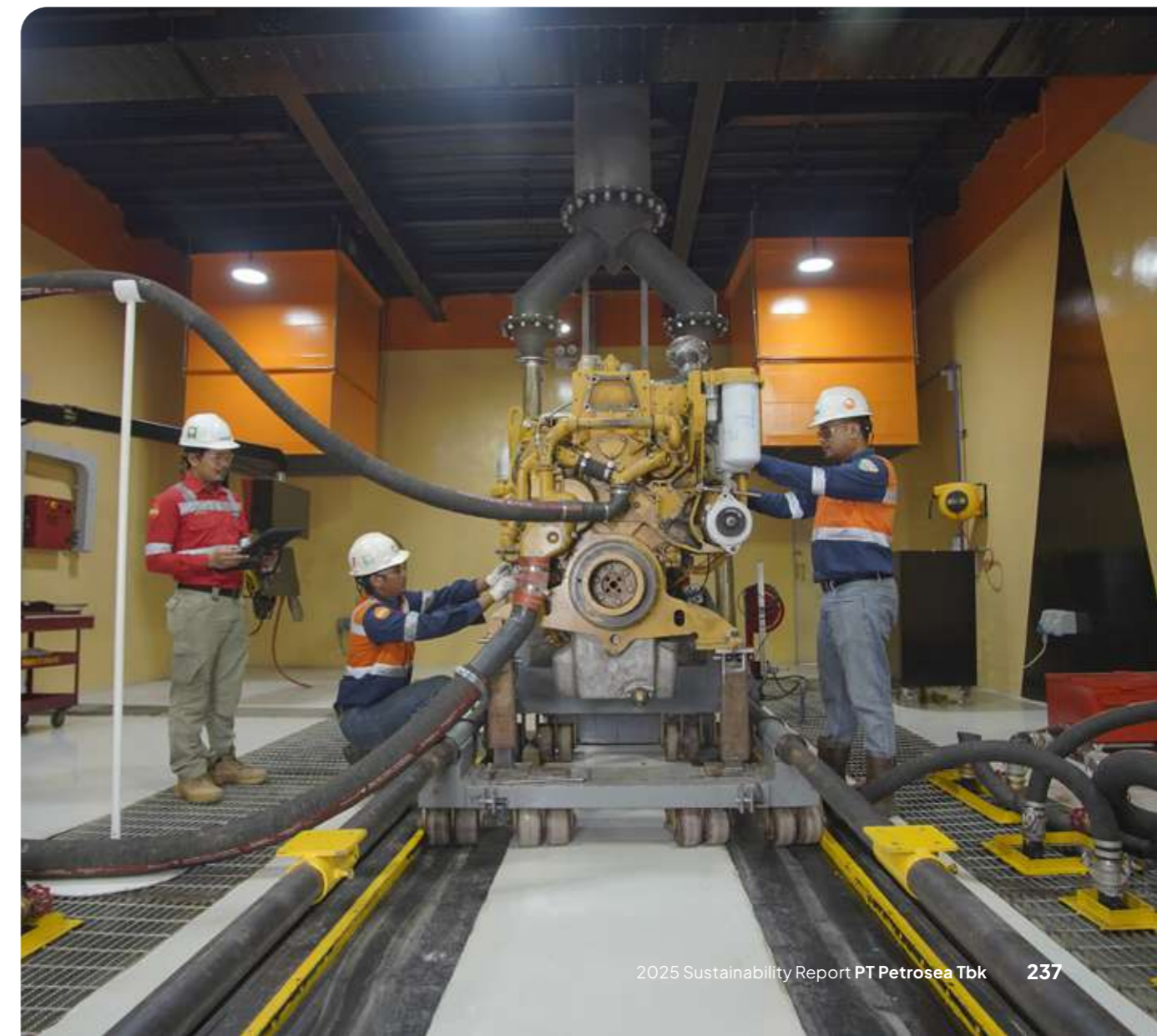
To support this commitment, the Asset Management division implements an efficient and structured asset maintenance strategy to ensure equipment reliability in supporting operational activities. Through this approach, the Company minimizes heavy equipment downtime and optimizes asset life cycles, thereby enhancing overall operational efficiency. These efforts are further strengthened by the implementation of ISO 55001 certification for Asset Management System, serving as a foundation for a more structured and reliable asset governance framework.

Throughout 2025, Asset Management achieved cost savings of US\$6.32 million, achieved through continuous improvements to the rebuild, refurbishment & fabrication facilities at Petrosea Rebuild Center (PRC) located in Balikpapan, East Kalimantan.

In line with its sustainability agenda, the Asset Management division continues to develop Petrosea Support Facilities (PSF), including the utilization of solar panels to reduce carbon emissions from PLN electricity consumption for operational activities. Furthermore, digitalization initiatives are being continued to support more efficient equipment maintenance and repair programs.

Untuk memperkuat kapabilitas pengelolaan peralatan, Perusahaan mengintensifkan implementasi sistem *Predictive Maintenance* (PdM) serta penggunaan aplikasi pemantauan pelumas (*oil top-up mobile app*) yang berfungsi untuk memitigasi penggunaan hidrokarbon yang tidak terencana. Inisiatif ini mendukung strategi perawatan berbasis kondisi (*condition-based maintenance*) yang bertujuan menjaga performa komponen sekaligus memperpanjang masa pakainya. Seluruh upaya tersebut merupakan bagian dari keberlanjutan program "CINTAI ASET" sebagai wujud komitmen Petrosea dalam mencapai *operational excellence*.

To strengthen equipment management capabilities, the Company has intensified the implementation of Predictive Maintenance (PdM) systems and the use of lubricant monitoring applications, including an oil top-up mobile app to mitigate unplanned hydrocarbon consumption. These initiatives support a condition-based maintenance strategy aimed at maintaining component performance while extending their lifespan. All of these efforts form part of the continued "CINTAI ASET" program, reflecting Petrosea's commitment to achieving operational excellence.



Selain investasi pada infrastruktur internal untuk mendukung produktivitas karyawan, Petrosea juga berinvestasi pada fasilitas pendukung bagi masyarakat sekitar sebagai bentuk kontribusi terhadap dampak ekonomi tidak langsung. Pada tahun 2025, nilai investasi tersebut tercatat sebesar:

1. Pelaksanaan program CSR dengan total investasi sebesar Rp3.641.119.131, mencakup bidang pendidikan, kesehatan, lingkungan dan pemberdayaan ekonomi. Program ini memberikan manfaat kepada 19.982 orang.
2. Pembangunan, pengembangan dan revitalisasi fasilitas umum dengan investasi sebesar Rp2.982.902.834, yang memberikan manfaat kepada 19.654 orang.

Informasi lebih lanjut mengenai investasi infrastruktur, program CSR, serta berbagai layanan yang diberikan kepada masyarakat di sekitar wilayah operasional dapat ditemukan pada bab 4 di halaman 178–181 dalam laporan ini.

In addition to investments in internal infrastructure to enhance employee productivity, Petrosea also invested in community supporting facilities as part of its contribution to indirect economic impacts. In 2025, the value of these investments was recorded as follows:

1. The implementation of CSR programs with a total investment of Rp3,641,119,131, covering the areas of education, health, environment and economic empowerment. The program benefited a total of 19,982 people.
2. The construction, development and revitalization of public facilities with an investment of Rp2,982,902,834 million, benefiting 19,654 people.

Further information on infrastructure investments, CSR programs and various services provided to communities surrounding the Company's operational areas can be found in chapter 4 on page 178–181 of this report.

## TEKNOLOGI & INOVASI TECHNOLOGY & INNOVATION

[F.26] [F.27]



Petrosea memandang keamanan siber sebagai fondasi penting dalam tata kelola keberlanjutan, khususnya dalam mengelola risiko operasional dan menjaga keandalan sistem informasi Perusahaan. Program keamanan siber yang berada di bawah tanggung jawab divisi Digital Center of Excellence (DCOE) dirancang selaras dengan standar internasional dan praktik terbaik, guna memastikan pengelolaan risiko yang efektif, pelaporan yang transparan, serta perbaikan berkelanjutan.

Petrosea places cybersecurity as a critical foundation of its sustainability governance, specifically in managing operational risks and safeguarding the reliability of the Company's information systems. The cybersecurity program under the responsibility of the Digital Center of Excellence (DCOE) division is designed in alignment with international standards and best practices to ensure effective risk management, transparent reporting, as well as continuous improvement.



Sebagai bagian dari tata kelola keberlanjutan, keamanan siber telah ditetapkan sebagai salah satu subtopik material dalam mendukung strategi keberlanjutan Perusahaan. Di tengah meningkatnya risiko keamanan siber yang kini menjadi salah satu risiko global utama, Petrosea menerapkan pendekatan proaktif untuk memperkuat perlindungan terhadap kegiatan operasional, reputasi, serta kepercayaan para pemangku kepentingan di era digital.

Sepanjang tahun 2025, Petrosea terus memperkuat keandalan sistem digital Perusahaan melalui *Security Operations Center (SOC)* dan *Network Operations Center (NOC)* yang beroperasi 24 jam sehari, 7 hari seminggu untuk mendeteksi dan merespon isu ancaman siber dengan lebih cepat dan efektif. Seluruh ekosistem keamanan siber juga diaudit secara berkala oleh pihak independen eksternal untuk memastikan standar dan praktik terbaik tetap terjaga. Selain itu, sebagai bagian dari upaya dalam memenuhi standar ISO 27001 untuk Sistem Manajemen Keamanan Informasi, seluruh sistem kritikal di Petrosea telah menerapkan *Multi-Factor Authentication (MFA)*, yaitu metode keamanan yang mewajibkan lebih dari satu jenis verifikasi saat melakukan login ke sistem atau aplikasi.

As part of its sustainability governance, cybersecurity has been designated as a material sub-topic to support the Company's sustainability strategy. Amid the growing importance of cybersecurity as a main global risk, Petrosea has adopted a proactive approach to strengthen the protection of its operations, reputation, as well as stakeholder trust in the digital era.

Throughout 2025, Petrosea continued to strengthen the reliability of its digital systems through the *Security Operations Center (SOC)* and *Network Operations Center (NOC)*, which operate 24 hours a day, 7 days a week in order to detect and respond to cybersecurity threats more swiftly and effectively. The entire cybersecurity ecosystem is also regularly audited by an independent external party to ensure that standards and best practices are maintained. In addition, as part of its efforts to meet the ISO 27001 standard for Information Security Management System, all critical systems at Petrosea have implemented *Multi-Factor Authentication (MFA)*, a security method that requires more than one type of verification when logging into a system or application.

Selama 2025, Perusahaan melaksanakan kampanye internal terkait keamanan siber sebanyak 51 kali untuk terus membangun *awareness* di antara karyawan. Hasilnya, terjadi peningkatan yang cukup signifikan pada tingkat *awareness* terhadap aspek keamanan siber dibandingkan tahun sebelumnya, di mana skor perlindungan *phishing* mencapai 98,17%, skor perlindungan *ransomware* 80,32% dan *Microsoft Secure Score* mencapai 71,35%, semuanya di atas rata-rata industri.

Melalui pendekatan yang terstruktur dan berbasis data, DCOE tidak hanya memperkuat ketahanan digital, tetapi juga memastikan bahwa keamanan siber menjadi bagian tak terpisahkan dari tata kelola, inovasi dan keberlanjutan bisnis Perusahaan dalam jangka panjang. Seluruh upaya ini menegaskan komitmen Petrosea untuk terus beradaptasi terhadap dinamika risiko global, menjaga kepercayaan pemangku kepentingan, serta mendukung pertumbuhan yang berkelanjutan.

### Pengembangan Produk & Layanan

[F.26]

Sepanjang tahun 2025, Petrosea terus mengoptimalkan pemanfaatan *Remote Operations Center (ROC)* yang berlokasi di kantor pusat untuk memantau dan mengendalikan kegiatan operasional di berbagai lokasi secara bersamaan dengan memanfaatkan *real-time data* demi mendukung tercapainya *operational excellence*. Selain itu, Perusahaan juga memiliki *Tactical Room (TAC Room)* yang dirancang untuk meningkatkan manajemen konstruksi, mengoptimalkan pengendalian proyek dari jarak jauh, serta mempercepat proses pengambilan keputusan, melalui pemanfaatan beberapa *digital tools*, seperti *digital twin*, *digital boardroom* dan *construction management*.

During 2025, the Company conducted 51 internal cybersecurity campaigns in order to continuously build employee awareness. This resulted in a significant increase in cybersecurity awareness compared to the previous year, with a phishing protection score of 98.17%, ransomware protection score of 80.32% and Microsoft Secure Score of 71.35%, all above the industry average.

Through a structured and data-driven approach, DCOE not only strengthens the Company's digital resilience, but also ensures that cybersecurity becomes an integral part of the Company's governance, innovation and long-term business sustainability. These efforts reaffirm Petrosea's commitment to continuously adapting to evolving global risk dynamics, safeguarding stakeholder trust, as well as supporting sustainable growth.

### Product & Service Development

[F.26]

Throughout 2025, Petrosea continued to optimize the utilization of its *Remote Operations Center (ROC)* located at the head office to monitor and control operational activities at various locations simultaneously by leveraging real-time data in order to support the achievement of operational excellence. In addition, the Company also established a *Tactical Room (TAC Room)* designed to enhance construction management, optimize remote project control, as well as accelerate decision-making processes by leveraging several digital tools, such as *digital twin* technology, *digital boardroom* and *construction management* systems.



Sejalan dengan komitmen Perusahaan dalam mewujudkan *Target Zero*, yaitu *zero harm to people, communities and the environment*, divisi Safety, Health & Environment (SHE) berkomitmen untuk menciptakan budaya kerja yang mengutamakan aspek K3L sebagai prioritas utama, serta mendorong kepatuhan lingkungan di seluruh lini operasional melalui pendekatan proaktif dan kolaboratif. Divisi SHE terus memperkuat budaya keselamatan Perusahaan dengan meningkatkan kompetensi personel melalui berbagai program pembinaan dan pelatihan, serta memastikan setiap kegiatan operasional mematuhi peraturan dan prosedur K3L yang berlaku.

Divisi ini aktif berperan dalam peningkatan berkelanjutan melalui pengukuran budaya keselamatan, pelaksanaan audit, pengukuran dan pengendalian lingkungan kerja, serta pengelolaan data dan memonitor tren kinerja K3L melalui SHEPRO *digital platform* untuk mendukung pelaksanaan Sistem Manajemen K3L secara efektif.

Dalam mendukung penerapan ESG secara konsisten, sejak 2023 Petrosea telah meluncurkan ENVO360, sebuah *platform* ESG terpadu untuk mengelola kinerja dan kepatuhan ESG di seluruh area operasional. *Platform* ini didukung oleh kerangka kerja pengukuran, pemantauan dan mitigasi yang komprehensif, serta terhubung langsung dengan ekosistem digital Petrosea lainnya, termasuk SHEPRO dan I-CON, yang merupakan sistem manajemen digital untuk layanan *human capital* Perusahaan.

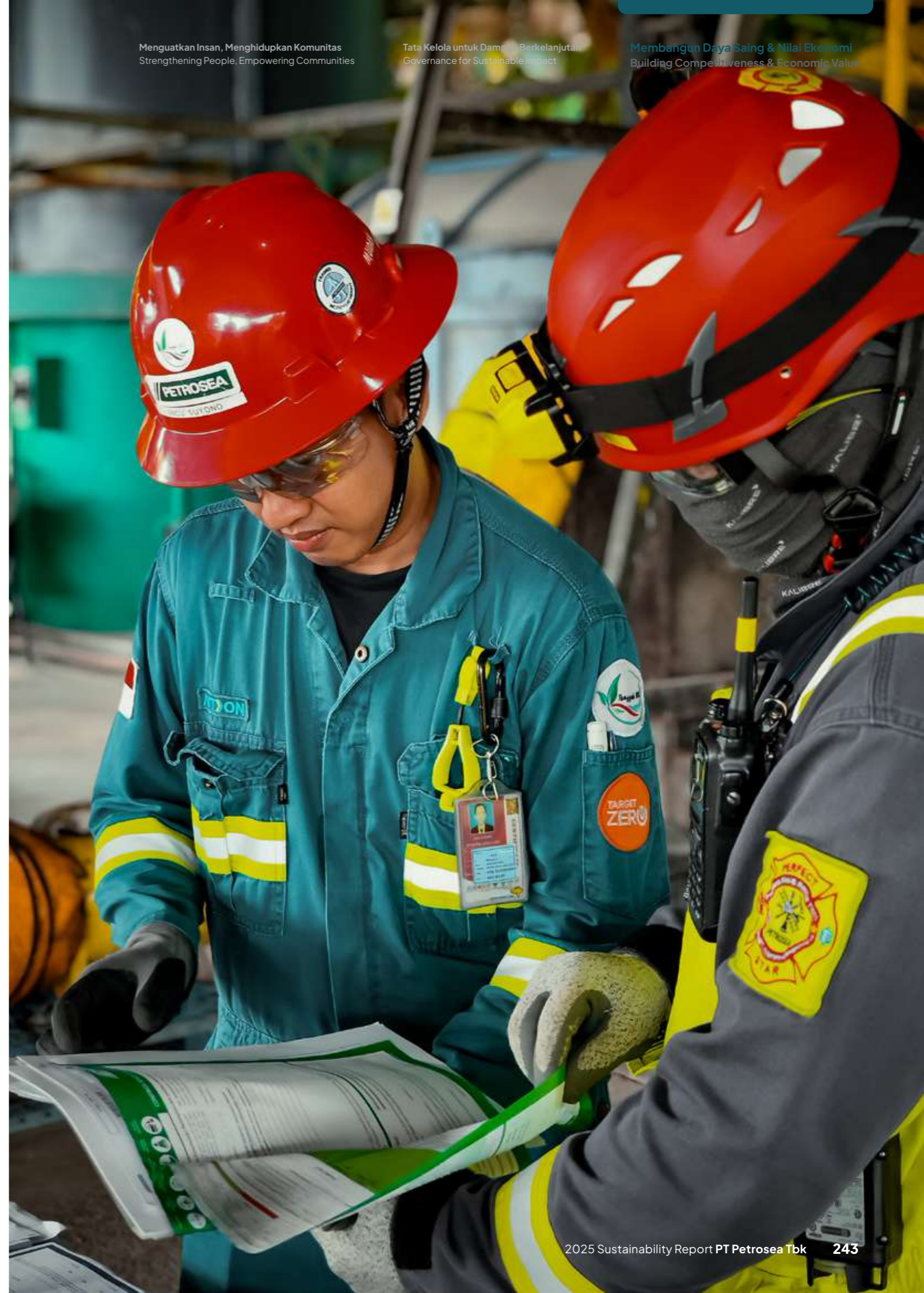
Petrosea memastikan bahwa seluruh produknya telah dievaluasi dan dipastikan keamanannya bagi para pelanggan, sehingga tidak ada produk yang ditarik kembali dari pasar. Petrosea juga berkomitmen untuk memberikan pelayanan yang setara bagi seluruh pelanggan, sebagaimana hal ini tertuang dalam misi Perusahaan. [F.27]

In line with the Company's commitment to achieving *Target Zero*, namely *zero harm to people, communities and the environment*, the SHE division is dedicated to fostering a work culture that prioritizes SHE aspects as the main priority, while promoting environmental compliance across all operational areas through a proactive and collaborative approach. The SHE division continuously strengthens the Company's safety culture by enhancing personnel competencies through various coaching and training programs, as well as ensures that all operational activities strictly comply with prevailing SHE regulations and procedures.

This division actively contributes to continuous improvement through safety culture assessments, audits, workplace environmental monitoring and control, as well as the management of performance data and monitoring of SHE performance trends through the SHEPRO digital platform to support the effective implementation of the SHE Management System.

To support consistent ESG implementation, Petrosea launched ENVO360 in 2023, an integrated ESG platform for managing ESG performance and compliance across all operational areas. This platform is supported by a comprehensive measurement, monitoring and mitigation framework and is directly connected to Petrosea's other digital ecosystems, including SHEPRO and I-CON, the digital management system for the Company's human capital services.

Petrosea ensures that all of its products have been evaluated and verified as safe for customers, therefore resulting in no product recalls during the reporting period. The Company is also committed to providing equal service to all customers, as stipulated in its corporate mission. [F.27]



# RANTAI PASOK BERKELANJUTAN

## SUSTAINABLE SUPPLY CHAIN

[2-6][F.28]



Petrosea menempatkan keberlanjutan sebagai prioritas yang melibatkan seluruh rantai pasok, bukan hanya kinerja internal. Perusahaan bertekad untuk menciptakan jaringan pemasok yang menjunjung etika, transparansi dan tanggung jawab melalui proses pengadaan yang selaras dengan prinsip *Environmental, Social & Governance* (ESG).

### Manajemen Rantai Pasok

Petrosea mengimplementasikan manajemen rantai pasok yang terstruktur dan bertanggung jawab untuk menjamin ketersediaan barang dan jasa secara tepat waktu, efisien, serta sejalan dengan standar keberlanjutan Perusahaan. Kami mengadopsi *lean procurement process* dan senantiasa menerapkan prinsip *Good Corporate Governance* (GCG) guna meningkatkan efisiensi dan produktivitas pengadaan.

Seluruh aktivitas pengadaan dikelola oleh departemen Supply Chain Management

Petrosea places sustainability as a priority across its entire supply chain, extending beyond internal performance. The Company is committed to building a supplier network that upholds ethics, transparency and accountability through procurement processes that are aligned with *Environmental, Social & Governance* (ESG) principles.

### Supply Chain Management

Petrosea implements structured and responsible supply chain management to ensure the timely and efficient availability of goods and services, while aligning with the Company's sustainability standards. We adopt a lean procurement process and consistently apply *Good Corporate Governance* (GCG) principles to improve procurement efficiency and productivity.

All procurement activities are managed by the Supply Chain Management (SCM) department,

(SCM), yang berperan untuk memastikan kelancaran pasokan dengan mengutamakan kepuasan pelanggan, membangun kemitraan strategis, serta mengoptimalkan biaya. SCM juga mendorong transformasi digital dan inovasi berkelanjutan untuk memperkuat proses pengadaan. Selain itu, departemen ini memastikan seluruh pemasok telah memenuhi standar lingkungan dan sosial yang berlaku, sehingga tercipta praktik pengadaan yang berkelanjutan dan bertanggung jawab.

Perusahaan melakukan penilaian rutin terhadap kinerja pemasok besar dan mitra kerja menggunakan *platform e-Procsea*. Proses evaluasi ini tidak hanya berfokus pada pemenuhan aspek teknis, tetapi juga mencakup tinjauan terhadap praktik pengelolaan lingkungan serta potensi dampak sosial yang ditimbulkan. Pada tahun 2025, seluruh pemasok besar dan mitra kerja baru telah melalui proses evaluasi tersebut. Hasil penilaian menunjukkan bahwa tidak ada pemasok yang memiliki risiko signifikan terkait eksploitasi tenaga kerja seperti penggunaan tenaga kerja anak di bawah umur, kerja paksa, atau yang lainnya. Sepanjang tahun pelaporan, kami juga tidak menemukan dampak sosial negatif material dalam rantai pasokan yang mengarah pada penghentian kontrak.

Petrosea secara konsisten melakukan evaluasi melalui *supplier assessment* dan *supplier evaluation* untuk mengidentifikasi serta mengelola risiko yang mungkin timbul, mencakup risiko permintaan, pasokan dan gangguan. Risiko permintaan terkait perubahan jadwal proyek, permintaan produk baru, serta regulasi klien, sementara risiko pasokan berasal dari kompleksitas rantai pasok, fluktuasi harga, kondisi pasar yang tidak menentu dan akuntabilitas pemasok. Sedangkan risiko gangguan mencakup bencana alam, perubahan iklim dan regulasi. Sebagai bagian dari *Supplier Risk Management*, Petrosea menerapkan pemantauan kinerja pemasok, rencana mitigasi risiko, dan kolaborasi strategis untuk memastikan keberlanjutan serta ketahanan rantai pasok.

which plays a key role in ensuring supply continuity by prioritizing customer satisfaction, building strategic partnerships and optimizing costs. SCM also promotes digital transformation and continuous innovation to strengthen the procurement process. Furthermore, this department ensures that all suppliers meet applicable environmental and social standards, therefore fostering sustainable and responsible procurement practices.

The Company conducts regular performance assessments of major suppliers and partners using the *e-Procsea* platform. This evaluation process not only focuses on technical compliance, but also includes a review of environmental management practices and potential social impacts. In 2025, all major suppliers and new business partners underwent this evaluation process. The assessment results indicate that no suppliers face significant risks related to labor exploitation, such as the use of child labor, forced labor, or other forms of labor exploitation. Throughout the reporting year, we also did not find any material negative social impacts in the supply chain that led to contract termination.

Petrosea consistently conducts supplier assessments and evaluations to identify and manage potential risks, including demand, supply and disruption risks. Demand risks relate to project schedule changes, new product requests and client regulations, meanwhile supply risks stem from supply chain complexity, price fluctuations, uncertain market conditions and supplier accountability. Disruption risks include natural disasters, climate change, and regulations. As part of *Supplier Risk Management*, Petrosea implements supplier performance monitoring, risk mitigation plans, and strategic collaborations to ensure supply chain sustainability and resilience.

**Penggunaan Produk Lokal yang Mendukung Komitmen ESG Petrosea**  
Use of Local Products Supporting Petrosea's ESG Commitment

**Filter Bahan Bakar**  
Fuel Filter

Lingkungan Environment	Sosial Social	Tata Kelola Governance
<p>23% penurunan emisi</p> <p>23% emissions reduction</p>	<p>Pengembangan dan pemberdayaan masyarakat lokal oleh Petrosea, termasuk pemasok dan tenaga kerja lokal untuk mendukung pabrik manufaktur.</p> <p>The development and empowerment of local communities by Petrosea, including local suppliers and workforce, to support manufacturing facilities.</p>	<p>Stabilitas harga dan pemenuhan TKDN melalui konsistensi penggunaan filter lokal.</p> <p>Price stability and TKDN fulfillment through the consistent use of local filters.</p>

**Penguatan Pengadaan Berkelanjutan melalui GO LOCAL Project**

Sepanjang tahun 2025, Petrosea terus melanjutkan implementasi GO LOCAL Project, sebuah inisiatif yang menunjukkan komitmen Perusahaan dalam memperkuat praktik pengadaan berkelanjutan. Melalui program ini, Perusahaan menggantikan berbagai produk impor dengan alternatif produk lokal yang berkualitas tinggi dan lebih efisien secara biaya. Selain meningkatkan nilai TKDN, inisiatif ini juga berorientasi pada pengembangan kapasitas pemasok lokal dan nasional agar mampu memenuhi kebutuhan operasional Perusahaan.

GO LOCAL Project memberikan berbagai manfaat strategis, termasuk meningkatkan kontribusi sosial Perusahaan melalui penguatan ekonomi lokal dan dukungan terhadap pemasok dalam negeri. Inisiatif ini juga berdampak pada penurunan emisi karbon dari kategori barang yang dibeli (Scope 3) serta pengurangan biaya logistik yang sebelumnya timbul dari pasokan luar negeri. Peningkatan ini dicapai dengan memastikan bahwa produk lokal yang dipilih memenuhi kriteria Risk, Performance & Cost (RPC) sehingga kualitas dan keandalannya tetap terjamin.

Program GO LOCAL dijalankan melalui tiga tahapan utama, yaitu *sourcing*, *engagement* dan *development*. Sepanjang 2025, inisiatif ini berhasil mengidentifikasi sejumlah produk lokal potensial untuk dimasukkan dalam daftar pemasok Petrosea dan menyediakan barang dan kebutuhan di lokasi-lokasi kerja Petrosea.

**Strengthening Sustainable Procurement through the GO LOCAL Project**

Throughout 2025, Petrosea continued the implementation of the GO LOCAL Project, an initiative demonstrating the Company's commitment to strengthening sustainable procurement practices. Through this program, the Company replaced various imported products with high-quality, cost-efficient local alternatives. In addition to increasing the local content value, this initiative also focuses on developing the capabilities of local and national suppliers to meet the Company's operational requirements.

The GO LOCAL Project provided various strategic benefits, including increasing the company's social contribution by strengthening the local economy and supporting domestic suppliers. This initiative also resulted in reduced carbon emissions from purchased goods (Scope 3) and reduced logistics costs previously incurred from overseas supply. These improvements were achieved by ensuring that selected local products met Risk, Performance & Cost (RPC) criteria, ensuring their quality and reliability.

The GO LOCAL program was implemented through three main stages, namely *sourcing*, *engagement* and *development*. Throughout 2025, this initiative successfully identified a number of potential local products for inclusion in Petrosea's supplier list and provided goods and supplies at Petrosea's work sites.

## Mitigasi Risiko ESG di Rantai Pasok

Petrosea secara konsisten melakukan upaya mitigasi risiko dalam rantai pasok melalui penerapan berbagai program, komunikasi yang efektif, pemanfaatan teknologi, serta memastikan kepatuhan terhadap seluruh peraturan perundang-undangan yang berlaku. [2-27]

### Program & Inisiatif Dalam Memitigasi Risiko ESG:

- Mengintegrasikan prinsip-prinsip pengadaan berkelanjutan dalam pengelolaan rantai pasok untuk menekan potensi dampak maupun risiko ESG, sekaligus meningkatkan efisiensi operasional. Sepanjang tahun 2025, Perusahaan memastikan seluruh pemasok (100%) telah melalui proses penilaian yang relevan. [308-2][414-2]
- Program pengadaan berkelanjutan yang dilaksanakan oleh tim Procurement berhasil mengimplementasikan inisiatif ESG
- Melakukan perhitungan emisi Cakupan 3 dari aktivitas pengadaan melalui inisiatif *quick wins*. Perhitungan Cakupan 3 yang berhasil dihitung adalah kategori *fuel* dan *lubricant*.
- Mengadakan kegiatan sosialisasi untuk mitra bisnis dengan tema “*Driving Integrity and Collaboration: Responsible Practices in Supply Chain Partnerships*” yang dihadiri oleh 47 pemasok dan total 94 peserta.
- Melalui inisiatif *major projects*, Perusahaan melanjutkan pelaksanaan GO LOCAL Project untuk mempromosikan keberlanjutan melalui peningkatan nilai TKDN. Selama tahun 2025, Petrosea berhasil meningkatkan nilai TKDN sebesar 96%.

## ESG Risk Mitigation in Supply Chain

Petrosea consistently undertakes supply chain risk mitigation efforts through the implementation of various programs, effective communication, the utilization of technology, as well as ensuring compliance with all prevailing laws and regulations. [2-27]

### Programs & Initiatives to Mitigate ESG Risks:

- Integrated sustainable procurement principles into its supply chain management to mitigate potential ESG impacts and risks, while improving operational efficiency. Throughout 2025, the Company ensured that all suppliers (100%) underwent relevant assessment processes. [308-2][414-2]
- The sustainable procurement program implemented by the Procurement team successfully implemented ESG initiatives.
- Conducted Scope 3 emissions calculations from procurement activities through its quick wins initiative. The Scope 3 categories successfully calculated were fuel and lubricants.
- Conducted a socialization event for business partners with the theme of “*Driving Integrity and Collaboration: Responsible Practices in Supply Chain Partnerships*”, attended by 47 suppliers with a total of 94 participants.
- Through its major projects initiative, the Company continued the implementation of the GO LOCAL Project to promote sustainability by increasing the TKDN value. During 2025, Petrosea successfully increased the TKDN value by 96%.



## Pelibatan Pemasok Lokal

[204-1]

Petrosea menjalin kerja sama dengan beragam pemasok, baik lokal, nasional, maupun internasional. Hingga akhir tahun 2025, Perusahaan bekerja sama dengan total 1.296 pemasok barang dan jasa, dengan mayoritas merupakan pemasok nasional non-lokal. Sementara itu, sebanyak 212 pemasok merupakan pemasok lokal yang didefinisikan sebagai pemasok yang berasal dari wilayah di sekitar lokasi operasional Perusahaan.

Seluruh (100%) pemasok tersebut telah diseleksi melalui proses penilaian lingkungan dan sosial. [308-1][414-1]

## Local Supplier Involvement

[204-1]

Petrosea collaborates with a diverse range of suppliers, including local, national and international. As of the end of 2025, the Company engaged with a total of 1,296 goods and services suppliers, the majority of which were non-local national suppliers. Meanwhile, 212 suppliers were classified as local suppliers, defined as those originating from areas surrounding the Company’s operational locations.

All (100%) of these suppliers have been selected through an environmental and social assessment process. [308-1][414-1]

## PENGEMBANGAN PORTOFOLIO BISNIS BUSINESS PORTFOLIO DEVELOPMENT

### Pemasok Barang & Jasa Goods & Services Suppliers

Uraian Description	2025		2024		2023	
	Jumlah Pemasok Total Suppliers	Nilai Amount (US\$)	Jumlah Pemasok Total Suppliers	Nilai Amount (US\$)	Jumlah Pemasok Total Suppliers	Nilai Amount (US\$)
Lokal Local	212	12.451.642,26	220	10.654.649,54	137	6.947.518,34
Non Lokal Non-Local	1.034	806.744.338,5	780	817.829.686,22	724	207.423.373,40
Internasional International	50	13.036.556,29	38	6.123.374,62	61	20.717.500,76
<b>Jumlah Total</b>	<b>1.296</b>	<b>832.232.537,04</b>	<b>1.038</b>	<b>834.607.710,38</b>	<b>922</b>	<b>235.088.392,50</b>

### Tingkat Komponen Dalam Negeri (TKDN) Barang & Jasa Local Content Level (TKDN) of Goods and Services

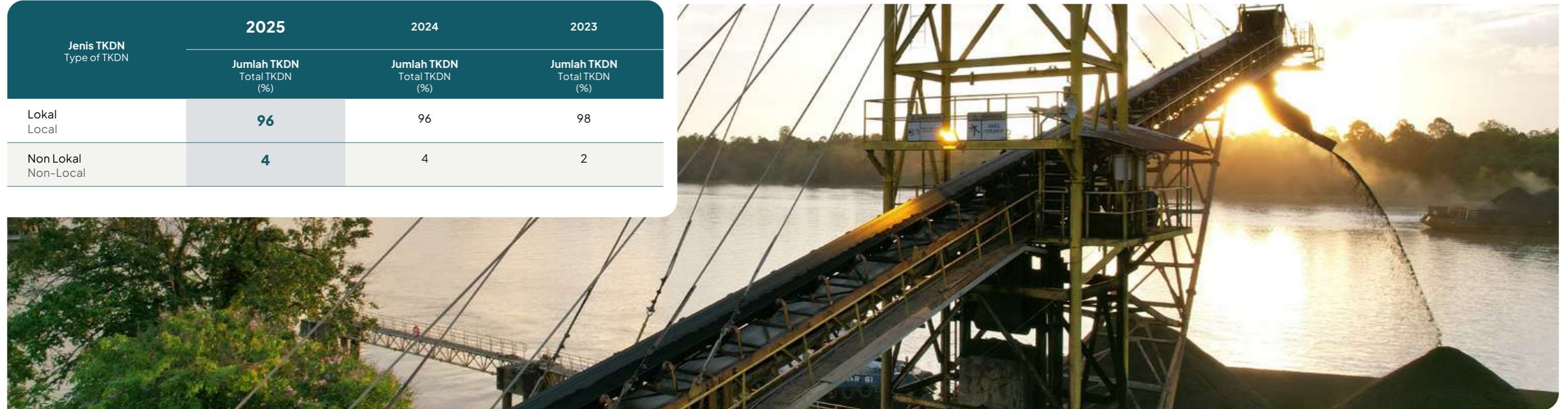
Jenis TKDN Type of TKDN	2025	2024	2023
	Jumlah TKDN Total TKDN (%)	Jumlah TKDN Total TKDN (%)	Jumlah TKDN Total TKDN (%)
Lokal Local	96	96	98
Non Lokal Non-Local	4	4	2

Pada tahun 2025, Petrosea semakin menguatkan strategi diversifikasi usaha sebagai langkah untuk mengurangi ketergantungan pada sektor batu bara dan memperkuat pertumbuhan jangka panjang yang berkelanjutan.

Perusahaan melakukan ekspansi bisnis melalui akuisisi Hafar dan anak usahanya, yang memperluas portofolio Petrosea ke sektor *Engineering, Procurement, Construction & Installation* (EPCI) migas lepas pantai. Selain itu, akuisisi HBS dan anak usahanya di Papua Nugini membuka peluang baru di pertambangan mineral emas dan memperluas jangkauan operasi ke pasar Asia Pasifik dan Oseania. Sedangkan melalui akuisisi Scan-Bilt, Petrosea semakin memperkuat kapabilitas multidisiplin EPC di industri pengolahan kimia, khususnya di sektor migas onshore.

In 2025, Petrosea further strengthened its business diversification strategy in order to reduce dependence on the coal sector and strengthen sustainable long-term growth.

The Company expanded its business through the acquisition of Hafar and its subsidiaries, thereby broadening Petrosea's portfolio into the offshore oil & gas Engineering, Procurement, Construction, and Installation (EPCI) sector. In addition, the acquisition of HBS and its subsidiaries in Papua New Guinea opened new opportunities in gold mineral mining and expanded the Company's operations into the Asia Pacific and Oceania markets. Meanwhile, through the acquisition of Scan-Bilt, Petrosea further strengthened its multidisciplinary EPC capabilities in the chemical processing industry, particularly within the onshore oil & gas sector.

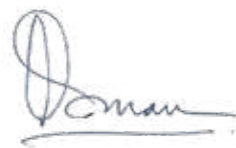


# SURAT PERNYATAAN DEWAN KOMISARIS & DIREKSI

[2-14]

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Petrosea Tbk tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perusahaan.  
Demikian pernyataan ini dibuat dengan sebenarnya.

Jakarta, Maret 2026



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

Komisaris Independen  
Independent Commissioner



**Kartika Hendrawan**

Direktur  
Director



**Ruddy Santoso**

Direktur  
Director



**Meinar Kusumastuti**

Direktur  
Director



**Iman Darus Hikhman**

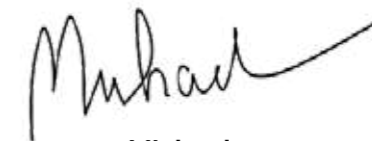
Direktur  
Director

# STATEMENT OF THE BOARD OF COMMISSIONERS & BOARD OF DIRECTORS

[2-14]

We the undersigned state that all the information in PT Petrosea Tbk's 2025 Sustainability Report is complete and are fully responsible for the content accuracy of the Company's Sustainability Report.  
Therefore, this statement letter is made truthfully.

Jakarta, March 2026



**Michael**

Presiden Direktur  
President Director

# PERNYATAAN VERIFIKASI INDEPENDEN

## INDEPENDENT ASSURANCE STATEMENT

[G.1]



### Independent Assurance Statement

#### The 2025 Sustainability Report of PT Petrosea Tbk

Number : 04/000-758/III/2026/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 **2025 Sustainability Report** ("the Report") of **PT Petrosea Tbk** ("the Company"). The Company is a multi-disciplinary company engaged in mining services, engineering, procurement and construction (EPC), as well as oil and gas services. The Report presents the commitment and efforts of the Company in managing its sustainability performance for the reporting period of **January 1st to December 31st, 2025**. 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 10<sup>th</sup>, 2026. 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 assessor team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assessor 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 assessor 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.

PT Sejahtera Rambah Asia Independent Assurance Statement, version 2026, page 1 of 4



#### 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 1<sup>st</sup> to December 31<sup>st</sup>, 2025**.
2. Material topics presented in the Report: **Employee Health & Safety, Sustainability Governance, Skilled & Prosperous Human Capital, Diversity, Equity & Inclusion, Environmental Management & Climate Change, Technology & Innovation and Local Community Empowerment**.
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 Assessor 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 Assessor 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. Conducted the On-Site Engagement (OSE) through direct interviews with both internal and external stakeholders.
7. The Company incorporated our recommendations in the draft Report and release the final Report content.
8. Prepare the Statement and send it to AA1000 AccountAbility for review to get approval before submitting it to the Company.

PT Sejahtera Rambah Asia Independent Assurance Statement, version 2026, page 2 of 4

9. Prepare a Management Letter detailing all aspects seen, recorded, and observed during the assurance work to the Management of the Company for further improvement of sustainability processes.

#### Adherence to AA1000AP (2018) and GRI Universal Standards

**Inclusivity** – The Company systematically engages internal and external stakeholders in determining material topics through Focus Group Discussions (FGDs). The Company also evaluates the effectiveness of this engagement by involving each division to identify the positive and negative impacts of each topic. In addition, stakeholder engagement is conducted regularly with an appropriate frequency.

**Materiality** – In determining material topics, the Company applies a single materiality approach by identifying and prioritizing key issues based on input from internal and external stakeholders. However, the Company has not yet conducted an identification or assessment of the financial impacts arising from each material topic.

**Responsiveness** – The Company responds to stakeholders' needs, concerns, and expectations through regular and intensive communication. In addition, the Company provides development opportunities for both internal and external stakeholders to help address their needs.

**Impact** – The Company has measured, assessed, and properly managed its impacts in accordance with materiality. In explaining each topic, the Company has identified all impacts arising from the performance of each material topic.

**On Site Engagement:** On-Site Engagement (OSE) constitutes one of our procedures performed to assess the Company's adherence to the AA1000 Principles (Inclusivity, Materiality, Responsiveness, and Impact), based on a sample of material topics and significant stakeholders. Based on the OSE performed, we conclude that the Company has implemented the process in a generally sufficient and appropriate manner, covering the aspects of Inclusivity, Materiality, Responsiveness, and Impact as identified, mapped, and applied in its engagement with stakeholders.

**Statement of Use: "In Accordance to 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 provide adequate support during the assurance work by submitting evidence/documents as requested.

#### Recommendation

1. To adopt a double materiality approach by taking into account the risks, opportunities, as well as the positive and negative impacts of each material topic on the Company.
2. To establish measurable water-use intensity targets and gradually increase the percentage of water reuse and recycling to strengthen operational efficiency.

3. To consider increasing solar panel capacity or implementing hybrid systems at operational sites to accelerate the energy transition.
4. To strengthen workforce planning strategies, talent retention, and organizational culture readiness to ensure that business expansion does not increase turnover risk.

The assurance provider,  
Jakarta, March 10<sup>th</sup> 2026



**Lim Hendra**  
Assurance Director of  
PT Sejahtera Rambah Asia



AA1000  
Licensed Report  
000-758/V3-10A20

# 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 STANDARDS INDEX

**Pernyataan Penggunaan**  
Statement of Use

PT Petrosea Tbk telah menyampaikan informasi sesuai dengan Standar GRI untuk periode 1 Januari – 31 Desember 2025  
PT Petrosea Tbk has reported in accordance with the GRI Standard for the period January 1 – December 31 2025

**Standar GRI yang Digunakan**  
GRI Standard Used

GRI 1: Landasan 2021  
GRI 1: Foundation 2021

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1	Detail organisasi Organizational details	46, 48	-	-	-
	2-2	Entitas yang termasuk dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	4	-	-	-
	2-3	Periode pelaporan, frekuensi, dan titik kontak Reporting period, frequency and contact point	4	-	-	-
	2-4	Penyajian kembali informasi Restatements of information	4	-	-	-
	2-5	Assurance oleh pihak eksternal External assurance	4, 6	-	-	-
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other business relationships	47, 48, 54, 244	-	-	-
	2-7	Karyawan Employees	123-128	-	-	-
	2-8	Pekerja yang bukan karyawan Workers who are not employees	123	-	-	-
	2-9	Struktur tata kelola dan komposisi Governance structure and composition	199, 203	-	-	-
	2-10	Menominasikan dan memilih badan tata kelola tertinggi Nomination and selection of the highest governance body	203	-	-	-
	2-11	Ketua badan tata kelola tertinggi Chair of the highest overnance body	199, 203	-	-	-
	2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts	199	-	-	-
	2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	199	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
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	2-15	Konflik kepentingan Conflicts of interest	203	-	-	-
	2-16	Mengkomunikasikan hal-hal kritis Communication of critical concerns	222, 224	-	-	-
	2-17	Perjanjian perundingan kolektif Collective knowledge of the highest governance body	138, 224	-	-	-
	2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	203	-	-	-
	2-19	Kebijakan remunerasi Remuneration policies	203	-	-	-
	2-20	Proses untuk menentukan remunerasi Process to determine remuneration	203	-	-	-
	2-21	Rasio kompensasi total tahunan Annual total compensation ratio	203	-	-	-
	2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	32	-	-	-
	2-23	Komitmen kebijakan Policy commitments	36, 38, 52	-	-	-
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	38	-	-	-
	2-25	Proses untuk memulihkan dampak negatif Processes to remediate negative impact	35	-	-	-
	2-26	Mekanisme untuk mendapatkan saran dan meningkatkan isu Mechanisms for seeking advice and raising concerns	222	-	-	-
	2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	79, 106, 248	-	-	-
	2-28	Keanggotaan asosiasi Membership associations	51	-	-	-
	2-29	Pendekatan untuk keterlibatan pemangku kepentingan Approach to stakeholder engagement	226	-	-	-
	2-30	Perjanjian perundingan kolektif Collective bargaining agreements	135	-	Petrosea tidak memiliki Perjanjian Kerja Bersama (PKB) yang dikarenakan tidak adanya serikat pekerja di Perusahaan	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-1	<b>Proses untuk menentukan topik material</b> Process to determine material topics	69	-	-	-
	3-2	<b>Daftar topik material</b> List of material topics	70-75	-	-	-
Topik Material: Keselamatan & Kesehatan Pekerja   Material Topic: Employee Health and Safety						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	<b>Manajemen topik material</b> Management of material topics	71	-	-	-
GRI 403: Keselamatan & Kesehatan Kerja 2018 GRI 403: Occupational Health & Safety 2018	403-1	<b>Sistem manajemen keselamatan dan kesehatan kerja</b> Occupational health and safety management system	161	-	-	-
	403-2	<b>Identifikasi bahaya, penilaian risiko, dan investigasi insiden</b> Hazard identification, risk assessment, and incident investigation	164-166	-	-	-
	403-3	<b>Layanan kesehatan kerja</b> Occupational health services	169	-	-	-
	403-4	<b>Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja</b> Worker participation, consultation, and communication on occupational health and safety	166	-	-	-
	403-5	<b>Pelatihan pekerja mengenai keselamatan dan kesehatan kerja</b> Worker training on occupational health and safety	168	-	-	-
	403-6	<b>Peningkatan kualitas kesehatan pekerja</b> Promotion of worker health	169	-	-	-
	403-7	<b>Pencegahan dan mitigasi dampak- dampak keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	170	-	-	-
	403-8	<b>Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja</b> Workers covered by an occupational health and safety management system	161	-	-	-
	403-9	<b>Kecelakaan kerja</b> Work-related injuries	171	-	-	-
	403-10	<b>Penyakit akibat kerja</b> Work-related ill health	171	-	-	-

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 Keberlanjutan   Material Topic: Sustainability Governance						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	<b>Manajemen topik material</b> Management of material topics	72	-	-	-
Topik Material: Sumber Daya Manusia yang Ahli & Sejahtera   Material Topic: Skilled & Prosperous Human Capital						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	<b>Manajemen topik material</b> Management of material topics	73	-	-	-
GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016	401-1	<b>Perekrutan karyawan baru dan pergantian karyawan</b> New employee hires and employee turnover	130,132	-	-	-
	401-2	<b>Tunjangan yang diberikan karyawan purna waktu yang tidak diberikan kepada karyawan sementara atau paruh waktu</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	151	-	-	-
	401-3	<b>Cuti melahirkan</b> Parental Leave	158,159	-	-	-
GRI 402: Hubungan Tenaga Kerja/ Manajemen 2016 GRI 402: Labor/ Management Relations 2016	402-1	<b>Periode pemberitahuan minimum terkait perubahan operasional</b> Minimum notice periods regarding operational changes	137	-	-	-
GRI 404: Pelatihan & Pendidikan 2016 GRI 404: Training & Education 2016	404-1	<b>Rata-rata jam pelatihan per tahun per karyawan</b> Average hours of training per year per employee	148	-	-	-
	404-2	<b>Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan</b> Programs for upgrading employee skills and transition assistance programs	148,149,155	-	-	-
	404-3	<b>Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier</b> Percentage of employees receiving regular performance and career development reviews	150	-	-	-
GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016	408-1	<b>Risiko signifikan terkait pekerja anak pada operasi dan pemasok</b> Operations and suppliers at significant risk for incidents of child	136	-	-	-
GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016	409-1	<b>Risiko kerja paksa atau wajib kerja pada operasi dan pemasok</b> Forced or compulsory labour risks at operations and suppliers	136	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
Topik Material: Keberagaman, Kesetaraan & Inklusi   Material Topic: Diversity, Equity & Inclusion (DEI)						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	73	-	-	-
GRI 405: Keanekaragaman & Kesempatan yang Setara 2016 GRI 405: Diversity & Equal Opportunity 2016	405-1	Keberagaman badan pemerintahan dan karyawan Diversity of governance bodies and employees	123	-	-	-
	405-2	Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki Ratio of basic salary and remuneration of women to men	151	-	-	-
GRI 406: Non-diskriminasi 2016 GRI 406: Non-discrimination 2016	406-1	Insiden diskriminasi dan tindakan korektif yang diambil Incidents of discrimination and corrective actions taken	157	-	-	-
Topik Material: Pengelolaan Lingkungan & Perubahan Iklim   Material Topic: Environmental Management & Climate Change						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	74	-	-	-
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi di dalam organisasi Energy consumption within the organization	86, 114	-	-	-
	302-2	Konsumsi energi di luar organisasi Energy consumption outside of the organization	87	-	-	-
	302-3	Intensitas energi Energy intensity	86, 114	-	-	-
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	87, 88	-	-	-
	302-5	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services	87	-	-	-
GRI 303: Air & Effluen 2018 GRI 303: Water and Effluents 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	103, 107	-	-	-
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	107	-	-	-
	303-3	Pengambilan air Water withdrawal	104	-	-	-
	303-4	Pembuangan air Water discharge	104	-	-	-
	303-5	Konsumsi air Water consumption	104	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016	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	108	-	-	-
	304-2	Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products and services on biodiversity	108	-	-	-
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	89, 90, 115	-	-	-
	305-2	Emisi GRK (Cakupan 2) tidak langsung dari energi Energy indirect (Scope 2) GHG emissions	89, 90, 115	-	-	-
	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	89, 90	-	-	-
	305-4	Intensitas Emisi GRK GHG emissions intensity	91, 115	-	-	-
	305-5	Pengurangan emisi GRK Reduction of GHG emissions	92	-	-	-
	305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	89, 92	-	-	-
	305-7	Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	89, 91	-	-	-
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Produksi limbah dan dampak signifikan yang terkait dengan limbah Waste generation and significant waste-related impacts	97	-	-	-
	306-2	Pengelolaan dampak signifikan terkait limbah Management of significant waste-related impacts	100	-	-	-
	306-3	Limbah yang Dihasilkan Waste generated	98, 107	-	-	-
	306-4	Limbah yang dialihkan dari tempat pembuangan Waste diverted from disposal	98, 100, 101	-	-	-
	306-5	Limbah yang diarahkan ke tempat pembuangan Waste directed to disposal	101	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
Topik Material: Teknologi & Inovasi   Material Topic: Technology & Innovation						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	<b>Manajemen topik material</b> Management of material topics	74	-	-	-
Topik Material: Pemberdayaan Masyarakat Lokal   Material Topic: Local Community Empowerment						
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	<b>Manajemen topik material</b> Management of material topics	75	-	-	-
GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	203-1	<b>Investasi infrastruktur dan layanan yang didukung</b> Infrastructure investments and services supported	183, 195, 236	-	-	-
	203-2	<b>Dampak ekonomi tidak langsung yang signifikan</b> Significant indirect economic impacts	184, 188-192	-	-	-
GRI 411: Hak-Hak Masyarakat Adat 2016 GRI 411: Rights of Indigenous Peoples 2016	411-1	<b>Insiden pelanggaran yang melibatkan hak-hak masyarakat adat</b> Incidents of violations involving rights of indigenous peoples	193	-	-	-
GRI 413: Komunitas Lokal 2016 GRI 413: Local Communities 2016	413-1	<b>Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan</b> Operations with local community engagement, impact assessments, and development programs	177, 180	-	-	-
	413-2	<b>Operasi yang secara aktual dan berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal</b> Operations with significant actual and potential negative impacts on local communities	184, 188-192	-	-	-
Indikator Non-Topik Material   Non-Topic Material Indicators						
GRI 201: Economic Performance 2016 GRI 201: Economic Performance 2016	201-1	<b>Nilai ekonomi langsung yang dihasilkan dan didistribusikan</b> Direct economic value generated and distributed	234-235	-	-	-
	201-2	<b>Implikasi finansial, risiko, dan peluang lainnya terkait perubahan iklim</b> Financial implications, other risks and opportunities due to climate change	94	-	-	-
	201-3	<b>Kewajiban program pensiun manfaat pasti dan program pensiun lainnya</b> Defined benefit plan obligations and other retirement plans	154	-	-	-

Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Halaman Page	Pengecualian Omission		
				Persyaratan yang Dikecualikan Requirement(s) Omitted	Alasan Reason	Penjelasan Explanation
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	<b>Proporsi pengeluaran untuk pemasok lokal</b> Proportion of spending on local suppliers	249	-	-	-
GRI 205: Antikorupsi 2016 GRI 205: Anti-corruption 2016	205-1	<b>Operasi dinilai berdasarkan risiko yang terkait dengan korupsi</b> Operations assessed for risks related to corruption	217	-	-	-
	205-2	<b>Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi</b> Communication and training about anti-corruption policies and procedures	217, 219, 221	-	-	-
	205-3	<b>Insiden korupsi yang terkonfirmasi dan tindakan yang diambil</b> Confirmed incidents of corruption and actions taken	217, 219	-	-	-
GRI 308: Penilaian Lingkungan Pemasok 2016 GRI 308: Supplier Environmental Assessment 2016	308-1	<b>Pemasok baru yang diseleksi menggunakan kriteria lingkungan</b> New suppliers that were screened using environmental criteria	249	-	-	-
	308-2	<b>Dampak negatif terhadap lingkungan dalam rantai pasokan dan tindakan yang diambil</b> Negative environmental impacts in the supply chain and actions taken	248	-	-	-
GRI 414: Penilaian Sosial Pemasok 2016 GRI 414: Supplier Social Assessment 2016	414-1	<b>Pemasok baru yang diseleksi menggunakan kriteria sosial</b> New suppliers that were screened using social criteria	249	-	-	-
	414-2	<b>Dampak sosial negatif dalam rantai pasokan dan tindakan yang diambil</b> Negative social impacts in the supply chain and actions taken	248	-	-	-

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## LEMBAR UMPAN BALIK

### FEEDBACK FORM

[G.2]

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

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

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

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

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

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

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

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

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

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

5. Berikan pemikiran, saran, dan kritik dari Bapak/Ibu/Sdr atas laporan ini.  
Please provide any thoughts, suggestions and critics regarding this report

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

#### Profil Anda / Your Profile

Nama | Name: .....

.....

Institusi/Perusahaan | Institution/  
Company:

.....

.....

#### 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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