

Sustainability Report 2025

CONTRIBUTING TO ESG THROUGH SUSTAINABLE MARINE OPERATION

Berkontribusi terhadap ESG
melalui Operasi Maritim yang Berkelanjutan



PT Pertamina Trans Kontinental

Penjelasan Tema Theme Explanation

2025

CONTRIBUTING TO ESG THROUGH SUSTAINABLE MARINE OPERATION

Berkontribusi terhadap ESG
melalui Operasi Maritim yang Berkelanjutan



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Tema “Berkontribusi terhadap ESG melalui Operasi Maritim yang Berkelanjutan”, mencerminkan komitmen Perseroan untuk terus memperkuat perannya dalam mendukung penerapan prinsip Environmental, Social, and Governance (ESG) melalui seluruh aktivitas operasional dan bisnis yang dijalankan. Sebagai perusahaan yang bergerak di bidang jasa maritim dan logistik energi, Perseroan menyadari bahwa keberhasilan bisnis tidak hanya diukur dari pencapaian kinerja keuangan, tetapi juga dari kontribusinya dalam menciptakan dampak positif bagi lingkungan, masyarakat, dan tata kelola perusahaan yang berkelanjutan.

Tema ini menggambarkan upaya Perseroan dalam mengintegrasikan prinsip-prinsip ESG ke dalam pengelolaan armada, layanan maritim, operasional pelabuhan, shorebase, serta berbagai aktivitas pendukung lainnya. Melalui operasi maritim yang semakin efisien, aman, andal, dan bertanggung jawab, Perseroan berupaya mengurangi dampak lingkungan dari kegiatan operasional, meningkatkan keselamatan dan kesejahteraan pekerja, menciptakan manfaat bagi masyarakat, serta memperkuat praktik tata kelola yang transparan dan berintegritas.

Sepanjang tahun 2025, komitmen tersebut diwujudkan melalui berbagai inisiatif keberlanjutan, termasuk peningkatan efisiensi energi, pengurangan emisi gas rumah kaca, pengembangan Green Port dan Green Building, pelestarian ekosistem pesisir melalui program penanaman mangrove, penguatan budaya HSSE, pemberdayaan masyarakat melalui program TJSL, serta penguatan tata kelola perusahaan melalui implementasi sistem manajemen, digitalisasi proses bisnis, dan peningkatan kepatuhan terhadap prinsip-prinsip Good Corporate Governance. Berbagai langkah tersebut menunjukkan bahwa kontribusi Perseroan terhadap ESG tidak hanya menjadi bagian dari kepatuhan, tetapi telah menjadi bagian integral dari strategi bisnis dan proses penciptaan nilai jangka panjang.

Melalui tema ini, Perseroan menegaskan keyakinannya bahwa operasi maritim yang berkelanjutan merupakan fondasi penting dalam mendukung ketahanan energi nasional, menciptakan pertumbuhan bisnis yang berkelanjutan, serta memberikan kontribusi nyata terhadap pembangunan ekonomi, sosial, dan lingkungan yang berkelanjutan bagi Indonesia.

The theme of “Contributing to ESG Through Sustainable Marine Operation,” reflects the Company’s commitment to strengthening its role in advancing Environmental, Social, and Governance (ESG) principles through all aspects of its operations and business activities. As a provider of maritime and energy logistics services, the Company recognizes that business success should not be measured solely by financial performance, but also by its ability to create positive impacts on the environment, society, and corporate governance practices.

This theme represents the Company’s ongoing efforts to integrate ESG principles into the management of its fleet, maritime services, port operations, shorebases, and other supporting activities. Through increasingly efficient, safe, reliable, and responsible marine operations, the Company strives to minimize the environmental impacts of its activities, enhance employee safety and well-being, create value for communities, and strengthen transparent and integrity-driven governance practices.

Throughout 2025, this commitment was demonstrated through various sustainability initiatives, including energy efficiency improvements, greenhouse gas emissions reduction programs, the development of Green Port and Green Building initiatives, coastal ecosystem preservation through mangrove planting programs, the strengthening of the HSSE culture, community empowerment through Social and Environmental Responsibility (SER) programs, and the enhancement of corporate governance through management system implementation, business process digitalization, and stronger adherence to Good Corporate Governance principles. These initiatives demonstrate that the Company’s contribution to ESG extends beyond compliance and has become an integral part of its business strategy and long-term value creation process.

Through this theme, the Company reaffirms its belief that sustainable marine operations serve as a critical foundation for supporting national energy security, driving sustainable business growth, and delivering meaningful contributions to Indonesia’s long-term economic, social, and environmental development.

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Pendahuluan Keberlanjutan

Sustainability Introduction





Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

KINERJA ASPEK EKONOMI ECONOMIC ASPECT PERFORMANCE

Pencapaian Kinerja Aspek Ekonomi [OJK B.1] Achievement Of Economic Aspect Performance [OJK B.1]

Laba Tahun Berjalan
Profit for the Year



Rp1.321 miliar | billion

↑ 22,88% dibanding Tahun 2024
compared to 2024

Distribusi Nilai Ekonomi
kepada Pemangku Kepentingan
Distribution of Economic Value
to Stakeholders



Rp7.856.554 juta | million

↑ 0,10% dibanding Tahun 2024
compared to 2024

Menggunakan Pemasok Lokal
Using Local Suppliers



98,98 %

Indikator Indicator	Satuan Unit	2025	2024	2023
Kinerja Keuangan Financial Performance				
Pendapatan Usaha Revenue	Rp Juta Rp Million	8.385.286	7.559.108	6.746.509
Laba Tahun Berjalan Profit for the Year	Rp Juta Rp Million	1.321.377	1.075.300	1.051.494
Distribusi Nilai Ekonomi kepada Pemangku Kepentingan Distribution of Economic Value to Stakeholders	Rp Juta Rp Million	7.856.554	7.848.874	5.756.824
Produk Ramah Lingkungan Environmentally Friendly Product				
Sebagai perusahaan yang bergerak di bidang jasa maritim dan logistik energi, Perusahaan menghadirkan berbagai produk dan jasa yang terintegrasi, seperti penyediaan kapal, <i>charter & brokerage</i>, keagenan kapal, pemanduan, pengelolaan pelabuhan, <i>bunker service</i>, serta layanan <i>offshore & onshore logistic base</i> yang juga mencakup pengelolaan limbah dan penyediaan air bersih. Dalam menjalankan portofolio layanan tersebut, Perusahaan belum secara khusus mengklasifikasikan produk sebagai produk ramah lingkungan, namun secara aktif mengintegrasikan prinsip keberlanjutan melalui operasional yang lebih rendah karbon, antara lain dengan efisiensi penggunaan bahan bakar armada, optimalisasi rute pelayaran, pengelolaan limbah (termasuk <i>sludge</i> dan <i>waste management</i> di <i>logistic base</i>), serta dukungan terhadap penanganan tumpahan minyak di perairan. Seluruh kegiatan tersebut dijalankan dengan mengedepankan kepatuhan terhadap regulasi lingkungan dan pelayaran yang berlaku, sebagai bagian dari komitmen Perusahaan dalam mendukung praktik bisnis yang bertanggung jawab dan berkelanjutan. As a company operating in maritime and energy logistics services, the Company delivers a wide range of integrated products and services, including vessel provision, charter & brokerage, shipping agency, pilotage, port management, bunker services, as well as offshore and onshore logistics bases that also encompass waste management and clean water supply. While the Company has not specifically classified its offerings as environmentally friendly products, it actively integrates sustainability principles into its operations by promoting lower-carbon activities, such as improving fleet fuel efficiency, optimizing shipping routes, managing waste (including sludge and logistics base waste management), and supporting oil spill response services. All these activities are carried out in compliance with applicable environmental and maritime regulations, reflecting the Company's commitment to responsible and sustainable business practices.				
Kinerja Operasi dan Pemasaran Operational and Marketing Performance				
Shipping Activities				
Armada Kapal Owned Ships	Unit	370	370	369
Commission Days kapal milik Commission Days of owned ships	Hari Day	120.118	119.841	118.344

Indikator Indicator	Satuan Unit	2025	2024	2023
Commercial Days kapal milik Commercial Days of owned ships	Hari Day	119.390	119.220	121.916
Marine Services				
Keagenan Tanker Pihak Ketiga Third Party-Tanker Agency	Call	5.938	5.181	3.385
Keagenan Charter Milik Pertamina Pertamina Chartered Agency	Call	19.687	20.745	21.840
Keagenan Umum General Agency	Call	5.410	4.033	3.034
Keagenan Luar Negeri Overseas Agency	Call	166	-	-
Logistics Services				
Cargo Handling	Ton	588.405	471.025	346.887
Vessel Berthing	Call	13.348	10.524	10.797
Cover Storage	m ²	435.504	372.074	395.410
Open Storage	m ²	1.825.650	1.331.698	1.012.914
Waste Management	Ton	7.726	1.587	5.674
Port Operation				
Thruput Bundling	Ribu KL Thousand KL	53.037	52.330	59.788
Dampak Ekonomi Tidak Langsung dan Pelibatan Pihak Lokal Indirect Economic Impact and Local Party Engagement				
Jumlah Pemasok Number of Suppliers	Pemasok Supplier	98	118	145
Jumlah Pemasok Lokal Number of Local Suppliers	Pemasok Supplier	97	1	145
Persentase Pelibatan Pemasok Lokal Percentage of Local Supplier Involvement	%	98,98	99,15	100
Nilai Pengadaan Procurement Value	Rp Juta Rp Million	1.153.736	1.876.031	1.879.500

KINERJA ASPEK LINGKUNGAN ENVIRONMENTAL ASPECT PERFORMANCE

Pencapaian Kinerja Aspek Lingkungan [OJK B.2] Achievement of Environmental Aspect Performance [OJK B.2]

Jumlah Penggunaan Energi Fosil Operasional Kapal
Total Vessel Operations Fossil Energy Usage



1.250.010,24
Gigajoule

Jumlah Emisi Gas Rumah Kaca yang Dihasilkan
Total Greenhouse Gas Emissions Produced



66.921,73 ton CO²eq
↓ **60,78%** dibanding Tahun 2024
compared to 2024

Jumlah Penggunaan Energi Fosil Operasional Kapal
Total Vessel Operations Fossil Energy Usage



4.089,24 Gigajoule

Jumlah Penggunaan Air
Total Water Consumption



82,12 Megaliter

Indikator Indicator	Satuan Unit	2025	2024	2023
Pengelolaan Sumber Daya Alam Natural Resources Management				
Penggunaan Energi Fosil Operasional Kantor Office Operations Fossil Energy Usage	Gigajoule	7.246,57	7.603,04	6.463,93
Intensitas Penggunaan Energi Fosil Operasional Kantor Office Operations Fossil Energy Usage Intensity	Gigajoule/Orang Gigajoule/person	2,42	2,56	1,75
Penggunaan Energi Terbarukan Operasional Kapal Vessel Operations Renewable Energy Usage	Gigajoule	1.250.010,24	1.520.088,31	1.799.275,00
Penggunaan Energi Fosil Operasional Kapal Vessel Operations Fossil Energy Usage	Gigajoule	4.089,24	20.267,40	N/A
Total Penggunaan Energi Operasional Kapal Total Vessel Operations Energy Usage	Gigajoule	1.254.190,48	1.540.355,71	1.799.275,00
Intensitas Penggunaan Energi Operasional Kapal Vessel Operations Energy Usage Intensity	Gigajoule/hari Gigajoule/day	10,44	12,85	12,88
Penggunaan Air Water Usage	Megaliter	82,12	71,95	60,56
Pengelolaan Emisi Gas Rumah Kaca (GRK) Greenhouse Gas Emission (GHG) Management				
Emisi GRK Cakupan 1 Scope 1 GHG Emission	ton CO ₂ eq	61.167,64	162.528,71	187.100,82
Emisi GRK Cakupan 2 Scope 1 GHG Emission	ton CO ₂ eq	5.754,09	8.089,29	1.562,12
Jumlah Emisi GRK Cakupan 1 & 2 Scope 1 & 2 GHG Emission	ton CO ₂ eq	66.921,73	170.618,00	188.662,94
Jumlah Reduksi Emisi GRK Total GHG Emission Reduction	ton CO ₂ eq	1.097	477	44
Intensitas Emisi GRK GHG Emission Intensity	ton CO ₂ eq/hari ton CO ₂ eq/day	0,56	1,42	1,35
Inventarisasi Emisi Gas Buang Exhaust Gas Emission Inventory	ton/tahun ton/year	3.070,17	3.838,66	2.568,46
Pengelolaan Limbah dan Pencemaran Waste and Pollution Management				
Pengurangan Limbah Waste Reduction	Ton	1,9	-	-
Pengurangan Efluen (Air Limbah) yang Dihasilkan Produced Effluent (Wastewater) Reduction	Megaliter	-	-	-
Pelestarian Keanekaragaman Hayati Biodiversity Conservation				
Mangrove	Jenis konservasi Type of Conservation	Melakukan penanaman 5.600 bibit mangrove Planting 5,600 mangrove seeds	- Peresmian rumah pembibitan berkapasitas 8.000 bibit mangrove - Penanaman 5.000 bibit mangrove - Inauguration of a seedling house with a capacity of 8,000 Mangrove seedlings - Planting of 5,000 Mangrove seedlings	- Peresmian rumah pembibitan berkapasitas 2.045 bibit Mangrove - Penanaman 2.023 bibit Mangrove - Inauguration of a seedling house with a capacity of 2,045 Mangrove seedlings - Planting of 2,023 Mangrove seedlings
Biaya Pengelolaan, Pemantauan dan Pelestarian Lingkungan Costs for Environmental Management, Monitoring, and Conservation				
Biaya Pengelolaan, Pemantauan dan Pelestarian Lingkungan Costs for Environmental Management, Monitoring, and Conservation	Rp Juta Rp Million	1.754,95	948,88	857,00

KINERJA ASPEK SOSIAL SOCIAL ASPECT PERFORMANCE

Pencapaian Kinerja Aspek Sosial [OJK B.3]
Achievement of Social Aspect Performance [OJK B.3]



Rp1.804 juta | Million

Rata-rata Jam Pelatihan Pegawai
Average Employee Training Hours



132,61 Jam/Orang
Hour/Person

Skor Survei Kepuasan Pelanggan
Score of Customer Satisfaction Survey



4,2/4.2

Rata-rata persentase Remunerasi di Tingkat
Kepegawaian Paling Rendah terhadap UMP
Average percentage of Remuneration at the
Lowest Employment Level to PMW



Zero Accident



Dampak Positif dan Negatif dari Kegiatan Operasional Perusahaan bagi Masyarakat dan Lingkungan

Kegiatan usaha PTK yang meliputi layanan pelayaran, jasa maritim, dan layanan logistik memberikan kontribusi yang signifikan bagi masyarakat dan lingkungan. Peran tersebut antara lain terlihat dalam mendukung kelancaran distribusi energi, menciptakan peluang kerja, serta mendorong pertumbuhan ekonomi di sektor kemaritiman nasional.

Namun demikian, aktivitas operasional tersebut juga memiliki potensi risiko terhadap lingkungan dan keselamatan, seperti kemungkinan terjadinya pencemaran laut akibat kegiatan pelayaran, risiko kecelakaan di perairan, serta tekanan terhadap keberlanjutan ekosistem pesisir.

Untuk itu, PTK berkomitmen menjalankan seluruh kegiatan operasionalnya dengan mengedepankan prinsip keberlanjutan, kepatuhan terhadap peraturan yang berlaku, serta penerapan standar keselamatan dan lingkungan. Upaya ini dilakukan agar potensi dampak negatif dapat ditekan seminimal mungkin, sekaligus memastikan manfaat yang dihasilkan bagi masyarakat dan lingkungan dapat terus ditingkatkan secara berkelanjutan.

Positive and Negative Impacts of Company Operations on The Community and Environment

PTK's business activities, which include shipping, maritime services, and logistics services, make a significant contribution to society and the environment. This role is evident in supporting the smooth distribution of energy, creating job opportunities, and encouraging economic growth in the national maritime sector.

However, these operational activities also pose potential risks to the environment and safety, such as the possibility of marine pollution due to shipping activities, the risk of accidents at sea, and pressure on the sustainability of coastal ecosystems.

Therefore, PTK is committed to carrying out all of its operational activities by prioritizing the principles of sustainability, compliance with applicable regulations, and the implementation of safety and environmental standards. These efforts are made to minimize potential negative impacts, while ensuring that the benefits for the community and the environment can continue to be improved in a sustainable manner.

Indikator Indicator	Satuan Unit	2025	2024	2023
Aspek Masyarakat Community Aspect				
Realisasi Penyaluran Dana CSR Realization of CSR Fund Disbursement	Rp Juta Rp Million	1.804	2.069	2.370
Aspek Sumber Daya Manusia Human Resources Aspect				
Jumlah Pegawai Number of Employees	Orang Person	2.987	2.971	3.701
Aspek Keselamatan dan Kesehatan Kerja Occupational Health and Safety Aspect				
Jumlah Jam Kerja Total Working Hours	Juta Jam Million Hours	13.211.222	13.189.409	12.832.816
Jam Kerja Selamat Save Working Hours	Jam Hour	2.068.080*	21.977.609	8.788.200
Total Hari Kerja Hilang Total Lost Work Days	Hari Day	347**	238	232
Number of Accident (NOA)	Kejadian Accident	-	-	-
Fatalitas Fatality	Kejadian Accident	-	-	-
Total Recordable Incident Rate (TRIR)	Rate	0,45	0,15	0,23
Aspek Pelanggan Customer Aspect				
Skor Survei Kepuasan Pelanggan Score of Customer Satisfaction Survei	Skala Likert Likert Scale	4,2	4,0	4,0

*Terhitung sejak LTI terakhir pada 5 November 2025

** Akumulasi dari 1 LTI tahun 2023, dan 2 LTI pada tahun 2025

*As of the last LTI on November 5, 2025

** Accumulated from 1 LTI in 2023 and 2 LTI in 2025

Kinerja Aspek Tata Kelola (Governansi) Keberlanjutan Sustainability Governance Aspect Performance

Dewan Komisaris, Direksi, karyawan, serta para mitra kerja telah melaksanakan kegiatan sosialisasi terkait kebijakan dan tata cara pencegahan korupsi, gratifikasi, dan tindakan kecurangan.

The Board of Commissioners, Board of Directors, employees, and business partners have conducted outreach activities related to policies and procedures for preventing corruption, gratification, and fraudulent acts.

100%

Penilaian GCG Tahun 2025
GCG Assessment in 2025

89,46%

"SANGAT BAIK | VERY GOOD"

Pelaporan LHKPN Tahun 2025
LHKPN Reporting in 2025

100%

Dari total 233 pejabat yang wajib menyampaikan laporan
Out of 233 officials required to submit the report



Prestasi dan Reputasi Tahun 2025

Achievement and Reputation In 2025

PENGHARGAAN YANG DIPEROLEH PERUSAHAAN DI TAHUN 2025

AWARDS RECEIVED BY THE COMPANY IN 2025

Januari 2025
January 2025



Indonesia Green Awards 2025

The Guardian Award dan 6 kategori penghargaan program lingkungan.
The Guardian Award and 6 Environmental Program Award Categories.

WLa Tofi School of Social Responsibility

Agustus 2025
August 2025



Green Port Award

Predikat Bintang 3 (Nilai 72,3%) – Implementasi Green & Smart Port.
3-Star Rating (Score: 72.3%) – Green & Smart Port Implementation.

Kementerian Koordinator Bidang Pangan RI
Coordinating Ministry for Food Affairs of the Republic of Indonesia

Juli 2025
July 2025



Anugerah ESG Award 2025

Kategori Utama Sektor Transportasi dan Logistik.
Main Category – Transportation and Logistics Sector.

Anugerah ESG Award

November 2025
November 2025



GRC & Leadership Award 2025

Three Awards – Five Stars Silver

GRC & Leadership Award

Desember 2025
December 2025



Marketeers Digital Marketing Heroes (MDMH) 2025

4 Penghargaan Inovasi Digital Marketing.
4 Digital Marketing Innovation Awards.

Marketeers

Mei 2025
May 2025



Audit Sistem Manajemen Pengamanan (SMP)

Security Management System (SMS) Audit
Predikat Emas untuk Implementasi Sistem Pengamanan Operasional.
Gold Rating for Operational Security System Implementation.

Pertamina Group

SERTIFIKASI YANG MASIH BERLAKU HINGGA TAHUN 2025

CERTIFICATION THAT IS STILL VALID UNTIL 2025

3 Oktober 2025
October 3, 2025



Advanced -
Green Building
Certification
(PSTB)

EDGE

3 April 2026 - 2 April 2029
April 3, 2026 - 2 April 2029



Certified to
ISO 9001:2015
- Quality
Management
System

RINA

3 April 2026 - 2 April 2029
April 3, 2026 - 2 April 2029



Certified to ISO
14001:2015 -
Environmental
Management
System

RINA

3 April 2026 - 2 April 2029
April 3, 2026 - 2 April 2029



Certified to ISO
45001:2018 -
Occupational
Health & Safety
Management System

RINA

21 Januari 2026 - 20 Januari 2029
January 21, 2026 - January 20, 2029



Certified to ISO
27001:2022 -
Information Security
Management System

KRQA - SQC

22 Januari 2026 - 21 Januari 2029
January 22, 2026 - January 21, 2029



Certified to ISO
37001:2016 - Anti-
Bribery Management
System

KRQA - SQC

21 Januari 2026 - 20 Januari 2029
January 21, 2026 - January 20, 2029



Certified to ISO
50001:2018 -
Energy Management
System

KRQA - SQC

Peristiwa Penting Keberlanjutan Tahun 2025

Sustainability Significant Event in 2025



2 Januari 2025
January 2, 2025

Go-Live Proof of Concept (POC) Digitalization Port Operation

PTK mengimplementasikan sistem digital terintegrasi pada 2 Januari 2025 di Jakarta untuk memonitor operasional pelabuhan secara *real-time*. Sistem berbasis web dan *mobile* ini meningkatkan efisiensi operasional, transparansi proses, dan akurasi data marine terminal.

PTK implemented an integrated digital system on January 2, 2025, in Jakarta to monitor port operations in real time. This web- and mobile-based system enhances operational efficiency, process transparency, and the accuracy of marine terminal data.



10 Januari 2025
January 10, 2025

Sosialisasi Implementasi ISO 37001:2016

ISO 37001:2016 Implementation
Socialization

PTK menyelenggarakan sosialisasi pada 10 Januari 2025 di Jakarta untuk meningkatkan pemahaman mengenai Sistem Manajemen Anti Penyuapan. Kegiatan ini memperkuat penerapan *Good Corporate Governance* dan membangun lingkungan kerja yang transparan dan berintegritas.

PTK conducted a socialization session on January 10, 2025, in Jakarta to improve understanding of the Anti-Bribery Management System. This initiative strengthens the implementation of Good Corporate Governance and fosters a transparent and integrity-driven work environment.



15 Januari 2025
January 15, 2025

Indonesia Green Awards 2025

PTK meraih 6 penghargaan nasional termasuk predikat The Guardian pada 15 Januari 2025 di Jakarta. Pencapaian ini mengakui komitmen PTK dalam Tanggung Jawab Sosial dan Lingkungan, khususnya program pemberdayaan masyarakat pesisir dan pelestarian lingkungan laut.

PTK received 6 national awards, including The Guardian title, on January 15, 2025, in Jakarta. This achievement recognizes PTK's commitment to Social and Environmental Responsibility, particularly in coastal community empowerment and marine environmental conservation programs.



16-17 Januari 2025
January 16-17, 2025

Master Program Crew Own Fleet (MP Crown)

PTK menyelenggarakan program pada 16-17 Januari 2025 di Jakarta untuk penguatan kompetensi SDM crew kapal. Program ini meningkatkan profesionalisme crew dan efektivitas pengelolaan SDM maritim melalui sistem penilaian yang objektif dan terstruktur.

PTK organized this program on January 16-17, 2025, in Jakarta to enhance the competencies of vessel crew personnel. The program improves crew professionalism and the effectiveness of maritime human resource management through an objective and structured assessment system.



18 Februari 2025
February 18, 2025

PTK Shorebase Kabil Batam Raih Penghargaan Green Port

PTK Shorebase Kabil Batam Receives
Green Port Award

Pada 18 Februari 2025, PSKB meraih nilai 72,3% dengan predikat Bintang 3 dalam penilaian *Green and Smart Port*. Pencapaian ini menegaskan komitmen PTK dan PPL dalam menghadirkan operasional pelabuhan yang ramah lingkungan dan berkelanjutan.

On February 18, 2025, PSKB achieved a score of 72.3% with a 3-Star rating in the Green and Smart Port assessment. This achievement underscores PTK's and PPL's commitment to delivering environmentally friendly and sustainable port operations.



19 Februari 2025
February 19, 2025

Town Hall Meeting PTK 2025

PTK Town Hall Meeting 2025

PTK menyelenggarakan forum komunikasi strategis pada 19 Februari 2025 di Jakarta secara hybrid. Kegiatan ini memperkuat keterbukaan informasi, menyelaraskan visi strategi, dan mendorong kolaborasi dalam mendukung keberlanjutan sektor energi maritim nasional.

PTK held a strategic communication forum on February 19, 2025, in Jakarta in a hybrid format. This event strengthened information transparency, aligned strategic vision, and fostered collaboration in supporting the sustainability of Indonesia's maritime energy sector.



10 Maret 2025
March 10, 2025

Gedung Kantor Pusat PTK Raih Sertifikat EDGE Advanced

PTK Headquarters Building Earns EDGE Advanced Certification

Gedung Kantor Pusat PTK Jakarta meraih sertifikat EDGE Advanced pada 10 Maret 2025 dengan efisiensi energi 43,54%. Pencapaian ini mengakui komitmen PTK dalam menerapkan prinsip bangunan hijau dan mendukung keberlanjutan lingkungan di lingkungan kerja.

The PTK Headquarters building in Jakarta obtained the EDGE Advanced certification on March 10, 2025, with 43.54% energy efficiency. This achievement recognizes PTK's commitment to implementing green building principles and supporting environmental sustainability within its workplace.



11 April 2025
April 11, 2025

Halal Bihalal PTK – Harmoni Merangkai Energi

PTK Halal Bihalal – Harmonizing Energy

PTK menyelenggarakan silaturahmi pasca Hari Raya Idulfitri pada 11 April 2025 di Jakarta. Kegiatan ini memperkuat sinergi, kebersamaan, dan nilai kekeluargaan di lingkungan perusahaan serta membangun budaya kerja harmonis dan kolaboratif.

PTK held a post-Eid al-Fitr gathering on April 11, 2025, in Jakarta. This event strengthened synergy, togetherness, and a sense of family within the Company, while fostering a harmonious and collaborative work culture.



28-29 April 2025
April 28-29, 2025

PTK Gelar Superintendent Training Batch 2

PTK Conducts Superintendent Training Batch 2

Pelatihan dilaksanakan pada 28-29 April 2025 di Jakarta untuk penguatan kompetensi SDM maritim. Program ini mencakup peningkatan kapabilitas teknis, pembaruan regulasi maritim, dan tren industri terkini untuk meningkatkan kesiapan operasional armada.

The training was held on April 28–29, 2025, in Jakarta to enhance maritime human capital competencies. The program covered technical capability development, updates on maritime regulations, and the latest industry trends to improve fleet operational readiness.



15 Mei 2025
May 15, 2025

PTK Gelar Management Walkthrough di Bau-Bau

PTK Conducts Management Walkthrough in Bau-Bau

Manajemen PTK melakukan peninjauan langsung pada 15 Mei 2025 di Bau-Bau untuk memastikan kepatuhan HSSE. Kegiatan ini membangun komunikasi efektif antara manajemen dan tim operasional serta memperkuat penerapan budaya keselamatan kerja.

PTK management conducted an on-site review on May 15, 2025, in Bau-Bau to ensure HSSE compliance. This activity strengthened effective communication between management and operational teams and reinforced the implementation of a strong safety culture.



19-22 Mei 2025
May 19-22, 2025

PTK Raih Silver dan Gold pada APQ Awards 2025

PTK Wins Silver and Gold at the APQ Awards 2025

PTK bersama PPL meraih penghargaan Silver dan Gold. Pencapaian ini membuktikan komitmen PTK dalam menghadirkan inovasi berkualitas dan mendorong peningkatan kinerja operasional yang berkelanjutan.

PTK, together with PPL, received Silver and Gold awards. This achievement demonstrates PTK's commitment to delivering high-quality innovation and driving sustainable improvements in operational performance.



26-28 Mei 2025
May 26-28, 2025

PTK Dukung Strategi Global PIS

PTK Supports PIS Global Strategy

Direktur Utama PTK menyampaikan langkah strategis pada 26-28 Mei 2025 di Jakarta terkait penguatan armada dan pengembangan SDM maritim. Inisiatif ini mendukung transformasi bisnis PIS menuju logistik energi maritim yang kompetitif global.

PTK's President Director presented strategic initiatives on May 26–28, 2025, in Jakarta, focusing on fleet strengthening and maritime human capital development. These initiatives support PIS's business transformation toward globally competitive maritime energy logistics.



26 Juni 2025
June 26, 2025

RUPST PT Pertamina Trans Kontinental Tahun Buku 2024

Annual General Meeting of Shareholders (AGMS) of PT Pertamina Trans Kontinental for FY2024

PTK menyelenggarakan RUPST pada 26 Juni 2025 di Jakarta untuk menyampaikan laporan kinerja operasional dan keuangan tahun 2024. Kegiatan ini menegaskan komitmen PTK untuk memperkuat armada dan meningkatkan kapasitas transportasi energi secara berkelanjutan.

PTK held its AGMS on June 26, 2025, in Jakarta to present its 2024 operational and financial performance. This event reaffirmed PTK's commitment to strengthening its fleet and enhancing energy transportation capacity on a sustainable basis.



3 Juli 2025
July 3, 2025

Drill Exercise Demonstration & Civil Riots

PTK melaksanakan simulasi penanganan darurat pada 3 Juli 2025 di Jakarta untuk memperkuat budaya keselamatan. Kegiatan ini meningkatkan kesiapsiagaan seluruh pekerja dalam menghadapi berbagai potensi situasi darurat dan gangguan keamanan.

PTK conducted an emergency response simulation on July 3, 2025, in Jakarta to strengthen its safety culture. This activity enhanced the preparedness of all employees in addressing potential emergency situations and security disturbances.



4 Juli 2025
July 4, 2025

PTK Raih Penghargaan Anugerah ESG Award 2025

PTK Receives the ESG Award 2025

PTK dinobatkan sebagai penerima penghargaan Kategori Utama Sektor Transportasi dan Logistik. Pencapaian ini mengakui implementasi prinsip ESG secara holistik dalam operasional perusahaan dan komitmen keberlanjutan PTK. PTK was recognized as the recipient of the Main Category Award in the Transportation and Logistics Sector. This achievement acknowledges the holistic implementation of ESG principles in the Company's operations and PTK's sustainability commitment.

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10 Juli 2025
July 10, 2025

Groundbreaking Gedung Arsip PTK 2025

Groundbreaking of PTK Archive Building 2025

PTK melaksanakan *groundbreaking* pada 10 Juli 2025 di Jakarta untuk pembangunan pusat penyimpanan dokumen dan informasi strategis. Inisiatif ini memperkuat tata kelola perusahaan melalui pengelolaan arsip modern yang terintegrasi dan efisien.

PTK carried out the groundbreaking on July 10, 2025, in Jakarta for the construction of a central archive facility for document and strategic information storage. This initiative strengthens corporate governance through modern, integrated, and efficient records management.



21 Juli 2025
July 21, 2025

Risk Management Monitoring Report PTK

PTK Risk Management Monitoring Report

Kegiatan dilaksanakan pada 21 Juli 2025 di Jakarta melalui presentasi terbuka dan diskusi interaktif. Forum ini mengevaluasi profil risiko perusahaan dan menyelaraskan langkah mitigasi guna memperkuat ketahanan bisnis PTK Group. The activity was conducted on July 21, 2025, in Jakarta through an open presentation and interactive discussion. This forum evaluated the Company's risk profile and aligned mitigation measures to strengthen the resilience of the PTK Group's business.



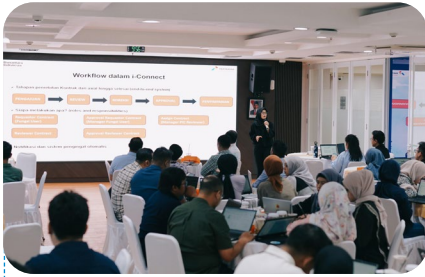
25 Juli 2025
July 25, 2025

Pemeriksaan Kesehatan Rutin Se-PTK Group

Routine Health Check for PTK Group

PTK menyelenggarakan pemeriksaan kesehatan pada 25 Juli 2025 di Jakarta bekerja sama dengan Klinik IHC Yos Sudarso. Kegiatan ini memantau kondisi kesehatan pekerja dan meningkatkan kesadaran terhadap pentingnya menjaga kesehatan.

PTK organized a health check-up on July 25, 2025, in Jakarta in collaboration with IHC Yos Sudarso Clinic. This activity monitored employees' health conditions and raised awareness of the importance of maintaining good health.



29 Juli 2025
July 29, 2025

Sosialisasi Implementasi Aplikasi I-Connect

I-Connect Application Implementation Socialization

PTK mensosialisasikan aplikasi I-Connect pada 29 Juli 2025 di Jakarta untuk digitalisasi pengelolaan kontrak. Sistem ini memastikan pengelolaan kontrak yang terintegrasi, akuntabel, dan transparan sesuai prinsip GCG. PTK conducted a socialization session for the I-Connect application on July 29, 2025, in Jakarta to support the digitalization of contract management. This system ensures integrated, accountable, and transparent contract management in line with GCG principles.



5 Agustus 2025
August 5, 2025

PTK Dukung Blood Donation Week 2025

PTK Supports Blood Donation Week 2025

PTK Region III menyelenggarakan donor darah pada 5 Agustus 2025 di Balikpapan bekerja sama dengan RSUD Kanujoso. Kegiatan ini berhasil mengumpulkan 68 kantong darah dan memperkuat komitmen PTK dalam kontribusi sosial berkelanjutan.

PTK Region III organized a blood donation drive on August 5, 2025, in Balikpapan in collaboration with Kanujoso Regional Hospital. The activity successfully collected 68 units of blood and reinforced PTK's commitment to sustainable social contributions.



6-8 Agustus 2025
August 6-8, 2025

PTK Berpartisipasi dalam Indonesia Marine & Offshore Expo (IMoX) 2025

PTK Participates in the Indonesia Marine & Offshore Expo (IMoX) 2025

PTK menghadirkan booth pada 6-8 Agustus 2025 di Batam untuk mempromosikan kapabilitas layanan maritim. Kegiatan ini memperluas jangkauan pasar perusahaan dan memperkuat daya saing industri maritim Indonesia.

PTK showcased a booth on August 6-8, 2025, in Batam to promote its maritime service capabilities. This event expanded the Company's market reach and strengthened the competitiveness of Indonesia's maritime industry.



2-4 September 2025
September 2-4, 2025

PTK Gelar Officer Seminar 2025

PTK Holds Officer Seminar 2025

Seminar dilaksanakan pada 2-4 September 2025 di Bogor dengan tema peningkatan kompetensi pelaut. Kegiatan ini mencakup sesi pembelajaran, diskusi, dan pemaparan untuk meningkatkan *hard skills*, *soft skills*, dan literasi digital SDM maritim.

The seminar was conducted on September 2-4, 2025, in Bogor with a focus on enhancing seafarer competencies. The program included learning sessions, discussions, and presentations to improve hard skills, soft skills, and digital literacy of maritime human capital.



12 September 2025
September 12, 2025

PTK Sigap Salurkan Bantuan untuk Korban Banjir di Bali

PTK Delivers Aid to Flood Victims in Bali

PTK menyalurkan paket sembako pada 12 September 2025 di Bali. Bantuan ini terdiri dari kebutuhan pokok untuk meringankan beban masyarakat terdampak banjir dalam masa pemulihan pasca bencana.

PTK distributed basic necessity packages on September 12, 2025, in Bali. The assistance provided essential supplies to help ease the burden of communities affected by flooding during the post-disaster recovery period.



18 September 2025
September 18, 2025

PTK Goes to Campus di Politeknik Ilmu Pelayaran Semarang

PTK Goes to Campus at Semarang Maritime Polytechnic

PTK menghadirkan kuliah umum pada 18 September 2025 di PIP Semarang dengan tema kepemimpinan maritim. Kegiatan ini membangun wawasan kepemimpinan generasi muda maritim dan memperkuat sinergi dunia pendidikan dengan industri.

PTK delivered a public lecture on September 18, 2025, at the Semarang Maritime Polytechnic on the theme of maritime leadership. This activity enhanced leadership insights among the younger maritime generation and strengthened collaboration between academia and industry.



18 September 2025
September 18, 2025

PTK Gelar Program OCEAN LITERASEA

PTK Conducts OCEAN LITERASEA Program

Program literasi kelautan dilaksanakan pada 18 September 2025 di SD Negeri Karangayu 02 Semarang untuk 50 siswa dan guru. Kegiatan ini meningkatkan literasi kelautan generasi muda dan penguatan sinergi industri dengan pendidikan.

The marine literacy program was held on September 18, 2025, at SD Negeri Karangayu 02 Semarang for 50 students and teachers. The initiative aimed to improve marine literacy among the younger generation and strengthen collaboration between industry and the education sector.



22 September 2025
September 22, 2025

PTK Perkuat Rantai Pasok Energi Hijau

PTK Strengthens the Green Energy Supply Chain

PTK menandatangani perjanjian pada 22 September 2025 di Jakarta dengan 22 perusahaan APROBI untuk distribusi FAME. Kolaborasi ini memperkuat rantai pasok energi hijau dan mendukung program transisi energi nasional.

PTK signed an agreement on September 22, 2025, in Jakarta with 22 APROBI member companies for FAME distribution. This collaboration strengthens the green energy supply chain and supports the national energy transition program.



1-2 Oktober 2025
October 1-2, 2025

Management Walkthrough Direktur Utama di Dockyard dan Marine Operation Area Sumbagsel

Management Walkthrough by the President Director at Dockyard and Marine Operation Area Sumbagsel

Manajemen melakukan peninjauan pada 1-2 Oktober 2025 di Palembang. Kegiatan ini memastikan kesiapan infrastruktur dan keandalan layanan maritim dalam mendukung distribusi energi nasional.

Management conducted an on-site review on October 1-2, 2025, in Palembang. This activity ensured infrastructure readiness and the reliability of maritime services in supporting national energy distribution.

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7 Oktober 2025
October 7, 2025

PTK Gelar Apel Pagi Penguatan CLSR & Tata Nilai AKHLAK

PTK Holds Morning Assembly to Strengthen CLSR and AKHLAK Core Values

Apel pagi dilaksanakan pada 7 Oktober 2025 di Jakarta melibatkan jajaran manajemen dan pekerja. Kegiatan ini memperkuat budaya keselamatan kerja dan implementasi nilai-nilai perusahaan di seluruh operasional.

The morning assembly was held on October 7, 2025, in Jakarta, involving management and employees. This activity reinforced occupational safety culture and the implementation of corporate values across all operations.



9-10 Oktober 2025
October 9-10, 2025

Management Walkthrough di Port Ende, Nusa Tenggara Timur

Management Walkthrough at Port of Ende, East Nusa Tenggara

Manajemen melakukan peninjauan pada 9-10 Oktober 2025 di Port Ende untuk mengevaluasi infrastruktur dan operasional. Kegiatan ini memperkuat komitmen dalam meningkatkan kualitas infrastruktur dan keandalan layanan maritim.

Management conducted an on-site review on October 9-10, 2025, at the Port of Ende to evaluate infrastructure and operations. This activity strengthened the commitment to improving infrastructure quality and maritime service reliability.



16 Oktober 2025
October 16, 2025

PTK Gelar Sosialisasi Good Corporate Governance (GCG)

PTK Conducts Good Corporate Governance (GCG) Socialization

Sosialisasi dilaksanakan pada 16 Oktober 2025 di MBOR I Batam untuk memperkuat implementasi GCG. Kegiatan ini meningkatkan pemahaman mengenai prinsip transparansi, akuntabilitas, dan keadilan dalam operasional bisnis.

The session was held on October 16, 2025, at MBOR I Batam to strengthen GCG implementation. This activity enhanced understanding of transparency, accountability, and fairness principles in business operations.



18 Oktober 2025
October 18, 2025

Management Walkthrough di Marine Operational Area Jawa Bagian Barat & Tengah

Management Walkthrough in Marine Operational Area Western & Central Java

Inspeksi langsung dilaksanakan pada 18 Oktober 2025 di Semarang untuk memastikan kepatuhan HSSE. Kegiatan ini memperkuat implementasi standar keselamatan kerja yang konsisten dan berkelanjutan.

A direct inspection was conducted on October 18, 2025, in Semarang to ensure HSSE compliance. This activity reinforced the consistent and sustainable implementation of occupational safety standards.



20 Oktober 2025
October 20, 2025

PTK Gelar Donor Darah di Batam

PTK Holds Blood Donation Drive in Batam

Aksi donor darah dilaksanakan pada 20 Oktober 2025 di MBOR I Batam bekerja sama dengan PMI. Kegiatan ini memperkuat kepedulian sosial PTK dan budaya keselamatan dalam lingkungan kerja.

The blood donation activity was conducted on October 20, 2025, at MBOR I Batam in collaboration with the Indonesian Red Cross (PMI). This initiative strengthened PTK's social commitment and safety culture within the workplace.



21 Oktober 2025
October 21, 2025

PTK Gelar Joint Exercise Ship on Fire, Oil Spill Response & Medical Evacuation

PTK Conducts Joint Exercise: Ship on Fire, Oil Spill Response & Medical Evacuation

Simulasi keadaan darurat dilaksanakan pada 21 Oktober 2025 melibatkan berbagai pemangku kepentingan maritim. Kegiatan ini menguji kesiapan sistem penanganan darurat dan meningkatkan kesiapsiagaan pekerja.

The emergency simulation was carried out on October 21, 2025, involving various maritime stakeholders. This activity tested the readiness of emergency response systems and enhanced employee preparedness.



22-24 Oktober 2025
October 22-24, 2025

PTK Selenggarakan Training & Consulting OVMSA 2025

PTK Organizes OVMSA 2025 Training & Consulting Program

PTK menyelenggarakan pelatihan pada 22-24 Oktober 2025 di Jakarta dengan auditor profesional dari Malaysia. Program ini meningkatkan kompetensi SDM dalam manajemen keselamatan kapal berdasarkan standar internasional.

PTK conducted training on October 22-24, 2025, in Jakarta with professional auditors from Malaysia. This program enhanced human capital competencies in vessel safety management based on international standards.



3 November 2025
November 3, 2025

PTK Resmikan Perjanjian Kerja Bersama (PKB) Periode 2025-2027

PTK Formalizes Collective Labor Agreement (CLA) for the 2025-2027 Period

Penandatanganan PKB dilaksanakan pada 3 November 2025 di Jakarta antara manajemen dan SPSI PTK. Kolaborasi ini memperkuat hubungan industrial harmonis dan meningkatkan kesejahteraan pekerja perusahaan.

The CLA was signed on November 3, 2025, in Jakarta between management and the PTK SPSI labor union. This collaboration strengthens harmonious industrial relations and enhances employee welfare.



4 November 2025
November 4, 2025

PTK Inisiasi Program Upaya Berhenti Merokok (UBM) 2025

PTK Initiates Smoking Cessation Program (UBM) 2025

Program dilaksanakan pada 4 November 2025 selama tiga bulan melibatkan semua kategori pekerja. Program ini mencapai hasil positif dengan 72% peserta berhenti merokok sepenuhnya dan memperkuat budaya kerja sehat.

The program was implemented on November 4, 2025, over a three-month period involving all categories of employees. It achieved positive results, with 72% of participants successfully quitting smoking, reinforcing a healthy work culture.



5 November 2025
November 5, 2025

PTK dan Pelindo Marine Service Jalin Kerja Sama Strategis

PTK and Pelindo Marine Service Establish Strategic Partnership

Penandatanganan kerja sama dilaksanakan pada 5 November 2025 di Surabaya untuk penyediaan layanan kapal tunda. Kolaborasi ini memperkuat sinergi BUMN dan meningkatkan efisiensi operasional pelabuhan.

The cooperation agreement was signed on November 5, 2025, in Surabaya for the provision of tugboat services. This collaboration strengthens SOE synergy and improves port operational efficiency.



5-6 November 2025
November 5-6, 2025

PTK Selenggarakan Refreshment Pencegahan Fraud Bunker 2025

PTK Conducts Fraud Prevention Refreshment Program for Bunker Operations 2025

Program dilaksanakan pada 5-6 November 2025 di Jakarta dengan pendekatan *Learn-Practice*. Kegiatan ini memperkuat budaya integritas dan transparansi dalam operasional pengelolaan bunker perusahaan.

The program was held on November 5-6, 2025, in Jakarta using a *Learn-Practice* approach. This activity reinforced a culture of integrity and transparency in bunker management operations.



12 November 2025
November 12, 2025

PTK Raih Tiga Penghargaan pada GRC & Leadership Award 2025

PTK Wins Three Awards at the GRC & Leadership Award 2025

Pada 12 November 2025 di Jakarta, PTK meraih tiga penghargaan Five Stars Silver. Pencapaian ini menegaskan posisi PTK sebagai perusahaan berintegritas dan berdaya saing tinggi dalam industri maritim.

On November 12, 2025, in Jakarta, PTK received three Five Stars Silver awards. This achievement underscores PTK's position as a high-integrity and highly competitive company in the maritime industry.

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17 November 2025
November 17, 2025

PTK Selenggarakan Program Coating Collage 2025

PTK Organizes Coating Collage Program 2025

Pelatihan dilaksanakan pada 17 November 2025 di Jakarta dengan materi pemeliharaan kapal. Program ini meningkatkan kompetensi teknis personel dalam pemeliharaan armada dan mendukung operasional yang andal.

The training was conducted on November 17, 2025, in Jakarta, focusing on vessel maintenance. This program enhanced the technical competencies of personnel in fleet maintenance and supported reliable operations.



18 November 2025
November 18, 2025

PTK dan PIS Asia Pacific Perkuat Kerja Sama Ekspansi Bisnis Maritim

PTK and PIS Asia Pacific Strengthen Cooperation for Maritime Business Expansion

Penandatanganan Kontrak Jasa Manajemen dilaksanakan pada 18 November 2025 di Jakarta. Kolaborasi ini mendukung ekspansi layanan marine management untuk memperkuat bisnis internasional Pertamina Group.

The Management Services Agreement was signed on November 18, 2025, in Jakarta. This collaboration supports the expansion of marine management services and strengthens Pertamina Group's international business.



22 November 2025
November 22, 2025

PTK Gelar Coastal Clean Up di Pantai Teluk Penyu, Cilacap

PTK Conducts Coastal Clean-Up at Teluk Penyu Beach, Cilacap

Program melibatkan 1.300 peserta pada 22 November 2025 untuk pembersihan pantai. Kegiatan ini berhasil mengumpulkan 6,23 ton sampah dan memperkuat kolaborasi dalam menjaga keberlanjutan ekosistem pesisir.

The program involved 1,300 participants on November 22, 2025, for a beach clean-up initiative. The activity successfully collected 6.23 tons of waste and strengthened collaboration in preserving coastal ecosystem sustainability.



26 November 2025
November 26, 2025

PTK dan Pelindo Multi Terminal Resmikan Kerja Sama Strategis Green Coke

PTK and Pelindo Multi Terminal Formalize
Strategic Green Coke Partnership

Penandatanganan perjanjian dilaksanakan pada 26 November 2025 di Dumai untuk layanan transfer dan loading. Kolaborasi ini meningkatkan kapasitas pelabuhan dan memperkuat rantai pasok energi nasional.

The agreement was signed on November 26, 2025, in Dumai for transfer and loading services. This collaboration enhances port capacity and strengthens the national energy supply chain.



1-12 Desember 2025
December 1-2, 2025

PTK Salurkan Bantuan Kemanusiaan bagi Masyarakat Terdampak di Sumatera

PTK Provides Humanitarian Assistance to
Affected Communities in Sumatra

PTK menyalurkan bantuan logistik pada 1-12 Desember 2025 kepada masyarakat terdampak kondisi darurat. Inisiatif ini menunjukkan komitmen PTK bahwa energi yang dihadirkan juga melalui kepedulian sosial berkelanjutan.

PTK distributed logistical aid from December 1-12, 2025, to communities affected by emergency conditions. This initiative demonstrates PTK's commitment that the energy it delivers is also reflected through sustained social care.



11 Desember 2025
December 11, 2025

PTK Raih Empat Penghargaan pada Marketeers Digital Marketing Heroes 2025

PTK Wins Four Awards at Marketeers
Digital Marketing Heroes 2025

PTK meraih empat penghargaan atas inovasi digital. Pencapaian ini mengakui transformasi digital PTK dalam sistem operasional yang meningkatkan efisiensi dan daya saing perusahaan.

PTK received four awards for digital innovation. This achievement recognizes PTK's digital transformation in operational systems, enhancing efficiency and strengthening the Company's competitiveness.



18 Desember 2025
December 18, 2025

PTK Hadirkan Program Pena Air Bersih di Kelurahan Fatukoa

PTK Launches Clean Water Program in
Fatukoa Subdistrict

Program dilaksanakan pada 18 Desember 2025 untuk menyediakan akses air bersih bagi 1.526 KK. Inisiatif ini meningkatkan kesehatan masyarakat dan mencerminkan komitmen PTK terhadap tanggung jawab sosial berkelanjutan.

The program was implemented on December 18, 2025, to provide access to clean water for 1,526 households. This initiative improves community health and reflects PTK's commitment to sustainable social responsibility.



19 Desember 2025
December 19, 2025

PTK Perkuat Desa Energi Berdikari (DEB) Tahap II Wisata Kariangau

PTK Strengthens the Energy Self-
Sufficient Village (DEB) Program Phase II
at Kariangau Tourism Area

Program dilaksanakan pada 19 Desember 2025 di Balikpapan untuk mendorong kemandirian ekonomi masyarakat pesisir. Inisiatif ini meningkatkan ketahanan pangan lokal dan menciptakan sumber penghidupan yang stabil.

The program was carried out on December 19, 2025, in Balikpapan to promote economic independence among coastal communities. This initiative enhances local food security and creates stable sources of livelihood.



22 Desember 2025
December 22, 2025

PTK Gelar Penanaman Bibit Mangrove di Tanjung Pasir, Tangerang

PTK Conducts Mangrove Seedling
Planting in Tanjung Pasir, Tangerang

Penanaman mangrove melibatkan 129 siswa-siswi dan 57 warga pada 22 Desember 2025 di Tangerang. Kegiatan ini memperkuat fungsi hutan mangrove sebagai pelindung pesisir dan meningkatkan kesadaran lingkungan masyarakat.

The mangrove planting involved 129 students and 57 local residents on December 22, 2025, in Tangerang. This activity strengthens the role of mangrove forests as coastal protection and raises environmental awareness among the community.



I Ketut Laba

Direktur Utama
President Director

Penjelasan Direksi [GRI 2-22, 2-23, 2-24][OJK A.1, D.1] Board of Directors' Explanation [GRI 2-22, 2-23, 2-24][OJK A.1, D.1]

PARA PEMEGANG SAHAM DAN PEMANGKU KEPENTINGAN YANG TERHORMAT,

Atas nama Direksi, perkenankan kami menyampaikan Laporan Keberlanjutan PT Pertamina Trans Kontinental Tahun 2025 sebagai bentuk transparansi dan akuntabilitas Perseroan dalam menjalankan kegiatan usaha yang berorientasi pada penciptaan nilai berkelanjutan. Laporan ini menggambarkan berbagai upaya yang telah dilakukan Perseroan dalam mengintegrasikan aspek ekonomi, lingkungan, sosial, dan tata kelola ke dalam strategi bisnis serta proses pengambilan keputusan di seluruh lini operasional. Bagi Perseroan, keberlanjutan bukan sekadar pemenuhan kewajiban regulasi, melainkan fondasi penting dalam menjaga ketahanan usaha, meningkatkan daya saing, dan menciptakan manfaat jangka panjang bagi seluruh pemangku kepentingan.

Tahun 2025 merupakan tahun yang penuh tantangan sekaligus peluang bagi industri maritim dan logistik energi. Ketidakpastian ekonomi global, dinamika geopolitik yang memengaruhi rantai pasok energi, tuntutan dekarbonisasi sektor transportasi dan logistik, serta meningkatnya ekspektasi pemangku kepentingan terhadap penerapan prinsip Environmental, Social, and Governance (ESG) mendorong Perseroan untuk terus beradaptasi dan bertransformasi. Di tengah kondisi tersebut, PTK tetap mampu mempertahankan kinerja yang positif dan menunjukkan bahwa penerapan prinsip keberlanjutan dapat berjalan selaras dengan pertumbuhan bisnis dan penciptaan nilai ekonomi yang berkelanjutan.

PTK terus memperkuat perannya sebagai penyedia layanan maritim dan logistik energi yang andal, aman, dan bertanggung jawab. Komitmen tersebut diwujudkan melalui berbagai inisiatif strategis, antara lain peningkatan efisiensi energi operasional kapal, pengurangan emisi gas rumah kaca, pengembangan infrastruktur dan operasional pelabuhan yang lebih hijau, penerapan teknologi digital untuk meningkatkan efektivitas operasional, penguatan budaya keselamatan kerja, serta pelaksanaan program Tanggung Jawab Sosial dan Lingkungan yang memberikan manfaat nyata bagi masyarakat.

DEAR SHAREHOLDERS AND STAKEHOLDERS,

On behalf of the Board of Directors, we are pleased to present PT Pertamina Trans Kontinental's 2025 Sustainability Report as a reflection of the Company's commitment to transparency and accountability in conducting business activities that are oriented toward sustainable value creation. This report outlines the various efforts undertaken by the Company to integrate economic, environmental, social, and governance aspects into its business strategy and decision-making processes across all operational lines. For the Company, sustainability is not merely a matter of regulatory compliance; it is a fundamental pillar for strengthening business resilience, enhancing competitiveness, and creating long-term value for all stakeholders.

The year 2025 presented both challenges and opportunities for the maritime and energy logistics industry. Global economic uncertainty, geopolitical dynamics affecting energy supply chains, increasing demands for decarbonization across the transportation and logistics sectors, and growing stakeholder expectations regarding the implementation of Environmental, Social, and Governance (ESG) principles have encouraged the Company to continuously adapt and transform. Amid these circumstances, PTK maintained solid performance and demonstrated that the implementation of sustainability principles can go hand in hand with business growth and the creation of sustainable economic value.

PTK continues to strengthen its role as a reliable, safe, and responsible provider of maritime and energy logistics services. This commitment is reflected through various strategic initiatives, including improving energy efficiency in vessel operations, reducing greenhouse gas emissions, developing greener port infrastructure and operations, leveraging digital technologies to enhance operational effectiveness, strengthening the culture of occupational safety, and implementing Social and Environmental Responsibility (TJSL) programs that deliver tangible benefits to communities.

KEBIJAKAN UNTUK MERESPON TANTANGAN DALAM PEMENUHAN STRATEGI KEBERLANJUTAN

Tahun 2025 menjadi periode yang ditandai oleh semakin meningkatnya tuntutan terhadap praktik bisnis yang berkelanjutan. Selain menghadapi dinamika ekonomi global, volatilitas industri energi, serta perkembangan teknologi yang berlangsung sangat cepat, Perseroan juga dihadapkan pada berbagai tantangan yang berkaitan dengan perubahan iklim, transisi energi, peningkatan standar keselamatan operasional, serta ekspektasi yang semakin tinggi dari regulator, pelanggan, investor, dan masyarakat terhadap penerapan prinsip Environmental, Social, and Governance (ESG). Sebagai perusahaan yang bergerak di bidang jasa maritim dan logistik energi, Perseroan menyadari bahwa tantangan tersebut memiliki keterkaitan langsung dengan keberlangsungan usaha dan daya saing jangka panjang.

Karakteristik bisnis Perseroan yang mengandalkan armada kapal, fasilitas pelabuhan, shorebase, dan berbagai aktivitas logistik maritim menjadikan isu efisiensi energi, emisi gas rumah kaca, keselamatan pelayaran, perlindungan lingkungan laut, serta ketahanan operasional sebagai aspek yang memerlukan perhatian khusus. Di sisi lain, transformasi digital yang terus berkembang juga menuntut Perseroan untuk memperkuat keamanan informasi, meningkatkan integrasi sistem operasional, dan mempercepat pengambilan keputusan berbasis data. Pada saat yang sama, Perseroan perlu memastikan bahwa pertumbuhan bisnis yang dicapai tetap memberikan manfaat bagi masyarakat, mendukung pengembangan sumber daya manusia, dan dilaksanakan dengan tata kelola yang transparan serta berintegritas.

Menyadari kompleksitas tantangan tersebut, Direksi menetapkan kebijakan bahwa aspek keberlanjutan harus menjadi bagian yang tidak terpisahkan dari strategi korporasi dan proses pengambilan keputusan bisnis. Direksi memastikan bahwa seluruh rencana pengembangan usaha, investasi, operasional, pengelolaan risiko, hingga pengembangan sumber daya manusia mempertimbangkan aspek ekonomi, lingkungan, sosial, dan tata kelola secara seimbang. Pendekatan ini dilakukan untuk memastikan bahwa keberhasilan Perseroan tidak hanya diukur berdasarkan pencapaian finansial, tetapi juga kemampuan Perseroan dalam menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

STRATEGI KEBERLANJUTAN

Perseroan meyakini bahwa keberlanjutan merupakan faktor strategis yang menentukan kemampuan perusahaan untuk bertumbuh, beradaptasi, dan menciptakan nilai jangka panjang di tengah perubahan lingkungan bisnis yang semakin dinamis. Oleh karena itu, strategi keberlanjutan Perseroan dirancang untuk memastikan bahwa pertumbuhan usaha berjalan selaras dengan upaya perlindungan lingkungan, peningkatan kesejahteraan sosial, serta penerapan tata kelola perusahaan yang baik. Strategi ini menjadi bagian integral dari arah pengembangan bisnis Perseroan dan diimplementasikan secara konsisten pada seluruh segmen usaha, yaitu Shipping Activities, Marine Services, Logistics Services, dan Port Operation.

POLICIES IN RESPONSE TO CHALLENGES IN ACHIEVING THE SUSTAINABILITY STRATEGY

The year 2025 was marked by increasing demands for sustainable business practices. In addition to facing global economic dynamics, volatility in the energy industry, and rapid technological advancements, the Company also encountered a range of challenges related to climate change, the energy transition, higher operational safety standards, and growing expectations from regulators, customers, investors, and society regarding the implementation of Environmental, Social, and Governance (ESG) principles. As a company operating in the maritime services and energy logistics sector, the Company recognizes that these challenges are directly linked to business continuity and long-term competitiveness.

The nature of the Company's business, which relies on vessel fleets, port facilities, shorebases, and various maritime logistics activities, places particular importance on energy efficiency, greenhouse gas emissions, maritime safety, marine environmental protection, and operational resilience. At the same time, the ongoing digital transformation requires the Company to strengthen information security, enhance the integration of operational systems, and accelerate data-driven decision-making processes. Furthermore, the Company must ensure that its business growth continues to generate benefits for communities, support human capital development, and be carried out under a transparent and integrity-driven governance framework.

In recognition of these increasingly complex challenges, the Board of Directors has established a policy that sustainability must be an integral part of the Company's corporate strategy and business decision-making processes. The Board ensures that all business development plans, investment decisions, operational activities, risk management practices, and human capital development initiatives take into account economic, environmental, social, and governance considerations in a balanced manner. This approach is intended to ensure that the Company's success is measured not only by its financial performance, but also by its ability to create long-term value for all stakeholders.

SUSTAINABILITY STRATEGY

The Company believes that sustainability is a strategic factor that determines its ability to grow, adapt, and create long-term value amid an increasingly dynamic business environment. Accordingly, the Company's sustainability strategy is designed to ensure that business growth is aligned with environmental protection efforts, social welfare enhancement, and the implementation of sound corporate governance practices. This strategy forms an integral part of the Company's business development direction and is consistently implemented across all business segments, namely Shipping Activities, Marine Services, Logistics Services, and Port Operations.

Dalam menjalankan strategi keberlanjutan, Perseroan mengadopsi pendekatan Environmental, Social, and Governance (ESG) sebagai kerangka utama dalam pengelolaan bisnis. Melalui pendekatan tersebut, Perseroan berupaya menciptakan keseimbangan antara pencapaian kinerja ekonomi dengan pengelolaan dampak lingkungan dan sosial yang timbul dari aktivitas operasional. Strategi ini juga diselaraskan dengan komitmen keberlanjutan Pertamina Group, Tujuan Pembangunan Berkelanjutan (TPB/SDGs), serta berbagai regulasi dan standar keberlanjutan yang berlaku.

Pada aspek ekonomi, strategi keberlanjutan Perseroan diarahkan untuk memperkuat ketahanan bisnis melalui optimalisasi aset, peningkatan kualitas layanan, pengembangan kapabilitas operasional, serta transformasi digital yang mendukung efisiensi dan produktivitas. Perseroan terus mengembangkan layanan maritim dan logistik energi yang terintegrasi untuk mendukung ketahanan energi nasional sekaligus menciptakan nilai tambah bagi pelanggan dan pemangku kepentingan. Penguatan peran sebagai penyedia jasa maritim dan logistik energi nasional dilakukan melalui peningkatan utilisasi armada, pengembangan layanan pendukung operasional pelabuhan, optimalisasi shorebase, serta pemanfaatan teknologi digital untuk meningkatkan efektivitas proses bisnis dan kualitas pengambilan keputusan.

Pada aspek lingkungan, strategi keberlanjutan difokuskan pada upaya mendukung transisi menuju operasional yang lebih rendah karbon dan lebih efisien dalam penggunaan sumber daya. Perseroan secara berkelanjutan mengembangkan berbagai inisiatif yang bertujuan untuk meningkatkan efisiensi energi, mengurangi emisi gas rumah kaca, mengoptimalkan penggunaan energi yang lebih ramah lingkungan, serta memperkuat pengelolaan limbah dan perlindungan lingkungan laut. Pengembangan konsep Green Port, Green Building, konservasi energi, pengelolaan emisi, serta program pelestarian keanekaragaman hayati menjadi bagian penting dari strategi lingkungan Perseroan. Sejalan dengan meningkatnya perhatian global terhadap isu perubahan iklim, Perseroan juga terus memperkuat fondasi pengelolaan risiko iklim dan dekarbonisasi sebagai bagian dari agenda keberlanjutan jangka panjang.

Pada aspek sosial, strategi keberlanjutan Perseroan berfokus pada pengembangan sumber daya manusia yang unggul, penguatan budaya keselamatan, serta penciptaan dampak sosial yang positif bagi masyarakat. Perseroan meyakini bahwa kualitas sumber daya manusia merupakan faktor utama yang menentukan keberhasilan transformasi bisnis dan keberlanjutan perusahaan. Oleh karena itu, Perseroan terus meningkatkan investasi pada pengembangan kompetensi pekerja, penguatan budaya HSSE, peningkatan kesejahteraan, serta penciptaan lingkungan kerja yang aman, sehat, inklusif, dan produktif. Di sisi eksternal, Perseroan menjalankan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang berfokus pada pemberdayaan masyarakat pesisir, pelestarian lingkungan, pendidikan, kesehatan, dan penguatan ekonomi masyarakat sebagai bagian dari kontribusi terhadap pembangunan berkelanjutan.

In implementing its sustainability strategy, the Company adopts an Environmental, Social, and Governance (ESG) approach as the primary framework for business management. Through this approach, the Company seeks to balance economic performance with the management of environmental and social impacts arising from its operational activities. The strategy is also aligned with the sustainability commitments of the Pertamina Group, the Sustainable Development Goals (SDGs), as well as applicable sustainability regulations and standards.

From an economic perspective, the Company's sustainability strategy is aimed at strengthening business resilience through asset optimization, service quality enhancement, operational capability development, and digital transformation initiatives that support efficiency and productivity. The Company continues to develop integrated maritime and energy logistics services to support national energy security while creating added value for customers and stakeholders. Strengthening its role as a provider of national maritime and energy logistics services is achieved through increased fleet utilization, the development of port operational support services, shorebase optimization, and the use of digital technologies to enhance business process effectiveness and decision-making quality.

From an environmental perspective, the sustainability strategy focuses on supporting the transition toward lower-carbon operations and more efficient resource utilization. The Company continuously develops initiatives aimed at improving energy efficiency, reducing greenhouse gas emissions, optimizing the use of more environmentally friendly energy sources, and strengthening waste management and marine environmental protection efforts. The development of Green Port and Green Building initiatives, energy conservation programs, emissions management, and biodiversity conservation programs constitutes an important part of the Company's environmental strategy. In line with growing global attention to climate change issues, the Company also continues to strengthen its climate risk management and decarbonization foundations as part of its long-term sustainability agenda.

From a social perspective, the Company's sustainability strategy focuses on developing high-quality human capital, strengthening its safety culture, and creating positive social impacts for communities. The Company believes that the quality of its human resources is a key factor in determining the success of business transformation and long-term sustainability. Accordingly, the Company continues to invest in employee competency development, strengthening its HSSE culture, enhancing employee welfare, and fostering a safe, healthy, inclusive, and productive work environment. Externally, the Company implements Social and Environmental Responsibility (SER) programs focused on empowering coastal communities, environmental conservation, education, healthcare, and community economic development as part of its contribution to sustainable development.

Sementara itu, pada aspek tata kelola, strategi keberlanjutan Perseroan diarahkan untuk memastikan bahwa seluruh kegiatan usaha dijalankan secara transparan, akuntabel, bertanggung jawab, independen, dan berintegritas. Perseroan terus memperkuat penerapan Good Corporate Governance (GCG) melalui penguatan sistem pengendalian internal, manajemen risiko, kepatuhan terhadap peraturan, pengelolaan etika bisnis, serta penerapan Sistem Manajemen Anti Penyuapan (SMAP). Pengembangan sistem digital dan keamanan informasi juga menjadi bagian penting dari strategi tata kelola guna mendukung proses bisnis yang lebih efektif, transparan, dan adaptif terhadap perkembangan teknologi.

Untuk memastikan efektivitas implementasinya, strategi keberlanjutan Perseroan diterjemahkan ke dalam berbagai program kerja, indikator kinerja, serta target yang terukur pada setiap fungsi dan unit kerja. Direksi secara berkala melakukan pemantauan dan evaluasi terhadap pelaksanaan strategi tersebut agar tetap relevan dengan perkembangan lingkungan usaha, kebutuhan pemangku kepentingan, serta tantangan keberlanjutan yang terus berkembang. Melalui pendekatan yang terintegrasi tersebut, Perseroan berupaya membangun fondasi bisnis yang tangguh, meningkatkan daya saing, serta menciptakan nilai ekonomi, sosial, dan lingkungan yang berkelanjutan bagi seluruh pemangku kepentingan.

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Selain itu, seiring dengan meningkatnya tuntutan transparansi dan kualitas pelaporan keberlanjutan, Perseroan mulai memperkuat kesiapan dalam mengadopsi praktik pengungkapan keberlanjutan yang selaras dengan perkembangan standar internasional, termasuk IFRS Sustainability Disclosure Standards yang diadopsi di Indonesia melalui PSPK 1 dan PSPK 2. Perseroan memandang bahwa penguatan tata kelola keberlanjutan, pengelolaan risiko terkait ESG, serta pengembangan sistem data dan pelaporan yang lebih terintegrasi akan menjadi fondasi penting dalam mendukung pengambilan keputusan yang lebih berkualitas dan penciptaan nilai jangka panjang bagi seluruh pemangku kepentingan.

PENERAPAN KEGIATAN BERKELANJUTAN DAN PENCAPAIAN KINERJA BERKELANJUTAN TAHUN 2025

Sepanjang tahun 2025, Perseroan terus memperkuat implementasi prinsip keberlanjutan melalui berbagai program dan inisiatif yang terintegrasi dengan strategi bisnis. Perseroan meyakini bahwa keberlanjutan tidak hanya diwujudkan melalui pengelolaan dampak lingkungan dan sosial, tetapi juga melalui kemampuan menciptakan pertumbuhan ekonomi yang sehat, membangun hubungan yang harmonis dengan para pemangku kepentingan, serta menerapkan tata kelola perusahaan yang berintegritas. Berbagai pencapaian yang diraih selama tahun 2025 menunjukkan bahwa upaya keberlanjutan yang dijalankan Perseroan mampu memberikan kontribusi positif terhadap ketahanan bisnis sekaligus menciptakan nilai tambah yang berkelanjutan.

Meanwhile, from a governance perspective, the Company's sustainability strategy is directed toward ensuring that all business activities are conducted in a transparent, accountable, responsible, independent, and ethical manner. The Company continues to strengthen the implementation of Good Corporate Governance (GCG) through enhanced internal control systems, risk management, regulatory compliance, business ethics management, and the implementation of the Anti-Bribery Management System (ABMS). The development of digital systems and information security capabilities also forms an important part of the governance strategy to support more effective, transparent, and technology-adaptive business processes.

To ensure effective implementation, the Company's sustainability strategy is translated into various work programs, performance indicators, and measurable targets across all functions and business units. The Board of Directors regularly monitors and evaluates the implementation of these strategies to ensure their continued relevance to business developments, stakeholder expectations, and evolving sustainability challenges. Through this integrated approach, the Company strives to build a resilient business foundation, enhance competitiveness, and create sustainable economic, social, and environmental value for all stakeholders.

Furthermore, in response to increasing demands for transparency and higher-quality sustainability reporting, the Company has begun strengthening its readiness to adopt sustainability disclosure practices aligned with evolving international standards, including the IFRS Sustainability Disclosure Standards adopted in Indonesia through PSPK 1 and PSPK 2. The Company believes that strengthening sustainability governance, managing ESG-related risks, and developing more integrated data and reporting systems will serve as critical foundations for supporting higher-quality decision-making and long-term value creation for all stakeholders.

IMPLEMENTATION OF SUSTAINABLE INITIATIVES AND 2025 SUSTAINABILITY PERFORMANCE ACHIEVEMENTS

Throughout 2025, the Company continued to strengthen the implementation of sustainability principles through various programs and initiatives integrated into its business strategy. The Company believes that sustainability is not only reflected in the management of environmental and social impacts, but also in its ability to generate healthy economic growth, foster harmonious relationships with stakeholders, and uphold sound corporate governance practices with integrity. The achievements attained throughout 2025 demonstrate that the Company's sustainability initiatives have contributed positively to business resilience while creating sustainable value.

Pada aspek ekonomi, Perseroan berhasil mempertahankan pertumbuhan usaha yang solid di tengah dinamika industri maritim dan logistik energi. Pendapatan usaha Perseroan meningkat menjadi Rp8,39 triliun dibandingkan Rp7,56 triliun pada tahun sebelumnya, sementara laba tahun berjalan mencapai Rp1,32 triliun atau meningkat 22,88% dibandingkan tahun 2024. Pencapaian tersebut didukung oleh kinerja yang positif pada seluruh lini bisnis utama, termasuk Shipping Activities, Marine Services, Logistics Services, dan Port Operation. Perseroan juga terus memperkuat kontribusi ekonomi tidak langsung melalui pelibatan pemasok lokal yang mencapai 98,98% dari total pemasok, sebagai bentuk dukungan terhadap penguatan ekonomi nasional dan peningkatan penggunaan produk dalam negeri. Selain itu, berbagai inisiatif digitalisasi operasional dan optimalisasi aset terus dilakukan guna meningkatkan produktivitas, efisiensi, dan kualitas layanan kepada pelanggan.

Pada aspek lingkungan, Perseroan melanjutkan berbagai upaya untuk mendukung transisi menuju operasional yang lebih efisien dan rendah karbon. Berbagai program konservasi energi, optimalisasi penggunaan bahan bakar, pengembangan konsep Green Port, Green Building, serta penguatan pengelolaan lingkungan terus dijalankan secara konsisten. Upaya tersebut menghasilkan penurunan signifikan emisi gas rumah kaca (GRK) Scope 1 dan Scope 2 menjadi 66.921,73 ton CO₂eq atau turun 60,78% dibandingkan tahun sebelumnya. Intensitas emisi juga menurun menjadi 0,56 ton CO₂eq per hari, sementara total konsumsi energi operasional kapal turun menjadi 1.254.190,48 gigajoule dengan intensitas energi sebesar 10,44 gigajoule per hari. Perseroan juga berhasil meningkatkan capaian reduksi emisi menjadi 1.097 ton CO₂eq serta melaksanakan berbagai program pelestarian lingkungan, termasuk penanaman 5.600 bibit mangrove untuk mendukung rehabilitasi ekosistem pesisir dan peningkatan daya serap karbon. Pencapaian tersebut semakin memperkuat komitmen Perseroan dalam mendukung agenda dekarbonisasi dan pengelolaan lingkungan yang berkelanjutan.

Komitmen keberlanjutan juga diwujudkan melalui pengelolaan aspek sosial yang berorientasi pada pengembangan sumber daya manusia, keselamatan kerja, kepuasan pelanggan, serta pemberdayaan masyarakat. Perseroan terus berinvestasi dalam peningkatan kompetensi pekerja melalui berbagai program pendidikan, pelatihan, dan sertifikasi, dengan rata-rata jam pelatihan mencapai 132,61 jam per pekerja. Di bidang kesehatan dan keselamatan kerja, Perseroan terus memperkuat implementasi budaya HSSE melalui berbagai program pengawasan, pelatihan, simulasi keadaan darurat, serta peningkatan kesadaran keselamatan di seluruh area operasional. Perseroan juga melaksanakan berbagai program Tanggung Jawab Sosial dan Lingkungan (TJSL) dengan realisasi dana sebesar Rp1,80 miliar yang difokuskan pada pemberdayaan masyarakat, pelestarian lingkungan, pendidikan, dan kesehatan. Di sisi pelanggan, Perseroan berhasil mempertahankan tingkat kepuasan pelanggan yang sangat baik dengan skor survei mencapai 4,2 pada skala Likert, mencerminkan kualitas layanan yang terus terjaga dan kepercayaan pelanggan terhadap kapabilitas Perseroan.

From an economic perspective, the Company successfully maintained solid business growth amid the dynamics of the maritime and energy logistics industry. Revenue increased to Rp8.39 trillion from Rp7.56 trillion in the previous year, while profit for the year reached Rp1.32 trillion, representing an increase of 22.88% compared to 2024. This achievement was supported by positive performance across all major business lines, including Shipping Activities, Marine Services, Logistics Services, and Port Operations. The Company also continued to strengthen its indirect economic contribution through the engagement of local suppliers, which accounted for 98.98% of total suppliers, as part of its support for strengthening the national economy and increasing the utilization of domestic products. In addition, various operational digitalization initiatives and asset optimization programs were continuously implemented to enhance productivity, efficiency, and service quality for customers.

From an environmental perspective, the Company continued its efforts to support the transition toward more efficient and lower-carbon operations. Various energy conservation programs, fuel optimization initiatives, Green Port and Green Building developments, and enhanced environmental management practices were consistently implemented. These efforts resulted in a significant reduction in Scope 1 and Scope 2 greenhouse gas (GHG) emissions to 66,921.73 tons of CO₂eq, representing a 60.78% decrease from the previous year. Emissions intensity also declined to 0.56 tons of CO₂eq per day, while total vessel operational energy consumption decreased to 1,254,190.48 gigajoules, with an energy intensity of 10.44 gigajoules per day. The Company also improved its emissions reduction achievement to 1,097 tons of CO₂eq and implemented various environmental conservation programs, including the planting of 5,600 mangrove seedlings to support coastal ecosystem rehabilitation and enhance carbon sequestration capacity. These achievements further reinforced the Company's commitment to supporting decarbonization efforts and sustainable environmental management.

The Company's sustainability commitment was also reflected in its management of social aspects, which focused on human capital development, occupational safety, customer satisfaction, and community empowerment. The Company continued to invest in employee competency enhancement through various education, training, and certification programs, with average training hours reaching 132.61 hours per employee. In the area of occupational health and safety, the Company further strengthened its HSSE culture through monitoring programs, training initiatives, emergency response simulations, and enhanced safety awareness across all operational areas. The Company also implemented various Social and Environmental Responsibility (SER) programs with realized funding amounting to Rp1.80 billion, focusing on community empowerment, environmental conservation, education, and healthcare. From a customer perspective, the Company maintained an excellent customer satisfaction level, achieving a survey score of 4.2 on the Likert scale, reflecting consistently high service quality and strong customer confidence in the Company's capabilities.

Pada aspek tata kelola, Perseroan terus memperkuat implementasi prinsip-prinsip Good Corporate Governance (GCG) sebagai fondasi dalam menjalankan kegiatan usaha yang transparan, akuntabel, dan berintegritas. Perseroan secara konsisten menerapkan Sistem Manajemen Anti Penyuapan (SMAP) berdasarkan ISO 37001:2016, memperkuat pengelolaan Whistleblowing System, serta meningkatkan kepatuhan terhadap berbagai kebijakan dan regulasi yang berlaku. Selama tahun 2025, seluruh anggota Dewan Komisaris, Direksi, pekerja, dan mitra kerja telah mengikuti sosialisasi terkait pencegahan korupsi, gratifikasi, dan tindakan kecurangan. Komitmen tersebut tercermin pada capaian skor penilaian GCG sebesar 89,46% dengan predikat “Sangat Baik” serta tingkat kepatuhan pelaporan LHKPN yang mencapai 100% dari seluruh pejabat yang wajib melaporkan. Perseroan juga terus memperkuat tata kelola melalui pengembangan sistem digital, penguatan keamanan informasi, serta implementasi berbagai sertifikasi internasional seperti ISO 9001, ISO 14001, ISO 45001, ISO 27001, dan ISO 37001 yang mendukung peningkatan kualitas pengelolaan perusahaan secara berkelanjutan.

Berbagai pencapaian tersebut memperoleh pengakuan dari berbagai institusi nasional maupun internasional. Sepanjang tahun 2025, Perseroan berhasil meraih sejumlah penghargaan, antara lain Indonesia Green Awards 2025, Green Port Award dengan predikat Bintang 3, ESG Award 2025 untuk kategori utama sektor transportasi dan logistik, GRC & Leadership Award 2025, serta berbagai penghargaan lainnya yang mencerminkan keberhasilan Perseroan dalam mengintegrasikan prinsip keberlanjutan ke dalam operasional dan pengelolaan bisnis. Pencapaian tersebut menjadi bukti bahwa keberlanjutan telah menjadi bagian yang tidak terpisahkan dari budaya kerja, proses bisnis, dan arah pengembangan Perseroan.

Direksi meyakini bahwa seluruh capaian tersebut merupakan hasil dari komitmen dan kolaborasi yang kuat antara Dewan Komisaris, Direksi, pekerja, pelanggan, mitra usaha, pemerintah, masyarakat, dan seluruh pemangku kepentingan. Ke depan, Perseroan akan terus memperkuat implementasi keberlanjutan sebagai bagian dari strategi pertumbuhan jangka panjang guna menciptakan nilai ekonomi, sosial, lingkungan, dan tata kelola yang berkelanjutan bagi seluruh pemangku kepentingan.

STRATEGI PENCAPAIAN TARGET

Perseroan memandang bahwa keberlanjutan merupakan perjalanan jangka panjang yang memerlukan komitmen, konsistensi, serta kemampuan beradaptasi terhadap perubahan lingkungan bisnis yang terus berkembang. Oleh karena itu, strategi pencapaian target keberlanjutan Perseroan tidak hanya difokuskan pada pencapaian indikator kinerja jangka pendek, tetapi juga diarahkan untuk memperkuat ketahanan bisnis dan menciptakan nilai berkelanjutan dalam jangka panjang. Strategi tersebut dilaksanakan dengan mengintegrasikan aspek ekonomi, lingkungan, sosial, dan tata kelola ke dalam proses perencanaan korporasi, pengambilan keputusan, pengelolaan operasional, serta pengembangan bisnis Perseroan.

From a governance perspective, the Company continued to strengthen the implementation of Good Corporate Governance (GCG) principles as the foundation for conducting transparent, accountable, and integrity-driven business operations. The Company consistently implemented its Anti-Bribery Management System (ABMS) in accordance with ISO 37001:2016, enhanced the management of its Whistleblowing System, and strengthened compliance with applicable policies and regulations. Throughout 2025, all members of the Board of Commissioners, Board of Directors, employees, and business partners participated in awareness programs related to the prevention of corruption, gratification, and fraudulent practices. This commitment was reflected in the Company’s GCG assessment score of 89.46%, earning a “Very Good” rating, as well as a 100% compliance rate in State Officials’ Wealth Report (LHKPN) submissions among all officials required to file. The Company also continued to strengthen governance through the development of digital systems, enhanced information security, and the implementation of various international certifications, including ISO 9001, ISO 14001, ISO 45001, ISO 27001, and ISO 37001, all of which support continuous improvements in corporate management quality.

These achievements received recognition from various national and international institutions. Throughout 2025, the Company earned several prestigious awards, including the Indonesia Green Awards 2025, the Green Port Award with a 3-Star rating, the ESG Award 2025 in the Transportation and Logistics Sector Main Category, the GRC & Leadership Award 2025, and various other accolades that reflect the Company’s success in integrating sustainability principles into its operations and business management. These accomplishments demonstrate that sustainability has become an integral part of the Company’s work culture, business processes, and development strategy.

The Board of Directors believes that all of these achievements are the result of strong commitment and collaboration among the Board of Commissioners, Board of Directors, employees, customers, business partners, government institutions, communities, and all stakeholders. Going forward, the Company will continue to strengthen the implementation of sustainability as part of its long-term growth strategy in order to create sustainable economic, social, environmental, and governance value for all stakeholders.

TARGET ACHIEVEMENT STRATEGY

The Company views sustainability as a long-term journey that requires commitment, consistency, and the ability to adapt to an ever-evolving business environment. Accordingly, the Company’s strategy for achieving its sustainability targets is not solely focused on meeting short-term performance indicators, but is also directed toward strengthening business resilience and creating sustainable long-term value. This strategy is implemented by integrating economic, environmental, social, and governance considerations into the Company’s corporate planning, decision-making processes, operational management, and business development activities.

Dalam aspek ekonomi, Perseroan akan terus memperkuat daya saing melalui optimalisasi portofolio bisnis, peningkatan kualitas layanan, penguatan kapabilitas operasional, serta pengembangan inovasi dan digitalisasi proses bisnis. Perseroan akan memanfaatkan peluang pertumbuhan industri maritim dan logistik energi yang didukung oleh peningkatan kebutuhan distribusi energi nasional, pengembangan infrastruktur pelabuhan, serta transformasi logistik nasional. Penguatan empat lini bisnis utama Perseroan, yaitu Shipping Activities, Marine Services, Logistics Services, dan Port Operation, akan terus dilakukan untuk mendukung pertumbuhan yang berkelanjutan sekaligus meningkatkan kontribusi Perseroan dalam mendukung ketahanan energi nasional.

Pada aspek lingkungan, strategi pencapaian target diarahkan untuk memperkuat upaya dekarbonisasi dan peningkatan efisiensi penggunaan sumber daya. Perseroan akan melanjutkan berbagai program pengurangan emisi gas rumah kaca melalui optimalisasi konsumsi energi, peningkatan efisiensi operasional armada dan fasilitas pendukung, pengembangan konsep Green Port dan Green Building, serta implementasi berbagai inovasi yang mendukung transisi menuju operasional yang lebih rendah karbon. Perseroan juga akan terus memperkuat pengelolaan lingkungan, perlindungan ekosistem pesisir, pengelolaan limbah, serta konservasi keanekaragaman hayati sebagai bagian dari komitmen untuk mendukung target pembangunan rendah karbon dan agenda transisi energi nasional.

Pada aspek sosial, Perseroan akan terus berinvestasi dalam pengembangan sumber daya manusia sebagai faktor utama keberhasilan bisnis yang berkelanjutan. Penguatan kompetensi pekerja, peningkatan budaya keselamatan, pengembangan kepemimpinan, serta penciptaan lingkungan kerja yang aman, sehat, inklusif, dan produktif akan menjadi prioritas utama. Perseroan juga akan terus meningkatkan kualitas program Tanggung Jawab Sosial dan Lingkungan (TJSL) agar memberikan dampak yang lebih terukur dan berkelanjutan bagi masyarakat, khususnya dalam mendukung pemberdayaan ekonomi, pendidikan, kesehatan, dan pelestarian lingkungan di wilayah operasional Perseroan.

Untuk mendukung pencapaian target keberlanjutan secara efektif, Perseroan terus memperkuat penerapan manajemen risiko yang terintegrasi dengan aspek Environmental, Social, and Governance (ESG). Perseroan menyadari bahwa risiko terkait perubahan iklim, keselamatan operasional, kepatuhan regulasi, keamanan informasi, rantai pasok, serta perubahan ekspektasi pemangku kepentingan dapat memengaruhi kinerja dan keberlanjutan usaha di masa mendatang. Oleh karena itu, identifikasi, pengukuran, pemantauan, dan mitigasi risiko dilakukan secara berkelanjutan melalui penerapan Enterprise Risk Management yang terintegrasi dengan proses bisnis Perseroan. Pendekatan ini memungkinkan Perseroan untuk mengantisipasi potensi risiko sejak dini sekaligus menangkap peluang yang muncul dari transformasi industri dan perkembangan isu keberlanjutan global.

From an economic perspective, the Company will continue to strengthen its competitiveness through portfolio optimization, service quality enhancement, operational capability development, and the advancement of innovation and business process digitalization. The Company will capitalize on growth opportunities within the maritime and energy logistics industry, supported by increasing national energy distribution needs, port infrastructure development, and the transformation of the national logistics sector. The strengthening of the Company's four core business lines of Shipping Activities, Marine Services, Logistics Services, and Port Operations will continue to support sustainable growth while enhancing the Company's contribution to national energy security.

From an environmental perspective, the target achievement strategy is focused on strengthening decarbonization efforts and improving resource efficiency. The Company will continue implementing various greenhouse gas emissions reduction initiatives through energy consumption optimization, improved operational efficiency of its fleet and supporting facilities, the development of Green Port and Green Building concepts, and the implementation of innovations that support the transition toward lower-carbon operations. The Company will also continue to strengthen environmental management, coastal ecosystem protection, waste management, and biodiversity conservation as part of its commitment to supporting low-carbon development goals and the national energy transition agenda.

From a social perspective, the Company will continue investing in human capital development as a key driver of sustainable business success. Enhancing employee competencies, strengthening the safety culture, developing leadership capabilities, and fostering a safe, healthy, inclusive, and productive work environment will remain top priorities. The Company will also continue improving the quality of its Social and Environmental Responsibility (SER) programs to deliver more measurable and sustainable impacts on communities, particularly in supporting economic empowerment, education, healthcare, and environmental conservation within its operational areas.

To effectively achieve its sustainability targets, the Company continues to strengthen the implementation of risk management integrated with Environmental, Social, and Governance (ESG) considerations. The Company recognizes that risks related to climate change, operational safety, regulatory compliance, information security, supply chains, and evolving stakeholder expectations may affect its future performance and business sustainability. Therefore, risk identification, assessment, monitoring, and mitigation are carried out continuously through the implementation of Enterprise Risk Management integrated into the Company's business processes. This approach enables the Company to anticipate potential risks at an early stage while capturing opportunities arising from industry transformation and the evolving global sustainability landscape.

Sejalan dengan perkembangan standar pelaporan keberlanjutan global, Perseroan juga mulai memperkuat kesiapan dalam implementasi IFRS Sustainability Disclosure Standards yang telah diadopsi di Indonesia melalui Pernyataan Standar Pengungkapan Keberlanjutan (PSPK) 1 dan PSPK 2. Perseroan menyadari bahwa transparansi dan kualitas pengungkapan keberlanjutan akan menjadi faktor penting dalam membangun kepercayaan pemangku kepentingan serta mendukung pengambilan keputusan yang lebih baik. Untuk itu, Perseroan secara bertahap melakukan penguatan tata kelola keberlanjutan, peningkatan kualitas data ESG, pengembangan sistem pelaporan yang lebih terintegrasi, serta penguatan kapasitas organisasi dalam mengidentifikasi dan mengelola risiko maupun peluang yang berkaitan dengan keberlanjutan, termasuk risiko dan peluang terkait perubahan iklim.

Dalam mendukung pengelolaan risiko iklim, Perseroan juga akan terus meningkatkan pemahaman terhadap potensi dampak fisik maupun risiko transisi yang dapat memengaruhi kegiatan usaha. Perseroan memandang bahwa isu perubahan iklim tidak hanya menghadirkan risiko, tetapi juga membuka peluang untuk menciptakan inovasi, meningkatkan efisiensi operasional, dan mengembangkan layanan yang lebih berkelanjutan. Oleh karena itu, berbagai inisiatif terkait efisiensi energi, dekarbonisasi operasional, digitalisasi, dan penguatan ketahanan infrastruktur akan terus dikembangkan sebagai bagian dari strategi jangka panjang Perseroan.

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Selain itu, transformasi digital akan menjadi salah satu enabler utama dalam mendukung pencapaian target keberlanjutan Perseroan. Pengembangan sistem digital yang terintegrasi, peningkatan kualitas data operasional, penguatan keamanan informasi, serta pemanfaatan teknologi untuk monitoring kinerja operasional, keselamatan, lingkungan, dan tata kelola akan terus dilakukan guna meningkatkan efektivitas pengelolaan perusahaan. Perseroan meyakini bahwa digitalisasi tidak hanya meningkatkan efisiensi dan produktivitas, tetapi juga mendukung pengambilan keputusan yang lebih cepat, akurat, dan berbasis data.

PENUTUP DAN APRESIASI

Menutup penjelasan ini, Direksi menyampaikan apresiasi yang setinggi-tingginya kepada Dewan Komisaris atas arahan dan dukungan yang diberikan dalam memperkuat implementasi keberlanjutan di Perseroan. Direksi juga menyampaikan penghargaan kepada seluruh Perwira PTK, pelanggan, mitra usaha, pemerintah, masyarakat, serta seluruh pemangku kepentingan atas kepercayaan, kerja sama, dan kontribusi yang telah diberikan sepanjang tahun 2025. Berbagai pencapaian yang diraih Perseroan pada aspek ekonomi, lingkungan, sosial, dan tata kelola merupakan hasil dari kolaborasi, komitmen, serta semangat bersama untuk terus tumbuh dan berkembang secara berkelanjutan di tengah berbagai tantangan yang dihadapi.

In line with the development of global sustainability reporting standards, the Company has also begun strengthening its readiness to implement the IFRS Sustainability Disclosure Standards, which have been adopted in Indonesia through the Sustainability Disclosure Standards Statements (PSPK) 1 and PSPK 2. The Company recognizes that transparency and the quality of sustainability disclosures will be critical factors in building stakeholder trust and supporting better decision-making. To this end, the Company is progressively strengthening its sustainability governance framework, enhancing ESG data quality, developing more integrated reporting systems, and building organizational capabilities to identify and manage sustainability-related risks and opportunities, including those associated with climate change.

To support climate risk management, the Company will continue to deepen its understanding of both physical and transition risks that may affect its business activities. The Company views climate change not only as a source of risk but also as an opportunity to drive innovation, improve operational efficiency, and develop more sustainable services. Accordingly, various initiatives related to energy efficiency, operational decarbonization, digitalization, and infrastructure resilience enhancement will continue to be developed as part of the Company's long-term strategy.

Furthermore, digital transformation will serve as a key enabler in supporting the achievement of the Company's sustainability targets. The development of integrated digital systems, improvements in operational data quality, strengthened information security, and the utilization of technology to monitor operational, safety, environmental, and governance performance will continue to be pursued to enhance the effectiveness of corporate management. The Company believes that digitalization not only improves efficiency and productivity but also supports faster, more accurate, and data-driven decision-making.

CLOSING REMARKS AND APPRECIATION

In closing, the Board of Directors would like to express its deepest appreciation to the Board of Commissioners for its guidance and support in strengthening the implementation of sustainability across the Company. The Board of Directors also extends its sincere gratitude to all PTK personnel, customers, business partners, government institutions, communities, and all stakeholders for the trust, cooperation, and contributions they have provided throughout 2025. The Company's achievements across economic, environmental, social, and governance aspects are the result of strong collaboration, unwavering commitment, and a shared determination to continue growing and advancing sustainably amid the various challenges encountered.

Ke depan, Perseroan akan terus memperkuat integrasi prinsip-prinsip keberlanjutan ke dalam strategi dan operasional bisnis, sekaligus meningkatkan kapasitas untuk menghadapi berbagai tantangan dan peluang yang muncul dari transformasi industri maritim dan logistik energi. Dengan fondasi bisnis yang semakin kuat, penerapan tata kelola yang baik, budaya HSSE yang kokoh, serta dukungan seluruh pemangku kepentingan, Direksi meyakini bahwa PT Pertamina Trans Kontinental akan mampu menciptakan nilai tambah yang berkelanjutan, memperkuat kontribusinya terhadap ketahanan energi nasional, serta mendukung terwujudnya pembangunan ekonomi, sosial, dan lingkungan yang berkelanjutan bagi Indonesia.

Looking ahead, the Company will continue to strengthen the integration of sustainability principles into its business strategy and operations while enhancing its capacity to address the challenges and opportunities arising from the transformation of the maritime and energy logistics industry. With an increasingly solid business foundation, the consistent implementation of good corporate governance, a strong HSSE culture, and the support of all stakeholders, the Board of Directors is confident that PT Pertamina Trans Kontinental will continue to create sustainable value, strengthen its contribution to national energy security, and support the realization of sustainable economic, social, and environmental development in Indonesia.

Jakarta, 29 Mei 2026

Jakarta, May 29, 2026

Atas Nama Direksi PT Pertamina Trans Kontinental

On Behalf of the Board of Directors of PT Pertamina Trans Kontinental

I KETUT LABA

Direktur Utama | President Director

Memperkuat Komitmen, Strategi dan Peran Bagi Pembangunan Berkelanjutan

Strengthening Commitments, Strategies, and Roles For Sustainable

PTK menghadapi sejumlah tantangan dalam aspek keberlanjutan sepanjang tahun 2025, khususnya yang berkaitan dengan dampak perubahan iklim sejalan dengan komitmen Perusahaan dalam mendukung transisi energi serta pencapaian target Net Zero Emission (NZE) tahun 2060. Sebagai bentuk respons strategis, PTK terus memperkuat langkah implementasi prinsip Environmental, Social, and Governance (ESG) sebagai bagian integral dari arah dan strategi jangka panjang Perusahaan. [OJK E.5]

Dalam mendukung upaya dekarbonisasi dan pengembangan inovasi berkelanjutan, PTK juga mengembangkan portofolio bisnis green energy pada sektor jasa maritim yang terintegrasi, terutama pada tiga lini utama, yaitu aktivitas pelayaran (shipping activities), layanan kemaritiman (marine services), dan jasa logistik (logistic services). Sebagai wujud nyata komitmen tersebut, PTK secara berkelanjutan melakukan berbagai inisiatif untuk menekan emisi karbon armada kapal melalui penerapan teknologi ramah lingkungan. Selain itu, Perusahaan turut berperan aktif dalam pemberdayaan masyarakat melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang difokuskan pada penguatan ekonomi berbasis kelautan serta pelestarian lingkungan pesisir.

PTK faces a number of challenges in terms of sustainability throughout 2025, particularly those related to the impact of climate change in line with the Company's commitment to supporting energy transition and achieving the Net Zero Emission (NZE) target by 2060. As a strategic response, PTK continues to strengthen the implementation of Environmental, Social, and Governance (ESG) principles as an integral part of the Company's long-term direction and strategy. [OJK E.5]

In supporting decarbonization efforts and sustainable innovation development, PTK is also developing a green energy business portfolio in the integrated maritime services sector, particularly in three main lines, namely shipping activities, marine services, and logistics services. As a tangible manifestation of this commitment, PTK continuously carries out various initiatives to reduce carbon emissions from its fleet of ships through the application of environmentally friendly technology. In addition, the Company plays an active role in community empowerment through its Social and Environmental Responsibility (TJSL) program, which focuses on strengthening the marine-based economy and preserving the coastal environment.

Strategi Keberlanjutan [GRI 2-22][OJK A.1]

Sustainability Strategies [GRI 2-22][OJK A.1]

Perubahan iklim, tuntutan transisi energi, perkembangan teknologi digital, serta meningkatnya ekspektasi pemangku kepentingan terhadap praktik bisnis yang bertanggung jawab mendorong PTK untuk terus memperkuat peran keberlanjutan sebagai bagian integral dari strategi perusahaan. Sebagai perusahaan yang bergerak di bidang jasa maritim dan logistik energi, Perseroan meyakini bahwa keberlanjutan bukan hanya merupakan tanggung jawab perusahaan terhadap lingkungan dan masyarakat, tetapi juga menjadi faktor penting dalam menjaga ketahanan bisnis, meningkatkan daya saing, serta menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

Perseroan terus berupaya mengintegrasikan prinsip Environmental, Social, and Governance (ESG) ke dalam seluruh proses bisnis, mulai dari perencanaan strategis, pengelolaan operasional, pengembangan sumber daya manusia, pengelolaan risiko, hingga pengambilan keputusan investasi. Melalui pendekatan tersebut, Perseroan berupaya memastikan bahwa setiap aktivitas usaha tidak hanya menghasilkan nilai ekonomi, tetapi juga memberikan kontribusi positif terhadap lingkungan, masyarakat, dan tata kelola yang berkelanjutan.

Climate change, energy transition demands, rapid technological advancements, and increasing stakeholder expectations for responsible business practices have encouraged PTK to further strengthen sustainability as an integral part of its corporate strategy. As a provider of maritime and energy logistics services, the Company believes that sustainability is not only a corporate responsibility toward the environment and society, but also a critical factor in maintaining business resilience, enhancing competitiveness, and creating long-term value for all stakeholders.

In line with the theme "Contributing to ESG Through Sustainable Marine Operation," the Company continues to integrate Environmental, Social, and Governance (ESG) principles into every aspect of its business processes, ranging from strategic planning and operational management to human capital development, risk management, and investment decision-making. Through this approach, the Company seeks to ensure that every business activity not only generates economic value but also delivers positive contributions to the environment, society, and sustainable governance practices.

Untuk mewujudkan komitmen tersebut, Perseroan menjalankan strategi keberlanjutan yang berfokus pada empat pilar utama sebagai berikut:

To realize this commitment, the Company implements its sustainability strategy through four key pillars:

PILAR STRATEGI KEBERLANJUTAN PTK

SUSTAINABILITY STRATEGY PILLARS OF PTK

1 Sustainable Business Growth

Menciptakan pertumbuhan bisnis yang berkelanjutan melalui penguatan layanan maritim dan logistik energi yang terintegrasi.
Creating sustainable business growth through integrated maritime and energy logistics services.

Fokus Strategi | Strategic Focus:

- Optimalisasi armada dan aset operasional. | Optimizing fleet utilization and operational assets.
- Pengembangan layanan Shipping Activities, Marine Services, Logistics Services, dan Port Operation. | Strengthening Shipping Activities, Marine Services, Logistics Services, and Port Operations.
- Transformasi digital untuk meningkatkan produktivitas dan efisiensi. | Accelerating digital transformation to improve productivity and efficiency.
- Peningkatan kualitas layanan dan kepuasan pelanggan. | Enhancing service quality and customer satisfaction.
- Penguatan kontribusi terhadap ketahanan energi nasional. | Strengthening the Company's contribution to national energy security.

2 Low Carbon Marine Operation

Mendukung agenda dekarbonisasi melalui operasional maritim yang lebih efisien dan rendah karbon.
Supporting the decarbonization agenda through more efficient and lower-carbon maritime operations.

Fokus Strategi | Strategic Focus:

- Peningkatan efisiensi energi kapal dan fasilitas operasional. | Improving energy efficiency across vessels and operational facilities.
- Pengurangan emisi gas rumah kaca. | Reducing greenhouse gas emissions.
- Pengembangan Green Port dan Green Building. | Advancing Green Port and Green Building initiatives.
- Pemanfaatan energi yang lebih ramah lingkungan. | Promoting the use of more environmentally friendly energy sources.
- Pengelolaan limbah dan perlindungan lingkungan laut. | Strengthening waste management and marine environmental protection.
- Pelestarian keanekaragaman hayati dan ekosistem pesisir. | Conserving biodiversity and coastal ecosystems.

3 People & Community Empowerment

Membangun sumber daya manusia unggul dan menciptakan dampak sosial yang berkelanjutan bagi masyarakat.
Developing a high-performing workforce and creating sustainable social value for communities.

Fokus Strategi | Strategic Focus:

- Penguatan budaya HSSE dan keselamatan kerja. | Strengthening the HSSE culture and occupational safety practices.
- Pengembangan kompetensi dan kepemimpinan pekerja. | Enhancing employee competencies and leadership capabilities.
- Peningkatan kesejahteraan dan keterlibatan pekerja. | Improving employee well-being and engagement.
- Pemberdayaan masyarakat pesisir dan ekonomi lokal. | Empowering coastal communities and supporting local economic development.
- Program pendidikan, kesehatan, dan pelestarian lingkungan. | Implementing education, healthcare, and environmental preservation programs.
- Penciptaan nilai sosial yang inklusif dan berkelanjutan. | Creating inclusive and sustainable social value.

4 Responsible Governance

Memastikan seluruh aktivitas usaha dijalankan secara transparan, akuntabel, dan berintegritas.
Ensuring that all business activities are conducted transparently, accountably, and with integrity.

Fokus Strategi | Strategic Focus:

- Penguatan Good Corporate Governance (GCG). | Strengthening Good Corporate Governance (GCG) practices.
- Implementasi Sistem Manajemen Anti Penyuapan (SMAP). | Enhancing the implementation of the Anti-Bribery Management System (ABMS).
- Penguatan manajemen risiko berbasis ESG. | Advancing ESG-integrated risk management.
- Kepatuhan terhadap regulasi dan standar internasional. | Ensuring compliance with regulations and international standards.
- Penguatan keamanan informasi dan digital governance. | Strengthening information security and digital governance.
- Persiapan implementasi PSPK 1 dan PSPK 2 (IFRS S1 & S2). | Preparing for the implementation of PSPK 1 and PSPK 2 (IFRS S1 and IFRS S2).

Melalui empat pilar tersebut, Perseroan berupaya membangun operasi maritim yang tidak hanya unggul dari sisi kinerja bisnis, tetapi juga mampu memberikan kontribusi nyata terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB/SDGs), agenda transisi energi nasional, serta penciptaan nilai ekonomi, sosial, lingkungan, dan tata kelola yang berkelanjutan bagi seluruh pemangku kepentingan. Strategi ini menjadi landasan bagi Perseroan untuk terus tumbuh secara bertanggung jawab sekaligus memperkuat posisinya sebagai perusahaan jasa maritim dan logistik energi yang andal, adaptif, dan berkelanjutan.

Through these four strategic pillars, the Company seeks to build maritime operations that excel not only in business performance but also in their contribution to the achievement of the Sustainable Development Goals (SDGs), the national energy transition agenda, and the creation of sustainable economic, social, environmental, and governance value. This strategy serves as the foundation for the Company to grow responsibly while reinforcing its position as a reliable, adaptive, and sustainable maritime and energy logistics service provider.

Integrasi Capaian Program Keberlanjutan PTK Dalam Mendukung SDGs

Integration of PTK's Sustainability Program Achievement In Supporting SDGs

Sebagai bagian dari komitmen untuk menciptakan nilai yang berkelanjutan, PTK terus mengintegrasikan prinsip-prinsip keberlanjutan ke dalam seluruh aktivitas bisnis dan operasional Perseroan. Integrasi tersebut tidak hanya diarahkan untuk mendukung pencapaian target bisnis dan implementasi prinsip Environmental, Social, and Governance (ESG), tetapi juga untuk memberikan kontribusi nyata terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB) atau Sustainable Development Goals (SDGs) yang ditetapkan oleh Perserikatan Bangsa-Bangsa.

Sebagai perusahaan yang bergerak di bidang jasa maritim dan logistik energi, Perseroan memiliki peran strategis dalam mendukung ketahanan energi nasional sekaligus mendorong pembangunan yang inklusif, rendah karbon, dan berkelanjutan. Melalui berbagai program dan inisiatif yang dijalankan pada aspek ekonomi, lingkungan, sosial, dan tata kelola, Perseroan berupaya memberikan dampak positif yang tidak hanya dirasakan oleh perusahaan, tetapi juga oleh masyarakat, lingkungan, dan para pemangku kepentingan secara luas.

Kontribusi Perseroan terhadap pencapaian TPB/SDGs sepanjang tahun 2025 disajikan sebagai berikut:

As part of its commitment to creating sustainable value, PTK continues to integrate sustainability principles into all of its business and operational activities. This integration is aimed not only at supporting the achievement of business objectives and the implementation of Environmental, Social, and Governance (ESG) principles, but also at delivering meaningful contributions to the Sustainable Development Goals (SDGs) established by the United Nations.

As a provider of maritime and energy logistics services, the Company plays a strategic role in supporting national energy security while promoting inclusive, low-carbon, and sustainable development. Through various programs and initiatives implemented across economic, environmental, social, and governance aspects, the Company strives to generate positive impacts that benefit not only the business itself but also communities, the environment, and stakeholders at large.

The Company's contributions to the achievement of the SDGs throughout 2025 are presented below:

Topik Keberlanjutan yang Material Material Sustainability Topics	SDGs	Pencapaian Program Tahun 2025 2025 Program Achievement
EKONOMI: Mengoptimalkan Kinerja dan Manfaat Bagi Pembangunan Ekonomi Negeri ECONOMY: Optimizing Performance and Benefits for the Nation's Economic Development		
Penguatan layanan maritim dan logistik energi terintegrasi Strengthening integrated maritime and energy logistics services		Pendapatan usaha mencapai Rp8,39 triliun dan laba tahun berjalan sebesar Rp1,32 triliun Revenue reached Rp8.39 trillion and profit for the year amounted to Rp1.32 trillion
Optimalisasi aset dan digitalisasi operasional Asset optimization and operational digitalization	 	Peningkatan efisiensi operasional dan produktivitas bisnis melalui transformasi digital Improved operational efficiency and business productivity through digital transformation
Penguatan rantai pasok lokal Strengthening the local supply chain	  	98,98% pemasok berasal dari pemasok lokal/domestik 98.98% of suppliers were local/domestic suppliers

Topik Keberlanjutan yang Material Material Sustainability Topics	SDGs	Pencapaian Program Tahun 2025 2025 Program Achievement
LINGKUNGAN: Mengoptimalkan Peran Menjaga Keberlanjutan Lingkungan ENVIRONMENT: Optimizing the Role of Maintaining Environmental Sustainability		
Program efisiensi energi operasional kapal dan fasilitas Energy efficiency programs for vessels and operational facilities	 	Konsumsi energi operasional kapal turun menjadi 1.254.190,48 GJ Vessel operational energy consumption decreased to 1,254,190.48 GJ
Program pengurangan emisi gas rumah kaca Greenhouse gas emissions reduction initiatives		Emisi Scope 1 dan Scope 2 turun 60,78% menjadi 66.921,73 ton CO ₂ eq Scope 1 and Scope 2 emissions decreased by 60.78% to 66,921.73 tons CO ₂ eq
Program dekarbonisasi operasional Operational decarbonization programs		Reduksi emisi mencapai 1.097 ton CO ₂ eq Emissions reduction reached 1,097 tons CO ₂ eq
Pengembangan Green Port dan Green Building Green Port and Green Building development	  	Penerapan operasional yang lebih efisien dan ramah lingkungan Implementation of more efficient and environmentally friendly operations
Pelestarian ekosistem pesisir Coastal ecosystem conservation	  	Penanaman 5.600 bibit mangrove di wilayah pesisir Planting of 5,600 mangrove seedlings in coastal areas
SOSIAL: Mengoptimalkan Dampak bagi Pembangunan Sosial SOCIAL: Mengoptimalkan Dampak bagi Pembangunan Sosial		
Pengembangan kompetensi pekerja Employee competency development	 	Rata-rata pelatihan mencapai 132,61 jam per pekerja Average training hours reached 132.61 hours per employee
Penguatan budaya HSSE Strengthening HSSE culture	 	Implementasi berbagai program keselamatan, kesehatan kerja, dan keamanan operasional Implementation of occupational safety, health, and operational security programs
Program Tanggung Jawab Sosial dan Lingkungan (TJSL) Social and Environmental Responsibility (TJSL) programs	    	Realisasi program sebesar Rp1,80 miliar Program realization amounted to Rp1.80 billion
Program pemberdayaan masyarakat pesisir Coastal community empowerment programs	  	Peningkatan kapasitas dan kesejahteraan masyarakat di sekitar wilayah operasional Improved capacity and welfare of communities surrounding operational areas
Peningkatan kualitas layanan pelanggan Customer service quality enhancement	 	Tingkat kepuasan pelanggan mencapai skor 4,1 Customer satisfaction score reached 4.1

Topik Keberlanjutan yang Material Material Sustainability Topics	SDGs	Pencapaian Program Tahun 2025 2025 Program Achievement
TATA KELOLA: Mengoptimalkan Penerapan Tata Kelola (Governansi) Keberlanjutan GOVERNANCE: Optimizing the Implementation of Sustainable Governance		
Penguatan Good Corporate Governance (GCG) Strengthening Good Corporate Governance (GCG)		Skor GCG mencapai 89,46% dengan predikat Sangat Baik GCG score reached 89.46% with a "Very Good" rating
Implementasi Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016 Implementation of ISO 37001:2016 Anti-Bribery Management System (ABMS)		Peningkatan budaya integritas dan kepatuhan Strengthened integrity and compliance culture
Pengelolaan Whistleblowing System dan kepatuhan Whistleblowing System management and compliance initiatives		Sosialisasi anti korupsi, gratifikasi, dan fraud kepada seluruh insan perusahaan Anti-corruption, anti-gratification, and anti-fraud awareness programs conducted for all employees
Kepatuhan pelaporan LHKPN Compliance with State Officials' Wealth Report (LHKPN) submissions		Tingkat kepatuhan mencapai 100% Compliance rate reached 100%
Penguatan digital governance dan keamanan informasi Strengthening digital governance and information security	 	Peningkatan efektivitas tata kelola berbasis teknologi dan pengelolaan data Enhanced technology-based governance effectiveness and data management

Penetapan Materialitas Materiality Assessment

37

PROSES UNTUK MENENTUKAN TOPIK MATERIAL DAN BOUNDARY LAPORAN

Seluruh topik material yang diungkapkan dalam laporan ini merepresentasikan isu-isu keberlanjutan yang dinilai paling relevan dan berdampak signifikan terhadap keberlangsungan bisnis PTK. Dalam proses penentuannya, PTK terlebih dahulu melakukan identifikasi terhadap berbagai isu lingkungan, sosial, dan tata kelola (Environmental, Social, and Governance/ESG) dengan mempertimbangkan karakteristik industri, dinamika regulasi, serta harapan para pemangku kepentingan.

Selanjutnya, Perusahaan melaksanakan penilaian dampak guna mengukur tingkat signifikansi masing-masing topik terhadap kinerja dan keberlanjutan usaha maupun pengaruhnya bagi pemangku kepentingan. Berdasarkan hasil penilaian tersebut, PTK kemudian memprioritaskan topik-topik yang memiliki dampak paling besar, baik yang bersifat aktual maupun potensial, untuk ditetapkan sebagai topik material dan diungkapkan secara transparan dalam laporan ini. [GRI 3-1, 3-2]

PROCESS TO DETERMINE MATERIAL TOPICS AND REPORT BOUNDARIES [GRI 3-1, 3-2]

All topics covered in this report represent sustainability issues that are considered most relevant and have a significant impact on the sustainability of PTK's business. In determining these issues, PTK first identified various environmental, social, and governance (ESG) issues by considering industry characteristics, regulatory dynamics, and stakeholder expectations.

Next, the Company conducted an impact assessment to measure the level of significance of each topic on business performance and sustainability, as well as its impact on stakeholders. Based on the results of this assessment, PTK then prioritized the topics that had the greatest impact, both actual and potential, to be designated as material topics and disclosed transparently in this report. [GRI 3-1, 3-2]

LIMA LANGKAH PENYUSUNAN LAPORAN KEBERLANJUTAN [GRI 3-1]

PROCESS TO DETERMINE MATERIAL [GRI 3-1]



Berdasarkan hasil tahapan penentuan topik material yang telah dilaksanakan, PTK menetapkan sebanyak 13 topik material untuk diungkapkan dalam Laporan Keberlanjutan tahun 2025. Jumlah serta jenis topik tersebut tetap sama seperti pada laporan tahun sebelumnya, yang menunjukkan konsistensi Perusahaan dalam memfokuskan upaya keberlanjutan pada isu-isu yang dinilai paling relevan dan memiliki dampak signifikan. Ruang lingkup (boundary) laporan ini meliputi Kantor PTK. Secara khusus, untuk topik Pengelolaan Keselamatan dan Kesehatan Kerja, pengungkapan mencakup kinerja K3 bagi pegawai maupun mitra kerja PTK. Sementara itu, untuk topik kinerja ekonomi, seluruh data dan informasi keuangan yang disajikan mengacu pada laporan keuangan konsolidasian PTK dan Entitas Anak yang telah diaudit oleh pihak independen.

Dalam laporan ini, tidak terdapat penyajian ulang (restatement) atas informasi yang telah diungkapkan pada periode sebelumnya. Meskipun demikian, PTK terus melakukan peningkatan kualitas serta pendalaman informasi yang disampaikan, sebagai bagian dari komitmen untuk memenuhi pedoman, standar, dan ketentuan pelaporan keberlanjutan yang berlaku. Rincian pemetaan topik material tersebut disajikan pada tabel berikut. [GRI 2-2, 2-4]

Based on the results of the material topic determination stage that has been carried out, PTK has determined 13 material topics to be disclosed in the 2025 Sustainability Report. The number and types of topics remain the same as in the previous year's report, which shows the Company's consistency in focusing its sustainability efforts on issues that are considered most relevant and have a significant impact. The scope (boundary) of this report covers PTK's offices. Specifically, for the topic of Occupational Safety and Health Management, the disclosure covers K3 performance for PTK employees and partners. Meanwhile, for the topic of economic performance, all financial data and information presented refers to PTK's consolidated financial statements and Sub-Entities that have been audited by an independent party.

This report does not contain any restatements of information disclosed in previous periods. However, PTK continues to improve the quality and depth of the information presented as part of its commitment to complying with applicable sustainability reporting guidelines, standards, and requirements. Details of the material topic mapping are presented in the following table. [GRI 2-2, 2-4]

Topik Material Material Topics	Kenapa Topik Ini Material Why This Topic Material	Boundary		
		PTK	Anak Perusahaan Subsidiary	Di Luar Perusahaan Outside the Company
Kinerja Ekonomi Economic Performance	Berdampak signifikan bagi bisnis Perusahaan dan pemangku kepentingan Significant impact on the Company's business and stakeholders	✓	✓	-
Keberadaan Pasar Market Presence	Berdampak signifikan bagi pegawai Significant impact on employees	✓	-	-
Dampak Ekonomi Tidak Langsung Indirect Economic Impact	Berdampak signifikan bagi bisnis Perusahaan dan pemangku kepentingan Significant impact on the Company's business and stakeholders	✓	-	-
Anti Korupsi Anti-Corruption	Berdampak signifikan bagi keberlangsungan bisnis Perusahaan Significant impact on the Company's business sustainability	✓	-	-
Pengelolaan Energi Energy Management	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan Significant impact on environmental sustainability and health	✓	-	-
Pengelolaan Air dan Air Limbah Water and Wastewater Management	Berdampak signifikan bagi bisnis Perusahaan dan pemangku kepentingan Significant impact on environmental sustainability and health	✓	-	-
Pengendalian Emisi Emissions Control	Berdampak signifikan bagi keberlangsungan bisnis Perusahaan Significant impact on environmental sustainability and health	✓	-	-
Pengelolaan Limbah Waste Management	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan Significant impact on environmental sustainability and health	✓	-	-
Kepegawaian Employment	Berdampak signifikan bagi pegawai Significant impact on employees	✓	-	-
Pengelolaan Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management	Berdampak signifikan bagi pegawai Significant impact on employees	✓	✓	-
Pengembangan dan Pelatihan Pegawai Employee Development and Training	Berdampak signifikan bagi pegawai Significant impact on employees	✓	-	-

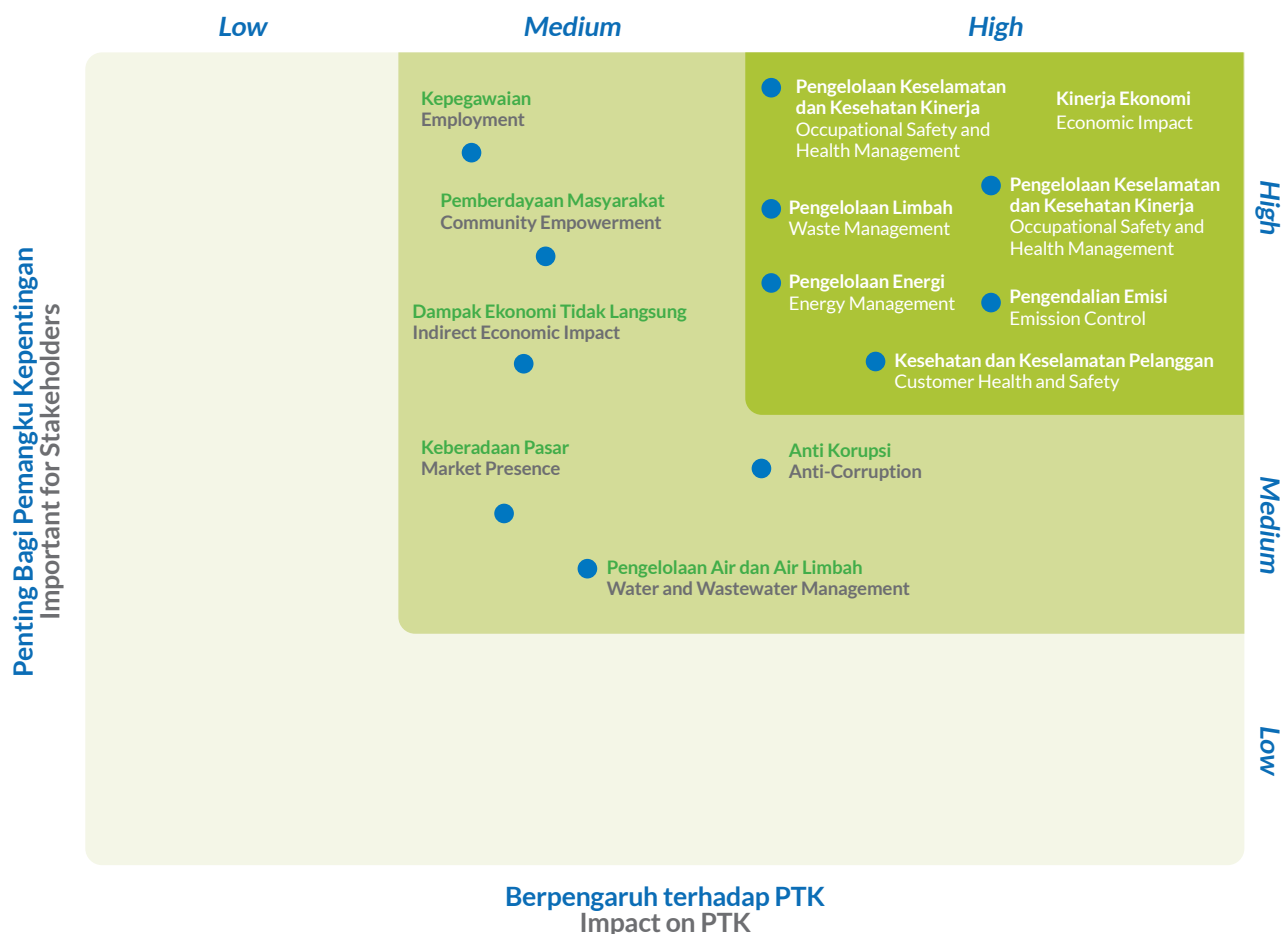
Topik Material Material Topics	Kenapa Topik Ini Material Why This Topic Material	Boundary		
		PTK	Anak Perusahaan Subsidiary	Di Luar Perusahaan Outside the Company
Pemberdayaan Masyarakat Community Empowerment	Berdampak signifikan bagi pegawai Significant impact on employees	√	-	-
Kesehatan dan Keselamatan Pelanggan Customer Health and Safety	Berdampak signifikan bagi pegawai Significant impact on employees	√	-	-

Tahapan berikutnya adalah melakukan pengelompokan terhadap topik-topik material yang telah diidentifikasi ke dalam tiga kategori prioritas, yaitu tinggi (high), menengah (medium), dan rendah (low). Proses penentuan prioritas tersebut didasarkan pada tingkat besarnya dampak masing-masing topik terhadap keberlangsungan usaha PTK serta sejauh mana pengaruhnya terhadap pertimbangan dan keputusan para pemangku kepentingan.

Dalam Laporan Keberlanjutan periode ini, PTK memfokuskan pengungkapan pada topik material dengan tingkat prioritas tinggi dan menengah (high dan medium), karena dinilai memiliki relevansi dan dampak paling signifikan selama tahun pelaporan. Gambaran mengenai tingkat prioritas dari topik-topik material tersebut disajikan secara visual dalam grafik berikut:

The next step is to group the identified material topics into three priority categories: high, medium, and low. The prioritization process is based on the magnitude of each topic's impact on PTK's business continuity and the extent to which it influences the considerations and decisions of stakeholders.

In this Sustainability Report, PTK focuses on disclosing material topics with high and medium priority, as they are considered to have the most significant relevance and impact during the reporting year. An overview of the priority levels of these material topics is presented visually in the following chart:



TANGGAPAN TERHADAP LEMBAR UMPAN BALIK

PTK telah memperoleh berbagai masukan dari para pemangku kepentingan terkait Laporan Keberlanjutan tahun sebelumnya yang telah dipublikasikan. Masukan tersebut dijadikan sebagai bahan evaluasi dan perbaikan dalam penyusunan Laporan Keberlanjutan tahun berjalan.

Sebagai tindak lanjut, PTK melakukan peningkatan kualitas dan kelengkapan informasi yang diungkapkan dalam laporan ini. Upaya tersebut antara lain mencakup penambahan informasi mengenai pemanfaatan energi terbarukan dalam operasional kapal, pengungkapan capaian penurunan emisi melalui program reduksi emisi, serta penyajian data nilai dan dampak dari pembangunan infrastruktur berkelanjutan yang dilaksanakan sepanjang tahun 2025.

KONTAK PELAPORAN

Dalam rangka penyempurnaan kualitas Laporan Keberlanjutan ini, Perusahaan membuka ruang partisipasi bagi seluruh pemangku kepentingan dan pembaca untuk menyampaikan pertanyaan, masukan, saran, ide, kritik, maupun tanggapan. Penyampaian umpan balik tersebut dapat dilakukan melalui Lembar Umpan Balik yang tersedia pada bagian akhir laporan ini, atau dengan menghubungi kontak yang telah disediakan. [GRI 2-3]

RESPONSE TO FEEDBACK SHEET [OJK G.3]

PTK has received various inputs from stakeholders regarding the previous Sustainability Report that has been published. These inputs are used as material for evaluation and improvement in the preparation of the current Sustainability Report.

As a follow-up, PTK has improved the quality and completeness of the information disclosed in this report. These efforts include adding information on the use of renewable energy in ship operations, disclosing emission reduction achievements through emission reduction programs, and presenting data on the value and impact of sustainable infrastructure development carried out throughout 2025

REPORTING CONTACT

In order to improve the quality of this Sustainability Report, the Company invites all stakeholders and readers to participate by submitting questions, input, suggestions, ideas, criticism, and feedback. Feedback can be submitted using the Feedback Form available at the end of this report, or by contacting the contact person provided. [GRI 2-3]



PT Pertamina Trans Kontinental Manager Communication & Compliance

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Sekilas PTK

Company Overview

Identitas Perusahaan

Company Identity

Nama Perusahaan
Company Name
[GRI 2-1, 2-6]

PT Pertamina Trans Kontinental



Nama Panggilan Perusahaan
Common Name

PTK atau Perusahaan
PTK or the Company

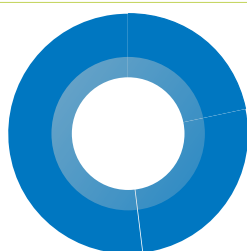
Tanggal Pendirian
Date of Establishment

9 September 1969
September 9, 1969

Bentuk Hukum dan Kepemilikan
Legal Form and Ownership
[GRI 2-1]

Perseroan Terbatas ("PT");
Penanaman Modal Dalam Negeri ("PMDN")

Kepemilikan Saham
Share Ownership
[GRI 2-1] [OJK C.3.c]



- PT Pertamina Pedeve Indonesia
0,001%
- PT Pertamina International Shipping
99,999%

Dasar Hukum Pendirian
Legal Basis of Establishment

- Akta No 3 Tanggal 9 September 1969 dibuat di hadapan Tan Thong Kie, Notaris di Jakarta.
- Akta No. 012 tanggal 26 Oktober 2011 dibuat di hadapan Dewantari Handayani, MPA., Notaris di Jakarta, yang telah disetujui dengan Keputusan Menteri Hukum dan HAM Republik Indonesia No. AHU-58581.AH.01.02 Tahun 2011 tanggal 29 November 2011, nama PT Pertamina Tongkang berubah menjadi PT Pertamina Trans Kontinental.
- Deed No. 3 dated September 9, 1969, made before Notary Tan Thong Kie in Jakarta.
- Deed No. 012 dated October 26, 2011, made before Notary Dewantari Handayani, MPA., approved under the Minister of Law and Human Rights Republic of Indonesia Decree No: AHU-58581.AH.01.01 Year 2011 dated November 29, 2011, the name PT Pertamina Tongkang was changed to PT Pertamina Trans Kontinental.

Anak Perusahaan
Subsidiaries
[GRI 2-1]

- PT Pertamina Marine Engineering
- PT Pertamina Port and Logistics
- PT Pertamina Marine Solutions

Negara Tempat Beroperasi
Country of Operations
[GRI 2-1]

Indonesia

Kantor Pusat
Head Office
[GRI 2-1] [OJK C.2]

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Jakarta Utara 14320, Indonesia
Telepon: (+6221) 80678500
Email : pusat.ptk@pertamina.com
Website: www.pertamina-ptk.com

Perusahaan Patungan
Joint Venture

PT Trans Yeong Maritime

Visi, Misi, Dan Tata Nilai Budaya Perusahaan [GRI 2-23] [OJK C.1]

Vision, Mission, Corporate Values And Culture [GRI 2-23] [OJK C.1]



Visi | Vision



**Menjadi Perusahaan Jasa Maritim
yang Terintegrasi dengan Skala
Global pada Tahun 2026**

To be an Integrated Maritime Service
Company on Global Scale in 2026

Misi | Mission



**Melaksanakan kegiatan bisnis yang
berorientasi pada aspek HSE, kehandalan
operasional dan mengutamakan
kepuasan pelanggan dalam bidang:**

- **Penyediaan jasa perkapalan
sektor energi;**
- **Penyediaan layanan marine;**
- **Penyediaan jasa logistik.**

Carrying out business activities
oriented to HSE aspects, operational
reliability and prioritizing customer
satisfaction in the fields of:

- Providing shipping services
in the energy sector;
- Providing marine services;
- Providing logistics services.

Nilai dan Budaya Perusahaan Corporate Value and Culture

Sebagai bagian dari entitas usaha PT Pertamina (Persero), PTK telah melakukan penyelarasan nilai dan budaya organisasi dengan core values “AKHLAK”. Penerapan nilai-nilai tersebut mengacu pada Surat Keputusan Direktur Utama PT Pertamina Trans Kontinental Nomor Kpts-1344/PTK0000/2021-S0 mengenai Penerapan Nilai-Nilai Utama (Core Values) AKHLAK di lingkungan PT Pertamina Trans Kontinental Group yang ditetapkan pada 7 Desember 2021.

Sejak ditetapkan, core values “AKHLAK” menjadi landasan perilaku dan pedoman etika yang wajib dipahami serta diterapkan oleh seluruh insan PTK dalam menjalankan tugas dan tanggung jawabnya. Adapun rincian nilai-nilai utama tersebut adalah sebagai berikut:

As part of PT Pertamina (Persero), PTK has aligned its organizational values and culture with the core values of “AKHLAK”. The implementation of these values refers to the Decree of the President Director of PT Pertamina Trans Kontinental Number Kpts-1344/PTK0000/2021-S0 concerning the Implementation of Core Values AKHLAK within PT Pertamina Trans Kontinental Group, which was enacted on December 7, 2021.

Since its enactment, the core values of “AKHLAK” have become the foundation of behavior and ethical guidelines that must be understood and applied by all PTK employees in carrying out their duties and responsibilities. The details of these core values are as follows:



AKHLAK

Amanah Trustworthy Integritas, Tulus, Konsisten, Dapat Dipercaya Integrity, Sincere, Consistent, Reliable	yaitu memegang teguh kepercayaan yang diberikan, dengan pedoman perilaku sebagai berikut: - Memenuhi janji dan komitmen; - Bertanggung jawab atas tugas, keputusan, dan tindakan yang dilakukan; - Berpegang teguh kepada nilai moral dan etika. namely upholding the trust given, with the following code of conduct: - Fulfilling promises and commitments; - Responsible for the tasks, decisions, and actions taken; - Adhering to moral and ethical values
Kompeten Competent Kinerja Terbaik, Sukses, Keberhasilan, Learning Agility, Ahli di Bidangnya Best Performance, Success, Accomplishment, Learning Agility, Expert in the Field	yaitu terus belajar dan mengembangkan kapabilitas dengan pedoman perilaku sebagai berikut: - Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah; - Membantu orang lain belajar; - Menyelesaikan tugas dengan kualitas terbaik. namely continuously learning and developing capabilities, with the following code of conduct: - Increasing self-competence to respond to ever-changing challenges; - Helping others learn; - Completing tasks with the best quality.
Harmonis Harmonious Peduli, Perbedaan Caring, Differences	yaitu saling peduli dan menghargai perbedaan, dengan pedoman perilaku sebagai berikut: - Menghargai setiap orang apapun latarbelakangnya; - Suka menolong orang lain; - Membangun lingkungan kerja yang kondusif namely caring for each other and respecting differences, with the following code of conduct: - Respecting everyone regardless of background; - Likes to help others; - Building a conducive work environment.
Loyal Faithful Komitmen, Dedikasi, Kontribusi Commitment, Dedication, Contribution	yaitu berdedikasi dan mengutamakan kepentingan Bangsa dan Negara, dengan pedoman perilaku sebagai berikut: - Menjaga nama baik sesama karyawan, pimpinan, BUMN, dan Negara; - Rela berkorban untuk mencapai tujuan yang lebih besar; - Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika namely dedicated and prioritizing the interests of the Nation and State, with the following code of conduct: - Maintaining the good name of fellow employees, leaders, SOEs, and the State; - Willing to make sacrifices to achieve a greater goal; - Obedying the leaders as long as it does not conflict with law and ethics.
Adaptif Adaptive Inovasi, Antusias Terhadap Perubahan, Proaktif Innovation, Enthusiasm for Change, Proactivity	yaitu terus berinovasi dan antusias dalam mengerjakan ataupun menghadapi perubahan, dengan pedoman perilaku sebagai berikut: - Cepat menyesuaikan diri untuk menjadi lebih baik; - Terus-menerus melakukan perbaikan mengikuti perkembangan teknologi; - Bertindak proaktif. namely continue to innovate and be enthusiastic in driving or facing change, with the following code of conduct: - Quickly adjust to become better; - Continuously make improvements following technological developments; - Acting proactively
Kolaboratif Collaborative Kesediaan Bekerjasama, Sinergi Untuk Hasil yang Lebih Baik Willingness to Work Together, Synergy for Better Results	Yaitu membangun kerjasama yang sinergis, dengan pedoman perilaku sebagai berikut: - Memberi kesempatan kepada pihak untuk berkontribusi; - Terbuka dalam bekerjasama untuk menghasilkan nilai tambah; - Menggerakkan pemanfaatan berbagi sumber daya untuk tujuan Bersama. namely building synergistic cooperation, with the following code of conduct: - Providing opportunities for various parties to contribute; - Open in working together to produce added value; - Mobilizing the use of various resources for common goals

Kegiatan, Merek, Produk dan Jasa Perusahaan [GRI 2-6] [OJK C.4]

Company Activities, Brands, Products, and Services [GRI 2-6] [OJK C.4]

Jasa Perkapalan Shipping Services	Jasa Maritim Maritime Services	Jasa Perkapalan Shipping Services
- Usaha-usaha dalam bidang pengangkutan hasil industri pertambangan dan umum; - Usaha dalam bidang pengangkutan laut antar pelabuhan serta jasa penunjangnya, baik dalam maupun luar negeri yang dilakukan secara tetap dan teratur dan/atau perkapalan yang tidak tetap dan tidak teratur dengan menggunakan semua jenis kapal serta jasa penunjangnya; - Usaha di bidang perkapalan/ pengangkutan khusus peralatan dan kebutuhan pengeboran migas, muatan batu bara, muatan cair dan gas serta kargo umum lainnya; - Menjalankan usaha penunjang bidang perkapalan; - Usaha di bidang jasa manajemen kapal/ship management services (ship crewing, ship operator, dan ship maintenance); - Menjalankan usaha penyewaan kapal (ship chartering dan brokerage); - Menjalankan usaha keagenan kapal (ship agencies); - STS Provider - Dockyard - Ship Vetting - Usaha salvage dan penundaan kapal; - Jasa pemeliharaan peralatan perkapalan (navigasi).	- Manajemen dan operasional pelabuhan; - Izin dan lisensi kepelabuhanan; - Melakukan pembelian dan penjualan alat-alat transportasi dan/atau logistik termasuk suku cadangnya, tapi tidak terbatas pada kapal tanker, supply vessel, tongkang, kapal tunda dan RIB; - Melakukan usaha pengangkutan dan penimbunan muatan cair, gas, dan general cargo; - Penanganan tumpahan minyak di perairan; - Melaksanakan bunker service berupa pengisian dan/atau pendistribusian Bahan Bakar Minyak (BBM) untuk kapal baik di laut maupun di darat; - Melakukan jasa pengolahan dan penyediaan air untuk keperluan kapal dan industri; - Melaksanakan kegiatan distribusi dan supply bahan bakar dan air untuk kebutuhan kapal-kapal, depot-depot dan industri; - Melakukan usaha pembuatan dan perbaikan kapal serta penyediaan suku cadang kapal dan alat transportasi lainnya; - Melakukan jasa perencanaan, pembangunan, perbaikan dan pemeliharaan kapal-kapal, alat-alat apung dan konstruksi-konstruksi bangunan di lepas pantai dan di bawah air beserta peralatannya; - Jasa tank cleaning dan pengelolaan limbah (sludge); - Melakukan usaha jasa bongkar muat barang di kapal; - Melakukan usaha bidang kepelabuhanan dan administrasi pelabuhan khusus; - Jasa pemeliharaan fasilitas pelabuhan; - Mooring Master dan POAC - Jasa Recognize Security Organization (RSO); - Survei kelautan mengenai arus dan kedalaman laut (Hydrography Oceanography dan Pemetaan/HOP); - Konstruksi bawah air berupa pemasangan dan pemeliharaan pipa dan kabel bawah laut dan lain-lain; - Jasa pengerukan dan reklamasi pantai; - Jasa perawatan pekerjaan minyak dan gas bawah air; - Jasa penyelaman dan pekerjaan bawah air.	- Melakukan usaha pengangkutan dan penimbunan muatan cair, gas, dan general cargo; - Jasa ekspor impor barang dan jasa pengaturan dokumen ekspor impor (customs clearance); - Mengadakan usaha di bidang Freight Forwarding, tidak terbatas pada jasa pengangkutan, pengiriman, dan pendistribusian barang; - Ship Chandler; - Penyewaan alat-alat berat dan atau peralatan kerja serta produksi; - Melakukan kegiatan usaha penyimpanan, pergudangan, pengangkutan dan penyaluran berbagai jenis barang serta usaha lainnya (logistic base); - Jasa penyewaan dan pengelolaan gedung dan perkantoran.
- Business in the transport of mining and general industry products sector; - Business in the inter-port sea transport as well as supporting services, whether domestic or overseas, performed permanently and regularly and/or impermanent and irregular shipping using all types of vessels and supporting services sector; - Business in the specific shipping/ freight of oil and gas drilling equipment and needs, coal cargo, liquid and gas cargo, as well as other general cargo; - Conducting the shipping sector supporting business; - Business in the ship management services sector (ship crewing, ship operator, ship maintenance); - Conducting the ship charter business (ship chartering & brokerage); - Conducting the ship agency business (ship agencies); - STS Provider; - Dockyard; - Ship Vetting; - Ship salvaging and Tug business; - Navigation equipment maintenance services (navigation).	- Port Management & Operations; - Port Permits and Licenses; - Purchasing and selling of transportation and/or logistic equipment including spare parts but are not limited to tankers, supply vessels, barges, tug boats, and RIB; - Liquid, gas, and general cargo transport and storing business; - Handling of Oil Spills in Waters Providing bunker services, including fuel oil refilling and/or distribution for vessels, whether on or offshore; - Conducting water processing and supply services for vessels and industry needs; - Conducting fuel and water distribution and supply activities for vessels, depots, and industry needs; - Conducting the ship manufacturing and repair business as well as provision of spare parts for ships and other means of transportation; - Conducting the business of planning, construction, repair, and maintenance services for vessels, flotation devices, and construction of offshore and underwater constructs and their equipment; - Tank cleaning and waste management (sludge) services; - Ship loading and unloading services; - Port Activities and Special Port Administration; - Port facility maintenance services; - Mooring Master and POAC Recognized Security Organization (RSO) services; - Maritime survey on ocean stream and depth (Hydrographic and Oceanographic Prediction/HOP); - Underwater construction service as submarine pipe and cable installation and maintenance and other services; - Seabed dredging and beach reclamation service; - Subsea oil and gas project maintenance service; - Commercial diving and underwater work services.	- Conducting the liquid, gas, and general cargo transportation and storing business; - Export, import, and customs clearance services; - Freight Forwarding business, not limited to logistics, delivery, and distribution services; - Ship Chandler; - Heavy equipment and/or production equipment rental; - Storage, warehouse, logistics, and distribution services of various commodities and other services (logistics base); - Building and office rental and management services.



Dari berbagai layanan yang disediakan oleh Perusahaan sebagaimana telah diuraikan sebelumnya, PTK mengklasifikasikan sejumlah jasa tertentu sebagai lini bisnis inti. Layanan-layanan tersebut dipandang sebagai kegiatan utama yang menjadi fokus pengembangan dan sumber utama penciptaan nilai bagi Perusahaan, yaitu sebagai berikut:

1. Penyediaan Kapal
2. *Charter & Brokerage*
3. Keagenan Kapal
4. Pemanduan Kapal
5. Pengelolaan Pelabuhan
6. *Bunker Agent*
7. *Offshore & Onshore Logistic Base*
8. *Recognized Security Organization (RSO)*

Of the various services provided by the Company as described above, PTK classifies certain services as core business lines. These services are considered to be the main activities that are the focus of development and the main source of value creation for the Company, namely as follows:

1. Vessel Provider
2. *Charter & Brokerage*
3. Vessel Agency
4. Pilotage Services
5. Port Management
6. Bunker Agent
7. *Offshore & Onshore Logistic Base*
8. *Recognized Security Organization (RSO)*.

Skala Usaha Perusahaan [GRI 2-6] [OJK C.3.A, C.3.C]

Company Business Scale [GRI 2-6] [OJK C.3.a, C.3.c]

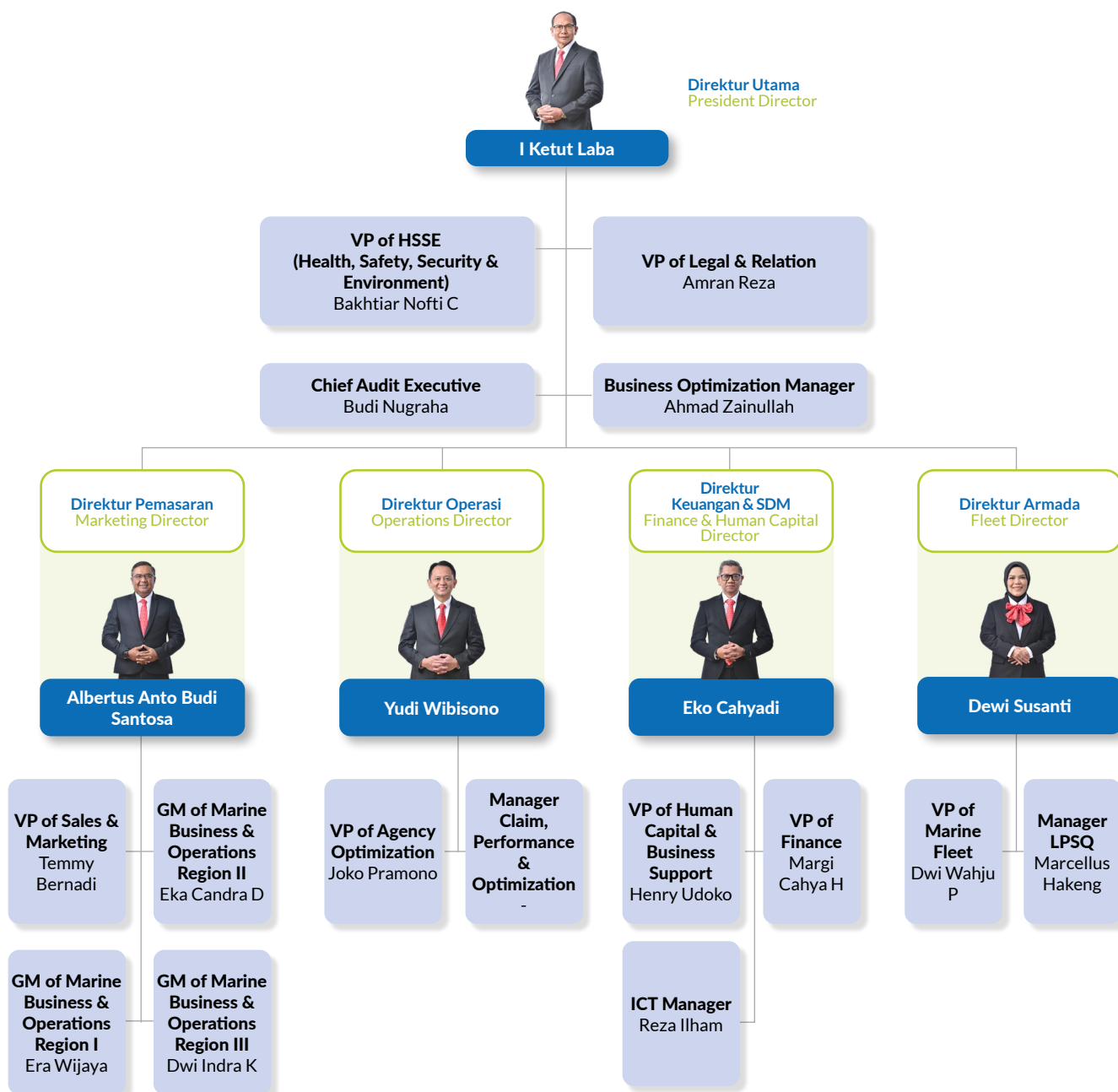
Uraian Description	Satuan Unit	Tahun Year		
		2025	2024	2023
Jumlah Pegawai* Number of Employees	Orang Person	2.987	2.971	3.701
Jumlah Pegawai Tetap/PWTT Number of Permanent Employees/PWTT	Orang Person	312	313	565
Jumlah Pegawai Kontrak /PWT Number of Contract Employees /PWT	Orang Person	10	25	547
Jumlah Pegawai Tidak Tetap /TKJP Number of Non-permanent Employees /TKJP	Orang Person	2.665	2.633	2.609
Kinerja Keuangan Financial Performance				
Jumlah Pendapatan Bersih Total Revenue	Rp Juta Rp Million	8.385.286	7.559.108	6.746.509
Jumlah Laba Tahun Berjalan Total Profit for the Year	Rp Juta Rp Million	1.321.377	1.075.300	1.051.494
Kapitalisasi Capitalisation				
Jumlah Aset Total Assets	Rp Juta Rp Million	8.552.561	9.080.441	9.024.799
Jumlah Liabilitas Total Liabilities	Rp Juta Rp Million	3.468.603	4.476.576	4.384.414
Jumlah Ekuitas Total Equity	Rp Juta Rp Million	5.083.958	4.603.865	4.640.385
Kepemilikan Saham Share Ownership				
PT Pertamina International Shipping	%	99,999	99,999	99,999
PT Pertamina Pedeve Indonesia	%	0,001	0,001	0,001

*Informasi lebih rinci terkait jumlah pegawai berdasarkan status kepegawaian, latar belakang pendidikan, level jabatan, gender, dan usia disajikan pada Kinerja Sosial
More detailed information regarding the number of employees based on employment status, educational background, job level, gender, and age is presented in Social Performance

Struktur Organisasi Perusahaan Company's Organizational Structure

Berikut adalah susunan struktur organisasi PTK yang berlaku hingga akhir Desember 2025:

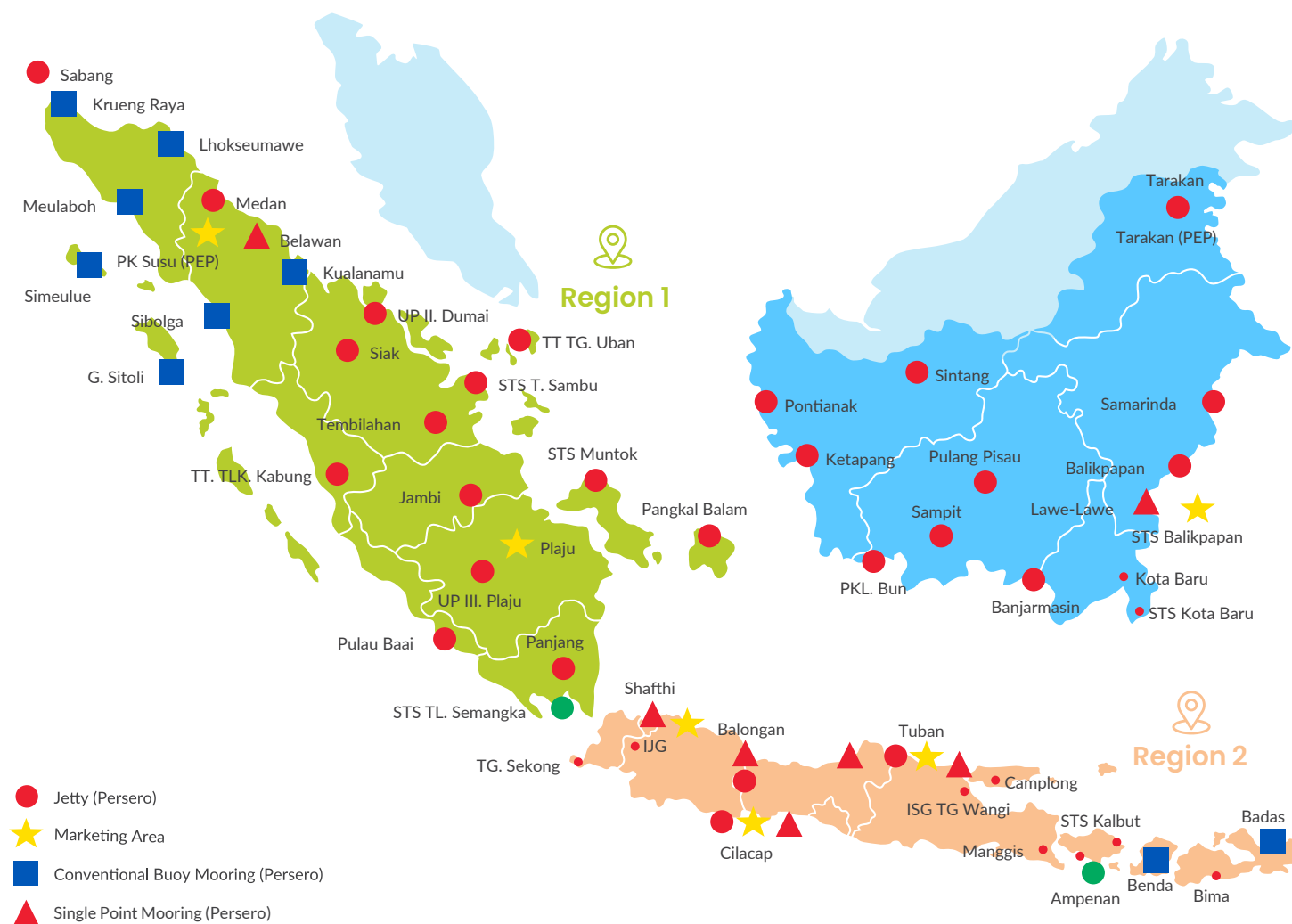
The following is the organizational structure of PTK that will be in effect until the end of December 2025:



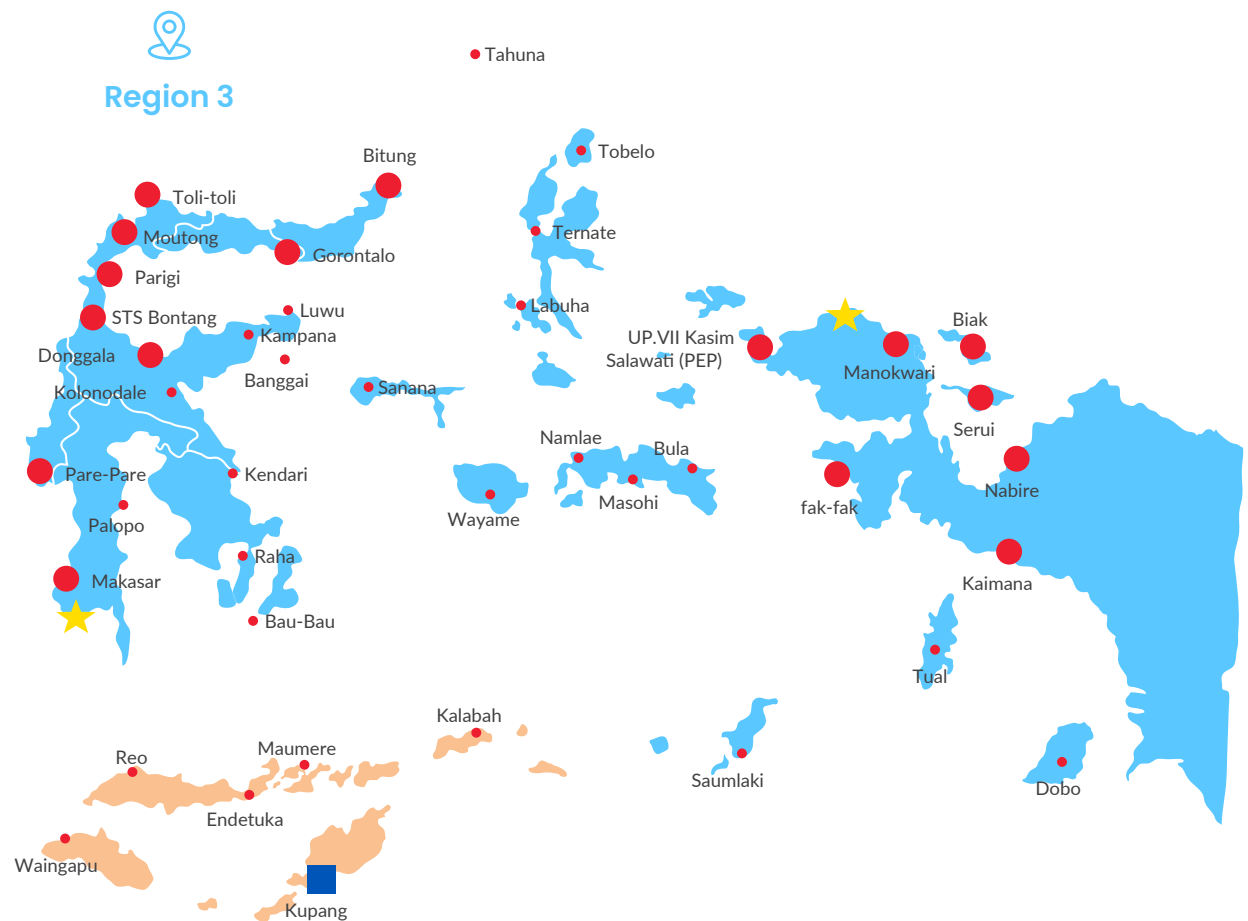
Wilayah Operasi [OJK C.3.D] Operations Area [OJK C.3.d]

Cakupan kegiatan operasional Pertamina Trans Kontinental menjangkau berbagai wilayah di seluruh Indonesia, yang terbagi ke dalam beberapa area kerja sebagaimana ditunjukkan pada peta wilayah operasional berikut:

Pertamina Trans Kontinental's operational activities cover various regions throughout Indonesia, which are divided into several work areas as shown on the following operational area map:



Region 1	Region 2	Region 3	Operasi Internasional International Operation
Sumatera	- Jawa - Bali - Nusa Tenggara	- Sulawesi - Kalimantan - Maluku - Papua	Malaysia



Pangsa Pasar [GRI 2-6] Market Share [GRI 2-6]

Sejak Restrukturisasi Pertamina pada Mei 2021, PTK menata kembali portofolio layanannya dengan mengelompokkan kegiatan usaha ke dalam tiga lini utama, yaitu Shipping Activities, Marine Services, dan Logistics Services. Adapun pasar yang dilayani dibagi menjadi dua segmen besar, yakni pelanggan dari lingkungan Pertamina Group dan pelanggan non-Pertamina.

Dalam upaya mempertahankan pangsa pasar yang telah dimiliki, PTK terus menjaga hubungan yang kuat dengan pelanggan eksisting melalui berbagai strategi. Langkah tersebut antara lain dilakukan dengan memastikan ketersediaan armada melalui pengadaan kapal baru, pembelian kapal bekas (secondhand ship), serta penyediaan kapal sementara melalui skema kerja sama bisnis ke bisnis (B2B).

Since Pertamina's restructuring in May 2021, PTK has reorganized its service portfolio by grouping its business activities into three main lines, namely Shipping Activities, Marine Services, and Logistics Services. The markets served are divided into two major segments, namely customers from the Pertamina Group and non-Pertamina customers.

In an effort to maintain its existing market share, PTK continues to maintain strong relationships with existing customers through various strategies. These measures include ensuring fleet availability through the procurement of new ships, the purchase of secondhand ships, and the provision of temporary ships through business-to-business (B2B) cooperation schemes.

Pangsa Pasar Berdasarkan Profil Pelanggan PTK Tahun 2025 Market Share Based on PTK Customer Profile in 2025

Segmen Bisnis Business Segment	Pertamina (Rp Juta million)	Non-Pertamina (3rd Party) (Rp Juta million)	Total (Rp Juta million)	% per Segmen
Jasa Penunjang Operasi Marine Marine Operation Support Services	1.920.634	457.040	2.377.673	28%
Jasa broker kapal, neto Ship brokerage services, net	947.499	9.975	957.474	11%
Pendapatan Komisi Commission Income	-	-	-	-
Sewa kapal - time charter Vessel rental - time charter	1.522.778	20.582	1.543.360	18%
Jasa Penyediaan Tenaga Kerja Labor Supply Services	1.220.761	28.521	1.249.282	15%
Keagenan Kapal dan Jasa Kepelabuhan Ship Agency and Port Services	948.127	946.522	1.894.650	23%
Perdagangan Umum General Trade	32.686	14.008	46.694	1%
Pengerukan Dredging	116.066	-	116.066	1%
Bongkar Muat Loading and Unloading	21.592	36.151	57.743	1%
Sewa Gudang Warehouse Rental	18.963	41.616	60.580	1%
Lainnya Others	79.513	2.252	81.765	1%
Total	6.828.619	1.556.667	8.385.287	1%
% per pelanggan % per customer	81%	19%	100%	100%

Rantai Pasokan Perusahaan [GRI 2-6]

The Company's Supply Chain [GRI 2-6]

PTK telah menjalin kemitraan dengan berbagai penyedia barang dan jasa dalam mendukung kelancaran operasional Perusahaan sepanjang tahun 2025. Secara keseluruhan, jumlah mitra kerja tercatat sebanyak 98 penyedia yang mencakup pemasok barang maupun penyedia jasa.

Dari sisi sebaran geografis, sebagian besar penyedia tersebut merupakan perusahaan yang berdomisili di Indonesia, sementara terdapat satu mitra kerja yang berkedudukan di luar negeri. Rincian lebih lanjut mengenai struktur dan komposisi rantai pasok disajikan sebagai berikut:

PTK has established partnerships with various goods and service providers to support the Company's smooth operations throughout 2025. Overall, there are 98 partners, including goods suppliers and service providers.

In terms of geographical distribution, most of these providers are companies based in Indonesia, while there is one business partner based overseas. Further details regarding the structure and composition of the supply chain are presented as follows:

Rantai Pasokan Pertamina Trans Kontinental [GRI 2-6]

Pertamina Trans Kontinental Supply Chain [GRI 2-6]

No	Jenis Penyedia Type of Provider	Lokasi Penyedia Provider Location	Jenis Aktivitas Type of Activity	Jenis Hubungan Bisnis dengan Penyedia Type of Business Relationship with Provider	2025		2024		2023	
					Jumlah Penyedia Total Supplier	Nilai Purchase Order (PO) Procurement Value (Rp Million)	Jumlah Penyedia Total Supplier	Nilai Purchase Order (PO) Procurement Value (Rp Million)	Jumlah Penyedia Total Supplier	Nilai Purchase Order (PO) Procurement Value (Rp Million)
1	Barang Goods	Indonesia	penyediaan material provision	Jangka Pendek dan Panjang Short and long-term	25	156.955	20	147.221	52	70.809
2	Jasa Services	Indonesia	Penyediaan jasa Service Provision	Jangka Pendek dan Panjang Short and long-term	72	983.867	97	1.711.332	93	1.808.691
3	Jasa Services	Luar Negeri	Penyediaan jasa Service Provision	Jangka Pendek Short Term	1	12.914	1	17.478	0	0
Jumlah Total					98	1.153.736	118	1.876.031	145	1.879.500

Dari keseluruhan 98 mitra penyedia, sebanyak 97 di antaranya merupakan pemasok lokal yang berkedudukan di Indonesia, atau setara dengan sekitar 98,98% dari total pemasok yang bekerja sama dengan Perusahaan.

Of the total 98 supplier partners, 97 are local suppliers based in Indonesia, equivalent to approximately 98,98% of the total suppliers working with the Company.

Keanggotaan Asosiasi [GRI 2-28][OJK C.5]

Membership In Associations [GRI 2-28][OJK C.5]

Keikutsertaan PTK dalam berbagai asosiasi menjadi salah satu langkah strategis Perusahaan untuk memperluas jejaring, memperoleh wawasan terkini mengenai perkembangan industri, serta menjalin kolaborasi yang mendukung kegiatan bisnis layanan terminal peti kemas maupun agenda keberlanjutan. Adapun rincian partisipasi PTK dalam sejumlah asosiasi tersebut adalah sebagai berikut:

PTK's participation in various associations is one of the Company's strategic steps to expand its network, gain the latest insights into industry developments, and establish collaborations that support container terminal service business activities and sustainability agendas. Details of PTK's participation in a number of these associations are as follows:

Nama Organisasi Nama Organisasi	Lingkup Lingkup	Status Status
Indonesian National Shipowner Association (INSA)	Nasional National	Anggota Member
Kamar Dagang Indonesia Indonesian Chamber of Commerce	Nasional National	Anggota Member

Perubahan Signifikan Tahun 2025 [OJK C.6]

Significant Changes In 2025 [OJK C.6]

54

Sepanjang tahun 2025 tidak terdapat perubahan signifikan pada Perseroan seperti penggabungan usaha, pembukaan dan penutupan kantor cabang atau unit usaha.

During 2025, there were no significant changes in the Company including mergers, opening and closure of branch offices or business units.



Pernyataan Tanggung Jawab Dewan Komisaris untuk Laporan Keberlanjutan 2025

Statement of Responsibility from Board of Commissioners for 2025 Sustainability Report

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Pertamina Trans Kontinental tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

We, the undersigned, declare that all information in the 2025 Sustainability Report of PT Pertamina Trans Kontinental has been presented in its entirety and we are fully responsible for the accuracy of the contents of the Sustainability Report of the Company.

Jakarta, 29 Mei 2026
Jakarta, May 29, 2026

Dewan Komisaris PT Pertamina Trans Kontinental
PT Pertamina Trans Kontinental Board of Commissioners



SUBAGJO HARI MOELJANTO
Komisaris Utama
President Commissioner
(Periode 10 Juli 2024 – Saat Ini)
(Period July 10, 2024 – Present)



ANDI SAIFUL HAQ
Komisaris
Commissioner
(Periode 11 Oktober 2023 – 16 September 2025)
(Period October 11, 2023 – September 16, 2025)



AMIR HAMZAH
Komisaris
Commissioner
(Periode 10 Juli 2024 – Saat Ini)
(Period July 10, 2024 – Present)



HARTANTO
Komisaris
Commissioner
(Periode 12 Januari 2024 – Saat Ini)
(Period January 12, 2024 – Present)



AGUSTINUS PRASETYANTOKO
Komisaris Independen
Independent Commissioner
(Periode 12 Februari 2024 – Saat Ini)
(Period February 12, 2024 – Present)

Pernyataan Tanggung Jawab Direksi untuk Laporan Keberlanjutan 2025

Statement of Responsibility from Board of Directors for 2025 Sustainability Report

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Pertamina Trans Kontinental tahun 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

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Jakarta, 29 Mei 2026

Jakarta, May 29, 2026

Direksi PT Pertamina Trans Kontinental
PT Pertamina Trans Kontinental Board of Directors



I KETUT LABA

Direktur Utama

President Director

(Periode 3 Juli 2023 – 12 Mei 2026)

(Period July 3, 2023 – May 12, 2026)



ALBERTUS ANTO BUDI SANTOSA

Direktur Pemasaran

Director of Marketing

(Periode 26 November 2025 – Saat Ini)

(Period November 26, 2025 – Present)



EKO CAHYADI

Direktur Keuangan & SDM

Director of Finance & HR

(Periode 26 November 2025 – Saat Ini)

(Period November 26, 2025 – Present)



YUDI WIBISONO

Direktur Operasi

Director of Operation

(Periode 15 Oktober 2024 – Saat Ini)

(Period October 15, 2024 – Present)



DEWI SUSANTI

Direktur Armada

Director of Fleet

(Periode 26 November 2025 – Saat Ini)

(Period November 26, 2025 – Present)



ANDY ARVIANTO

Direktur Pemasaran

Director of Marketing

(Periode 21 Juli 2023 – 12 Juni 2025)

(Period July 21, 2023 – June 12, 2025)



SLAMET HARIANTO

Direktur Armada

Director of Fleet

(Periode 15 Oktober 2024 – 5 Agustus 2025)

(Period October 15, 2024 – August 5, 2025)



AFAN AFTORY

Direktur Keuangan & SDM

Director of Finance & HR

(Periode 15 Oktober 2024 – 25 November 2025)

(Period October 15, 2024 – November 25, 2025)

Ekonomi:

Memperkuat Langkah, Mengoptimalkan Langkah, Mengoptimalkan Kinerja dan Dampak Ekonomi Bagi Pembangunan Ekonomi

Economy:

Strengthening Steps, Optimizing Performance and Economic Impact for National Economic Development





Pendekatan Manajemen: Topik Kinerja Ekonomi Dan Dampak Ekonomi Tidak Langsung

Management Approach: Economic Performance and Indirect Economic Impact Topics

Pengelolaan Dampak | Impact Management

PTK terus menunjukkan komitmen dalam mengelola dampak ekonomi yang timbul dari aktivitas operasionalnya, termasuk dampak ekonomi tidak langsung, guna menekan potensi dampak negatif sekaligus memaksimalkan kontribusi positif terhadap pembangunan ekonomi nasional yang berkelanjutan. Sepanjang tahun 2024, Perusahaan secara konsisten memitigasi risiko penurunan kinerja operasional, keuangan, dan pemasaran yang berpotensi menimbulkan kerugian serta mengganggu kesinambungan usaha. Upaya tersebut juga diarahkan untuk menjaga stabilitas distribusi nilai ekonomi kepada para pemangku kepentingan serta mencegah peningkatan tingkat pengangguran.

Dalam rangka mengantisipasi berbagai risiko tersebut, PTK menjalankan sejumlah strategi dan inisiatif utama, khususnya melalui percepatan digitalisasi pada fungsi penunjang bisnis seperti HSSE, Human Capital, Finance, dan Procurement. Selain itu, Perusahaan juga berupaya memperluas pangsa pasar di lingkungan Pertamina Group, sekaligus mengembangkan peluang usaha di luar captive market pada segmen Shipping Provider, Marine Services, dan Logistic Services.

PTK turut berperan dalam menciptakan dampak sosial-ekonomi positif melalui penyediaan kesempatan kerja bagi tenaga lokal, kemitraan dengan pemasok dalam negeri, serta program pemberdayaan ekonomi masyarakat. Melalui berbagai langkah strategis tersebut, Perusahaan optimistis dapat mempertahankan pencapaian target yang telah ditetapkan dalam RKAP dan RJPP, menjaga kesinambungan bisnis, serta memperkuat posisinya sebagai penyedia jasa marine dan operator pelabuhan unggulan di Indonesia yang berdaya saing global dan memberikan kontribusi nyata bagi pertumbuhan ekonomi masyarakat. [GRI 2-27, 3-3]

PTK continues to demonstrate its commitment to managing the economic impact of its operational activities, including indirect economic impacts, in order to minimize potential negative impacts while maximizing positive contributions to sustainable national economic development. Throughout 2024, the Company consistently mitigated risks of decline in operational, financial, and marketing performance that could potentially cause losses and disrupt business continuity. These efforts are also aimed at maintaining the stability of economic value distribution to stakeholders and preventing an increase in unemployment.

In order to anticipate these various risks, PTK implements a number of key strategies and initiatives, particularly through the acceleration of digitalization in business support functions such as HSSE, Human Capital, Finance, and Procurement. In addition, the Company also seeks to expand its market share within the Pertamina Group, while developing business opportunities outside the captive market in the Shipping Provider, Marine Services, and Logistic Services segments.

PTK also plays a role in creating positive socio-economic impacts through the provision of employment opportunities for local workers, partnerships with domestic suppliers, and community economic empowerment programs. Through these various strategic measures, the Company is optimistic that it can maintain the targets set in the RKAP and RJPP, ensure business continuity, and strengthen its position as a leading marine service provider and port operator in Indonesia that is globally competitive and makes a real contribution to community economic growth. [GRI 2-27, 3-3]

Kebijakan yang Telah Dikembangkan Secara Khusus | Policies that have been Specifically Developed

Kebijakan PTK terkait Kinerja Ekonomi:

- Rencana Jangka Panjang Perusahaan (RJPP) Periode 2022 – 2026
- Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2025
- Kebijakan TJSL

Kebijakan PTK terkait Kinerja Ekonomi mengacu pada Ketentuan Umum:

- Perundang-Undangan dan Peraturan yang berhubungan dengan Keuangan yang berlaku
- Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas
- Peraturan Pemerintah No. 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas
- Pedoman Pengadaan Barang/Jasa PT Pertamina Trans Kontinental No. A-001/PTK3300/2024-S9
- Pedoman Pengelolaan Peningkatan Penggunaan Produk Dalam Negeri No. A3.5-03/L10000/2023-S9 (melalui surat ratifikasi No. Kpts-245/PTK00000/2024-S9)

PTK'S Policy on Economic Performance:

- The Company's Long Term Plan (RJPP) Period 2022-2026
- The Company's 2025 Annual Budget and Operational Plan (ABOP)
- CSR Policy

PTK's policy on Economic Performance refers to the General Provisions:

- Applicable Laws and Regulations related to Finance
- Law No. 40 of 2007 on Limited Liability Companies
- Government Regulation No. 47 of 2012 concerning Social and Environmental Responsibility of Limited Liability Companies
- Guidelines for Procurement of Goods/Services of PT Pertamina Trans Kontinental No. A-001/PTK3300/2024-S9
- Guidelines for Management of Increased Use of Domestic Products No. A3.5-03/L10000/2023-S9 (through ratification letter No. Kpts-245/PTK00000/2024-S9)

Komitmen | Commitment

- Mengoptimalkan kinerja operasional dan keuangan Perusahaan agar mencapai hasil yang semakin baik dan berkelanjutan.
- Memberikan nilai tambah yang maksimal dalam mendukung kemajuan dan pembangunan nasional.
- Berkontribusi aktif terhadap pertumbuhan ekonomi berkelanjutan guna meningkatkan kualitas hidup masyarakat serta menjaga kelestarian lingkungan, baik bagi Perusahaan, komunitas sekitar, maupun masyarakat luas.
- Mendorong pergerakan dan pertumbuhan aktivitas ekonomi masyarakat setempat agar semakin berkembang dan berdaya saing.

- Optimizing the Company's operational and financial performance to achieve better and more sustainable results.
- Providing maximum added value in supporting national progress and development.
- Actively contributing to sustainable economic growth in order to improve the quality of life of the community and preserve the environment, both for the Company, the surrounding community, and the wider community.
- Encouraging the movement and growth of local community economic activities so that they become more developed and competitive.

Tujuan/ Target dan Realisasi | Objectives/ Targets and Realization

- Target pendapatan usaha Rp8.001.000 juta, dengan realisasi Rp8.385.286 juta (tercapai 104,80%)
- Target laba tahun berjalan Rp978.204 juta, dengan realisasi Rp1.321.377 juta (tercapai 135,08%)
- Target commission days kapal milik 118.071 hari, dengan realisasi 120.117 hari (tercapai 101,73%)
- Target commercial days kapal milik 116.434 hari, dengan realisasi 119.387 hari (tercapai 102,54%)

- Revenue target of Rp8,001,000 million, with realization of Rp8,385,286 million (achieved 104.80%)
- Profit for the year target of Rp978,204 million, with realization of Rp1,321,377 million (achieved 135.08%)
- Commission days target for owned vessels of 118,071 days, with a realization of 120,117 days (achieved 101.73%)
- Commercial days target for owned vessels 116,434 days, with a realization of 119,387 days (achieved 102.54%)

Evaluasi dan Efektivitas Tindakan untuk Mengelola Dampak Evaluation and Effectiveness of Actions to Manage Impacts

- Melakukan sosialisasi kebijakan dan inisiatif strategis rapat yang terjadwal maupun pertemuan-pertemuan lain yang bersifat insidental
- Melakukan pelaporan berkala pencapaian kinerja, rilis berita, maupun pertemuan-pertemuan tertentu sesuai dengan kepentingan pemangku kepentingan
- Conducting outreach on policies and strategic initiatives at scheduled meetings and other incidental meetings
- Conducting periodic reporting on performance achievements, news releases, and specific meetings in accordance with the interests of stakeholders

Penanggung Jawab | Person in Charge

- Vice President (VP) Finance
- Vice President (VP) Legal & Relation
- Manager Business Optimization
- Vice President (VP) of Finance
- Vice President (VP) of Legal & Relation
- Business Optimization Manager

Alokasi Anggaran untuk Melakukan Pengelolaan terkait Topik ini Budget Allocation to Manage This Topic

Pada tahun 2025, PTK telah menyalurkan nilai ekonomi kepada para pemangku kepentingan dengan total mencapai RpXX juta.

By 2025, PTK will have generated economic value for stakeholders totaling RpXX million.

Keterlibatan Pemangku Kepentingan dalam Pengelolaan Dampak Stakeholders Involvement in Managing Impacts

- Pertamina Group
Mempererat kolaborasi dan sinergi guna mendorong kinerja yang optimal serta memberikan kontribusi nyata bagi pertumbuhan ekonomi nasional.
- Pegawai
Berperan aktif dalam mendukung pencapaian target kinerja operasional dan keuangan Perusahaan secara berkelanjutan.
- Masyarakat
Turut mendukung implementasi berbagai program yang berfokus pada penguatan dan pemberdayaan ekonomi komunitas.
- Pertamina Group
Strengthening collaboration and synergy to drive optimal performance and make a tangible contribution to national economic growth.
- Employees
Actively supporting the achievement of the Company's operational and financial performance targets on an ongoing basis.
- Community
Supporting the implementation of various programs focused on strengthening and empowering the community's economy.

Perbandingan Target dan Realisasi Kinerja Keuangan dan Operasi

Comparison of Target and Realization of Financial and Operating Performance

Pada tahun 2025, PTK menunjukkan kinerja dengan mencatat laba bersih mencapai 135,08% dari target yang telah ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2025 sebesar Rp978.204 juta, yakni mencapai sebesar Rp1.321.377 juta. Perolehan laba tersebut dipengaruhi oleh perolehan pendapatan di sepanjang tahun 2025 yang tercatat sebesar Rp8.385.286 juta, mencapai 104,80% dari target Rp8.001.000 juta. Selain itu, PTK juga mencatatkan total aset yang mencapai 96,80% dari target RKAP tahun 2025 sebesar Rp8.835.387 juta, dengan pencapaian sebesar Rp8.552.561 juta.

Dari sisi operasional, PTK berhasil mengoptimalkan pada pemanfaatan armada kapal milik sekaligus meningkatkan tingkat keandalan operasionalnya. Hal ini tercermin dari pencapaian commercial days kapal milik (termasuk kapal BBTC) sebanyak 119.387 hari atau 102,54% dari target RKAP 2025 sebesar 116.434 hari. Selanjutnya, commission days kapal milik juga mencapai 120.117 hari atau 101,73% dari target RKAP tahun 2025 sebanyak 118.071 hari.

Sejalan dengan komitmen terhadap keuangan berkelanjutan, PTK berhasil mencatatkan capaian Tingkat Komponen Dalam Negeri (TKDN) sebesar 54,19%, melampaui target SH IML yang ditetapkan sebesar 40%. Perseroan juga terus melakukan investasi berkelanjutan, baik pada pengembangan bisnis maupun non-bisnis, termasuk pembangunan fasilitas Sea Water Reverse Osmosis (SWRO) PSTB yang berfungsi menyediakan solusi pengolahan air laut menjadi air bersih yang layak digunakan maupun dikonsumsi.

Selain itu, PTK turut memperkuat aspek perlindungan lingkungan melalui pengadaan peralatan Oil Spill Response (OSR) yang berfungsi untuk mendeteksi, menanggulangi, dan membersihkan tumpahan minyak di perairan laut maupun sungai secara cepat dan efektif. Upaya ini merupakan bagian dari komitmen Perseroan dalam menjaga kelestarian lingkungan, keselamatan operasional, serta keberlanjutan bisnis.

Keberhasilan pencapaian kinerja positif sepanjang tahun 2025 tidak terlepas dari penerapan berbagai strategi dan inisiatif bisnis, seperti peningkatan efisiensi biaya, inovasi dan terobosan operasional, penguatan tata kelola, akselerasi digitalisasi, pengembangan budaya kerja, serta sinergi yang erat dengan Pertamina Group. Dukungan dan kolaborasi dari seluruh pemangku kepentingan, baik internal maupun eksternal, juga menjadi faktor penting dalam pencapaian tersebut, sekaligus mencerminkan komitmen PTK untuk terus memberikan kontribusi optimal bagi pembangunan nasional.

In 2025, PTK showed strong performance by recording a net profit of 135.08% of the target set in the 2025 Company Work Plan and Budget (RKAP) of Rp978,204 million, with Rp1,321,377 million achievement. This profit was influenced by the revenues throughout 2025 that was recorded to Rp8,385,286 million, achieved 104.80% from the target of Rp8,001,000 million. In addition, PTK also recorded total assets reaching 96.80% of the 2025 RKAP target of Rp8,835,387 million, with achievement of Rp8,552,561 million.

From an operational perspective, PTK succeeded in optimizing the utilization of its fleet of ships while increasing its operational reliability. This is reflected in the achievement of commercial days for owned ships (including BBTC ships) of 119,387 days or 102.54% of the 2025 RKAP target of 116,434 days. Furthermore, commission days for owned ships also reached 120,117 days or 101.73% of the 2025 RKAP target of 118,071 days.

In line with its commitment to sustainable finance, PTK successfully recorded a Domestic Component Level (TKDN) of 54.19%, exceeding the SH IML target of 40%. The company also continues to make sustainable investments, both in business and non-business development, including the construction of the PSTB Sea Water Reverse Osmosis (SWRO) facility, which provides solutions for treating seawater into clean water that is suitable for use and consumption.

In addition, PTK has strengthened environmental protection by procuring Oil Spill Response (OSR) equipment to quickly and effectively detect, respond to, and clean up oil spills in the sea and rivers. This effort is part of the Company's commitment to environmental sustainability, operational safety, and business continuity.

The success in achieving positive performance throughout 2025 cannot be separated from the implementation of various business strategies and initiatives, such as increasing cost efficiency, operational innovation and breakthroughs, strengthening governance, accelerating digitalization, developing work culture, and close synergy with the Pertamina Group. The support and collaboration of all stakeholders, both internal and external, were also important factors in this achievement, reflecting PTK's commitment to continue making an optimal contribution to national development.

Laba Tahun Berjalan Profit for the Year

Rp-juta / Rp million



Target (RKAP) 2025
2025 RKAP Target

Realisasi Tahun 2025
2025 Realization

Commission Days Kapal Milik Commission Days of Owned ships

Hari / Day

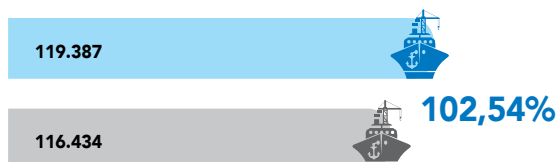


Target (RKAP) 2025
2025 RKAP Target

Realisasi Tahun 2025
2025 Realization

Commercial Days Kapal Milik Commercial Days of Owned ships

Hari / Day



Target (RKAP) 2025
2025 RKAP Target

Realisasi Tahun 2025
2025 Realization

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Perbandingan Target dan Kinerja Keuangan, Operasi dan Pemasaran [OJK F.2] Comparison of Financial, Operations, and Marketing Targets and Performance [OJK F.2]

Indikator Indicator	Satuan Unit	2025			2024			2023		
		Target	Realisasi Realiza- tion	Pencapaian Achievement	Target	Realisasi Realization	Pencapaian Achievement	Target	Realisasi Realization	Pencapaian Achieve- ment
Kinerja Keuangan Financial Performance										
Pendapatan usaha Revenue	Rp juta Rp million	8.001.000	8.385.286	104,80%	7.704.350	7.559.108	98,11%	7.837.659	6.746.509	86,08%
Laba tahun berjalan Profit for the Year	Rp juta Rp million	978.204	1.321.377	135,08%	700.332	1.075.300	153,54%	634.470	1.051.494	165,73%
Aset Assets	Rp juta Rp million	8.835.387	8.552.561	96,80%	9.034.091	9.080.441	100,51%	8.249.267	9.024.799	109,40%
Kinerja Operasi dan Pemasaran Operations and Marketing Performance										
Armada Kapal Vessel Fleets	Unit	379	370	97,63%	386	370	95,85%	369	369	100,00%
Commission Days kapal milik Commission Days of Owned ships	hari day	118.071	120.117	101,73%	112.471	119.841	106,55%	108.942	118.344	108,63%
Commercial Days kapal milik Commercial Days of owned ships	hari day	116.434	119.387	102,54%	116.707	119.220	102,15%	112.802	121.916	108,08%

Perbandingan Target dan Kinerja yang Sejalan dengan Keuangan Berkelanjutan [OJK F.3]
Comparison of Targets and Performance that are Inline with Sustainable Finance [OJK F.3]

Indikator Indicator	Satuan Unit	2025			2024			2023		
		Target	Realisasi Realiza- tion	Pencapaian Achievement	Target	Realisasi Realization	Pencapaian Achievement	Target	Realisasi Realization	Pencapaian Achieve- ment
Anggaran Belanja Investasi yang mendukung keberlanjutan Investment Budget that supports sustainability										
Pendapatan usaha Revenue	USD ribu USD thousand	209	8.736	2,39%	-	-	-	3.176	3.044	95,84%
Laba tahun berjalan Profit for the Year	Rp juta Rp million	596	3.184	18,72%	16.551	15.747	95,14%	22.284	1.318	5,91%

Mengoptimalkan Perolehan dan Pendistribusian Nilai Ekonomi

Optimizing The Acquisition and Distribution of Economic Value

Dalam laporan keberlanjutan ini, penghitungan nilai ekonomi yang diperoleh dan didistribusikan oleh PT Pertamina Trans Kontinental dilakukan dengan mengacu pada pedoman GRI Standards, menggunakan data yang bersumber dari laporan keuangan konsolidasian Perseroan dan entitas anak yang telah diaudit.

Pada tahun 2025, Perseroan mencatat nilai ekonomi langsung yang dihasilkan meningkat 10,43% menjadi sebesar Rp8.449.594 juta, dibandingkan realisasi tahun 2024 yang sebesar Rp7.651.219 juta. Peningkatan tersebut mencerminkan kinerja usaha yang terus tumbuh dan kemampuan Perusahaan dalam menciptakan nilai ekonomi secara berkelanjutan.

Nilai ekonomi yang diperoleh selanjutnya didistribusikan secara optimal kepada para pemangku kepentingan, antara lain dalam bentuk biaya tenaga kerja, pembayaran pajak kepada pemerintah, pembagian dividen, serta pendanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL).

Sepanjang tahun 2025, total nilai ekonomi yang didistribusikan mencapai Rp7.856.554 juta atau meningkat 0,10% dibandingkan tahun 2024 yang tercatat sebesar Rp7.848.874 juta. Peningkatan ini menunjukkan komitmen Perusahaan dalam memperluas kontribusi ekonomi kepada seluruh pemangku kepentingan secara berkelanjutan.

In this sustainability report, the calculation of economic value generated and distributed by PT Pertamina Trans Kontinental is carried out in accordance with the GRI Standards guidelines, using data sourced from the Company's consolidated financial statements and those of its subsidiaries that have been audited.

In 2025, the Company recorded an increase in direct economic value generated of 10.43% to Rp8,449,594 million, compared to the 2024 realization of Rp7,651,219 million. This increase reflects the Company's continued business growth and ability to create sustainable economic value.

The economic value obtained is then optimally distributed to stakeholders, including in the form of labor costs, tax payments to the government, dividend distributions, and funding for Social and Environmental Responsibility (TJSL) programs.

Throughout 2025, the total economic value distributed reached Rp7,856,554 million, an increase of 0.10% compared to 2024, which was recorded at Rp7,848,874 million. This increase demonstrates the Company's commitment to expanding its economic contribution to all stakeholders in a sustainable manner.

Tabel Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Rp Juta) [GRI 201-1]
Table of Economic Value Generated and Distributed (Rp Million) [GRI 201-1]

Nilai Ekonomi Economic Value	Tahun Year		
	2025	2024	2023
Nilai Ekonomi Langsung yang Dihasilkan Direct Economic Value Generated			
Pendapatan usaha Revenue	8.385.286	7.559.108	6.746.509
Pendapatan lain-lain Other income	891	3.960	-
Pendapatan keuangan Finance income	36.902	55.586	46.690
Bagian atas laba bersih ventura bersama Share in net profit of joint venture	26.515	32.565	30.925
Jumlah Nilai Ekonomi Langsung yang Dihasilkan Total Direct Economic Value Generated	8.449.594	7.651.219	6.824.124
Nilai Ekonomi yang Didistribusikan Economic Value Distributed			
Beban pokok pendapatan* Cost of revenue	(3.190.798)	(3.111.886)	(2.640.333)
Beban umum dan administrasi* General and administrative expenses	(337.651)	(340.854)	(317.713)
Biaya kepegawaian Personel cost	(3.151.480)	(2.767.115)	(2.357.060)
Beban lain-lain Other expenses	-	-	(53.526)
Beban keuangan Finance cost	(63.091)	(89.898)	(97.270)
Pembayaran pajak kepada Pemerintah (Beban pajak final, pajak penghasilan) Tax payment to the Government (Final tax expense, income tax)	(262.841)	(401.702)	(288.552)
Pembagian dividen kepada pemegang saham Dividend distribution to the shareholders	(848.844)	(1.135.350)	-
Pengeluaran untuk masyarakat (Biaya TJSL) Expenditure for the community (CSR Cost)	(1.849)	(2.069)	(2.370)
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	(7.856.554)	(7.848.874)	(5.756.824)
Jumlah Nilai Ekonomi yang Ditahan Total Economic Value Retained	593.040	(197.655)	1.067.300

Catatan | Notes:

* Beban pokok pendapatan dan Beban umum dan administrasi di luar biaya kepegawaian | Cost of revenue, and General and administrative expenses excluding personnel costs

PT Pertamina Trans Kontinental tidak memperoleh dukungan finansial dalam bentuk apa pun dari Pemerintah sepanjang tahun 2025. Dukungan yang dimaksud mencakup, namun tidak terbatas pada, fasilitas pembebasan atau keringanan pajak, subsidi, hibah investasi, bantuan pendanaan riset dan pengembangan, maupun insentif keuangan lainnya.

Kondisi tersebut menunjukkan bahwa Perusahaan menjalankan kegiatan operasional serta pengembangan bisnis secara mandiri, dengan mengandalkan kekuatan internal dan kinerja usaha yang berkelanjutan. [GRI 201-4]

PT Pertamina Trans Kontinental did not receive any financial support from the Government throughout 2025. Such support includes, but is not limited to, tax exemptions or relief, subsidies, investment grants, research and development funding assistance, and other financial incentives.

This condition indicates that the Company conducts its operational activities and business development independently, relying on its internal strengths and sustainable business performance. [GRI 201-4]

Mengoptimalkan Pengelolaan Dampak Ekonomi Tidak Langsung

Optimizing The Management Of Indirect Economic Impacts

PT Pertamina Trans Kontinental memiliki komitmen berkelanjutan untuk menciptakan nilai tambah ekonomi melalui berbagai inisiatif yang mampu mendorong perubahan positif bagi kesejahteraan masyarakat maupun para pemangku kepentingan. Keberadaan Perusahaan di sekitar wilayah operasional juga diarahkan untuk memberikan manfaat jangka panjang yang mendukung pembangunan berkelanjutan.

Sampai dengan tahun 2025, Perusahaan terus memaksimalkan kontribusi ekonomi tidak langsung di berbagai area operasinya di Indonesia. Dampak tersebut diwujudkan melalui penciptaan kesempatan kerja bagi tenaga lokal, penguatan kemitraan dengan pemasok dalam negeri, pelaksanaan program pemberdayaan ekonomi masyarakat, serta pembangunan infrastruktur yang mendukung sektor transportasi khususnya transportasi laut dan fasilitas penunjang yang bermanfaat bagi kebutuhan masyarakat.

Menyediakan Lapangan Kerja Bagi Pekerja Lokal [GRI 203-2]

Perusahaan memiliki komitmen kuat untuk terus mendorong pertumbuhan ekonomi daerah sekaligus meningkatkan kesejahteraan masyarakat di sekitar wilayah operasional. Salah satu wujud nyata komitmen tersebut adalah melalui pembukaan kesempatan kerja bagi tenaga kerja lokal, yaitu individu yang berdomisili di sekitar area operasi Perusahaan. Selain menyediakan peluang kerja, Perusahaan juga secara konsisten melakukan peningkatan kompetensi dan keterampilan tenaga kerja lokal guna memperkuat daya saing, mendukung pengembangan generasi muda, serta membuka kesempatan karier di berbagai bidang, baik operasional maupun manajerial.

Dalam upaya membentuk sumber daya manusia yang unggul, Perusahaan menerapkan proses seleksi yang ketat dengan memastikan setiap kandidat memenuhi standar kualifikasi serta mengikuti prosedur rekrutmen yang berlaku. Komitmen ini menjadi bagian dari kontribusi Perusahaan dalam meningkatkan kapasitas SDM lokal, mempererat hubungan sosial dengan masyarakat, mendorong pertumbuhan ekonomi daerah, serta menjaga keberlanjutan operasional jangka panjang. Inisiatif tersebut juga selaras dengan Tujuan Pembangunan Berkelanjutan (SDGs) khususnya Tujuan 8 tentang pertumbuhan ekonomi inklusif, penciptaan pekerjaan layak, dan peningkatan produktivitas.

Kebijakan terkait tenaga kerja lokal diatur dalam ketentuan rekrutmen yang diterbitkan oleh PT Pertamina International Shipping, yang menekankan prioritas bagi putra daerah khususnya untuk posisi dengan kualifikasi pendidikan diploma dan SLTA/ sederajat di

PT Pertamina Trans Kontinental has a ongoing commitment to creating economic added value through various initiatives that can drive positive change for the welfare of the community and stakeholders. The Company's presence in the surrounding operational areas is also aimed at providing long-term benefits that support sustainable development.

Until 2025, the Company will continue to maximize its indirect economic contribution in various areas of its operations in Indonesia. This impact is realized through the creation of employment opportunities for local workers, the strengthening of partnerships with domestic suppliers, the implementation of community economic empowerment programs, and the development of infrastructure that supports the transportation sector, particularly maritime transportation and supporting facilities that are beneficial to the community's needs.

Providing Employment for Local Workers [GRI 203-2]

The Company is strongly committed to continuing to drive regional economic growth while improving the welfare of communities in the areas surrounding its operations. One tangible manifestation of this commitment is the creation of job opportunities for local workers, namely individuals residing in the areas surrounding the Company's operations. In addition to providing employment opportunities, the Company also consistently improves the competence and skills of local workers in order to strengthen competitiveness, support the development of the younger generation, and open up career opportunities in various fields, both operational and managerial.

In an effort to develop excellent human resources, the Company implements a rigorous selection process by ensuring that each candidate meets the qualification standards and follows the applicable recruitment procedures. This commitment is part of the Company's contribution to improving the capacity of local human resources, strengthening social relations with the community, encouraging regional economic growth, and maintaining long-term operational sustainability. This initiative is also in line with the Sustainable Development Goals (SDGs), particularly Goal 8 on inclusive economic growth, decent job creation, and increased productivity.

The policy on local labor is regulated in the recruitment provisions issued by PT Pertamina International Shipping, which emphasizes priority for local people especially for positions requiring diploma and high school/ equivalent qualifications around the operation location.

sekitar lokasi operasi. Apabila kebutuhan belum terpenuhi, cakupan pencarian diperluas ke tingkat provinsi, dan selanjutnya ke wilayah lain jika masih diperlukan. Namun demikian, sepanjang tahun 2025 Perusahaan tidak melakukan rekrutmen tenaga kerja lokal.

Mengoptimalkan Pendayagunaan Pemasok Lokal [GRI 203-2]

Dalam menunjang kelancaran operasional, PT Pertamina Trans Kontinental secara konsisten menjalin kerja sama dengan berbagai pemasok barang dan jasa, baik untuk kebutuhan jangka pendek maupun jangka panjang. Sebagai bagian dari penerapan pengadaan berkelanjutan, Perusahaan berkomitmen memberikan prioritas kepada pemasok lokal, yaitu pihak yang berdomisili di sekitar wilayah operasional. Komitmen tersebut telah diatur dalam Pedoman Pengadaan Barang/Jasa PTK No. A-001/PTK3300/2024-S9 serta Pedoman Pengelolaan Peningkatan Penggunaan Produk Dalam Negeri No. A3.5-03/L10000/2023-S9 yang telah diratifikasi melalui surat keputusan No. Kpts-245/PTK00000/2024-S9.

Pedoman tersebut juga menegaskan pentingnya optimalisasi penggunaan komponen dalam negeri melalui penerapan standar Tingkat Komponen Dalam Negeri (TKDN) pada barang dan jasa. TKDN menjadi indikator strategis dalam mendukung kebijakan pemerintah untuk meningkatkan pemanfaatan produk nasional sekaligus memperkuat daya saing industri domestik. Oleh karena itu, Perusahaan terus berupaya memaksimalkan kontribusi komponen lokal dalam seluruh aktivitas operasional dengan tetap mengacu pada regulasi yang berlaku di Indonesia.

Sepanjang tahun 2025, nilai total pengadaan barang dan jasa Perusahaan tercatat sebesar Rp1.153.736 juta, dengan capaian TKDN mencapai 54,19%, jauh melampaui target SH IML sebesar 40%. Hal ini menunjukkan bahwa lebih dari separuh nilai proyek dan kegiatan operasional Perusahaan telah menggunakan komponen dalam negeri. Selain itu, seluruh mitra pemasok yang bekerja sama dengan Perusahaan berasal dari perusahaan nasional, dengan jumlah 97 pemasok atau setara 98,98% dari total pemasok.

Persentase Pemasok Lokal PTK [GRI 203-2] Percentage of Local Suppliers of PTK [GRI 203-2]

No	Jenis Pemasok Type of Supplier	2025		2024		2023	
		Jumlah Pemasok Number of Suppliers	Nilai (Rp juta) Value (Rp million)	Jumlah Pemasok Number of Suppliers	Nilai (Rp juta) Value (Rp million)	Jumlah Pemasok Number of Suppliers	Nilai (Rp juta) Value (Rp million)
1	Pemasok Lokal Local Supplier	97	1.140.822	117	1.858.555	145	1.879.500
2	Pemasok Luar Negeri Foreign Supplier	1	12.914	1	17.478	0	-
Total		98	1.153.736	118	1.876.032	145	1.879.500
Persentase Pemasok Lokal Percentage of Local Supplier		98,98%		99,15%		100%	
Persentase Nilai Pengadaan Lokal Percentage of Local Procurement Value		98,87%		99,07%		100%	

If the requirements are not met, the search scope is expanded to the provincial level, and then to other regions if still necessary. However, throughout 2025, the Company did not recruit local workers.

Optimizing the Utilization of Local Suppliers [GRI 203-2]

To support smooth operations, PT Pertamina Trans Kontinental consistently collaborates with various suppliers of goods and services, both for short-term and long-term needs. As part of the implementation of sustainable procurement, the Company is committed to giving priority to local suppliers, namely those domiciled in the vicinity of its operational areas. This commitment is stipulated in the PTK Goods/Services Procurement Guidelines No. A-001/PTK3300/2024-S9 and the Guidelines for Managing the Increased Use of Domestic Products No. A3.5-03/L10000/2023-S9, which have been ratified through decree No. Kpts-245/PTK00000/2024-S9.

The guidelines also emphasize the importance of optimizing the use of domestic components through the application of the Domestic Component Level (TKDN) standard for goods and services. TKDN is a strategic indicator in supporting government policies to increase the utilization of national products while strengthening the competitiveness of the domestic industry. Therefore, the Company continues to strive to maximize the contribution of local components in all operational activities while still referring to the regulations applicable in Indonesia.

Throughout 2025, the total value of the Company's procurement of goods and services was recorded at Rp1,153,736 million, with a TKDN achievement of 54.19%, far exceeding the SH IML target of 40%. This shows that more than half of the value of the Company's projects and operational activities have used domestic components. In addition, all supplier partners working with the Company are from national companies, with a total of 97 suppliers or 98.98% of the total suppliers.



Melakukan Pemberdayaan Ekonomi Masyarakat Sekitar

PT Pertamina Trans Kontinental memiliki komitmen kuat untuk terus berkontribusi dalam meningkatkan kemandirian ekonomi masyarakat di sekitar wilayah operasionalnya. Setiap tahun, Perusahaan secara konsisten menjalankan berbagai program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang diarahkan untuk mendorong peningkatan taraf hidup, memperkuat kapasitas ekonomi, serta menciptakan kesejahteraan yang berkelanjutan bagi masyarakat setempat.

Sepanjang tahun 2025, PTK telah mengimplementasikan sejumlah program pemberdayaan ekonomi masyarakat di sekitar area operasi, yang antara lain meliputi:

Empowering the Economy of Surrounding Communities

PT Pertamina Trans Kontinental is strongly committed to continuing to contribute to improving the economic independence of communities in the areas surrounding its operations. Every year, the Company consistently implements various Social and Environmental Responsibility (TJSL) programs aimed at improving living standards, strengthening economic capacity, and creating sustainable prosperity for local communities.

Throughout 2025, PTK has implemented a number of community economic empowerment programs in the areas surrounding its operations, including:

Program Pemberdayaan Ekonomi Masyarakat Sekitar Tahun 2025 [GRI 203-2, 413-2]

Sepanjang tahun 2025, Perusahaan melaksanakan Program Pemberdayaan Ekonomi Masyarakat yang berfokus pada peningkatan kesejahteraan sosial dan ekonomi masyarakat di sekitar wilayah operasional, khususnya di Jakarta, Batam, Balikpapan, Semarang, Bogor, dan Flores. Program ini diwujudkan melalui kombinasi bantuan sosial, pengembangan ekonomi berbasis komunitas, serta dukungan terhadap infrastruktur sosial dasar, seperti program air bersih, bantuan panti asuhan, kegiatan keagamaan, hingga pelaksanaan social mapping sebagai dasar perencanaan program yang lebih tepat sasaran. Salah satu inisiatif strategis adalah program Inkubasi Ekonomi Bahari Tahap II di Batam yang dilakukan melalui kerja sama dengan pemangku kepentingan lokal, sebagai bentuk investasi sosial yang bersifat in-kind dan pro bono dalam mendukung pengembangan kapasitas usaha masyarakat pesisir. Secara keseluruhan, realisasi Program Pemberdayaan mencapai Rp446,29 juta yang mencerminkan kontribusi nyata Perusahaan dalam memperkuat ekonomi lokal serta meningkatkan akses masyarakat terhadap layanan dasar dan peluang usaha.

Dari perspektif dampak, program ini memberikan kontribusi positif terhadap peningkatan kesejahteraan masyarakat, penguatan ekonomi lokal, serta peningkatan hubungan harmonis antara Perusahaan dan komunitas sekitar. Namun demikian, Perusahaan juga menyadari adanya potensi dampak negatif dari kegiatan operasionalnya, khususnya di wilayah operasional pelabuhan dan logistik, antara lain potensi gangguan lingkungan, aktivitas lalu lintas logistik, serta risiko terhadap ekosistem pesisir. Untuk itu, Perusahaan secara konsisten menerapkan langkah mitigasi melalui pengelolaan lingkungan yang ketat, pelaksanaan social mapping, serta pelibatan masyarakat dalam perencanaan dan evaluasi program, termasuk kegiatan monitoring dan evaluasi yang dilakukan secara berkala.

Melakukan Pembangunan Infrastruktur Berkelanjutan

PT Pertamina Trans Kontinental memandang pembangunan infrastruktur sebagai elemen strategis yang memiliki peran signifikan dalam mendorong pertumbuhan ekonomi, memperluas pemerataan pembangunan, serta meningkatkan kesejahteraan, produktivitas, dan kualitas hidup masyarakat.

Economic Empowerment Program for Surrounding Communities in 2025 [GRI 203-2, 413-2]

Throughout 2025, the Company implemented Community Economic Empowerment Programs aimed at improving the social and economic well-being of communities surrounding its operational areas, particularly in Jakarta, Batam, Balikpapan, Semarang, Bogor, and Flores. These programs were delivered through a combination of social assistance, community-based economic development initiatives, and support for basic social infrastructure, including clean water programs, orphanage support, religious activities, and the implementation of social mapping to ensure more targeted program planning. One of the key initiatives was the Marine Economic Incubation Program Phase II in Batam, conducted in collaboration with local stakeholders as a form of in-kind and pro bono social investment to enhance the capacity of coastal community enterprises. Overall, the Empowerment Program reached a total realization of Rp446.29 million, reflecting the Company's tangible contribution to strengthening local economies and improving access to essential services and business opportunities.

From an impact perspective, these initiatives have contributed positively to community welfare, local economic resilience, and stronger relationships between the Company and surrounding communities. Nevertheless, the Company acknowledges the potential negative impacts of its operations, particularly in port and logistics areas such as Batam and Balikpapan, including potential environmental disturbances, increased logistics traffic, and risks to coastal ecosystems. To address these risks, the Company consistently implements mitigation measures through strict environmental management, comprehensive social mapping, and active community engagement in program planning and evaluation, including regular monitoring and evaluation activities.

Undertaking Sustainable Infrastructure Development

PT Pertamina Trans Kontinental views infrastructure development as a strategic element that plays a significant role in driving economic growth, expanding equitable development, and improving the welfare, productivity, and quality of life of the community.

Sejalan dengan hal tersebut, PTK berkomitmen untuk terus mengembangkan infrastruktur yang tidak hanya menunjang kelancaran kegiatan operasional Perusahaan, tetapi juga mampu memberikan manfaat jangka panjang bagi masyarakat serta lingkungan di sekitar wilayah operasinya. Sepanjang tahun 2025, berbagai inisiatif pembangunan infrastruktur yang telah dilaksanakan PTK meliputi sebagai berikut:

In line with this, PTK is committed to continuing to develop infrastructure that not only supports the smooth running of the Company's operations, but also provides long-term benefits to the community and the environment around its operational areas. Throughout 2025, various infrastructure development initiatives carried out by PTK include the following:

Pembangunan Infrastruktur PTK Tahun 2025

PTK Infrastructure Development in 2025 [GRI 203-1] [GRI 203-2]

No	Program Pembangunan Infrastruktur Infrastructure Development Program	Wilayah Operasi Operational Area	Nilai Investasi (Rp Juta) Investment Value (Rp Million)	Sifat Nature	Dampak Impact
1	Program Air Bersih Yayasan TBN Clean Water Program for Yayasan YTBN	Flores	50	<i>In-kind dan pro bono</i>	Meningkatkan akses air bersih bagi masyarakat setempat serta mendukung kesehatan dan aktivitas ekonomi masyarakat Improves access to clean water, supporting public health and local economic activities
2	Sarana Penyediaan Air Bersih Clean Water Facility Provision	Nusa Tenggara Barat	170	<i>In-kind dan pro bono</i>	Memperkuat infrastruktur dasar masyarakat melalui penyediaan air bersih yang berkelanjutan serta meningkatkan kualitas hidup masyarakat Strengthens basic community infrastructure through sustainable clean water provision and improves quality of life
3	Pengembangan Ekonomi Berbasis Infrastruktur Komunitas (Inkubasi Ekonomi Bahari Tahap II & Desa Energi Berdikari) Community-Based Infrastructure Development (Marine Economic Incubation Phase II & Energy Independent Village)	Batam, Balikpapan	250,7	<i>In-kind dan pro bono</i>	Mendorong kemandirian ekonomi masyarakat pesisir, menciptakan peluang usaha, serta meningkatkan ketahanan ekonomi lokal Enhances coastal community economic independence, creates business opportunities, and strengthens local economic resilience

Lingkungan: Memperkuat Langkah, Mengoptimalkan Pengelolaan Dampak Bagi Keberlanjutan Lingkungan

Environment:

Strengthening Steps, Optimizing Impact
Management For Environmental Sustainability





Pendekatan Manajemen: Topik Pengelolaan Lingkungan [GRI 3-2, 3-3]

Management Approach: Environmental Management Topic [GRI 3-2, 3-3]

Pengelolaan Dampak [GRI 2-27, 3-3]

PTK secara konsisten menunjukkan komitmennya dalam mengelola dampak lingkungan guna menekan potensi dampak negatif sekaligus memaksimalkan kontribusi positif perusahaan terhadap keberlanjutan lingkungan. Sepanjang tahun 2025, PTK secara aktif mengendalikan risiko lingkungan dengan menitikberatkan pada upaya pencegahan pencemaran udara dan laut, serta mitigasi potensi bencana, khususnya bencana hidrometeorologi seperti banjir, kekeringan, badai, kebakaran hutan, serta fenomena El Nino dan La Nina yang berpotensi memengaruhi kondisi sosial dan ekonomi perusahaan. Berbagai bencana tersebut dapat mengganggu infrastruktur, jaringan komunikasi, hingga sistem distribusi yang pada akhirnya berdampak pada kinerja operasional dan keberlangsungan usaha.

Sebagai langkah mitigasi, PTK secara berkelanjutan menerapkan berbagai strategi pengelolaan lingkungan, antara lain melalui pemantauan dan pengelolaan lingkungan secara berkala, pelaksanaan Analisis Mengenai Dampak Lingkungan (AMDAL), penerapan standar ISO 14001 tentang Sistem Manajemen Lingkungan, serta pemenuhan ketentuan baku mutu lingkungan yang berlaku. Selain itu, perusahaan juga mengedepankan operasional ramah lingkungan dengan menjalankan program dekarbonisasi melalui inovasi teknologi hijau, seperti pengoperasian kapal tugboat berbahan bakar ganda LNG pertama di Indonesia, pemasangan panel surya di sejumlah kapal, pemanfaatan shore connection di terminal pelabuhan, penggunaan bahan bakar alternatif methanol, serta uji coba pemanfaatan Compressed Natural Gas (CNG) sebagai energi terbarukan. PTK juga aktif menjalin kolaborasi dengan berbagai pemangku kepentingan untuk memperkuat pelestarian lingkungan dan meningkatkan daya dukung ekosistem.

Melalui berbagai inisiatif tersebut, PTK optimis dapat memberikan dampak positif yang berkelanjutan, antara lain meningkatkan kesadaran lingkungan, mendorong pemahaman pengembangan konsep green port, meningkatkan efisiensi energi dan biaya operasional, menurunkan emisi gas rumah kaca, mengendalikan dampak perubahan iklim, serta mendukung program pemerintah dalam pengembangan ekosistem karbon biru dan pencapaian target Net Zero Emission (NZE) pada tahun 2060.

Selain aspek lingkungan, PTK juga memiliki komitmen kuat dalam mengelola dampak kinerja ekonomi dan dampak ekonomi tidak langsung guna meminimalkan risiko negatif sekaligus mengoptimalkan kontribusi perusahaan terhadap pembangunan ekonomi nasional yang berkelanjutan. Pada tahun 2025, pengelolaan dampak ekonomi difokuskan pada pencegahan penurunan kinerja operasional,

Impact Management [GRI 2-27, 3-3]

PTK consistently demonstrates its commitment to managing environmental impacts in order to minimize potential negative impacts while maximizing the company's positive contribution to environmental sustainability. Throughout 2025, PTK actively controlled environmental risks by focusing on efforts to prevent air and marine pollution, as well as mitigating potential disasters, particularly hydrometeorological disasters such as floods, droughts, storms, forest fires, and El Nino and La Nina phenomena that could potentially affect the company's social and economic conditions. These disasters can disrupt infrastructure, communication networks, and distribution systems, which ultimately impact operational performance and business continuity.

As a mitigation measure, PTK continuously implements various environmental management strategies, including through regular environmental monitoring and management, conducting Environmental Impact Assessments (EIA), implementing the ISO 14001 standard on Environmental Management Systems, and complying with applicable environmental quality standards. In addition, the company also prioritizes environmentally friendly operations by implementing decarbonization programs through green technology innovations, such as operating the first dual-fuel LNG tugboat in Indonesia, installing solar panels on a number of ships, utilizing shore connections at port terminals, using methanol as an alternative fuel, and testing the use of Compressed Natural Gas (CNG) as a renewable energy source. PTK is also actively collaborating with various stakeholders to strengthen environmental conservation and improve ecosystem carrying capacity.

Through these various initiatives, PTK is optimistic that it can have a sustainable positive impact, including raising environmental awareness, promoting understanding of the green port concept, improving energy and operational cost efficiency, reducing greenhouse gas emissions, controlling the impact of climate change, and supporting government programs in developing the blue carbon ecosystem and achieving the Net Zero Emission (NZE) target by 2060.

In addition to environmental aspects, PTK also has a strong commitment to managing economic performance impacts and indirect economic impacts in order to minimize negative risks while optimizing the company's contribution to sustainable national economic development. In 2025, economic impact management will focus on preventing declines in operational, financial, and marketing performance that could potentially cause losses and disrupt business



keuangan, dan pemasaran yang berpotensi menimbulkan kerugian serta mengganggu kelangsungan usaha, menjaga distribusi manfaat ekonomi kepada pemangku kepentingan, serta mengantisipasi risiko meningkatnya tingkat pengangguran.

Kebijakan

Kebijakan PTK terkait Pengelolaan Lingkungan:

- Kebijakan Health, Safety, Security and Environment (HSSE)
- Kebijakan Greenport

Kebijakan PTK terkait Pengelolaan Lingkungan mengacu pada Ketetapan Umum:

- Undang-Undang Republik Indonesia Nomor 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup serta Perubahannya Undang-undang (UU) Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang
- Undang-Undang Republik Indonesia Nomor 30 Tahun 2007 tentang Energi

continuity, maintaining the distribution of economic benefits to stakeholders, and anticipating the risk of rising unemployment.

Policies

PTK Policy regarding Environmental Management:

- Health, Safety, Security, and Environment (HSSE) Policy
- Greenport Policy

PTK policy regarding Environmental Management refers to the following General Provisions:

- Law of the Republic of Indonesia Number 32 of 2009 concerning Environmental Protection and Management and Amendments to Law (UU) Number 6 of 2023 concerning the Determination of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law
- Law of the Republic of Indonesia Number 30 of 2007 concerning Energy

- Peraturan Pemerintah Nomor 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup
- Peraturan Pemerintah Nomor 74 Tahun 2001 tentang Pengelolaan Bahan Berbahaya dan Beracun
- Peraturan Menteri Lingkungan Hidup Dan Kehutanan Nomor 5 Tahun 2021 tentang Tata Cara Penerbitan Persetujuan Teknis Dan Surat Kelayakan Operasional Bidang Pengendalian Pencemaran Lingkungan
- Peraturan Menteri Negara Lingkungan Hidup Nomor 03 Tahun 2008 tentang Tata Cara Pemberian Simbol dan Label Bahan Berbahaya dan Beracun
- Peraturan Menteri Lingkungan Hidup Dan Kehutanan Nomor 6 Tahun 2021 tentang Tata Cara Dan Persyaratan Pengelolaan Limbah Bahan Berbahaya Dan Beracun
- Peraturan Menteri Lingkungan Hidup Dan Kehutanan Nomor 11 Tahun 2021 tentang Baku Mutu Emisi Mesin Dengan Pembakaran Dalam
- Peraturan Menteri Energi dan Sumber Daya Mineral Nomor 9 Tahun 2018 tentang Pencabutan Peraturan Menteri Energi dan Sumber Daya Mineral Terkait Kegiatan Di Bidang Energi Baru, Terbarukan, dan Konservasi Energi
- Government Regulation Number 22 of 2021 concerning Implementation of Environmental Protection and Management
- Government Regulation Number 74 of 2001 concerning Management of Hazardous and Toxic Materials
- Regulation of the Minister of Environment and Forestry Number 5 of 2021 concerning Procedures for the Issuance of Technical Approval and Operational Feasibility Letters in the Field of Environmental Pollution Control
- Regulation of the Minister of the Environment Number 03 of 2008 concerning Procedures for Providing Symbols and Labels for Hazardous and Toxic Materials
- Regulation of the Minister of Environment and Forestry Number 6 of 2021 concerning Procedures and Requirements for Hazardous and Toxic Waste Management
- Regulation of the Minister of Environment and Forestry Number 11 of 2021 concerning Emission Quality Standards for Internal Combustion Engines
- Minister of Energy and Mineral Resources Regulation Number 9 of 2018 concerning Revocation of Regulation of the Minister of Energy and Mineral Resources Regarding Activities in the Field of New, Renewable Energy and Energy Conservation

Komitmen

- Menjalankan aktivitas usaha dengan mengedepankan prinsip HSSE sebagai bagian dari upaya mendukung terwujudnya PTK sebagai perusahaan jasa maritim terpadu berkelas global pada tahun 2026.
- Memastikan kepatuhan terhadap seluruh peraturan dan ketentuan di bidang lingkungan hidup dalam setiap kegiatan operasional perusahaan.
- Berkomitmen untuk melindungi dan menjaga keberlanjutan kelestarian lingkungan.

Tujuan/Target dan Realisasi

Sasaran pengelolaan lingkungan PTK mencakup sejumlah bidang utama, antara lain pengelolaan energi, penurunan emisi, pengelolaan limbah dan air, pelestarian keanekaragaman hayati, serta upaya memperoleh sertifikasi green port baik di tingkat nasional maupun internasional. Adapun rincian target tersebut meliputi:

- Bidang energi dilakukan melalui pelaksanaan audit energi pada salah satu lokasi PTK Group untuk menilai tingkat efisiensi penggunaan energi. Hasil pengukuran tersebut kemudian dijadikan sebagai baseline dalam menetapkan target penghematan energi pada periode berikutnya.
- Bidang udara (reduksi emisi) diwujudkan melalui inventarisasi terpadu data konsumsi BBM dan listrik di seluruh unit PTK Group, yang selanjutnya dikonversi ke dalam satuan ton setara CO₂. Data tersebut menjadi dasar dalam penetapan target penurunan emisi serta pengembangan program pengendalian emisi di masing-masing lokasi kerja.

Commitment

- Conduct business activities by prioritizing HSSE principles as part of efforts to support PTK in becoming a global integrated maritime services company by 2026.
- Ensure compliance with all environmental regulations and provisions in all company operations.
- Commit to protecting and maintaining environmental sustainability.

Objectives/Targets and Realization

PTK's environmental management targets cover a number of key areas, including energy management, emission reduction, waste and water management, biodiversity conservation, and efforts to obtain green port certification at both the national and international levels. The details of these targets include:

- The energy sector is addressed through the implementation of an energy audit at one of the PTK Group's locations to assess the level of energy efficiency. The results of these measurements are then used as a baseline for setting energy saving targets for the following period.
- The air sector (emission reduction) is realized through an integrated inventory of fuel and electricity consumption data across all PTK Group units, which is then converted into tons of CO₂ equivalent. This data forms the basis for setting emission reduction targets and developing emission control programs at each work location.

- Bidang limbah dan air dilakukan melalui penyediaan program pemantauan rutin setiap bulan yang disertai langkah tindak lanjut apabila ditemukan kualitas air limbah maupun air bersih yang melampaui baku mutu yang ditetapkan.
- Bidang keanekaragaman hayati dilaksanakan melalui kegiatan pemetaan penanaman pohon di seluruh wilayah operasional, termasuk pencatatan jumlah dan jenis pohon yang ditanam sebagai bagian dari upaya pelestarian lingkungan.

Evaluasi dan Efektivitas Tindakan untuk Mengelola Dampak

- Peninjauan terhadap program kerja lingkungan mencakup upaya penambahan titik sampel lokasi yang dijadikan percontohan bagi wilayah lain, sehingga pelaksanaan program lingkungan dapat berlangsung lebih merata serta menghasilkan dampak yang lebih luas.
- Tingkat efektivitas dampak yang dihasilkan dinilai sangat baik, antara lain tercermin dari berbagai bentuk pengakuan eksternal, seperti apresiasi dari Kemenko Pangan atas program Green Port PSKB, perolehan Sertifikasi EDGE Green Building dari IFC, serta keberhasilan penyusunan Green Company Roadmap pada Pertamina Trans Kontinental Group. Selain itu, efektivitas juga diukur melalui tingkat kepatuhan terhadap standar baku mutu pada aspek Pengendalian Pencemaran Air (PPA), Pengendalian Pencemaran Udara (PPU), dan Pengelolaan Limbah Bahan Berbahaya dan Beracun (PLB3) di masing-masing lokasi operasional.

Penanggung Jawab

- Vice President (VP) Health, Safety, Security, & Environment (HSSE)
- Vice President (VP) Legal & Relation

Alokasi Anggaran untuk Melakukan Pengelolaan Terkait Topik Ini

- PTK telah mengalokasikan biaya pengelolaan dan pemantauan lingkungan pada tahun 2025 sebesar RpXX juta
- Dana CSR Lingkungan yang digunakan untuk kegiatan Tanggung Jawab Sosial & Lingkungan (TJSL) di bidang environment pada tahun 2025 sebesar Rp1.017.100.043.

Keterlibatan Pemangku Kepentingan dalam Pengelolaan Dampak

- PT Pertamina Group berperan aktif dalam memperkuat kolaborasi dan sinergi pada berbagai inisiatif pengelolaan serta pelestarian lingkungan.
- Karyawan beserta mitra kerja PTK.
- Masyarakat yang berada di sekitar wilayah operasional perusahaan.
- Regulator terkait, antara lain Kementerian Lingkungan Hidup dan Kehutanan (KLHK), Dinas Lingkungan Hidup (DLH), serta instansi lainnya.

- Waste and water management is carried out through a monthly monitoring program, accompanied by follow-up measures if the quality of wastewater or clean water exceeds the established quality standards.
- Biodiversity management is implemented through tree planting mapping activities across all operational areas, including recording the number and types of trees planted as part of environmental conservation efforts.

Action Evaluation and Effectiveness to Manage Impacts

- The review of the environmental work program includes efforts to add sample points that will serve as models for other regions, so that the implementation of environmental programs can be more evenly distributed and have a broader impact.
- The level of effectiveness of the impact produced is considered very good, as reflected in various forms of external recognition, such as appreciation from the Coordinating Ministry for Food Security for the PSKB Green Port program, the acquisition of EDGE Green Building Certification from the IFC, and the successful preparation of the Green Company Roadmap at Pertamina Trans Kontinental Group. In addition, effectiveness is also measured through the level of compliance with standard quality standards in the aspects of Water Pollution Control (PPA), Air Pollution Control (PPU), and Management of Hazardous and Toxic Waste (PLB3) at each operational location.

Person in Charge

- Vice President (VP) of Health, Safety, Security, & Environment (HSSE)
- Vice President (VP) of Legal & Relation

Budget Allocation for Management Related to This Topic

- PTK has budgeted RpXX million for environmental management and monitoring in 2025.
- Environmental CSR funds used for Social & Environmental Responsibility (TJSL) activities in the environmental sector in 2025 amount to Rp1,017,100,043.

Stakeholders Involvement in The Impacts Management

- PT Pertamina Group plays an active role in strengthening collaboration and synergy in various environmental management and conservation initiatives.
- Employees and PTK partners.
- Communities located in the vicinity of the company's operational areas.
- Relevant regulators, including the Ministry of Environment and Forestry (KLHK), the Environmental Agency (DLH), and other agencies.

Kebijakan dan Sistem Manajemen Lingkungan

Environmental Management Policy and System

Operasional PTK yang mencakup layanan pelayaran pada sektor energi, penyediaan jasa marine, serta jasa logistik mengandung potensi risiko lingkungan yang harus dikelola secara optimal. Pengelolaan tersebut bertujuan untuk mencegah maupun meminimalkan dampak negatif terhadap manusia, lingkungan, aset, serta reputasi Perusahaan. Sejalan dengan komitmen Perusahaan dalam menjalankan kegiatan usaha yang memperhatikan aspek keberlanjutan lingkungan, PTK secara konsisten menerapkan kebijakan serta sistem manajemen lingkungan yang terstruktur, terukur, terencana, dan berkesinambungan.

PTK telah menetapkan Kebijakan Health, Safety, Security and Environment (HSSE) serta memperoleh sertifikasi ISO 14001:2015 tentang Sistem Manajemen Lingkungan sebagai bentuk kepatuhan terhadap regulasi dan persyaratan lingkungan yang berlaku, sekaligus upaya pencegahan dampak lingkungan.

PTK's operations, which include shipping services in the energy sector, marine services, and logistics services, carry potential environmental risks that must be managed optimally. This management aims to prevent and minimize negative impacts on people, the environment, assets, and the Company's reputation. In line with the Company's commitment to conducting business activities that take into account environmental sustainability, PTK consistently implements structured, measurable, planned, and sustainable environmental management policies and systems.

PTK has established a Health, Safety, Security and Environment (HSSE) Policy and obtained ISO 14001:2015 certification for Environmental Management Systems as a form of compliance with applicable environmental regulations and requirements, as well as an effort to prevent environmental impacts.

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PTK telah menjalankan berbagai program terkait sistem manajemen lingkungan sepanjang tahun 2025, antara lain:

1. Menggunakan botol isi ulang dan gelas kaca di ruang rapat guna mengurangi sampah
2. Snack rapat tidak menggunakan plastik dan dus untuk ruang meeting
3. Pengolahan botol plastik melalui Plasticpay
4. Pengolahan sampah organik menjadi kompos dan pakan maggot
5. Pengelolaan sampah anorganik melalui Bank Sampah
6. Menggunakan keran otomatis dalam wastafel

PTK has implemented various programs related to environmental management system throughout 2025, including:

1. Using refillable bottles and glass cups in meeting rooms to reduce waste
2. Provision of plastic-free snacks and boxes for meeting rooms
3. Processing plastic bottles through Plasticpay
4. Processing organic waste into compost and maggot feed
5. Managing inorganic waste through Waste Banks
6. Using automatic faucets in sinks

Biaya Pengelolaan, Pemantauan Dan Pelestarian Lingkungan

Costs For Environmental Management, Monitoring, And Conservation

PTK telah merealisasikan pengeluaran untuk aspek lingkungan pada tahun 2025 sebesar Rp1.754,95 juta, meningkat 84,95% dibandingkan realisasi tahun 2024 yang tercatat Rp948,88 juta. Dana tersebut digunakan untuk mendukung berbagai kegiatan pengelolaan, pemantauan, serta upaya pelestarian lingkungan.

Selain itu, pada tahun yang sama PTK juga mengalokasikan dana sebesar Rp1.017.100.043 untuk program pelestarian lingkungan melalui kegiatan TJSL di bidang lingkungan antara lain bantuan kepada masyarakat terdampak banjir di Bali dan Sumatera, penanaman mangrove di Banten, program Desa Energi Berdikari Tahap II di Balikpapan, dan Coastal Clean Up di Cilacap.

PTK has realized expenditures for environmental aspects in 2025 amounting to Rp1,754.95 million, an increase of 84.95% compared to the realization in 2024, which was recorded at Rp948.88 million. These funds were used to support various management, monitoring, and environmental conservation efforts.

In addition, in the same year, PTK also allocated funds of Rp1,017,100,043 for environmental conservation programs through TJSL activities in the environmental sector, including assistance to flood-affected communities in Bali and Sumatera, mangrove planting in Banten, the Independent Energy Village Program Phase II in Balikpapan, and Coastal Clean Up in Cilacap.

Biaya Pengelolaan, Pemantauan dan Pelestarian Lingkungan [OJK F.4] Cost for Environmental Management, Monitoring, and Conservation [OJK F.4]

Rp-juta / Rp million



Mengelola Penggunaan dan Efisiensi Energi

Managing Energy Use and Efficiency

Sampai dengan tahun 2024, PTK mengandalkan tiga jenis sumber energi utama dalam menunjang kegiatan operasionalnya, yakni Bahan Bakar Minyak (BBM), Liquified Natural Gas (LNG), serta listrik. BBM jenis High Speed Diesel (HSD) digunakan sebagai energi utama untuk pengoperasian kapal, sedangkan BBM jenis solar dan bensin dimanfaatkan bagi kendaraan operasional dan transportasi darat. Adapun listrik digunakan untuk kebutuhan penerangan serta sebagai sumber daya bagi berbagai fasilitas dan peralatan elektronik kantor, seperti komputer, laptop, lift, mesin fotokopi, dan perangkat pendukung operasional lainnya.

Until 2024, PTK relies on three main types of energy sources to support its operational activities, namely Fuel Oil (BBM), Liquified Natural Gas (LNG), and electricity. High Speed Diesel (HSD) fuel oil is used as the main energy source for ship operations, while diesel and gasoline fuel oils are used for operational vehicles and land transportation. Electricity is used for lighting and as a power source for various office facilities and electronic equipment, such as computers, laptops, elevators, photocopiers, and other operational support devices.

Sepanjang tahun 2025, total konsumsi energi listrik di lingkungan perkantoran PTK tercatat sebesar 7.246,57 gigajoule, menurun 4,69% dibandingkan tahun 2024 yang sebesar 7.603,02 gigajoule. Dalam rangka memantau efisiensi penggunaan energi, PTK juga menghitung intensitas konsumsi listrik per pegawai, yang pada tahun 2025 tercatat sebesar 2,42 gigajoule per orang, turun 5,47% dari tahun sebelumnya sebesar 2,56 gigajoule per orang. Peningkatan tersebut terutama dipengaruhi oleh bertambahnya cakupan area operasional kantor Perusahaan. [GRI 302-1, 302-3] [OJK F.5, F.6]

Throughout 2025, the total electricity consumption in PTK's office environment was recorded at 7,246.57 gigajoules, a decrease of 4.69% compared to 2024, which was 7,603.02 gigajoules. In order to monitor energy efficiency, PTK also calculates the intensity of electricity consumption per employee, which in 2025 was recorded at 2.42 gigajoules per person, a decrease of 5.47% from the previous year's figure of 2.56 gigajoules per person. This increase was mainly influenced by the expansion of the Company's office operational area. [GRI 302-1, 302-3] [OJK F.5, F.6]

Penggunaan Energi Operasional Kantor Berdasarkan Jenis Energi [GRI 302-1, 302-3] [OJK F.5, F.6] Energy Use in Office Operations by Energy Type [GRI 302-1, 302-3] [OJK F.5, F.6]

Jenis Energi Type of Energy	Volume (Satuan Masing-Masing) Volume (Respective Unit)				Volume (Gigajoule)		
	Satuan Unit	2025	2024	2023	2025	2024	2023
Energi Fosil Type of Energy							
Listrik Electricity	kWh	2.012.938,00	2.111.954,00	1.795.536,00	7.246,57	7.603,04	6.463,93
Total Penggunaan Energi Dalam Perusahaan (Gigajoule) Total Energy Use in the Company (Gigajoules)					7.246,57	7.603,04	6.463,93
Jumlah Pegawai (orang) Number of Employees (person)					2.987	2.971	3.701
Intensitas Penggunaan Energi (Gigajoule/orang) Energy Use Intensity (Gigajoule/person)					2,42	2,56	1,75

Catatan | Notes:

- Standar atau metodologi yang digunakan untuk perhitungan penggunaan energi adalah ISO 50001
- Pengukuran intensitas penggunaan energi dilakukan dengan cara membagi total penggunaan energi dengan jumlah pegawai
- Standard or methodology used for calculating energy use is ISO 50001
- Energy use intensity is measured by dividing total energy use by the number of employees

Faktor Konversi | Conversion Factor:

Sumber faktor konversi menggunakan General Converter for Energy dari International Energy Agency (IEA), dengan faktor konversi | The source of the conversion factor uses the General Converter for Energy from the International Energy Agency (IEA), with the following conversion factor: 1 kWh: 0,0036 Gigajoule

Penggunaan energi untuk kegiatan operasional kapal PTK sepanjang tahun 2025 tercatat sebesar 1.254.190,48 gigajoule, atau mengalami penurunan 18,58% dibandingkan tahun 2024 yang mencapai 1.540.355,71 gigajoule. Hal ini mencerminkan keberhasilan upaya efisiensi energi yang dilakukan.

Energy consumption for PTK's ship operations throughout 2025 is recorded at 1,254,190.48 gigajoules, representing a decrease of 18.58% compared to 2024, which reached 1,540,355.71 gigajoules. This reflects the success of energy efficiency efforts taken.

Untuk memantau tingkat efisiensi dan produktivitas operasional, PTK juga melakukan pengukuran intensitas penggunaan energi kapal. Pada tahun 2025, hasil pengukuran intensitas energi operasional kapal sebesar 10,44 gigajoule per hari, angka tersebut menurun 18,75% dibandingkan tahun 2024 yang tercatat 12,85 gigajoule per hari. Hasil ini menunjukkan keberhasilan Perseroan dalam menekan pemborosan energi tanpa mengurangi produktivitas kegiatan operasional, sekaligus memperkuat komitmen PTK dalam mendukung praktik bisnis yang lebih ramah lingkungan dan berkelanjutan.

To monitor the level of operational efficiency and productivity, PTK also measures the intensity of ship energy use. In 2025, the results of the ship's operational energy intensity measurement were 10.44 gigajoules per day, a decrease of 18.75% compared to 2024, which was recorded at 12.85 gigajoules per day. These results show the Company's success in reducing energy waste without reducing operational productivity, while strengthening PTK's commitment to supporting more environmentally friendly and sustainable business practices.

Penggunaan Energi Operasional Kapal Berdasarkan Jenis Energi [GRI 302-1, 302-3] [OJK F.5, F.6] Energy Use in Vessel Operations by Energy Type [GRI 302-1, 302-3] [OJK F.5, F.6]

Jenis Energi Type of Energy	Volume (Satuan Masing-Masing) Volume (Respective Unit)			Volume (Gigajoule)	
	Satuan Unit	2025	2024	2025	2024
Energi Terbarukan Renewable Energy					
B40 (Biodiesel 40)	Liter	34.491.976,00	-	1.224.465,15	-
B35 (Biodiesel 35)	Liter	719.580,00	43.421.790,00	25.545,09	1.520.088,31
Total Penggunaan Energi Terbarukan (Gigajoule) Total Renewable Energy Use (Gigajoules)				1.250.010,24	1.520.088,31

Jenis Energi Type of Energy	Volume (Satuan Masing-Masing) Volume (Respective Unit)			Volume (Gigajoule)	
	Satuan Unit	2025	2024	2025	2024
Energi Fosil Fossil Energy					
HSD	Liter	2.740,00	2.644,00	98,09	94,66
Dexlite	Liter	8.101,00	4.330,85	311,89	166,74
Pertamax	Liter	109.015,00	3.989,00	3.679,26	134,63
Solar	Liter	-	555.066,41	-	19.871,38
Total Penggunaan Energi Fosil (Gigajoule) Total Fossil Energy Use (Gigajoules)				4.089,24	20.267,40
Total Penggunaan Energi Dalam Perusahaan (Gigajoule) Total Energy Use in the Company (Gigajoules)				1.254.190,48	1.540.355,71
Commission Days (hari) Commission Days (days)				120.118	119.841
Intensitas Penggunaan Energi (Gigajoule/hari) Energy Use Intensity (Gigajoule/day)				10,44	12,85

Faktor Konversi | Conversion Factor:

- 1 liter B35: 0,0350 Gigajoule
- 1 liter B30: 0,0343 Gigajoule
- 1 liter HSD: 0,0358 Gigajoule
- 1 liter Dexlite: 0,0385 Gigajoule
- 1 liter Pertamax: 0,03375 Gigajoule
- 1 liter Solar: 0,0358 Gigajoule

Penggunaan Energi Operasional Kantor dan Kapal Berdasarkan Jenis Energi [GRI 302-1, 302-3][OJK F.5, F.6]
Energy Use in Office and Vessel Operations by Energy Type [GRI 302-1, 302-3][OJK F.5, F.6]

Indikator Indicator	Satuan Unit	2025	2024	2023
Energi Fosil Fossil Energy				
Penggunaan Energi Operasional Kantor Office Operations Energy Usage	Gigajoule	7.246,57	7.603,04	6.463,93
Penggunaan Energi Fosil Operasional Kapal Vessel Operations Fossil Energy Usage	Gigajoule	4.089,24	20.267,40	N/A
Energi Terbarukan Renewable Energy				
Penggunaan Energi Terbarukan Operasional Kapal Vessel Operations Renewable Energy Usage	Gigajoule	1.250.010,24	1.520.088,31	1.799.275,00
Jumlah Penggunaan Energi Total Energy Usage	Gigajoule	1.261.437,05	1.547.958,75	1.805.738,3
Commission Days Commission Days	Hari Days	120.118	119.841	139.739
Intensitas Penggunaan Energi Operasional Kantor dan Kapal per Commission Days Office and Vessel Operations Energy Usage Intensity by Commission Days	Gigajoule/Hari Gigajoule/Days	10,50	12,92	12,92
Pendapatan Usaha Revenue	Rp Juta Rp Million	8.385.286	7.559.108	6.746.509
Intensitas Penggunaan Energi Operasional Kantor dan Kapal per Pendapatan Usaha Office and Vessel Operations Energy Usage Intensity by Revenue	Gigajoule/Rp Juta Gigajoule/Rp Million	0,15	0,20	0,27

Sampai dengan tahun 2025, PTK masih belum dapat melakukan penghitungan konsumsi energi yang berasal dari aktivitas di luar kendali langsung Perusahaan, seperti penggunaan energi untuk perjalanan dinas pegawai maupun transportasi harian karyawan. Kondisi ini disebabkan oleh keterbatasan ketersediaan data, mengingat sumber informasi berada pada pihak eksternal penyedia transportasi sehingga memerlukan proses pengumpulan dan validasi yang lebih kompleks, yang belum dapat diakomodasi pada tahun pelaporan ini.

Until 2025, PTK will still be unable to calculate energy consumption from activities beyond the Company's direct control, such as energy use for employee business trips and daily employee transportation. This condition is due to limited data availability, given that the source of information is external transportation providers, requiring a more complex collection and validation process that cannot be accommodated in this reporting year.

Dalam upaya meminimalkan dampak lingkungan, PTK terus memperkuat langkah efisiensi energi sebagai bagian dari kontribusi terhadap transisi menuju energi yang lebih ramah lingkungan. Inisiatif ini juga sejalan dengan dukungan terhadap target Net Zero Emission (NZE) serta pencapaian Tujuan Pembangunan Berkelanjutan (SDGs), khususnya dalam pengurangan emisi karbon dan peningkatan pemanfaatan energi bersih.

Sepanjang tahun 2025, berbagai upaya efisiensi energi yang telah dilaksanakan meliputi:

1. Menggunakan Panel Surya di kantor dan kapal (Kantor Yos Sudarso, PSTB, PSKB, CB Transko Pari 1, dan FC Dwipangga)
2. Menggunakan LNG (Liquefied Natural Gas) sebagai bahan bakar pengganti High Speed Diesel (HSD) pada kapal TRANSKO RAJAWALI
3. Menerapkan *Shore Connection* atau *Cold Ironing* pada 7 kapal (TB Mega, TB Wonokromo, Transko Dara 3206 & 3207, Transko Gelatik, Transko Rajawali, dan Transko Sikatan)
4. Menggunakan lampu sensor otomatis untuk lampu toilet
5. Menggunakan HVAC dengan COP tinggi sesuai dengan standar EDGE
6. Menggunakan lampu dengan lumen tinggi dan lampu LED

Meskipun berbagai program efisiensi telah dilaksanakan, hingga tahun 2025 PTK masih belum dapat menghitung secara kuantitatif besaran pengurangan maupun tingkat efisiensi energi yang dihasilkan. Hal ini disebabkan oleh keterbatasan data pendukung serta sistem pencatatan yang belum sepenuhnya mampu mengakomodasi pengukuran tersebut pada periode pelaporan ini.

In an effort to minimize its environmental impact, PTK continues to strengthen its energy efficiency measures as part of its contribution to the transition to more environmentally friendly energy. This initiative is also in line with its support for the Net Zero Emission (NZE) target and the achievement of the Sustainable Development Goals (SDGs), particularly in reducing carbon emissions and increasing the use of clean energy.

Throughout 2025, various energy efficiency efforts that have been implemented include:

1. Using solar panels in offices and ships (Yos Sudarso Office, PSTB, PSKB, CB Transko Pari 1, and FC Dwipangga)
2. Using LNG (Liquefied Natural Gas) as a substitute for High Speed Diesel (HSD) on the TRANSKO RAJAWALI ship
3. Implementing *Shore Connection* or *Cold Ironing* on 7 ships (TB Mega, TB Wonokromo, Transko Dara 3206 & 3207, Transko Gelatik, Transko Rajawali, and Transko Sikatan)
4. Using automatic sensor lights for toilet lights
5. Using HVAC with a high COP in accordance with EDGE standards
6. Using high-lumen lamps and LED lights

Although various efficiency programs have been implemented, as of 2025 PTK is still unable to quantitatively calculate the amount of reduction or the level of energy efficiency achieved. This is due to limited supporting data and a recording system that is not yet fully capable of accommodating such measurements in this reporting period.

Mengendalikan Emisi Controlling Emissions

Inventarisasi, Intensitas dan Pengurangan Emisi GRK

Kualitas udara menjadi salah satu komponen krusial dalam pengelolaan lingkungan karena memiliki keterkaitan langsung dengan kesehatan manusia, keberlangsungan ekosistem, serta kesinambungan operasional Perusahaan. Dalam sektor maritim, pengendalian kualitas udara juga merupakan prioritas global, khususnya dalam aktivitas pelabuhan dan operasional kapal, seiring meningkatnya perhatian dunia terhadap isu perubahan iklim dan upaya penurunan emisi Gas Rumah Kaca (GRK).

Sebagai perusahaan yang bergerak di bidang jasa perkapalan khusus industri, PTK turut memiliki kontribusi terhadap emisi, terutama yang berasal dari proses pembakaran bahan bakar kapal, penggunaan kendaraan operasional darat, serta konsumsi energi listrik dalam kegiatan operasional sehari-hari. Sepanjang tahun 2025, PTK terus menjalankan strategi dekarbonisasi, dengan fokus utama pada pengurangan emisi karbon guna meminimalkan dampak terhadap perubahan iklim serta mendukung transisi menuju ekonomi hijau dan berkelanjutan, selaras dengan kebijakan nasional dan komitmen global untuk mencapai Net Zero Emission (NZE) di masa mendatang.

Tahapan awal pelaksanaan program dekarbonisasi dilakukan melalui kegiatan inventarisasi emisi. Pemantauan data konsumsi bahan bakar dan listrik dilaksanakan setiap bulan oleh Person in Charge (PIC) di masing-masing Anak Perusahaan, region, shorebase, maupun entitas joint venture. Data yang terkumpul selanjutnya diolah oleh PIC dari tim HSSE Regulation & System Management untuk dilakukan perhitungan emisi. Dalam proses inventarisasi GRK tersebut, PTK menggunakan pendekatan sebagai berikut: [GRI 305-1, 305-2]

Pendekatan PTK Dalam Perhitungan Emisi GRK [GRI 305-1, 305-2] PTK Approach to GHG Emissions Calculation [GRI 305-1, 305-2]

Tahun Dasar yang Digunakan Untuk Perhitungan Baseline Emisi GRK Base Year Used for Baseline GHG Emission Calculation	Faktor Emisi GRK GHG Emission Factors	Standar Acuan dan Metodologi Emisi GRK Reference Standards and GHG Emission Methodology	Pendekatan Konsolidasi Emisi GRK GHG Emissions Consolidation Approach
Tahun dasar 2021 karena data terkompilasi paling komprehensif dibanding tahun sebelumnya.	Untuk sumber faktor emisi GRK yang digunakan adalah Publikasi Intensitas Emisi Grid Kementerian ESDM Tahun 2018 dan Publikasi IPCC 2006.	- Emisi GRK Scope 1 merupakan emisi yang ditimbulkan secara langsung (direct emission) oleh kegiatan operasional perusahaan. Scope 1 meliputi emisi combustion (direct fuel consumption seperti kapal, kendaraan, genset, dll), fugitif (leaked HFC/refrigerant), loading/unloading hydrocarbon (cargo loading, fuel loading) dan storage tank (throughput/HC) - Emisi GRK Scope 2 merupakan emisi yang ditimbulkan secara tidak langsung (indirect emission) oleh kegiatan operasional perusahaan. Scope 2 meliputi purchased electricity, seperti misalnya menggunakan listrik dari pihak ketiga (PLN)	Perhitungan beban emisi GRK kegiatan operasional PTK dilakukan dengan menggunakan perangkat lunak yaitu Emission Calc v.4.0.5 2023 Portable. Database intensitas emisi GRK scope 1 dan 2 yang digunakan dalam perangkat Emission Calc v.4.0.5 2023 Portable akan mengacu pada baseline emisi GRK 2023 di PTK.

Inventory, Intensity, and Reduction of GHG Emissions

Air quality is a crucial component of environmental management because it is directly related to human health, ecosystem sustainability, and the continuity of the Company's operations. In the maritime sector, air quality control is also a global priority, especially in port activities and ship operations, in line with the world's increasing concern about climate change and efforts to reduce greenhouse gas (GHG) emissions.

As a company engaged in specialized shipping services for industry, PTK also contributes to emissions, particularly those originating from the combustion of ship fuel, the use of land-based operational vehicles, and the consumption of electrical energy in daily operational activities. Throughout 2025, PTK will continue to implement its decarbonization strategy, with a primary focus on reducing carbon emissions to minimize the impact on climate change and support the transition to a green and sustainable economy, in line with national policies and global commitments to achieve Net Zero Emissions (NZE) in the future.

The initial stage of the decarbonization program was carried out through emission inventory activities. Fuel and electricity consumption data monitoring was carried out monthly by the Person in Charge (PIC) at each Subsidiary, region, shorebase, and joint venture entity. The collected data is then processed by the PIC from the HSSE Regulation & System Management team to calculate emissions. In the GHG inventory process, PTK uses the following approach: [GRI 305-1, 305-2]

Tahun Dasar yang Digunakan Untuk Perhitungan Baseline Emisi GRK Base Year Used for Baseline GHG Emission Calculation	Faktor Emisi GRK GHG Emission Factors	Standar Acuan dan Metodologi Emisi GRK Reference Standards and GHG Emission Methodology	Pendekatan Konsolidasi Emisi GRK GHG Emissions Consolidation Approach
The base year is 2021 since the compiled data is the most comprehensive compared to the previous year	GHG emission factor sources used are the 2018 Grid Emission Intensity Publication by the Ministry of Energy and Mineral Resources and the 2006 IPCC Publication	- Scope 1 GHG emissions are emissions that are caused directly (direct emissions) by the Company's operational activities. Scope 1 includes combustion emissions (direct fuel consumption such as vessels, vehicles, generators, etc.), fugitive (leaked HFC/refrigerant), hydrocarbon loading/unloading (cargo loading, fuel loading), and storage tanks (throughput/HC) - Scope 2 GHG emissions are emissions caused indirectly (indirect emissions) by the Company's operational activities. Scope 2 includes purchased electricity, such as using electricity from the third party (PLN)	GHG emission load for Pertamina PTK's operational activities is calculated using software, namely Emission Calc v.4.0.5 2020 Portable. The scope 1 and 2 GHG emission intensity database used in the EmissionCalc v.4.0.5 2020 Portable tool will refer to the 2023 GHG emission baseline in PTK.

Total emisi Gas Rumah Kaca (GRK) Scope 1 dan Scope 2 yang dihasilkan PTK pada tahun 2025 tercatat sebesar 66.921,73 ton CO₂eq, atau mengalami penurunan 60,78% dibandingkan realisasi tahun 2024 yang mencapai 170.618,00 ton CO₂eq. Hal ini mencerminkan keberhasilan Perseroan dalam menurunkan jejak karbon secara signifikan melalui implementasi berbagai inisiatif efisiensi energi, penggunaan bahan bakar yang lebih ramah lingkungan, serta optimalisasi operasional yang lebih berkelanjutan.

Total Scope 1 and Scope 2 greenhouse gas (GHG) emissions generated by PTK in 2025 are recorded at 66,921.73 tons of CO₂eq, representing a decrease of 60.78% compared to the 2024 realization of 170,618.00 tons of CO₂eq. This reflects the Company's success in significantly reducing its carbon footprint through the implementation of various energy efficiency initiatives, the use of more environmentally friendly fuels, and the optimization of more sustainable operations.

Selain itu, PTK juga melakukan pengukuran intensitas emisi GRK Scope 1 dan Scope 2 pada tahun 2025 yang tercatat sebesar 0,56 ton CO₂eq per hari, menurun 60,56% dibandingkan tahun 2024 sebesar 1,42 ton CO₂eq per hari. Hal ini antara lain dipengaruhi oleh dinamika aktivitas operasional selama periode pelaporan. [\[GRI 305-1, 305-2, 305-4\] \[OJK F.11\]](#)

In addition, PTK also measured the intensity of Scope 1 and Scope 2 GHG emissions in 2025, which was recorded at 0.56 tons of CO₂eq per day, a decrease of 60.56% compared to 2024, which was 1.42 tons of CO₂eq per day. This was influenced, among other things, by the dynamics of operational activities during the reporting period. [\[GRI 305-1, 305-2, 305-4\] \[OJK F.11\]](#)

Inventarisasi Emisi Gas Rumah Kaca PTK (ton CO₂eq) [\[GRI 2-4, 305-1, 305-2, 305-4\] \[OJK F.11\]](#)

Green House Gas Emissions Inventory of PTK (ton CO₂eq) [\[GRI 2-4, 305-1, 305-2, 305-4\] \[OJK F.11\]](#)

Scope	Gas	2025	2024	2023
Scope 1: berasal dari pemakaian bahan bakar Scope 1: Sourced from fuel consumption	Karbon dioksida (CO ₂) Carbon Dioxide	60.966,96	162.259,48	186.492,00
	Metana (CH ₄) Methane	68,28	92,59	210,37
	Nitrogen dioksida (N ₂ O) Nitrogen Oxide	129,47	176,64	398,45
	Total Emisi GRK Scope 1 Total GHG Emission Scope 1	61.167,64	162.528,71	187.100,82
Scope 2: bersumber dari penggunaan listrik Scope 2: Sourced from use of electricity	Karbon dioksida (CO ₂) Carbon Dioxide	5.754,09	7.756,03	1.562,12
	Metana (CH ₄) Methane	-	3,98	-
	Nitrogen dioksida (N ₂ O) Nitrogen Oxide	-	329,28	-
	Total Emisi GRK Scope 2 Total GHG Emission Scope 2	5.754,09	8.089,29	1.562,12
Emisi Gas Rumah Kaca (ton CO₂eq) GreenHouse Gas Emissions (ton CO₂eq)		66.921,73	170.618,00	188.662,94
Commission Days (hari) (days)		120.118	119.841	139.739
Intensitas Emisi GRK per Commission Days (ton CO₂eq/hari) GHG Emission Intensity per Commission Days (ton CO₂eq/day)		0,56	1,42	1,35
Pendapatan Usaha (Rp Juta) Revenue (Rp Million)		8.385.286	7.559.108	6.746.509
Intensitas Emisi GRK per Pendapatan Usaha (ton CO₂eq/Rp Juta) GHG Emission Intensity per Revenue (ton CO₂eq/Rp Million)		0,01	0,02	0,03

Terkait dengan emisi GRK Scope 3, yaitu emisi tidak langsung (indirect emission) yang timbul dari aktivitas pihak ketiga dalam penggunaan produk atau layanan Perusahaan misalnya emisi dari pembakaran kargo hidrokarbon hingga saat ini PTK masih belum dapat mengakomodasi perhitungannya. Hal tersebut disebabkan oleh keterbatasan ketersediaan data yang berada di luar kendali langsung Perusahaan. [GRI 305-3] [OJK F.11]

Hasil inventarisasi dan perhitungan emisi yang telah dilakukan menjadi dasar pertimbangan dalam penyusunan dan pelaksanaan program dekarbonisasi. Upaya pengurangan emisi ini selaras dengan target Net Zero Emission (NZE) Indonesia pada tahun 2060, yang didukung melalui kajian estimasi penurunan emisi serta penyusunan roadmap dekarbonisasi untuk periode sekitar 37 tahun ke depan. Sebagai perusahaan yang bergerak di sektor logistik dan perkapalan, PTK berperan aktif dalam menekan emisi baik dari kegiatan operasional lapangan maupun aktivitas perkantoran. Komitmen tersebut diwujudkan melalui berbagai inisiatif strategis sebagai berikut: [OJK F.12]

1. Pemasangan sumber energi terbarukan melalui pemanfaatan Pembangkit Listrik Tenaga Surya (PLTS);
2. Peningkatan efisiensi penggunaan Bahan Bakar Minyak (BBM) dan energi listrik;
3. Konversi bahan bakar dari HSD menjadi sistem Berbahan Bakar Ganda–Diesel Dual Fuel (DDF), yaitu kombinasi HSD dan LNG;
4. Pemanfaatan B35 (Biodiesel 35); serta
5. Pelaksanaan penanaman pohon melalui program Green Mangrove Action Program (Green MAP).

Melalui berbagai langkah pengurangan emisi tersebut, pada tahun 2025 PTK berhasil menurunkan emisi sebesar 1.097 ton CO₂eq, meningkat signifikan sebesar 129,98% dibandingkan tahun 2024 yang mencapai 477 tonCO₂eq, dengan rincian sebagai berikut:

Reduksi Emisi PTK [GRI 305-5] [OJK F.12] Emission Reduction of PTK [GRI 305-5] [OJK F.12]

No	Program Reduksi Emisi Emission Reduction Program	Scope	Nilai Reduksi Emisi Emission Reduction Value (Ton CO ₂ eq)	
			2025	2024
1	Solar panel installation for intermittent auxiliary engine replacement on PT PTK's owned ship for FC Dwipangga	Scope 1	98	97
2	Shore connection (cold ironing) for auxiliary engine replacement using grid/generated electricity for Transko Dara 3206	Scope 1	19	26
3	LNG Fuel consumption (with lower emission intensity) to replace High Speed Diesel for Transko Rajawali	Scope 1	121	12
4	Shore connection (cold ironing) for auxiliary engine replacement using grid/generated electricity for Transko Dara 3207	Scope 1	24	29
5	Shore connection (cold ironing) for auxiliary engine replacement using grid/generated electricity for TB Mega	Scope 1	105	69
6	Solar panel installation for intermittent auxiliary engine replacement on PT PTK's owned ship for CB Transko Pari 1	Scope 1	40	45
7	Shore connection (cold ironing) for auxiliary engine replacement using grid/generated electricity for TB Wonokromo	Scope 1	148	183
8	Shore connection Transko Gelatik	Scope 1	120	-
9	Shore connection Transko Sikatan	Scope 1	117	-
10	Shore connection Transko Rajawali	Scope 1	104	-
11	Solar panel installation on PT PTK's shorebase for Shorebase Tanjung Batu	Scope 2	191	-
12	Solar panel installation on PT PTK's shorebase for Shorebase Kabil Batam	Scope 2	10	16
Jumlah Reduksi Emisi Total Emission Reduction			1.097	477

Catatan | Notes:

Sumber faktor konversi menggunakan Third IMO GHG Study 2014 | Source conversion factor using Third IMO GHG Study 2014

Regarding Scope 3 GHG emissions, namely indirect emissions arising from third-party activities in the use of the Company's products or services, such as emissions from the combustion of hydrocarbon cargo, PTK is still unable to accommodate the calculation. This is due to the limited availability of data that is beyond the Company's direct control. [GRI 305-3] [OJK F.11]

The results of the inventory and calculation of emissions that have been carried out form the basis for consideration in the preparation and implementation of the decarbonization program. These emission reduction efforts are in line with Indonesia's Net Zero Emission (NZE) target for 2060, which is supported by an emission reduction estimate study and the preparation of a decarbonization roadmap for the next 37 years. As a company engaged in the logistics and shipping sector, PTK plays an active role in reducing emissions from both field operations and office activities. This commitment is realized through the following strategic initiatives: [OJK F.12]

1. Installation of renewable energy sources through the use of Solar Power Plants (PLTS);
2. Increasing the efficiency of fuel oil and electricity use;
3. Converting fuel from HSD to a Dual Fuel Diesel (DDF) system, which is a combination of HSD and LNG;
4. Utilizing B35 (35% biodiesel); and
5. Implementation of tree planting through the Green Mangrove Action Program (Green MAP).

Through these various emission reduction measures, in 2025 PTK succeeded in reducing emissions by 1,097 tons of CO₂eq, a significant increase of 129.98% to 2024, which reached 477 tons of CO₂eq, with the following details:

Inventarisasi Emisi Non GRK

PTK secara konsisten melakukan penghitungan emisi non-GRK atau emisi gas buang sebagai bagian dari upaya pengelolaan dampak lingkungan. Perhitungan ini bertujuan untuk mengidentifikasi besaran emisi sekaligus menjadi dasar dalam penyusunan langkah pengendalian yang tepat. Metodologi yang digunakan mengacu pada regulasi dan standar yang berlaku, antara lain Peraturan Menteri Negara Lingkungan Hidup Republik Indonesia Nomor 12 Tahun 2012 tentang Pedoman Perhitungan Beban Emisi Kegiatan Industri Minyak dan Gas Bumi, serta Pertamina Standar Perhitungan Beban Emisi Edisi ke-001 Tahun 2021 (PS-S-017-100-2021). Adapun faktor emisi yang digunakan bersumber dari 2006 IPCC Guidelines for National Greenhouse Gas Inventories Volume 2 for Energy. [GRI 305-7]

Hasil perhitungan menunjukkan bahwa Total emisi gas buang yang dihasilkan PTK tahun 2025 mencapai 3.070,17 ton per tahun, menurun 20,02% dibandingkan tahun 2024 yang tercatat sebesar 3.838,66 ton per tahun. [GRI 305-7]

Emisi Gas Buang [GRI 305-7]

Parameter	Beban Emisi (ton/tahun) Emission Loads (ton/year)		
	2025	2024	2023
Sulfur Oksida (SOx) Sulfur Oxides	177,71	222,20	157,93
Nitrogen Oksida (NOx) Nitrogen Oxides	2.702,48	3.378,94	2.410,53
Partikulat (PM) Particulate Matter	189,97	237,52	-
Jumlah Total	3.070,17	3.838,66	2.568,46

Emisi Bahan Perusak Ozon

Dalam upaya menjalankan operasional yang semakin berwawasan lingkungan, PTK turut mengidentifikasi sumber emisi lain yang berpotensi merusak lapisan ozon, yaitu emisi Bahan Perusak Ozon (BPO) atau Ozone Depleting Substances (ODS). BPO merupakan senyawa kimia yang dapat menipiskan lapisan ozon di atmosfer, yang berperan penting melindungi bumi dari paparan radiasi ultraviolet berbahaya. Pelepasan zat tersebut ke udara berisiko menimbulkan dampak negatif bagi kesehatan manusia maupun keseimbangan ekosistem. Sumber emisi ini umumnya berasal dari sistem pendingin dan pemanas, seperti refrigeran pada perangkat pendingin ruangan (AC) yang mengandung chlorofluorocarbon (CFC), serta Alat Pemadam Api Ringan (APAR) yang menggunakan bahan halon. [GRI 305-6]

Sebagai langkah perlindungan terhadap lapisan ozon, PTK telah menggunakan refrigeran R419A yang lebih ramah lingkungan karena tidak mengandung BPO. Selain itu, dalam penggunaan APAR, PTK memilih peralatan yang bebas dari bahan kimia halon. Upaya ini merupakan bentuk kepatuhan Perusahaan terhadap ketentuan nasional maupun internasional, termasuk Protokol Montreal sebagai perjanjian global mengenai penghapusan BPO, serta pedoman dari

Inventory of Non-GHG Emissions

PTK consistently calculates non-GHG emissions or exhaust emissions as part of its efforts to manage environmental impacts. These calculations aim to identify the amount of emissions and serve as a basis for developing appropriate control measures. The methodology used refers to applicable regulations and standards, including Regulation of the Minister of Environment of the Republic of Indonesia Number 12 of 2012 concerning Guidelines for Calculating Emission Loads from Oil and Gas Industry Activities, as well as Pertamina Emission Load Calculation Standards Edition 001 of 2021 (PS-S-017-100-2021). The emission factors used are sourced from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories Volume 2 for Energy. [GRI 305-7]

The calculation results show that the total exhaust gas emissions produced by PTK in 2025 will reach 3,070.17 tons per year, a decrease of 20.02% compared to 2024, which was recorded at 3,838.66 tons per year. [GRI 305-7]

Exhaust Gas Emission [GRI 305-7]

Ozone-Depleting Substance Emissions

In an effort to carry out operations that are increasingly environmentally conscious, PTK also identifies other sources of emissions that have the potential to damage the ozone layer, namely Ozone Depleting Substances (ODS) emissions. ODS are chemical compounds that can deplete the ozone layer in the atmosphere, which plays an important role in protecting the earth from exposure to harmful ultraviolet radiation. The release of these substances into the air poses a risk of negative impacts on human health and ecosystem balance. These emissions generally originate from cooling and heating systems, such as refrigerants in air conditioning (AC) units that contain chlorofluorocarbons (CFCs), as well as fire extinguishers that use halon. [GRI 305-6]

As a measure to protect the ozone layer, PTK has been using R419A refrigerant, which is more environmentally friendly because it does not contain ODS. In addition, PTK has chosen fire extinguishers that are free of halon chemicals. These efforts are part of the Company's compliance with national and international regulations, including the Montreal Protocol as a global agreement on the elimination of ODS, as well as guidelines from the Indonesian Ministry of Environment

Kementerian Lingkungan Hidup dan Kehutanan Indonesia. Sebagai implementasi komitmen tersebut, sepanjang tahun 2025 PTK tidak menggunakan BPO dalam kegiatan operasionalnya, sehingga tidak terdapat volume produksi, impor, maupun ekspor BPO yang perlu dilaporkan. [GRI 305-6]

and Forestry. As an implementation of this commitment, throughout 2025 PTK did not use ODS in its operational activities, so there was no volume of ODS production, import, or export that needed to be reported. [GRI 305-6]

Mengelola Air Dan Air Limbah Managing Water And Wastewater

Pengelolaan Dampak Terkait Air dan Air Limbah [GRI 3-3, 303-1, 303-2]

Ketersediaan air bersih kini menjadi isu yang semakin krusial karena merupakan kebutuhan mendasar bagi kehidupan manusia, keberlangsungan ekosistem, serta aktivitas sosial dan ekonomi. Besaran pengambilan air oleh perusahaan, termasuk kualitas air yang dibuang kembali ke lingkungan, dapat memengaruhi keseimbangan ekosistem dan kondisi masyarakat di sekitarnya. Saat ini, pasokan air baku untuk PDAM semakin terbatas akibat pencemaran sumber air, sementara cadangan air tanah juga terus menurun seiring tingginya pemanfaatan untuk berbagai kebutuhan, seperti industri, perkantoran, dan sektor jasa lainnya. Apabila pengambilan dan pemanfaatan air tidak dilakukan secara bijak, kondisi tersebut berpotensi memicu krisis air bersih. Bahkan, Bappenas melalui Kajian Lingkungan Hidup Strategis (KLHS) RPJM 2019 memproyeksikan bahwa pada tahun 2040 Indonesia dapat mengalami kelangkaan air absolut (absolute scarcity), yaitu kondisi ketika ketersediaan air tidak lagi mampu memenuhi kebutuhan manusia.

Isu pengelolaan air juga menjadi perhatian global melalui Tujuan Pembangunan Berkelanjutan (SDGs) yang ditetapkan oleh Perserikatan Bangsa-Bangsa dalam Agenda 2030. Pada Tujuan Nomor 6, ditegaskan pentingnya memastikan ketersediaan dan pengelolaan air bersih serta sanitasi yang berkelanjutan bagi semua pihak, termasuk target untuk meningkatkan akses air minum yang aman dan terjangkau, memperbaiki kualitas air, serta mengatasi tantangan kelangkaan air.

Sejalan dengan hal tersebut, PTK berkomitmen untuk mengendalikan penggunaan air bersih melalui berbagai langkah penghematan, antara lain: [GRI 3-3, 303-1, 303-2] [OJK F.8]

- Tidak melakukan pengambilan maupun penggunaan air yang berasal dari badan air di wilayah yang mengalami kelangkaan;
- Tidak melakukan pembuangan air ke daerah yang termasuk kategori rawan kekurangan air;
- Melakukan pemeriksaan rutin terhadap saluran air, keran, dan valve, serta segera melakukan perbaikan apabila ditemukan kebocoran atau kerusakan;

Management of Water and Wastewater-Related Impacts [GRI 3-3, 303-1, 303-2]

The availability of clean water has become an increasingly crucial issue because it is a basic necessity for human life, ecosystem sustainability, and social and economic activities. The amount of water taken by companies, including the quality of water discharged back into the environment, can affect the balance of the ecosystem and the conditions of the surrounding community. Currently, the supply of raw water for PDAM (Regional Water Company) is increasingly limited due to water source pollution, while groundwater reserves continue to decline due to high utilization for various needs, such as industry, offices, and other service sectors. If water extraction and utilization are not carried out wisely, these conditions have the potential to trigger a clean water crisis. In fact, Bappenas, through the 2019 RPJM Strategic Environmental Assessment (KLHS), projects that by 2040 Indonesia could experience absolute water scarcity, a condition where water availability is no longer able to meet human needs.

The issue of water management has also become a global concern through the Sustainable Development Goals (SDGs) set by the United Nations in the 2030 Agenda. Goal Number 6 emphasizes the importance of ensuring the availability and sustainable management of clean water and sanitation for all, including targets to increase access to safe and affordable drinking water, improve water quality, and address the challenges of water scarcity.

In line with this, PTK is committed to controlling the use of clean water through various conservation measures, including: [GRI 3-3, 303-1, 303-2] [OJK F.8]

- Not extracting or using water from water bodies in areas experiencing scarcity;
- Not discharging water into areas classified as prone to water shortages;
- Conducting routine checks on water pipes, taps, and valves, and immediately repairing any leaks or damage found;

- Melaksanakan kampanye dan sosialisasi kepada seluruh pekerja terkait pentingnya penghematan air; serta
- Menampung air hujan untuk diolah dan dimanfaatkan kembali sesuai dengan standar mutu dan peruntukannya.

- Conducting campaigns and outreach to all employees regarding the importance of water conservation; and
- Collecting rainwater for treatment and reuse in accordance with quality standards and intended use.

Penarikan dan Penggunaan Air dan Air Limbah

PTK memanfaatkan air sebagai salah satu sumber daya penting untuk menunjang aktivitas operasional, baik di lingkungan perkantoran maupun dalam layanan jasa perkapalan dan marine. Dalam kegiatan sehari-hari, air digunakan untuk berbagai kebutuhan seperti fasilitas mandi, cuci, dan kakus (MCK), operasional dapur, area kantin karyawan, serta fasilitas pendukung lainnya di kantor. Selain itu, armada kapal yang dioperasikan juga membutuhkan pasokan air untuk mendukung kebutuhan kru serta berbagai kegiatan operasional di atas kapal.

Sumber pasokan air untuk kebutuhan perkantoran diperoleh dari Perusahaan Daerah Air Minum (PDAM), sedangkan kebutuhan air bagi operasional kapal dipenuhi melalui penyedia pihak ketiga yang menyediakan air bersih sesuai kebutuhan masing-masing kapal.

Sepanjang tahun 2025, total penggunaan air bersih untuk operasional kantor PTK tercatat sebesar 82.120 m³ atau 82,12 megaliter, meningkat 14,13% dibandingkan tahun 2024 yang sebesar 71.951 m³ atau 71,95 megaliter. [GRI 303-3, 303-5]

Withdrawal and Use of Water and Wastewater

PTK utilizes water as one of its important resources to support its operational activities, both in the office environment and in shipping and marine services. In daily activities, water is used for various needs such as bathing, washing, and toilet facilities (MCK), kitchen operations, employee canteen areas, and other supporting facilities in the office. In addition, the fleet of ships operated also requires a water supply to support the needs of the crew and various operational activities on board.

The water supply for office needs is obtained from the Regional Water Company (PDAM), while the water needs for ship operations are met through third-party providers who supply clean water according to the needs of each ship.

Throughout 2025, the total use of clean water for PTK's office operations was recorded at 82,120 m³ or 82.12 megaliters, an increase of 14.13% compared to 2024, which was 71,951 m³ or 71.95 megaliters. [GRI 303-3, 303-5]

Volume Penarikan dan Penggunaan Air Berdasarkan Sumber (megaliter)

Volume of Water Withdrawal and Use by Source (megaliter) [GRI 303-3, 303-5] [OJK F.8]

Sumber Air Source of Water	Volume Penggunaan Air (m3) Volume of Water Usage (m3)			Volume Penggunaan Air (megaliter) Volume of Water Usage (megaliter)		
	2025	2024	2023	2025	2024	2023
Air PDAM PDAM Water	82.120	71.951	60.555	82,12	71,95	60,56
Total	82.120	71.951	60.555	82,12	71,95	60,56

Catatan | Notes:

Metode pengukuran menggunakan flowmeter debit yang di pasang di titik-titik tertentu

- PTK tidak melakukan penarikan dan penggunaan air yang bersumber dari badan air yang berada di wilayah yang mengalami kelangkaan air [GRI 303-3, 303-5]
- Measurement method using discharge flowmeters installed at certain points PTK does not withdraw and use water sourced from water bodies located in areas experiencing water scarcity [GRI 303-3, 303-5]

Pembuangan Air Limbah [GRI 3-3, 303-1, 303-2, 303-4]

Sebagai bagian dari upaya menjaga kelestarian lingkungan dan melindungi masyarakat di sekitar wilayah operasional, PTK secara konsisten melakukan pengelolaan dampak yang berkaitan dengan air limbah. Pengelolaan ini menjadi penting karena air limbah yang tidak ditangani dengan baik berpotensi menimbulkan berbagai permasalahan lingkungan, seperti pencemaran tanah, kerusakan ekosistem perairan, kontaminasi sumber air minum, munculnya

Wastewater Discharge [GRI 3-3, 303-1, 303-2, 303-4]

As part of its efforts to preserve the environment and protect communities in the vicinity of its operational areas, PTK consistently manages the impacts associated with wastewater. This management is important because wastewater that is not properly handled has the potential to cause various environmental problems, such as soil contamination, damage to aquatic ecosystems, contamination of drinking water sources, the emergence of disease risks for

risiko penyakit bagi masyarakat, serta gangguan kenyamanan akibat bau tidak sedap. Dampak tersebut tidak hanya memengaruhi kualitas lingkungan dan kesehatan masyarakat, tetapi juga dapat berdampak pada aspek ekonomi masyarakat serta pemenuhan hak atas lingkungan yang bersih dan sehat. Selain itu, pencemaran air limbah juga berpotensi menurunkan produktivitas bisnis akibat kerusakan fasilitas kapal dan peralatan operasional. [GRI 3-3, 303-1, 303-2, 303-4]

Untuk mengantisipasi risiko tersebut, PTK menerapkan langkah-langkah pengelolaan air limbah secara proaktif, antara lain melalui penerapan prinsip 4R (Reduce, Reuse, Recycle, dan Recovery) dalam pengelolaan air limbah. Perusahaan juga secara rutin melakukan pemantauan kualitas air limbah, khususnya terhadap aliran yang keluar melalui saluran drainase terbuka menuju badan penerima, seperti outlet pabrik, sungai, maupun sumber air lainnya. Seluruh air limbah domestik yang dihasilkan PTK dialirkan melalui sistem drainase yang telah disediakan. [GRI 3-3, 303-1, 303-2, 303-4]

Pada tahun 2025, PTK masih belum dapat mengungkapkan total volume air limbah yang dibuang ke badan air karena keterbatasan ketersediaan data serta sistem pencatatan yang belum sepenuhnya mampu mengakomodasi pengukuran tersebut pada periode pelaporan ini. [GRI 303-4] [OJK F.13, F.14]

communities, and discomfort due to unpleasant odors. These impacts not only affect the quality of the environment and public health, but can also have an impact on the economic aspects of the community and the fulfillment of the right to a clean and healthy environment. In addition, wastewater pollution also has the potential to reduce business productivity due to damage to ship facilities and operational equipment. [GRI 3-3, 303-1, 303-2, 303-4]

To anticipate these risks, PTK implements proactive wastewater management measures, including the application of the 4R principle (Reduce, Reuse, Recycle, and Recovery) in wastewater management. The company also routinely monitors wastewater quality, particularly the flow that exits through open drainage channels into receiving bodies, such as factory outlets, rivers, and other water sources. All domestic wastewater produced by PTK is drained through the provided drainage system. [GRI 3-3, 303-1, 303-2, 303-4]

In 2025, PTK is still unable to disclose the total volume of wastewater discharged into water bodies due to limited data availability and a recording system that is not yet fully capable of accommodating such measurements in this reporting period. [GRI 303-4] [OJK F.13, F.14]

Meminimalisir Limbah Minimizing Waste

Pengelolaan Dampak Terkait Limbah [GRI 3-3, 306-1, 306-2]

PTK berkomitmen untuk mengelola limbah secara bertanggung jawab sebagai bagian dari upaya meminimalkan dampak negatif terhadap lingkungan dan masyarakat di sekitar wilayah operasional. Pengelolaan limbah yang tidak tepat dapat menimbulkan berbagai risiko, baik aktual maupun potensial, seperti pencemaran air, tanah, dan udara, kerusakan lingkungan, serta gangguan kesehatan masyarakat. Selain itu, limbah terutama limbah B3 juga dapat berdampak pada kelangsungan operasional bisnis, misalnya melalui kerusakan fasilitas kapal dan peralatan, serta potensi kerugian finansial akibat kewajiban pemulihan atau kompensasi atas pencemaran yang terjadi.

[GRI 3-3, 306-1, 306-2]

Isu pengelolaan limbah juga menjadi perhatian global melalui Tujuan Pembangunan Berkelanjutan (SDGs) yang ditetapkan oleh Perserikatan Bangsa-Bangsa dalam Agenda 2030, khususnya pada Tujuan Nomor 12 mengenai konsumsi dan produksi yang bertanggung jawab. Target ini mendorong perusahaan untuk menerapkan praktik pengelolaan limbah yang ramah lingkungan, termasuk upaya pencegahan, pengurangan, penggunaan kembali, dan daur ulang limbah.

Di sisi lain, limbah tidak selalu berdampak negatif apabila dikelola dengan baik. Pemanfaatan limbah secara tepat dapat menciptakan nilai tambah, membuka peluang ekonomi baru, serta memberikan manfaat bagi perusahaan maupun masyarakat. Oleh karena itu, PTK menerapkan strategi pengelolaan limbah berkelanjutan dengan mengadopsi prinsip 4R (Reduce, Reuse, Recycle, dan Recovery) guna menekan dampak lingkungan sekaligus mengoptimalkan nilai guna limbah yang dihasilkan. Upaya yang dilakukan meliputi:

[GRI 3-3, 306-1, 306-2]

- Reuse: menggunakan kembali limbah yang masih layak pakai, baik untuk fungsi yang sama maupun untuk fungsi lainnya;
- Reduce: mengurangi penggunaan material atau aktivitas yang berpotensi menghasilkan limbah;
- Recycle: mengolah kembali limbah menjadi produk baru yang memiliki nilai manfaat; serta
- Recovery: mengambil kembali komponen yang masih dapat dimanfaatkan dari limbah yang dihasilkan.

Jumlah dan Metode Pengelolaan Limbah [GRI 306-2, 306-3, 306-4, 306-5]

Jenis limbah yang dihasilkan PTK mencakup limbah cair, limbah padat yang berasal dari operasional kapal, serta limbah yang timbul dari aktivitas di gedung atau fasilitas perkantoran. Proses pengumpulan, pencatatan, dan pemantauan data limbah dilakukan secara terkoordinasi melalui beberapa fungsi terkait, antara lain Fungsi Asset Management untuk pengelolaan limbah di kantor pusat,

Waste-Related Impacts Management [GRI 3-3, 306-1, 306-2]

PTK is committed to managing waste responsibly as part of its efforts to minimize negative impacts on the environment and communities surrounding its operational areas. Improper waste management can pose various actual and potential risks, such as water, soil, and air pollution, environmental damage, and public health hazards. In addition, waste, especially hazardous waste, can also have an impact on business continuity, for example through damage to ship facilities and equipment, as well as potential financial losses due to remediation or compensation obligations for pollution that occurs.

[GRI 3-3, 306-1, 306-2]

The issue of waste management has also become a global concern through the Sustainable Development Goals (SDGs) set by the United Nations in the 2030 Agenda, particularly Goal 12 on responsible consumption and production. This target encourages companies to implement environmentally friendly waste management practices, including prevention, reduction, reuse, and recycling of waste.

On the other hand, waste does not always have a negative impact if it is managed properly. Proper utilization of waste can create added value, open up new economic opportunities, and provide benefits for both companies and the community. Therefore, PTK implements a sustainable waste management strategy by adopting the 4R principle (Reduce, Reuse, Recycle, and Recovery) to minimize environmental impact while optimizing the value of the waste produced. The efforts made include:

[GRI 3-3, 306-1, 306-2]

- Reuse: reusing waste that is still usable, either for the same function or for other functions;
- Reduce: reducing the use of materials or activities that have the potential to produce waste;
- Recycle: reprocessing waste into new products that have value; and
- Recovery: retrieving components that can still be utilized from the waste produced.

Quantity and Waste Management Method [GRI 306-2, 306-3, 306-4, 306-5]

The types of waste generated by PTK include liquid waste, solid waste from ship operations, and waste from activities in buildings or office facilities. The process of collecting, recording, and monitoring waste data is carried out in a coordinated manner through several related functions, including the Asset Management Function for waste management at the head office, the Fleet Function for waste

Fungsi Fleet untuk limbah yang dihasilkan dari operasional kapal, serta Fungsi HSSE pada masing-masing Anak Perusahaan, region, dan entitas joint venture.

generated from ship operations, and the HSSE Function at each Subsidiary, region, and joint venture entity.

Adapun metode pengelolaan limbah yang diterapkan PTK meliputi langkah-langkah sebagai berikut:

The waste management methods applied by PTK include the following steps:

Metode Pengelolaan Limbah (Ton) [GRI 306-3, 306-4, 306-5] [OJK F.13, F.14]
Waste Management Method (Ton) [GRI 306-3, 306-4, 306-5] [OJK F.13, F.14]

Kategori Limbah Waste Category	Jenis Limbah Type of Waste	Metode Pengelolaan Processing Method
Limbah Cair Liquid Waste	Oli Bekas Used Oil	Reuse diserahkan kepada fasilitas darat/pelabuhan pemanfaat berizin Reuse is handed over to the licensed land/port facilities
Limbah Padat: Kapal Solid Waste: Vessel	Plastik Plastic	Dibuang ke fasilitas darat/terminal yang kemudian akan didaur ulang Disposed of to the land/terminal facilities where it will further being recycled
	Food Wastes	Dibuang ke laut setelah dipotong-potong kecil kurang dari 1 cm2 kemudian dibuang ke laut dengan jarak lebih dari 12 NM dari daratan terdekat Thrown into the sea after being cut into small pieces of less than 1cm, then thrown into the sea at a distance of more than 12 NM from the nearest land
	Domestic Wastes: Sampah yang dihasilkan dari operasional harian kapal Domestic Wastes: Waste generated from the vessels daily operations	Dikumpulkan di dalam kantong plastik besar kemudian bersamaan dengan sampah plastik dibuang ke fasilitas pembuangan sampah di darat/terminal yang kemudian akan diolah kembali It is collected in a large plastic bag and then together with the plastic waste it is thrown into a land/terminal waste disposal facility where it will further being reprocessed
	Cooking Oil	Dikumpulkan di dalam drum kemudian bersamaan dengan sampah plastik dibuang ke fasilitas pembuangan sampah di darat/terminal yang kemudian akan diolah kembali It is collected in a drum and then together with the plastic waste it is thrown into a land/terminal waste disposal facility where it will further being reprocessed
	Incinerator Ashes	Dikumpulkan di dalam cylinder kemudian dikumpulkan di dalam kantong plastik besar kemudian bersamaan dengan sampah plastik dibuang ke fasilitas pembuangan sampah di darat/terminal yang kemudian akan diolah kembali It is collected in a cylinder then collected in a large plastic bag and then together with the plastic waste it is thrown into a waste disposal facility on land/terminal where it will then be reprocessed
	Electronic Wastes	Dikumpulkan di dalam kantong plastik besar kemudian bersamaan dengan sampah plastik dibuang ke fasilitas pembuangan sampah di darat/terminal yang kemudian akan diolah kembali It is collected in a large plastic bag and then together with the plastic waste it is thrown into a land/terminal waste disposal facility where it will further being reprocessed.
Limbah Padat: Gedung Solid Waste: Buildings	Lampu Lampu	Diserahkan kepada Pengelola Gedung untuk dikelola lebih lanjut Handed over to the Building Management for further management
	Cartridge Fotokopi Photocopy Cartridge	Diserahkan kembali kepada vendor IT untuk proses daur ulang Handed back to the IT vendor for the recycling process

PTK masih belum dapat menyajikan informasi mengenai total volume limbah yang dihasilkan, limbah yang berhasil dialihkan dari pembuangan akhir, maupun limbah yang dikirimkan ke fasilitas pembuangan akhir Pada tahun 2025. Hal ini disebabkan oleh keterbatasan ketersediaan data serta sistem pencatatan yang belum sepenuhnya mampu mengakomodasi pengukuran tersebut pada periode pelaporan ini.

PTK is still unable to provide information on the total volume of waste generated, waste successfully diverted from final disposal, or waste sent to final disposal facilities in 2025. This is due to limited data availability and a recording system that is not yet fully capable of accommodating such measurements in this reporting period.

Pencegahan Dan Penanganan Tumpahan [OJK F.15]

Spill Prevention and Handling [OJK F.15]

Sejalan dengan karakteristik kegiatan usahanya, PTK menyadari bahwa operasional perkapalan terutama pada proses pengisian bahan bakar memiliki potensi risiko terjadinya tumpahan minyak di laut yang dapat berdampak pada kerusakan ekosistem perairan. Oleh karena itu, PTK secara konsisten menerapkan berbagai langkah pencegahan guna meminimalkan kemungkinan terjadinya insiden tersebut, antara lain melalui:

- Pelaksanaan sosialisasi Pedoman Safety Management System kepada seluruh awak kapal;
- Penerapan prosedur kerja aman dalam setiap aktivitas di atas kapal; serta
- Penyusunan Job Hazard Assessment (JHA) untuk kegiatan bunkering dengan mengacu pada ketentuan wajib MARPOL.

Di samping upaya pencegahan, PTK juga telah menyiapkan prosedur penanganan apabila terjadi tumpahan minyak melalui Shipboard Oil Pollution Emergency Plan (SOPEP). Prosedur ini mengatur langkah tanggap darurat yang harus segera dilakukan setelah insiden terdeteksi, dengan melibatkan awak kapal serta pemangku kepentingan terkait, seperti Direktorat Jenderal Perhubungan Laut dan pihak pelabuhan. Penanganan meliputi upaya penghentian penyebaran tumpahan, pembersihan area terdampak, serta pelaksanaan tindakan pemulihan sesuai ketentuan yang berlaku.

Berkat penerapan langkah pencegahan yang konsisten, sepanjang tahun 2025 tidak tercatat adanya insiden tumpahan signifikan, baik berupa bahan bakar, muatan yang diangkut, maupun zat berbahaya lainnya yang berpotensi mencemari lingkungan laut.

In line with the characteristics of its business activities, PTK realizes that shipping operations, especially the fueling process, have the potential risk of oil spills at sea that can damage the aquatic ecosystem. Therefore, PTK consistently implements various preventive measures to minimize the possibility of such incidents, including:

- Socialization of the Safety Management System Guidelines to all crew members;
- The application of safe work procedures in all activities on board; and
- The preparation of a Job Hazard Assessment (JHA) for bunkering activities with reference to the mandatory provisions of MARPOL.

In addition to preventive measures, PTK has also prepared procedures for handling oil spills through the Shipboard Oil Pollution Emergency Plan (SOPEP). This procedure regulates the emergency response measures that must be taken immediately after an incident is detected, involving the ship's crew and relevant stakeholders, such as the Directorate General of Sea Transportation and port authorities. The response includes efforts to stop the spread of the spill, clean up the affected area, and implement recovery measures in accordance with applicable regulations.

Thanks to the consistent implementation of preventive measures, there were no significant spill incidents recorded throughout 2025, whether in the form of fuel, cargo, or other hazardous substances that could potentially pollute the marine environment.



Memberikan Perlindungan Keanekaragaman Hayati dan Environment Campaign

Providing Biodiversity Protection and The Environment Campaign

Sebagai perusahaan yang beroperasi di bidang perkapalan dan transportasi maritim, PTK memiliki komitmen untuk menjalankan kegiatan usaha secara berwawasan lingkungan tanpa mengganggu kelestarian keanekaragaman hayati, baik di wilayah darat maupun perairan. Perusahaan berupaya menekan potensi dampak terhadap ekosistem dengan memastikan bahwa seluruh area operasionalnya tidak berada di dalam maupun di sekitar kawasan lindung atau wilayah dengan nilai keanekaragaman hayati tinggi. Dengan kondisi tersebut, aktivitas operasional PTK dinilai tidak menimbulkan dampak negatif terhadap keberlanjutan keanekaragaman hayati. [OJK F.9, F.10]

Selain itu, PTK secara konsisten melaksanakan berbagai inisiatif pelestarian keanekaragaman hayati sebagai bagian dari tanggung jawab lingkungan. Program-program tersebut diharapkan memberikan manfaat luas, antara lain menjaga kualitas air dan udara, mendukung ketersediaan sumber pangan, serta membantu mengurangi risiko erosi pantai dan dampak perubahan iklim.

Sepanjang tahun 2025, pelaksanaan program pelestarian keanekaragaman hayati oleh PTK meliputi kegiatan sebagai berikut: [OJK F.10]

Program Pelestarian Keanekaragaman Hayati PTK [OJK F.10]

PTK Biodiversity Conservation Program [OJK F.10]

Lokasi Perlindungan Conservation Location	Flora dan Fauna yang dilindungi Protected Flora and Fauna	Nama Ilmiah Scientific Name	Status IUCN Red List IUCN Red List Status	Upaya Pelestarian Conservation Efforts
Desa Tanjung Paser, Kec. Teluk Naga, Kab. Tangerang Banten Tanjung Paser Village, Teluk Naga District, Tangerang Regency, Banten	Mangrove	Rhizophora Mucronata dan Rhizophora Stylosa Rhizophora Mucronata and Rhizophora Stylosa	Risiko Rendah atau Least Concern (LC) Low Risk or Least Concern (LC)	22 Desember 2025 dilakukan Penanaman Mangrove dengan penanaman 1000 bibit Rhizophora mucronata. 23-27 Desember 2025 dilakukan penanaman sebanyak 4100 bibit Rhizophora stylosa 500 bibit Rhizophora stylosa sebagai tambal sulam pada bulan Januari 2026 dengan total keseluruhan 5600 Mangrove. - On December 22, 2025, mangrove planting was carried out with 1,000 Rhizophora mucronata seedlings planted. - on December 23-27, 2025, there were 4,100 Rhizophora stylosa seedlings planted. 500 Rhizophora stylosa seedlings were planted as patchwork in January 2026, with a total of 5,600 mangroves.

As a company operating in the shipping and maritime transportation sector, PTK is committed to conducting its business activities in an environmentally conscious manner without disturbing the preservation of biodiversity, both on land and in water. The company strives to minimize potential impacts on the ecosystem by ensuring that all of its operational areas are not located in or around protected areas or areas with high biodiversity value. Under these conditions, PTK's operational activities are considered to have no negative impact on the sustainability of biodiversity. [OJK F.9, F.10]

In addition, PTK consistently implements various biodiversity conservation initiatives as part of its environmental responsibility. These programs are expected to provide broad benefits, including maintaining water and air quality, supporting food availability, and helping to reduce the risk of coastal erosion and the impact of climate change.

Throughout 2025, the implementation of biodiversity conservation programs by PTK will include the following activities: [OJK F.10]

Menangani Pengaduan Lingkungan

[GRI 2-27, 3-3] [OJK F.16]

Environmental Complaints Handling [GRI 2-27, 3-3] [OJK F.16]

PTK secara konsisten menunjukkan komitmennya untuk mematuhi seluruh peraturan dan ketentuan di bidang lingkungan hidup dalam setiap aktivitas operasional. Sebagai wujud tanggung jawab dan keterbukaan kepada pemangku kepentingan, PTK juga menyediakan berbagai kanal pengaduan yang dapat dimanfaatkan untuk menyampaikan keluhan, laporan, maupun masukan terkait aspek lingkungan. Layanan tersebut tersedia melalui platform web “We-Care” di alamat www.complain.pptk-shipping.com, layanan telepon (021 31923005), serta email CCMS.ptk@pertamina.com. Setiap pengaduan yang diterima akan ditindaklanjuti secara terintegrasi oleh fungsi terkait dengan koordinasi dari Fungsi Customer Care.

Melalui penerapan pengelolaan lingkungan yang baik serta kepatuhan terhadap seluruh regulasi yang berlaku, sepanjang tahun 2025 PTK tidak menerima pengaduan dari masyarakat maupun pemangku kepentingan lainnya terkait isu lingkungan. Selain itu, tidak terdapat sanksi maupun denda baik yang bersifat material maupun nonmaterial yang dikenakan kepada PTK akibat ketidakpatuhan terhadap peraturan lingkungan hidup.

PTK consistently demonstrates its commitment to complying with all environmental regulations and provisions in all of its operational activities. As a form of responsibility and transparency to stakeholders, PTK also provides various complaint channels that can be used to submit complaints, reports, and feedback related to environmental aspects. These services are available through the “We-Care” web platform at www.complain.pptk-shipping.com, telephone service (021 31923005), and email CCMS.ptk@pertamina.com. Every complaint received will be followed up in an integrated manner by the relevant functions in coordination with the Customer Care Function.

Through the implementation of good environmental management and compliance with all applicable regulations, throughout 2025 PTK did not receive any complaints from the public or other stakeholders regarding environmental issues. In addition, there were no sanctions or fines, either material or non-material, imposed on PTK due to non-compliance with environmental regulations.



Sosial:
Memperkuat Langkah, Mengoptimalkan
Dampak Bagi Pembangunan Sosial

Social:
Strengthening Steps, Optimizing Impact
For Social Development





Membangun SDM Unggul dengan Pemberdayaan Berkelanjutan [OJK F.21]

Building Superior Human Resources with Sustainable Empowerment [OJK F.21]

PTK terus mendorong percepatan pencapaian visi human capital sebagai mitra strategis yang andal guna memperkuat posisinya di sektor layanan ship & port solution di Indonesia. Upaya ini selaras dengan komitmen Perusahaan dalam mengembangkan sumber daya manusia yang berkualitas, sebagai faktor utama dalam meningkatkan daya saing serta efisiensi operasional. Melalui penguatan kapasitas SDM tersebut, PTK berupaya menciptakan lingkungan kerja yang inovatif, adaptif, dan berkelanjutan.

Pendekatan Manajemen Topik Pengelolaan Sumber Daya Manusia [GRI 3-3]

PTK menetapkan pengelolaan Sumber Daya Manusia (SDM) sebagai salah satu topik keberlanjutan yang strategis, mengingat pengelolaan SDM yang optimal dapat mendorong terbentuknya tenaga kerja yang kompeten, berkinerja tinggi, dan memberikan kontribusi berkualitas bagi Perusahaan. Pengungkapan mengenai aspek ini mencerminkan komitmen PTK dalam memperkuat prinsip inklusivitas di seluruh siklus ketenagakerjaan, mulai dari proses rekrutmen, pengelolaan tingkat perputaran pegawai, komposisi tenaga kerja, hingga pelaksanaan program kesetaraan, kesejahteraan, dan pembinaan hubungan industrial yang harmonis.

Melalui pengelolaan SDM yang terarah dan berkelanjutan, PTK meyakini bahwa tingkat keterlibatan serta kesejahteraan pegawai akan semakin meningkat, yang pada akhirnya berkontribusi terhadap penguatan daya saing dan posisi Perusahaan di industri. [GRI 3-2]

Pengelolaan Dampak

PTK melakukan pengelolaan dampak dalam aspek Sumber Daya Manusia (SDM) untuk meminimalkan potensi risiko ketenagakerjaan, seperti ketidaksetaraan perlakuan, diskriminasi, beban kerja yang tidak seimbang, ketidaksesuaian sistem remunerasi, konflik antarpegawai, maupun dampak negatif lainnya. Upaya ini diwujudkan melalui penerapan praktik ketenagakerjaan yang adil, inklusif, dan selaras dengan ketentuan peraturan yang berlaku, serta didukung oleh pelaksanaan evaluasi kinerja secara berkala.

Selain itu, PTK juga menetapkan hak dan kewajiban pegawai secara jelas dalam Perjanjian Kerja Bersama (PKB) dengan mengedepankan prinsip-prinsip Hak Asasi Manusia (HAM). Melalui berbagai langkah tersebut, PTK berupaya menciptakan dampak positif berupa peningkatan kesejahteraan pegawai serta terwujudnya lingkungan kerja yang kondusif, aman, dan nyaman. [GRI 2-23, 2-27]

PTK continues to accelerate the achievement of its human capital vision as a reliable strategic partner in order to strengthen its position in the ship & port solution service sector in Indonesia. This effort is in line with the Company's commitment to developing quality human resources, as a key factor in improving competitiveness and operational efficiency. By strengthening human resource capacity, PTK strives to create an innovative, adaptive, and sustainable work environment.

Management Approach of Human Resource Management Topic [GRI 3-3]

PTK has designated human resource management as one of its strategic sustainability topics, given that optimal human resource management can foster a competent, high-performing workforce that makes a valuable contribution to the Company. Disclosures on this aspect reflect PTK's commitment to strengthening the principle of inclusiveness throughout the employment cycle, from the recruitment process, employee turnover management, workforce composition, to the implementation of equality, welfare, and harmonious industrial relations programs.

Through targeted and sustainable human resource management, PTK believes that employee engagement and welfare will continue to improve, which will ultimately contribute to strengthening the Company's competitiveness and position in the industry. [GRI 3-2]

Impact Management

PTK manages impacts in the area of human resources (HR) to minimize potential employment risks, such as unequal treatment, discrimination, unbalanced workloads, inappropriate remuneration systems, conflicts between employees, and other negative impacts. These efforts are realized through the implementation of fair and inclusive employment practices that are in line with applicable regulations and supported by periodic performance evaluations.

In addition, PTK also clearly stipulates the rights and obligations of employees in the Collective Labor Agreement (PKB) by promoting the principles of Human Rights (HAM). Through these various measures, PTK strives to create a positive impact in the form of improved employee welfare and the realization of a conducive, safe, and comfortable working environment. [GRI 2-23, 2-27]



Kebijakan yang Telah Dikembangkan Secara Khusus

Kebijakan Perusahaan

Perjanjian Kerja Bersama 2025-2027 (PKB) Pertamina Trans Kontinental :

- Bab III terkait Pengupahan
- Bab VII terkait Perlindungan Kerja
- Bab VIII terkait Kesehatan dan Pengobatan
- Bab XI terkait Kompensasi Penugasan di Luar Sasaran Pekerja
- Bab XII terkait Penghargaan Pekerja
- Bab XV terkait Penyelesaian Keluhan dan Penyelesaian Hubungan Industrial
- Bab XVII terkait Jaminan Hari Tua
- Bab XXI terkait Pembinaan dan Pengembangan SDM
- Bab XXII terkait Pendidikan, Pelatihan dan Perlindungan Bagi Pekerja
- Surat Keputusan (SK) No. Kpts-291/PTK0000/2022-S8 tentang Peraturan Pengupahan Pekerja Waktu Tidak Tertentu (PWTT) PT Pertamina Trans Kontinental

Ketentuan Umum

- Peraturan Pemerintah Pengganti Undang-Undang (Perppu) Nomor 2 Tahun 2022 tentang Cipta Kerja
- Undang-Undang No. 13 tahun 2003 tentang Ketenagakerjaan
- Konvensi ILO Ketenagakerjaan Maritime (Maritime Labour Convention) 2006
- Konvensi ILO No. : 111/1958 tentang Diskriminasi dalam Kerja dan Jabatan
- Konvensi ILO No. : 100/1951 tentang Pengupahan yang Sama bagi Pekerja Laki-laki dan Wanita untuk Pekerjaan yang Sama Nilainya

Specifically Developed Policies

Company Policies

2025-2027 Collective Labor Agreement (CLA) by Pertamina Trans Kontinental:

- Chapter III on Wages
- Chapter VII on Occupational Safety and Health
- Chapter VIII on Health and Medical Care
- Chapter XI on Compensation for Assignments Outside the Employee's Regular Duties
- Chapter XII on Employee Recognition
- Chapter XV on Grievance Resolution and Industrial Relations
- Chapter XVII on Old-Age Benefits
- Chapter XXI on Human Resource Development and Training
- Chapter XXII on Education, Training, and Protection for Workers
- Decree (SK) No. Kpts-291/PTK0000/2022-S8 regarding Wage Regulations for Indeterminate-Term Workers (PWTT) at PT Pertamina Trans Kontinental

General Provisions

- Government Regulation in Lieu of Law (Perppu) Number 2 of 2022 concerning Job Creation
- Law No. 13 of 2003 on Manpower
- ILO Maritime Labour Convention 2006
- ILO Convention No.: 111/1958 on Discrimination in Respect of Employment and Occupation
- ILO Convention No.: 100/1951 on Equal Remuneration for Men and Women Workers for Work of Equal Value

Komitmen

PTK berkomitmen untuk memastikan setiap pegawai memperoleh kesempatan yang sama dan perlakuan yang adil tanpa membedakan latar belakang, jenis kelamin, usia, agama, maupun faktor lainnya yang berpotensi menimbulkan diskriminasi. Komitmen ini juga diwujudkan melalui perhatian terhadap kesejahteraan pegawai, antara lain dengan penerapan program work-life balance, pemberian apresiasi dan penghargaan atas kinerja terbaik, serta penciptaan lingkungan kerja yang sehat, aman, dan mendukung bagi seluruh insan Perusahaan.

Tujuan/Target

Sasaran utama dalam pengelolaan SDM PTK dirumuskan berdasarkan pendekatan strategi kunci yang selaras dengan arah pengembangan Perusahaan, yaitu:

- Menjadi mitra strategis yang andal (reliable partner) dalam mendukung pencapaian strategi bisnis PTK.
- Mewujudkan produktivitas berkelas dunia (best in class productivity) melalui penguatan budaya kerja yang produktif, peningkatan kualitas dan inovasi, serta pelaksanaan knowledge sharing kompetensi secara berkelanjutan dan berdampak.
- Mengembangkan talenta unggul PTK melalui pengelolaan kinerja yang efektif, peningkatan kompetensi pekerja, serta perencanaan karier yang adaptif dan berkesinambungan.

Evaluasi Dan Efektivitas Tindakan untuk Mengelola Dampak

Evaluasi terhadap pengelolaan dampak SDM di PTK dilakukan melalui berbagai pendekatan guna memastikan adanya perbaikan dan pengembangan secara berkelanjutan. Metode evaluasi tersebut antara lain meliputi:

- Penilaian Key Performance Indicator (KPI) pada Fungsi Human Capital yang dilaksanakan secara berkala, mulai dari periode kuartalan hingga tahunan.
- Pelaksanaan Survei Kepuasan Pekerja terhadap kinerja Fungsi Human Capital yang dilakukan setiap tahun.
- Pemantauan pencapaian Living Core Values (LCV) sebagai bagian dari implementasi budaya kerja PTK yang dievaluasi secara periodik bulanan hingga tahunan.
- Pelaksanaan Analisis Beban Kerja (Workload Analysis) yang digunakan sebagai dasar dalam penetapan struktur organisasi serta kebutuhan jumlah tenaga kerja yang optimal.

Penanggung Jawab

- Direktur Keuangan & Sumber Daya Manusia
- Vice President Human Capital & Business Support
- Manager HC Business Partner

Anggaran yang dibuat Untuk Keperluan Topik Ini

Pada tahun 2025, PTK mencatatkan realisasi biaya pengembangan kompetensi SDM mencapai Rp11.204 juta.

Commitment

PTK is committed to ensuring that every employee has equal opportunities and fair treatment regardless of background, gender, age, religion, or other factors that could potentially lead to discrimination. This commitment is also realized through attention to employee welfare, including the implementation of work-life balance programs, the provision of appreciation and awards for best performance, and the creation of a healthy, safe, and supportive work environment for all Company personnel.

Goal/Targets

The main objectives in PTK's human resource management are formulated based on key strategic approaches that are aligned with the Company's development direction, namely:

- To become a reliable strategic partner in supporting the achievement of PTK's business strategy.
- Achieving world-class productivity through strengthening a productive work culture, improving quality and innovation, and implementing continuous and impactful knowledge sharing of competencies.
- Developing PTK's top talent through effective performance management, improving employee competencies, and adaptive and sustainable career planning.

Evaluation and Effectiveness of Actions to Manage Impact

The evaluation of human resource impact management at PTK is conducted through various approaches to ensure continuous improvement and development. These evaluation methods include:

- Periodic assessment of Key Performance Indicators (KPIs) in the Human Capital Function, ranging from quarterly to annual periods.
- Annual Employee Satisfaction Surveys on the performance of the Human Capital Function.
- Monitoring of the achievement of Living Core Values (LCV) as part of the implementation of PTK's work culture, which is evaluated on a monthly to annual basis.
- Workload Analysis, which is used as a basis for determining the organizational structure and optimal workforce requirements.

Person in Charge

- Director of Finance & Human Capital
- Vice President Human Capital & Business Support
- Manager OF HC Business Partner

Budget allocated for the purposes of this topic

In 2025, PTK spent Rp11,204 million for HC competency development.

Keterlibatan Pemangku Kepentingan Dalam Pengelolaan Dampak

Stakeholders Involvement In Impact Management

Pemangku Kepentingan Stakeholders	Peran Role
Pemerintah Government	Membuat Undang-undang dan peraturan terkait ketenagakerjaan Preparing laws and regulations related to employment
Direksi Director	- Menyetujui dan menetapkan kebijakan strategis pengelolaan SDM - Menerbitkan aturan atau regulasi terkait kepegawaian yang kemudian dijadikan pedoman PTK dalam melakukan pengelolaan tenaga kerja - Approving and determining strategic policies for HC management - Issuing rules or regulations related to personnel which are then used as guidelines for PTK in managing employment
Vice President Human Capital Vice President Human Capital	- Mengkoordinasikan, merumuskan strategi dan kebijakan perencanaan dan pengembangan sumber daya manusia untuk mendukung pencapaian visi, misi dan strategi bisnis Perusahaan. - Merumuskan, menetapkan, mengendalikan dan mengembangkan kebijakan serta program kerja pengelolaan Human Capital yang meliputi antara lain organizational development/business process/ manpower planning/talent management / performance & competency management). - Mengelola dan mengendalikan kebutuhan dari Fungsi terkait dengan implementasi proses penyusunan perencanaan kebutuhan pekerja, penempatan pekerja, promosi/demosi, pelaksanaan performance & competency management, memfasilitasi proses talent management, dan pelaksanaan training & development. - Merumuskan, menetapkan, mengendalikan dan mengembangkan kebijakan, program kerja, kegiatan improvement, operation excellence, implementasi Quality & Innovation Management Perusahaan serta tindak lanjut change management untuk memastikan tercapainya strategi dan tujuan perusahaan. - Coordinating, formulating strategies and policies for planning and developing human capital to support the achievement of the Company's vision, mission and business strategy. - Formulating, determining, controlling and developing policies and work programs for managing Human Capital which include organizational development/business process/ manpower planning/talent management/performance & competency management). - Managing and controlling the needs of the Function related to the implementation of the process of preparing employee needs planning, employee placement, promotion/ demotion, implementation of performance & competency management, facilitating the talent management process, and implementing training & development. - Formulating, determining, controlling and developing policies, work programs, improvement activities, operation excellence, implementation of the Company's Quality & Innovation Management and follow-up change management to ensure the strategies and goals achievement of the Company.
Seluruh pekerja PTK The Entire PTK Employee	- Mematuhi seluruh Undang-undang dan peraturan terkait ketenagakerjaan - Berpartisipasi secara aktif memberikan input/masukan untuk menciptakan lingkungan kerja yang aman dan nyaman - Complying with all laws and regulations related to employment - Actively participating in providing input to create a safe and comfortable work environment

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Visi dan Ambisi Perusahaan terkait Pengelolaan SDM

Company Vision and Ambition regarding HC Management

PTK merumuskan peta jalan pengembangan sumber daya manusia yang mengacu kepada visi PTK 2026 menjadi perusahaan global yang kompetitif pada lini bisnisnya. Secara bertahap, berikut fokus Fungsi Human Capital secara bertahap.

PTK has formulated a human resource development roadmap that aligns with PTK's 2026 vision of becoming a competitive global company in its business lines. The following are the phased focuses of the Human Capital Function.

1. Organisasi dan Tata Kelola (Organization & Governance PTK Group)

Area Strategis	Phase 1 (Fundamental)	Phase 2 (Acceleration)	Phase 3 (Global Maritime Company)
Organisasi & Tata Kelola Organization & Governance PTK Group	Mengembangkan Model Parenting dan Corp Charter (Chapter I) Develop Parenting Model & Corp Charter	Mengembangkan Matriks Organisasi (Chapter II) Develop Matrix Organization	Penyempurnaan Organisasi (Chapter III) Enhancement Organization
Produktivitas HC	Menjaga Indeks Produktivitas HC Secure HC productivity index	Meningkatkan Indeks Produktivitas HC Enhance HC productivity index	Mengembangkan Indeks Produktivitas HC Global Develop Global HC productivity index
Shared Service Strategis	Mengembangkan shared service center Develop shared service center	Meningkatkan shared service center Enhance shared service center	Mengintegrasikan shared service center Integrate shared service center

2. Pengembangan Karyawan dan Talent (People Development & Talent Management)

Area Strategis	Phase 1 (Fundamental)	Phase 2 (Acceleration)	Phase 3 (Global Maritime Company)
Akademi IML (Pelayaran, Marine, Logistik)	Mengembangkan Sistem Manajemen Talent Develop Talent Management System	Meningkatkan Sistem Manajemen Kompetensi Enhance Competency Management System	Sistem Manajemen Kompetensi Secara Terintegrasi Integrated Competency Management System
CJP – Crew Job Posting	a. Mengoptimalkan kompetensi keragaman b. Survei remunerasi yang kompetitif a. Optimizing Diversity competency b. Competitive Remuneration Survey	-	-
Manajemen Talent	-	a. Membangun talent global b. Menyelaraskan remunerasi a. Building global talent b. Harmonize Remuneration	a. Mengembangkan talent global b. Remunerasi yang kompetitif secara global a. Expand Global Talent b. Global Competitive Remuneration

3. Budaya & Industrial Peace (Culture & Industrial Peace)

Area Strategis	Phase 1 (Fundamental)	Phase 2 (Acceleration)	Phase 3 (Global Maritime Company)
Sprint to Sprint	Penyelarasan nilai-nilai perusahaan Corporate values alignment	Peningkatan nilai-nilai perusahaan Strengthening Corporate values	Budaya Kinerja Tinggi High performance culture
Bongkar Muat Transko Academy	Mengembangkan Program Budaya Develop Culture program	Program Budaya yang beragam Diverse Culture Program	-
Industrial Peace Level	-	PERTAMINA INDUSTRIAL PEACE LEVEL	-

4. Sistem Informasi Human Capital (HC Information System)

Area Strategis	Phase 1 (Fundamental)	Phase 2 (Acceleration)	Phase 3 (Global Maritime Company)
DATALENTA	Mengembangkan Dashboard HC Develop HC Dashboard	Menyempurnakan Dashboard HC Enhanced HC Dashboard	a. Menyempurnakan Digital Manpower Planning (MPP) dalam SH IML Group b. Menyempurnakan Sistem Manajemen Talenta Secara Terintegrasi c. Menyempurnakan Digital Manpower Planning (MPP) a. Enhancement Digital Manpower Planning (MPP) SH IML Group b. Enhancement Integrated Talent Management System c. Enhance Digital Manpower Planning
Inisiatif Sistem HC	a. Mengembangkan Interface HC Terintegrasi b. Sistem Manajemen Talent Terintegrasi a. Develop Integrated HC Interface b. Integrated Talent Management System	a. Menyempurnakan HC Interface Terintegrasi b. Mengembangkan Perencanaan Tenaga Kerja Secara Digital c. Menyempurnakan Sistem Manajemen Talenta Secara Terintegrasi a. Enhanced Integrated HC Interface b. Developing Digital Workforce Planning c. Enhanced Integrated Talent Management System	

Internalisasi Budaya Keberlanjutan pada Insan PTK [OJK F.1]

Budaya keberlanjutan di PTK diimplementasikan melalui Program Charter Budaya yang menjadi bagian dari inisiatif strategis Pertamina (Persero) dalam mengaktualisasikan nilai-nilai AKHLAK sekaligus membangun budaya kerja unggul di lingkungan Subholding dan Anak Perusahaan. Program ini dijalankan secara terstruktur untuk membentuk insan PTK yang adaptif terhadap perubahan, mampu berkolaborasi, serta memiliki orientasi kuat terhadap perbaikan berkelanjutan.

Internalization of Sustainability Culture in PTK Personnel [OJK F.1]

The culture of sustainability at PTK is implemented through the Culture Charter Program, which is part of Pertamina (Persero)'s strategic initiative to actualize AKHLAK values while building a superior work culture within the Subholding and Subsidiaries. This program is carried out in a structured manner to develop PTK personnel who are adaptive to change, capable of collaborating, and strongly oriented towards continuous improvement.

Sepanjang tahun 2025, PTK mengimplementasikan 4 (empat) program utama dalam Charter Budaya, yaitu:

- Program Energize, yang diarahkan untuk meningkatkan efektivitas dan kualitas rapat melalui penerapan prinsip Time on, Focus, Update, & Tell dalam setiap pertemuan kerja.
- Program Enhancement, yang menitikberatkan pada penyelarasan dan pembaruan prosedur kerja melalui penguatan Sistem Tata Kelola (STK).
- Program Emergence, yang bertujuan mendorong lahirnya inovasi melalui forum dialog dan diskusi antara pimpinan dan pekerja.
- Program Empowerment, yang difokuskan pada pengembangan kompetensi pekerja melalui metode peer assist yang dipandu langsung oleh pimpinan tertinggi di masing-masing fungsi.

Pelaksanaan seluruh program tersebut mencerminkan komitmen PTK dalam mengimplementasikan arahan budaya dari Pertamina (Persero) sekaligus mendukung prinsip keberlanjutan secara menyeluruh, mencakup peningkatan efisiensi proses, penguatan kinerja organisasi, pengembangan kompetensi SDM, serta penerapan praktik kerja yang bertanggung jawab.

Inklusivitas pada keberagaman dan kesetaraan Pegawai [OJK F.18, F.19]

Di lingkungan PTK, penerapan prinsip inklusivitas, keberagaman, dan kesetaraan kesempatan kerja menjadi fondasi utama dalam membangun suasana kerja yang adil dan berkelanjutan. Perusahaan berkomitmen memberikan peluang yang sama kepada seluruh pegawai tanpa membedakan latar belakang, suku, agama, jenis kelamin, maupun kondisi disabilitas. Pendekatan ini selaras dengan upaya menciptakan komposisi SDM yang beragam guna mendorong terbentuknya tim kerja yang lebih inovatif dan produktif.

Sebagai wujud tanggung jawab sosial serta komitmen terhadap praktik kerja yang bebas diskriminasi, PTK menetapkan Respectful Workplace Policy (RWP) yang menegaskan perlindungan Hak Asasi Manusia (HAM) dan kepatuhan terhadap regulasi ketenagakerjaan. Kebijakan tersebut menjamin hak pekerja untuk berserikat, melarang penggunaan tenaga kerja anak atau di bawah usia kerja, serta mencegah terjadinya praktik kerja paksa di lingkungan perusahaan.

Tidak terdapat kasus diskriminasi yang dialami oleh pegawai PTK pada tahun 2025, dan seluruh pegawai (100%) telah memperoleh perlindungan hak melalui Perjanjian Kerja Bersama (PKB) sesuai dengan ketentuan Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan. [GRI 2-30] [OJK F.19]

Keberagaman Dalam Komposisi Pegawai

PTK didukung oleh 2.987 orang pegawai pada tahun 2025 yang berasal dari beragam latar belakang, mencerminkan variasi pada aspek usia, tingkat pendidikan, jenis kelamin, serta kualifikasi pendidikan. Jumlah tersebut menunjukkan penurunan jika dibandingkan tahun sebelumnya sebesar 2.971 pegawai.

Throughout 2025, PTK will implement four main programs in the Culture Charter, namely:

- The Energize Program, which is aimed at improving the effectiveness and quality of meetings through the application of the Time on, Focus, Update, & Tell principles in every work meeting.
- Enhancement Program, which focuses on aligning and updating work procedures through strengthening the Governance System (STK).
- Emergence Program, which aims to encourage innovation through dialogue and discussion forums between leaders and employees.
- Empowerment Program, which focuses on developing employee competencies through peer assist methods guided directly by the highest leaders in each function.

The implementation of all these programs reflects PTK's commitment to implementing Pertamina (Persero)'s cultural directives while supporting the principles of sustainability as a whole, including improving process efficiency, strengthening organizational performance, developing human resource competencies, and implementing responsible work practices.

Inclusivity in Employee Diversity and Equality [OJK F.18, F.19]

Within PTK, the application of the principles of inclusivity, diversity, and equal employment opportunities is the main foundation for building a fair and sustainable work environment. The company is committed to providing equal opportunities to all employees regardless of their background, ethnicity, religion, gender, or disability. This approach is in line with efforts to create a diverse human resource composition to encourage the formation of more innovative and productive work teams.

As a form of social responsibility and commitment to non-discriminatory work practices, PTK has established a Respectful Workplace Policy (RWP) that affirms the protection of human rights and compliance with labor regulations. This policy guarantees the right of workers to organize, prohibits the use of child labor or labor below the working age, and prevents forced labor practices within the company.

There were no cases of discrimination experienced by PTK employees in 2025, and all employees (100%) have obtained rights protection through a Collective Labor Agreement (PKB) in accordance with the provisions of Law Number 13 of 2003 concerning Manpower. [GRI 2-30] [OJK F.19]

Diversity in Employee Composition

PTK is supported by 2,987 employees in 2025 who come from diverse backgrounds, reflecting variations in age, education level, gender, and educational qualifications. This number shows a decrease of 2,971 employees compared to the previous year.

Dalam pengelolaannya, tenaga kerja PTK terbagi menjadi tiga kategori utama, yaitu Pekerja Tetap (PWTT), Pekerja Kontrak (PWT), dan Pekerja Tidak Tetap (TKJP). Kategori terakhir mencakup pula tenaga alih daya atau pekerja tidak langsung, seperti petugas keamanan, petugas kebersihan, serta staf administrasi. [GRI 2-8]

In terms of management, PTK's workforce is divided into three main categories, namely Permanent Employees (PWTT), Contract Employees (PWT), and Temporary Employees (TKJP). The latter category also includes outsourced or indirect workers, such as security guards, cleaning staff, and administrative staff. [GRI 2-8]

Jumlah Pegawai Berdasarkan Status Kepegawaian dan Jenis Kelamin [GRI 2-7, 2-8] [OJK C.3.b]

Total Employees by Employment Status and Gender [GRI 2-7, 2-8] [OJK C.3.b]

Status pekerja Employee Status	2025			2024			2023		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Pekerja Tetap (PWTT) Permanent Employee (PWTT)	253	59	312	259	54	313	459	86	545
Pekerja Kontrak (PWT)* Contract Employee (PWTT)	8	2	10	20	5	25	539	8	547
Pekerja Tidak Tetap (TKJP)** Non-Permanent Employee (TKJP)**	2.250	415	2.665	2.401	232	2.633	2.380	229	2.609
Jumlah Total	2.501	486	2.987	2.680	291	2.971	3.378	323	3.701

Keterangan | Information:

*Untuk pegawai PWT Pria terdiri dari Pekerja Kontrak (PWT) dan Awak Kapal Kontrak (AKK)

** Pekerja Tidak Tetap (TKJP) termasuk dengan pekerja alihdaya

*Male PWT employees consist of Contract Employees (PWT) and Contract Ship Crew (AKK)

** Non-Permanent Employees (TKJP) including outsourcing employees

Jumlah Pegawai Berdasarkan Status Kepegawaian dan Wilayah operasi [GRI 2-7]

Total Employees by Employment Status and Operation Area [GRI 2-7]

Wilayah operasi Operation Area	2025				2024			
	Pekerja Tetap (PWTT) Permanent Employee (PWTT)	Pekerja Kontrak (PWT) Contract Employee (PWTT)	Pekerja Tidak Tetap (TKJP)* Non Permanent Employee (TKJP)**	Jumlah Total	Pekerja Tetap (PWTT) Permanent Employee (PWTT)	Pekerja Kontrak (PWT) Contract Employee (PWTT)	Pekerja Tidak Tetap (TKJP)* Non Permanent Employee (TKJP)**	Jumlah Total
Head Office	229	8	175	412	229	25	180	434
MBOR 1	11	-	813	824	11	-	825	836
MBOR 2	11	-	873	884	11	-	835	846
MBOR 3	10	2	804	816	10	-	793	803
Laut Marine	51	-	-	51	52	-	-	52
Jumlah Total	312	10	2.665	2.987	313	25	2.633	2.971

Keterangan | Information:

* Pekerja Tidak Tetap (TKJP) termasuk dengan pekerja alihdaya

* Non-Permanent Employee (TKJP) including outsourcing employee

Wilayah operasi Operation Area	2023			
	Pekerja Tetap (PWTT) Permanent Employee (PWTT)	Pekerja Kontrak (PWT) Contract Employee (PWTT)	Pekerja Tidak Tetap (TKJP)* Non Permanent Employee (TKJP)**	Jumlah Total
Head Office	219	7	165	432
MBOR 1	90	6	801	878
MBOR 2	87	2	833	912
MBOR 3	96	19	810	907
Laut Marine	53	513	-	572
Jumlah Total	545	547	2.609	3.701

Keterangan | Information:

* Pekerja Tidak Tetap (TKJP) termasuk dengan pekerja alihdaya

* Non-Permanent Employee (TKJP) including outsourcing employee

Jumlah Pegawai Berdasarkan Tingkat Pendidikan, level jabatan, Unit Kerja, usia dan Jenis Kelamin [GRI 2-7] [OJK C.3.b]
Total Employees Based on Education Level, Job Level, Work Unit, Age and Gender [GRI 2-7] [OJK C.3.b]

Keterangan Description	2025			2024			2023		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Tingkat Pendidikan Education Level									
Pasca Sarjana Post-Graduated	45	10	55	38	10	48	61	11	72
Sarjana Bachelor Degree	548	189	737	562	183	745	596	181	777
Diploma Diploma	209	46	255	235	48	283	319	69	388
SMA dan Setara High School and Equivalent	1645	230	1875	1.796	52	1.848	1.995	60	2.055
Lain-lain (ANT I-II/ATT I-II) Others (ANT I-II/ATT I-II)	64	1	65	47	-	47	407	2	409
Jumlah Total	2.501	486	2.987	2.680	291	2.971	3.378	323	3.701
Level Jabatan Position Level									
Eksekutif Executive	14	1	15	20	-	20	16	1	17
Manager	13	1	14	31	3	34	68	7	75
Asisten Manager Manager and Assistant	72	16	88	77	18	95	125	24	149
Staf dan Pekerja Laut Marine Staff and Employees	162	43	205	151	38	189	789	62	851
Tenaga Kerja Jasa Penunjang (TKJP) Support Services Labor	2250	415	2665	2.401	232	2.633	2.380	229	2.609
Jumlah Total	2.501	486	2.987	2.680	291	2.971	3.378	323	3.701
Unit Kerja Work Unit									
Non Direktorat Non Directorate	71	28	99	83	29	112	85	29	114
Direktorat Operasi Directorate of Operations	73	12	85	73	23	96	671	29	700
Direktorat Pemasaran Directorate of Marketing	2371	189	2560	2.342	198	2.540	2.563	225	2.788
Direktorat Keuangan & SDM Directorate of Finance & HR	59	37	96	63	32	95	59	40	99
Lain-lain (Organisasi Project) Others (Project Organization)	131	16	147	119	9	128	-	-	-
Jumlah Total	2.705	282	2.987	2.680	291	2.971	3.378	323	3.701
Usia Age									
<20 tahun <20 years old	-	-	-	-	-	-	3	-	3
21-30 tahun 21-30 years old	427	143	570	446	87	533	481	86	567
31-40 tahun 31-40 years old	939	201	1.140	977	128	1.105	1.183	142	1.325
41-50 tahun 41-50 years old	775	121	901	852	59	911	1.066	65	1.131
51-55 tahun 51-55 years old	342	27	369	344	14	358	525	23	548
>55 tahun >55 years old	5	2	7	61	3	64	120	7	127
Jumlah Total	2.501	486	2.987	2.680	291	2.971	3.378	323	3.701

Berdasarkan tabel informasi tersebut, komposisi pegawai PTK pada tahun 2025 menurut jenjang jabatan menunjukkan bahwa sekitar 0,81% berada pada level eksekutif, 1,21% pada level manajer, 1,61% pada level asisten manajer, 7,43% pada posisi staf dan pekerja laut, serta mayoritas sebesar 89,22% berada pada kategori pekerja tidak tetap/TKJP.

Dari sisi kelompok usia, pegawai berusia ≤30 tahun mencakup sekitar 17,74% dari total tenaga kerja, kelompok usia 30–50 tahun mendominasi dengan porsi 67,73%, sementara pegawai berusia di atas 50 tahun mencapai 14,56%.

Based on the information table, the composition of PTK employees in 2025 according to job level shows that around 0.81% are at the executive level, 1.21% at the manager level, 1.61% at the assistant manager level, 7.43% in staff and marine worker positions, and the majority of 89.22% are in the temporary worker/TKJP category.

In terms of age groups, employees aged ≤30 years old comprise approximately 17.74% of the total workforce, the 30–50 age group dominates with a share of 67.73%, while employees over 50 years old account for 14.56%.

Keberagaman juga tercermin pada struktur tata kelola perusahaan. Sepanjang tahun 2025, terdapat 4 orang pada posisi Dewan Komisaris dan 5 orang pada posisi Direksi, sedangkan jabatan komite diisi oleh 11 orang. Jika ditinjau dari usia, sebanyak 6 orang atau sekitar 54,54% dari total anggota tata kelola berada pada kelompok usia di atas 50 tahun.

Sementara itu, level manajemen senior di PTK ditetapkan mulai dari jabatan manajer ke atas. Seluruh posisi manajemen senior, yaitu sebanyak 52 orang atau 100% dari total, berasal dari tenaga kerja lokal. [GRI 202-2]

Keberagaman dan Kesetaraan dalam Rekrutmen dan Turnover Pegawai

Dalam upaya memastikan ketersediaan sumber daya manusia yang kompeten dan sesuai dengan kebutuhan operasional, pada tahun 2025 PTK kembali melaksanakan proses rekrutmen dengan total penerimaan pegawai baru sebanyak 35 orang. Proses seleksi dilakukan secara objektif dengan menitikberatkan pada kesesuaian kompetensi kandidat terhadap persyaratan jabatan, tanpa mempertimbangkan latar belakang Suku, Agama, Ras, maupun Antargolongan (SARA).

Selain itu, PTK menjamin seluruh tahapan rekrutmen dilaksanakan sesuai ketentuan ketenagakerjaan yang berlaku, termasuk Undang-Undang Republik Indonesia Nomor 13 Tahun 2003, serta selaras dengan Konvensi ILO No. 138 Tahun 1973 tentang batas usia minimum bekerja dan Konvensi ILO No. 182 Tahun 1999 mengenai penghapusan bentuk-bentuk pekerjaan terburuk bagi anak. Dengan komitmen tersebut, hingga akhir tahun 2024 tidak terdapat laporan terkait praktik pekerja anak baik dalam kegiatan operasional maupun di rantai pemasok. [OJK F.19]

Kegiatan rekrutmen PTK dilaksanakan melalui dua jalur utama, yaitu perekrutan lulusan baru (fresh graduate) dan tenaga profesional berpengalaman (experienced). Untuk mendukung proses adaptasi pegawai baru, PTK menerapkan program on-job training (OJT) selama tiga bulan yang mencakup rotasi penugasan lintas fungsi sesuai perencanaan Fungsi HR Strategic. Sebelum memasuki tahap OJT, pegawai baru juga memperoleh pembekalan awal berupa program pengembangan karakter, pengenalan proses bisnis perusahaan, pelatihan wajib Completed Staff Work (CSW), serta pelatihan komunikasi.

Jumlah dan Tingkat Rekrutmen Pegawai Baru [GRI 401-1]

Total and Level of New Employee Recruitment [GRI 401-1]

Keterangan Information	2025		2024		2023	
	Jumlah Total	Tingkat Rekrutmen (%) Recruitment Rate (%)	Jumlah Total	Tingkat Rekrutmen (%) Recruitment Rate (%)	Jumlah Total	Tingkat Rekrutmen (%) Recruitment Rate (%)
Jenis Kelamin Gender						
Laki-laki Male	24	9,60	13	4,65	8	0,24
Perempuan Female	11	4,40	4	1,37	5	1,54
Jumlah Total	35	14,00	17	0,57	13	0,35

Diversity is also reflected in the company's governance structure. Throughout 2025, there were 4 people in the Board of Commissioners and 5 people in the Board of Directors, while committee positions were filled by 11 people. In terms of age, 6 people or around 54.54% of the total governance members were in the over 50 age group.

Meanwhile, the senior management level at PTK is defined as manager and above. All senior management positions, totaling 52 people or 100% of the total, are filled by local workers. [GRI 202-2]

Diversity and Equality in Employee Recruitment and Turnover

In an effort to ensure the availability of competent human resources that meet operational needs, in 2025 PTK will once again carry out a recruitment process with a total of 35 new employees. The selection process will be conducted objectively, focusing on the suitability of candidates' competencies to the job requirements, without considering their ethnic, religious, racial, or intergroup (SARA) backgrounds.

In addition, PTK guarantees that all stages of recruitment are carried out in accordance with applicable labor regulations, including Law of the Republic of Indonesia Number 13 of 2003, and in line with ILO Convention No. 138 of 1973 concerning the minimum age for employment and ILO Convention No. 182 of 1999 concerning the elimination of the worst forms of child labor. With this commitment, until the end of 2024, there have been no reports of child labor practices in either operational activities or the supply chain. [OJK F.19]

PTK's recruitment activities are carried out through two main channels, namely the recruitment of fresh graduates and experienced professionals. To support the adaptation process of new employees, PTK implements a three-month on-the-job training (OJT) program that includes cross-functional assignment rotations in accordance with the HR Strategic Function plan. Before entering the OJT stage, new employees also receive initial training in the form of character development programs, an introduction to the company's business processes, mandatory Completed Staff Work (CSW) training, and communication training.

Keterangan Information	2025		2024		2023	
	Jumlah Total	Tingkat Rekrutmen (%) Recruitment Rate (%)	Jumlah Total	Tingkat Rekrutmen (%) Recruitment Rate (%)	Jumlah Total	Tingkat Rekrutmen (%) Recruitment Rate (%)
Usia Age						
< 30 tahun < 30 years old	27	10,80	9	1,68		0,46
30 – 50 tahun 30 – 50 years old	8	3,20	8	0,45	10	0,41
> 50 tahun > 50 years old	-	-	-	-	-	-
Jumlah Total	35	14,00	17	0,57	13	0,35
Wilayah Operasi Operations Area						
Head Office	10	4,00	8	1,84	9	2,29
MBOR 1	8	3,20	2	0,23	1	0,11
MBOR 2	6	2,40	2	0,23	2	0,22
MBOR 3	11	4,40	5	0,62	2	0,22
Laut Marine	-	-	-	-	-	-
Jumlah Total	35	14,00	17	0,57	13	0,35

PTK memandang pengelolaan tingkat perputaran pegawai sebagai aspek penting untuk menjaga kesinambungan operasional sekaligus mendukung keberlangsungan usaha. Oleh karena itu, Perusahaan terus berupaya menghadirkan lingkungan kerja yang positif, aman, dan suportif guna meminimalkan potensi peningkatan turnover yang dapat berdampak pada kinerja organisasi.

PTK considers employee turnover management to be an important aspect of maintaining operational continuity while supporting business sustainability. Therefore, the Company continues to strive to provide a positive, safe, and supportive work environment in order to minimize the potential for increased turnover that could impact organizational performance.

Sampai dengan akhir tahun 2025, tingkat turnover PTK tercatat sebesar 4,97% atau setara dengan 16 orang pekerja. Pergerakan tersebut dipengaruhi oleh beberapa faktor, antara lain pegawai yang memasuki masa pensiun, meninggal dunia, mengundurkan diri, maupun yang diberhentikan oleh Perusahaan. [GRI 401-1]

By the end of 2025, PTK's turnover rate was recorded at 4.97% or equivalent to 16 employees. This movement was influenced by several factors, including employees who entered retirement, passed away, resigned, or were terminated by the Company. [GRI 401-1]

Turnover Pegawai Tahun 2025 [GRI 401-1] Employee Turnover in 2025 [GRI 401-1]

Keterangan Information	Pria Male	Wanita Female	Jumlah Total
Jumlah pegawai (PWTT & PWT) tahun 2025 Total employees (PWTT & PWT) in 2025	261	61	322
Jumlah rekrutmen pegawai baru Total new employees recruitment	24	11	35
Jumlah pegawai yang pensiun Total employees retired	13	-	13
Jumlah pegawai yang meninggal dunia Total employees passed away	1	-	1
Jumlah pegawai yang mengundurkan diri (resign) Total employees resigned	1	-	1
Jumlah pegawai yang diberhentikan Perusahaan Total employees dismissed by the Company	1	-	1

Program Kesejahteraan Pegawai

PTK berkomitmen menyediakan program kesejahteraan yang menyeluruh bagi seluruh pegawai sebagai wujud apresiasi atas peran dan kontribusi mereka terhadap pencapaian kinerja perusahaan. Inisiatif kesejahteraan tersebut dirancang dengan memperhatikan berbagai aspek, meliputi manfaat finansial, perlindungan kesehatan, pengembangan karier, serta dukungan terhadap keseimbangan kehidupan kerja dan pribadi. Melalui pendekatan yang terpadu ini, PTK berupaya memastikan setiap pegawai merasa dihargai, memperoleh dukungan yang memadai, serta terdorong untuk terus memberikan kinerja terbaik bagi perusahaan.

Remunerasi Pegawai

PTK menyediakan paket kompensasi dan berbagai manfaat lainnya yang dirancang secara adil dan kompetitif dengan mempertimbangkan kepatuhan terhadap regulasi, prinsip kesetaraan gender, serta daya saing dengan standar remunerasi di industri sejenis.

Besaran gaji dan kompensasi pegawai ditetapkan dengan mengacu pada ketentuan Upah Minimum Provinsi (UMP) serta mempertimbangkan faktor kinerja, jabatan, masa kerja, dan status kepegawaian. Dalam implementasinya, PTK juga memastikan kesetaraan upah pokok antara pegawai laki-laki dan perempuan untuk posisi, tanggung jawab, dan unit kerja yang setara, dengan rasio pembayaran 1:1.

Sebagai bentuk apresiasi atas kontribusi pegawai sekaligus dukungan terhadap peningkatan kesejahteraan masyarakat, PTK memberikan tingkat upah yang melampaui standar minimum. Sepanjang tahun 2025, rata-rata gaji terendah yang diberikan perusahaan tercatat mencapai sekitar 221% di atas Upah Minimum Provinsi di masing-masing wilayah operasional. [\[GRI 202-1\] \[OJK F.20\]](#)

Persentase Remunerasi di Tingkat Kepegawaian Paling Rendah terhadap UMP [\[GRI 202-1\] \[OJK F.20\]](#)

Remuneration Percentage at the Lowest Employee Level to the Minimum Wage [\[GRI 202-1\] \[OJK F.20\]](#)

Wilayah Operasi Operations Area	Provinsi Province	Rasio Gaji Paling Rendah terhadap UMP Lowest Salary to Regional Ratio
Head Office	DKI Jakarta Greater Jakarta	155 %
Region 1	Kepulauan Riau Riau Islands	205 %
Region 2	Jawa Timur East Java	317 %
Region 3	Kalimantan Timur East Kalimantan	206 %
Rata-rata Average		221 %

PTK menjamin bahwa penerapan sistem remunerasi yang layak dan proporsional tidak hanya berlaku bagi pegawai tetap (PWTT), tetapi juga mencakup Pekerja Kontrak (PWT) serta Pekerja Tidak Tetap (TKJP). Kebijakan ini berlandaskan prinsip keadilan, penghargaan atas kontribusi kerja, serta komitmen perusahaan dalam membangun lingkungan kerja yang inklusif dan harmonis.

Employee Welfare Program

PTK is committed to providing comprehensive welfare programs for all employees as a token of appreciation for their roles and contributions to the company's performance. These welfare initiatives are designed with various aspects in mind, including financial benefits, health protection, career development, and support for work-life balance. Through this integrated approach, PTK strives to ensure that every employee feels valued, receives adequate support, and is motivated to continue delivering their best performance for the company.

Employee Remuneration

PTK provides compensation packages and various other benefits that are designed to be fair and competitive, taking into account regulatory compliance, gender equality principles, and competitiveness with remuneration standards in similar industries.

Employee salaries and compensation are determined with reference to the Provincial Minimum Wage (UMP) and taking into account factors such as performance, position, length of service, and employment status. In its implementation, PTK also ensures equal basic pay between male and female employees for equivalent positions, responsibilities, and work units, with a 1:1 payment ratio.

As a form of appreciation for employee contributions and support for improving community welfare, PTK provides wage levels that exceed the minimum standard. Throughout 2025, the lowest average salary paid by the company was recorded at around 221% above the Provincial Minimum Wage in each operational area. [\[GRI 202-1\] \[OJK F.20\]](#)

PTK guarantees that the implementation of a fair and proportional remuneration system applies not only to permanent employees (PWTT), but also to Contract Workers (PWT) and Temporary Workers (TKJP). This policy is based on the principles of fairness, recognition of work contributions, and the company's commitment to building an inclusive and harmonious work environment.

Melalui pemberian kompensasi yang memadai kepada seluruh kategori pekerja, PTK berupaya menjaga tingkat produktivitas dan loyalitas pegawai, sekaligus memastikan kepatuhan terhadap ketentuan peraturan ketenagakerjaan yang berlaku. Besaran remunerasi bagi pegawai tetap diatur secara jelas dalam Perjanjian Kerja Bersama (PKB) maupun perjanjian kerja individual. Adapun rincian komponen remunerasi yang diterima oleh pekerja PWTT, PWT, dan TKJP adalah sebagai berikut:

By providing adequate compensation to all categories of workers, PTK strives to maintain employee productivity and loyalty, while ensuring compliance with applicable labor regulations. The amount of remuneration for permanent employees is clearly regulated in the Collective Labor Agreement (PKB) and individual employment agreements. The details of the remuneration components received by PWTT, PWT, and TKJP workers are as follows:

Perbedaan Komponen Remunerasi Berdasarkan Status Kepegawaian [GRI 401-2]
Differences in Remuneration Components By Employee Status [GRI 401-2]

Kebijakan Policy	Benefit	Status Kepegawaian Employment Status		
		Pekerja Tetap (PWTT) Permanent Employees (PWTT)	Pekerja Kontrak (PWT) Contract Employees (PWT)	Pekerja Tidak Tetap (TKJP) Non-Permanent Employees (TKJP)
Remunerasi Remuneration	Gaji/Imbalan Salary/Rewards	✓	✓	✓
	Kompensasi Lembur Overtime Compensation	✓	✓	✓
	Uang Pelepasan Severance Pay	✓	-	-
	Tunjangan Hari Tua Old Age Benefits	✓	✓	✓
	Asuransi Insurance	✓	✓	-
Pemeliharaan Kesehatan Health Care	Jaminan Kesehatan Health Insurance	✓	✓	✓
	Tunjangan Kecelakaan Kerja Work Accident Benefits	✓	✓	✓
Pendidikan/Pelatihan Education/Training	Pendidikan Formal Formal Education	✓	-	-
	Pelatihan Training	✓	✓	-
Kebijakan Lainnya Other Policies	Bantuan Pemakaman dan Duka Cita Funeral and Bereavement Assistance	✓	✓	✓
	Bantuan Bencana Alam Natural Disaster Assistance	✓	✓	✓
	Bantuan Fasilitas Sewa Rumah Housing Rental Facility Assistance	✓	✓	-

Cuti Melahirkan

PTK menunjukkan komitmennya dalam mendukung kesejahteraan keluarga pegawai dengan memberikan fasilitas cuti kelahiran. Pegawai perempuan yang memasuki masa persalinan berhak memperoleh cuti melahirkan selama 3 (tiga) bulan, sementara pegawai laki-laki diberikan cuti pendampingan selama 5 (lima) hari untuk mendampingi istri. Ketentuan tersebut telah diatur secara resmi dalam Perjanjian Kerja Bersama (PKB) Bab VI Istirahat Tahunan dan Izin Meninggalkan Pekerjaan Pasal 38 mengenai Izin Meninggalkan Pekerjaan dengan Upah. Selama menjalani masa cuti, pegawai tetap menerima upah penuh serta dijamin dapat kembali bekerja setelah masa cuti selesai.

Perusahaan telah mencatat tidak terdapat pegawai perempuan yang memanfaatkan hak cuti melahirkan dan tidak terdapat pegawai laki-laki yang menggunakan cuti pendampingan sepanjang tahun 2025. Seluruh pegawai yang mengambil cuti pada tahun sebelumnya (100%) kembali bekerja setelah masa cuti berakhir.

Maternity leave

PTK demonstrates its commitment to supporting the welfare of its employees' families by providing maternity leave benefits. Female employees who are entering their maternity period are entitled to three (3) months of maternity leave, while male employees are granted five (5) days of paternity leave to accompany their wives. These provisions are officially regulated in the Collective Labor Agreement (PKB) Chapter VI Annual Leave and Leave of Absence Article 38 regarding Paid Leave of Absence. During their leave, employees continue to receive their full salary and are guaranteed to return to work after their leave ends.

The company has recorded no female employees utilizing their maternity leave rights and no male employees using paternity leave throughout 2025. All employees who took leave (100%) in previous year returned to work after the leave period ended.

Realisasi Maternity dan Paternity Leave tahun 2025 [GRI 401-3]

Realization of Maternity and Paternity Leave in 2025 [GRI 401-3]

Keterangan Information	Pegawai Pegawai Employees	
	Wanita Female (Maternity Leave)	Pria Male (Paternity leave)
Jumlah pegawai yang berhak mendapatkan hak cuti Total employees entitled to leave	44	244
Jumlah pegawai yang menggunakan hak cuti Total employees used the leave	-	-
Jumlah pegawai yang kembali bekerja setelah masa cuti berakhir Total employees returned to work after the leave period ended	-	-
Jumlah pegawai yang kembali bekerja setelah masa cuti berakhir, yang masih dipekerjakan kembali 12 bulan setelah kembali bekerja Total employees returned to work after the leave period ended, who were still reemployed 12 months after returning to work	-	-
Tingkat pegawai yang menggunakan hak cuti yang kembali bekerja (%) Total employees used their leave rights who returned to work (%)	-	-
Tingkat pegawai yang kembali setelah masa cuti berakhir, yang masih dipekerjakan kembali 12 bulan setelah kembali bekerja Total employees returned after the leave period ended, who were still reemployed 12 months after returning to work	-	-

Program Pensiun

PTK telah menetapkan ketentuan usia pensiun pegawai sejak awal masa kerja, yaitu pada usia 56 (lima puluh enam) tahun. Sebagai bagian dari persiapan menghadapi masa purna tugas, perusahaan mengikutsertakan pegawai dalam program Dana Pensiun Pertamina (DPP) serta Dana Pensiun Lembaga Keuangan Pertalife (DPLK Pertalife). Dalam skema DPLK tersebut, kontribusi iuran berasal dari perusahaan sebesar 5,2260% dan dari pekerja sebesar 5,0000%.

Retirement Program

PTK has set the retirement age for employees from the start of their employment, which is 56 (fifty-six) years old. As part of preparing for retirement, the company enrolls employees in the Pertamina Pension Fund (DPP) and the Peralife Financial Institution Pension Fund (DPLK Peralife) programs. Under the DPLK scheme, contributions come from the company at 5.2260% and from employees at 5.0000%.

Selain itu, pegawai yang telah berusia minimal 46 tahun pada tahun berjalan dan memiliki masa kerja sekurang-kurangnya 15 tahun berhak memperoleh panjar Penghargaan Atas Pengabdian (PAP) sebesar 10%. Pembayaran PAP ini akan diperhitungkan saat pemutusan hubungan kerja atau ketika pegawai memasuki Masa Persiapan Pensiun Karyawan (MPPK) pada usia 55 tahun. PAP dapat dicairkan apabila nilai perhitungan tersebut tidak melebihi penghargaan masa kerja setelah dikurangi kewajiban pegawai kepada perusahaan, seperti hutang jika ada. [GRI 201-3]

In addition, employees who are at least 46 years old in the current year and have worked for at least 15 years are entitled to a 10% advance on the Award for Service (PAP). This PAP payment will be calculated upon termination of employment or when employees enter the Employee Retirement Preparation Period (MPPK) at the age of 55. PAP can be disbursed if the calculated value does not exceed the length of service award after deducting the employee's obligations to the company, such as debts, if any. [GRI 201-3]

Dalam mendukung kesejahteraan pegawai menjelang dan setelah pensiun, PTK juga menyediakan program pembekalan purna bakti yang mencakup aspek kesehatan, pengelolaan keuangan, kesiapan psikologis, serta wawasan kewirausahaan. Program ini menghadirkan narasumber profesional di bidang terkait serta memberikan kesempatan bagi peserta untuk memperoleh pembelajaran langsung dari pelaku UMKM lokal. Pelaksanaan program tersebut didasarkan pada ketentuan PKB Pasal 81 mengenai PHK karena mencapai usia purna karya.

In supporting employee welfare before and after retirement, PTK also provides a post-service briefing program that covers health, financial management, psychological readiness, and entrepreneurial insights. This program features professional speakers in related fields and provides opportunities for participants to learn directly from local MSME practitioners. The implementation of this program is based on the provisions of PKB Article 81 regarding termination of employment due to reaching retirement age.

Perusahaan telah menyelenggarakan berbagai kegiatan pendampingan pada tahun 2025 sebagai bagian dari persiapan pegawai menuju masa pensiun. [GRI 404-2]

The company has organized various mentoring activities in 2025 as part of preparing employees for retirement. [GRI 404-2]

Program Peningkatan Keterampilan/Pendampingan Masa Purna Bakti Pegawai Tahun 2025

Employees Retirement Skills Enhancement/Mentoring Program in 2025

Nama kegiatan Activity	Tanggal pelaksanaan Date	Jumlah Peserta Total Participant
Program Pelatihan PMPK PMPK Training Program	30 Juni – 04 Juli 2025 June 30 – July 4, 2025	2 Pekerja 2 Workers
Program Pelatihan PMPK PMPK Training Program	07 – 11 Juli 2026 July 7 – 11, 2026	2 Pekerja 2 Workers
Program Pelatihan PMPK PMPK Training Program	14 – 18 Juli 2026 July 14 – 18, 2026	1 Pekerja 1 Workers
Program Pelatihan PMPK PMPK Training Program	22 – 26 September 2026 September 22–26, 2026	1 Pekerja 1 Workers
Program Pelatihan PMPK PMPK Training Program	11 – 15 Agustus 2026 August 11–15, 2026	1 Pekerja 1 Workers

Membangun Hubungan Industrial yang Baik

Sebagai bentuk pelaksanaan amanat Pasal 28E Ayat (3) UUD 1945 terkait Hak Asasi Manusia, serta untuk menjaga kelancaran kegiatan operasional, PTK mengelola hubungan kerja secara adil dengan menjunjung kepatuhan terhadap ketentuan ketenagakerjaan dan mendukung kesiapan pegawai dalam menghadapi dinamika perubahan. Perusahaan juga mendorong terciptanya hubungan industrial yang harmonis melalui penyediaan forum komunikasi yang memungkinkan pegawai menyampaikan aspirasi sekaligus menciptakan suasana kerja yang kondusif.

Kebebasan berserikat di lingkungan PTK diwujudkan melalui keberadaan Serikat Pekerja Seluruh Indonesia PT Pertamina Trans Kontinental (SPSI PTK) yang berperan aktif dalam dialog dan pembahasan kebijakan strategis terkait aspek SDM maupun operasional. Selain itu, PTK bersama perwakilan pekerja menyusun dan menyepakati Perjanjian Kerja Bersama (PKB) sebagai pedoman yang mengatur hak dan kewajiban manajemen serta pegawai, guna mendukung terciptanya hubungan industrial yang selaras dan berkelanjutan. [GRI 2-30]

Adapun berbagai agenda yang dilaksanakan sepanjang tahun 2025 untuk memperkuat hubungan industrial di lingkungan perusahaan antara lain:

1. Pembahasan bersama Serikat Pekerja Seluruh Indonesia PT Pertamina Trans Kontinental (SPSI PTK) dilaksanakan setiap triwulan
2. Melakukan sosialisasi Perjanjian Kerja Bersama 2025-2027 (PKB)

Optimalisasi Potensi Pegawai

Pendekatan Manajemen Topik Pengembangan Kompetensi dan Karir Pegawai

Peningkatan kompetensi dan pengembangan karier pegawai merupakan salah satu isu keberlanjutan yang menjadi perhatian utama PTK. Perusahaan meyakini bahwa pencapaian visi Human Capital, khususnya dalam membentuk talenta unggul, dapat diwujudkan melalui penyelenggaraan program pengembangan kompetensi dan karier yang terstruktur dan menyeluruh.

Building Good Industrial Relations

As a form of implementing the mandate of Article 28E Paragraph (3) of the 1945 Constitution regarding Human Rights, as well as to maintain smooth operational activities, PTK manages fair working relationships by upholding compliance with labor regulations and supporting employee readiness in facing the dynamics of change. The company also encourages the creation of harmonious industrial relations by providing a communication forum that allows employees to express their aspirations while creating a conducive working atmosphere.

Freedom of association within PTK is realized through the existence of the All-Indonesia Workers Union of PT Pertamina Trans Kontinental (SPSI PTK), which plays an active role in dialogue and discussions on strategic policies related to human resources and operational aspects. In addition, PTK and employee representatives have drafted and agreed on a Collective Labor Agreement (PKB) as a guideline that regulates the rights and obligations of management and employees, in order to support the creation of harmonious and sustainable industrial relations. [GRI 2-30]

The various agendas carried out throughout 2025 to strengthen industrial relations within the company include:

1. Joint discussions with the All-Indonesia Workers Union of PT Pertamina Trans Kontinental (SPSI PTK) are held quarterly
2. Conducting outreach on the 2025–2027 Collective Labor Agreement (PKB)

Optimization of Employees Potential

Topic Management Approach to Employee Competency and Career Development [GRI 3-3]

Improving employee competence and career development is one of the sustainability issues that PTK focuses on. The company believes that achieving its Human Capital vision, particularly in developing outstanding talent, can be realized through structured and comprehensive competence and career development programs.

Melalui berbagai inisiatif tersebut, PTK menilai bahwa kemampuan dan keahlian pegawai dapat terus ditingkatkan, sehingga mendorong performa kerja yang optimal, memperkuat inovasi, serta memberikan dampak positif terhadap mutu layanan perusahaan sekaligus daya saing di industri. Pengungkapan topik ini dalam Laporan Keberlanjutan mencakup berbagai aspek, mulai dari program peningkatan kompetensi, sistem penilaian kinerja, pengelolaan karier, hingga mekanisme penyampaian pengaduan pegawai. [GRI 3-2]

Pengelolaan Dampak

Untuk mengurangi potensi dampak negatif seperti ketimpangan akses terhadap pelatihan, ketidaksetaraan peluang karier, serta ketidaksesuaian program pelatihan dengan kebutuhan kompetensi, PTK mengelola pengembangan kompetensi dan karier pegawai melalui pendekatan yang sistematis. Pengelolaan ini meliputi proses identifikasi kebutuhan pelatihan, penetapan target peserta, hingga evaluasi atas efektivitas pelatihan yang telah dijalankan.

Selain itu, PTK secara konsisten melaksanakan penilaian kinerja tahunan secara objektif dan memastikan setiap pegawai memperoleh kesempatan yang sama dalam pengembangan karier. Melalui upaya tersebut, PTK meyakini dapat menciptakan dampak positif berupa terwujudnya prinsip kesetaraan dan keadilan dalam pengembangan kompetensi serta perjalanan karier pegawai. [GRI 3-3]

Kebijakan yang Telah Dikembangkan Secara Khusus

Kebijakan Perusahaan

- Rencana Jangka Panjang (RJPP) Pertamina 2025-2029
- PKB PT Pertamina (Persero) tahun 2025-2027 Bab XI Pasal 122 tentang Pembinaan dan Pengembangan SDM
- Peraturan Perusahaan PT Pertamina International Shipping Periode 2025-2027
- PKB PT Pertamina Trans Kontinental tahun 2025-2027 Bab XXI Pasal 112 tentang Perencanaan Pembinaan Sumber Daya Manusia
- Pedoman No. A09-001/K10000/2019-S9 tentang Pengelolaan Sumber Daya Manusia
- Surat Keputusan Direktur Sumber Daya Manusia PT Pertamina (Persero) No. Kpts-07/K00000/2022-S0 tentang Penyesuaian dan Alignment Struktur Karir Holding Subholding
- Surat Keputusan Direktur Sumber Daya Manusia PT Pertamina (Persero) No. Kpts-35/K00000/2022-S0 tentang Penetapan Skill Group & Sub Skill Group di Lingkungan Perusahaan

Ketentuan Umum

- Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan
- Keputusan Direktur Jenderal Pembinaan Hubungan Industrial dan Pengawasan Ketenagakerjaan Nomor Kep311/BW/2002

Komitmen

- Mencetak pegawai yang profesional, kompeten, dan berdaya saing tinggi untuk mendukung proses transformasi perusahaan
- Menilai karakter, kompetensi, dan potensi setiap pegawai secara akurat
- Memperkuat dan mengembangkan kemampuan pegawai melalui peningkatan kompetensi teknis dan kepemimpinan

Through these various initiatives, PTK believes that the abilities and skills of its employees can be continuously improved, thereby encouraging optimal work performance, strengthening innovation, and having a positive impact on the quality of the company's services as well as its competitiveness in the industry. The disclosure of this topic in the Sustainability Report covers various aspects, ranging from competency improvement programs, performance appraisal systems, career management, to employee complaint mechanisms. [GRI 3-2]

Impact Management

To reduce the potential negative impacts such as unequal access to training, unequal career opportunities, and training programs that do not match competency requirements, PTK manages employee competency and career development through a systematic approach. This management includes the process of identifying training needs, setting participant targets, and evaluating the effectiveness of the training that has been carried out.

In addition, PTK consistently conducts objective annual performance appraisals and ensures that every employee has equal opportunities for career development. Through these efforts, PTK believes it can create a positive impact in the form of realizing the principles of equality and fairness in competency development and employee career paths. [GRI 3-3]

Specifically Developed Policies

Company Policy

- Pertamina's Long-Term Plan (RJPP) 2025-2029
- PT Pertamina (Persero)'s PKB 2025-2027, Chapter XI, Article 122 on Human Resource Development and Training
- PT Pertamina International Shipping's Company Regulations for the 2025-2027 Period
- PT Pertamina Trans Kontinental Collective Labor Agreement (PKB) 2025-2027, Chapter XXI, Article 112 on Human Resource Development Planning
- Guideline No. A09-001/K10000/2019-S9 concerning Human Resource Management
- Decree by the Director of Human Resources of PT Pertamina (Persero) No. Kpts-07/K00000/2022-S0 concerning Adjustment and Alignment of Holding Subholding Career Structure
- Decree by the Director of Human Resources of PT Pertamina (Persero) No. Kpts-35/K00000/2022-S0 on Determination of Skill Group & Sub Skill Group Within the Company

General Requirements

- Law No. 13 of 2003 concerning Manpower
- Decree by the Director General of Industrial Relations Development and Manpower Supervision Number Kep311/BW/2002

Commitment

- Developing professional, competent, and highly competitive employees to support the company's transformation process
- Accurately assessing the character, competence, and potential of each employee
- Strengthening and developing employee capabilities through improved technical and leadership competencies

- Meningkatkan pemanfaatan teknologi informasi di bidang Human Capital guna mempercepat proses pengambilan keputusan

Tujuan/Target

- 100% pegawai memperoleh sertifikasi (mandatory dan non mandatory) yang mendukung pencapaian kinerja perusahaan
- 100% pegawai mencapai target Individual Development Plan untuk peningkatan kompetensi jabatan yang dipersyaratkan
- 100% pegawai memperoleh penilaian kinerja dan feedback rencana pengembangan karir melalui dialog day
- 100% pegawai melaksanakan program asesmen kompetensi technical dan leadership (berbasis Pertamina BEST).

Evaluasi dan Efektivitas Tindakan untuk Mengelola Dampak

- Melakukan penilaian dan evaluasi kinerja bagi seluruh pegawai
- Memantau perkembangan kompetensi serta menilai efektivitas program pelatihan
- Melaksanakan analisis beban kerja (Workload Analysis) secara menyeluruh
- Menilai kompetensi kepemimpinan berdasarkan standar Pertamina BEST

Penanggung Jawab

- Vice President Human Capital & Business Support
- Manager Human Capital & Business Partner

Keterlibatan Pemangku Kepentingan dalam Pengelolaan Dampak

Pemangku Kepentingan Stakeholders	Peran Role
Seluruh pegawai unit kerja All work unit employees	• Aktif terlibat dalam program pelatihan dan memberikan umpan balik terhadap program yang telah dilaksanakan • Menetapkan target Individual Development Plan yang terukur sebagai bagian dari penilaian kinerja • Actively involved in training programs and providing feedback on the programs implemented • Establishing measurable Individual Development Plan targets as part of performance assessment
Atasan langsung Pegawai Employees direct supervisor	• Merencanakan program pengembangan kompetensi pegawai dengan turut melibatkan pegawai yang bersangkutan • Menetapkan anggaran biaya untuk program pengembangan pegawai • Melakukan evaluasi atas kinerja pegawai • Memberikan feedback atas kinerja melalui dialog day • Planning employee competency development programs by involving the employees concerned • Determining the budget for employee development programs • Evaluating the employees performance • Providing feedback on performance through daily dialogues
Manajemen Management	• Memberikan dukungan dalam hal penetapan kebijakan yang mendukung program-program pengembangan pekerja. • Providing support in terms of establishing policies that support employee development programs.

Memaksimalkan Program Peningkatan Kompetensi dan Keahlian Pegawai

PTK menyelenggarakan berbagai program pengembangan kompetensi dan keahlian bagi seluruh pegawai secara merata, dengan tujuan mencetak SDM yang unggul, kompetitif, dan mampu mendukung pencapaian strategi perusahaan melalui kinerja yang optimal serta inovatif. Program pelatihan di PTK dibagi menjadi dua kategori, yaitu wajib (Mandatory) dan tidak wajib (Non-Mandatory). Rincian program pengembangan kompetensi PTK adalah sebagai berikut: [GRI 404-2] [OJK F.22]

- Increasing the use of information technology in the field of Human Capital to accelerate the decision-making process

Purpose/Target

- 100% of employees obtain certification (mandatory and non-mandatory) that supports the achievement of company performance
- 100% of employees achieve their Individual Development Plan targets for the required job competency improvement
- 100% of employees obtain performance appraisals and career development plan feedback through dialogue days
- 100% of employees implement technical and leadership competency assessment programs (based on Pertamina BEST).

Evaluation and Effectiveness of Actions to Manage Impact

- Conducting performance appraisals and evaluations for all employees
- Monitoring competency development and assessing the effectiveness of training programs
- Conducting comprehensive workload analysis
- Assessing leadership competencies based on Pertamina BEST standards

Person in Charge

- Vice President Human Capital & Business Support
- Manager Human Capital & Business Partner

Stakeholders Involvement In Impact Management

Maximizing Employee Competency and Skills Improvement Programs

PTK organizes various competency and skill development programs for all employees equally, with the aim of producing excellent, competitive human resources who are able to support the achievement of the company's strategy through optimal and innovative performance. Training programs at PTK are divided into two categories, namely mandatory and non-mandatory. Details of PTK's competency development programs are as follows: [GRI 404-2] [OJK F.22]

1. Program Pengembangan Umum (General Program)
Program ini diperuntukkan bagi seluruh pegawai PTK dan berfokus pada pengembangan kompetensi serta keahlian yang dibutuhkan untuk menutup gap kompetensi pada posisi masing-masing saat ini.
2. Program Pengembangan Talent (Talent Development)
Ditujukan bagi Talent/Successor dan pegawai baru PTK dengan tujuan:
 - Meningkatkan kompetensi Talent/Successor agar siap menempati jabatan lebih tinggi dengan kinerja optimal (Talent Readiness).
 - Mengembangkan kemampuan pegawai baru untuk menjadi profesional awal di bidangnya dan mengidentifikasi pegawai berpotensi yang akan masuk ke dalam Talent Acceleration Pool.

Selain itu, PTK juga menyediakan program pelatihan teknis yang fokus pada peningkatan keahlian spesifik pegawai, memastikan kesiapan menghadapi tantangan operasional, serta mendukung efisiensi dan produktivitas di setiap fungsi kerja. Ruang lingkup pelatihan teknis mencakup:

1. Memastikan ketersediaan crew secara jumlah dan sertifikasi (COC, COP) sesuai regulasi, termasuk:
 - Pemberdayaan crew PWTT.
 - Sourcing melalui crew agent dengan prioritas sinergi bersama anak perusahaan di bidang crew agent.
 - Rekrutmen pelaut yang memenuhi sertifikasi dan kompetensi sesuai regulasi, yang dituangkan dalam kontrak crew agent.
2. Menyiapkan kader pelaut terbaik untuk operasional kapal dan pemenuhan talent management darat dengan latar belakang shipping sesuai bisnis inti Perusahaan di masa depan.
3. Mempertahankan pelaut melalui sistem remunerasi kompetitif yang sebanding dengan industri perkapalan sejenis.

PTK telah menyelenggarakan program pendidikan dan pelatihan sepanjang tahun 2025 dengan total 34.011 jam pelatihan yang diikuti oleh 255 pegawai (tidak termasuk PWT, Pekerja TUBEL, Pekerja MPPK, dan Pekerja IMPTU) dengan rincian sebagai berikut: [GRI 404-1]

1. General Development Program
This program is intended for all PTK employees and focuses on developing the competencies and expertise needed to bridge the competency gap in their current positions.
2. Talent Development Program
This program is intended for PTK talents/successors and new employees with the following objectives:
 - To improve the competencies of talents/successors so that they are ready to occupy higher positions with optimal performance (Talent Readiness).
 - To develop the abilities of new employees to become early professionals in their fields and to identify potential employees who will enter the Talent Acceleration Pool.

In addition, PTK also provides technical training programs that focus on improving the specific skills of employees, ensuring readiness to face operational challenges, and supporting efficiency and productivity in each work function. The scope of technical training includes:

1. Ensuring the availability of crew in terms of number and certification (COC, COP) in accordance with regulations, including:
 - Empowering PWTT crew.
 - Sourcing through crew agents with priority given to synergies with subsidiaries in the crew agent field.
 - Recruiting seafarers who meet the certification and competency requirements in accordance with regulations, as stipulated in the crew agent contract.
2. Preparing the best seafaring cadres for ship operations and fulfilling land-based talent management with a shipping background in line with the Company's core business in the future.
3. Retaining seafarers through a competitive remuneration system comparable to similar shipping industries.

PTK has organized education and training programs throughout 2025 with a total of 34,011 training hours attended by 255 employees (excluding PWT, TUBEL workers, MPPK workers, and IMPTU workers) with the following details: [GRI 404-1]

Rata-Rata Jam Pelatihan Pegawai tahun 2025 [GRI 404-1] [OJK F.22]
Average Employee Training Hours in 2025 [GRI 404-1] [OJK F.22]

Keterangan Information	Jumlah Pegawai yang Mengikuti Pelatihan Total Employees Joined the Training	Jumlah Jam pelatihan Total Hours Training	Rata-rata jam Pelatihan per Pegawai (Jam/orang) Average Training Hours per Employee (Hours/Person)
Jenis Kelamin Gender			
Pria Male	191	25.713	134,62
Wanita Female	64	8.298	129,66
Jumlah Total	255	34.011	133,38
Level Jabatan Position Level			
Eksekutif Executive	12	1.036	86,33
Manager	39	4.271	109,51
Asisten Manager Assistant Manager	54	6.912	128,00

Rata-Rata Jam Pelatihan Pegawai tahun 2025 [GRI 404-1] [OJK F.22]
Average Employee Training Hours in 2025 [GRI 404-1] [OJK F.22]

Keterangan Information	Jumlah Pegawai yang Mengikuti Pelatihan Total Employees Joined the Training	Jumlah Jam pelatihan Total Hours Training	Rata-rata jam Pelatihan per Pegawai (Jam/orang) Average Training Hours per Employee (Hours/Person)
Staf dan Pekerja Laut Staff and Marine Employees	150	21.792	145,28
Jumlah Total	255	34.011	133,38

Pengelolaan Kinerja dan Pengembangan Karir Pegawai

Pengelolaan kinerja pegawai di PTK dilakukan melalui Performance Management System (PMS) yang mencakup penyusunan Key Performance Indicator (KPI) atau Individual Goal (IG) serta pelaksanaan dialog day. Sistem ini dirancang untuk menumbuhkan budaya kerja berkinerja tinggi yang selaras dengan pencapaian target strategis perusahaan.

Penilaian kinerja individu dilaksanakan dua kali dalam setahun, yakni melalui Mid-Year People Review (MYPR) di pertengahan tahun dan End-Year People Review (EYPR) pada akhir tahun. PTK menggunakan aplikasi people review online yang dapat diakses seluruh pegawai melalui platform intra Pertamina (I-AM). Aplikasi ini mempermudah proses penetapan IG, pemantauan dan pelaporan kinerja, serta mendukung diskusi dan kalibrasi kinerja selama MYPR dan EYPR, termasuk pelaksanaan dialog day yang interaktif.

Employee Performance Management and Career Development

Employee performance management at PTK is carried out through a Performance Management System (PMS) that includes the formulation of Key Performance Indicators (KPIs) or Individual Goals (IGs) and the implementation of dialogue days. This system is designed to foster a high-performance work culture that is aligned with the achievement of the company's strategic targets.

Individual performance appraisals are conducted twice a year, namely through the Mid-Year People Review (MYPR) in the middle of the year and the End-Year People Review (EYPR) at the end of the year. PTK uses an online people review application that can be accessed by all employees through the Pertamina intra platform (I-AM). This application facilitates the process of setting IG, monitoring and reporting performance, and supports performance discussions and calibration during MYPR and EYPR, including the implementation of interactive dialogue days.

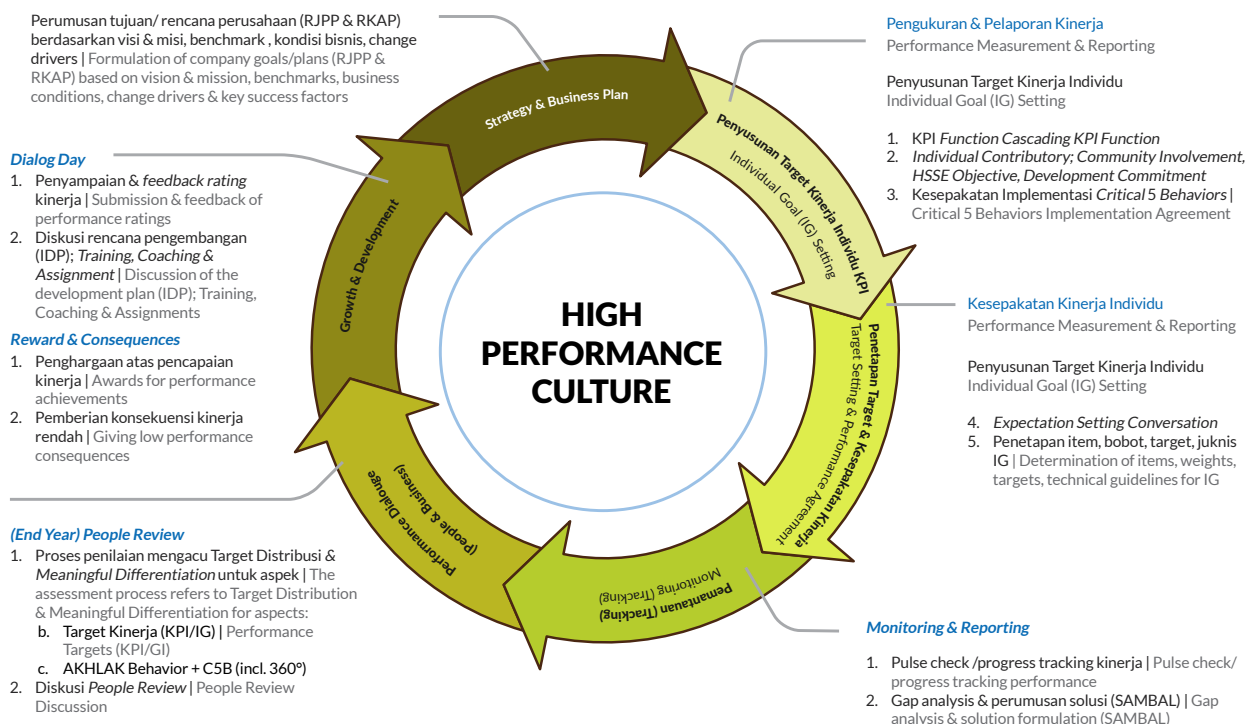
Pengelolaan Kinerja Individu dalam Performance Management System

Individual Performance Management in the Performance Management System

End-to-end Process Siklus Pengelolaan Kinerja Individu related to Performance Management System (PMS Cycle)

End-to-end process of Individual Performance Management Cycle associated with Performance Management System (PMS Cycle)

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Dalam pelaksanaan penilaian kinerja melalui Forum People Review, PTK mengelompokkan mekanisme evaluasi menjadi dua kategori. Penilaian berbasis Key Performance Indicator (KPI) diterapkan bagi pekerja pada level manajer ke atas, sedangkan penilaian menggunakan Sistem Manajemen Kinerja (SMK) diperuntukkan bagi pekerja pada level asisten manajer ke bawah. Proses penilaian tersebut dilaksanakan dengan ketentuan sebagai berikut:

1. Proses kalibrasi dilakukan berdasarkan pengelompokan layer jabatan serta fungsi kerja di masing-masing unit, baik yang bersifat supporting maupun operasional.
2. Nilai akhir kinerja merupakan hasil penilaian awal yang telah melalui tahap kalibrasi, baik untuk metode KPI maupun SMK.
 - a. Kalibrasi KPI dilakukan melalui forum diskusi penilaian
 - b. kalibrasi SMK menggunakan metode anchoring. Metode ini merupakan proses penetapan individu sebagai tolok ukur pada setiap kategori penilaian, misalnya menentukan pegawai dengan performa terbaik, terendah, dan kategori lainnya sebagai acuan pembandingan.
3. Perusahaan menetapkan target distribusi penilaian yang menjadi pedoman dalam pemberian rating kinerja.

Seluruh pegawai berstatus PWTT dan PWT di semua jenjang jabatan, baik pria maupun wanita, telah memperoleh penilaian kinerja pada tahun 2025. Berdasarkan hasil evaluasi tersebut, sebanyak 49 pegawai atau sekitar 16% dari total karyawan mendapatkan promosi jabatan, sedangkan 46 pegawai atau sekitar 15% memperoleh rotasi penugasan. Informasi lebih rinci mengenai pengembangan karier melalui rotasi dan promosi disajikan pada tabel berikut [GRI 404-3].

In conducting performance appraisals through the People Review Forum, PTK groups the evaluation mechanisms into two categories. Key Performance Indicator (KPI)-based assessments are applied to employees at the manager level and above, while assessments using the Performance Management System (PMS) are intended for employees at the assistant manager level and below. The assessment process is carried out with the following provisions:

1. The calibration process is carried out based on the grouping of job layers and work functions in each unit, both supporting and operational.
2. The final performance score is the result of the initial assessment that has gone through the calibration stage, both for the KPI and SMK methods.
 - a. KPI calibration is carried out through an assessment discussion forum.
 - b. PMS calibration uses the anchoring method. This method is the process of determining individuals as benchmarks in each assessment category, for example, determining the employees with the best, lowest, and other categories of performance as a reference for comparison.
3. The company sets assessment distribution targets that serve as guidelines for performance ratings.

All employees with PWTT and PWT status at all job levels, both male and female, have received performance assessments in 2025. Based on the results of this evaluation, 49 employees or approximately 16% of the total workforce received promotions, while 46 employees or approximately 15% received job rotations. More detailed information on career development through rotations and promotions is presented in the following table [GRI 404-3].

Persentase Pegawai yang Menerima Pengembangan Karir Tahun 2025 [GRI 404-3]
Percentage of Employees Received Career Development in 2025 [GRI 404-3]

Keterangan Information	Jumlah Pegawai Total Employees	Pegawai yang Mendapat Pengembangan Karir Employees Received Career Development			
		Rotasi Rotation	%	Promosi Promotion	%
Jenis Kelamin Gender					
Pria Male	253	33	11	44	14
Wanita Female	59	13	4	5	2
Jumlah Total	312	46	15	49	16
Level Jabatan Position Level					
Eksekutif Executive	15	3	1	4	1
Manager	14	5	2	11	4
Asisten Manager Assistant Manager	88	15	5	5	2
Staf dan Pekerja Laut Staff and Marine Employees	195	23	7	29	9
Jumlah Total	312	46	15	49	16

Survei Kepuasan Pekerja

PTK secara konsisten melaksanakan Survei Kepuasan Pekerja (SKP) atau Internal Customer Satisfaction (ICS) untuk menilai tingkat kepuasan pegawai, mengidentifikasi area yang perlu diperbaiki, serta mengevaluasi efektivitas program dan kebijakan perusahaan. Hasil survei ini menjadi acuan bagi PTK dalam merumuskan strategi

Employee Satisfaction Survey

PTK consistently conducts Employee Satisfaction Surveys (SKP) or Internal Customer Satisfaction (ICS) surveys to assess employee satisfaction levels, identify areas for improvement, and evaluate the effectiveness of company programs and policies. The results of these surveys are used as a reference for PTK in formulating strategies to

untuk meningkatkan kesejahteraan dan kenyamanan kerja, sehingga mendukung keterlibatan dan produktivitas pegawai secara optimal.

Survei ini dilakukan sekali setahun dengan metode kuesioner *online* yang disebarakan melalui *broadcast* PTK. Pada tahun 2025, skor kepuasan pegawai sebesar 3,98, lebih tinggi dibandingkan target yang ditetapkan yaitu 3,50.

Penanganan Pengaduan Pegawai

PTK mengoptimalkan terciptanya lingkungan kerja yang aman, nyaman, dan kondusif dengan menyediakan mekanisme pengaduan bagi pegawai terkait isu ketenagakerjaan. Mekanisme ini merujuk pada Kebijakan Perjanjian Kerja Bersama (PKB) PTK 2025-2027, yang memungkinkan pegawai untuk menyampaikan keluhan atau laporan melalui atasan langsung, Fungsi Pengelola SDM, atau serikat pekerja.

Setiap pengaduan yang diterima dijamin akan ditindaklanjuti secara transparan, adil, dan sesuai prosedur, dengan tahapan sebagai berikut:

Mekanisme Pengaduan Pegawai Employee Complaint Mechanism



PTK tidak menerima laporan atau pengaduan terkait pelanggaran ketenagakerjaan sepanjang tahun 2025.

improve employee welfare and comfort, thereby supporting optimal employee engagement and productivity.

This survey is conducted once a year using an online questionnaire distributed through PTK broadcasts. In 2025, the employee satisfaction score of 3.98, higher than the set target of 3.50.

Employee Complaint Handling [GRI 2-27, 3-3]

PTK optimizes the creation of a safe, comfortable, and conducive working environment by providing a complaint mechanism for employees regarding employment issues. This mechanism refers to the PTK 2025-2027 Collective Labor Agreement (PKB) Policy, which allows employees to submit complaints or reports through their immediate supervisor, the HR Management Function, or the labor union.

Every complaint received is guaranteed to be followed up transparently, fairly, and in accordance with procedures, with the following stages:

PTK did not receive any reports or complaints related to labor violations throughout 2025.

Mendorong Peningkatan Budaya Keselamatan dan Kesehatan Kerja

Encouraging an Improved Culture of Occupational Health and Safety



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PTK menempatkan Keselamatan dan Kesehatan Kerja (K3) sebagai fokus utama dalam seluruh kegiatan operasionalnya. Dengan menerapkan standar keselamatan yang ketat sesuai regulasi nasional maupun internasional, serta mengembangkan budaya keselamatan yang proaktif, PTK memastikan seluruh pegawai bekerja dalam lingkungan yang aman, sehat, dan terlindungi, mendukung pencapaian target Vision Zero secara konsisten.

Pendekatan Manajemen Topik Keselamatan dan Kesehatan kerja (K3) serta Perencanaan dan Tanggap Darurat/Bencana [GRI 3-2, 3-3]

Pengelolaan Dampak

Pengelolaan dampak terkait topik Keselamatan dan Kesehatan kerja (K3) dan Perencanaan dan Tanggap Darurat/ Bencana dilakukan PTK secara konsisten untuk mencegah dampak negatif potensial seperti terjadinya cedera atau penyakit akibat kerja, gangguan operasional, serta kerusakan yang timbul akibat kecelakaan atau bencana. Untuk menghindari hal tersebut, PTK menerapkan prinsip K3 secara

PTK places Occupational Safety and Health (OSH) as the main focus in all of its operational activities. By implementing strict safety standards in accordance with national and international regulations, as well as developing a proactive safety culture, PTK ensures that all employees work in a safe, healthy, and protected environment, supporting the consistent achievement of Vision Zero targets.

Management Approach to Occupational Health and Safety (OHS) Topics and Emergency/ Disaster Planning and Response [GRI 3-2, 3-3]

Impact Management

PTK consistently manages impacts related to occupational safety and health (OSH) and emergency/disaster planning and response to prevent potential negative impacts such as work-related injuries or illnesses, operational disruptions, and damage caused by accidents or disasters. To avoid such incidents, PTK implements OSH principles comprehensively across all business lines with a primary focus on the

menyeluruh di semua lini bisnis perusahaan dengan fokus utama pada keselamatan dan kesehatan Insan Perusahaan berdasarkan kebijakan keselamatan dan kesehatan serta budaya kerja yang proaktif. Selain itu, PTK juga mengadopsi berbagai standar sistem manajemen yang terintegrasi kedalam pedoman HSSE, yaitu Quality Health Safety Security Environment Management System (QHSSE-MS). Dengan pendekatan pengelolaan dampak yang menyeluruh ini, PTK yakin dapat menciptakan dampak positif, seperti terciptanya lingkungan kerja yang nyaman, aman, dan sehat bagi pegawai, tamu maupun mitra kerja.

Kebijakan yang Telah Dikembangkan Secara Khusus

Kebijakan PTK terkait K3 dan Perencanaan dan Tanggap Darurat:

- Kebijakan QHSSE (Quality, Health, Safety, Security & Environment) Nomor K-0001/PTK0200/2023-S0 Rev 6 tentang Kebijakan QHSSE (Quality, Health, Safety, Security & Environment)
- Kebijakan Penyalahgunaan Alkohol dan Obat-Obatan Terlarang Nomor K-0003/PTK0200/2023-S0 Rev 3
- Kebijakan Penghentian Pekerjaan (Stop Work Authority/SWA) Nomor K-0005/PTK0200/2023-S0 Rev 3
- Perjanjian Kerja Bersama PTK

Kebijakan PTK terkait K3 dan Perencanaan dan Tanggap Darurat mengacu pada Ketentuan Umum:

- Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja
- Undang-Undang Nomor 23 tahun 1992 tentang Kesehatan
- Undang-undang No. 13 Tahun 2003 tentang Ketenagakerjaan
- Keputusan Presiden Nomor 22 Tahun 1993 tentang Penyakit yang Timbul Akibat Hubungan Kerja
- ISM Code
- ISO 9001: 2015 terkait Sistem Manajemen Mutu
- ISO 14001: 2015 terkait Sistem Manajemen Lingkungan, dan
- ISO 45001: 2018 terkait Sistem Kesehatan dan Keselamatan Kerja (K3)

Komitmen

- Mematuhi seluruh peraturan dan perundang-undangan yang berlaku di setiap wilayah operasional Perusahaan
- Mengidentifikasi potensi bahaya, kerugian, dan risiko untuk menentukan prioritas serta menyusun langkah-langkah pencegahan dan mitigasi yang diperlukan
- Mencegah terjadinya cedera dan penyakit akibat kerja sekaligus melindungi keselamatan personil dan aset perusahaan
- Menyusun, mengembangkan, dan memelihara rencana serta prosedur tanggap darurat yang efektif
- Memastikan setiap insiden dan ketidaksesuaian dilaporkan, diinvestigasi, dianalisis, dan ditindaklanjuti dengan tindakan perbaikan yang efektif, sekaligus dijadikan pembelajaran untuk peningkatan berkelanjutan

Tujuan/Target dan Realisasi

- Allowable Lost Time Injury Rate (LTIR) sebesar 0,08 dengan realisasi sebesar 0
- Allowable Total Recordable Incident Rate (TRIR) sebesar 0,19 dengan realisasi sebesar 0,15

safety and health of company personnel based on safety and health policies and a proactive work culture. In addition, PTK also adopts various integrated management system standards into its HSSE guidelines, namely the Quality Health Safety Security Environment Management System (QHSSE-MS). With this comprehensive impact management approach, PTK is confident that it can create positive impacts, such as creating a comfortable, safe, and healthy work environment for employees, guests, and business partners.

Policies that have been Specifically Developed

PTK policies related to OHS and Emergency Planning and Response:

- QHSSE (Quality, Health, Safety, Security & Environment) Policy Number K-0001/PTK0200/2023-S0 6th Rev concerning QHSSE (Quality, Health, Safety, Security & Environment) Policy
- Alcohol and Illegal Drug Abuse Policy Number K-0003/PTK0200/2023-S0 3rd Rev
- Stop Work Authority (SWA) Policy Number K-0005/PTK0200/2023-S0 3rd Rev
- Collective Labor Agreement of PTK

PTK's policy on OHS and Emergency Planning and Response refers to the General Provisions:

- Law No. 1 of 1970 concerning Occupational Safety
- Law No. 23 of 1992 concerning Health
- Law No. 13 of 2003 concerning Manpower
- Presidential Decree No. 22 of 1993 concerning Occupational Diseases
- ISM Code
- ISO 9001:2015 related to Quality Management System
- ISO 14001: 2015 related to Environmental Management System
- and ISO 45001: 2018 related to Occupational Health and Safety (OHS) System

Commitment

- Comply with all regulations and laws applicable in each of the Company's operational areas
- Identify potential hazards, losses, and risks to determine priorities and develop necessary prevention and mitigation measures
- Prevent work-related injuries and illnesses while protecting the safety of personnel and company assets
- Develop, implement, and maintain effective emergency response plans and procedures
- Ensure that every incident and non-compliance is reported, investigated, analyzed, and followed up with effective corrective actions, while also serving as lessons learned for continuous improvement

Objectives/Targets and Realization

- Allowable Lost Time Injury Rate (LTIR) of 0.08 with an actual rate of 0
- Allowable Total Recordable Incident Rate (TRIR) of 0.19 with an actual rate of 0.15

Evaluasi dan Efektivitas Tindakan untuk Mengelola Dampak

PTK, melalui Divisi HSSE, secara rutin melakukan pemantauan terhadap kinerja setiap indikator K3 minimal setiap triwulan. Hasil pemantauan ini kemudian disusun sebagai laporan untuk Direksi PTK. Kegiatan ini menghasilkan evaluasi pencapaian indikator baik yang bersifat leading maupun lagging. Apabila ditemukan indikator kinerja yang belum tercapai, Divisi HSSE akan berkoordinasi dengan penanggung jawab program untuk menentukan langkah tindak lanjut yang diperlukan.

Penanggung Jawab

- Vice President HSSE
- Divisi Health, Safety, Security & Environment (HSSE)

Alokasi Anggaran untuk Melakukan Pengelolaan terkait Topik ini

PTK mengalokasikan anggaran pada tahun 2025 sebesar Rp94,2 miliar, yang setara dengan 82% dari total dana yang direncanakan sebesar Rp115 miliar. Anggaran tersebut digunakan untuk mendukung pengelolaan aspek HSSE, termasuk keselamatan dan kesehatan kerja.

Keterlibatan Pemangku Kepentingan

Pemangku Kepentingan Stakeholders	Peran Role
Pemerintah/Regulator Government/Regulator	Membuat peraturan perundang-undangan terkait keselamatan dan kesehatan pekerja yang kemudian dijadikan pedoman bagi PTK dalam menjalankan kegiatan operasional Establishing laws and regulations related to worker safety and health, which are subsequently used as guidelines for PTK in performing its operational activities
Pegawai dan Mitra Kerja Employees and Business Partners	Menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) untuk mencegah kecelakaan kerja maupun penyakit akibat kerja Implementing the Occupational Health and Safety Management System (OHSMS) to prevent occupational accidents and diseases

Strategi dalam Menghadapi Tantangan Keselamatan dan Kesehatan Kerja

Seiring dengan pertumbuhan aktivitas bisnis dan operasional, PTK dihadapkan pada berbagai tantangan terkait keselamatan dan kesehatan kerja (K3). Untuk menjaga kelancaran operasional yang aman dan efektif, PTK merancang serangkaian strategi yang ditujukan untuk mengelola risiko K3 secara optimal. Strategi ini bertujuan meningkatkan kesiapsiagaan, menekan potensi bahaya, serta menciptakan lingkungan kerja yang lebih aman dan sehat bagi seluruh Insan Perusahaan. Beberapa tantangan dan strategi yang diterapkan PTK terkait aspek K3 pada tahun 2025 meliputi:

Evaluation and Effectiveness of Actions to Manage Impacts

PTK, through its HSSE Division, routinely monitors the performance of each K3 indicator at least once every quarter. The results of this monitoring are then compiled into a report for the PTK Board of Directors. This activity results in an evaluation of the achievement of both leading and lagging indicators. If any performance indicators are found to be unachieved, the HSSE Division will coordinate with the program manager to determine the necessary follow-up steps.

Person in Charge

- Vice President HSSE
- Health, Safety, Security & Environment (HSSE) Division

Budget Allocation to Manage this Topic

PTK has allocated a budget of Rp94.2 billion for 2025, equivalent to 82% of the total planned funds of Rp115 billion. The budget will be used to support the management of HSSE aspects, including occupational safety and health.

Stakeholders Involvement

Strategy in Facing Occupational Health and Safety Challenges

Along with the growth of business and operational activities, PTK faces various challenges related to occupational safety and health (OSH). To maintain safe and effective operational continuity, PTK has designed a series of strategies aimed at optimally managing OSH risks. These strategies aim to improve preparedness, reduce potential hazards, and create a safer and healthier work environment for all Company personnel. Some of the challenges and strategies implemented by PTK related to OSH aspects in 2025 include:

Tantangan dan Strategi Pengelolaan K3 OHS Management Challenges and Strategies

Tantangan terkait Pengelolaan Keselamatan dan Kesehatan Kerja Challenges related to Occupational Health and Safety	Strategi terkait Pengelolaan Keselamatan dan Kesehatan Kerja [GRI 403-7] Strategies related to Occupational Health and Safety Management [GRI 403-7]
• Belum Optimalnya Sosialisasi dan Implementasi Program Dasar HSSE. • Masih ditemukannya keterbatasan pemahaman dan penerapan program dasar HSSE di lapangan, seperti identifikasi dan mitigasi bahaya, penerapan Safe Work Practice, housekeeping, serta penggunaan Alat Pelindung Diri (APD) yang konsisten. Kondisi ini berpotensi meningkatkan risiko kecelakaan kerja. • Suboptimal Socialization and Implementation of the Basic HSSE Program. • There are still limitations in the understanding and implementation of basic HSSE programs in the field, such as hazard identification and mitigation, implementation of Safe Work Practices, housekeeping, and consistent use of Personal Protective Equipment (PPE). This situation has the potential to increase the risk of workplace accidents.	• Penguatan Sistem Sosialisasi dan Budaya HSSE Berbasis Risiko • Mengembangkan pendekatan sosialisasi HSSE yang lebih terintegrasi dan berbasis risiko melalui standar operasional yang sederhana, pelatihan berkelanjutan, kampanye keselamatan, serta penguatan peran pimpinan dan pekerja sebagai role model HSSE. Strategi ini bertujuan meningkatkan kesadaran, kepatuhan, dan konsistensi penerapan program dasar HSSE di seluruh lini operasi. • Strengthening the Risk-Based HSSE Socialization System and Culture • Developing a more integrated and risk-based HSSE socialization approach through simple operational standards, ongoing training, safety campaigns, and strengthening the role of leaders and workers as HSSE role models. This strategy aims to increase awareness, compliance, and consistent implementation of the basic HSSE program across all lines of operation.
• Luas dan Persebaran Area Operasi yang Tidak Seimbang dengan Ketersediaan Personel HSSE. • Persebaran area operasi yang luas di hampir seluruh wilayah Indonesia, tidak sebanding dengan jumlah dan jangkauan personel HSSE, sehingga menyulitkan proses penyampaian informasi, pengawasan, serta implementasi program dan budaya HSSE secara merata dan berkelanjutan. • The Size and Distribution of Operational Areas are Unbalanced with the Availability of HSSE Personnel. • The vast distribution of operational areas across almost all of Indonesia is not commensurate with the number and reach of HSSE personnel, thus complicating the process of disseminating information, monitoring, and implementing the HSSE program and culture evenly and sustainably.	• Optimalisasi Teknologi, Penguatan Kapasitas, dan Penambahan Personel HSSE. • Memanfaatkan teknologi digital sebagai sarana komunikasi, pelaporan, dan monitoring HSSE untuk menjangkau area operasi yang luas dan terpencil, sekaligus memperkuat kolaborasi dengan unit kerja, mitra kerja, serta perwakilan HSSE baik AP maupun JV. Selain itu, Perusahaan melakukan evaluasi kebutuhan organisasi untuk penambahan personel HSSE secara bertahap serta melaksanakan program peningkatan kompetensi (upskilling) dan sertifikasi bagi personel HSSE maupun pekerja kunci di lapangan. Strategi ini bertujuan meningkatkan efektivitas pengawasan, kualitas implementasi program HSSE, serta konsistensi penerapan standar keselamatan dan kesehatan kerja di seluruh wilayah operasi. • Technology Optimization, Capacity Building, and HSSE Personnel Increase. • Utilizing digital technology as a means of HSSE communication, reporting, and monitoring to reach large and remote operational areas, while strengthening collaboration with work units, partners, and HSSE representatives, both AP and JV. Furthermore, the Company is evaluating organizational needs for a gradual increase in HSSE personnel and implementing competency improvement (upskilling) and certification programs for HSSE personnel and key field workers. This strategy aims to improve the effectiveness of supervision, the quality of HSSE program implementation, and the consistency of occupational safety and health standards across all operational areas.

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Mendorong Peningkatan Budaya Keselamatan dan Kesehatan Kerja (Safety Culture) Encouraging The Improvement of Occupational Health and Safety Culture (Safety Culture)

PTK terus menguatkan budaya keselamatan dan kesehatan kerja (safety culture) dengan menekankan pentingnya peran setiap individu dalam menciptakan lingkungan kerja yang aman dan sehat. Untuk memperkuat budaya ini, pada tahun 2025 PTK melaksanakan program Vision Zero. Program tersebut untuk mendukung perubahan positif dalam lingkungan kerja untuk menegakkan safety culture dan mewujudkan target Vision Zero.

Selain itu, PTK secara berkelanjutan menyelenggarakan program peningkatan kompetensi dan pemahaman K3 agar budaya keselamatan tetap tumbuh dan terintegrasi di seluruh lini operasional.

Pada tahun 2025, langkah-langkah yang ditempuh PTK untuk memperkuat safety culture di seluruh Insan Perusahaan meliputi:

1. People-centered safety yang terdiri dari 3 program Hazard Identification Risk Assessment and Determining Control (HIRADC), Walk Throught Talk Through (WTTT) dan Verification & Validation
2. Transko HSSE Forum
3. Forum komunikasi kontraktor
4. Management Walkthrough
5. Sertifikasi Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) berdasarkan PP No. 50 tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja.

PTK continues to strengthen its safety and health culture by emphasizing the importance of each individual's role in creating a safe and healthy work environment. To reinforce this culture, in 2025 PTK will implement the Vision Zero program. This program aims to support positive changes in the work environment to uphold the safety culture and achieve the Vision Zero target.

In addition, PTK continuously organizes programs to improve K3 competence and understanding so that the safety culture continues to grow and be integrated across all operational lines.

In 2025, the steps taken by PTK to strengthen the safety culture across the entire company include:

1. People-centered safety, consisting of three programs: Hazard Identification, Risk Assessment, and Determining Control (HIRADC), Walk-Through Talk-Through (WTTT), and Verification & Validation
2. Transko HSSE Forum
3. Contractor Communication Forum
4. Management Walkthrough
5. Occupational Safety and Health Management System (SMK3) Certification based on Government Regulation No. 50 of 2012 concerning the Implementation of Occupational Safety and Health Management Systems.

Implementasi Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) [GRI 3-SS3, 403-1]
Implementation of The Occupational Health and Safety Management System (OHSMS) [GRI 3-3, 403-1]

PTK mengoptimalkan pengelolaan aspek Keselamatan dan Kesehatan Kerja (K3) melalui penerapan berbagai sistem manajemen yang sesuai standar nasional maupun internasional, antara lain ISM Code, ISO 9001:2015 untuk Sistem Manajemen Mutu, ISO 45001:2018 terkait K3, serta Safety Management System sesuai regulasi keselamatan internasional (SOLAS) untuk operasional kapal dan mitigasi human error.

Sebagai bagian dari Pertamina Group, PTK juga mengadopsi sistem manajemen SUPREME (Sustainability PeRtamina Expectations for HSSE Management Excellence), yang merupakan kerangka terintegrasi dan sistematis untuk pengendalian risiko HSSE. SUPREME menjadi dasar standarisasi proses bisnis, program, dan administrasi HSSE di seluruh Pertamina Group termasuk PTK. Sistem ini memastikan praktik pengendalian risiko HSSE terbaik di tingkat korporat, direktorat, unit operasi, dan anak perusahaan dapat diterapkan secara efektif. [GRI 403-1]

Untuk menjaga standar keselamatan di seluruh rantai operasional, PTK juga menerapkan Contractor Safety Management System (CSMS) guna menyeleksi dan mengawasi kinerja HSSE mitra kerja. Hingga kini, PTK telah memperoleh sertifikasi prakualifikasi sebagai rekanan aktif dari berbagai perusahaan KKKS seperti Pertamina Hulu Rokan, Pertamina Hulu Mahakam, Chevron, ENI, Mubadala, BP, PHE WMO, PHE OSES, dan lainnya. Pencapaian ini membuktikan bahwa PTK memenuhi standar keselamatan ketat serta diakui sebagai mitra yang andal dalam praktik operasional berkelanjutan dan berorientasi pada keselamatan. [GRI 403-8]

Sebagai bagian dari pemantauan implementasi sistem manajemen keselamatan dan kesehatan tersebut, PTK melaksanakan evaluasi SMK3 yang melibatkan pegawai dan mitra kerja. Evaluasi ini merujuk pada Peraturan Pemerintah Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja, untuk memastikan seluruh kegiatan perusahaan yang dilakukan oleh pegawai maupun mitra kerja sesuai dengan Undang-Undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja dan peraturan terkait lainnya. [GRI 403-8]

PTK optimizes the management of Occupational Health and Safety (OHS) aspects through the implementation of various management systems that comply with national and international standards, including the ISM Code, ISO 9001:2015 for Quality Management Systems, ISO 45001:2018 related to OHS, and Safety Management Systems in accordance with international safety regulations (SOLAS) for ship operations and human error mitigation.

As part of the Pertamina Group, PTK also adopts the SUPREME (Sustainability PeRtamina Expectations for HSSE Management Excellence) management system, which is an integrated and systematic framework for HSSE risk control. SUPREME is the basis for standardizing HSSE business processes, programs, and administration throughout the Pertamina Group, including PTK. This system ensures that the best HSSE risk control practices at the corporate, directorate, operating unit, and subsidiary levels can be implemented effectively. [GRI 403-1]

To maintain safety standards throughout the operational chain, PTK also implements a Contractor Safety Management System (CSMS) to select and monitor the HSSE performance of its partners. To date, PTK has obtained prequalification certification as an active partner from various KKKS companies such as Pertamina Hulu Rokan, Pertamina Hulu Mahakam, Chevron, ENI, Mubadala, BP, PHE WMO, PHE OSES, and others. This achievement proves that PTK meets strict safety standards and is recognized as a reliable partner in sustainable and safety-oriented operational practices. [GRI 403-8]

As part of monitoring the implementation of the safety and health management system, PTK conducts SMK3 evaluations involving employees and partners. This evaluation refers to Government Regulation No. 50 of 2012 concerning the Implementation of Occupational Safety and Health Management Systems, to ensure that all company activities carried out by employees and business partners comply with Law No. 1 of 1970 concerning Occupational Safety and other related regulations. [GRI 403-8]

Topik Keselamatan dan Kesehatan Kerja dalam Perjanjian Kerja Bersama

Occupational Health and Safety Topics in Collective Labor Agreement

PTK menempatkan aspek Keselamatan dan Kesehatan Kerja (K3) sebagai bagian yang tak terpisahkan dari setiap kebijakan ketenagakerjaan yang diterapkan di perusahaan. Hal ini tercermin melalui berbagai regulasi internal, termasuk Pedoman dan Prosedur HSSE, yang mewajibkan seluruh pegawai maupun mitra kerja untuk menaati standar keselamatan yang telah ditetapkan.

Selain itu, PTK mengatur kewajiban kontraktual terkait penerapan K3 dalam setiap perjanjian kerja, baik melalui Perjanjian Kerja Bersama (PKB) untuk pegawai tetap maupun Kontrak Kerja bagi mitra kerja. Ketentuan ini menegaskan komitmen PTK dalam melindungi seluruh (100%) insan perusahaan dan mitra kerja, sekaligus memastikan bahwa setiap pihak memahami tanggung jawabnya dalam menciptakan lingkungan kerja yang aman dan sehat.

[GRI 403-4, 403-8]

Rincian ketentuan K3 yang diterapkan PTK dalam PKB meliputi:

1. Bab VII Perlindungan Pekerja Pasal 41 – Ketentuan Umum terkait perlindungan pegawai
2. Bab VII Perlindungan Pekerja Pasal 42 – Kewajiban terkait Keselamatan Kerja
3. Bab VII Perlindungan Pekerja Pasal 43 – Penyediaan dan penggunaan Perlengkapan Kerja
4. Bab VII Perlindungan Pekerja Pasal 44 – Penanganan dan prosedur Kecelakaan Kerja

Panitia/Komite Pembina Keselamatan dan Kesehatan Kerja [GRI 403-4]

Occupational Health and Safety Committee/Advisory Committee [GRI 403-4]

Untuk menjamin pelaksanaan program HSSE secara efektif di seluruh lingkungan kerja, PTK membentuk Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) di kantor pusat serta Komite Keselamatan dan Kesehatan Kerja (Komite HSSE). Kedua lembaga ini memiliki peran strategis dalam mendorong, memfasilitasi, memantau, dan mengevaluasi pelaksanaan program K3, sehingga standar keselamatan dan kesehatan kerja dapat diterapkan secara konsisten di seluruh unit operasional PTK.

Susunan keanggotaan dan tanggung jawab P2K3 serta Komite HSSE diatur melalui Surat Perintah No.Prin-257/PTK0000/2024-SO tentang Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) dan Komite HSSE PT Pertamina Trans Kontinental, dengan ketentuan sebagai berikut:

PTK places Occupational Safety and Health (OSH) as an integral part of every employment policy implemented in the company. This is reflected in various internal regulations, including HSSE Guidelines and Procedures, which require all employees and partners to comply with established safety standards.

In addition, PTK regulates contractual obligations related to the implementation of OSH in every employment agreement, both through Collective Labor Agreements (PKB) for permanent employees and Employment Contracts for partners. This provision affirms PTK's commitment to protecting all (100%) of the company's employees and partners, while ensuring that each party understands their responsibilities in creating a safe and healthy work environment.

[GRI 403-4, 403-8]

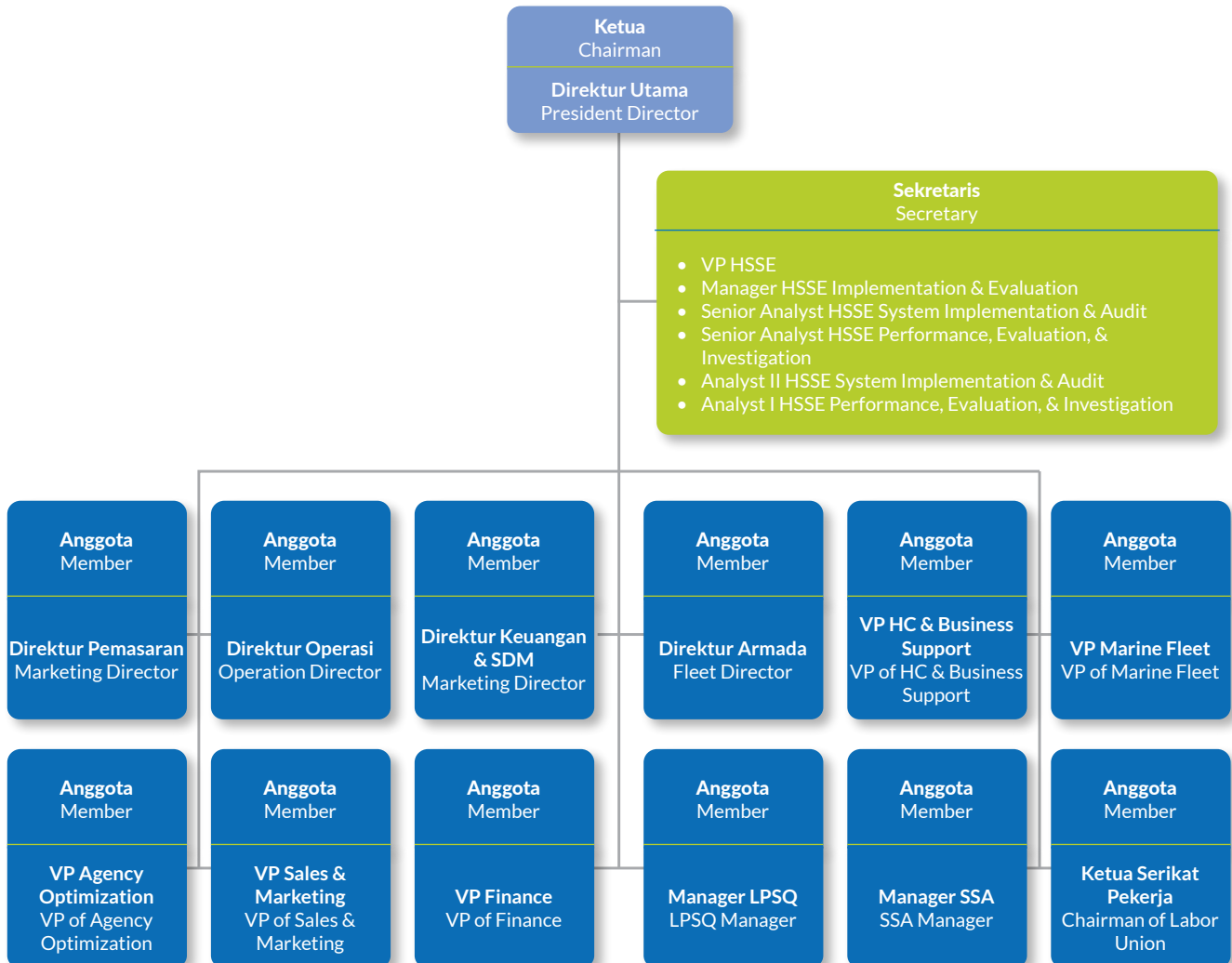
Details of the OSH provisions applied by PTK in the CEA include:

1. Chapter VII: Worker Protection, Article 41 – General Provisions Regarding Employee Protection
2. Chapter VII: Worker Protection, Article 42 – Obligations Regarding Occupational Safety
3. Chapter VII: Worker Protection, Article 43 – Provision and Use of Work Equipment
4. Chapter VII: Worker Protection, Article 44 – Handling and Procedures for Workplace Accidents

To ensure the effective implementation of the HSSE program throughout the work environment, PTK has formed a Work Safety and Health Advisory Committee (P2K3) at its head office and a Work Safety and Health Committee (HSSE Committee). These two institutions play a strategic role in promoting, facilitating, monitoring, and evaluating the implementation of K3 programs, so that occupational safety and health standards can be consistently applied across all PTK operational units.

The membership structure and responsibilities of P2K3 and the HSSE Committee are regulated through Order No. Prin-257/PTK0000/2024-SO concerning the Occupational Safety and Health Advisory Committee (P2K3) and the HSSE Committee of PT Pertamina Trans Kontinental, with the following provisions:

Susunan Pengurus P2K3 Tingkat Kantor Pusat
Composition of Head Office-Level P2K3 Manager



P2K3 di kantor pusat memiliki fungsi utama memberikan masukan dan rekomendasi, baik atas permintaan maupun inisiatif sendiri, kepada Perusahaan atau manajemen terkait isu keselamatan dan kesehatan kerja serta upaya pencegahan risiko (loss prevention). Secara lebih spesifik, P2K3 kantor pusat bertugas mengumpulkan, mengolah, dan menganalisis data K3 di lingkungan kerja serta mendukung Perusahaan dalam hal:

1. Mengevaluasi metode kerja, proses operasional, dan kondisi lingkungan kerja.
2. Menetapkan tindakan korektif dengan opsi terbaik untuk perbaikan.
3. Mengembangkan sistem pengendalian risiko yang mencakup keselamatan, kesehatan, keamanan, dan perlindungan lingkungan.
4. Menelusuri penyebab kecelakaan kerja dan penyakit akibat kerja serta mengambil langkah pencegahan yang tepat.
5. Menyelenggarakan program penyuluhan, penelitian, dan edukasi terkait K3 serta upaya mitigasi risiko (loss prevention).

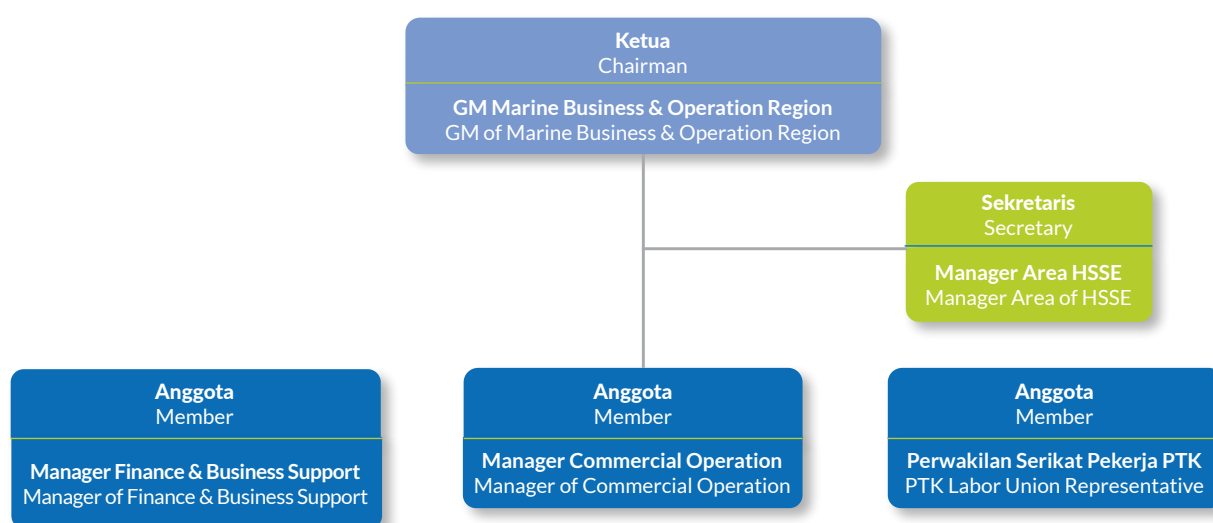
The P2K3 at the head office has the main function of providing input and recommendations, both upon request and on its own initiative, to the Company or management regarding occupational safety and health issues and loss prevention efforts. More specifically, the head office P2K3 is tasked with collecting, processing, and analyzing K3 data in the work environment and supporting the Company in the following areas:

1. Evaluating work methods, operational processes, and working environment conditions.
2. Determining corrective actions with the best options for improvement.
3. Developing a risk control system that covers safety, health, security, and environmental protection.
4. Investigating the causes of work accidents and occupational diseases and taking appropriate preventive measures.
5. Organizing OSH awareness, research, and education programs as well as risk mitigation (loss prevention) efforts.

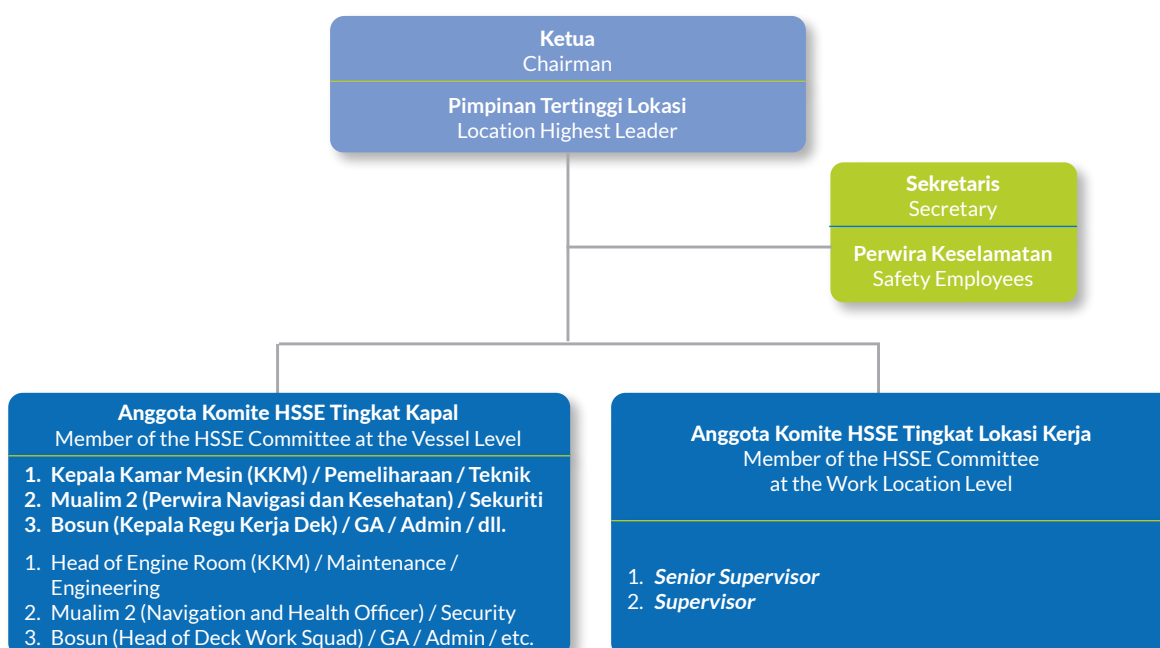
Selain dukungan dari P2K3 kantor pusat, PTK juga dibantu oleh Komite Keselamatan dan Kesehatan Kerja (Komite HSSE) yang terdiri dari dua tingkatan, yaitu Komite HSSE tingkat Region & AP dan Komite HSSE tingkat Kapal & Lokasi Kerja. Komite HSSE bertugas mendukung implementasi kebijakan dan program K3 perusahaan serta menyediakan forum untuk membahas, merumuskan, dan menindaklanjuti permasalahan terkait penerapan program, standar, dan persyaratan keselamatan dan kesehatan kerja di masing-masing level operasional.

In addition to support from the head office's P2K3, PTK is also assisted by the Occupational Safety and Health Committee (HSSE Committee), which consists of two levels, namely the Regional & AP HSSE Committee and the Ship & Work Location HSSE Committee. The HSSE Committee is tasked with supporting the implementation of the company's OSH policies and programs and providing a forum to discuss, formulate, and follow up on issues related to the implementation of programs, standards, and occupational safety and health requirements at each operational level.

Susunan Komite HSSE Tingkat Region & AP
Composition of the HSSE Committee at the Region & AP Level



Susunan Komite HSSE Tingkat Tingkat Kapal dan Lokasi Kerja
Composition of the HSSE Committee at the Vessel & Work Location Level



P2K3 PTK menyelenggarakan rapat secara berkala, minimal 1 (satu) kali setiap 3 (tiga) bulan, sedangkan Komite HSSE tingkat Region & AP serta Lokasi Kerja/Kapal mengadakan rapat minimal setiap bulan. Sepanjang tahun 2025, agenda rapat P2K3 membahas berbagai topik, antara lain (namun tidak terbatas pada) hasil notula rapat sebelumnya, sistem manajemen, Management Walkthrough (MWT), kinerja HSSE, kesehatan dan keselamatan kerja (occupational health & safety), Contractor Safety Management System (CSMS), manajemen risiko, inspeksi umum, survei risiko asuransi, proses Learning From Events (LFE), Process Safety & Asset Integrity Management (PSAIMS), tanggap darurat, usulan program HSSE dan pencegahan risiko, housekeeping, kampanye, pelatihan, compliance assurance, serta topik lain yang relevan dengan otoritas atau pengambil keputusan terkait K3. [GRI 403-4]

PTK telah mencatat jumlah pengurus dan anggota P2K3 pada tahun 2025 sebanyak 18 orang, terdiri dari 16 perwakilan manajemen dan 2 perwakilan pegawai. Komposisi ini setara dengan 6,4% dari total pegawai perusahaan yang berjumlah 282 orang pada tahun tersebut. Persentase keanggotaan P2K3 ini mengalami penurunan dibanding periode sebelumnya sebesar 58,14% (43 orang). Hal ini menunjukkan adanya partisipasi yang tetap kuat dari kedua pihak dalam mendukung pelaksanaan program K3 di lingkungan PTK.

Identifikasi Jenis Pekerjaan Berisiko Tinggi [GRI 403-2, 403-7]

PTK memastikan terciptanya lingkungan kerja yang aman dan sehat dengan menerapkan mekanisme identifikasi serta evaluasi risiko secara komprehensif. Langkah ini dilakukan untuk mencegah potensi kecelakaan kerja maupun penyakit akibat kerja melalui penilaian berbagai faktor yang dapat memengaruhi keselamatan dan kesehatan Insan Perusahaan. Hasil penilaian tersebut kemudian digunakan sebagai dasar penyusunan strategi mitigasi yang disesuaikan dengan tingkat risiko yang ditemukan. Selain itu, pemetaan risiko K3 secara berkala ditinjau dan diperbarui agar tetap selaras dengan perkembangan operasional dan ketentuan keselamatan yang berlaku. [GRI 403-2]

1. Adapun tahapan proses identifikasi pekerjaan berisiko yang dilakukan PTK meliputi: [GRI 403-2]
2. Mengidentifikasi potensi bahaya di area kerja maupun dalam pelaksanaan pekerjaan.
3. Menentukan risiko serta peluang yang berkaitan dengan potensi bahaya tersebut.
4. Melakukan analisis risiko dengan mempertimbangkan tingkat dampak dan kemungkinan terjadinya.
5. Mengevaluasi risiko untuk menentukan strategi penanganan seperti mempertahankan, mengurangi/mitigasi, berbagi, atau menghindari risiko.
6. Menetapkan hierarki pengendalian yang tepat, mulai dari eliminasi, substitusi, rekayasa teknis, hingga penggunaan alat pelindung diri.
7. Melakukan pemantauan terhadap efektivitas tindakan mitigasi yang telah diterapkan.

The P2K3 PTK holds regular meetings at least once every three months, while the Regional & AP and Work Location/Vessel HSSE Committees hold meetings at least once a month. Throughout 2025, the P2K3 meeting agenda will cover various topics, including (but not limited to) the minutes of previous meetings, management systems, Management Walkthrough (MWT), HSSE performance, occupational health & safety, Contractor Safety Management System (CSMS), risk management, general inspections, insurance risk surveys, Learning From Events (LFE) processes, Process Safety & Asset Integrity Management (PSAIMS), emergency response, HSSE program proposals and risk prevention, housekeeping, campaigns, training, compliance assurance, and other topics relevant to K3 authorities or decision makers. [GRI 403-4]

PTK has recorded the number of P2K3 administrators and members in 2025 as 18 people, consisting of 16 management representatives and 2 employee representatives. This composition is equivalent to 6.4% of the company's total employees, which numbered 282 people in that year. The percentage of P2K3 membership has decreased by 58.14% (43 people) compared to the previous period. This shows that there is still strong participation from both parties in supporting the implementation of OHS programs within PTK.

Identification of High-Risk Occupations [GRI 403-2, 403-7]

PTK ensures a safe and healthy working environment by implementing comprehensive risk identification and evaluation mechanisms. This step is taken to prevent potential work accidents and occupational diseases by assessing various factors that can affect the safety and health of Company personnel. The results of this assessment are then used as the basis for developing mitigation strategies tailored to the level of risk identified. In addition, the OHS risk map is periodically reviewed and updated to keep pace with operational developments and applicable safety regulations. [GRI 403-2]

1. The stages of the risk identification process carried out by PTK include: [GRI 403-2]
2. Identifying potential hazards in the work area and in the performance of work.
3. Determining the risks and opportunities associated with these potential hazards.
4. Conducting a risk analysis by considering the level of impact and the likelihood of occurrence.
5. Evaluating risks to determine management strategies such as maintaining, reducing/mitigating, sharing, or avoiding risks.
6. Establishing an appropriate hierarchy of controls, ranging from elimination, substitution, engineering controls, to the use of personal protective equipment.
7. Monitoring the effectiveness of the mitigation measures that have been implemented.

Melalui proses identifikasi pekerjaan berisiko tinggi tersebut, PTK dapat memetakan berbagai potensi bahaya dan risiko yang terkait dengan jenis pekerjaan tertentu, khususnya yang memiliki tingkat kerawanan tinggi terhadap keselamatan kerja maupun kesehatan pekerja.

Through the process of identifying high-risk jobs, PTK can map various potential hazards and risks associated with certain types of work, especially those with a high level of vulnerability to occupational safety and worker health.

Jenis Pekerjaan Bahaya atau Risiko K3 Berdasarkan Jenis Pekerjaan

Type of Work OHS Hazards or Risks by Type of Work

Jenis Pekerjaan Berisiko Tinggi Type of High-Risk Occupations	Potensi Risiko/ Bahaya Potential Risk/Hazard	Cara Pencegahan/penanganan Prevention/Handling Methods
Mooring Unmooring	• Terjatuh ke laut • Tabrakan dengan jetty/ kapal lain • Hentakan tali putus/snap back • Terjepit tali mooring • Bekerja di ketinggian • Falling into the sea • Collision with jetties/other vessels • Rope snapping/snap back • Pinned by mooring ropes • Working at height	• Membuat SIKa untuk pekerjaan berisiko tinggi • Membuat Job Hazard Analysis sebelum memulai pekerjaan • Memastikan peralatan dalam keadaan layak pakai dan aman • Melakukan toolbox meeting sebelum memulai pekerjaan yang membahas risiko, mitigasi risiko dan cara kerja aman • Selalu berada di safe zone position/tidak berada di line of fire • Menggunakan APD yang sesuai • Establishing SIKa for high-risk occupations • Making Job Hazard Analysis before starting work • Ensuring equipment is fit and safe to use • Holding a toolbox meeting before starting work that discusses risks, risk mitigation, and safe ways to work • Always be in a safe zone position/not in the line of fire • Wearing appropriate PPE
Perbaikan kapal dan Workshop (dockyard) Ship and Workshop (dockyard) repair	• Terjepit peralatan kerja yang berputar • Tertimpa benda dari atas • Terjadi kebakaran • Bekerja di ruang terbatas • Bekerja di ketinggian • Terkena aliran listrik • Pinned by a spinning piece of work equipment • Being hit by objects from above • Fire occurs • Working in confined spaces • Working at heights • Struck by electricity	• Membuat SIKa untuk pekerjaan berisiko tinggi • Membuat Job Hazard Analysis sebelum memulai pekerjaan • Memastikan peralatan dalam keadaan layak pakai dan aman • Melakukan toolbox meeting sebelum memulai pekerjaan yang membahas risiko, mitigasi risiko dan cara kerja aman • Melakukan isolasi terhadap potensi bahaya energi • Selalu berada di safe zone position/tidak berada di line of fire • Memastikan pekerja memiliki sertifikasi keahlian • Menggunakan APD yang sesuai • Establishing SIKa for high-risk occupations • Making Job Hazard Analysis before starting work • Ensuring equipment is fit and safe to use • Holding a toolbox meeting before starting work that discusses risks, risk mitigation, and safe ways to work • Isolating potential energy hazards • Always be in a safe zone position/not in the line of fire • Ensuring workers have certification of expertise • Wearing appropriate PPE

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PTK menunjukkan komitmen kuat terhadap penerapan keselamatan kerja dengan memberikan kewenangan kepada seluruh pekerja dan mitra kerja untuk menghentikan sementara aktivitas apabila teridentifikasi adanya potensi bahaya yang berisiko menimbulkan kecelakaan maupun penyakit akibat kerja. Dalam kondisi tersebut, pekerja wajib segera melaporkan situasi tidak aman kepada Perusahaan agar dapat dilakukan penilaian serta tindakan perbaikan yang diperlukan. Kegiatan operasional baru dapat dilanjutkan setelah dipastikan bahwa area kerja telah kembali aman dan memenuhi standar keselamatan yang berlaku. [GRI 403-2]

PTK demonstrates a strong commitment to workplace safety by empowering all employees and business partners to temporarily halt activities if a potential hazard is identified that could cause an accident or occupational illness. In such circumstances, employees are required to immediately report the unsafe situation to the Company so that an assessment can be made and the necessary corrective measures taken. Operational activities can only resume once it has been confirmed that the work area is safe again and meets applicable safety standards. [GRI 403-2]

Program Pengelolaan Keselamatan dan Kesehatan Kerja

Occupational Health and Safety Management Program

PTK telah mengimplementasikan sejumlah program pengelolaan K3 sepanjang tahun 2025 yang difokuskan pada peningkatan standar keselamatan dan kesehatan kerja di seluruh area operasional perusahaan, antara lain sebagai berikut:

PTK has implemented a number of occupational health and safety management programs throughout 2025 that focus on improving occupational health and safety standards in all areas of the company's operations, including the following:

Program Pengelolaan K3 PTK Tahun 2025

OHS Management Program of PTK in 2025

Nama Kegiatan Activity Name	Uraian singkat kegiatan Brief Description of Activity
Penyusunan Program Kerja, Leading & Lagging Indicator serta KPI aspek K3 Preparation of Work Programs, Leading & Lagging Indicators, and KPIs for OHS aspects	Perencanaan program dan target pelaksanaan program selama tahun 2025. Program planning and implementation targets for 2025.
Monitoring Hazard Identification Risk Assessment and Determining Control (HIRADC) Monitoring Hazard Identification Risk Assessment and Determining Control (HIRADC)	Kegiatan berkelanjutan untuk memastikan bahwa identifikasi bahaya dan pengendalian risiko yang telah disusun tetap relevan dan efektif di lapangan. Ongoing activities to ensure that the hazard identification and risk control measures developed remain relevant and effective in the field.
Surat Ijin Kerja Aman (SIKA) Safe Work Permit (SIKA)	Proses penilaian risiko di lapangan sebelum pekerjaan dimulai guna memastikan seluruh mitigasi sudah siap bagi pekerjaan yang memiliki risiko tinggi wajib memiliki izin tertulis. Pre-commencement of field risk assessments to ensure all mitigation measures are in place for high-risk work requiring written permits.
Inspeksi aspek K3 OHS aspect Inspections	Pengecekan fasilitas dan sarana prasarana guna menunjang aktivitas operasional. Inspection of facilities and infrastructure to support operational activities.
Management Walkthrough Management Walkthrough	Program dimana jajaran management turun langsung ke lapangan untuk berdialog dan melihat kondisi operasional serta kendala keselamatan yang dihadapi oleh pekerja frontliner. A program where management goes directly to the field to discuss and observe operational conditions and safety challenges faced by frontline workers.
Contractor safety management system (CSMS) Contractor Safety Management System (CSMS)	Program penilaian dan pengawasan kinerja K3 bagi perusahaan mitra/ kontraktor mulai dari tahap risk assessment, qualification assessment, vendor selection, pre job assessment, work in progress, hingga final evaluation. OHS performance assessment and monitoring program for partner companies/contractors, starting from the risk assessment, qualification assessment, vendor selection, pre-job assessment, work-in-progress, and final evaluation.
Audit SUPREME SUPREME Audit	Audit untuk mengukur sejauh mana efektivitas implementasi budaya keselamatan di seluruh unit operasi. Audit to measure the effectiveness of safety culture implementation across all operational units.
Health & fit to work program Health & Fit to Work Program	Pemeriksaan kesehatan secara menyeluruh melalui pemantauan kesehatan berkala melalui medical check up (MCU), daily check up (DCU) dan pengukuran lingkungan kerja dalam bentuk industrial hygiene. Comprehensive health checks through periodic health monitoring through medical check-ups (MCU), daily check-ups (DCU), and work environment measurements in the form of industrial hygiene.

Program Pengelolaan K3 PTK Tahun 2025

OHS Management Program of PTK in 2025

Program Peningkatan Keselamatan Kerja Occupational Safety Improvement Program	Program Peningkatan Kesehatan Kerja [GRI 403-3, 403-6, 403-10] Occupational Health Improvement Program [GRI 403-3, 403-6, 403-10]
Pemutakhiran HIRADC HIRADC Update	UBM (Ubah Kebiasaan Merokok) UBM (Change Smoking Habits)
Walk Through Talk Through Walk-Through Talk-Through	HRA & IH (Health Risk Assessment & Industrial Hygiene) HRA & IH (Health Risk Assessment & Industrial Hygiene)
Verifikasi & Validasi (V&V) Verification & Validation (V&V)	Health fest (Health Talk & Donor Darah) Health Fest (Health Talk & Blood Donation)
Management Walkthrough Management Walkthrough	DCU (Daily Check Up) DCU (Daily Check-Up)
Transko HSSE Forum Transko HSSE Forum	MCU (Medical Check Up) MCU (Medical Check-Up)
Digitalisasi HSSE Passport HSSE Passport Digitalization	Wellness SMARTPROFIT Wellness SMARTPROFIT
Implementasi CSMS Full Cycle Full-cycle CSMS Implementation	Pemeriksaan Kesehatan Rutin Routine Health Check-Ups
Internal Audit SIKA SIKA Internal Audit	Olahraga Bersama Personal Trainer (PT) Exercise with a Personal Trainer (PT)
Internal Audit STK HSSE STK HSSE Internal Audit	Senam Bersama PTK Group Exercise with PTK Group
Mandatory HSSE Training Mandatory HSSE Training	SERASI (Sehat Berseri Bersama Psikolog) SERASI (Sehat Berseri with a Psychologist)
Inspeksi FERRAT & OSERRAT FERRAT & OSERRAT Inspections	Flayer Broadcast Kesehatan Health Flyer Broadcast

Program Pengelolaan K3 PTK Tahun 2025 OHS Management Program of PTK in 2025

Program Peningkatan Keselamatan Kerja Occupational Safety Improvement Program

Inspeksi Umum Port, Shorebase, Dockyard
General Port, Shorebase, and Dockyard
Inspections

Emergency Drill
Emergency Drill

Program Peningkatan Kesehatan Kerja [GRI 403-3, 403-6, 403-10] Occupational Health Improvement Program [GRI 403-3, 403-6, 403-10]

Sebagai bentuk komitmen dalam meningkatkan kesehatan dan kesejahteraan pekerja, PTK tidak hanya menyediakan fasilitas layanan kesehatan yang menyeluruh, tetapi juga secara aktif melaksanakan berbagai program yang bersifat promotif dan preventif. Perusahaan rutin menyelenggarakan edukasi kesehatan melalui media visual seperti flyer, serta mengadakan sesi health talk interaktif setiap bulan dengan menghadirkan tenaga profesional untuk membahas topik kesehatan yang relevan dengan kondisi pekerja di lingkungan PTK Group.

Perhatian PTK terhadap kesejahteraan pegawai juga tercermin melalui pelaksanaan Program SERASI (Sehat Berseri bersama Konsultasi Psikologi), yaitu layanan konsultasi kesehatan mental yang diawali dengan pengisian kuesioner SRQ-29 sebagai instrumen penilaian kondisi psikologis pekerja. Berdasarkan hasil tersebut, PTK menyediakan tindak lanjut berupa pendampingan oleh psikolog perusahaan maupun rujukan ke dokter spesialis kejiwaan (Sp.KJ) apabila diperlukan.

Selain itu, dalam rangka mendukung program kesehatan yang berfokus pada pencegahan penyakit tidak menular, PTK melakukan pemantauan berkala terhadap status gizi dan kadar kolesterol pekerja guna menekan risiko penyakit jangka panjang. Perusahaan juga secara konsisten mengadakan kegiatan olahraga bersama, seperti senam aerobik, bersepeda, dan lari, untuk mendorong kebugaran fisik sekaligus membangun pola hidup sehat di kalangan pekerja. [GRI 403-3]

Pengembangan Kapabilitas Bidang Keselamatan dan Kesehatan Kerja [GRI 403-5] Capability Development In Occupational Health and Safety [GRI 403-5]

Sebagai upaya memastikan seluruh pegawai memiliki pemahaman yang memadai terkait aspek keselamatan dan kesehatan kerja, PTK secara konsisten menyelenggarakan berbagai program pengembangan kompetensi di bidang K3. Kegiatan ini meliputi pelatihan teknis, sertifikasi profesi, hingga workshop yang disesuaikan dengan karakteristik pekerjaan serta tingkat risiko yang dihadapi masing-masing pegawai.

PTK telah melaksanakan berbagai program pelatihan dan sertifikasi K3 sepanjang tahun 2025 yang berkaitan dengan operasional kerja, dengan total peserta mencapai 1.934 pegawai atau sekitar 64,75% dari keseluruhan jumlah pegawai perusahaan.

As part of its commitment to improving the health and well-being of its employees, PTK not only provides comprehensive health services, but also actively implements various promotional and preventive programs. The company regularly conducts health education through visual media such as flyers, and holds monthly interactive health talk sessions with professionals to discuss health topics relevant to the conditions of employees within the PTK Group.

PTK's concern for employee welfare is also reflected in the implementation of the SERASI (Sehat Berseri bersama Konsultasi Psikologi or Healthy Together with Psychological Consultation) Program, which is a mental health consultation service that begins with the completion of the SRQ-29 questionnaire as an instrument for assessing the psychological condition of workers. Based on the results, PTK provides follow-up in the form of assistance from a company psychologist or referral to a psychiatrist (Sp.KJ) if necessary.

In addition, in order to support health programs that focus on the prevention of non-communicable diseases, PTK conducts regular monitoring of the nutritional status and cholesterol levels of its employees to reduce the risk of long-term illness. The company also consistently organizes group sports activities, such as aerobics, cycling, and running, to promote physical fitness and build healthy lifestyles among its employees. [GRI 403-3]

In an effort to ensure that all employees have an adequate understanding of occupational safety and health aspects, PTK consistently organizes various competency development programs in the field of OSH. These activities include technical training, professional certification, and workshops tailored to the characteristics of the job and the level of risk faced by each employee.

PTK has implemented various OSH training and certification programs throughout 2025 related to work operations, with a total of 1,934 employees participating, or around 64.75% of the company's total workforce.

Sertifikasi dan Pelatihan Topik Keselamatan dan Kesehatan Tahun 2025 [GRI 403-5] Certification and Training on Safety and Health Topics in 2025 [GRI 403-5]

Topik Materi Material Topics	Waktu Pelaksanaan Date of Implementation	Jumlah Peserta Number of Participants
Advanced Cardiac Live Support Advanced Cardiac Live Support	5 Desember 2025 December 5, 2025	1
Advanced Trauma Live Support Advanced Trauma Live Support	1 – 2 Agustus 2025 August 1 – 2, 2025	1
First Aid Training First Aid Training	W2 Juni 2025 W2 of Juni 2025	30
HIMU (Higiene Industri Muda) HIMU (Higiene Industri Muda)	8 – 14 Februari 2025 February 8 – 14, 2025	2
Risk Management Risk Management	2 – 7 November 2025 November 2 – 7, 2025	1
Fundamental Behaviour Based Safety Fundamental Behaviour Based Safety	Januari-Oktober 2025 January-October 2025	288
Perilaku Hidup Sehat Healthy Life Behavior	Januari-Oktober 2025 January-October 2025	288
Corporate Life Saving Rules Corporate Life Saving Rules	Januari-Oktober 2025 January-October 2025	288
HSSE Culture Training HSSE Culture Training	Januari-Oktober 2025 January-October 2025	288
Stress Management Stress Management	Januari-Oktober 2025 January-October 2025	288
K3 Berbasis Kinerja Manusia di PTK Human Performance-Based Occupational Health and Safety (K3) in PTK	Januari-Oktober 2025 January-October 2025	434
Ahli K3 Umum Sertifikasi Kemnaker RI General Occupational Health and Safety Expert Certified by the Ministry of Manpower	17 Februari - 1 Maret 2025 February 17 – March 1, 2025	12
Auditor SMK3 Sertifikasi Kemnaker RI OHSMS Auditor Certified by the Ministry of Manpower	3 - 7 Oktober 2025 October 3 – 7, 2025	13

Kinerja dan Evaluasi Keselamatan dan Kesehatan Kerja [GRI 403-9]

Sebagai bagian dari upaya pengawasan dan peningkatan kesiapsiagaan dalam menghadapi potensi permasalahan K3, PTK secara berkelanjutan melakukan pengukuran serta evaluasi kinerja keselamatan dan kesehatan kerja setiap tahun. Proses ini dilakukan dengan menggunakan indikator yang telah ditetapkan, disertai pemantauan terhadap hasil capaian kinerja sebagai dasar penilaian dan perbaikan berkelanjutan.

Occupational Health and Safety Performance and Evaluation [GRI 403-9]

As part of its efforts to monitor and improve preparedness in facing potential occupational health and safety issues, PTK continuously measures and evaluates occupational health and safety performance every year. This process is carried out using predetermined indicators, accompanied by monitoring of performance results as a basis for assessment and continuous improvement.

Kinerja K3 PTK Tahun 2025 [GRI 403-9] OHS Performance of PTK in 2025 [GRI 403-9]

Indikator Kinerja Performance Indicator	2025	2024	2023
Jumlah Jam Kerja (Juta Jam) Total Working Hours (Million Hours)	13.211.222	13.189.409	12.832.816
Jam Kerja Selamat (Jam) Safe Working Hours (Hour)	2.068.080*	21.977.609	8.788.200
Total Hari Kerja Hilang (Hari) Total Lost Work Days (Day)	347**	238	232
Number of Accident/NOA (Kejadian) Number of Accident/NOA (Accident)	0	0	0
Fatalitas (Kejadian) Fatality (Accident)	0	0	0
Total Recordable Incident Rate/TRIR (rate)	0,45	0,15	0,23

*Terhitung sejak LTI terakhir pada 5 November 2025 | *As of the last LTI on November 5, 2025

** Akumulasi dari 1 LTI tahun 2023, dan 2 LTI pada tahun 2025 | ** Accumulated from 1 LTI in 2023 and 2 LTI in 2025

Kinerja K3 Pegawai dan Mitra PTK [GRI 403-9]

OHS Performance of Employees and Partners of PTK [GRI 403-9]

Wilayah Operasional Operational Area	Number of Fatalities as a Result of Work Related Injury		Rate of Fatalities as a Result of Work Related Injury		Number of High Consequence Work Related Injuries (Excluding Fatalities)		Rate of High Consequence Work Related Injuries (Excluding Fatalities) or Frequency Rate		Number of Recordable Work Related Injuries		Rate of Recordable Work Related Injuries		Severity Rate	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Kantor Pusat Head Office	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Kapal Vessel	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Region I	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Region II	0	0	0	0	0	0	0	0	2	0	0	0	0	0
Region III	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PT Pertamina Marine Solution	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PT Pertamina Port & Logistics (PPL)	0	0	0	0	2	2	-*	-*	2	2	-*	-*	0	0
PT Pertamina Marine Engineering (PME)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PT Trans Yeong Maritime (TYM)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	2	2	0,15	0,15	6	2	0,45	0,15	26	0

*) Rate of high consequence work-related injuries & rate of recordable work-related injuries terhitung secara keseluruhan di lingkungan PTK Group.

Keterangan:

- Rate of Fatalities as a Result of Work - Related Injury atau Tingkat Kematian Akibat Cedera Terkait Pekerjaan = (Jumlah Kematian Akibat Cedera Terkait Pekerjaan / Jumlah Jam Kerja) * 1.000.000
- Rate of High - Consequence Work-Related Injuries (Excluding Fatalities) or Frequency Rate atau Tingkat Cedera Akibat Kerja Yang Tinggi (Tidak Termasuk Kematian) = (Jumlah Cedera Akibat Kerja Yang Tinggi, Tidak Termasuk Kematian / Jumlah Jam Kerja) * 1.000.000
- Rate of Recordable Work-Related Injuries atau Tingkat Cedera Terkait Pekerjaan yang Dapat Dicatat = (Jumlah Cedera Terkait Pekerjaan yang Dapat Dicatat / Jumlah Jam Kerja) * 1.000.000
- Severity Rate atau Tingkat Keparahan Cidera = (Jumlah hari kerja hilang * 1.000.000) / Jumlah Jam Kerja Orang
- Absenteeism Rate atau Tingkat Ketidakhadiran = Total Hari Kerja yang Hilang karena Pegawai yang Mangkir / Total Hari Kerja

*) High consequence injury rate & recordable injury rate calculated overall within PTK Group.

Remark:

- Rate of Fatalities as a Result of Work - Related Injury = (Number of Fatalities as a Result of Work-Related Injury / Number of Hours Worked) * 1,000,000
- Rate of High-Consequence Work-Related Injuries (Excluding Fatalities) or Frequency Rate = (Number of High-Consequence Work-Related Injuries, Excluding Fatalities / Number of Hours Worked) * 1,000,000
- Rate of Recordable Work-Related Injuries = (Number of Recordable Work-Related Injuries / Number of Hours Worked) * 1,000,000
- Severity Rate Injury = (Number of lost working days * 1,000,000) / Number of Personnel Working Hours
- Absenteeism Rate = Total Lost Working Days due to Absenteeism / Total Working Days

Kinerja K3 Pegawai dan Mitra PTK [GRI 403-9]

OHS Performance of Employees and Partners of PTK [GRI 403-9]

Perusahaan telah mencatat 6 kejadian kecelakaan kerja pada tahun 2025 yang termasuk dalam kategori recordable, dengan rincian sebagai berikut: [GRI 403-9]

1. 11 Juni 2025, Insiden jari tengah tangan kiri pekerja terjepit railing boat dan gangway kapal (Port Jakarta)
2. 12 Juli 2025, Cleaning service sesak nafas dan bengkak di beberapa bagian tubuh akibat tersengat tawon
3. 20 September 25, Mooring gang terjatuh di area belakang LLP saat Patroli (Port Biak)
4. 18 Oktober 25, Jari pumpman terjepit pintu pump room (SPOB Mahakam)
5. 5 November 25, Mooring gang terkena snapback saat penyandaran kapal (Cilacap)

The company recorded 6 work accidents in 2025 that were classified as recordable, with the following details: [GRI 403-9]

1. June 11, 2025, Incident: A worker's left middle finger was caught in a boat railing and ship's gangway (Port Jakarta)
2. July 12, 2025, A cleaning service worker suffered shortness of breath and swelling in several parts of his body due to a wasp sting.
3. September 20, 2025, A mooring gang member fell in the rear area of the LLP during patrol (Port Biak)
4. October 18, 2025, A pumpman's finger was caught in a pump room door (SPOB Mahakam)
5. November 5, 2025, A mooring gang member was hit by a snapback while the ship was docked (Cilacap)

Selain itu, PTK secara berkelanjutan melakukan pemantauan kondisi kesehatan pekerja sebagai langkah preventif untuk mendeteksi potensi penyakit akibat kerja. Upaya ini dilakukan melalui pemeriksaan kesehatan berkala, penelaahan riwayat medis, serta penyesuaian dengan tingkat risiko pekerjaan masing-masing individu.

In addition, PTK continuously monitors the health of its workers as a preventive measure to detect potential occupational diseases. This effort is carried out through periodic health checks, medical history reviews, and adjustments to the level of risk of each individual's job.

Sepanjang tahun 2025, seluruh pegawai dan mitra kerja (100%) tidak terindikasi mengalami penyakit akibat kerja, serta tidak terdapat kasus kematian yang berkaitan dengan penyakit akibat aktivitas kerja. [GRI 403-10]

Throughout 2025, all employees and work partners (100%) were not indicated to have occupational diseases, and there were no cases of death related to occupational diseases. [GRI 403-10]

Kinerja/Kasus Kesehatan Pegawai dan Mitra Kerja PTK yang Berhubungan dengan Pekerjaan Work-Related Performance/Health Cases of PTK Employees and Work Partners [GRI 403-10]

	2025		2024		2023	
	Pegawai Employee	Mitra Kerja Partner	Pegawai Employee	Mitra Kerja Partner	Pegawai Employee	Mitra Kerja Partner
Jumlah kematian akibat sakit akibat kerja Number of deaths due to occupational illness	0	0	0	0	0	0
Jumlah kasus kesehatan buruk terkait pekerjaan Number of work-related poor health cases	0	0	0	0	0	0

Penanganan Pengaduan Keselamatan dan Kesehatan Kerja [GRI 3-3, 2-27, 403-2]

Handling of Occupational Health and Safety Complaints [GRI 3-3, 2-27, 403-2]

PTK menerapkan sistem pelaporan yang terbuka, aman, dan terpercaya bagi pegawai, mitra kerja, maupun masyarakat di sekitar area operasional untuk menyampaikan informasi terkait potensi bahaya atau kondisi tidak aman di tempat kerja. Perusahaan menjamin kerahasiaan identitas pelapor serta memastikan setiap laporan yang diterima akan diproses melalui tahapan verifikasi, evaluasi, dan tindak lanjut perbaikan yang sesuai.

PTK implements an open, secure, and reliable reporting system for employees, business partners, and communities in the vicinity of its operational areas to convey information related to potential hazards or unsafe conditions in the workplace. The company guarantees the confidentiality of the reporter's identity and ensures that every report received will be processed through stages of verification, evaluation, and appropriate follow-up improvements.

Melalui mekanisme ini, PTK berkomitmen membangun budaya keselamatan yang bersifat preventif dan partisipatif, sekaligus menciptakan lingkungan kerja yang semakin aman guna mendukung produktivitas serta pencapaian target Vision Zero di seluruh wilayah operasional.

Through this mechanism, PTK is committed to building a preventive and participatory safety culture, while creating a safer working environment to support productivity and the achievement of Vision Zero targets across all operational areas.

Penyampaian laporan tersebut dapat dilakukan oleh pegawai melalui Aplikasi OBIT Card PTK dengan mekanisme pengaduan sebagai berikut:

Reports can be submitted by employees through the PTK OBIT Card Application using the following complaint mechanism:



PTK telah menerima sebanyak 2.491 laporan yang berkaitan dengan perilaku tidak aman dan kondisi tidak aman (unsafe act dan unsafe condition) dalam aspek K3 melalui aplikasi OBIT sepanjang tahun 2025.

Seluruh laporan tersebut telah ditindaklanjuti oleh Perusahaan melalui proses penanganan yang sesuai. Sebanyak 91% laporan sepanjang tahun 2025 telah dinyatakan selesai (closed). Sementara itu, penyelesaian terhadap laporan yang masih terbuka tetap dilanjutkan hingga awal tahun 2026.

PTK has received 2,491 reports related to unsafe acts and unsafe conditions in the aspect of occupational health and safety through the OBIT application throughout 2025.

All reports have been followed up by the Company through an appropriate handling process. 91% of reports throughout 2025 have been declared closed. Meanwhile, the resolution of open reports will continue until early 2026.



Meningkatkan Pelayanan Terbaik Kepada Pelanggan

Encouraging The Improvement of Occupational Health and Safety Culture

Sebagai bagian penting dalam rantai nilai energi nasional, PTK telah berkontribusi selama lebih dari lima puluh tahun melalui penyediaan layanan terdepan di sektor Shipping energi, jasa marine, dan logistik. Berada dalam naungan Holding dan Subholding PT Pertamina (Persero), PTK memiliki peran strategis dalam mendukung kelancaran dan kepastian distribusi energi ke berbagai wilayah Indonesia. Dengan didukung oleh kompetensi perwira yang profesional serta pengembangan infrastruktur yang berkelanjutan, PTK terus berupaya menghadirkan solusi maritim yang inovatif, bernilai tambah, dan memberikan manfaat nyata bagi pelanggan, mitra kerja, maupun masyarakat.

Pendekatan Manajemen Topik Kesehatan dan Keselamatan Pelanggan [GRI 3-2, 3-3]

Pengelolaan Dampak [GRI 3-2, 3-3] [OJK F.28]

PTK menetapkan aspek kesehatan dan keselamatan pelanggan sebagai salah satu isu keberlanjutan yang bersifat material karena memiliki keterkaitan langsung dengan kinerja ekonomi, sosial, maupun lingkungan perusahaan. Perhatian terhadap keselamatan pelanggan tidak hanya mencerminkan komitmen tanggung jawab perusahaan, tetapi juga berkontribusi dalam menjaga kepercayaan, reputasi, serta hubungan jangka panjang dengan pelanggan. Di sisi lain, pemenuhan standar keselamatan dan kesehatan pelanggan menuntut adanya investasi tambahan, baik dalam pengembangan infrastruktur maupun peningkatan kompetensi sumber daya manusia.

Meski demikian, investasi tersebut memberikan manfaat strategis dalam jangka panjang, seperti menurunnya risiko insiden, meningkatnya kepuasan pelanggan, efisiensi operasional yang lebih baik, serta berkurangnya potensi gangguan terhadap layanan. Dengan demikian, upaya PTK dalam menjaga kesehatan dan keselamatan pelanggan tidak hanya sebatas pemenuhan regulasi, tetapi juga menjadi bagian penting dari strategi keberlanjutan perusahaan dalam menciptakan nilai yang berkesinambungan.

Kebijakan yang telah Dikembangkan Secara Khusus

Kebijakan Perusahaan:

- Pedoman Perilaku & Etika Bisnis
- Pedoman Quality Health Safety Security Environment Management System (QHSSE-MS)
- TKO B001/H3000/2020-S0 tentang Penanganan Program Pelanggan dan Tindak Lanjut
- Dan kebijakan Perusahaan lainnya yang relevan

Ketentuan Umum:

- Undang-Undang Nomor 8 tahun 1999 tentang Perlindungan Konsumen (Lembaran Negara Republik Indonesia Tahun 1999

As an important part of the national energy value chain, PTK has contributed for more than fifty years by providing leading services in the energy shipping, marine services, and logistics sectors. Under the auspices of PT Pertamina (Persero) Holding and Subholding, PTK plays a strategic role in supporting the smooth and reliable distribution of energy to various regions in Indonesia. Supported by professional officers and sustainable infrastructure development, PTK continues to strive to deliver innovative, value-added maritime solutions that provide tangible benefits to customers, partners, and the community.

Customer Health and Safety Topic Management Approach [GRI 3-2, 3-3]

Impact Management [GRI 3-2, 3-3] [OJK F.28]

PTK considers customer health and safety to be a material sustainability issue because it is directly related to the company's economic, social, and environmental performance. Attention to customer safety not only reflects the company's commitment to responsibility, but also contributes to maintaining trust, reputation, and long-term relationships with customers. On the other hand, meeting customer safety and health standards requires additional investment, both in infrastructure development and in improving human resource competencies.

However, these investments provide long-term strategic benefits, such as reduced risk of incidents, increased customer satisfaction, improved operational efficiency, and reduced potential for service disruptions. Thus, PTK's efforts to maintain customer health and safety are not limited to regulatory compliance, but are also an important part of the company's sustainability strategy in creating sustainable value.

Policies that Have Been Specifically Developed

Company Policies:

- Code of Conduct & Business Ethics
- Quality Health Safety Security Environment Management System (QHSSE-MS) Guidelines
- TKO B001/H3000/2020-S0 regarding Customer Program Handling and Follow-up
- And other relevant Company policies

Relevant Laws and Regulations:

- Law No. 8 of 1999 concerning Consumer Protection (State Gazette of the Republic of Indonesia Year 1999 Number 22,

Nomor 22, Tambahan Lembaran Negara Republik Indonesia Nomor 3821)

- Undang-Undang Nomor 25 tahun 2009 tentang Pelayanan Publik
- Undang-undang Nomor 1 tahun 1970 tentang Keselamatan Kerja
- Peraturan Pemerintah Nomor 50 tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3);
- Permenaker Nomor 5 Tahun 2018 tentang Keselamatan dan Kesehatan Lingkungan Kerja
- Dan peraturan lainnya yang relevan

Komitmen

- Mengutamakan kebutuhan serta kepuasan pelanggan sebagai prioritas utama;
- Menjamin bahwa setiap produk yang dihasilkan memenuhi standar kualitas yang telah ditetapkan;
- Menunjukkan kepedulian melalui pemberian layanan yang responsif dan optimal kepada pelanggan;
- Melaksanakan kegiatan penelitian dan inovasi secara berkelanjutan untuk pengembangan produk;
- Meningkatkan kapabilitas perusahaan agar mampu bersaing di tingkat regional maupun global; dan
- Menghasilkan nilai tambah yang berkelanjutan dengan berorientasi pada aspek komersial.

Tujuan/Target

- Menyediakan prosedur yang jelas terkait mekanisme penerimaan serta penanganan keluhan pelanggan atas layanan yang diberikan;
- Menetapkan pembagian peran, tugas, dan tanggung jawab setiap fungsi yang terlibat dalam proses pengelolaan keluhan pelanggan;
- Menjamin setiap keluhan pelanggan ditangani secara efektif sekaligus dimanfaatkan sebagai bahan evaluasi untuk perbaikan layanan yang berkelanjutan.

Evaluasi dan Efektivitas Tindakan untuk Mengelola Dampak

- Survei kepuasan pelanggan
- Customer Relationship Management
- Layanan pengaduan pelanggan

Penanggung Jawab

- Vice President Corporate and Business Support
- Vice President Marketing
- Vice President Marine Business Unit

Keterlibatan Pemangku Kepentingan Dalam Pengelolaan Dampak

Pemangku Kepentingan Stakeholders	Peran Role
Manajemen Management	Memastikan Perusahaan telah menerapkan pedoman standar pelayanan jasa sesuai dengan peraturan dan perundang-undangan yang berlaku. Ensuring the Company implements standard service guidelines in compliance with applicable laws and regulations.
Seluruh Pegawai PTK All PTK Employees	Menerapkan SOP sesuai standar yang ditetapkan dan membantu Perusahaan untuk memberikan pelayanan yang optimal dan seaman mungkin untuk pelanggan. Implementing SOPs (Standard Operating Procedures) in accordance with established standards and assisting the Company in delivering optimal and the safest possible service to customers
Pelanggan Customers	Mematuhi peraturan dan memahami prosedur layanan yang ditetapkan Perusahaan. Adhering to regulations and understanding the service procedures established by the Company.

Supplement to the State Gazette of the Republic of Indonesia Number 3821)

- Law No. 25 of 2009 concerning Public Services
- Law No. 1 of 1970 concerning Occupational Safety
- Government Regulation No. 50 of 2012 concerning the Implementation of the Occupational Health and Safety Management System (SMK3)
- Minister of Manpower Regulation No. 5 of 2018 concerning Occupational Safety and Health in the Work Environment
- And other relevant regulations

Commitment

- Prioritizing customer needs and satisfaction as the top priority;
- Ensuring that every product manufactured meets the established quality standards;
- Demonstrating care through responsive and optimal customer service;
- Conducting ongoing research and innovation for product development;
- Enhancing the company's capabilities to compete at the regional and global levels; and
- Generating sustainable added value with a commercial focus.

Goal/Target

- Providing clear procedures related to the mechanism for receiving and handling customer complaints about the services provided;
- Establishing the division of roles, duties, and responsibilities of each function involved in the customer complaint management process;
- Ensuring that every customer complaint is handled effectively and used as evaluation material for continuous service improvement.

Evaluation and Effectiveness of Actions to Manage Impacts

- Customer satisfaction survey
- Customer Relationship Management
- Customer complaint service

Responsible Parties

- Vice President Corporate and Business Support
- Vice President Marketing
- Vice President Marine Business Unit

Stakeholder Engagement in Impact Management

Mengutamakan Keselamatan dan Kesehatan Pelanggan

Prioritizing Customer Safety and Health

Jaminan Layanan dan Jaminan Keamanan dan Keselamatan Perusahaan Company Service Guarantee and Security and Safety Guarantee

- Sertifikasi ISM Code
- Sertifikasi ISO 9001:2015 tentang Standar Manajemen Mutu
- Sertifikasi ISO 14001: 2015 terkait Sistem Manajemen Lingkungan
- Sertifikasi ISO 45001: 2018 terkait Sistem Kesehatan dan Keselamatan Kerja (K3)

- ISM Code Certification
- ISO 9001:2015 Certification on Quality Management Standards
- ISO 14001:2015 Certification on Environmental Management Systems
- ISO 45001:2018 Certification on Occupational Health and Safety (K3) Systems

PTK menempatkan aspek keselamatan dan kesehatan pelanggan sebagai prioritas utama dalam seluruh kegiatan operasionalnya. Sebagai perusahaan yang bergerak di bidang layanan maritim, pelayaran, dan logistik energi yang berperan strategis dalam distribusi energi nasional, PTK memastikan bahwa setiap layanan mulai dari pengoperasian kapal, jasa offshore, dukungan teknis, hingga penyediaan awak kapal profesional selalu memenuhi standar keselamatan yang ketat. Seluruh layanan tersebut juga dievaluasi secara menyeluruh dari sisi keamanan guna menjamin perlindungan optimal bagi pelanggan. [\[GRI 416-1\] \[OJK F.27\]](#)

PTK places customer safety and health as its top priority in all of its operational activities. As a company engaged in maritime services, shipping, and energy logistics that plays a strategic role in national energy distribution, PTK ensures that every service from ship operations, offshore services, technical support, to the provision of professional crew always meets strict safety standards. All of these services are also thoroughly evaluated from a safety perspective to ensure optimal protection for customers. [\[GRI 416-1\] \[OJK F.27\]](#)

Dalam rangka menjaga mutu dan keamanan layanan, PTK telah mengantongi berbagai sertifikasi berstandar internasional, antara lain ISM Code, ISO 9001:2015 untuk manajemen mutu, ISO 14001:2015 untuk manajemen lingkungan, serta ISO 45001:2018 terkait sistem kesehatan dan keselamatan kerja. Sertifikasi tersebut mencerminkan komitmen perusahaan dalam menerapkan sistem pengelolaan yang andal dan berstandar tinggi di seluruh lini bisnis.

In order to maintain service quality and safety, PTK has obtained various international standard certifications, including ISM Code, ISO 9001:2015 for quality management, ISO 14001:2015 for environmental management, and ISO 45001:2018 for occupational health and safety systems. These certifications reflect the company's commitment to implementing reliable, high-standard management systems across all lines of business.

Komitmen tersebut diwujudkan melalui sejumlah langkah strategis, di antaranya:

1. Menjadikan keselamatan dan kesehatan kerja sebagai prioritas dalam setiap aktivitas operasional melalui program K3 yang komprehensif, pelatihan berkelanjutan, serta penguatan budaya keselamatan.
2. Menerapkan standar internasional melalui kepemilikan sertifikasi ISM Code, ISO 9001:2015, ISO 14001:2015, dan OHSAS 18001:2007 sebagai bukti konsistensi penerapan sistem keselamatan, kesehatan, dan mutu.
3. Melakukan inspeksi dan audit secara berkala untuk memastikan kepatuhan terhadap regulasi dan standar keselamatan.
4. Memanfaatkan peralatan dan teknologi modern guna mendukung operasional yang aman dan efisien.
5. Menyediakan tim K3 yang kompeten dan berpengalaman untuk melakukan pemantauan serta pengawasan implementasi keselamatan di seluruh area kerja.

This commitment is realized through a number of strategic measures, including:

1. Making occupational health and safety a priority in all operational activities through comprehensive OHS programs, ongoing training, and strengthening the safety culture.
2. Implementing international standards through ISM Code, ISO 9001:2015, ISO 14001:2015, and OHSAS 18001:2007 certifications as proof of consistent implementation of safety, health, and quality systems.
3. Conducting regular inspections and audits to ensure compliance with safety regulations and standards.
4. Utilizing modern equipment and technology to support safe and efficient operations.
5. Providing a competent and experienced K3 team to monitor and supervise safety implementation in all work areas.

Selain itu, PTK berkomitmen memberikan layanan yang berkualitas, adil, dan setara bagi seluruh pelanggan tanpa diskriminasi, dengan tetap menjunjung tinggi profesionalisme. Bagi PTK, keselamatan dan keamanan merupakan nilai utama yang melekat dalam budaya kerja serta menjadi dasar pengambilan keputusan di setiap lini organisasi. Hal ini tercermin dari tidak adanya keluhan terkait pelanggaran regulasi maupun insiden yang berdampak pada keselamatan pelanggan selama tahun 2025, serta tidak terdapat produk maupun layanan yang harus ditarik dari pasar. [\[GRI 416-2\] \[OJK F.17, F.29\]](#)

In addition, PTK is committed to providing quality, fair, and equal services to all customers without discrimination, while upholding professionalism. For PTK, safety and security are core values embedded in its work culture and form the basis for decision-making at every level of the organization. This is reflected in the absence of complaints regarding regulatory violations or incidents that impacted customer safety during 2025, as well as the absence of products or services that had to be withdrawn from the market. [\[GRI 416-2\] \[OJK F.17, F.29\]](#)

Inovasi dan Pengembangan Layanan Berkelanjutan [OJK F.26]

Sebagai bagian dari upaya mendukung transisi menuju ekonomi rendah karbon, PTK terus mengarahkan pengembangan bisnisnya pada praktik yang lebih ramah lingkungan dan berkelanjutan. Komitmen tersebut diwujudkan melalui berbagai inovasi layanan berbasis teknologi hijau, antara lain pengoperasian kapal Transko Rajawali yang telah menggunakan sistem Dual Fuel LNG, pemanfaatan Pembangkit Listrik Tenaga Surya (PLTS) pada kapal Transko Pari dan FC Dwipangga, serta penerapan teknologi Shore Connection pada kapal TB Mega, TB Wonokromo, Transko Dara 3206, dan 3207 guna menekan emisi selama kapal berada di pelabuhan.

Selain itu, PTK juga telah melakukan kajian terhadap kapal Patra 2303 dan 2304 untuk rencana pemasangan PLTS sebagai langkah peningkatan efisiensi energi yang lebih berkelanjutan. Berbagai inovasi tersebut mencerminkan peran PTK sebagai mitra strategis yang tidak hanya mendukung keandalan operasional pelanggan, tetapi juga turut berkontribusi dalam menjaga kelestarian lingkungan, khususnya ekosistem laut.

Dampak Produk dan Jasa [OJK F.28]

Keberadaan PTK di Indonesia sebagai negara dengan posisi strategis di jalur maritim dunia memiliki peran yang sangat penting melalui kontribusinya sebagai penyedia layanan maritim terintegrasi. Sebagai bagian dari Holding Pertamina dan Subholding Integrated Marine Logistics, PTK turut mendukung ketahanan energi nasional sesuai mandat Pemerintah, termasuk memastikan distribusi energi hingga menjangkau wilayah 3T (terdepan, terluar, dan tertinggal).

Peran PTK tidak hanya terbatas pada kegiatan operasional distribusi logistik energi semata. Produk dan layanan yang dihadirkan juga memberikan dampak yang luas, baik berupa manfaat positif maupun potensi risiko terhadap aspek sosial, ekonomi, dan lingkungan. Adapun dampak positif dari produk dan jasa PTK antara lain sebagai berikut:

1. Mendorong pertumbuhan ekonomi lokal dan regional di sektor transportasi serta logistik maritim, termasuk melalui penciptaan lapangan kerja dengan memprioritaskan perekrutan tenaga kerja dari masyarakat di sekitar wilayah operasional.
2. Pengembangan konsep Green Port dan Smart Port yang menitikberatkan pada empat pilar utama, yaitu perlindungan lingkungan, efisiensi energi dan penurunan emisi karbon, peningkatan pemberdayaan masyarakat, serta penguatan pertumbuhan ekonomi dan operasional kepelabuhanan. Inisiatif ini diharapkan mampu memberikan manfaat sosial-ekonomi sekaligus menekan dampak negatif terhadap lingkungan, termasuk emisi gas rumah kaca.
3. Peningkatan efisiensi transportasi, di mana layanan logistik yang andal dan efektif membantu menekan biaya distribusi pelanggan serta mendukung peningkatan kinerja dan profitabilitas mereka.

Sustainable Service Innovation and Development [OJK F.26]

As part of its efforts to support the transition to a low-carbon economy, PTK continues to direct its business development towards more environmentally friendly and sustainable practices. This commitment is realized through various green technology-based service innovations, including the operation of the Transko Rajawali ship, which uses a Dual Fuel LNG system, the use of Solar Power Plants (PLTS) on the Transko Pari and FC Dwipangga ships, and the application of Shore Connection technology on the TB Mega, TB Wonokromo, Transko Dara 3206, and 3207 to reduce emissions while the ships are in port.

In addition, PTK has also conducted a study on the Patra 2303 and 2304 ships for the planned installation of PLTS as a measure to increase more sustainable energy efficiency. These various innovations reflect PTK's role as a strategic partner that not only supports the operational reliability of its customers, but also contributes to preserving the environment, especially the marine ecosystem.

Product and Service Impact [OJK F.28]

PTK's presence in Indonesia, a country with a strategic position in global maritime routes, plays a very important role through its contribution as an integrated maritime service provider. As part of Pertamina Holding and Subholding Integrated Marine Logistics, PTK supports national energy security in accordance with the Government's mandate, including ensuring energy distribution reaches 3T (frontier, outermost, and disadvantaged) areas.

PTK's role is not limited to energy logistics distribution operations. Its products and services also have a broad impact, both in terms of positive benefits and potential risks to social, economic, and environmental aspects. The positive impacts of PTK's products and services include the following:

1. Promoting local and regional economic growth in the transportation and maritime logistics sectors, including through job creation by prioritizing the recruitment of workers from communities around the operational areas.
2. Developing the Green Port and Smart Port concepts that focus on four main pillars, namely environmental protection, energy efficiency and carbon emission reduction, increasing community empowerment, and strengthening economic growth and port operations. This initiative is expected to provide socio-economic benefits while reducing negative impacts on the environment, including greenhouse gas emissions.
3. Improving transportation efficiency, where reliable and effective logistics services help reduce customer distribution costs and support their performance and profitability.

4. Perluasan aksesibilitas dan konektivitas perdagangan, melalui penyediaan layanan transportasi yang terpercaya sehingga memperlancar mobilitas barang antarwilayah maupun antarnegara, sekaligus mendukung pertumbuhan ekonomi nasional dan global.

Di sisi lain, PTK juga menyadari bahwa kegiatan operasional maritim memiliki potensi dampak negatif, seperti emisi karbon dari armada kapal, risiko pencemaran laut, serta tekanan terhadap ekosistem pesisir. Untuk mengantisipasi hal tersebut, PTK secara konsisten menerapkan sistem manajemen lingkungan berbasis ISO 14001:2015 serta melakukan pemantauan dan evaluasi kepatuhan terhadap regulasi nasional maupun internasional secara berkelanjutan.

Selain itu, PTK juga menjalankan berbagai langkah mitigasi, antara lain dengan mengedepankan praktik operasional ramah lingkungan, mengadopsi teknologi dan digitalisasi, memperkuat keselamatan operasional, meningkatkan komunikasi dengan pelanggan, serta menjalin kolaborasi dengan masyarakat sekitar untuk memahami kebutuhan dan aspirasi mereka. Melalui berbagai upaya tersebut, PTK berkomitmen untuk meminimalkan dampak negatif terhadap lingkungan, sosial, dan ekonomi, sekaligus memperkuat hubungan yang berkelanjutan dengan pelanggan dan masyarakat.

Survei Kepuasan Pelanggan [OJK F.30]

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Sebagai bagian dari evaluasi kualitas layanan, PTK secara rutin menyelenggarakan survei kepuasan pelanggan setiap tahun. Kegiatan ini bertujuan untuk menilai tingkat kepuasan pelanggan, menggali kebutuhan serta ekspektasi mereka, sekaligus mengidentifikasi aspek layanan yang masih memerlukan peningkatan.

Pada tahun 2025, pelaksanaan survei dilakukan melalui penyebaran kuesioner serta wawancara mendalam (in-depth interview) kepada pelanggan yang mencakup seluruh segmen bisnis Perusahaan. Berdasarkan hasil pengukuran, tingkat kepuasan pelanggan tercatat sebesar 4,2 pada Skala Likert, sesuai dengan target yang telah ditetapkan. Capaian tersebut menunjukkan bahwa secara umum pelanggan menilai layanan PTK berada pada kategori memuaskan di berbagai aspek pelayanan yang diberikan.

4. Expanding trade accessibility and connectivity by providing reliable transportation services that facilitate the mobility of goods between regions and countries, while supporting national and global economic growth.

On the other hand, PTK also realizes that maritime operations have the potential for negative impacts, such as carbon emissions from the fleet, the risk of marine pollution, and pressure on coastal ecosystems. To anticipate this, PTK consistently implements an ISO 14001:2015-based environmental management system and continuously monitors and evaluates compliance with national and international regulations.

In addition, PTK also implements various mitigation measures, including promoting environmentally friendly operational practices, adopting technology and digitalization, strengthening operational safety, improving communication with customers, and collaborating with local communities to understand their needs and aspirations. Through these efforts, PTK is committed to minimizing negative impacts on the environment, society, and economy, while strengthening sustainable relationships with customers and the community.

Customer Satisfaction Survey [OJK F.30]

As part of its service quality evaluation, PTK routinely conducts customer satisfaction surveys every year. This activity aims to assess customer satisfaction levels, explore their needs and expectations, and identify aspects of service that still need improvement.

In 2025, the survey was conducted by distributing questionnaires and conducting in-depth interviews with customers covering all of the Company's business segments. Based on the measurement results, the customer satisfaction level was recorded at 4.2 on the Likert Scale, in line with the predetermined target. This achievement shows that, in general, customers rate PTK's services as satisfactory in various aspects of service provided.

Menciptakan Kemandirian Dan Kesejahteraan Masyarakat Melalui Pemberdayaan Berkelanjutan

Fostering Community Self-Reliance And Well-Being Through Sustainable Empowerment

PTK memiliki komitmen kuat untuk memastikan bahwa seluruh aktivitas operasional Perusahaan mampu memberikan manfaat nyata dan dampak positif bagi masyarakat, terutama yang berada di sekitar wilayah operasional, sehingga mereka dapat mencapai tingkat kesejahteraan dan kemandirian yang lebih baik.

Upaya mewujudkan masyarakat yang mandiri, sejahtera, serta lingkungan yang tetap terjaga merupakan bagian dari tanggung jawab sosial dan lingkungan Perusahaan sekaligus bentuk pelaksanaan peran PTK sebagai warga korporasi yang bertanggung jawab (good corporate citizen).

Pendekatan Manajemen Topik Masyarakat Lokal [GRI 3-2, 3-3]

Pengelolaan Dampak [GRI 3-2, 3-3] [OJK F.28]

PTK secara konsisten melakukan pemantauan serta pelaporan atas pengelolaan dampak sosial dan lingkungan dengan melibatkan pemangku kepentingan dan instansi terkait. Kegiatan ini diwujudkan melalui penyusunan berbagai dokumen strategis, seperti Rencana Pengelolaan Lingkungan (RKL), Rencana Pemantauan Lingkungan (RPL), serta Dokumen Ringkasan Kinerja Pengelolaan Lingkungan (DRKPL) sebagai bagian dari proses penilaian PROPER. Selain itu, penerbitan Laporan Keberlanjutan juga menjadi wujud komitmen Perusahaan dalam menjaga transparansi dan akuntabilitas operasional.

PTK telah melakukan kajian terhadap dampak kegiatan operasional yang berpotensi memberikan pengaruh signifikan, baik positif maupun negatif, bagi masyarakat sekitar. Hasil kajian tersebut menjadi acuan dalam peningkatan kinerja sosial dan lingkungan, sekaligus memastikan bahwa aktivitas perusahaan mampu menciptakan manfaat berkelanjutan bagi masyarakat dan lingkungan.

Dari sisi manfaat, operasional PTK turut mendorong pembangunan infrastruktur, seperti penyediaan akses jalan menuju pelabuhan, serta memperkuat perekonomian lokal melalui pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL). Sementara itu, potensi dampak negatif yang perlu dikelola antara lain kemungkinan timbulnya pencemaran udara dan air akibat kegiatan operasional, serta gangguan mobilitas dan lalu lintas di kawasan pesisir.

Dalam mengelola berbagai dampak tersebut, PTK menerapkan pendekatan proaktif untuk meminimalkan risiko negatif sekaligus mengoptimalkan manfaat sosial dan ekonomi bagi masyarakat. Bagi PTK, penerapan prinsip keberlanjutan yang berorientasi pada kepentingan masyarakat merupakan fondasi penting dalam menjalankan kegiatan usaha yang bertanggung jawab dan berkelanjutan.

PTK is strongly committed to ensuring that all of the Company's operational activities provide tangible benefits and positive impacts to the community, especially those located in the vicinity of its operational areas, so that they can achieve a better level of welfare and independence.

Efforts to create an independent, prosperous community and a well-preserved environment are part of the Company's social and environmental responsibilities, as well as a manifestation of PTK's role as a responsible corporate citizen.

Local Community Topic Management Approach [GRI 3-2, 3-3]

Impact Management [GRI 3-2, 3-3] [OJK F.28]

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Kebijakan yang telah Dikembangkan secara Khusus

Ketentuan Umum

- Undang-Undang Nomor 40 tentang Perseroan Terbatas Pasal 74 terkait Tanggung Jawab Sosial dan Lingkungan
- Peraturan Pemerintah Nomor 47 tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perusahaan
- Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-6/MBU/09/2022 tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara Nomor Per-05/Mbu/04/2021 Tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara

Komitmen

Mengembangkan masyarakat yang sejahtera dan mandiri, serta lingkungan yang Lestari.

Tujuan/Target

- Memberdayakan masyarakat untuk meningkatkan kesejahteraan masyarakat sekitar yang berkelanjutan
- Menjaga kelestarian lingkungan

Evaluasi dan Efektivitas Tindakan untuk Mengelola Dampak

- Pengukuran Social Return on Investment (SROI)
- Pengukuran Indeks Kepuasan Masyarakat
- Pelaporan Rencana Kerja dan Anggaran Program TJSL
- Penanganan Pengaduan Masyarakat

Penanggung Jawab

- VP Legal & Relation
- Manager Communication & Compliance
- CSR

Alokasi Anggaran

PTK mencatatkan realisasi dana pelaksanaan program TJSL pada tahun 2025 sebesar Rp1.803.624.343.

Keterlibatan Pemangku Kepentingan dalam Pengelolaan Dampak

Pelaksanaan program TJSL PTK dilaksanakan melalui keterlibatan aktif berbagai pemangku kepentingan, antara lain Pemerintah Daerah, masyarakat setempat, komunitas, pelaku usaha, serta individu di wilayah sekitar lokasi program.

Implementasi program dilakukan secara berkala dengan mengedepankan sinergi bersama program pemberdayaan masyarakat milik pemerintah daerah maupun inisiatif dari komunitas melalui mekanisme pengajuan proposal. Setiap proposal yang diajukan memuat latar belakang, tujuan, serta manfaat kegiatan yang disesuaikan dengan kebutuhan masyarakat. Selanjutnya, tim TJSL PTK melakukan penelaahan lebih lanjut melalui proses analisis kelayakan sebelum program dapat direalisasikan.

Policies That Have Been Specifically Developed

General Provisions

- Law No. 40 on Limited Liability Companies Article 74 related to Social and Environmental Responsibility
- Government Regulation No. 47 of 2012 on Corporate Social and Environmental Responsibility
- Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-6/MBU/09/2022 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number Per-05/ Mbu/04/2021 concerning Social and Environmental Responsibility Programs of State-Owned Enterprises

Commitment

Developing a prosperous and independent community, and a Sustainable environment.

Goals/Target

- Empowering the community to enhance the sustainable welfare of the surrounding community
- Preserving the environment

Evaluation and Effectiveness of Actions To Manage Impact

- Social Return on Investment (SROI) Measurement
- Community Satisfaction Index Measurement
- Reporting of the Work Plan and Budget of the TJSL Program
- Handling of Community Complaints

Person in Charge

- VP Legal & Relation
- Manager Communication & Compliance
- CSR

Budget Allocation

PTK spent Rp1,803,624,343 for the implementation of the TJSL program in 2025.

Stakeholders Involvement In Impact Management

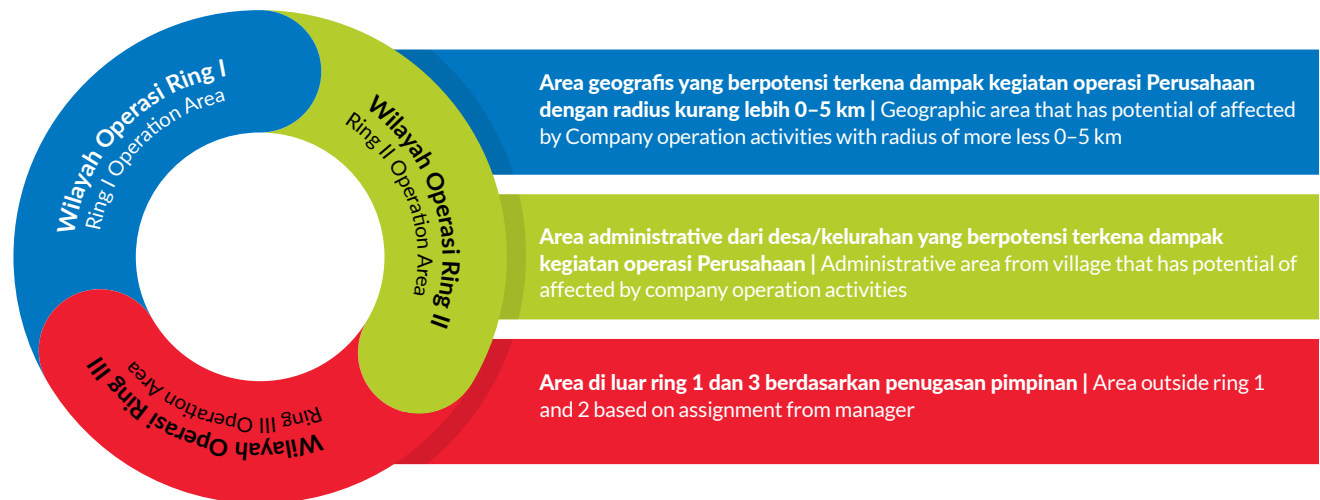
The implementation of the TJSL PTK program is carried out through the active involvement of various stakeholders, including local governments, local communities, businesses, and individuals in the area surrounding the program location.

The program is implemented periodically with an emphasis on synergy with local government community empowerment programs and community initiatives through a proposal submission mechanism. Each proposal submitted includes the background, objectives, and benefits of the activities tailored to the needs of the community. Subsequently, the TJSL PTK team conducts a further review through a feasibility analysis process before the program can be implemented.

Perencanaan dan Pelaksanaan Program TJSL [GRI 413-1, 413-2] [OJK F.23, F.25]

Pelaksanaan program CSR Perusahaan berlandaskan pada konsep Triple Bottom Line yang mencakup tiga pilar utama, yaitu Profit, People, dan Planet, yang harus dijalankan secara selaras dan berkelanjutan. Dalam aspek Profit, Perusahaan tetap berfokus pada pencapaian kinerja ekonomi yang sehat. Pada aspek People, Perusahaan menunjukkan komitmen terhadap peningkatan kesejahteraan masyarakat. Sementara itu, pada aspek Planet, Perusahaan menaruh perhatian pada pelestarian lingkungan dan keberlanjutan ekosistem.

Sebagai langkah awal dalam penyusunan program TJSL, Perusahaan melakukan kegiatan pemetaan sosial (social mapping) di wilayah yang memiliki potensi menjadi area pengembangan usaha PTK. Kegiatan ini bertujuan untuk memperoleh gambaran menyeluruh mengenai tingkat kepentingan para pemangku kepentingan, mengidentifikasi isu sosial beserta kelompok rentan, serta merancang program yang relevan dengan kebutuhan masyarakat setempat. Selain itu, Perusahaan juga telah menetapkan klasifikasi batas wilayah pelaksanaan TJSL yang berkaitan dengan aktivitas operasional Perusahaan ke dalam tiga kategori utama, diantaranya:



Berdasarkan hasil pemetaan sosial yang telah dilakukan, PTK merumuskan program-program TJSL yang tidak hanya berfokus pada pemenuhan kebutuhan masyarakat, tetapi juga sejalan dengan nilai-nilai inti perusahaan (corporate values). Penyusunan program tersebut mengacu pada ketentuan peraturan perundang-undangan yang berlaku, mendukung pencapaian Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs), serta mempertimbangkan kondisi, potensi, dan aspirasi masyarakat di sekitar wilayah operasional. Selain itu, program TJSL PTK dirancang agar selaras dengan arah pembangunan nasional serta terintegrasi dengan program TJSL Holding Pertamina dan Subholding, sehingga tercipta kesinambungan dan sinergi antar entitas di dalam Grup Pertamina.

Planning and Implementation of CSR Programs [GRI 413-1, 413-2] [OJK F.23, F.25]

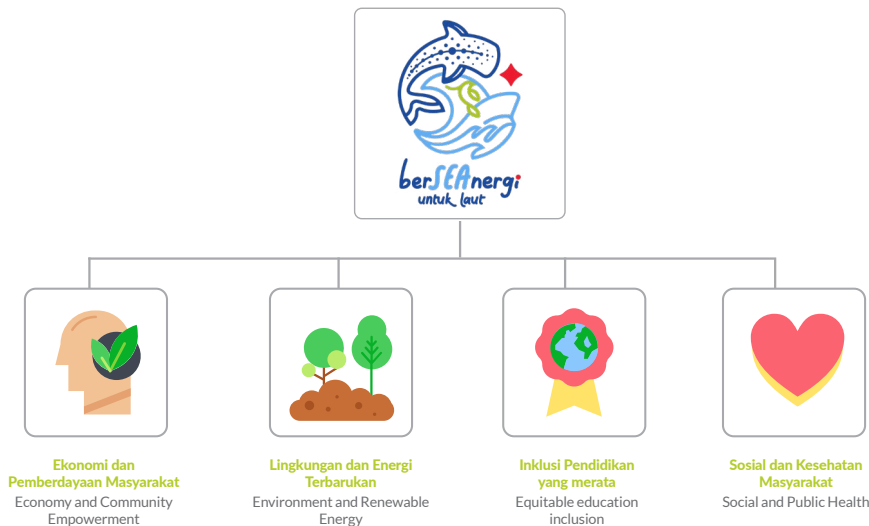
The implementation of the Company's CSR program is based on the Triple Bottom Line concept, which encompasses three main pillars, namely Profit, People, and Planet, which must be carried out in a harmonious and sustainable manner. In terms of Profit, the Company remains focused on achieving sound economic performance. In terms of People, the Company demonstrates its commitment to improving the welfare of the community. Meanwhile, in terms of Planet, the Company pays attention to environmental preservation and ecosystem sustainability.

As a first step in developing the TJSL program, the Company conducted social mapping activities in areas with the potential for PTK business development. This activity aims to obtain a comprehensive picture of the level of importance of stakeholders, identify social issues and vulnerable groups, and design programs that are relevant to the needs of the local community. In addition, the Company has also established a classification of TJSL implementation areas related to the Company's operational activities into three main categories, including:

Based on the results of social mapping that has been carried out, PTK formulates TJSL programs that not only focus on meeting community needs, but also align with the company's core values. The programs are developed in accordance with applicable laws and regulations, support the achievement of Sustainable Development Goals (SDGs), and take into account the conditions, potential, and aspirations of the communities surrounding the operational areas. In addition, PTK's TJSL programs are designed to be in line with the direction of national development and integrated with the TJSL programs of Pertamina Holding and Subholding, thereby creating continuity and synergy between entities within the Pertamina Group.

PTK juga memperkuat fungsi Corporate Social Responsibility dengan mengedepankan prinsip Environmental, Social, and Governance (ESG) pada tahun 2025. Penguatan ini diwujudkan melalui implementasi program CSR terpadu yang merupakan turunan dari inisiatif Subholding Integrated Marine Logistics PT Pertamina International Shipping bertajuk “berSEAnergi untuk laut”, dengan pilar-pilar program yang selaras dan memiliki keterkaitan dengan pilar yang diusung oleh PT Pertamina (Persero).

PTK is also strengthening its Corporate Social Responsibility function by promoting the principles of Environmental, Social, and Governance (ESG) in 2025. This strengthening is realized through the implementation of an integrated CSR program, which is a derivative of the initiative of the Integrated Marine Logistics Subholding of PT Pertamina International Shipping entitled “berSEAnergi untuk laut” (energy for the sea), with program pillars that are in line with and related to the pillars promoted by PT Pertamina (Persero).



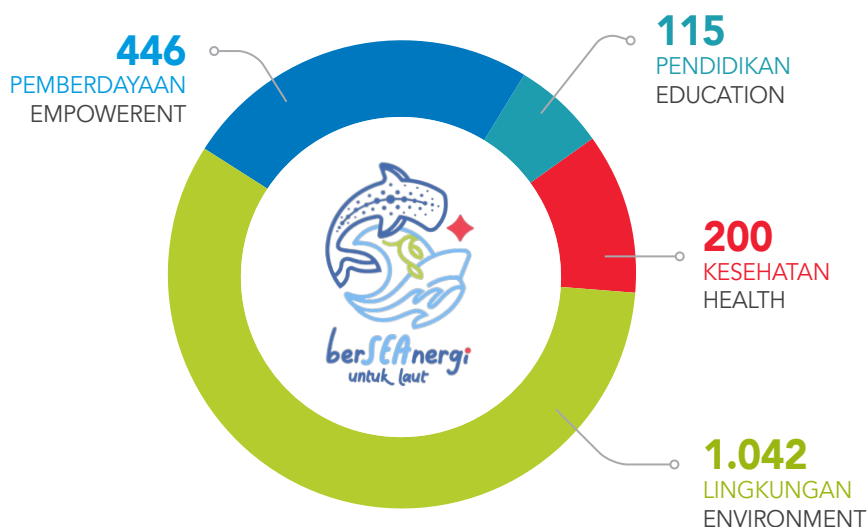
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Penyaluran Dana untuk Pelaksanaan Program TJSL

PTK merealisasikan penyaluran dana program TJSL pada tahun 2025 sebesar Rp1,80 miliar. Anggaran tersebut dimanfaatkan untuk mendukung pelaksanaan empat bidang utama TJSL Perusahaan, yakni sektor ekonomi, pendidikan, kesehatan, serta lingkungan.

CSR Program Funding Allocation

PTK will disburse Rp1.80 billion in TJSL program funds in 2025. The budget will be used to support the implementation of the Company's four main TJSL areas, namely the economic, education, health, and environmental sectors.



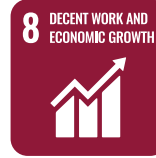
Realisasi Program TJSL Tahun 2025 [GRI 203-2, 413-1] [OJK F.23, F.25]
Realization of the CSR Program in 2025 [GRI 203-2, 413-1] [OJK F.23, F.25]

Pilar Pillar	Program TJSL CSR Program	Lokasi Location	Realisasi Realization (Rp)
Pilar Pemberdayaan Empowerment Pillar	Bantuan Panti Asuhan Nuruz Zahroh Assistance to the Nuruz Zahroh Orphanage	Jakarta	15.000.000
	Bantuan Program Air Bersih YTBN YTBN Clean Water Program Assistance	Flores	50.000.000
	Bantuan Panti Asuhan Murni Jaya Murni Jaya Orphanage Assistance	Jakarta	25.000.000
	Bantuan Ramadhan PCNU Jakarta Utara Ramadan Assistance to the North Jakarta Nahdlatul Ulama Council (PCNU)	Jakarta	5.000.000
	Bantuan Ramadhan Mesjid As Safinatul Jannah Ramadan Assistance to the As Safinatul Jannah Mosque	Batam	5.000.000
	Bantuan Ramadhan Panti Asuhan Ikhlasul Amal Ramadan Assistance to the Ikhlasul Amal Orphanage	Semarang	25.000.000
	Bantuan Ramadhan Masjid Darul Khidmah Sidogiri Ramadan Assistance to the Darul Khidmah Sidogiri Mosque	Balikpapan	5.000.000
	Bantuan Ramadhan Mesjid Islamic Center Ramadan Assistance to the Islamic Center Mosque	Jakarta	5.000.000
	Bantuan Bukber untuk 2 Yayasan Bukber Assistance for 2 Foundations	Jakarta	30.000.000
	Bantuan Ramadhan PWNU Ramadan Assistance to the Nahdlatul Ulama Council (PWNU)	Jakarta	5.000.000
	Bantuan kepada Yayasan Al-Azzam Khusaeni Assistance to the Al-Azzam Khusaeni Foundation	Bogor	20.000.000
	Bantuan kepada Suka Duka Hindu Dharma Jakarta Raya (Pura Agung Wira Satya Bhuana) Support for Suka Duka Hindu Dharma Jakarta Raya (Pura Agung Wira Satya Bhuana)	Jakarta	50.000.000
	Bantuan Qurban BDI PTK Qurban Assistance to the BDI PTK	Jakarta	60.000.000
	Bantuan Qurban Mesjid Qurban Assistance to the Mosque	Jakarta	5.000.000
	Social Mapping di Wilayah Kerja Kantor Pusat PTK Social Mapping in the PTK Headquarters Work Area	Jakarta	90.750.000
	Inkubasi Ekonomi Bahari Tahap II bekerja sama dengan Pertamina (Persero) Phase II Maritime Economy Incubation in Collaboration with Pertamina (Persero)	Batam	100.000.000
	Monitoring Evaluasi Monitoring and Evaluation	Batam	544.500
	Jumlah Total		496.294.500
Pilar Pendidikan Education Pillar	PTK Goes To Campus - Politeknik Ilmu Pelayaran Semarang PTK Goes to Campus - Semarang Maritime Polytechnic	Semarang	50.000.000
	Ocean LiteraSEA di SDN 02 Karangayu, Semarang Ocean LiteraSEA at SDN 02 Karangayu, Semarang	Semarang	65.229.800
	Jumlah Total		115.229.800
Pilar Kesehatan Health Pillar	Donor Darah Blood Donation	Batam	14.109.084
	Sarana Penyediaan Air Bersih Clean Water Supply Facilities	NTB	206.580.000
	Jumlah Total		220.689.084
Pilar Lingkungan Environment Pillar	Bantuan kepada Masyarakat Terdampak Banjir di Bali Assistance to Flood-Affected Communities in Bali	Bali	60.460.043
	Bantuan kepada Masyarakat Terdampak Banjir di Sumatera Assistance to Flood-Affected Communities in Sumatra	Sumatera	27.500.000
	Penanaman Mangrove Mangrove Planting	Banten	207.515.000
	Desa Energi Berdikari Tahap II Energy Self-Reliance Village Phase II	Balikpapan	150.700.000
	Coastal Clean Up Coastal Cleanup	Cilacap	570.925.000
	Jumlah Total		1.017.100.043

PROGRAM PEMBERDAYAAN MASYARAKAT UNGGULAN

LEADING COMMUNITY EMPOWERMENT PROGRAM

Inkubasi Ekonomi Bahari Batam Batam Maritime Economy Incubation



Program UMKM Ekonomi Bahari dirancang untuk memberikan pendampingan sekaligus memperkuat kapasitas dan kinerja pelaku UMKM di sektor kelautan melalui pemanfaatan potensi sumber daya lokal secara optimal. Kegiatan ini dilaksanakan di Kelurahan Kabil, Kecamatan Nongsa, Kota Batam, Provinsi Kepulauan Riau, dengan fokus pada pengolahan hasil laut agar memiliki nilai tambah dan mampu memberikan manfaat ekonomi yang lebih besar bagi masyarakat.

Salah satu inisiatif utama dalam program ini adalah Si Nori (Inkubasi Ekonomi Bahari), yang bertujuan mendorong pertumbuhan ekonomi masyarakat secara berkelanjutan dengan tetap memperhatikan aspek sosial dan kelestarian lingkungan. Program tersebut juga sejalan dengan prinsip SDGs, khususnya pada pilar ekonomi, sosial, dan lingkungan, serta berperan dalam meningkatkan pengetahuan dan keterampilan pelaku UMKM dalam mengelola usaha secara berkelanjutan.

The Maritime Economy MSME Program is designed to provide assistance while strengthening the capacity and performance of MSMEs in the maritime sector through the optimal utilization of local resources. This activity is carried out in Kabil Village, Nongsa District, Batam City, Riau Islands Province, with a focus on processing marine products to add value and provide greater economic benefits to the community.

One of the main initiatives in this program is Si Nori (Maritime Economy Incubation), which aims to encourage sustainable economic growth while paying attention to social and environmental sustainability aspects. The program is also in line with the SDGs principles, particularly in the economic, social, and environmental pillars, and plays a role in increasing the knowledge and skills of MSME players in managing their businesses sustainably.

Sebagai bagian dari program TJSL PTK, Si Nori menjadi bagian dari Sinergi Ekonomi Bahari yang menekankan keseimbangan antara pengembangan ekonomi, keberlanjutan sosial, dan pelestarian lingkungan. Melalui pendekatan ini, program diharapkan dapat menjadi contoh pemberdayaan UMKM berbasis sektor bahari yang mampu mendorong terciptanya masyarakat yang mandiri dan sejahtera.

As part of PTK's TJSL program, Si Nori is part of the Maritime Economic Synergy that emphasizes the balance between economic development, social sustainability, and environmental preservation. Through this approach, the program is expected to become an example of marine-based MSME empowerment that can encourage the creation of an independent and prosperous community.

Model Inkubasi Bisnis Business Incubation Model

Kegiatan pembinaan, pendampingan, pengembangan oleh inkubator bisnis
Coaching, mentoring, development activities by business incubators



Fokus Intervensi Program UMKM
Ekonomi Bahari
Maritime Economy MSME
Program Intervention Focus

Program Inkubasi Ekonomi Bahari

Maritime Economy Incubation Program

"Pengembangan Potensi Lokal Melalui Inkubasi Ekonomi Bahari"

"Development of Local Potential through Maritime Economic Incubation"

Go Modern

"Peningkatan Kualitas Usaha dan Produk"
"Improving Business and Product Quality"

Entrepreneurial
Character Building

Pengurusan Legalitas Usaha
Business Legality
Management

Financial Literacy

Diversifikasi Produk
Product Diversification

Dukungan Kemasan Produk
Product Packaging Support

Go Digital

"Digitalisasi Usaha"
"Business Digitalization"

Pelatihan Social Media Marketing
Social Media Marketing Training

Sumber daya laut menjadi potensi lokal di wilayah program yang dapat dioptimalkan untuk hilirisasi menjadi produk turunan. Inisiatif yang dilakukan sebagai bentuk penciptaan nilai tambah sumber daya sehingga memiliki nilai ekonomi yang lebih tinggi | Marine resources become local potential in the program area that can be optimized for downstreaming into derivative products. The initiative is carried out as a form of creating added value to resources so that they have higher economic value.

Green Mangrove Action Program

Green Mangrove Action Program (Green MAP) merupakan inisiatif TJSL PTK yang bertujuan mendukung pelestarian lingkungan dan dilaksanakan di Desa Tanjung Pasir, Kec. Teluk Naga, Kab. Tangerang Banten. Program ini menitikberatkan pada upaya konservasi mangrove sebagai vegetasi pesisir yang memiliki kemampuan menyerap berbagai logam berat, sekaligus berperan strategis dalam menjaga serta meningkatkan kualitas air dan udara di wilayah sekitarnya.

No	Kegiatan Activities	Indikator Keberhasilan Success Indicators	Means of Verifications	Outcome
1	Penanaman 5.600 bibit mangrove Planting of 5,600 mangrove seeds	3,05 SROI	Laporan SROI SROI Report	Rp207.515.000

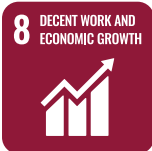
Green Mangrove Action Program

The Green Mangrove Action Program (Green MAP) is a TJSL PTK initiative that aims to support environmental conservation and is implemented in Tanjung Pasir Village, Teluk Naga District, Tangerang Regency, Banten. This program focuses on mangrove conservation efforts as coastal vegetation that has the ability to absorb various heavy metals, while also playing a strategic role in maintaining and improving water and air quality in the surrounding area.

Desa Energi Berdikari Karianggu

Karianggu's Independent Energy Village

Desa Energi Berdikari Jambi
Jambi's Independent Energy Village



Program Desa Energi Berdikari merupakan inisiatif pengembangan pengelolaan sampah organik yang mengedepankan pemanfaatan energi bersih. Skema pengelolaannya mencakup tiga inovasi utama. Pertama, sampah organik dimanfaatkan sebagai pakan dalam budidaya Maggot Black Soldier Fly (BSF). Kedua, maggot yang dihasilkan kemudian digunakan sebagai bahan utama pakan ikan lele dalam sistem bioflok. Ketiga, seluruh proses pengolahan sampah tersebut didukung oleh penggunaan Pembangkit Listrik Tenaga Surya (PLTS) sebagai sumber energi terbarukan.

Selain itu, rangkaian pengembangan ini juga mendorong penguatan ketahanan pangan berbasis pertanian hidroponik.

Berlokasi di Kelurahan Kariangau, Kec. Balikpapan Barat, Kota Balikpapan, Provinsi Kalimantan Timur menjadi sarana edukasi sekaligus praktik bagi masyarakat dalam mengolah sampah menjadi sumber kehidupan. Inisiatif ini tidak hanya membantu mengurangi timbulan sampah, tetapi juga berperan dalam meningkatkan pemberdayaan masyarakat berbasis pelestarian lingkungan.

The Independent Energy Village Program is an initiative to develop organic waste management that prioritizes the use of clean energy. The management scheme includes three main innovations. First, organic waste is used as feed in Black Soldier Fly (BSF) maggot cultivation. Second, the maggots produced are then used as the main ingredient in catfish feed in the biofloc system. Third, the entire waste processing process is supported by the use of Solar Power Plants (PLTS) as a renewable energy source.

Furthermore, this series of developments also encourages strengthening food security through hydroponic farming.

Located in Kariangau Village, West Balikpapan District, Balikpapan City, East Kalimantan Province, it serves as an educational and practical platform for the community to process waste into a source of livelihood. This initiative not only helps reduce waste generation but also plays a role in increasing community empowerment based on environmental conservation.

Highlight Capaian Program

Program Achievement Highlights

Image

Penambahan Kolam Bioflok sebanyak 6 unit dari sebelum nya 4, menjadi total 10 Kolam Bioflok.

The addition of 6 Biofloc Ponds from the previous 4, making a total of 10 Biofloc Ponds.

10

Kolam Bioflok
Biofloc Ponds

Penambahan jumlah Netpot sebanyak 244 unit dari sebelumnya 246, menjadi total 495 Netpot.

The number of Netpots increased by 244 units from the previous 246, to a total of 495 Netpots.

495

Netpot
Netpots

No	Kegiatan Activities	Indikator Keberhasilan Success Indicators	Means of Verifications	Outcome
1	Pemberdayaan Masyarakat Berbasis Energy Transition & Low Carbon Solution Melalui Pengembangan Budidaya Manggot, Budidaya Ikan dengan sistem Bioflok dan Pertanian Hidroponik Pemberdayaan Masyarakat Berbasis Energy Transition & Low Carbon Solution Melalui Pengembangan Budidaya Manggot, Budidaya Ikan dengan sistem Bioflok dan Pertanian Hidroponik	8,53 SROI	Laporan SROI SROI Report	Rp1.205.658.814

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Program Coastal Clean Up Coastal Clean Up Program



Coastal Clean Up merupakan bentuk nyata komitmen PTK dalam menangani persoalan pencemaran sampah di kawasan pesisir, khususnya di sekitar area operasional perusahaan. Pada tahun 2025, kegiatan pembukaan program ini dilaksanakan di Pantai Teluk Penyu, Cilacap, yang dikenal sebagai salah satu wilayah dengan tingkat penumpukan sampah yang cukup tinggi. Lokasinya yang strategis, dekat dengan Zona Wisata, Area Aktivitas Nelayan, serta Koridor Publik sepanjang garis Pantai.

Program Coastal Clean Up Teluk Penyu, Cilacap melibatkan multi stakeholder, termasuk DLH Cilacap, KODIM, Polsek, Sekolah, Komunitas GenRe, Bank Sampah, Pandawara Group, dan Relawan. Program ini berfokus pada pengurangan sampah, edukasi masyarakat dan peningkatan kapasitas komunitas lokal.

Melalui inisiatif ini, PTK tidak hanya berfokus pada pengangkatan sampah dari kawasan pesisir, tetapi juga mendorong peningkatan kesadaran masyarakat akan pentingnya menjaga kebersihan laut sebagai upaya melindungi lingkungan dan keberlanjutan kehidupan di masa depan.

Coastal Clean Up is a concrete manifestation of PTK's commitment to addressing waste pollution in coastal areas, particularly around the company's operational areas. In 2025, the program's inaugural event took place at Teluk Penyu Beach, Cilacap, known as an area with a high level of waste accumulation. Its strategic location is close to the Tourism Zone, Fishermen's Activity Area, and Public Corridors along the coastline.

The Teluk Penyu Coastal Clean Up program in Cilacap involves multiple stakeholders, including the Cilacap Environmental Agency (DLH), Military District Command (KODIM), Police Sector, Schools, the GenRe Community, the Waste Bank, the Pandawara Group, and volunteers. The program focuses on waste reduction, public education, and capacity building for local communities.

Through this initiative, PTK not only focuses on removing waste from coastal areas but also promotes public awareness of the importance of maintaining marine cleanliness as an effort to protect the environment and ensure future sustainability.



Sampah
Waste

6,23 ton

tonnes



Relawan
Volunteer

1.597

orang
people

**Penyediaan Sanitasi Air Bersih
Maumere (Pena Air Bersih)**
Provision of Clean Water Sanitation
in Maumere (Clean Water Pen)



No	Kegiatan Activities	Indikator Keberhasilan Success Indicators	Means of Verifications	Outcome
1	Coastal Clean Up di Teluk Penyu Coastal Clean Up at Teluk Penyu	3,26 SROI	Laporan SROI SROI Report	Rp1.852.021.647

Program Penyediaan Sanitasi Air Bersih (Pena Air Bersih) merupakan inisiatif yang difokuskan pada peningkatan ketersediaan air bersih yang aman, layak, dan terjangkau bagi masyarakat. Selain menyediakan fasilitas air, program ini juga mendorong terbentuknya sistem pengelolaan air berbasis masyarakat yang berkelanjutan sehingga manfaatnya dapat dirasakan dalam jangka panjang.

Kehadiran Pena Air Bersih menjadi wujud kepedulian perusahaan terhadap kondisi masyarakat di Kelurahan Fatukoa, Kec. Maulafa, Kota Kupang. Yang selama ini harus mengandalkan pasokan air tangki dengan biaya yang relatif tinggi untuk memenuhi kebutuhan sehari-hari, sehingga menjadi beban dan berdampak pada kualitas kehidupan masyarakat.

Situasi ini mencerminkan masih besarnya tantangan dalam pemenuhan sanitasi yang layak, di mana pada tahun 2022 tingkat akses sanitasi layak di Provinsi Nusa Tenggara Timur tercatat sekitar 73,7%, lebih rendah dibandingkan rata-rata nasional sebesar 80,9%, dan menjadikan provinsi tersebut sebagai salah satu wilayah dengan tingkat akses sanitasi terendah di Indonesia.

Melalui pelaksanaan program Pena Air Bersih, PTK tidak hanya membantu memenuhi kebutuhan dasar masyarakat akan air bersih, tetapi juga mendukung kebijakan pemerintah daerah dalam mempercepat penyediaan akses air bersih bagi seluruh warga. Program ini sekaligus mencerminkan kontribusi perusahaan dalam mendukung pencapaian Tujuan Pembangunan Berkelanjutan (SDGs), khususnya terkait akses air bersih dan sanitasi yang layak bagi semua.

The Clean Water Supply Program (Pena Air Bersih) is an initiative focused on improving the availability of safe, adequate, and affordable clean water for the community. In addition to providing water facilities, this program also encourages the establishment of a sustainable community-based water management system so that its benefits can be felt in the long term.

The Clean Water Pen demonstrates the company's commitment to the well-being of the community in Fatukoa Village, Maulafa District, Kupang City. They have traditionally relied on relatively expensive tanker water supplies to meet their daily needs, creating a burden and impacting their quality of life.

This situation reflects the enormous challenges in providing adequate sanitation, where in 2022 the level of access to adequate sanitation in East Nusa Tenggara Province was recorded at around 73.7%, lower than the national average of 80.9%, making the province one of the regions with the lowest level of access to sanitation in Indonesia.

Through the implementation of the Clean Water Pen program, PTK not only helps meet the basic needs of the community for clean water, but also supports local government policies in accelerating the provision of clean water access for all residents. This program also reflects the company's contribution in supporting the achievement of Sustainable Development Goals (SDGs), particularly those related to access to clean water and proper sanitation for all.

No	Kegiatan Activities	Indikator Keberhasilan Success Indicators	Means of Verifications	Outcome
1.	Penyediaan Air Bersih Providing Clean Water	3,18 SROI	Laporan SROI SROI Report	Rp739.598.743

Pengelolaan Dampak Operasi terhadap Masyarakat Lokal [GRI 413-1, 413-2] [OJK F.23, F.28]

Kegiatan operasional PTK yang bergerak di sektor jasa maritim, logistik, dan pelayaran menimbulkan berbagai dampak, baik yang bersifat positif maupun negatif, terhadap kondisi lingkungan dan kehidupan sosial masyarakat di sekitar area operasional perusahaan. Untuk mengurangi potensi dampak yang merugikan, PTK secara berkelanjutan melaksanakan pemantauan serta pelaporan pengelolaan dampak lingkungan dan sosial dengan melibatkan para pemangku kepentingan dan instansi terkait.

Sebagai wujud komitmen terhadap prinsip keberlanjutan, PTK menyusun berbagai dokumen strategis, antara lain Rencana Pengelolaan Lingkungan (RKL), Rencana Pemantauan Lingkungan (RPL), serta Dokumen Ringkasan Kinerja Pengelolaan Lingkungan (DRKPL) yang digunakan dalam proses penilaian Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan (PROPER). Selain itu, perusahaan juga secara rutin menerbitkan Laporan Keberlanjutan setiap tahun sebagai bentuk transparansi dan pertanggungjawaban atas kinerja sosial serta lingkungan.

Secara menyeluruh, PTK telah melakukan kajian mendalam terhadap berbagai dampak operasional yang berpotensi signifikan bagi masyarakat setempat. Hasil kajian tersebut menjadi dasar penting dalam meningkatkan kinerja keberlanjutan perusahaan sekaligus memastikan bahwa seluruh aktivitas operasional mampu memberikan manfaat yang berkesinambungan bagi lingkungan dan masyarakat di sekitar wilayah operasional. Rincian mengenai jenis dampak, pengelolaan, dan langkah mitigasi disajikan pada tabel berikut:

Upaya Pengelolaan Dampak Operasi terhadap Masyarakat Lokal Efforts to Manage the Impact of Operations on Local Communities

Tahapan Kegiatan Operasi Operational Activity Stages	Dampak Aktual dan Potensial yang Timbul Actual and Potential Impacts	Pihak/Lokasi Terdampak Affected Parties/ Locations	Upaya Penanggulangan Dampak Impact Mitigation Efforts
Aktivitas bongkarmuat dan lalu lintas kendaraan Loading and unloading activities and vehicle traffic	Kegiatan bongkar muat peti kemas serta tingginya mobilitas kendaraan di area sekitar terminal berpotensi menimbulkan kepadatan lalu lintas dan peningkatan emisi udara. Kondisi tersebut dapat memengaruhi kualitas udara sekaligus menurunkan tingkat kenyamanan masyarakat yang bermukim di sekitar wilayah operasional. Container loading and unloading activities, as well as high vehicle mobility in the area around the terminal, have the potential to cause traffic congestion and increased air emissions. These conditions can affect air quality and reduce the comfort level of people living in the vicinity of the operational area.	Masyarakat yang berada di wilayah Ring 1 serta komunitas yang berdomisili dalam provinsi yang sama dengan area operasional PTK. Communities located in Ring 1 and communities residing in the same province as PTK's operational area.	Pengaturan arus kendaraan dilakukan melalui koordinasi dengan instansi berwenang guna menata dan meningkatkan kelancaran lalu lintas di area sekitar terminal, termasuk penerapan sistem pengelolaan lalu lintas yang lebih efektif dan efisien. Vehicle traffic is regulated through coordination with the relevant authorities in order to organize and improve traffic flow in the area around the terminal, including the implementation of a more effective and efficient traffic management system.

Managing Operational Impacts on Local Communities [GRI 413-1, 413-2] [OJK F.23, F.28]

PTK's operational activities in the maritime, logistics, and shipping sectors have various impacts, both positive and negative, on the environment and social life of the communities surrounding the company's operational areas. To reduce the potential for adverse impacts, PTK continuously monitors and reports on environmental and social impact management by involving stakeholders and relevant agencies.

As a manifestation of its commitment to the principle of sustainability, PTK has prepared various strategic documents, including an Environmental Management Plan (RKL), an Environmental Monitoring Plan (RPL), and an Environmental Management Performance Summary Document (DRKPL), which are used in the assessment process of the Company Performance Rating Program in Environmental Management (PROPER). In addition, the company also regularly publishes an annual Sustainability Report as a form of transparency and accountability for its social and environmental performance.

Overall, PTK has conducted an in-depth study of various operational impacts that have the potential to significantly affect the local community. The results of this study are an important basis for improving the company's sustainability performance while ensuring that all operational activities provide sustainable benefits to the environment and communities in the surrounding operational area. Details regarding the types of impacts, management, and mitigation measures are presented in the following table:

Tahapan Kegiatan Operasi Operational Activity Stages	Dampak Aktual dan Potensial yang Timbul Actual and Potential Impacts	Pihak/Lokasi Terdampak Affected Parties/ Locations	Upaya Penanggulangan Dampak Impact Mitigation Efforts
Operasi Penyeberangan Crossing Operations	Meningkatnya kepadatan pergerakan kendaraan dan aktivitas mobilitas di kawasan pesisir. Increased vehicle traffic density and mobility activities in coastal areas.	Masyarakat yang berada pada wilayah Ring 1 dan/atau masyarakat yang tinggal dalam provinsi yang sama dengan area operasional PTK. Communities located in Ring 1 and/or communities residing in the same province as PTK's operational area.	• Memastikan kepatuhan terhadap peraturan lalu lintas maritim • Mengoptimalkan jadwal operasi untuk menghindari jam sibuk • Ensuring compliance with maritime traffic regulations • Optimizing operating schedules to avoid peak hours
Pemeliharaan Armada Fleet Maintenance	Kegiatan pengerukan serta proses pengecatan kapal berpotensi menambah tingkat pencemaran pada perairan. Dredging activities and ship painting processes have the potential to increase pollution levels in the water.	Area/kawasan dimana PTK beroperasi Areas/Regions where PTK operates	• Menggunakan teknologi ramah lingkungan untuk perawatan kapal • Menyediakan fasilitas daur ulang dan pengolahan limbah kapal • Mengedukasi awak kapal tentang pentingnya konservasi lingkungan • Using environmentally friendly technology for ship maintenance • Providing ship waste recycling and processing facilities • Educating ship crews about the importance of environmental conservation

Evaluasi Dampak Sosial terhadap Masyarakat

Sebagai wujud penerapan komitmen terhadap keberlanjutan dan tanggung jawab sosial, PTK secara rutin melakukan penilaian atas dampak sosial dari pelaksanaan program TJSL. Kegiatan evaluasi ini ditujukan untuk menilai tingkat efektivitas, manfaat, serta kesesuaian program dengan kebutuhan masyarakat penerima, sekaligus menjadi landasan dalam penyempurnaan dan pengembangan program di masa mendatang.

Salah satu pendekatan yang digunakan dalam proses evaluasi tersebut adalah pengukuran melalui Indeks Kepuasan Masyarakat (IKM). Indikator ini dimanfaatkan untuk mengetahui tingkat kepuasan masyarakat terhadap pelaksanaan program TJSL, khususnya terkait kualitas layanan, dampak sosial dan ekonomi, serta partisipasi masyarakat. Di samping itu, PTK juga menerapkan metode Social Return on Investment (SROI) guna menilai nilai tambah sosial dan ekonomi yang dihasilkan dari investasi sosial yang dilakukan perusahaan.

Penilaian Indeks Kepuasan Masyarakat (IKM) [GRI 413-1]

Salah satu pendekatan yang digunakan untuk menilai serta mengevaluasi dampak sosial program CSR terhadap masyarakat adalah melalui pengukuran tingkat kepuasan masyarakat. Pengukuran ini bertujuan untuk memastikan bahwa pelaksanaan program mampu meningkatkan mutu layanan, sekaligus mendorong tercapainya efisiensi dan efektivitas program sesuai dengan kebutuhan nyata masyarakat. Untuk mendukung hal tersebut, salah satu instrumen yang digunakan adalah Indeks Kepuasan Masyarakat (IKM).

PTK telah melaksanakan pengukuran IKM pada tahun 2025 melalui survei kepuasan masyarakat menggunakan kuesioner yang diisi secara mandiri oleh responden dengan pendampingan dari community facilitator. Penilaian ini dilakukan terhadap 4 program TJSL, dengan hasil pengukuran sebagai berikut:

Social Impact Evaluation on Communities

As a manifestation of its commitment to sustainability and social responsibility, PTK routinely assesses the social impact of its TJSL programs. This evaluation activity is intended to assess the effectiveness, benefits, and suitability of the programs to the needs of the recipient communities, while also serving as a basis for the improvement and development of future programs.

One of the approaches used in the evaluation process is measurement through the Community Satisfaction Index (IKM). This indicator is used to determine the level of community satisfaction with the implementation of TJSL programs, particularly in relation to service quality, social and economic impact, and community participation. In addition, PTK also applies the Social Return on Investment (SROI) method to assess the social and economic added value generated from the company's social investments.

Community Satisfaction Index (IKM) [GRI 413-1]

One approach used to assess and evaluate the social impact of CSR programs on the community is through measuring community satisfaction levels. This measurement aims to ensure that program implementation is able to improve service quality, while also encouraging the achievement of program efficiency and effectiveness in line with the real needs of the community. To support this, one of the instruments used is the Community Satisfaction Index (IKM).

PTK conducted an ICS measurement in 2025 through a community satisfaction survey using questionnaires that were filled out independently by respondents with assistance from community facilitators. This assessment was conducted on 4 TJSL programs, with the following measurement results:

Hasil Pengukuran IKM Tahun 2025 IKM Results 2025 [GRI 413-1]

No	Lokasi Penilaian Assessment Location	Program yang Dilakukan Penilaian Programs Conducted Assessment	Hasil Angka Mutu IKM Results of IKM Quality Score	Kualitas Program Program Quality
1	Desa Tanjung Pasir, Kec. Teluk Naga, Kab. Tangerang Banten Tanjung Pasir Village, Teluk Naga District, Tangerang Regency, Banten	Green Mangrove Action Program (Green MAP) Green Mangrove Action Program (Green MAP)	3,53	B
2	Kelurahan Kariangau, Kec. Balikpapan Barat, Kota Balikpapan, Provinsi Kalimantan Timur Kariangau Village, West Balikpapan District, Balikpapan City, East Kalimantan Province	Desa Energi Berdikari Kariangau Kariangau's Independent Energy Village	3,86	A
3	Pantai Teluk Penyu, Cilacap Teluk Penyu Beach, Cilacap	Coastal Clean Up Coastal Clean Up	3,50	B
4	Kelurahan Fatukoa, Kec. Maulafa, Kota Kupang Fatukoa Village, Maulafa District, Kupang City	Penyediaan Sanitasi Air Bersih (Pena Air Bersih) Providing Clean Water Sanitation (Pena Air Bersih)	3,55	A

Pengukuran SROI [GRI 413-1]

Penilaian dampak sosial kepada masyarakat melalui metode Social Return on Investment (SROI) merupakan pendekatan yang digunakan untuk mengukur manfaat suatu program secara terukur dan kuantitatif. Metode ini menitikberatkan pada proses identifikasi, penilaian, serta perhitungan keseluruhan manfaat program yang mencakup aspek ekonomi, sosial, dan lingkungan.

Melalui penerapan SROI, PTK dapat memperoleh gambaran yang lebih menyeluruh mengenai nilai manfaat yang dihasilkan dibandingkan dengan besaran dana yang telah diinvestasikan, sehingga dapat diketahui tingkat efektivitas penggunaan setiap Rupiah yang dikeluarkan.

Pada tahun 2025, PTK melakukan pengukuran SROI terhadap 4 program TJSL Perusahaan, dengan hasil sebagai berikut:

Hasil Pengukuran SROI Tahun 2025 [GRI 413-1] SROI Results 2025 [GRI 413-1]

No	Program yang Dilakukan Penilaian Programs Conducted Assessment	Nilai SROI SROI value
1	Green Mangrove Action Program (Green MAP) Green Mangrove Action Program (Green MAP)	3,05
2	Desa Energi Berdikari Kariangau Kariangau's Independent Energi Village	8,53
3	Coastal Clean Up	3,26
4	Penyediaan Sanitasi Air Bersih (Pena Air Bersih)	3,18

Nilai yang tercantum dalam hasil SROI menunjukkan bahwa sepanjang periode pelaksanaan program tahun 2025, setiap investasi sebesar Rp1 yang dikeluarkan oleh PTK mampu menghasilkan manfaat senilai angka SROI tersebut. Hal ini menegaskan bahwa implementasi program TJSL PTK telah memberikan kontribusi positif yang nyata, baik dari sisi sosial, ekonomi, maupun lingkungan, atas setiap Rupiah yang diinvestasikan.

Social Return on Investment (SROI) [GRI 413-1]

Assessing the social impact on the community through the Social Return on Investment (SROI) method is an approach used to measure the benefits of a program in a measurable and quantitative manner. This method focuses on the process of identifying, assessing, and calculating the overall benefits of a program, which includes economic, social, and environmental aspects.

Through the application of SROI, PTK can obtain a more comprehensive picture of the value of the benefits generated compared to the amount of funds invested, so that the level of effectiveness of each Rupiah spent can be determined.

In 2025, PTK conducted an SROI measurement of 4 TJSL Company programs, with the following results:

The value listed in the SROI results shows that throughout the 2025 program implementation period, every Rp1 invested by PTK was able to generate benefits equal to the SROI figure. This confirms that the implementation of PTK's TJSL program has made a tangible positive contribution in social, economic, and environmental terms for every rupiah invested.

Penanganan Pengaduan Masyarakat [GRI 2-27, 3-3, 413-1] [OJK F.24, F.28]

Sebagai bentuk komitmen terhadap keterbukaan dan akuntabilitas sosial, PTK menyediakan berbagai sarana komunikasi yang dapat dimanfaatkan oleh masyarakat maupun para pemangku kepentingan untuk menyampaikan aspirasi, kritik, dan pengaduan terkait dampak operasional perusahaan. Penyampaian masukan tersebut dapat dilakukan melalui surat resmi, email, telepon, situs web perusahaan, serta pertemuan langsung di Kantor Pusat maupun Kantor Perwakilan PTK. Selain itu, perusahaan juga menghimpun umpan balik melalui survei kepuasan masyarakat serta dalam pelaksanaan program TJSL.

PTK tidak menemukan adanya dampak negatif dari kegiatan operasional perusahaan yang memengaruhi masyarakat di sekitar wilayah kerja sepanjang tahun 2025. Sebaliknya, keberadaan PTK justru memberikan manfaat yang signifikan, baik sebagai penyedia lapangan kerja maupun mitra usaha dan pemasok. Masyarakat juga merasakan dampak positif melalui berbagai program TJSL yang dijalankan perusahaan. Pada periode pelaporan tersebut, tidak terdapat pengaduan masyarakat yang ditujukan kepada PTK, termasuk yang berkaitan dengan produk dan layanan perusahaan.

Community Grievance Handling Mechanism [GRI 2-27, 3-3, 413-1] [OJK F.24, F.28]

As a form of commitment to transparency and social accountability, PTK provides various means of communication that can be used by the public and stakeholders to convey their aspirations, criticisms, and complaints regarding the company's operational impact. Feedback can be submitted via official letter, email, telephone, the company website, or in person at PTK's Head Office or Representative Offices. In addition, the company also collects feedback through community satisfaction surveys and the implementation of TJSL programs.

PTK found no negative impact from the company's operational activities on the communities surrounding its working areas throughout 2025. On the contrary, PTK's presence has provided significant benefits, both as a provider of employment and as a business partner and supplier. The community has also felt positive impacts through various TJSL programs implemented by the company. During the reporting period, there were no community complaints directed at PTK, including those related to the company's products and services.



Tata Kelola:
Memperkuat Langkah, Mengoptimalkan
Penerapan Tata Kelola Keberlanjutan
Governance:
Strengthening Steps, Optimizing The
Implementation Of Sustainability Governance





TRANSKO SEPAT 4

PONTAMINA
KONTINENTAL

TRANSKO SEPAT 5
JAKARTA

Struktur Tata Kelola [GRI 2-9] Governance Structure [GRI 2-9]

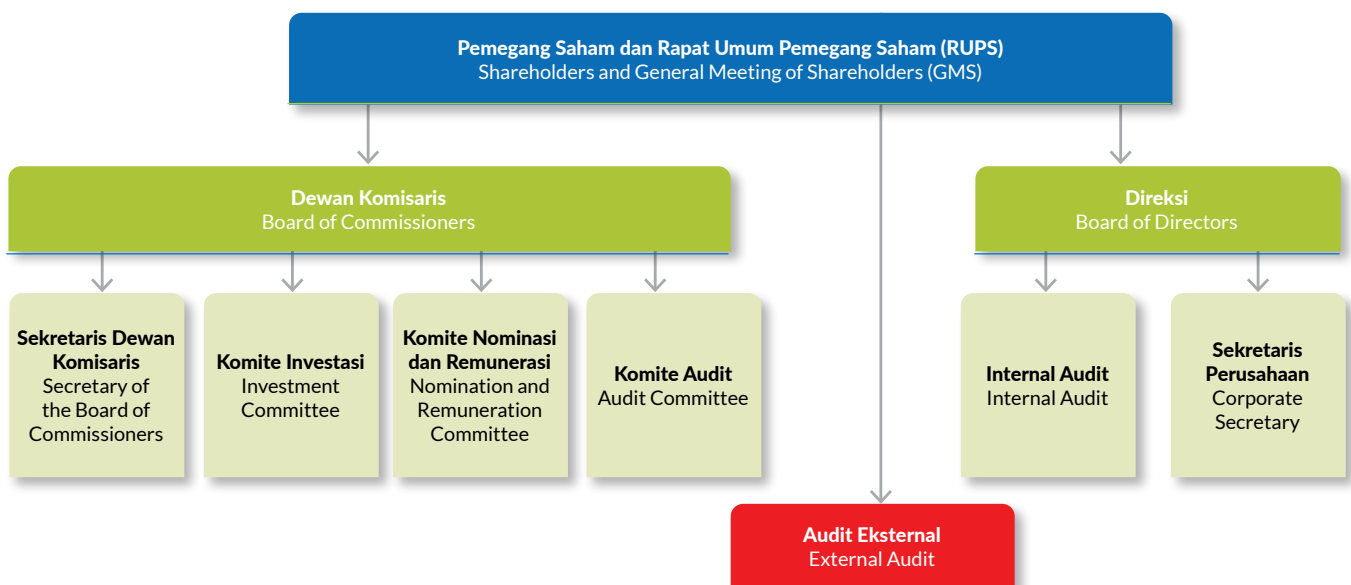
Berdasarkan ketentuan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas, struktur tata kelola Perusahaan terdiri atas organ utama yang meliputi Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Dalam rangka mengoptimalkan penerapan prinsip-prinsip Good Corporate Governance (GCG) serta menyesuaikan dengan regulasi terbaru mengenai Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN, Dewan Komisaris melakukan penataan kembali struktur komite guna meningkatkan efektivitas fungsi pengawasan dan kualitas kinerja. Struktur komite yang berlaku saat ini mencakup Komite Audit, Komite Nominasi dan Remunerasi, serta Komite Pemantau Risiko dan Investasi.

Di sisi lain, pelaksanaan tugas Direksi didukung oleh berbagai unit pendukung, antara lain Sekretaris Perusahaan, fungsi Audit Internal, serta unit kerja lainnya yang berperan dalam memastikan kelancaran operasional dan tata kelola Perusahaan.

Based on the provisions of Law Number 40 of 2007 concerning Limited Liability Companies, the Company's governance structure consists of main organs, including the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. In order to optimize the implementation of Good Corporate Governance (GCG) principles and comply with the latest regulations on Corporate Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises, the Board of Commissioners has reorganized the committee structure to improve the effectiveness of its supervisory function and performance quality. The current committee structure includes the Audit Committee, the Nomination and Remuneration Committee, and the Risk and Investment Monitoring Committee.

On the other hand, the implementation of the Board of Directors' duties is supported by various supporting units, including the Corporate Secretary, the Internal Audit function, and other work units that play a role in ensuring the smooth operation and governance of the Company.

Struktur Tata Kelola Perusahaan [GRI 2-9] Corporate Governance Structure [GRI 2-9]



Rapat Umum Pemegang Saham (RUPS) [GRI 2-9]

Dalam struktur tata kelola Perusahaan, Rapat Umum Pemegang Saham (RUPS) merupakan organ dengan kewenangan tertinggi yang memegang seluruh hak pengambilan keputusan yang tidak dilimpahkan kepada Dewan Komisaris maupun Direksi, sebagaimana diatur dalam Anggaran Dasar dan ketentuan peraturan perundang-undangan yang berlaku. RUPS berperan sebagai wadah bagi Pemegang Saham untuk memberikan arahan strategis terhadap pengelolaan Perusahaan, sekaligus menjadi forum pertanggungjawaban Dewan Komisaris dan Direksi atas pelaksanaan tugas serta kinerjanya. [GRI 2-11]

General Meeting of Shareholders (GMS) [GRI 2-9]

In the Company's governance structure, the General Meeting of Shareholders (GMS) is the highest authority that holds all decision-making rights that are not delegated to the Board of Commissioners or the Board of Directors, as stipulated in the Articles of Association and applicable laws and regulations. The GMS serves as a forum for Shareholders to provide strategic direction for the management of the Company, as well as a forum for the Board of Commissioners and the Board of Directors to be accountable for the performance of their duties and their performance. [GRI 2-11]

Berdasarkan jenis penyelenggaraannya, RUPS terdiri dari RUPS Tahunan yang wajib dilaksanakan sekurang-kurangnya satu kali dalam setahun, paling lambat enam bulan setelah berakhirnya tahun buku, serta RUPS Lainnya atau RUPS Luar Biasa yang dapat diadakan sewaktu-waktu sesuai kebutuhan, baik atas permintaan Pemegang Saham maupun usulan Dewan Komisaris dan/atau Direksi. Sepanjang tahun 2025, Perusahaan telah menyelenggarakan 1 (satu) kali RUPS Tahunan untuk tahun buku 2024, yang dilaksanakan pada 26 Juni 2025. Uraian lebih rinci mengenai pelaksanaan, keputusan, serta realisasi hasil RUPS dapat dilihat pada Laporan Tahunan PTK Tahun 2025, khususnya pada bab Tata Kelola Perusahaan bagian RUPS.

Dewan Komisaris [GRI 2-9]

Dewan Komisaris merupakan organ Perusahaan yang memiliki fungsi pengawasan serta pemberian arahan kepada Direksi secara kolektif. Dalam menjalankan perannya, Dewan Komisaris memastikan bahwa pengelolaan Perusahaan berlangsung secara efektif, prudent, dan terkendali di seluruh lini organisasi. Peran ini juga mencakup pemantauan terhadap implementasi kebijakan, strategi, serta kepatuhan terhadap ketentuan yang berlaku.

Hingga akhir tahun 2025, PTK memiliki 4 (empat) orang anggota Dewan Komisaris. Informasi lebih lengkap mengenai susunan, komposisi, pembagian tugas, serta tanggung jawab Dewan Komisaris dapat merujuk pada Laporan Tahunan PTK Tahun 2025, khususnya pada bab Tata Kelola Perusahaan bagian Dewan Komisaris.

Direksi [GRI 2-9, 2-11]

Direksi merupakan organ Perusahaan yang memiliki kewenangan dan tanggung jawab penuh dalam menjalankan pengurusan Perusahaan untuk kepentingan Perusahaan sesuai dengan maksud dan tujuan yang telah ditetapkan, serta mewakili Perusahaan baik di dalam maupun di luar pengadilan sebagaimana diatur dalam Anggaran Dasar.

Dalam perspektif keberlanjutan, Direksi memegang peran strategis untuk memastikan integrasi aspek ekonomi, sosial, dan lingkungan ke dalam seluruh aktivitas operasional Perusahaan. Direksi tidak hanya menetapkan kebijakan dan arah strategi keberlanjutan, tetapi juga mengoordinasikan implementasi program-program keberlanjutan di setiap unit kerja terkait. Melalui kepemimpinan yang efektif dan pengawasan yang berkesinambungan, Direksi memastikan bahwa setiap unit memahami tanggung jawabnya dalam pengelolaan dampak lingkungan dan sosial, serta aktif melakukan langkah mitigasi atas risiko yang relevan. Pendelegasian tanggung jawab dilakukan secara sistematis kepada unit-unit terkait sehingga tercipta alur kerja yang jelas, terstruktur, dan terintegrasi. [GRI 2-11, 2-12, 2-13] [OJK E.1]

Based on the type of implementation, the GMS consists of an Annual GMS, which must be held at least once a year, no later than six months after the end of the fiscal year, and Other GMS or Extraordinary GMS, which can be held at any time as needed, either at the request of Shareholders or at the suggestion of the Board of Commissioners and/or Board of Directors. Throughout 2025, the Company has held 1 (one) Annual GMS for the 2024 fiscal year, which were held on June 26, 2025. A more detailed description of the implementation, decisions, and realization of the GMS results can be found in the 2025 PTK Annual Report, specifically in the Corporate Governance chapter on the GMS.

Board of Commissioners [GRI 2-9]

The Board of Commissioners is the Company's governing body that oversees and provides collective direction to the Board of Directors. In carrying out its role, the Board of Commissioners ensures that the Company is managed effectively, prudently, and in a controlled manner across all lines of the organization. This role also includes monitoring the implementation of policies, strategies, and compliance with applicable regulations.

Until the end of 2025, PTK has 4 (four) members of the Board of Commissioners. More detailed information regarding the structure, composition, division of duties, and responsibilities of the Board of Commissioners can be found in the PTK 2025 Annual Report, specifically in the Corporate Governance section on the Board of Commissioners.

Board of Directors [GRI 2-9, 2-11]

The Board of Directors is the Company's governing body with full authority and responsibility for managing the Company in accordance with its established objectives and purposes, as well as representing the Company both in and out of court as stipulated in the Articles of Association.

From a sustainability perspective, the Board of Directors plays a strategic role in ensuring the integration of economic, social, and environmental aspects into all of the Company's operational activities. The Board of Directors not only sets sustainability policies and strategic directions, but also coordinates the implementation of sustainability programs in each relevant work unit. Through effective leadership and continuous supervision, the Board of Directors ensures that each unit understands its responsibilities in managing environmental and social impacts, and actively takes steps to mitigate relevant risks. Responsibilities are systematically delegated to relevant units to create a clear, structured, and integrated workflow. [GRI 2-11, 2-12, 2-13] [OJK E.1]



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Pelaporan terkait kinerja, isu strategis, serta perkembangan terbaru yang mencakup aspek ekonomi, sosial, dan lingkungan disampaikan secara berkala melalui rapat Direksi. Dalam forum tersebut, Direksi melakukan pembahasan dan pengambilan keputusan strategis yang selanjutnya dilaporkan kepada Dewan Komisaris melalui berbagai dokumen resmi, termasuk laporan keberlanjutan. Direksi bertanggung jawab penuh dalam menelaah dan menyetujui seluruh informasi yang dimuat dalam laporan keberlanjutan, khususnya dalam proses penetapan topik material yang mencerminkan dampak signifikan bagi Perusahaan dan para pemangku kepentingan. Proses persetujuan ini tidak hanya bersifat administratif, tetapi juga menjadi bentuk komitmen manajemen terhadap transparansi dan akuntabilitas. Hal tersebut ditegaskan melalui penandatanganan laporan oleh anggota Direksi sebagai pernyataan tanggung jawab atas kelengkapan dan keakuratan isi laporan keberlanjutan. [GRI 2-12, 2-14]

Hingga akhir tahun 2025, PTK memiliki 4 (lima) orang anggota Direksi. Informasi lebih lengkap mengenai susunan, komposisi, pembagian tugas, serta tanggung jawab Direksi dapat merujuk pada Laporan Tahunan PTK Tahun 2025, khususnya pada bab Tata Kelola Perusahaan bagian Direksi.

Pengungkapan informasi secara rinci mengenai struktur organ tata kelola, tugas dan tanggung jawab, kewenangan, remunerasi, serta kompensasi RUPS, Direksi, Dewan Komisaris, dan organ pendukung lainnya dapat dilihat secara lengkap dalam Laporan Tahunan Perusahaan Tahun 2025 yang disusun secara terpisah, namun saling melengkapi dengan Laporan Keberlanjutan ini.

Pencalonan dan Pemilihan Dewan Komisaris dan Direksi [GRI 2-10]

PTK melaksanakan kebijakan nominasi dan suksesi kepemimpinan dengan berpedoman pada kebijakan induk dari PT Pertamina International Shipping sebagai pemegang saham pengendali. Kebijakan tersebut dirancang untuk memastikan kesinambungan kepemimpinan yang profesional, berintegritas, serta selaras dengan

Reports on performance, strategic issues, and the latest developments covering economic, social, and environmental aspects are submitted periodically through Board of Directors meetings. In this forum, the Board of Directors discusses and makes strategic decisions, which are then reported to the Board of Commissioners through various official documents, including sustainability reports. The Board of Directors is fully responsible for reviewing and approving all information contained in the sustainability report, particularly in the process of determining material topics that reflect a significant impact on the Company and its stakeholders. This approval process is not only administrative in nature, but also a form of management's commitment to transparency and accountability. This is confirmed through the signing of the report by members of the Board of Directors as a statement of responsibility for the completeness and accuracy of the contents of the sustainability report. [GRI 2-12, 2-14]

Until the end of 2025, PTK has 5 (five) members of the Board of Directors. More detailed information regarding the structure, composition, division of duties, and responsibilities of the Board of Directors can be found in the PTK 2025 Annual Report, specifically in the Corporate Governance section on the Board of Directors.

Detailed disclosure of information regarding the structure of the governance body, duties and responsibilities, authority, remuneration, and compensation of the GMS, Board of Directors, Board of Commissioners, and other supporting bodies can be found in the Company's 2025 Annual Report, which is prepared separately but complements this Sustainability Report.

Nomination and Selection of the Board of Commissioners and Board of Director [GRI 2-10]

PTK implements its leadership nomination and succession policy based on the parent policy of PT Pertamina International Shipping as the controlling shareholder. The policy is designed to ensure professional and ethical leadership continuity that is aligned with the Company's strategies and values. In its implementation, the



strategi dan nilai-nilai Perusahaan. Dalam pelaksanaannya, proses nominasi dan suksesi dapat melibatkan kandidat yang berasal dari internal maupun eksternal, termasuk dari lingkungan PT Pertamina International Shipping, PT Pertamina (Persero), serta entitas afiliasi dalam grup Pertamina.

Penentuan dan proses seleksi anggota Dewan Komisaris dan Direksi sepenuhnya berada dalam kewenangan pemegang saham. Pemegang saham memiliki peran strategis dalam menilai integritas, kompetensi, dan kapabilitas calon anggota organ tata kelola tertinggi guna memastikan kesesuaian dengan arah bisnis dan penerapan prinsip tata kelola perusahaan yang baik.

RUPS memiliki kewenangan untuk mengangkat dan memberhentikan anggota Dewan Komisaris dengan mempertimbangkan persyaratan formal dan material, termasuk rekam jejak hukum, integritas, dedikasi, pemahaman terhadap sektor usaha, serta independensi dari keterkaitan politik tertentu. [GRI 2-10]

Dalam rangka mempersiapkan suksesi Direksi, PTK juga melakukan pengembangan kompetensi melalui berbagai program pelatihan internal maupun eksternal yang berfokus pada penguatan kepemimpinan dan kemampuan strategis. Calon anggota Direksi yang dipersiapkan selanjutnya diajukan kepada pemegang saham untuk mengikuti proses uji kelayakan dan kepatutan (fit and proper test).

Kriteria seleksi meliputi integritas pribadi, tidak pernah terlibat dalam tindakan tercela atau pidana, bebas dari konflik kepentingan baik secara finansial maupun hubungan keluarga, serta tidak memiliki rangkap jabatan yang berpotensi mengganggu independensi dan efektivitas tata kelola. [GRI 2-10]

nomination and succession process may involve candidates from both internal and external sources, including from PT Pertamina International Shipping, PT Pertamina (Persero), and affiliated entities within the Pertamina group.

The determination and selection process of members of the Board of Commissioners and Board of Directors is entirely within the authority of the shareholders. Shareholders have a strategic role in assessing the integrity, competence, and capabilities of candidates for the highest governance body to ensure their suitability for the business direction and the application of good corporate governance principles.

The GMS has the authority to appoint and dismiss members of the Board of Commissioners by considering formal and material requirements, including legal track record, integrity, dedication, understanding of the business sector, and independence from certain political affiliations. [GRI 2-10]

In order to prepare for the succession of the Board of Directors, PTK also develops competencies through various internal and external training programs that focus on strengthening leadership and strategic capabilities. Prospective members of the Board of Directors who have been prepared are then submitted to the shareholders to undergo a fit and proper test.

The selection criteria include personal integrity, no involvement in reprehensible or criminal acts, freedom from conflicts of interest, both financial and family-related, and no concurrent positions that could potentially interfere with independence and governance effectiveness. [GRI 2-10]

Prosedur Nominasi dan Suksesi Direksi [GRI 2-10]

Nomination and Succession Procedures of the Board of Directors [GRI 2-10]

Tahap awal dimulai dengan pengajuan kandidat Direksi untuk Anak Perusahaan oleh Direksi PT Pertamina International Shipping sebagai Pemegang Saham. Pengajuan ini memerlukan persetujuan tertulis dari Direksi PT Pertamina International Shipping dan selanjutnya harus disetujui dalam RUPS PT Pertamina International Shipping sebelum keputusan final ditetapkan dalam RUPS Anak Perusahaan.

The initial stage begins with the submission of candidates for the Board of Directors of the Subsidiary by the Board of Directors of PT Pertamina International Shipping as the Shareholder. This submission requires written approval from the Board of Directors of PT Pertamina International Shipping and must then be approved at the General Meeting of Shareholders of PT Pertamina International Shipping before a final decision is made at the General Meeting of Shareholders of the Subsidiary.

Proses pengangkatan calon anggota Direksi Perusahaan dilakukan melalui serangkaian tahapan, mulai dari evaluasi awal, penjangkaran kandidat, hingga penilaian melalui uji kepatutan dan kelayakan (fit and proper test). Seluruh prosedur serta kriteria penilaian disusun dengan tetap merujuk pada peraturan perundang-undangan yang berlaku dan pedoman yang ditetapkan oleh PT Pertamina International Shipping.

The process of appointing candidates for the Company's Board of Directors is carried out through a series of stages, starting from initial evaluation, candidate selection, to assessment through a fit and proper test. All procedures and assessment criteria are compiled with reference to applicable laws and regulations and guidelines set by PT Pertamina International Shipping.

Sebelum diajukan untuk Persetujuan RUPS, Direksi PT Pertamina International Shipping terlebih dahulu memperoleh persetujuan dan masukan dari Direksi PT Pertamina International Shipping mengenai rekomendasi calon anggota Direksi Anak Perusahaan.

Before being submitted for approval by the General Meeting of Shareholders, the Board of Directors of PT Pertamina International Shipping first obtained approval and input from the Board of Directors of PT Pertamina International Shipping regarding recommendations for candidates for the Board of Directors of the Subsidiary.

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Uraian lebih rinci terkait Kebijakan Nominasi bagi Dewan Komisaris dan Direksi disajikan dalam Laporan Tahunan Perusahaan, khususnya pada bagian Tata Kelola Perusahaan.

A more detailed description of the Nomination Policy for the Board of Commissioners and Board of Directors is presented in the Company's Annual Report, specifically in the Corporate Governance section.

Pendelegasian Wewenang Penanggungjawab Penerapan Keberlanjutan [GRI 2-12, 2-13]

Delegation of Authority of the Person in Charge of Sustainability Implementation [GRI 2-12, 2-13]

Dalam penerapan prinsip keberlanjutan, PTK menempatkan tanggung jawab atas pengelolaan isu-isu berkelanjutan, meliputi aspek ekonomi, sosial, dan lingkungan beserta dampaknya, di bawah Direksi sebagai organ tertinggi dalam struktur manajemen operasional.

In applying the principle of sustainability, PTK places responsibility for managing sustainability issues, including economic, social, and environmental aspects and their impacts, under the Board of Directors as the highest body in the operational management structure.

Direksi memiliki peran strategis dalam mengawasi dan mengarahkan seluruh manajemen dampak dari aktivitas bisnis. Tanggung jawab Direksi tidak terbatas pada penentuan arah strategis keberlanjutan, tetapi juga memastikan bahwa pengelolaan dampak dilakukan secara menyeluruh, sistematis, dan konsisten di seluruh organisasi. Selanjutnya, Direksi mendelegasikan wewenang dan tanggung jawab tersebut kepada unit-unit kerja terkait sesuai dengan bidang tugas, keahlian, dan fungsi masing-masing. [GRI 2-12]

The Board of Directors has a strategic role in overseeing and directing all management of the impact of business activities. The Board of Directors' responsibilities are not limited to determining the strategic direction of sustainability, but also ensuring that impact management is carried out comprehensively, systematically, and consistently throughout the organization. Furthermore, the Board of Directors delegates these authorities and responsibilities to the relevant work units in accordance with their respective duties, expertise, and functions. [GRI 2-12]

Pengelolaan aspek ekonomi, misalnya, dilaksanakan oleh Divisi Finance, Legal & Relation, dan Business Optimization, yang bertugas menjaga stabilitas finansial serta memastikan praktik bisnis berjalan efisien dan berintegritas. Sementara itu, pengelolaan aspek lingkungan dan K3 (Kesehatan, Keselamatan Kerja, dan Keamanan) berada di bawah tanggung jawab Divisi Health, Safety, Security & Environment (HSSE) yang berkolaborasi dengan Divisi Legal

Economic aspects, for example, are managed by the Finance, Legal & Relations, and Business Optimization Divisions, which are tasked with maintaining financial stability and ensuring that business practices are efficient and ethical. Meanwhile, the management of environmental and OHS (Occupational Health, Safety, and Environment) aspects is under the responsibility of the Health, Safety, Security & Environment (HSSE) Division, which collaborates with the Legal & Relations

& Relation untuk menjamin kepatuhan terhadap peraturan dan standar lingkungan. Untuk aspek sosial, tanggung jawab utama dipegang oleh Divisi Human Capital & Business Support serta Human Capital Business Partner, yang fokus pada pengembangan SDM dan hubungan ketenagakerjaan yang sehat.

Dalam hal layanan pelanggan, tanggung jawab dijalankan oleh Divisi Human Capital & Business Support, Divisi Sales & Marketing, dan Marine Business Unit untuk memastikan kepuasan dan kepercayaan pengguna jasa. Sementara itu, pelaksanaan program tanggung jawab sosial perusahaan (CSR) kepada masyarakat menjadi tanggung jawab Divisi Communication & Compliance. [GRI 2-13]

Pendelegasian tanggung jawab dilakukan secara terstruktur agar strategi keberlanjutan dapat diterapkan secara efektif dan merata di seluruh tingkatan organisasi. Setiap unit yang menerima mandat berperan sebagai pelaksana sekaligus penanggung jawab kegiatan keberlanjutan di lingkup kerjanya, dengan tetap mengacu pada arahan strategis yang telah ditetapkan oleh Direksi.

Pendekatan ini tidak hanya memperkuat koordinasi lintas fungsi, tetapi juga memastikan bahwa seluruh upaya keberlanjutan terintegrasi dengan baik dalam sistem operasional perusahaan. [GRI 2-11, 2-12, 2-13]

Dengan struktur yang jelas dan delegasi yang sistematis, PTK mampu memastikan bahwa setiap aspek ekonomi, sosial, maupun lingkungan dikelola secara konsisten dan profesional, sekaligus mendukung pencapaian tujuan strategis perusahaan secara menyeluruh.

Pengembangan Kompetensi Dewan Komisaris dan Direksi terkait Keberlanjutan [GRI 2-17] [OJK E.2]

Dalam upaya meningkatkan kompetensi dan kapabilitas badan tata kelola terkait isu keberlanjutan, PTK secara aktif melibatkan Dewan Komisaris dan Direksi dalam berbagai program Workshop, pelatihan, dan Sharing Session yang berfokus pada topik ESG, antara lain Risk Management Practices, Certified Risk Professional ("CRP"), Qualified Risk Oversight Professional ("QROP"), dan Certification in Audit Committee Practices ("CACP").

Program-program ini dirancang untuk memperkuat pemahaman dan kemampuan badan tata kelola dalam menangani isu-isu ekonomi, sosial, dan lingkungan, sekaligus mendukung implementasi praktik keberlanjutan yang lebih efektif dan konsisten di seluruh organisasi.

Kebijakan Remunerasi Dewan Komisaris dan Direksi [GRI 2-19, 2-20, 2-21]

Kebijakan remunerasi bagi Dewan Komisaris dan Direksi PTK disusun dengan mengacu pada peraturan yang berlaku, baik di internal PT Pertamina International Shipping maupun di lingkungan PT Pertamina (Persero) sebagai BUMN, sesuai dengan Peraturan Menteri BUMN Republik Indonesia No. PER-3/MBU/2023 tentang Organ dan Sumber Daya Manusia BUMN tanggal 23 Maret 2023. Besaran

Division to ensure compliance with environmental regulations and standards. For social aspects, the main responsibility lies with the Human Capital & Business Support Division and Human Capital Business Partner, which focus on human resource development and healthy labor relations.

In terms of customer service, the responsibility is carried out by the Human Capital & Business Support Division, Sales & Marketing Division, and Marine Business Unit to ensure user satisfaction and trust. Meanwhile, the implementation of corporate social responsibility (CSR) programs for the community is the responsibility of the Communication & Compliance Division. [GRI 2-13]

The delegation of responsibilities is carried out in a structured manner so that sustainability strategies can be implemented effectively and evenly across all levels of the organization. Each unit that receives a mandate acts as the implementer and is responsible for sustainability activities within its scope of work, while still referring to the strategic directions set by the Board of Directors.

This approach not only strengthens cross-functional coordination, but also ensures that all sustainability efforts are well integrated into the company's operational system. [GRI 2-11, 2-12, 2-13]

With a clear structure and systematic delegation, PTK is able to ensure that every economic, social, and environmental aspect is managed consistently and professionally, while supporting the achievement of the company's overall strategic objectives.

Sustainability-related Competency Development of the Board of Commissioners and Board of Directors [GRI 2-17] [OJK E.2]

In an effort to improve the competence and capabilities of governance bodies related to sustainability issues, PTK actively involves the Board of Commissioners and Directors in various workshops, training programs, and sharing sessions focused on ESG topics, including Risk Management Practices, Certified Risk Professional ("CRP"), Qualified Risk Oversight Professional ("QROP"), and Certification in Audit Committee Practices ("CACP").

These programs are designed to strengthen the understanding and capabilities of governance bodies in addressing economic, social, and environmental issues, while supporting the implementation of more effective and consistent sustainability practices throughout the organization.

Remuneration Policy of the Board of Commissioners and Board of Directors [GRI 2-19, 2-20, 2-21]

The remuneration policy for the Board of Commissioners and Directors of PTK is formulated with reference to applicable regulations, both internally at PT Pertamina International Shipping and within PT Pertamina (Persero) as a state-owned enterprise, in accordance with Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER-3/MBU/2023

remunerasi ditetapkan melalui RUPS dengan mempertimbangkan hasil analisis yang dilakukan oleh Perusahaan dan pemegang saham, termasuk indikator seperti pencapaian KPI, kondisi keuangan dan kompleksitas usaha, situasi ekonomi makro, serta masukan dari Dewan Komisaris.

Secara umum, prosedur penetapan remunerasi Dewan Komisaris dan Direksi PTK meliputi tahapan sebagai berikut:

Proses untuk Menentukan Remunerasi Dewan Komisaris dan Direksi

Process for Determining Remuneration of the Board of Commissioners and Board of Directors

1. Manajemen mengusulkan besaran remunerasi bagi Dewan Komisaris dan Direksi dengan memperhitungkan tingkat kompleksitas bisnis dan karakteristik industri, pencapaian kinerja Perusahaan yang menonjol, serta tantangan atau tugas khusus yang diberikan. Usulan ini kemudian disampaikan kepada pemegang saham melalui Vice President Subsidiary Joint Venture (SJV) PT Pertamina International Shipping.
Management proposes remuneration amounts for the Board of Commissioners and Board of Directors by taking into account the level of business complexity and industry characteristics, the Company's outstanding performance, and any special challenges or tasks assigned. This proposal is then submitted to shareholders through the Vice President of Subsidiary Joint Venture (SJV) PT Pertamina International Shipping.
2. Vice President Subsidiary Joint Venture (SJV) PT Pertamina International Shipping melakukan evaluasi menyeluruh dan menyusun rekomendasi yang diserahkan kepada Human Resource (HR) PT Pertamina International Shipping sebagai dasar penentuan besaran remunerasi bagi anggota Dewan Komisaris dan Direksi.
The Vice President of Subsidiary Joint Venture (SJV) PT Pertamina International Shipping conducted a comprehensive evaluation and compiled recommendations that were submitted to the Human Resources (HR) department of PT Pertamina International Shipping as the basis for determining the remuneration for members of the Board of Commissioners and Directors.
3. Human Resource (HR) PT Pertamina International Shipping melakukan analisis dan menyusun rekomendasi yang disampaikan kepada Direksi PT Pertamina International Shipping melalui risalah rapat Direksi yang disebarkan secara sirkuler.
The Human Resources (HR) department of PT Pertamina International Shipping conducted an analysis and compiled recommendations that were submitted to the Board of Directors of PT Pertamina International Shipping through the minutes of the Board of Directors meeting, which were distributed in a circular.
4. Setelah memperoleh persetujuan dari Direksi PT Pertamina International Shipping, HR PT Pertamina (Persero) meneruskan informasi tersebut kepada SJV Pertamina (Persero) agar dapat menyelenggarakan RUPS secara sirkuler untuk menetapkan besaran remunerasi bagi anggota Dewan Komisaris dan Direksi PTK.
After obtaining approval from the Board of Directors of PT Pertamina International Shipping, PT Pertamina (Persero)'s HR department forwarded the information to SJV Pertamina (Persero) so that a circular general meeting of shareholders could be held to determine the remuneration for members of the Board of Commissioners and Board of Directors of PTK.

Remunerasi Direksi dan Dewan Komisaris PTK untuk tahun 2025 ditetapkan serta disetujui oleh Pemegang Saham melalui RUPS Tahunan yang diselenggarakan pada 26 Juni 2025. Selanjutnya, besaran remunerasi bagi Direksi dan Dewan Komisaris PTK ditetapkan melalui Keputusan Pemegang Saham secara Sirkuler (KPSSS) pada XX, terkait Penetapan Penghargaan Kinerja Tahun Buku 2024 dan Penetapan Remunerasi Tahun 2025 untuk Direksi dan Dewan Komisaris. Proses ini dilakukan dengan memperhatikan prinsip kehati-hatian dan kewajaran serta melalui mekanisme evaluasi yang melibatkan kajian internal dan rekomendasi dari Dewan Komisaris. [GRI 2-20]

concerning State-Owned Enterprises' Organs and Human Resources dated March 23, 2023. The amount of remuneration is determined through the General Meeting of Shareholders (GMS) by considering the results of analyses conducted by the Company and shareholders, including indicators such as KPI achievement, financial conditions and business complexity, macroeconomic conditions, and input from the Board of Commissioners.

In general, the procedure for determining the remuneration of the Board of Commissioners and Directors of PTK includes the following stages:

The remuneration of the Board of Directors and Board of Commissioners of PTK for 2025 was determined and approved by the Shareholders through the Annual General Meeting of Shareholders held on June 26, 2025. Furthermore, the amount of remuneration for the Board of Directors and Board of Commissioners of PTK was determined through a Circular Shareholder Resolution (KPSSS) on XX, related to the Determination of Performance Awards for the 2024 Fiscal Year and the Determination of Remuneration for 2025 for the Board of Directors and Board of Commissioners. This process was carried out with due care and fairness and through an evaluation mechanism involving internal reviews and recommendations from the Board of Commissioners. [GRI 2-20]

Sehubungan dengan rasio kompensasi tahunan, PTK juga mengungkapkan perbandingan struktur remunerasi antara Direksi dan karyawan lainnya untuk memastikan kesetaraan dan keadilan dalam sistem kompensasi Perusahaan. Meskipun nominal remunerasi tidak diungkapkan dalam laporan ini, prinsip kesetaraan internal dan kepatuhan terhadap regulasi ketenagakerjaan menjadi pedoman utama dalam perumusan kebijakan remunerasi.

PTK secara berkala melakukan peninjauan terhadap struktur remunerasi untuk memastikan bahwa sistem kompensasi tetap sesuai dengan kontribusi karyawan dan sejalan dengan praktik terbaik yang berlaku di industri. Pendekatan ini juga bertujuan untuk menjaga motivasi dan kinerja seluruh jajaran Direksi dan Dewan Komisaris, sehingga pencapaian tujuan strategis perusahaan dapat optimal. Selain itu, evaluasi remunerasi dilakukan dengan mempertimbangkan kompleksitas dan tantangan operasional perusahaan, serta pencapaian indikator kinerja utama (KPI) yang relevan dengan tanggung jawab masing-masing posisi.

Kebijakan remunerasi juga menekankan transparansi dan akuntabilitas, sehingga setiap penetapan penghargaan atau kompensasi dapat dipertanggungjawabkan secara jelas kepada Pemegang Saham. Seluruh proses penetapan remunerasi ini mendukung penerapan prinsip Good Corporate Governance (GCG) dengan memperkuat integritas dan profesionalisme dalam pengelolaan tata kelola perusahaan.

Informasi lebih lengkap terkait struktur, komponen, dan kebijakan remunerasi Direksi dan Dewan Komisaris dapat ditemukan pada Laporan Tahunan PTK tahun 2024 bab Tata Kelola Perusahaan. [\[GRI 2-21\]](#)

Benturan Kepentingan [\[GRI 2-15\]](#)

PTK menegaskan komitmennya untuk mempertahankan integritas dan independensi dalam setiap pengambilan keputusan melalui penerapan Pedoman Benturan Kepentingan (Conflict of Interest) dengan dokumen nomor Pdm-004/F0000/2016-S0. Pedoman ini mengatur standar etika serta prosedur pelaporan yang wajib dipatuhi oleh seluruh anggota Direksi dan Dewan Komisaris, sehingga setiap keputusan dapat diambil tanpa terpengaruh kepentingan pribadi dan tetap selaras dengan kepentingan perusahaan.

Dalam pelaksanaannya, seluruh organ tata kelola perusahaan senantiasa mengacu pada Anggaran Dasar, Board Manual, serta peraturan perundang-undangan yang berlaku, untuk menjamin setiap kebijakan dan tindakan dilaksanakan secara profesional dan bebas dari benturan kepentingan.

PTK tidak menemukan adanya konflik kepentingan yang muncul sepanjang tahun 2025, baik berupa hubungan antar-dewan maupun kepemilikan saham silang dengan pemasok atau pihak pemangku kepentingan lainnya.

In relation to the annual compensation ratio, PTK also disclosed a comparison of the remuneration structure between the Board of Directors and other employees to ensure equality and fairness in the Company's compensation system. Although the nominal remuneration is not disclosed in this report, the principles of internal equality and compliance with labor regulations are the main guidelines in formulating remuneration policies.

PTK periodically reviews the remuneration structure to ensure that the compensation system remains in line with employee contributions and is consistent with best practices in the industry. This approach also aims to maintain the motivation and performance of the entire Board of Directors and Board of Commissioners, so that the achievement of the company's strategic objectives can be optimized. In addition, remuneration evaluations are conducted by considering the complexity and operational challenges of the company, as well as the achievement of key performance indicators (KPIs) relevant to the responsibilities of each position.

The remuneration policy also emphasizes transparency and accountability, so that every award or compensation can be clearly accounted for to the Shareholders. The entire remuneration determination process supports the implementation of Good Corporate Governance (GCG) principles by strengthening integrity and professionalism in corporate governance.

More detailed information regarding the structure, components, and remuneration policy of the Board of Directors and Board of Commissioners can be found in the 2024 PTK Annual Report, chapter on Corporate Governance. [\[GRI 2-21\]](#)

Conflict of Interest [\[GRI 2-15\]](#)

PTK affirms its commitment to maintaining integrity and independence in every decision-making process through the implementation of the Conflict of Interest Guidelines with document number Pdm-004/F0000/2016-S0. These guidelines regulate ethical standards and reporting procedures that must be complied with by all members of the Board of Directors and Board of Commissioners, so that every decision can be made without being influenced by personal interests and remains in line with the interests of the company.

In its implementation, all corporate governance bodies always refer to the Articles of Association, Board Manual, and applicable laws and regulations to ensure that every policy and action is carried out professionally and free from conflicts of interest.

PTK did not find any conflicts of interest arising throughout 2025, either in the form of inter-board relationships or cross-shareholdings with suppliers or other stakeholders.

Evaluasi atas Kinerja Dewan Komisaris dan Direksi [GRI 2-18]

PTK secara konsisten melaksanakan evaluasi kinerja terhadap Dewan Komisaris dan Direksi sebagai bagian dari penerapan prinsip Good Corporate Governance (GCG). Penilaian dilakukan oleh Pemegang Saham melalui RUPS Tahunan dengan merujuk pada Laporan Tugas Pengawasan serta pertanggungjawaban kinerja tahunan. Evaluasi ini dilakukan secara menyeluruh, baik kolegal maupun individual, dan berlandaskan pada ketentuan yang tercantum dalam Board Manual serta Anggaran Dasar Perusahaan. Tujuannya adalah menilai efektivitas pelaksanaan fungsi pengawasan oleh Dewan Komisaris dan fungsi pengelolaan oleh Direksi, termasuk pengelolaan dampak terhadap aspek ekonomi, sosial, dan lingkungan. [GRI 2-18]

Evaluasi kinerja Dewan Komisaris mempertimbangkan sejumlah aspek, antara lain kehadiran dalam rapat strategis, integritas, penanganan potensi konflik kepentingan, pemahaman isu strategis, serta kualitas interaksi antaranggota dan dengan Direksi. Penilaian ini juga dilengkapi dengan pengukuran Key Performance Indicators (KPI) yang mencerminkan target pengawasan selama tahun 2025. Hasil evaluasi menunjukkan pencapaian XX% untuk KPI kolegal dan XX% untuk evaluasi individu anggota Dewan Komisaris, yang termasuk dalam kategori "XX". Hasil ini digunakan sebagai dasar pemberian umpan balik serta penguatan peran Dewan Komisaris dalam mendukung tata kelola perusahaan yang berkelanjutan. [GRI 2-18]

Sementara itu, evaluasi kinerja Direksi menilai pelaksanaan tugas berdasarkan Anggaran Dasar, hasil keputusan RUPS, serta capaian terhadap KPI kolegal dan individu. Kriteria penilaian mencakup aspek keuangan, operasional, administrasi, dan indikator pendukung lainnya. Penilaian Direksi pada tahun 2025 mencatat pencapaian KPI antara lain Direktur Utama 104,32%, Direktur Keuangan dan SDM 103,30%, Direktur Pemasaran 105,72%, Direktur Operasi 105,63%, dan Direktur Armada 104,76%, yang menunjukkan kontribusi signifikan Direksi dalam mencapai tujuan strategis perusahaan.

Hasil evaluasi kinerja Direksi juga digunakan sebagai masukan bagi pemegang saham dalam pengambilan keputusan strategis serta sebagai dasar rekomendasi penguatan tata kelola dari Dewan Komisaris. [GRI 2-18]

Performance Evaluation of the Board of Commissioners and Board of Directors [GRI 2-18]

PTK consistently conducts performance evaluations of the Board of Commissioners and Board of Directors as part of the implementation of Good Corporate Governance (GCG) principles. The assessment is carried out by Shareholders through the Annual GMS with reference to the Supervisory Report and annual performance accountability. This evaluation is conducted comprehensively, both collegially and individually, and is based on the provisions set forth in the Board Manual and the Company's Articles of Association. The objective is to assess the effectiveness of the supervisory function performed by the Board of Commissioners and the management function performed by the Board of Directors, including the management of impacts on economic, social, and environmental aspects. [GRI 2-18]

The evaluation of the Board of Commissioners' performance considers a number of aspects, including attendance at strategic meetings, integrity, handling of potential conflicts of interest, understanding of strategic issues, and the quality of interactions between members and with the Board of Directors. This assessment is also supplemented by the measurement of Key Performance Indicators (KPIs) that reflect the supervisory targets for 2025. The evaluation results show an achievement of XX% for collegial KPIs and XX% for the individual evaluation of Board of Commissioners members, which is included in the "XX" category. These results are used as a basis for providing feedback and strengthening the role of the Board of Commissioners in supporting sustainable corporate governance. [GRI 2-18]

Meanwhile, the Board of Directors' performance evaluation assesses the implementation of tasks based on the Articles of Association, the results of the GMS decisions, and the achievement of collegial and individual KPIs. The assessment criteria cover financial, operational, administrative, and other supporting indicators. The Board of Directors' assessment in 2025 recorded KPI achievements including the President Director 104.32%, the Director of Finance and HR 103.30%, the Director of Marketing 105.72%, the Director of Operations 105.63%, and the Director of Fleet 104.76%, which shows the Board of Directors' significant contribution in achieving the company's strategic goals.

The results of the Board of Directors' performance evaluation are also used as input for shareholders in making strategic decisions and as a basis for recommendations to strengthen governance from the Board of Commissioners. [GRI 2-18]

Kode Etik Perusahaan Code Of Conduct

PTK menetapkan Kode Etik Perusahaan yang tertuang dalam Pedoman Perilaku (Code of Conduct) sebagai acuan bagi seluruh insan perusahaan dalam menjalankan kegiatan usaha serta menjalin hubungan dengan para pemangku kepentingan. Pedoman ini didokumentasikan dalam Pedoman Code of Conduct No. A-003/PTK0300/2022-S9 dan berfungsi sebagai landasan utama dalam membangun budaya kerja yang profesional dan berintegritas di lingkungan perusahaan.

Perumusan Kode Etik tersebut diselaraskan dengan nilai-nilai budaya AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif) yang menjadi prinsip moral dan standar perilaku bagi seluruh insan BUMN, termasuk PTK. Secara umum, Kode Etik PTK memuat ketentuan mengenai prinsip-prinsip serta standar perilaku yang wajib diterapkan dalam berinteraksi dengan para pemangku kepentingan, yang antara lain meliputi hal-hal sebagai berikut:

PTK has established a Company Code of Ethics as outlined in the Code of Conduct as a reference for all company personnel in conducting business activities and establishing relationships with stakeholders. This guideline is documented in the Code of Conduct No. A-003/PTK0300/2022-S9 and serves as the main foundation for building a professional and ethical work culture within the company.

The formulation of the Code of Ethics is aligned with the AKHLAK cultural values (Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative), which are the moral principles and behavioral standards for all state-owned enterprises, including PTK. In general, the PTK Code of Ethics contains provisions regarding the principles and standards of conduct that must be applied in interactions with stakeholders, which include the following:

Prosedur Nominasi dan Suksesi Direksi [GRI 2-10]

Nomination and Succession Procedures of the Board of Directors [GRI 2-10]

1 Bab Umum General Chapter	- Pendahuluan - Tujuan - Ruang Lingkup - Pengertian - Referensi	- Introduction - Objective - Scope - Understanding - Reference
2 Bab Visi, Misi dan Tata Nilai Unggulan Perusahaan Chapter of Vision, Mission, and Values of the Company	- Visi dan Misi - Tata Nilai Unggulan Perusahaan	- Vision and Mission - The Company's Values of Excellence
3 Prinsip-prinsip GCG, Perilaku Integritas Insan PTK GCG Principles, Integrity Behavior of PTK Employees	- Integritas - Persaingan Usaha yang Sehat - Sikap Kerja Profesional	- Integrity - Healthy Business Competition - Professional Work Attitude
4 Persaingan Sehat Healthy Competition	- Persaingan Usaha yang Sehat - Proses Pengadaan Penyedia Barang/Jasa - Informasi Penting	- Healthy Business Competition - Procurement Process for Goods/Service Providers - Important Information
5 Kerahasiaan Data dan Transparansi Data Confidentiality and Transparency	- Kerahasiaan Data dan Informasi - Pelaporan Akuntansi dan Keuangan - Pengelolaan Arsip	- Data and Information Confidentiality - Accounting and Financial Reporting - Archives Management
6 Sikap Profesional Professional Attitude	- Sikap Kerja Profesional - Berani Mengungkapkan Masalah - Pengambilan Keputusan - Hak Kekayaan Intelektual - Menghindari Diskriminasi - Kesempatan Karir yang Sama - Standar Ketenagakerjaan - Bebas Narkoba dan Minuman Keras - Aktivitas Politik - Media Massa - Organisasi Profesi	- Professional Work Attitude - Dare to Express Problems - Decision-making - Intellectual property rights - Avoiding Discrimination - Equal Career Opportunities - Employment Standards - Drug and Alcohol Free - Political Activities - Mass media - Professional Organizations

7 Komitmen Terhadap Pemangku Kepentingan Lainnya | Commitment to Other Stakeholders

- | | |
|--|--|
| <ul style="list-style-type: none"> • Komitmen Terhadap Pemegang Saham • Komitmen Terhadap Pekerja • Komitmen Terhadap Serikat Pekerja • Komitmen Terhadap Anak Perusahaan • Komitmen Terhadap Penyedia Barang/Jasa • Komitmen Terhadap Pemerintah Sebagai Regulator • Komitmen Terhadap Legislatif • Komitmen Terhadap Investor, Kreditur dan Bank • Komitmen Terhadap Mitra Usaha, Lembaga Penelitian dan Perguruan Tinggi • Komitmen Terhadap Kesehatan, Keselamatan, Keamanan (K3) dan Lindungan Lingkungan • Komitmen Terhadap Masyarakat Sekitar dan Tanggung Jawab Sosial | <ul style="list-style-type: none"> • Commitment to Shareholders • Commitment to Employees • Commitment to Trade Unions • Commitment to Subsidiaries • Commitment to Goods/Service Providers • Commitment to the Government as Regulator • Commitment to the Legislature • Commitment to Investors, Creditors and Banks • Commitment to Business Partners, Research Institutions, and Universities • Commitment to Health, Safety, Security (K3), and Environmental Protection • Commitment to the Surrounding Community and Social Responsibility |
|--|--|

8 Whistleblowing System

- | | |
|--|---|
| <ul style="list-style-type: none"> • Ruang Lingkup • Struktur • Fungsi Pengelola • Saluran Penyampaian Pelaporan | <ul style="list-style-type: none"> • Scope • Structure • Management Function • Reporting Submission Channel |
|--|---|

Seluruh insan PTK diwajibkan untuk memiliki kesamaan pemahaman, komitmen, dan tekad dalam menerapkan sikap serta perilaku kerja yang selaras dengan nilai-nilai dan budaya perusahaan sebagaimana tertuang dalam Code of Conduct. Implementasi Kode Etik tersebut menjadi tanggung jawab bersama setiap individu di lingkungan kerja masing-masing. Penerapannya berlaku bagi seluruh jenjang organisasi, mulai dari Dewan Komisaris, Direksi, pimpinan unit, hingga seluruh karyawan, dan dijalankan secara konsisten sebagai bagian dari budaya kerja dalam aktivitas operasional sehari-hari.

Upaya sosialisasi Kode Etik dilakukan secara berkelanjutan melalui berbagai media dan kegiatan internal perusahaan. Penyampaian nilai-nilai tersebut antara lain dilaksanakan dalam forum komunikasi, program pelatihan internal, proses onboarding karyawan baru, serta berbagai kegiatan perusahaan lainnya. Selain itu, PTK juga memanfaatkan platform digital, seperti aplikasi Compliance Online System (COMPOLS), guna mendukung pengisian survei kepatuhan sekaligus meningkatkan pemahaman seluruh karyawan terhadap penerapan Kode Etik.

All PTK employees are required to have a common understanding, commitment, and determination in applying work attitudes and behaviors that are in line with the company's values and culture as outlined in the Code of Conduct. The implementation of the Code of Conduct is the shared responsibility of every individual in their respective work environments. Its application applies to all levels of the organization, from the Board of Commissioners, Directors, unit leaders, to all employees, and is carried out consistently as part of the work culture in daily operational activities.

Efforts to disseminate the Code of Ethics are carried out continuously through various media and internal company activities. The communication of these values is carried out in communication forums, internal training programs, new employee onboarding processes, and various other company activities. In addition, PTK also utilizes digital platforms, such as the Compliance Online System (COMPOLS) application, to support the completion of compliance surveys and to increase all employees' understanding of the implementation of the Code of Ethics.

Manajemen Risiko Keberlanjutan

[GRI 2-12, 2-13, 2-25] [OJK E.3]

Sustainability Risk Management [GRI 2-12, 2-13, 2-25] [OJK E.3]

Sebagai wujud komitmen terhadap penerapan prinsip Tata Kelola Perusahaan yang Baik, PTK telah mengadopsi sistem manajemen risiko yang mengacu pada standar internasional ISO 31000:2018. Sistem ini dirancang untuk memastikan proses identifikasi, analisis, pengendalian, serta evaluasi risiko dilakukan secara komprehensif dan berkesinambungan, sehingga pencapaian tujuan strategis Perusahaan dapat berlangsung dengan tingkat risiko yang terkendali. Direksi juga telah menetapkan Kebijakan Manajemen Risiko sebagai pedoman dalam mendukung pencapaian sasaran jangka panjang melalui pendekatan yang sistematis, terstruktur, dan terintegrasi.

Implementasi manajemen risiko tersebut dijalankan dalam kerangka Enterprise Risk Management (ERM) yang mencakup seluruh risiko material yang berpotensi memengaruhi operasional maupun kinerja Perusahaan. Penerapannya juga meliputi identifikasi risiko terkait aspek lingkungan, sosial, dan tata kelola (ESG) beserta langkah mitigasi yang diperlukan. Risiko-risiko ESG yang telah diidentifikasi, berikut upaya pengendalian yang dilakukan, disajikan pada tabel berikut:

As a manifestation of its commitment to implementing Good Corporate Governance principles, PTK has adopted a risk management system that refers to the international standard ISO 31000:2018. This system is designed to ensure that the processes of risk identification, analysis, control, and evaluation are carried out comprehensively and continuously, so that the Company's strategic objectives can be achieved with a controlled level of risk. The Board of Directors has also established a Risk Management Policy as a guideline to support the achievement of long-term objectives through a systematic, structured, and integrated approach.

The implementation of risk management is carried out within the framework of Enterprise Risk Management (ERM), which covers all material risks that could potentially affect the Company's operations and performance. Its application also includes the identification of risks related to environmental, social, and governance (ESG) aspects, along with the necessary mitigation measures. The identified ESG risks, along with the control measures implemented, are presented in the following table:

Risiko Keberlanjutan dan Tindakan Mitigasi yang Dilakukan Perusahaan Tahun 2025

Sustainability Risks and Mitigation Measures Implemented by the Company in 2025

Risiko Risk	Deskripsi Risiko Risk Description	Mitigasi Mitigation
Risiko Lingkungan Environmental Risk	Dampak negatif terhadap lingkungan akibat operasi: Negative impact on the environment due to operations: - Risiko pencemaran laut akibat tumpahan minyak, limbah cair kapal, ballast water, dan kegiatan operasional kapal maupun pelabuhan - Emisi gas buang dari mesin kapal dan aktivitas pelabuhan yang dapat meningkatkan pencemaran udara dan emisi GRK - The risk of marine pollution caused by oil spills, ship wastewater, ballast water, and operational activities of ships and ports - Exhaust emissions from ship engines and port activities that can contribute to air pollution and GHG emissions	- Melaksanakan prosedur penanganan tumpahan minyak (oil spill response), pengelolaan limbah sesuai regulasi. - Melakukan efisiensi penggunaan bahan bakar, penggunaan energi yang lebih bersih, dan penerapan program pengurangan emisi. - Implement oil spill response procedures and waste management in accordance with regulations. - Ensure efficient fuel use, promote the use of cleaner energy, and implement emission reduction programs.
Risiko Sosial Social Risk	Dampak negatif terhadap masyarakat setempat Negative impact on the local community	- Melakukan dialog dan konsultasi dengan komunitas lokal - Memberikan kontribusi positif kepada masyarakat setempat - Melaksanakan program CSR - Engaging in dialog and consultation with local communities - Making a positive contribution to the local community - Implementing CSR programs

* Jenis-jenis risiko pada tabel ini tidak menggambarkan keseluruhan profil risiko yang dikelola oleh Perusahaan. Untuk informasi Profil Risiko yang lebih lengkap dapat ditemukan di Laporan Tahunan Perusahaan pada bab Tata Kelola Perusahaan bagian Manajemen Risiko.

* The types of risks in this table do not reflect the overall risk profile managed by the Company. For more complete Risk Profile information can be found in the Company's Annual Report in the Corporate Governance chapter of the Risk Management section.

Memperkuat Komitmen Anti Korupsi

Strengthening Anti-Corruption Commitment

Pendekatan Manajemen: Topik Anti Korupsi [GRI 3-3]

Management Approach: Anti-corruption Topics [GRI 3-3]

Pengelolaan Dampak [GRI 3-2, 3-3][OJK F.28]	Impact Management [GRI 3-2, 3-3][OJK F.28]
PTK memiliki komitmen kuat dalam mengelola dampak yang berkaitan dengan penerapan praktik anti-korupsi terhadap kinerja ekonomi, sosial, dan lingkungan. Dari perspektif ekonomi, upaya ini berperan strategis dalam meningkatkan kepercayaan pemegang saham serta para pemangku kepentingan. Selain itu, penerapan prinsip anti-korupsi turut mendorong efisiensi pemanfaatan sumber daya, memperkuat transparansi dalam proses bisnis, serta mendukung terciptanya pertumbuhan usaha yang berkelanjutan. Sebaliknya, apabila pengelolaan aspek ini tidak optimal, perusahaan berpotensi menghadapi berbagai risiko, seperti kerugian finansial, penurunan reputasi dan kepercayaan investor, sanksi hukum, hingga gangguan terhadap stabilitas pendapatan. Dari sisi sosial, implementasi prinsip anti-korupsi berkontribusi dalam menciptakan lingkungan kerja yang adil, sehat, dan profesional, sekaligus mempererat hubungan antara manajemen dan karyawan. Penerapan nilai integritas juga memperkuat peran perusahaan dalam memberikan dampak positif bagi masyarakat sekitar. Namun, jika praktik korupsi tidak dicegah, hal tersebut dapat memicu ketidakadilan, menurunkan moral kerja, serta menimbulkan ketidakpuasan di kalangan pekerja, pelanggan, maupun komunitas. Secara keseluruhan, PTK menempatkan pengelolaan isu anti-korupsi sebagai bagian integral dari strategi keberlanjutan perusahaan. Komitmen ini menjadi fondasi utama dalam menjaga reputasi, memperkuat tata kelola yang baik, serta memastikan keberlangsungan usaha yang berlandaskan integritas dan akuntabilitas.	PTK is strongly committed to managing the impact of anti-corruption practices on economic, social, and environmental performance. From an economic perspective, these efforts play a strategic role in increasing the confidence of shareholders and stakeholders. In addition, the implementation of anti-corruption principles also promotes the efficient use of resources, strengthens transparency in business processes, and supports sustainable business growth. Conversely, if this aspect is not managed optimally, the company could face various risks, such as financial losses, a decline in reputation and investor confidence, legal sanctions, and disruption to income stability. From a social perspective, the implementation of anti-corruption principles contributes to creating a fair, healthy, and professional work environment, while strengthening the relationship between management and employees. The application of integrity values also strengthens the company's role in making a positive impact on the surrounding community. However, if corrupt practices are not prevented, they can lead to injustice, lower work morale, and cause dissatisfaction among workers, customers, and the community. Overall, PTK places anti-corruption issue management as an integral part of the company's sustainability strategy. This commitment is the main foundation in maintaining reputation, strengthening good governance, and ensuring business continuity based on integrity and accountability.
Kebijakan yang telah Dikembangkan secara Khusus	Policies that have been Specifically Developed
Kebijakan Perusahaan: - Pedoman pengelolaan Sistem Manajemen Anti Penyuapan (SMAP) yang telah disahkan melalui Direktur Utama melalui ketetapan No. A-001/PTK0320/2021-S0 pada Desember 2021; - Pedoman Pengendalian Gratifikasi No. A-004/PTK0300/2022-S9 tanggal 30 November 2022; - Surat Keputusan Direksi No. Kpts-062/PTK0000/2023-S9 tentang Ratifikasi Sistem Tata Kerja Pengelolaan Pengaduan - Perjanjian Kerja Sama (PKB) Periode Tahun (2025-2027); - Pedoman Code of Conduct (CoC) No.A-002/F1000/2019-S0; dan - Kebijakan internal lainnya. Ketentuan Umum: - Pedoman Pelaporan Harta Kekayaan Penyelenggara Negara (LHKPN) ditetapkan melalui Surat Keputusan No. Kpts-547/C0000/2021-S0 tanggal 27 Mei 2021 tentang Gratifikasi; - Pedoman PT Pertamina (Persero) No.A13-001/N00200/2021-S9 Tentang Pengelolaan Kewajiban Penyampaian Laporan Harta Kekayaan Penyelenggara Negara; - Undang-Undang Republik Indonesia Nomor 28 Tahun 1999 mengenai Penyelenggaraan Negara yang bersih dan Bebas dari Korupsi, Kolusi dan Nepotisme; - Peraturan Menteri BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara (BUMN) sebagaimana telah diubah dengan Peraturan Menteri BUMN No.PER 09/MBU/2012 tentang Perubahan atas Peraturan Menteri BUMN No.PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara; dan - Peraturan dan kebijakan umum lainnya terkait anti korupsi dan gratifikasi.	Company's Policies: - Guidelines for the management of the Anti-Bribery Management System (SMAP) which have been authorized through the President Director through decree No. A-001/PTK0320/2021-S0 in December 2021; - Guidelines for Gratification Control No. A-004/PTK0300/2022-S9 dated November 30, 2022; - Board of Directors Decree No. Kpts-062/PTK0000/2023-S9 on Ratification of the Complaint Management Work Procedure System; - Cooperation Agreement (PKB) for the period of (2025-2027); - Guidelines for Code of Conduct (CoC) No.A-002/F1000/2019-S0; and - Other internal policies. General Provisions: - Guidelines for the Reporting of State Official's Wealth (LHKPN) are stipulated through Decree No. Kpts-547/ C0000/2021-S0 dated May 27, 2021, concerning Gratification; - Guideline of PT Pertamina (Persero) No. A13-001/N00200/2021-S9 concerning the Management of the Obligation to Submit the State Official's Wealth Report; - Law of the Republic of Indonesia Number 28 of 1999 concerning the Implementation of a State that is clean and free from Corruption, Collusion, and Nepotism; - Regulation of the Minister of SOEs No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises (SOEs) as amended by Regulation of the Minister of SOEs No. PER 09/MBU/2012 on Amendments to Regulation of the Minister of SOEs No.PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises; and - Other general regulations and policies related to anti-corruption and gratification.
Komitmen	Commitment
Perusahaan menjalankan kegiatan usaha dengan berlandaskan kebijakan kepatuhan, etika, dan tanggung jawab, yang diperkuat melalui penerapan Sistem Manajemen Anti Penyuapan (SMAP). Sistem ini dirancang untuk mendukung pemenuhan ketentuan hukum, menjaga komitmen terhadap integritas, serta mendorong peran aktif Perusahaan dalam upaya pencegahan dan pemberantasan praktik penyuapan.	The Company conducts its business activities based on compliance, ethics, and responsibility policies, which are reinforced through the implementation of an Anti-Bribery Management System (ABMS). This system is designed to support compliance with legal requirements, maintain commitment to integrity, and encourage the Company to play an active role in preventing and eradicating bribery practices.



Tujuan/Target	Objectives/Targets
- Zero Tolerance, Zero Bribery (tidak ada kasus Penyuapan yang terbukti kebenarannya); - Meraih sertifikasi ISO 37001 tentang SMAP (ISO 37001:2016) untuk Seluruh Fungsi; - Meningkatkan kesadaran dan keterlibatan Pihak Berkepentingan melalui program edukasi anti penyuapan; - Memastikan pencapaian target pengisian Code of Conduct (CoC), Conflict of Interest (Col), Gratifikasi, e- LHKPN dan Sosialisasi Good Corporate Governance (GCG).	- Zero Tolerance, Zero Bribery (no proven cases of Bribery); - Achieved the ISO 37001 certification on SMAP (ISO 37001:2016) for all the Function; - Increasing awareness and involvement of Stakeholders through anti-bribery education programs; - Ensuring the achievement of Code of Conduct (CoC), Conflict of Interest (Col), Gratification, e-LHKPN, and Good Corporate Governance (GCG) Socialization filling targets.
Evaluasi dan Efektivitas Tindakan untuk Mengelola Dampak	Evaluation and Effectiveness of Actions to Manage Impacts
Perusahaan secara konsisten melaksanakan pengawasan, penilaian, serta peningkatan efektivitas pelaporan melalui berbagai upaya, antara lain penyelenggaraan sosialisasi dan pelatihan secara berkala, penerapan kode etik dan kebijakan internal, pengoperasian sistem pelaporan pelanggaran (whistleblowing system), serta pelaksanaan audit dan pemeriksaan internal secara rutin.	The company consistently monitors, assesses, and improves the effectiveness of reporting through various efforts, including conducting regular socialization and training, implementing a code of ethics and internal policies, operating a whistleblowing system, and conducting regular internal audits and inspections.
Penanggung Jawab	Person in Charge
Fungsi Kepatuhan Anti Penyuapan (FKAP)	Anti-bribery Compliance Function (FKAP)
Keterlibatan Pemangku Kepentingan dalam Pengelolaan Dampak	Stakeholders Involvement in Managing Impacts
Perusahaan telah melakukan pemetaan terhadap kebutuhan serta ekspektasi para pemangku kepentingan sebagai landasan dalam merumuskan strategi dan kebijakan terkait pengelolaan isu anti korupsi dan gratifikasi. Proses ini menjadi acuan penting bagi PTK dalam memastikan bahwa setiap kebijakan yang diterapkan selaras dengan kepentingan dan tuntutan para pihak yang berkepentingan. Adapun pemangku kepentingan yang terlibat dalam proses tersebut meliputi pelanggan atau pengguna produk dan layanan Perusahaan, Pemegang Saham dan Dewan Komisaris, instansi pemerintah, lembaga pusat yang berkaitan dengan pengelolaan keuangan Perusahaan seperti Kementerian Keuangan, BPK, BPKP, Direktorat Jenderal Pajak, KPPN, Inspektorat, serta Akuntan Publik. Selain itu, keterlibatan juga mencakup lembaga negara lainnya, mitra kerja, manajemen Perusahaan, seluruh pegawai, serta unsur masyarakat seperti LSM dan media.	The company has mapped the needs and expectations of stakeholders as a basis for formulating strategies and policies related to the management of anti-corruption and gratuity issues. This process is an important reference for PTK in ensuring that every policy implemented is in line with the interests and demands of interested parties. The stakeholders involved in this process include customers or users of the Company's products and services, Shareholders and the Board of Commissioners, government agencies, central institutions related to the Company's financial management such as the Ministry of Finance, BPK, BPKP, Directorate General of Taxes, KPPN, Inspectorate, and Public Accountants. In addition, involvement also includes other state institutions, business partners, Company management, all employees, and elements of society such as NGOs and the media.

PTK telah mengimplementasikan Sistem Manajemen Anti Penyuapan (SMAP) yang mengacu pada standar internasional ISO 37001:2016 sebagai bagian dari penguatan tata kelola perusahaan. Penerapan sistem ini didasarkan pada sejumlah prinsip utama, meliputi komunikasi yang efektif, pelaksanaan due diligence, pengelolaan risiko yang terstruktur, komitmen kuat dari manajemen, penerapan prosedur yang proporsional, serta kegiatan pemantauan dan evaluasi yang dilakukan secara berkala. Melalui penerapan SMAP, Perusahaan berupaya membangun lingkungan bisnis yang bersih, transparan, dan terbebas dari praktik korupsi, kolusi, nepotisme, maupun tindakan kecurangan, gratifikasi, dan penyuapan.

Sebagai bentuk implementasi nyata dari komitmen tersebut, PTK secara konsisten melaksanakan penilaian (assessment) terhadap efektivitas sistem yang telah diterapkan. Selain itu, Perusahaan juga mewajibkan seluruh pekerja untuk memenuhi berbagai kewajiban kepatuhan, antara lain pengisian Code of Conduct (CoC), pelaporan benturan kepentingan (Conflict of Interest/Col), pelaporan gratifikasi, penyampaian e-LHKPN, serta mengikuti sosialisasi terkait Good Corporate Governance (GCG) sebagai langkah preventif dalam mencegah praktik penyuapan.

Penilaian Risiko Penyuapan [GRI 205-1]

Proses evaluasi risiko penyuapan dilaksanakan secara sistematis dengan melibatkan fungsi manajemen risiko, unit kepatuhan, serta unit kerja terkait, dan berpedoman pada kerangka Sistem Manajemen Anti Penyuapan (SMAP) yang mengacu pada standar ISO 37001:2016. Penilaian difokuskan pada aktivitas dan area kerja yang memiliki intensitas interaksi tinggi dengan pihak eksternal, seperti kegiatan pengadaan, pengurusan perizinan, kerja sama dengan pihak ketiga, serta layanan operasional yang berhubungan langsung dengan pelanggan maupun mitra usaha.

Berdasarkan hasil pemetaan risiko tahun 2025, PTK mengidentifikasi sejumlah area operasional yang memiliki tingkat kerawanan lebih tinggi terhadap potensi penyuapan, korupsi, dan kecurangan. Area tersebut meliputi proses bisnis pada fungsi Procurement, Sales & Marketing, Agency Services, serta fungsi pendukung seperti Human Capital (HC), Finance, Internal Audit, dan Relation/Compliance. Unit-unit tersebut menjadi prioritas dalam penerapan strategi mitigasi dan pengendalian risiko, yang dilakukan melalui penguatan sistem pengendalian internal, penyempurnaan prosedur kerja, peningkatan pengawasan, serta pelaksanaan program pelatihan integritas bagi personel yang terlibat dalam aktivitas berisiko.

PTK has implemented an Anti-Bribery Management System (ABMS) that complies with the international standard ISO 37001:2016 as part of strengthening corporate governance. The implementation of this system is based on a number of key principles, including effective communication, due diligence, structured risk management, strong commitment from management, the application of proportionate procedures, and regular monitoring and evaluation activities. Through the implementation of SMAP, the Company strives to build a clean, transparent business environment that is free from corruption, collusion, nepotism, fraud, gratification, and bribery.

As a tangible manifestation of this commitment, PTK consistently assesses the effectiveness of the system that has been implemented. In addition, the Company also requires all employees to fulfill various compliance obligations, including filling out the Code of Conduct (CoC), reporting conflicts of interest (Col), reporting gratuities, submitting e-LHKPN, and participating in socialization related to Good Corporate Governance (GCG) as a preventive measure against bribery.

Bribery Risk Assessment [GRI 205-1]

The bribery risk assessment process is carried out systematically by involving risk management functions, compliance units, and related work units, and is guided by the Anti-Bribery Management System (ABMS) framework that refers to the ISO 37001:2016 standard. The assessment focuses on activities and work areas that have a high intensity of interaction with external parties, such as procurement activities, licensing, cooperation with third parties, and operational services that are directly related to customers and business partners.

Based on the results of the 2025 risk mapping, PTK identified a number of operational areas that have a higher level of vulnerability to potential bribery, corruption, and fraud. These areas include business processes in the Procurement, Sales & Marketing, Agency Services functions, as well as support functions such as Human Capital (HC), Finance, Internal Audit, and Relations/Compliance. These units are prioritized in the implementation of risk mitigation and control strategies, which are carried out through the strengthening of internal control systems, refinement of work procedures, increased supervision, and the implementation of integrity training programs for personnel involved in risky activities.

Komunikasi, Sosialisasi dan Pelatihan Anti-Korupsi [GRI 205-2]

PTK secara berkelanjutan menjalankan program komunikasi, sosialisasi, serta pelatihan antikorupsi kepada seluruh insan perusahaan dan mitra kerja eksternal sebagai bagian dari upaya pencegahan dan penguatan budaya integritas. Melalui berbagai media, seperti email, portal internal, forum komunikasi, serta pertemuan rutin yang diselenggarakan secara daring maupun luring, Perusahaan menyampaikan informasi mengenai potensi risiko korupsi, kebijakan antikorupsi, serta pentingnya pelaporan terhadap indikasi penyuapan. Kegiatan pelatihan dilaksanakan secara interaktif dan periodik guna meningkatkan pemahaman, memperkuat komitmen antikorupsi di seluruh tingkatan organisasi, serta menciptakan lingkungan kerja yang transparan, bersih, dan berintegritas.

Sepanjang tahun 2025, PTK juga menyelenggarakan berbagai program pelatihan terkait pencegahan korupsi bagi karyawan. Salah satu kegiatan yang telah dilaksanakan adalah sosialisasi dan sharing session mengenai fraud awareness serta Whistleblowing System (WBS), pelaksanaan survei PERFECT (Fraud Perception Index) guna mengukur tingkat pemahaman pegawai dan vendor terkait pencegahan serta penanganan korupsi, serta sosialisasi mengenai gratifikasi kepada insan Perusahaan.

Sebagai tindak lanjut dari berbagai kegiatan sosialisasi dan penguatan awareness tersebut, Perusahaan juga berfokus pada peningkatan kapabilitas teknis pegawai melalui program pelatihan yang terstruktur. Pada tahun 2025, salah satu pelatihan yang diselenggarakan adalah Pelatihan Internal Auditor serta Awareness Sistem & Standar Manajemen Terintegrasi yang mencakup ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, ISO 27001:2022, dan ISO 37001:2016. Pelatihan ini dilaksanakan pada tanggal 19–21 November di Bandung dan diikuti oleh 40 peserta, sebagai upaya memperkuat implementasi sistem manajemen sekaligus mendukung pencegahan korupsi dan penyuapan di lingkungan Perusahaan. [GRI 205-2]

Pada tahun 2025, seluruh anggota Dewan Komisaris, Direksi, karyawan, hingga mitra kerja atau sebesar 100% telah menerima sosialisasi terkait kebijakan dan prosedur antikorupsi, gratifikasi, dan pencegahan fraud. Hingga akhir periode pelaporan, PTK tidak mencatat adanya kasus korupsi yang melibatkan manajemen, karyawan, maupun mitra kerja. Hal ini menunjukkan bahwa berbagai program dan langkah pengendalian yang diterapkan telah berjalan efektif dalam menekan serta mencegah potensi terjadinya praktik korupsi dan penyuapan di lingkungan Perusahaan. [GRI 205-2, 205-3]

Anti-Corruption Communication, Socialization, and Training [GRI 205-2]

PTK continuously runs communication, socialization, and anti-corruption training programs for all company employees and external partners as part of its efforts to prevent corruption and strengthen a culture of integrity. Through various media, such as email, internal portals, communication forums, and regular meetings held online and offline, the Company conveys information about potential corruption risks, anti-corruption policies, and the importance of reporting indications of bribery. Training activities are conducted interactively and periodically to improve understanding, strengthen anti-corruption commitments at all levels of the organization, and create a transparent, clean, and ethical work environment.

Throughout 2025, PTK also held various training programs related to corruption prevention for employees. Among the activities implemented were outreach and sharing sessions on fraud awareness and the Whistleblowing System (WBS), the PERFECT (Fraud Perception Index) survey to measure employee and vendor understanding of corruption prevention and handling, and outreach on gratification to Company personnel.

As a follow-up to these outreach and awareness-raising activities, the Company also focused on improving employee technical capabilities through structured training programs. In 2025, training programs included Internal Auditor Training and Integrated Management System & Standards Awareness, covering ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, ISO 27001:2022, and ISO 37001:2016. This training was held on November 19–21 in Bandung and was attended by 40 participants, as an effort to strengthen the implementation of the management system while supporting the prevention of corruption and bribery in the Company environment. [GRI 205-2]

In 2025, all members of the Board of Commissioners, Board of Directors, employees, and partners, or 100%, have received information regarding anti-corruption, gratuity, and fraud prevention policies and procedures. Until the end of the reporting period, PTK has not recorded any cases of corruption involving management, employees, or partners. This shows that the various programs and control measures implemented have been effective in reducing and preventing the potential for corruption and bribery within the Company. [GRI 205-2, 205-3]

Pelibatan Pemangku Kepentingan

Stakeholders Involvement

PTK memandang pemangku kepentingan sebagai pihak yang terdampak oleh kegiatan usaha dan layanan Perusahaan, sekaligus sebagai mitra strategis yang berkontribusi terhadap keberhasilan pelaksanaan strategi serta keberlanjutan bisnis. Atas dasar pemahaman tersebut, PTK mengidentifikasi kelompok pemangku kepentingan utama yang meliputi Pemerintah dan Regulator, Pemegang Saham, Pelanggan, Pekerja atau Pegawai, Mitra Kerja maupun Pemasok, serta Organisasi Masyarakat, Lembaga Sosial, dan Lembaga Swadaya Masyarakat.

Dalam menjalankan kegiatan operasionalnya, PTK secara konsisten mengakomodasi kebutuhan dan ekspektasi para pemangku kepentingan tersebut ke dalam proses pengambilan keputusan dan perumusan kebijakan. Pendekatan ini dilakukan untuk memastikan terciptanya hubungan yang harmonis, saling memberikan manfaat, serta mendukung keberlangsungan usaha Perusahaan dalam jangka panjang.

PTK views stakeholders as parties affected by the Company's business activities and services, as well as strategic partners who contribute to the successful implementation of strategies and business sustainability. Based on this understanding, PTK identifies key stakeholder groups, including the Government and Regulators, Shareholders, Customers, Employees, Business Partners and Suppliers, as well as Community Organizations, Social Institutions, and Non-Governmental Organizations.

In carrying out its operational activities, PTK consistently accommodates the needs and expectations of these stakeholders in its decision-making and policy formulation processes. This approach is taken to ensure the creation of harmonious, mutually beneficial relationships that support the long-term sustainability of the Company's business.

Daftar Pemangku Kepentingan dan Pendekatan Keterlibatan Pemangku Kepentingan [GRI 2-29] [OJK E.4]
Stakeholder List and Stakeholder Involvement Approach [GRI 2-29] [OJK E.4]

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Pemangku Kepentingan Stakeholders	Metode Pelibatan Involvement Methods	Frekuensi Pertemuan Meeting Frequency	Informasi Kunci dan Harapan Pemangku Kepentingan Key Information and Stakeholder Expectation	Pendekatan dan Respons Perusahaan Company's Approach and Response
Pemerintah/ Regulator Government/ Regulator	Pertemuan Koordinasi Coordination Meeting Peraturan kepatuhan dan laporan perusahaan lainnya Compliance regulations and other company reports	Periodik/Saat diperlukan Periodic/When Necessary	- Kepatuhan terhadap peraturan dan perundangan - Transparansi dan informasi terkini - Terlaksananya program - Pemberdayaan masyarakat di wilayah tersebut - Compliance with regulations and laws - Transparency and up-to-date information - Implementation of community - Empowerment programs in the region	- Mematuhi peraturan dan wajib pajak - Penerapan program CSR - Complying with regulations and taxpayers - Implementation of CSR programs
Pemegang Saham Shareholders	RUPS Tahunan Annual GMS RUPS Luar Biasa Extraordinary GMS	Satu kali setahun Once a year Saat diperlukan When necessary	- Persetujuan penggunaan laba/ pembagian dividen Tahun Buku 2024 - Perubahan anggaran dasar Perusahaan tentang masa jabatan pengurus berikut penyesuaian akta pengangkatan Dewan Komisaris dan Direksi Perusahaan - Pengesahan laporan tahunan Perusahaan tahun buku 2024, pengesahan neraca dan perhitungan laba rugi serta pengesahan laporan tugas pengawasan Dewan Komisaris - Approval of the use of profit/ dividend distribution for the 2024 Financial Year - Amendments to the Company's articles of association regarding the term of office of the management, along with the adjustment of the deed of appointment of the Company's Board of Commissioners and Board of Directors - Ratification of the Company's annual report for the 2024 financial year, ratification of the balance sheet and profit or loss calculation, and ratification of the Board of Commissioners supervisory duty report	- Transparan dalam memberikan informasi keuangan dan kinerja Perusahaan - Menerima umpan balik dan memberikan tanggapan terhadap kebutuhan pemegang saham - Transparent in providing information on the Company's finances and performance - Receiving feedback and responding to shareholder needs

Pemangku Kepentingan Stakeholders	Metode Pelibatan Involvement Methods	Frekuensi Pertemuan Meeting Frequency	Informasi Kunci dan Harapan Pemangku Kepentingan Key Information and Stakeholder Expectation	Pendekatan dan Respons Perusahaan Company's Approach and Response
Pelanggan Customers	Survei kepuasan pelanggan Customer satisfaction survey	Satu kali setahun Once a year	- Inovasi produk dan jasa sesuai dengan kebutuhan dan perkembangan teknologi - Penyediaan dan penyampaian informasi terkait produk dan jasa Perusahaan - Keselamatan dan kesehatan pelanggan - Penyediaan layanan pengaduan pelanggan - Peningkatan layanan dan mutu layanan kepada pelanggan	- Memperbaiki kualitas layanan berdasarkan umpan balik pelanggan - Mengimplementasikan solusi yang sesuai untuk meningkatkan kepuasan pelanggan
	Media cetak dan media online Printed and online media	Setiap saat apabila diperlukan At any time if needed	- Innovation of products and services in accordance with the needs and technological developments - Provision and sharing of information related to the Company's products and services - Customer health and safety - Provision of customer complaint services - Improvement of service and quality of service to customers	- Improving service quality based on customer feedback - Implementing appropriate solutions to improve customer satisfaction
Pekerja/Pegawai Workers/ Employees	Manajemen Review Management Review	Setiap saat apabila diperlukan At any time if Needed	- Pemenuhan hak-hak normatif dan perlindungan kerja - Jaminan Keselamatan dan Kesehatan Kerja (K3) - Kebebasan berserikat - Pendidikan dan pelatihan - Jenjang karier	- Mendukung pembentukan dan kegiatan serikat pekerja - Menyediakan alat perlindungan diri ("APD") bagi pekerja dan penerapan standar K3 - Menyediakan medical check up rutin - Rutin mengadakan kegiatan pendidikan dan pelatihan bagi pekerja dan melakukan evaluasi kerja untuk menentukan jenjang karier pekerja - Jaminan kesehatan dan keselamatan kerja
	Pelatihan Training	Saat diperlukan When necessary	- Fulfillment of normative rights and employment protection - Occupational Health and Safety (OHS) Guarantee - Freedom of association - Education and training - Career path	- Supporting the establishment and activities of the labor union - Providing Personal Protective Equipment (APD) for workers and the implementation of OHS standards - Providing routine medical check-ups - Routinely organizing education and training activities for workers and carrying out job evaluations to determine workers' career paths. - Occupational health and safety assurance
	Media Komunikasi Internal Internal Communication Media	Setiap saat Apabila diperlukan At any time if needed		
Mitra Kerja/ Pemasok Work Partners/ Suppliers	Vendor Day, Vendor Rating	3 kali dalam setahun Three times a year	Mengenai pemberian informasi dan mekanisme serta tata cara, persyaratan dalam pengajuan dan pemberian pembiayaan bagi staf dan vendor-vendor rekanan	- Proses pengadaan yang objektif - Kerja sama saling menguntungkan transparan dan adil - Penjelasan lingkup pekerjaan - Ketentuan tentang penagihan biaya pekerjaan - Strategi dan pemetaan dasar
	Kontrak Kerja/ Perjanjian kerjasama Work Contract/ cooperation agreement	Saat diperlukan When necessary	Regarding the provision of information and mechanisms, as well as procedures, requirements in applying for and providing financing for staff and partner vendors.	- Objective procurement process - Mutually beneficial cooperation is transparent and fair - Explanation of the scope of work - Provisions on invoicing of work fees - Strategy and basic mapping
Organisasi Masyarakat/ Sosial/ Lembaga Swadaya Masyarakat Community/Social Organizations/ Non-Governmental Organizations	Sosial media, media cetak dan media online Social media, printed and online media	Sesuai kebutuhan As needed	- Peningkatan realisasi program TJSL - Pemberian bantuan sosial Kemasyarakatan	- Pelibatan dalam proses perencanaan, pelaksanaan, dan pemantauan program pengembangan masyarakat - Pemberdayaan komunitas lokal
	Program Bina Mitra dan Bina Lingkungan Partner and Community Development Program	Sesuai kebutuhan As needed	Increasing the realization of the TJSL program Provision of community social assistance	- Involvement in the planning, implementation, and monitoring process of community development programs - Local community empowerment

Sistem Pelaporan Pelanggaran [GRI 2-16, 2-25, 2-26] Whistleblowing System [GRI 2-16, 2-25, 2-26]

PTK telah mengimplementasikan Sistem Pelaporan Pelanggaran atau Whistleblowing System (WBS) sebagai bagian dari mekanisme pengendalian internal yang bertujuan memperkuat kepatuhan terhadap ketentuan hukum dan peraturan yang berlaku. Saat ini, sistem WBS PTK terhubung dengan kanal pelaporan "Pertamina Clean" yang dikelola secara independen guna menjamin objektivitas, kerahasiaan, dan kredibilitas proses penanganan laporan.

Sebagai bentuk penguatan tata kelola, PTK juga telah meratifikasi sistem dan kebijakan pelaporan pelanggaran milik holding melalui penerbitan Surat Keputusan Direksi No. Kpts-62/PTK0000/2023-S9 tentang Ratifikasi Sistem Tata Kerja Pengelolaan Pengaduan. Kebijakan tersebut menjadi landasan hukum sekaligus pedoman operasional dalam pelaksanaan WBS di lingkungan Perusahaan.

Melalui mekanisme ini, WBS berfungsi sebagai sarana pelaporan bagi seluruh pemangku kepentingan untuk menyampaikan dugaan pelanggaran, baik yang berkaitan dengan aspek etika, ketentuan hukum, maupun indikasi pelanggaran terhadap kode etik yang dilakukan oleh insan PTK. Sistem ini diharapkan mampu menciptakan budaya transparansi, akuntabilitas, serta integritas dalam setiap aktivitas Perusahaan.

PTK has implemented a Whistleblowing System (WBS) as part of its internal control mechanism aimed at strengthening compliance with applicable laws and regulations. Currently, PTK's WBS is connected to the independently managed "Pertamina Clean" reporting channel to ensure the objectivity, confidentiality, and credibility of the report handling process.

As a form of governance strengthening, PTK has also ratified the holding company's violation reporting system and policy through the issuance of Board of Directors Decree No. Kpts-62/PTK0000/2023-S9 concerning Ratification of the Complaint Management Work System. This policy serves as the legal basis and operational guidelines for the implementation of the WBS within the Company.

Through this mechanism, WBS serves as a reporting tool for all stakeholders to report alleged violations, whether related to ethical aspects, legal provisions, or indications of violations of the code of conduct committed by PTK personnel. This system is expected to create a culture of transparency, accountability, and integrity in all of the Company's activities.

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Media Pelaporan Pelanggaran Violation Reporting Media



📞 135 Ext. 6
(021) 2350 7051

☎️ (021) 381 5912

✉️ pertaminaclean@tipoffs.com.sg

🌐 pertaminaclean.tipoffs.info

📞 0811 861 5000

✉️ Attn: Pertamina Clean
P.O. Box 2600 JKP 1002

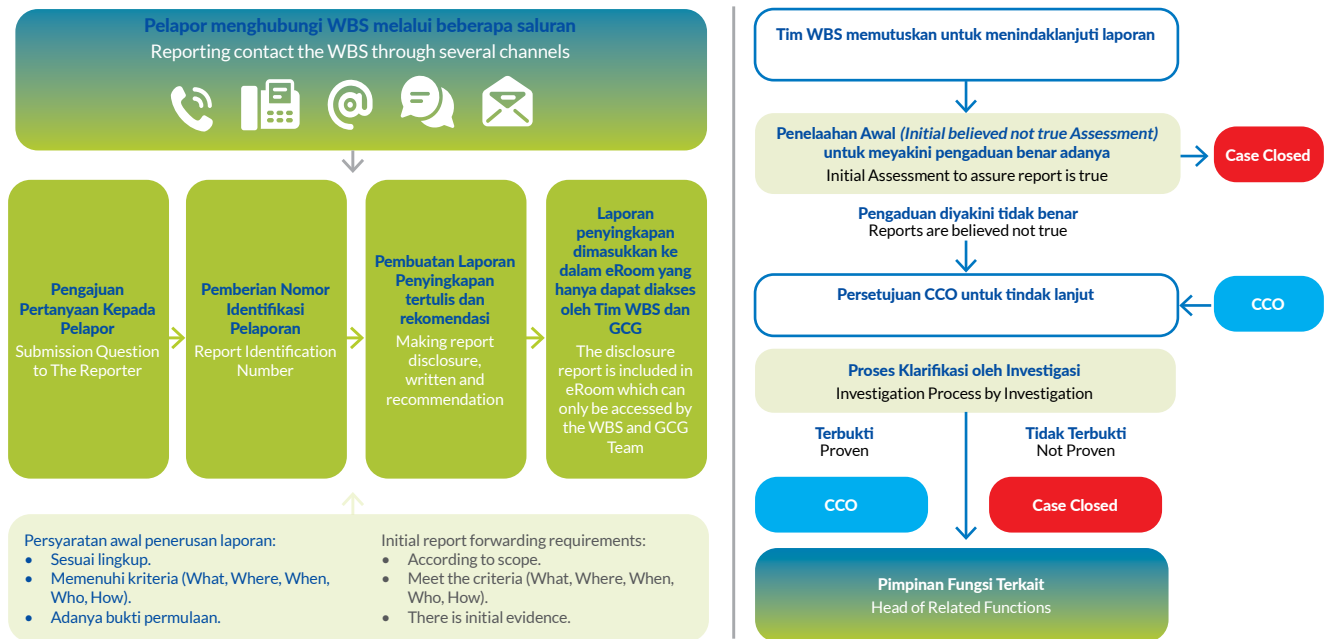
Proses identifikasi serta penanganan pengaduan di PTK dilaksanakan melalui alur yang sistematis dan terstruktur, dimulai dari tahap penerimaan laporan, dilanjutkan dengan investigasi secara komprehensif, hingga penyampaian hasil pemeriksaan beserta tindak lanjut yang diambil kepada pihak terkait.

Perusahaan memastikan bahwa setiap laporan yang masuk akan diproses secara serius sampai tuntas. Selain itu, PTK juga memberikan perlindungan penuh terhadap pelapor, saksi, maupun pihak yang menerima pengaduan, guna menjamin keamanan, kerahasiaan, dan kenyamanan selama proses penanganan berlangsung.

The process of identifying and handling complaints at PTK is carried out through a systematic and structured flow, starting from the stage of receiving reports, followed by comprehensive investigations, to the submission of examination results and follow-up actions taken to the relevant parties.

The company ensures that every report received will be processed seriously and thoroughly. In addition, PTK also provides full protection to reporters, witnesses, and parties receiving complaints, in order to ensure safety, confidentiality, and comfort during the handling process.

Mekanisme dan Proses Penanganan Pelaporan [GRI 2-25] Reporting Mechanism and Handling Process [GRI 2-25]



Perusahaan menerima 12 laporan pengaduan yang masuk melalui sarana pelaporan WBS sepanjang tahun 2025. Setiap laporan pengaduan ditindaklanjuti melalui tahapan penelaahan awal, yang kemudian dilanjutkan dengan proses penanganan dan investigasi secara menyeluruh hingga seluruh rangkaian penyelesaian dinyatakan selesai.

The company received 12 complaints submitted through the WBS reporting system throughout 2025. Each complaint was followed up through an initial review stage, which was then followed by a comprehensive handling and investigation process until the entire resolution process was declared complete.

Kepatuhan Tentang Hukum dan Peraturan [GRI 2-27]

Compliance With Laws And Regulations [GRI 2-27]

Sebagai entitas yang menjunjung tinggi kepatuhan terhadap ketentuan hukum dan regulasi yang berlaku, PTK secara konsisten menerapkan langkah-langkah pencegahan untuk menghindari potensi pelanggaran dalam seluruh kegiatan operasionalnya. Sepanjang tahun 2025, PTK tidak menghadapi perkara hukum apa pun. Dengan demikian, tidak terdapat informasi yang perlu diungkapkan terkait pokok sengketa, status penyelesaian perkara, dampaknya terhadap kinerja perusahaan, maupun nilai tuntutan atau sanksi administratif yang dikenakan.

As an entity that upholds compliance with applicable laws and regulations, PTK consistently implements preventive measures to avoid potential violations in all of its operational activities. Throughout 2025, PTK did not face any legal cases. Thus, there is no information that needs to be disclosed regarding the subject matter of the dispute, the status of the case resolution, its impact on the company's performance, or the value of claims or administrative sanctions imposed.

Permasalahan dan Tantangan Terhadap Penerapan Bisnis Berkelanjutan [OJK E.5]

Issues And Challenges To Implementing Sustainable Business [OJK E.5]

Dalam menjalankan prinsip bisnis yang berkelanjutan, PTK menghadapi sejumlah tantangan yang perlu dikelola secara cermat. Salah satu tantangan utama adalah memastikan keseimbangan antara pencapaian kinerja bisnis jangka pendek dengan pemenuhan komitmen jangka panjang yang berorientasi pada keberlanjutan. Selain itu, perkembangan regulasi baik di tingkat nasional maupun global terkait aspek lingkungan, sosial, dan tata kelola (ESG) menuntut Perusahaan untuk terus melakukan penyesuaian kebijakan dan strategi agar tetap adaptif serta mampu mempertahankan daya saing.

In implementing sustainable business principles, PTK faces a number of challenges that need to be managed carefully. One of the main challenges is ensuring a balance between achieving short-term business performance and fulfilling long-term commitments oriented towards sustainability. In addition, regulatory developments at both the national and global levels related to environmental, social, and governance (ESG) aspects require the Company to continuously adjust its policies and strategies in order to remain adaptive and maintain competitiveness.

Perusahaan juga dihadapkan pada tantangan dalam memperkuat kapasitas internal, khususnya dalam meningkatkan pemahaman serta penerapan prinsip ESG secara menyeluruh di seluruh lini operasional dan manajemen. Tingkat kesadaran serta partisipasi para pemangku kepentingan, baik dari dalam maupun luar organisasi, masih perlu terus ditingkatkan agar transformasi menuju praktik bisnis berkelanjutan dapat berjalan optimal. Di sisi lain, kebutuhan investasi untuk penerapan teknologi ramah lingkungan, efisiensi energi, serta sistem operasional rendah emisi juga menjadi tantangan, terutama di tengah kondisi pasar yang dinamis dan keterbatasan sumber daya.

The Company also faces challenges in strengthening its internal capacity, particularly in improving understanding and comprehensive implementation of ESG principles across all operational and management lines. The level of awareness and participation of stakeholders, both within and outside the organization, still needs to be continuously improved so that the transformation towards sustainable business practices can run optimally. On the other hand, the need for investment in environmentally friendly technologies, energy efficiency, and low-emission operational systems also poses a challenge, especially amid dynamic market conditions and limited resources.

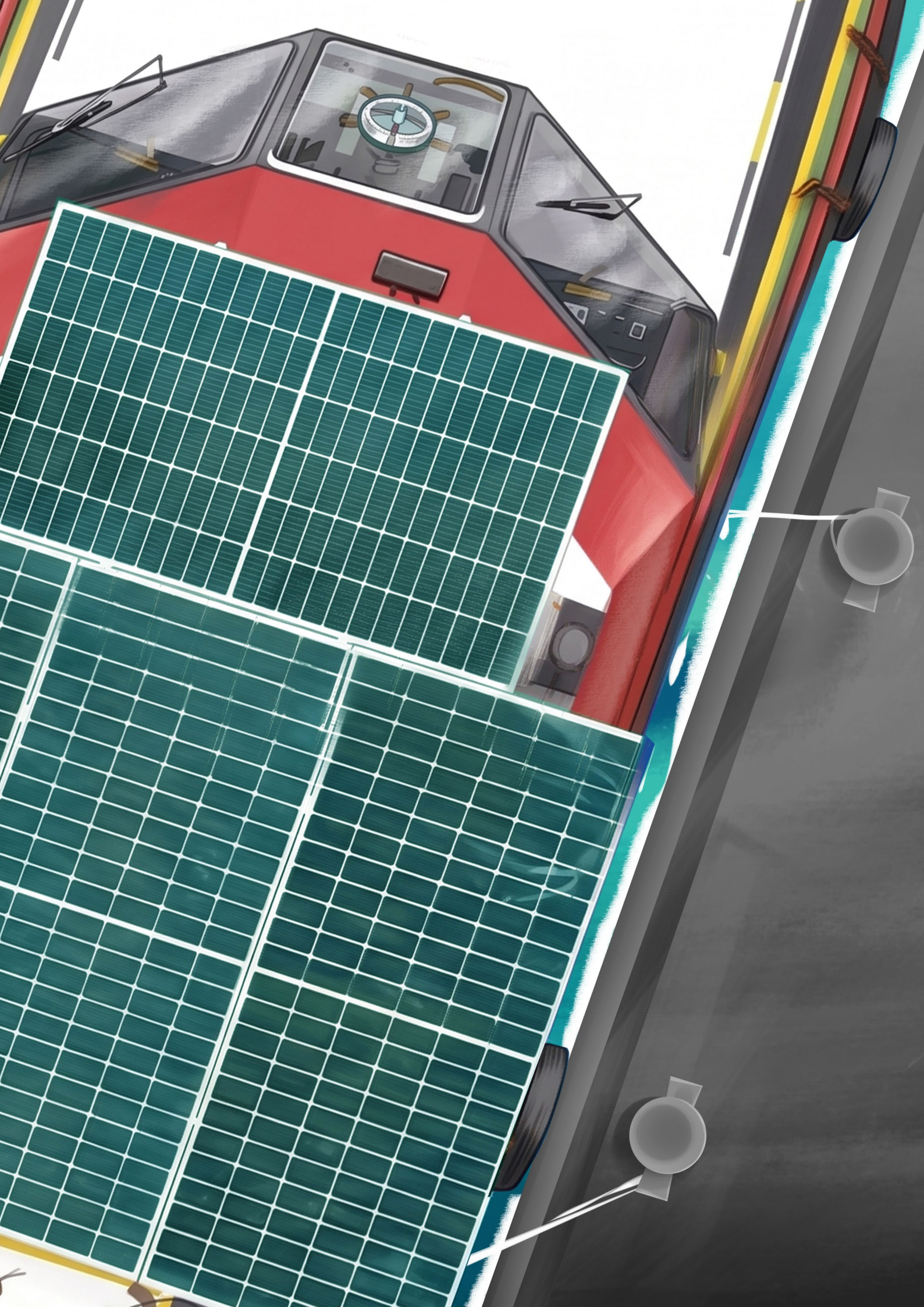
Meskipun menghadapi berbagai kendala tersebut, PTK secara konsisten melakukan berbagai upaya strategis untuk mengatasinya, antara lain melalui penguatan tata kelola, pembangunan kemitraan yang strategis, serta pengembangan inovasi yang berorientasi pada keberlanjutan. Langkah ini mencerminkan komitmen Perusahaan untuk menempatkan prinsip keberlanjutan tidak sekadar sebagai kewajiban kepatuhan, melainkan sebagai fondasi utama dalam mendorong pertumbuhan usaha yang bertanggung jawab dan berkesinambungan.

Despite these obstacles, PTK consistently makes various strategic efforts to overcome them, including through strengthening governance, building strategic partnerships, and developing sustainability-oriented innovations. This step reflects the Company's commitment to placing the principle of sustainability not merely as a compliance obligation, but as a key foundation in driving responsible and sustainable business growth.



Lampiran Appendix





Indeks Konten GRI Standards [GRI 1]

GRI STANDARDS CONTENT INDEX [GRI 1]

Pernyataan penggunaan Statement of use	PT Pertamina Trans Kontinental telah melaporkan sesuai dengan GRI Standards untuk periode 1 Januari – 31 Desember 2025 PT Pertamina Trans Kontinental has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2025
GRI 1 yang digunakan GRI 1 used	GRI 1: Landasan 2021 GRI 1: Foundation 2021
Standar Sektor GRI yang berlaku Applicable GRI Sector Standard	-

Standar GRI/Sumber Lain GRI Standard/Other Source	Pengungkapan Disclosure		Lokasi/Halaman/ Tautan Location	Yang Tidak Dicantumkan Omission		No. Rujukan Standar Sektor GRI GRI Sector Standard Ref. No.
				Persyaratan yang Tidak Dicantumkan Requirement Omitted	Alasan Reason Penjelasan Explanation	
Pengungkapan Umum General Disclosure						
GRI 2: Pengungkapan Umum 2021 General Disclosure 2021	Organisasi dan praktik pelaporan The organization and its reporting practices					
	GRI 2-1	Rincian organisasi Organizational details	42			
	GRI 2-2	Entitas yang dimasukkan dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	N/A			
	GRI 2-3	Periode, frekuensi, dan titik kontak pelaporan Reporting period, frequency and contact point	N/A			
	GRI 2-4	Penyajian kembali informasi Restatements of information	N/A			
	GRI 2-5	Penjaminan eksternal External assurance	N/A			
	Aktivitas dan pekerja Activities and workers					
	GRI 2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other businessrelationships	42, 46, 48, 52, 53			
	GRI 2-7	Tenaga kerja Employees	104, 105			
	GRI 2-8	Pekerja yang bukan pekerja langsung Workers who are not employees	104			
	Tata Kelola Governance					
	GRI 2-9	Struktur dan komposisi tata kelola Governance structure and composition	49, 154, 155			
	GRI 2-10	Pencalonan dan pemilihan badan tata kelola tertinggi Nomination and selection of the highest governance body	156, 157, 158, 163			
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Standar GRI/Sumber Lain GRI Standard/Other Source	Pengungkapan Disclosure	Lokasi/Halaman/ Tautan Location	Yang Tidak Dicantumkan Omission			No. Rujukan Standar Sektor GRI GRI Sector Standard Ref. No.
			Persyaratan yang Tidak Dicantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation	
GRI 2-12	Peran badan tata kelola tertinggi dalam mengawasi manajemen dampak Role of the highest governance body in overseeing the management of impacts	155, 156, 158, 159, 165				
GRI 2-13	Delegasi tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	155, 158, 159, 165				
GRI 2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	156				
GRI 2-15	Konflik kepentingan Conflicts of interest	161				
GRI 2-16	Komunikasi masalah penting Communication of critical concerns	172				
GRI 2-17	Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of the highest governance body	159				
GRI 2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	162				
GRI 2-19	Kebijakan remunerasi Remuneration policies	159				
GRI 2-20	Proses untuk menentukan remunerasi Process to determine remuneration	159, 160				
GRI 2-21	Rasio kompensasi total tahunan Annual total compensation ratio	159, 161				
Strategi, kebijakan, dan praktik Strategy, policies and practices						
GRI 2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	23				
GRI 2-23	Komitmen kebijakan Policy commitments	12, 23, 43, 98				
GRI 2-24	Menanamkan komitmen kebijakan Embedding policy commitments	23				
GRI 2-25	Proses untuk memperbaiki dampak negatif Processes to remediate negative impacts	165, 172, 173				
GRI 2-26	Mekanisme untuk mencari nasihat dan mengemukakan masalah Mechanisms for seeking advice and raising concerns	172				
GRI 2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	60, 74, 94, 98, 117, 132, 151, 174				
GRI 2-28	Keanggotaan asosiasi Membership associations	54				

Standar GRI/Sumber Lain GRI Standard/Other Source	Pengungkapan Disclosure		Lokasi/Halaman/ Tautan Location	Yang Tidak Dicantumkan Omission		No. Rujukan Standar Sektor GRI GRI Sector Standard Ref. No.
				Persyaratan yang Tidak Dicantumkan Requirement Omitted	Alasan Reason Penjelasan Explanation	
Keterlibatan Pemangku Kepentingan Stakeholder engagement						
	GRI 2-29	Pendekatan untuk keterlibatan pemangku kepentingan Approach to stakeholder engagement	170			
	GRI 2-30	Perjanjian perundingan kolektif Collective bargaining agreements	103, 111			
Topik Material Material Topic						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-1	Proses untuk menentukan topik material Process to determine material topics	N/A			
	GRI 3-2	Daftar topik material List of material topics	74, 98, 112, 118, 134, 139, 166			
Ekonomi Economic						
Kinerja Ekonomi Economic Performance						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
GRI 201: Kinerja Ekonomi 2016 Economic Performance 2016	GRI 201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	66			
	GRI 201-2	Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim Financial implications and other risks and opportunities due to climate change	N/A			
	GRI 201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	110			
	GRI 201-4	Bantuan finansial yang diterima dari pemerintah Financial assistance received from government	66			
Keberadaan Pasar Market Presence						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
GRI 202: Keberadaan Pasar 2016 Market Presence 2016	GRI 202-1	Rasio standar upah pegawai entry-level berdasarkan jenis kelamin terhadap upah minimum regional Ratios of standard entry level wage by gender compared to local minimum wage	108			
	GRI 202-2	Proporsi manajemen senior yang berasal dari masyarakat lokal Proportion of senior management hired from the local community	106			

Standar GRI/Sumber Lain GRI Standard/Other Source		Pengungkapan Disclosure	Lokasi/Halaman/ Tautan Location	Yang Tidak Dicantumkan Omission		No. Rujukan Standar Sektor GRI GRI Sector Standard Ref. No.
				Persyaratan yang Tidak Dicantumkan Requirement Omitted	Alasan Reason Penjelasan Explanation	
Dampak Ekonomi Tidak Langsung Indirect Economic Impacts						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
GRI 203: Dampak Ekonomi Tidak Langsung 2016 Indirect Economic Impacts 2016	GRI 203-1	Investasi infrastruktur dan dukungan layanan Infrastructure investments and services supported	71			
	GRI 203-2	Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	67, 68, 70, 71, 143			
Anti Korupsi Anti - Corruption						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
GRI 205: Anti Korupsi 2016 Anti -Corruption 2016	GRI 205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	168			
	GRI 205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti-korupsi Communication and training about anti-corruption policies and procedures	169			
	GRI 205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	169			
Lingkungan Environment						
Energi Energy						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
GRI 302: Energi 2016 Energy 2016	GRI 302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	80, 81			
	GRI 302-2	Konsumsi energi di luar organisasi Energy consumption outside of the organization	N/A			
	GRI 302-3	Intensitas energi Energy intensity	80, 81			
	GRI 302-4	Pengurangan konsumsi energi Reduction of energy consumption	N/A			
	GRI 302-5	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services	N/A			

Standar GRI/Sumber Lain GRI Standard/Other Source		Pengungkapan Disclosure	Lokasi/Halaman/ Tautan Location	Yang Tidak Dicantumkan Omission		No. Rujukan Standar Sektor GRI GRI Sector Standard Ref. No.	
				Persyaratan yang Tidak Dicantumkan Requirement Omitted	Alasan Reason Penjelasan Explanation		
Air dan Efluen Water and Effluent							
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166				
	GRI 303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	87, 88, 89				
	GRI 303-2	Pengelolaan dampak terkait pembuangan air Management of water discharge-related impacts	87, 88, 89				
GRI 303: Air dan Efluen 2018 Water and Effluent 2018	GRI 303-3	Pengambilan air Water withdrawal	88				
	GRI 303-4	Pembuangan air Water discharge	88, 89				
	GRI 303-5	Konsumsi/penggunaan air Water consumption	88				
Emisi Emissions							
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166				
	GRI 305: Emisi 2016 Emissions 2016	GRI 305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	83, 84			
		GRI 305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	83, 84			
GRI 305-3		Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	85				
GRI 305-4		Intensitas emisi GRK GHG emissions intensity	84				
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GRI 305-6		Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	86, 87				
GRI 305-7		Nitrogen Oksida (NOX), sulfur oksida (SOX), dan emisi udara signifikan lainnya Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	86				

Standar GRI/Sumber Lain GRI Standard/Other Source		Pengungkapan Disclosure	Lokasi/Halaman/ Tautan Location	Yang Tidak Dicantumkan Omission		No. Rujukan Standar Sektor GRI GRI Sector Standard Ref. No.
				Persyaratan yang Tidak Dicantumkan Requirement Omitted	Alasan Reason	
Limbah Waste						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
	GRI 306-1	Limbah yang dihasilkan dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	90			
	GRI 306-2	Pengelolaan dampak signifikan terkait limbah Management of significant waste-related impacts	90			
GRI 306: Limbah 2020 Waste 2020	GRI 306-3	Limbah yang dihasilkan Waste generated	90, 91			
	GRI 306-4	Limbah yang dialihkan dari pembuangan Waste diverted from disposal	90, 91			
	GRI 306-5	Limbah yang diarahkan ke pembuangan Waste directed to disposal	90, 91			
Sosial Social						
Kepegawaian Employment						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
	GRI 401: Kepegawaian 2016 Employment 2016	GRI 401-1	Perekrutan pegawai baru dan pergantian pegawai New employee hires and employee turnover	106, 107		
		GRI 401-2	Tunjangan yang diberikan kepada pegawai purnawaktu yang tidak diberikan kepada pegawai sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	109		
	GRI 401-3	Cuti melahirkan Parental leave	110			
Keselamatan dan Kesehatan Kerja Occupational Health and Safety						
GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
	GRI 403-1	Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	122			

Standar GRI/Sumber Lain GRI Standard/Other Source	Pengungkapan Disclosure	Lokasi/Halaman/ Tautan Location	Yang Tidak Dicantumkan Omission			No. Rujukan Standar Sektor GRI GRI Sector Standard Ref. No.
			Persyaratan yang Tidak Dicantumkan Requirement Omitted	Alasan Reason	Penjelasan Explanation	
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	GRI 403-3	Layanan kesehatan kerja Occupational health services	128, 129			
	GRI 403-4	Partisipasi, konsultasi, dan komunikasi pegawai tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	123, 126			
	GRI 403-5	Pelatihan pegawai tentang keselamatan dan kesehatan kerja Worker training on occupational health and safety	129, 130			
	GRI 403-6	Promosi kesehatan pegawai Promotion of worker health	128			
	GRI 403-7	Pencegahan dan mitigasi dampak keselamatan dan kesehatan kerja yang terkait langsung dengan hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	126			
	GRI 404: Keselamatan dan Kesehatan Kerja 2016 Occupational Health and Safety 2016	GRI 403-8 Pegawai yang dilindungi oleh sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	122, 123			
		GRI 403-9 Cedera terkait pekerjaan Work-related injuries	130, 131			
		GRI 403-10 Kesehatan yang buruk terkait pekerjaan Work-related ill health	128, 132			
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GRI 3: Topik Material 2021 Material Topics 2021	GRI 3-3	Manajemen topik material Topic management disclosures	60, 74, 87, 89, 90, 94, 98, 112, 117, 118, 132, 134, 139, 151, 166			
GRI 404: Pendidikan dan Pelatihan 2016 Training and Education 2016	GRI 404-1	Rata-rata jam pelatihan per tahun per pegawai Average hours of training per year per employee	114, 115			
	GRI 404-2	Program untuk meningkatkan keterampilan pegawai dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	110, 113			
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				Persyaratan yang Tidak Dicantumkan Requirement Omitted	Alasan Reason Penjelasan Explanation	
Masyarakat Lokal Local Communities						
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GRI 413: Masyarakat Lokal 2016 Local Communities 2016	GRI 413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	143, 148, 149, 150, 151			
	GRI 413-2	Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal Operations with significant actual and potential negative impacts on local communities	70, 148			
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GRI 418: Kesehatan dan Keselamatan Pelanggan 2016 Customer Health and Safety 2016	GRI 416-1	Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa Assessment of the health and safety impacts of product and service categories	136			
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Authority's (FSA) Regulation No. 51/POJK.03/2017
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Sustainability Report 2025

CONTRIBUTING TO ESG THROUGH SUSTAINABLE MARINE OPERATION

Berkontribusi terhadap ESG
melalui Operasi Maritim yang Berkelanjutan



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