

BRIGHTER FUTURE, BETTER SUSTAINABILITY

CIPTAKAN KEBERLANJUTAN UNTUK
MASA DEPAN YANG LEBIH BAIK



PENJELASAN TEMA

THEME EXPLANATION

BRIGHTER FUTURE, BETTER SUSTAINABILITY

CIPTAKAN KEBERLANJUTAN UNTUK MASA DEPAN YANG LEBIH BAIK

Setelah melalui tahun-tahun yang penuh tantangan dari adanya pandemi Covid-19, tahun 2022 menjadi fase pemulihan baik dari aspek kesehatan dan ekonomi global maupun nasional. Tahun 2022 menjadi sebuah harapan baru dan awal bagi Perseroan untuk kembali menumbuhkan kinerja bisnisnya dalam jangka panjang.

Seiring pemulihan kinerja, Perseroan juga berupaya memperkuat peran dan kontribusi terhadap aspek sosial dan lingkungan untuk mempertegas komitmen Perseroan dalam menciptakan masa depan yang lebih baik sesuai dengan Tujuan Pembangunan Keberlanjutan (SDGs) di Indonesia.

After several challenging years due to the Covid-19 pandemic, 2022 marked the recovery phase in global and national health and economic aspects. 2022 represented a new hope and beginning for the Company to grow its business performance further in the long term.

As performance recovered, the Company also seeks to strengthen its role and contribution to social and environmental aspects to reinforce the Company's commitment to create a better future in accordance with the Sustainable Development Goals (SDGs) in Indonesia.

DAFTAR ISI

TABLE OF CONTENTS

Sampul Cover	1
Penjelasan Tema Theme Description	3
Daftar Isi Table of Contents	4

IKHTISAR KINERJA KEBERLANJUTAN 2022 2022 SUSTAINABILITY PERFORMANCE HIGHLIGHTS

Kinerja Ekonomi Economic Performance	11
Kinerja Sosial Social Performance	11
Kinerja Lingkungan Environmental Performance	12
Kinerja Keselamatan dan Kesehatan Kerja Occupational Safety and Health Performance	12

TENTANG LAPORAN KEBERLANJUTAN ABOUT THE SUSTAINABILITY REPORT

Prinsip-Prinsip Penetapan Konten Laporan Principles in Determining Report Content	17
Prinsip-Prinsip Penentuan Kualitas Laporan Principles in Determining Report Quality	18

Proses Penentuan Konten Laporan Process of Determining Report Content	19
--	----

Daftar Topik Material Dan Batasan Topik List of Material Topics and Topic Boundaries	21
---	----

Keandalan Laporan Report Reliability	24
---	----

Kontribusi Perseroan Terhadap Tujuan Pembangunan Berkelanjutan The Company's Contribution to Sustainable Development Goals	25
---	----

Relevansi SDGS Dengan Aktivitas Perseroan Relevance of SDGS With Company Activities	26
--	----

Kontak Perseroan Company Contact	29
---	----

SAMBUTAN DIREKTUR UTAMA GREETINGS FROM THE PRESIDENT DIRECTOR

Sambutan Direktur Utama Greetings from The President Director	30
--	----

PROFIL PERUSAHAAN

COMPANY PROFILE

Identitas Perseroan Corporate Identity	39
Roadmap Pemegang Saham Perseroan Roadmap of Company Shareholder	42
Visi dan Misi Vision & Mission	44
Tata Nilai Perseroan Company Core Values	45
Struktur Pemegang Saham Shareholder Structure	47
Struktur Organisasi Organization Structure	48
Kegiatan Usaha Business Activities	49
Skala Perusahaan Company Scale	50
Informasi Tentang Pekerja Information About Employees	51
Pasar yang Dilayani Market Served	53
Wilayah Operasi Operating Area	54
Rantai Pasokan Supply Chain	56
Perubahan Signifikan Pada Organisasi dan Rantai Pasokan Significant Changes in Organization and Supply Chain	58

Pendekatan atau Prinsip Pencegahan Approach or Principle on Prevention	59
---	----

Penghargaan dan Sertifikasi Award and Certification	60
--	----

Keanggotaan Dalam Asosiasi Membership in Associations	63
--	----

TATA KELOLA PERUSAHAAN

CORPORATE GOVERNANCE

Tata Kelola Perusahaan Corporate Governance	64
--	----

Dasar Hukum Penerapan GCG Legal Basis for GCG Implementation	66
---	----

Struktur Tata Kelola Governance Structure	67
--	----

Proses Pemilihan Badan Tata Kelola Selection Process of Governance Body	72
---	----

Kebijakan dan Penetapan Remunerasi Dewan Komisaris dan Direksi Policy and Determination of Remuneration of The Board of Commissioners and Directors	73
--	----

Struktur Remunerasi Remuneration Structure	75
---	----

Evaluasi dan Program Pengembangan Direksi dan Komisaris Evaluation & Development Program for Directors and Commissioners	76
--	----

Delegasi Wewenang Delegation of Authority	77
---	----

Kebijakan Keberlanjutan Sustainability Policy	78
---	----

Manajemen Risiko Risk Management	79
--	----

Sistem Pelaporan Pelanggaran Whistleblowing System	81
--	----

Mekanisme Sistem Pelaporan Pelanggaran Mechanism of Whistleblowing System	82
---	----

Penanganan Pelaporan Pelanggaran Handling of Violation Report	83
---	----

Sanksi/Tindakan Disiplin Bagi Pelanggar Sanctions/Disciplinary Actions for Offender	84
---	----

Pemenuhan Hak dan Pelibatan Pemangku Kepentingan Fulfillment of Rights and Stakeholders Involvement	85
---	----

KINERJA EKONOMI KEBERLANJUTAN

SUSTAINABLE ECONOMIC PERFORMANCE

Kinerja Ekonomi Keberlanjutan Sustainable Economic Performance	89
--	----

Tinjauan Industri Industry Overview	90
---	----

Distribusi Nilai Ekonomi Distribution of Economic Value	99
---	----

Implikasi Finansial Serta Risiko dan Peluang Lain dari Perubahan Iklim Financial Implications and Other Risks & Opportunities of Climate Change	100
---	-----

Bantuan Finansial dari Pemerintah Financial Assistance from Government	101
--	-----

Kontribusi Kepada Negara Contribution to The State	101
--	-----

Rantai Pasokan dan Penggunaan Input Lokal Supply Chain And Use of Local Resources	102
---	-----

KINERJA SDM

HR PERFORMANCES

Kinerja SDM HR Performance	107
------------------------------------	-----

Dasar Hukum Pengelolaan Sumber Daya Manusia Legal Basis of Human Resources Management	109
---	-----

Kerangka Kerja Pengelolaan SDM HR Management Framework	110
--	-----

Rekrutmen dan <i>Turnover</i> Pekerja Worker Recruitment and Turnover	113
---	-----

Keberagaman dan Kesenjangan Diversity and Equality	117
--	-----

Program Pelatihan dan Pengembangan Pekerja Employee Training and Development Program	122
--	-----

Sistem Penilaian Kinerja Performance Rating System	127
--	-----

Sistem Remunerasi Pekerja Employee Remuneration System	128
--	-----

Cuti Melahirkan Maternity Leave	130
Program Pensiun Retirement Program	131
Hubungan Industrial Industrial Relations	132
Transformasi Digital Pengelolaan Sumber Daya Manusia Digital Transformation in Human Resources Management	132

ASPEK QHSSE: MENJAGA KESELAMATAN DAN KESEHATAN KERJA

QHSSE ASPECT: MAINTAINING OCCUPATIONAL SAFETY AND HEALTH

Aspek QHSSE: Menjaga Keselamatan dan Kesehatan Kerja QHSSE Aspect: Maintaining Occupational Safety and Health	134
Pendekatan Manajemen Dalam Pengelolaan QHSSE Management Approach in Managing QHSSE	135
Pengelolaan Kualitas Lingkungan Kerja Quality Management in Work Environment	138
Pengelolaan Kesehatan Lingkungan Kerja Health Management in Work Environment	139
Pengelolaan Keselamatan Lingkungan Kerja Safety Management in Work Environment	142

Pengelolaan Keamanan Lingkungan Kerja Security Management in Work Environment	144
Kinerja QHSSE QHSSE Performance	145
Pengembangan Kompetensi Kesehatan, Keselamatan, dan Keamanan Lingkungan Kerja Competency Development for Health, Safety and Security in The Work Environment	146

ASPEK SOSIAL MASYARAKAT: KONTRIBUSI NYATA TERHADAP KESEJAHTERAAN MASYARAKAT

SOCIAL COMMUNITY ASPECT: CONCRETE CONTRIBUTION TO COMMUNITY WELFARE

Aspek Sosial Masyarakat: Kontribusi Nyata Terhadap Kesejahteraan Masyarakat Social Community Aspect: Concrete Contribution to Community Welfare	150
Kebijakan TJSL Perseroan Company's CSR Policy	154
Rencana Strategis TJSL Jangka Panjang Long Term CSR Strategic Plan	157
Roadmap Program TJSL PDC Roadmap of PDC CSR Program	158

Pelibatan Masyarakat Lokal | Local
Community Engagement 161

Program Tanggung Jawab
Sosial Kepada Masyarakat dan
Lingkungan | Corporate Sosial
Responsibility Program to The
Community and Environment 162

ASPEK LINGKUNGAN: MENJAGA KELESTARIAN ALAM DAN LINGKUNGAN HIDUP UNTUK MASA DEPAN

ENVIRONMENTAL ASPECT: CONSERVING
NATURE AND THE ENVIRONMENT FOR
THE FUTURE

Aspek Lingkungan: Menjaga
Kelestarian Alam dan Lingkungan
Hidup Untuk Masa Depan |
Environmental Aspect: Conserving
Nature and The Environment For
The Future 166

Kontribusi Bagi Kelestarian
Lingkungan | Contribution to
Environmental Sustainability 167

Pendekatan Manajemen Dalam
Pengelolaan Lingkungan Hidup |
Management Approach in
Environmental Management 168

Strategi Pengelolaan Dampak
Terhadap Lingkungan | Impact
Management Strategy Towards
The Environment 170

Pengelolaan Energi |
Energy Management 172

Pengelolaan Air |
Water Management 174

Pengelolaan Limbah Secara
Bertanggung Jawab | Responsible
Waste Management 177

INDEKS REFERENSI SILANG GRI

GRI CROSS REFERENCE INDEX

Laporan Kesesuaian dengan
Standar GRI |
Statement of GRI Standards in
Accordance Check 180

Indeks Referensi Silang GRI |
GRI Cross Reference Index 181

Lembar Umpan Balik |
Feedback Page 186

Dalam proses pemotretan untuk keperluan penyusunan Laporan Keberlanjutan 2022, Perseroan tetap melaksanakan protokol Covid-19 secara ketat. Semua personel yang dipotret sudah menjalani vaksin lengkap, dan sebelum pemotretan semua peserta menjalani antigen dengan hasil negatif. Masker hanya dilepas ketika sesi pemotretan.

During the photo shoots in preparing the 2022 Sustainability Report, the Company continues to strictly implement the Covid-19 protocol. All participants have received complete doses of vaccination, and took antigen tests with negative results prior to shooting sessions. The masks were removed only during the photo shoot.



IKHTISAR KINERJA KEBERLANJUTAN 2022

2022 SUSTAINABILITY PERFORMANCE HIGHLIGHTS



KINERJA EKONOMI

ECONOMIC PERFORMANCE

Nilai Ekonomi Langsung yang Dihasilkan
Direct Economic Value Generated

Rp2.713.683

(dalam Jutaan/in Million)

Nilai Ekonomi Langsung yang Didistribusikan
Direct Economic Value Distributed

Rp2.706.382

(dalam Jutaan/in Million)

Kontribusi Pajak Kepada Negara
Tax Contribution to the Government

Rp112.430

(dalam Jutaan/in Million)

KINERJA SOSIAL

SOCIAL PERFORMANCE



Turnover Pekerja
Employee Turnover

8,05%



Rasio Gaji Pegawai Level Terendah dengan UMP
Ratio of Entry Level Wage To Provincial Minimum Wage

1,005%



Rata-Rata Jam Pelatihan per Pekerja
Average Training Hours per Employee

14,7

14,7

Jam per Orang/Hours per Person

KINERJA LINGKUNGAN

ENVIRONMENTAL PERFORMANCE



KINERJA KESELAMATAN DAN KESEHATAN KERJA

OCCUPATIONAL SAFETY AND HEALTH PERFORMANCE





TENTANG LAPORAN KEBERLANJUTAN

ABOUT THE SUSTAINABILITY REPORT

STANDAR DAN PERIODE PELAPORAN

PT Patra Drilling Contractor (“PDC” atau selanjutnya disebut sebagai “Perseroan”) senantiasa berkomitmen untuk menjaga aspek keberlanjutan perusahaan yang dibuktikan dengan penerbitan Laporan Keberlanjutan. Laporan Keberlanjutan tahun 2022 ini merupakan Laporan Keberlanjutan keempat yang konsisten diterbitkan sejak tahun 2019. Laporan Keberlanjutan terakhir yang Perseroan rilis adalah Laporan Keberlanjutan Tahun 2021 yang terbit pada 9 Mei 2022. **[GRI 2-3]**

Melalui Laporan Keberlanjutan tahun 2022 ini manajemen memaparkan kondisi faktual dari sisi ekonomi, sosial dan lingkungan yang terjadi selama periode 1 tahun yakni sejak 1 Januari 2022 hingga 31 Desember 2022. Perseroan tidak memiliki anak perusahaan ataupun entitas bisnis lain yang terpisah dari Perseroan sehingga pemaparan kondisi faktual hanya mencakup kondisi dan kinerja dari PT Patra Drilling Contractor selama periode pelaporan. **[GRI 2-2, 2-3]**

Untuk membantu pemangku kepentingan melakukan analisis tren kinerja Perseroan, data kuantitatif dalam laporan ini disajikan dengan menggunakan prinsip daya banding (*comparability*), minimal tiga tahun berturut-turut. Sementara itu, untuk memenuhi prinsip validitas, apabila terdapat penyajian kembali informasi yang diberikan pada laporan sebelumnya, yang diakibatkan oleh perubahan metode pengukuran, ditandai dengan *disajikan kembali. **[GRI 2-4]**

Selain itu, Perseroan juga masih menggunakan daftar topik material dan batasan topik yang sama dengan laporan periode sebelumnya. **[GRI 2-4]**

Penyusunan Laporan Keberlanjutan ini mengacu pada Pedoman Pelaporan Keberlanjutan (*Sustainability Reporting Guidelines*) yang dirilis oleh *Global Reporting Initiatives* (GRI) dengan tingkat kesesuaian opsi “*in accordance*”.

REPORTING STANDARDS AND PERIOD

PT Patra Drilling Contractor (“PDC” or hereinafter referred to as the “Company”) always commits to maintain the Company’s sustainability aspects as shown by the publication of the Sustainability Report. The 2022 Sustainability Report is the fourth report, which publication has been consistent since 2019. The latest the Company released was the 2021 Sustainability Report, which was published on 9 May 2022. **[GRI 2-3]**

Through this 2022 Sustainability Report, the management presents factual conditions from economic, social, and environmental perspectives that occurred during a period of 1 year, from 1 January 2022 to 31 December 2022. The Company does not have any subsidiary or business entity that is separate from the Company, and as such the report presents only the circumstance and performance of PT Patra Drilling Contractor during the reporting period. **[GRI 2-2, 2-3]**

To assist stakeholders in analyzing the Company’s performance trends, the quantitative data in this report are presented using the principle of comparability, dates back at least three consecutive years. Meanwhile, to comply with the principle of validity, should there is any restatement of the information provided in the previous report that is caused by change in the measurement method, marked with *restated. **[GRI 2-4]**

In addition, the Company still employs the same list of material topics and topic boundaries as in the previous report. **[GRI 2-4]**

The preparation of this Sustainability Report refers to the Sustainability Reporting Guidelines released by the Global Reporting Initiatives (GRI) with conformity of “*in accordance*” option.

Untuk memudahkan pemangku kepentingan dalam mengidentifikasi indikator GRI, pernyataan GRI yang digunakan ditunjukkan dengan tanda khusus pada setiap penjelasan relevan dengan huruf berwarna hijau dalam tanda kurung. Data lengkap mengenai penggunaan indikator Standar GRI disajikan dalam sebuah tabel yang dapat ditemukan pada bab “Referensi GRI”.

To facilitate stakeholders in identifying GRI indicators, each GRI relevant explanations is followed by green colored number/letter in brackets, to indicate the corresponding indicators. Complete data of GRI Standard indicators stated are presented in table, which can be found in the “GRI References” chapter.

PRINSIP-PRINSIP PENETAPAN KONTEN LAPORAN

PRINCIPLES IN DETERMINING REPORT CONTENT

Dalam menetapkan konten Laporan Keberlanjutan, Perseroan menerapkan 4 (empat) prinsip utama penetapan konten laporan sesuai pedoman Standar GRI, yaitu:

- 1. Pelibatan pemangku kepentingan**
Melibatkan pemangku kepentingan dalam menentukan aspek material yang diungkapkan pada Laporan Keberlanjutan.
- 2. Konteks keberlanjutan**
Mengungkapkan kinerja yang relevan dalam konteks keberlanjutan meliputi aspek ekonomi, sosial dan lingkungan.
- 3. Materialitas**
Mengungkapkan aspek-aspek yang merefleksikan dampak ekonomi, sosial dan lingkungan dari setiap pengambilan keputusan yang dilakukan oleh para pemangku kepentingan.
- 4. Kelengkapan**
Mencakup seluruh aspek-aspek keberlanjutan secara material dan relevan yang akan membantu para pemangku kepentingan dalam mengevaluasi kinerja keberlanjutan Perseroan.

In determining the content of the Sustainability Report, the Company applies 4 (four) main principles for determining report content according to the GRI Standard guidelines, namely:

- 1. Stakeholder involvement**
Involve stakeholders to determine the material aspects disclosed in the Sustainability Report.
- 2. Context of sustainability**
Disclose relevant performance in the context of sustainability including economic, social, and environmental aspects.
- 3. Materiality**
Disclose aspects that reflect the economic, social, and environmental impacts of every decision made by stakeholders.
- 4. Completeness**
Covers all material and relevant aspects of sustainability that will assist stakeholders in evaluating the Company's sustainability performance.

PRINSIP-PRINSIP PENENTUAN KUALITAS LAPORAN

PRINCIPLES IN DETERMINING REPORT QUALITY

Untuk menghasilkan kualitas laporan yang baik, Perseroan mengadopsi 6 prinsip penentuan kualitas laporan yang direkomendasikan GRI, meliputi:

1. Keseimbangan

Laporan memuat data dan informasi kinerja Perseroan memuat aspek-aspek positif dan negatif secara berimbang sehingga dapat dinilai secara rasional.

2. Komparabilitas

Laporan memuat kinerja keberlanjutan Perseroan pada periode pelaporan dan kinerja pada tahun sebelumnya agar memudahkan pemangku kepentingan dalam menganalisis perubahan kinerja Perseroan.

3. Akurasi

Laporan memuat data dan informasi yang akurat dan detail sehingga dapat digunakan oleh pemangku kepentingan untuk menilai kinerja Perseroan.

4. Ketepatan Waktu

Laporan disusun secara teratur sesuai jadwal yang telah ditetapkan sehingga memberikan ruang waktu yang cukup bagi para pemangku kepentingan untuk menganalisis kinerja Perseroan.

5. Kejelasan

Laporan memuat data dan informasi secara jelas sehingga para pemangku kepentingan akan mudah menganalisis kinerja Perseroan.

6. Keandalan

Laporan memuat informasi kinerja Perseroan yang dapat diuji kualitas dan kebenarannya.

To produce good quality report, the Company adopts 6 principles for determining report quality recommended by the GRI, which are:

1. Balance

The report contains data and information on the Company's performance, including positive and negative aspects in a balanced manner so that they can be assessed rationally.

2. Comparability

The report contains the Company's sustainability performance in the reporting period and previous year performance to ease stakeholders in analyzing changes in the Company's performance.

3. Accuracy

The report contains accurate and detailed data and information to allow stakeholders to appraise Company's performance.

4. Punctuality

Reports are prepared regularly according to a predetermined schedule to allow sufficient time for stakeholders to analyze the Company's performance.

5. Clarity

The report contains data and information in clear manner so stakeholders may analyze the Company's performance without difficulty.

6. Reliability

The report contains information on the Company's performance that can be verified for its quality and accuracy.

PROSES PENENTUAN KONTEN LAPORAN [GRI 3-1]

PROCESS OF DETERMINING REPORT CONTENT [GRI 3-1]

Dalam menentukan isi dan konten laporan, Perseroan menggunakan 4 (empat) tahapan pelaporan yang merujuk pada Standar GRI, yaitu:

1. Identifikasi

Perseroan melakukan identifikasi terhadap aspek dan topik yang relevan bagi Perseroan dan pemangku kepentingan, lokasi dari dampak serta menetapkan batasan yang tepat.

2. Prioritisasi

Perseroan menentukan prioritas aspek dan isu keberlanjutan yang telah diidentifikasi dengan menetapkan materialitas dari masing-masing aspek dan isu.

3. Validasi

Perseroan melakukan validasi dari aspek dan isu keberlanjutan yang dinilai material dengan melengkapi data dan melakukan wawancara kepada personel yang relevan dengan aspek yang akan disampaikan.

4. Review

Perseroan melakukan *review* atas proses penentuan konten laporan sebagai masukan untuk penyempurnaan laporan tahun berikutnya.

In determining the content of the report, the Company uses 4 (four) reporting stages that refer to GRI Standard, which are:

1. Identification

The Company identifies aspects and topics that are relevant to the Company and its stakeholders, the location of the impact and establishes relevant boundaries.

2. Prioritization

The Company determines priority of aspects and identified issues of sustainability by determining the materiality of each aspect and issue.

3. Validation

The Company validates the aspects and issues of sustainability that are considered material by completing data and conducting interviews with relevant personnel to the presented aspects.

4. Review

The Company reviews the process of determining the report content as input for the improvement of the following year's report.

Proses Penentuan Konten Laporan Keberlanjutan [GRI 3-1] The Process of Determining Sustainability Report Content [GRI 3-1]



DAFTAR TOPIK MATERIAL DAN BATASAN TOPIK [GRI 3-2, 3-3, 2-14]

LIST OF MATERIAL TOPICS AND TOPIC BOUNDARIES [GRI 3-2, 3-3, 2-14]

Dalam Laporan Keberlanjutan ini, topik material yang disajikan merupakan topik-topik yang telah diprioritaskan oleh Perseroan untuk dicantumkan di dalam laporan yang mencakup 3 (tiga) dimensi yaitu dampak ekonomi, sosial dan lingkungan.

Topik material diidentifikasi berdasarkan isu-isu yang berpengaruh signifikan bagi Perseroan dan pemangku kepentingan yang disusun bersama-sama oleh tim penyusun Laporan Keberlanjutan PT Patra Drilling Contractor yang dibentuk melalui Surat Perintah No. Prin-002/PDC000/2023-S8 dan menunjuk Pjs. *Corporate Secretary* sebagai penanggung jawab Laporan Keberlanjutan. Tim penyusun menentukan topik material dan batasannya melalui analisis keberlanjutan dan diskusi bersama pemangku kepentingan untuk memastikan relevansi dan berdampak signifikan terhadap Perseroan maupun pemangku kepentingan.

Proses selanjutnya, Direksi dan Komisaris melakukan peninjauan dan persetujuan terhadap topik-topik material terpilih guna memastikan cakupan topik material yang relevan dengan aktivitas Perseroan dan sebagai bentuk tanggung jawab dari badan tata kelola tertinggi dalam transparansi dan validitas informasi yang disampaikan. [GRI 2-14]

Berdasarkan hasil analisis dan diskusi tersebut, didapatkan aspek-aspek material dan objek pelaporan sebagai berikut:

In this sustainability report, the material topics presented are topics that have been prioritized by the Company to be included in the report which covers 3 (three) aspects, namely economic, social and environmental impacts.

Material topics are identified based on issues that significantly impact the Company and the stakeholders, drafted by the PT Patra Drilling Contractor Sustainability Report preparation team, which was formed through Order Letter No. Prin-002/PDC000/2023-S8 and appointed Acting Corporate Secretary as the person in charge of the Sustainability Report. The preparation team determines material topics and topic boundaries through sustainability analysis as well as discussions with stakeholders to ensure relevance and significant impact on the Company and the stakeholders.

In the following process, the Directors and Commissioners conducted a review and approved the selected material topics in order to ensure the material topics covered are relevant to Company's activities and as a form of responsibility from the highest governance body in the transparency and validity of the information submitted. [GRI 2-14]

Based on the results of the analysis and discussion, the following material aspects and reporting objects were obtained:

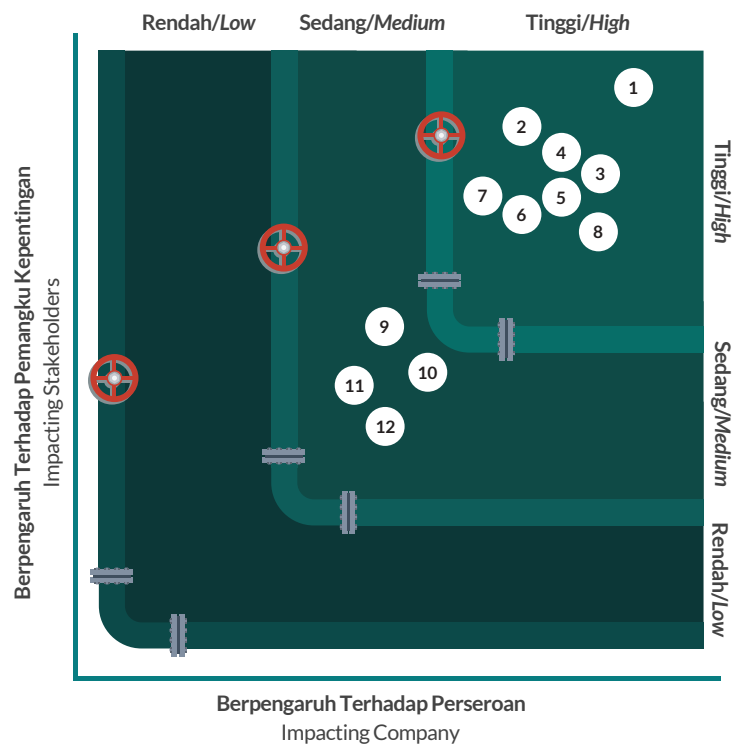
No	Aspek <i>Aspect</i>	Disclosure <i>Disclosure</i>	Justifikasi Penentuan Topik <i>Rationale in Determining Topic</i>	Batasan <i>Boundary</i>	
				Di dalam Perseroan <i>Within the Company</i>	Di luar Perseroan <i>Outside the Company</i>
EKONOMI ECONOMIC					
1	Kinerja Ekonomi <i>Economic Performance</i>	201-1, 201-3	Berdampak signifikan bagi pemangku kepentingan <i>Significantly impacting stakeholders</i>	✓	
2	Keberadaan Pasar <i>Market Existence</i>	202-1	Berdampak signifikan bagi pekerja <i>Significantly impacting employees</i>	✓	
3	Praktik Pengadaan <i>Procurement Practice</i>	204-1	Berdampak signifikan bagi pemangku kepentingan <i>Significantly impacting stakeholders</i>	✓	✓
LINGKUNGAN ENVIRONMENTAL					
4	Energi <i>Energy</i>	302-1	Berdampak signifikan bagi keberlanjutan lingkungan <i>Significantly impacting environmental sustainability</i>	✓	✓
5	Sumber Daya Air <i>Water Resource</i>	303-1 303-3 303-5	Berdampak signifikan bagi keberlanjutan lingkungan <i>Significantly impacting environmental sustainability</i>	✓	✓
6	Limbah <i>Waste</i>	306-2 306-3	Berdampak signifikan bagi keberlanjutan lingkungan <i>Significantly impacting environmental sustainability</i>	✓	✓
SOSIAL SOCIAL					
7	Kepegawaian <i>Employment</i>	401-1, 401-2, 401-3	Berdampak signifikan bagi pekerja <i>Significantly impacting employees</i>	✓	
8	Keselamatan dan Kesehatan Kerja <i>Occupational Safety and Health</i>	403-1 403-3 403-5 403-6 403-9	Berdampak signifikan bagi pekerja <i>Significantly impacting employees</i>	✓	
9	Pelatihan dan Pengembangan Pegawai <i>Employee Training and Development</i>	404-1, 404-2	Berdampak signifikan bagi masyarakat <i>Significantly impacting community</i>	✓	
10	Keberagaman dan Ksetaraan Peluang <i>Diversity and Equal Opportunity</i>	405-1	Berdampak signifikan bagi pekerja <i>Significantly impacting employees</i>	✓	
11	Pemberdayaan Masyarakat <i>Community Empowerment</i>	413-1, 413-2	Berdampak signifikan bagi masyarakat <i>Significantly impacting community</i>		✓

Aspek-aspek material yang telah ditetapkan kemudian diklasifikasikan ke dalam tiga tingkatan materialitas yakni rendah (*low*), sedang (*medium*), dan tinggi (*high*). Klasifikasi ini didasarkan pada tingkat relevansi dengan kegiatan bisnis Perseroan serta signifikansi dampak bagi pemangku kepentingan.

Material aspects identified are then classified into three levels of materiality, namely low, medium, and high. This classification is based on the level of relevance to the Company's business activities as well as the impact significance for stakeholders.

Grafik Materialitas [GRI 3-2]

Materiality Graph [GRI 3-2]



KEANDALAN LAPORAN [GRI 2-5]

REPORT RELIABILITY [GRI 2-5]

Berdasarkan rekomendasi dari GRI, Perseroan melakukan proses verifikasi oleh pihak *external assurance* yang berasal dari pihak ketiga yang independen untuk memastikan kualitas dan keandalan informasi yang disampaikan pada Laporan Keberlanjutan tahun 2022. Pada Laporan Keberlanjutan tahun 2022 ini, Perseroan tidak melakukan proses *external assurance* oleh pihak eksternal. Namun untuk memastikan kesesuaian konten laporan dengan standar GRI, Perseroan menunjuk *National Center for Corporate Reporting (NCCR)* untuk melakukan proses *accordance check*.

Based on recommendations from GRI, the Company carries out a verification process by an external assurance party from an independent third party to ensure the quality and reliability of the information presented in the 2022 Sustainability Report. For the 2022 Sustainability Report, the Company did not conduct the process of external assurance by external parties. However, to ensure conformity of report content with GRI standards, the Company appointed the National Center for Corporate Reporting (NCCR) to carry out process of *accordance check*.



KONTRIBUSI PERSEROAN TERHADAP TUJUAN PEMBANGUNAN BERKELANJUTAN

THE COMPANY'S CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

Dalam menjalankan aktivitas usaha, Perseroan selalu memastikan keberlanjutan usaha Perseroan dapat memberikan dampak positif yang seluas-luasnya bagi masyarakat maupun lingkungan. Hal tersebut dituangkan melalui berbagai program tanggung jawab sosial dan lingkungan yang selaras dengan tujuan pembangunan berkelanjutan atau *Sustainable Development Goals* (SDGs) yang merupakan agenda global tahun 2030 dan menjadi *blueprint* dalam mencapai pembangunan masa depan yang berkelanjutan.

Perseroan berupaya untuk memberikan kontribusi secara nyata dalam menjawab tantangan dan isu yang menjadi fokus utama dalam SDGs seperti kemiskinan, kesehatan, pendidikan, kesetaraan *gender*, perubahan iklim, kerusakan lingkungan, hak asasi manusia, perdamaian dan keadilan sosial.

In carrying out business activities, the Company always ensures that the Company's business sustainability can provide the widest possible positive impact on society and the environment. This is manifested through various social and environmental responsibility programs that are aligned with the Sustainable Development Goals (SDGs), which are the global agenda for 2030 and a blueprint for achieving sustainable future development.

The Company endeavours to make a real contribution in responding to challenges and issues that becomes the SDGs primary focus, such as poverty, health, education, gender equality, climate change, environmental degradation, human rights, peace and social justice.

Fokus SDGs Perseroan

Company SDGs Focus









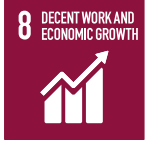

RELEVANSI SDGS DENGAN AKTIVITAS PERSEROAN



RELEVANCE OF SDGS WITH COMPANY ACTIVITIES

Perseroan selalu mengupayakan aktivitas yang dilakukan dapat berkontribusi dalam mendukung tercapainya tujuan pembangunan berkelanjutan. Berikut disampaikan relevansi Tujuan Pembangunan Berkelanjutan dengan aktivitas yang dilakukan oleh Perseroan:

The Company always strives to ensure the activities carried out will contribute to supporting the achievement of sustainable development goals. The following conveys the relevance of Sustainable Development Goals to the activities carried out by the Company:

SDGs	Kontribusi Perseroan <i>Company's Contribution</i>	Relevansi Standar GRI <i>Relevant GRI Standard</i>	Halaman <i>Page</i>
<p>Tanpa Kemiskinan <i>No Poverty</i></p> 	<p>Menyediakan lapangan kerja, upah yang layak, memberdayakan perekonomian dan potensi masyarakat.</p> <p><i>Provide job opportunities, decent wage, empower the economy and community potential.</i></p>	<p>GRI 201-1 GRI 202-1 GRI 413-1</p>	<p>99-100 128 152, 161 - 165</p>
<p>Tanpa Kelaparan <i>No Hunger</i></p> 	<p>Menyediakan lapangan kerja, upah yang layak, mendistribusikan nilai ekonomi yang dihasilkan kepada masyarakat.</p> <p><i>Provide job opportunities, decent wage, distribute the resulting economic value to society.</i></p>	<p>GRI 201-1 GRI 202-1 GRI 413-1</p>	<p>99-100 128 152, 161 - 165</p>
<p>Kehidupan Sehat dan Sejahtera <i>Good Health</i></p> 	<p>Mewujudkan lingkungan kerja yang aman dan sehat, pencegahan dan penanggulangan <i>pandemic</i> Covid-19.</p> <p><i>Creating a work environment that is safe and healthy, prevention and countering of Covid-19 pandemic.</i></p>	<p>GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-8 GRI 403-9 GRI 403-10 GRI 413-1</p>	<p>135-137 142 141 134-137 146-148 139 135,138 135,138 145 139-140 152, 161 - 165</p>
<p>Pendidikan Berkualitas <i>Quality Education</i></p> 	<p>Meningkatkan kompetensi pekerja dan meningkatkan kualitas sarana dan prasarana pendidikan.</p> <p><i>Providing competency Development for Employee.</i></p>	<p>GRI 404-1 GRI 404-2 GRI 413-1</p>	<p>122-126 123-126 152, 161-165</p>

SDGs	Kontribusi Perseroan <i>Company's Contribution</i>	Relevansi Standar GRI <i>Relevant GRI Standard</i>	Halaman <i>Page</i>
Kesetaraan Gender <i>Gender Equality</i> 	Memberikan kesempatan yang sama bagi setiap gender untuk berkontribusi dalam pekerjaannya. <i>Provide equal opportunities for each gender to contribute to their work.</i>	GRI 405-1 GRI 401-1	51-52, 70-71, 117-121 114-116
Energi Bersih dan Terjangkau <i>Affordable and Clean Energy</i> 	Menyediakan jasa untuk sektor energi terbarukan yaitu di sektor energi geothermal. <i>Provide services for the renewable energy sector, namely in the geothermal energy sector.</i>	GRI 2-6	53
Pekerjaan Layak dan Pertumbuhan Ekonomi <i>Decent Work and Economic Growth</i> 	Memberikan kesempatan kerja, memastikan pertumbuhan kinerja ekonomi dan melibatkan masyarakat dalam aktivitas bisnis Perseroan. <i>Provide job opportunities, ensure growth in economic performance, and involve the community in the Company's business activities.</i>	GRI 201-1 GRI 202-1 GRI 401-1 GRI 401-2 GRI 405-2	99, 100, 128 114-116 129 128-129
Penanganan Perubahan Iklim <i>Climate Action</i> 	Menggunakan sumber energi secara bijak dan berkontribusi dalam membangun ekosistem energi ramah lingkungan. <i>Use energy sources wisely and contribute to build an environmentally friendly energy ecosystem.</i>	GRI 302-1 GRI 302-2 GRI 302-3 GRI 302-4 GRI 302-5	172, 173 172, 174 172, 174 172, 173 172, 173

SDGs	Kontribusi Perseroan <i>Company's Contribution</i>	Relevansi Standar GRI <i>Relevant GRI Standard</i>	Halaman <i>Page</i>
<p>Ekosistem Daratan <i>Life on Land</i></p> 	<p>Meminimalkan dampak negatif yang berasal dari aktivitas Perseroan melalui pengelolaan limbah secara berkelanjutan. <i>Minimizing negative impacts that arise from the Company's activities through sustainable waste management.</i></p>	<p>GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5</p>	<p>177, 179 177, 179 177, 179 177, 179 177, 179</p>
<p>Kemitraan untuk Mencapai Tujuan <i>Partnerships for the Goals</i></p> 	<p>Membangun kerja sama dengan berbagai perusahaan di bidang yang relevan maupun dengan masyarakat. <i>Build cooperation with various companies in relevant sector and with the community.</i></p>	<p>GRI 204-1</p>	<p>102-104</p>

KONTAK PERSEROAN [GRI 2-3]

COMPANY CONTACT [GRI 2-3]

Untuk meningkatkan kualitas laporan yang disampaikan, manajemen sangat terbuka dan berharap pembaca dapat menyampaikan umpan balik terhadap Laporan Keberlanjutan tahun 2022 untuk perbaikan kualitas Laporan Keberlanjutan periode selanjutnya. Saran dan umpan balik dapat disampaikan melalui Formulir Tanggapan yang terdapat di bagian akhir Laporan ini atau dengan menghubungi:

To improve the quality of report presented, the management is open to and welcome readers who wish to provide feedback on 2022 Sustainability Report for quality improvement on subsequent Sustainability Report. Suggestions and feedback can be submitted through the Feedback Sheet made available at the end of this Report or by contacting:

Kantor Pusat

PT Patra Drilling Contractor
Alamanda Tower, Lantai 9-10
Jl. TB Simatupang Kav 23-24, Cilandak Barat,
Jakarta Selatan, 12430, Indonesia
Telepon: +62 21 8067 0970
Situs Web: www.pertamina-pdc.com

Head Office

PT Patra Drilling Contractor
Alamanda Tower, 9th-10th Fl.
Jl. TB Simatupang Kav 23-24, Cilandak Barat,
Jakarta Selatan, 12430, Indonesia
Phone: +62 21 8067 0970
Website: www.pertamina-pdc.com



SAMBUTAN DIREKTUR UTAMA [GRI 2-22]

GREETINGS FROM THE PRESIDENT DIRECTOR [GRI 2-22]





Para pemangku kepentingan yang terhormat,

Puji dan syukur dipanjatkan kepada Tuhan Yang Maha Kuasa karena atas kehendak-Nya, PT Patra Drilling Contractor dapat mempersembahkan Laporan Keberlanjutan tahun 2022 kepada seluruh pemangku kepentingan.

Esteemed stakeholders,

Praise and gratitude raised to God Almighty because only by His will PT Patra Drilling Contractor managed to present the 2022 Sustainability Report to all stakeholders.

FARIED ISKANDAR DOZYN

Direktur Utama
President Director

Tahun 2022 menjadi babak baru setelah terjadinya pandemi Covid-19 dan perlambatan ekonomi global yang terjadi pada tahun 2020 dan 2021. Namun dengan terjadinya konflik geopolitik yang terjadi antara Rusia dan Ukraina membawa ketidakpastian dan tantangan bagi perekonomian dunia. Sepanjang tahun 2022, Perseroan menghadapi berbagai peluang dan tantangan yang berhasil dilalui berkat optimisme dan kerja keras dari seluruh pekerja Perseroan dengan berhasil mencatatkan kinerja yang membanggakan.

Pada tahun 2022 ini, Perseroan berfokus pada strategi *business optimization & acceleration* dengan sasaran utama Perseroan adalah melakukan optimalisasi portofolio bisnis, memperkuat struktur modal, meningkatkan utilisasi dan produktivitas aset serta membangun *operational excellence* di seluruh *business stream*. Untuk memastikan keberlanjutan usaha, Perseroan memiliki visi dan misi serta inisiatif strategis yang akan dijalankan di tahun 2023.

Perseroan tidak hanya berfokus pada kinerja bisnis semata namun juga sangat memperhatikan aspek keberlanjutan yang merupakan salah satu tanggung jawab dan komitmen Perseroan untuk senantiasa hidup selaras dengan alam dan masyarakat.

Melalui Laporan Keberlanjutan ini Perseroan berharap dapat memberikan penjelasan yang jelas dan komprehensif bagi seluruh pemangku kepentingan mengenai pencapaian dalam bidang ekonomi, sosial dan lingkungan.

Kinerja Ekonomi Berkelanjutan

Sepanjang tahun 2022, Perseroan berhasil mencatatkan pendapatan usaha sebesar Rp2,7 triliun, tumbuh 12,5% dibandingkan pendapatan tahun 2021 sebesar Rp2,4 triliun. Pertumbuhan pendapatan usaha juga diiringi dengan pertumbuhan laba bersih Perseroan yang meningkat menjadi Rp92 miliar atau tumbuh 9,5% dibandingkan laba bersih tahun 2021 sebesar Rp84 miliar.

Year 2022 became a new chapter after the Covid-19 pandemic caused global economic slowdown that occurred in 2020 and 2021. However, the geopolitical conflict that occurred between Russia and Ukraine brought uncertainty and challenges to the world's economy. Throughout 2022, the Company faced various opportunities and challenges, which the Company managed to overcome, with credit to the optimism and hard work of all Company's employees by successfully recorded a proud performance.

In 2022, the Company focused on business optimization & acceleration strategy with the Company's main goals being optimizing the business portfolio, strengthening the capital structure, increasing asset utilization and productivity as well as building operational excellence in all business streams. To ensure business continuity, the Company has a vision and mission as well as strategic initiatives that will be carried out in 2023.

The Company does not only focus on business performance but also pays close attention to the sustainability aspect which is one of the Company's responsibilities and commitments to always live in harmony with nature and society.

Through Sustainability Report, the Company hopes to provide a clear and comprehensive explanation for all stakeholders regarding our achievements in the economic, social and environmental fields.

Sustainable Economic Performance

Throughout 2022, the Company managed to record revenues of Rp2.7 trillion, a growth of 12.5% compared to 2021 revenue of Rp2.4 trillion. The growth in operating revenues was also paralleled by growth in the Company's net profit, which increased to Rp92 billion or 9.5% growth compared to 2021 net profit of Rp84 billion.

Pertumbuhan kinerja tersebut didorong oleh peningkatan jumlah kontrak kerja yang diraih dari berbagai proyek-proyek baru, perluasan pangsa pasar dan optimalisasi *business stream* yang dimiliki. Pada tahun 2022, Perseroan mengerjakan 132 proyek yang terdiri atas 45 kontrak baru dan 87 proyek merupakan *carryover* dari tahun 2021.

Kinerja Sosial

Pencapaian yang diraih Perseroan sepanjang tahun 2022 tidak terlepas dari dukungan dan kerja sama dari berbagai pemangku kepentingan baik internal maupun eksternal. Dari sisi internal, pemangku kepentingan yang terlibat terdiri dari manajemen dan pekerja lintas divisi, sementara pemangku kepentingan eksternal terdiri dari pemerintah, regulator, mitra kerja, pemasok dan instansi lainnya termasuk masyarakat sekitar yang termasuk ke dalam penerima manfaat program tanggung jawab sosial perusahaan. Perseroan berkomitmen untuk memberikan hak-hak kepada pemangku kepentingan sesuai peran dan kontribusi yang diberikan.

Bagi pemangku kepentingan internal terutama bagi pekerja, Perseroan memenuhi hak-hak sesuai dengan undang-undang ketenagakerjaan yang berlaku. Untuk menghasilkan kualitas SDM yang mumpuni, Perseroan secara konsisten melakukan peningkatan kapasitas dan kapabilitas pekerja melalui berbagai program pendidikan dan pelatihan yang terukur sesuai kebutuhan masing-masing pekerja. Pada tahun 2022, Perseroan melaksanakan program pelatihan dan pengembangan dengan total akumulasi waktu selama 51.426 jam yang diikuti oleh 3.477 orang pekerja. Dengan demikian, rata-rata jam pelatihan yang diterima pekerja mencapai 14,7 jam per orang lebih tinggi dibandingkan tahun 2021 sebesar 6,3 jam per orang.

The performance growth was driven by increased number of work contracts obtained from various new projects, expanded market share and optimized business streams. In 2022, the Company worked on 132 projects that consisted of 45 new contracts and 87 carryover projects from 2021.

Social Performance

The achievements gained by the Company throughout 2022 were due to the support and cooperation of various stakeholders, both internal and external. From the internal side, the stakeholders involved consisted of management and employees across divisions. While external stakeholders consisted of the government, regulators, partners, suppliers as well as other institutions, including the surrounding communities who were the beneficiaries of the corporate social responsibility program. The Company is committed to grant the rights of stakeholders according to the roles and contributions made.

For internal stakeholders, especially employees, the Company fulfills their rights in accordance with applicable labor laws. To produce qualified human resources, the Company consistently improves the capacity and capability of the employees through various education and training programs, that are measurable according to the requirement of each employee. In 2022, the Company carried out training and development programs with total accumulated time spent of 51,426 hours and was attended by 3,477 employees. Thus, the average hours of training received by employees was 14.7 hours per person, higher than 6.3 hours per person in 2021.

Perseroan juga memastikan pemenuhan hak-hak bagi masyarakat di sekitar proyek dengan melakukan pemberdayaan masyarakat melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL). Melalui program TJSL ini, Perseroan berharap dapat memberikan dampak positif secara langsung dalam meningkatkan kesejahteraan masyarakat dan menjaga kelestarian lingkungan secara berkesinambungan. Melalui pelaksanaan TJSL ini, Perseroan juga berkolaborasi dengan pihak eksternal yang diyakini juga dapat meningkatkan hubungan baik dan sinergi antar pemangku kepentingan.

Sepanjang tahun 2022, Perseroan mendistribusikan sebesar Rp464 juta untuk program TJSL yang dibagi ke dalam program TJSL terprogram dan non-program terutama pada bidang pemberdayaan ekonomi masyarakat.

Kinerja Lingkungan

Sejalan dengan komitmen Perseroan untuk mendukung pembangunan yang berkelanjutan, Perseroan melaksanakan TJSL yang dituangkan dalam berbagai program kerja terutama pada bidang lingkungan. Melalui program TJSL ini, Perseroan berharap dapat berkontribusi secara langsung dalam menjaga kelestarian lingkungan secara berkesinambungan.

Salah satu program kerja TJSL yang berkaitan dengan pengelolaan lingkungan yaitu program "Pengolahan Sampah Organik Sawit untuk Menopang Perekonomian Rumah Tangga" yang berfokus pada pengolahan limbah sawit sehingga dapat memperbaiki ekosistem lingkungan, mengurangi polusi udara di sekitar perkebunan dan sekaligus meningkatkan pendapatan bagi masyarakat sekitar. Program kerja ini dilaksanakan di wilayah kerja Rokan, Provinsi Riau dengan total dana yang disalurkan mencapai Rp174,4 miliar.

The Company also ensures the fulfillment of the rights of the communities around the project areas by empowering the community through the Corporate Social Responsibility (CSR) program. Through this CSR program, the Company hopes to have a direct positive impact in improving people's welfare and maintaining environmental sustainability on an ongoing basis. Through the CSR implementation, the Company also collaborates with external parties who can also improve good relations and synergies between stakeholders.

Throughout 2022, the Company distributed Rp464 million for the CSR program which was divided into programmed and non-programmed CSR programs, especially towards the community economic empowerment.

Environmental Performance

In line with the Company's commitment to support sustainable development, the Company carries out CSR as outlined in various work programs, especially in the environmental sector. Through the CSR program, the Company hopes to directly contribute to maintain environmental sustainability on continual basis.

One of CSR work programs related to environmental management was the program "Palm Organic Waste Management to Support the Household Economy" which focused on processing palm oil waste so that it might improve environmental ecosystems, reduce air pollution around plantations and simultaneously increase income for the surrounding community. The work program was carried out in the Rokan work area, Riau Province with a total disbursed fund of Rp174.4 billion.

Selain itu, komitmen Perseroan tertuang dalam berbagai program pengelolaan lingkungan seperti penghematan energi, pengelolaan air dan pengolahan limbah secara bertanggung jawab. Aktivitas tersebut seluruhnya melekat pada tanggung jawab dari setiap *business stream* yang secara langsung menjalankan aktivitas bisnis yang membutuhkan penggunaan energi, penggunaan air dan menghasilkan limbah dari aktivitas yang dijalankan.

Peluang dan Prospek Usaha

Pemulihan ekonomi global dan nasional sepanjang tahun 2022 berjalan cukup baik walaupun dihadapkan pada tantangan dan ancaman resesi global. Ekonomi Indonesia di tahun 2022 tumbuh sebesar 5,31%, lebih tinggi dibanding capaian tahun 2021 yang mengalami pertumbuhan sebesar 3,70%. Dengan capaian tersebut, pemerintah meyakini pertumbuhan ekonomi di tahun 2023 dapat mencapai 5,3% yang didorong oleh peningkatan permintaan domestik, baik konsumsi rumah tangga maupun investasi. Optimisme tersebut didorong oleh naiknya mobilitas masyarakat, pemulihan prospek bisnis, peningkatan aliran masuk Penanaman Modal Asing (PMA) dan berlanjutnya penyelesaian Proyek Strategis Nasional (PSN).

Dari sektor migas, pada 2023 SKK Migas menargetkan peningkatan investasi hulu migas sebesar 20% mengingat harga minyak dunia yang diproyeksikan masih akan tinggi. Kegiatan di sisi hulu migas pada tahun 2023 salah satunya adalah pengeboran 1.050 sumur eksplorasi. SKK Migas juga tengah berupaya meningkatkan iklim investasi migas di Indonesia untuk mengejar target *lifting* minyak bumi sebesar 1 juta barel per hari (BPD) dan 12 miliar standar kaki kubik per hari (BSCFD) pada 2030. SKK Migas menargetkan investasi di hulu migas sebesar USD160 miliar, setara dengan Rp2.400 triliun (kurs Rp15.000 per USD1) hingga 2030.

In addition, the Company's commitment was contained in various environmental management programs such as energy saving, water management and waste management in a responsible manner. These activities were attached entirely to the responsibilities of each business stream which directly carry out business activities that require the use of energy, use of water and produce waste from the activities carried out.

Business Opportunities and Prospects

The global and national economic recovery throughout 2022 was going quite well despite facing challenges and threats of global recession. Indonesia's economy in 2022 grew by 5.31%, higher than the 2021 growth of 3.70%. With this achievement, the government believes economic growth in 2023 may reach 5.3%, driven by increased domestic demand, both household consumption and investment. The optimism is driven by increased mobility of the people, recovery of business prospects, increased inflows of foreign investment (PMA) and the continued completion of National Strategic Projects (PSN).

From the oil and gas sector, in 2023 SKK Migas is targeting to increase investment in upstream oil and gas by 20% considering the projected world oil price would still be high. One of the activities on the upstream oil and gas in 2023 will be the drilling of 1,050 exploratory wells. SKK Migas is also working to improve the oil and gas investment climate in Indonesia to pursue the target of lifting oil of 1 million barrels per day (BPD) and 12 billion standard cubic feet per day (BSCFD) in 2030. SKK Migas targets an investment in upstream oil and gas of USD160 billion, equivalent to Rp2,400 trillion (exchange rate of Rp15,000 per USD1) until 2030.

Rencana tersebut tentunya menjadi peluang usaha yang prospektif bagi Perseroan untuk melayani sektor migas dengan memberikan jasa penunjang untuk kegiatan eksplorasi dan produksi migas terutama dengan memanfaatkan sinergi di Pertamina Group maupun menasar segmen pasar eksternal yang memiliki potensi sangat besar.

Sebagai penutup, Perseroan mengucapkan terimakasih dan memberikan apresiasi sebesar-besarnya kepada seluruh pekerja PT Patra Drilling Contractor atas dedikasi dan kerja keras yang diberikan selama tahun 2022. Perseroan juga mengucapkan terima kasih kepada seluruh pemangku kepentingan atas dukungan dan kepercayaan yang diberikan kepada Perseroan sehingga dapat bersama-sama mencapai tujuan bersama.

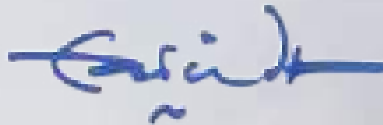
The plan is certainly a prospective business opportunity for the Company who serve the oil and gas sector by providing supporting services for oil and gas exploration and production activities, especially by taking advantage from synergies in the Pertamina Group as well as targeting external market segments that have enormous potential.

In closing, the Company would like to thank and give the greatest appreciation to all employees of PT Patra Drilling Contractor for the dedication and hard work given during 2022. The Company also thanks all stakeholders for the support and trust given to the Company so that we may work together to achieve a common goal.

Jakarta, 12 Mei 2023

Jakarta, 12 May 2023

Atas nama Direksi PT Patra Drilling Contractor
On behalf of the Board of Directors of
PT Patra Drilling Contractor



Faried Iskandar Dozyn

Direktur Utama
President Director

KINERJA EKONOMI
KEBERLANJUTAN

KINERJA SDM

ASPEK QHSSE

ASPEK SOSIAL
MASYARAKAT

ASPEK
LINGKUNGAN

SUSTAINABLE ECONOMIC
PERFORMANCE

HR PERFORMANCE

QHSSE ASPECT

COMMUNITY ASPECT

ENVIRONMENTAL
ASPECT



PROFIL PERUSAHAAN

COMPANY PROFILE



IDENTITAS PERSEROAN [GRI 2-1]

CORPORATE IDENTITY [GRI 2-1]

Nama Perusahaan

PT Patra Drilling Contractor

Company Name

PT Patra Drilling Contractor

Jenis Perusahaan

Perseroan Terbatas

Company Type

Limited Liability Company

Status Perusahaan

Anak Perusahaan PT Pertamina Drilling
Services Indonesia

Company Status

Subsidiary of PT Pertamina Drilling
Services Indonesia

Tahun Berdiri

11 September 1981

Date of Establishment

11 September 1981

Dasar Hukum Pendirian

Akta No. 70 tanggal 11 September 1981, Notaris J.
Nimrod Siregar, Pengesahan Menteri Kehakiman
tanggal 17 Juni 1983, No. C2-4524-HT.01.01.TH83

Legal Basis of Establishment

Deed No. 70 dated 11 September 1981, Notary
J. Nimrod Siregar, Ratification by Minister of Justice
on 17 June 1983, No. C2-4524-HT.01.01.TH83

Modal Dasar per 31 Desember 2022

Rp15.750.000.000 (lima belas miliar tujuh ratus lima puluh juta Rupiah).

Kepemilikan Saham

PT Pertamina Drilling Services Indonesia sebesar 99,96%, PT Pertamina Hulu Energi 0,04%.

Jenis Usaha

Jasa penunjang industri minyak, gas dan energi lainnya.

Jumlah Pekerja

217 orang.

Alamat Kantor Pusat

PT Patra Drilling Contractor
Alamanda Tower, Lantai 9-10
Jl. TB Simatupang Kav 23-24,
Cilandak Barat, Jakarta Selatan, 12430 Indonesia
Telepon: +62 21 8067 0970
Situs Web: www.pertamina-pdc.com
Surel: info@pertamina-pdc.com

Authorized Capital as of 31 December 2022

Rp15,750,000,000 (fifteen billion seven hundred fifty million Rupiah).

Share Ownership

PT Pertamina Drilling Services Indonesia owns 99.96%, PT Pertamina Hulu Energi owns 0.04%.

Type of Business

Supporting services for the oil, gas and other energy industries.

Number of Employees

217 employees.

Head Office Address

PT Patra Drilling Contractor
Alamanda Tower, 9th-10th floor
Jl. TB Simatupang Kav 23-24,
Cilandak Barat, Jakarta Selatan, 12430 Indonesia
Phone: +62 21 8067 0970
Website: www.pertamina-pdc.com
Email: info@pertamina-pdc.com



ROADMAP PEMEGANG SAHAM PERSEROAN

ROADMAP OF COMPANY SHAREHOLDERS

1981

Perseroan adalah perusahaan Penanaman Modal Asing (PMA) yang komposisi kepemilikan sahamnya adalah PT Usayana 75% dan Amerasian Offshore Drilling Limited 25%. Pada tanggal 28 Maret 2000 sebanyak 624 lembar saham milik Amerasian Offshore Drilling Limited di Perseroan dibeli oleh PT Usayana sehingga kepemilikan saham menjadi PT Usayana 99,96% (2.499 lembar saham) dan Amerasian Offshore Drilling Limited 0,04% (1 lembar saham).

The Company was a foreign investment company (PMA) whose shareholding composition was PT Usayana 75% and Amerasian Offshore Drilling Limited 25%. On 28 March 2000, 624 shares owned by Amerasian Offshore Drilling Limited in the Company were purchased by PT Usayana so that PT Usayana owned 99.96% (2,499 shares) and Amerasian Offshore Drilling Limited owned 0.04% (1 share).

2012

Pada 8 Oktober 2012, 1 lembar saham milik Amerasian Offshore Drilling Limited dibeli oleh Zambesi Investments Limited (ZIL) sehingga komposisi kepemilikan saham di Perseroan menjadi PT Usayana 99,96% (2.499 lembar saham) dan Zambesi Investments Limited 0,04% (1 lembar saham).

On 8 October 2012, 1 share owned by Amerasian Offshore Drilling Limited was purchased by Zambesi Investments Limited (ZIL) such that the composition of share ownership in the Company became PT Usayana 99.96% (2,499 shares) and Zambesi Investments Limited 0.04% (1 share).

2013

Pada 9 Januari 2013, 2.499 lembar saham milik PT Usayana di Perseroan dibeli oleh PDSI, sehingga pemegang saham Perseroan saat ini adalah PDSI dengan kepemilikan saham sebesar 99,96% (USD24.990.000 modal disetor) dan ZIL dengan kepemilikan saham sebesar 0.04% (USD10.000 modal disetor).

On 9 January 2013, 2,499 shares owned by PT Usayana in the Company were purchased by PDSI, so that shareholders of the Company became PDSI with 99.96% share ownership (USD24,990,000 paid-in capital) and ZIL with 0.04% share ownership (USD10,000 paid-in capital).

2015

Berdasarkan Akta Notaris Marianne Vincentia Hamdani, SH No. 8 tanggal 7 Desember 2015 telah berlangsung transfer saham dari ZIL kepada PT Pertamina Hulu Energi (PHE) dan perubahan status Perseroan dari PMA menjadi PMDN. Hal tersebut telah disahkan oleh Surat Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU-AH.01.03-0000462 tanggal 5 Januari 2016 dan disetujui oleh Badan Koordinasi Penanaman Modal (BKPM) melalui surat persetujuan No. 14/1/IP/PMDN/2016 tanggal 26 Januari 2016.

Based on the Deed of Notary Marianne Vincentia Hamdani, SH No. 8 dated 7 December 2015, there were a transfer of shares from ZIL to PT Pertamina Hulu Energi (PHE) and a change in the status of the Company from foreign investment company to national company. This has been ratified by the Decree of the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-AH.01.03-0000462 dated 5 January 2016 and approved by the Indonesia Investment Coordinating Board (BKPM) through approval letter No. 14/1/IP/PMDN/2016 dated 26 January 2016.

VISI DAN MISI [GRI 2-1]

VISION & MISSION [GRI 2-1]

VISI PERSEROAN

COMPANY VISION

Menjadi salah satu perusahaan penyedia jasa penunjang terbaik dalam industri energi di Indonesia.

To be one of the best support service providers in energy industry in Indonesia.

MISI PERSEROAN

COMPANY MISSION

Menyediakan pelayanan terbaik kepada pelanggan dengan standar *Health, Safety, Security & Environment* (HSSE) dan keunggulan operasional kelas dunia, untuk mencapai kepuasan pelanggan, pemegang saham dan pekerja.

Provide the best services for customer by delivering world class *Health, Safety, Security & Environment* (HSSE) and operational excellence standards to achieve customer, shareholder and employee satisfaction.

TATA NILAI PERSEROAN [GRI 2-1]

COMPANY CORE VALUES [GRI 2-1]

Seiring dengan implementasi kebijakan sinergi di antara Badan Usaha Milik Negara (BUMN), Kementerian BUMN mewajibkan penerapan tata nilai AKHLAK bagi seluruh BUMN maupun anak usahanya. Tata nilai ini menjadi pemandu arah bagi seluruh insan Perseroan dalam bersikap dan berperilaku ketika menjalankan tugasnya, sekaligus sebagai perekat dan pemersatu seluruh BUMN di Indonesia. Penjelasan dari nilai-nilai utama "AKHLAK" tersebut sebagai berikut:

Along with the implementation of the synergy policy among State-Owned Enterprises, the Ministry of SOEs mandated AKHLAK core values be implemented in every SOEs and their subsidiaries. These values serve as guides for every Company employee in their attitudes and behaviors when carrying out duties, as well as being the glue and unifying force for all SOEs in Indonesia. The description of the "AKHLAK" core values are as follows:

AMANAH | TRUST

Memegang teguh kepercayaan yang diberikan.
Panduan perilaku:

1. Memenuhi janji dan komitmen.
2. Bertanggung jawab atas tugas, keputusan dan tindakan yang dilakukan.
3. Berpegang teguh pada nilai moral dan etika.

Upholding the trust given.
Behavioral guidelines:

1. Keep promises and commitments.
2. Responsible for the tasks, decisions and actions taken.
3. Hold to moral and ethical values.

KOMPETEN | COMPETENT

Terus belajar dan mengembangkan kapabilitas.
Panduan perilaku:

1. Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah.
2. Membantu orang lain belajar.
3. Menyelesaikan tugas dengan kualitas terbaik.

Continuously learning and developing capabilities.
Behavioral guidelines:

1. Improve self-competence to respond to ever-changing challenges.
2. Help others learn.
3. Complete tasks to the highest quality.

HARMONIS | HARMONIOUS

Saling peduli dan menghargai perbedaan.
Panduan perilaku:

1. Menghargai setiap orang, apapun latar belakangnya.
2. Suka menolong orang lain.
3. Membangun lingkungan kerja yang kondusif.

Mutual care and respect for differences.
Behavioral guidelines:

1. Respect everyone, regardless of background.
2. Keen on helping others.
3. Build a conducive work environment.

LOYAL | LOYAL

Berdedikasi dan mengutamakan kepentingan bangsa dan negara.

Panduan perilaku:

1. Menjaga nama baik sesama pekerja, pimpinan, BUMN dan negara.
2. Rela berkorban untuk mencapai tujuan yang lebih besar.
3. Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika.

Dedicated and prioritize the interests of the nation and state.

Behavioral guidelines:

1. Maintain the good name of fellow employees, leaders, SOE and the state.
2. Willing to sacrifice to achieve a greater goal.
3. Obey the leadership as long as it is not against the law and ethics.

ADAPTIF | ADAPTIVE

Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan.

Panduan perilaku:

1. Cepat menyesuaikan diri untuk menjadi lebih baik.
2. Terus menerus melakukan perbaikan mengikuti perkembangan teknologi.
3. Bertindak proaktif.

Continuously innovate and enthusiastic in driving or facing change.

Behavioral guidelines:

1. Adjust quickly to be better.
2. Make continuous improvements following technological developments.
3. Be proactive.

KOLABORATIF | COLLABORATIVE

Membangun kerja sama yang sinergis.

Panduan perilaku:

1. Memberi kesempatan kepada berbagai pihak untuk berkontribusi.
2. Terbuka dalam bekerja sama untuk menghasilkan nilai tambah.
3. Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama.

Building synergistic cooperation.

Behavioral guidelines:

1. Provide opportunities for various parties to contribute.
2. Be open to collaboration to generate added value.
3. Mobilize the use of various resources for common goals.

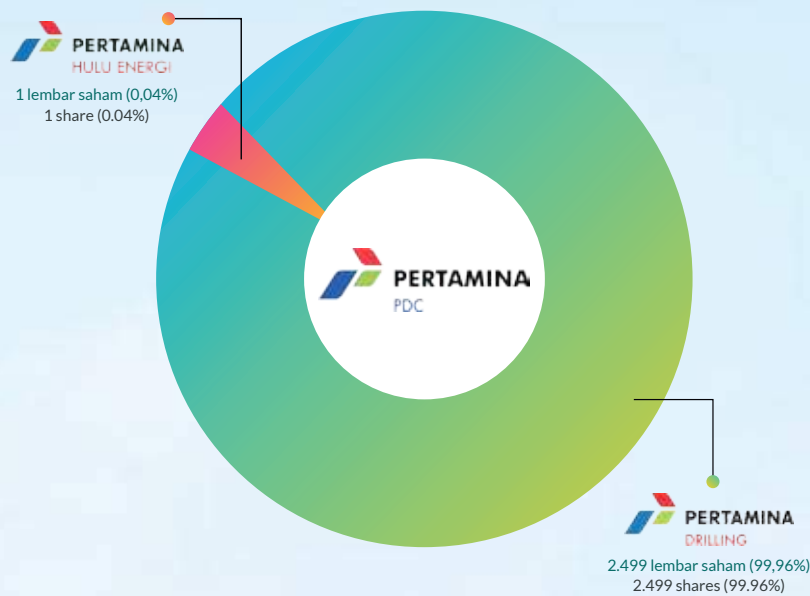
STRUKTUR PEMEGANG SAHAM

[GRI 2-1]

SHAREHOLDER STRUCTURE [GRI 2-1]

Struktur pemegang saham Perseroan per 31 Desember 2022 adalah sebagai berikut:

The Company's shareholder structure as of 31 December 2022 was as follows:



Berdasarkan Akta Notaris Marianne SH, MH No. 8 tanggal 7 Desember 2015 SK Menteri Hukum & HAM No. AHU-AH.01.03-0000462 tanggal 5 Januari 2016, pemegang saham pengendali Perseroan adalah PT Pertamina Drilling Services Indonesia dengan komposisi struktur kepemilikan saham sebagai berikut:

Based on the Notarial Deed of Marianne SH, MH No. 8 dated 7 December 2015 Decree of the Minister of Law & Human Rights No. AHU-AH.01.03-0000462 dated 5 January 2016, the controlling shareholder of the Company is PT Pertamina Drilling Services Indonesia with the composition of the shareholding structure as follows:

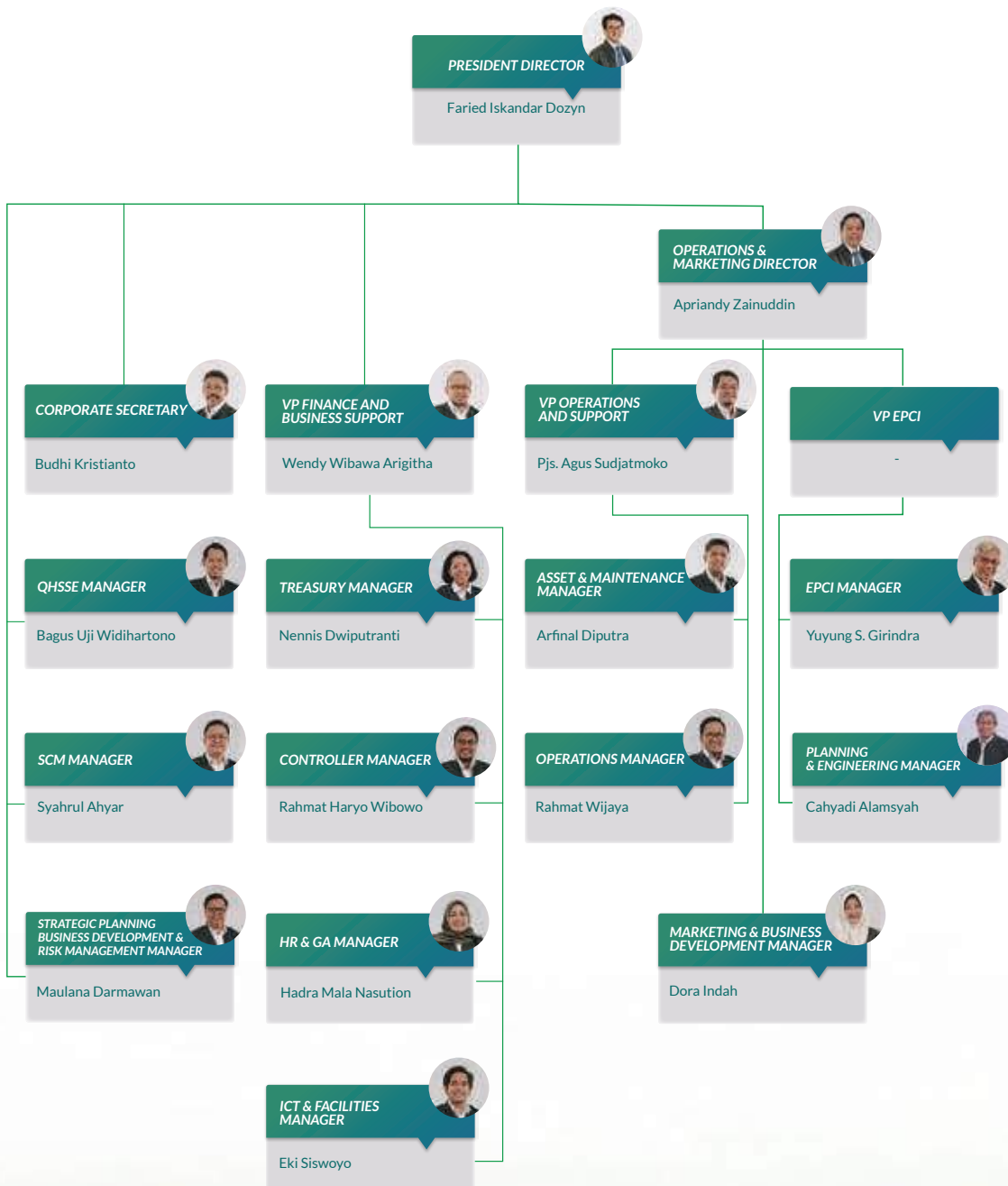
Uraian Description	Jumlah Lembar Saham Number of Shares	Dalam % In %	Nilai (Rp) Value (Rp)
PT Pertamina Drilling Services Indonesia	2.499	99,96	15.743.700.000
PT Pertamina Hulu Energi	1	0,04	6.300.000
Jumlah Total	2.500	100	15.750.000.000

STRUKTUR ORGANISASI

ORGANIZATIONAL STRUCTURE

Struktur organisasi Perseroan telah disahkan melalui Surat Keputusan Direktur Utama PT Patra Drilling Contractor No. Kpts-28A/PDC 1000/2019-S0 tanggal 30 Agustus 2019 tentang Penetapan Struktur Organisasi PT Patra Drilling Contractor yaitu sebagai berikut:

The organizational structure of the Company was approved in the Decree of the President Director of PT Patra Drilling Contractor No. Kpts-28A/PDC 1000/2019-S0 dated 30 August 2019 concerning Determination of the Organizational Structure of PT Patra Drilling Contractor, namely as follows:



KEGIATAN USAHA [GRI 2-6]

BUSINESS ACTIVITIES [GRI 2-6]

Perseroan menjalankan bisnis di bidang jasa penunjang baik untuk sektor energi maupun sektor lainnya. Melalui portofolio bisnis yang dimiliki, Perseroan berupaya menjangkau pasar seluas-luasnya baik untuk di lingkungan Pertamina Group maupun di luar Pertamina Group. Pada tahun 2022, Perseroan mengembangkan 2 lini bisnis baru sehingga pada tahun 2022 ini Perseroan menjalankan 10 lini bisnis sebagai berikut:

The Company runs its business in the supporting services for the energy sector as well as other sectors. Through its business portfolio, the Company has sought to reach the widest possible market both within the Pertamina Group and outside the Pertamina Group. In 2022, the Company developed 2 new business lines such that in 2022 the Company run 10 business lines, as follows:

Lini Bisnis <i>Business Lines</i>	Aktivitas Bisnis <i>Business Activities</i>
<i>Engineering, Procurement, Construction, and Installation (EPCI)</i>	Menyediakan jasa <i>Engineering, Procurement, Construction, and Installation (EPCI)</i> termasuk penggunaan teknologi <i>Horizontal Directional Drilling (HDD)</i> . <i>Provides Engineering, Procurement, Construction, and Installation (EPCI) services including the use of Horizontal Directional Drilling (HDD) technology.</i>
<i>Heavy Transport Equipment (HTE) dan Light Vehicle Transport (LVT)</i>	Menyediakan jasa transportasi alat angkut berat dan alat angkat berat serta penyewaan kendaraan ringan penumpang. <i>Provides transportation services for heavy transportation equipment and heavy lifting equipment as well as rental of light passenger vehicles.</i>
<i>Food & Lodging Services</i>	Perseroan menyediakan jasa <i>food & lodging services</i> , termasuk pelayanan <i>housekeeping</i> dan <i>laundry</i> . <i>The Company provides food & lodging services, including housekeeping and laundry services.</i>
<i>Contract Services</i>	Menyediakan jasa pengelolaan dan sumber daya manusia untuk mengelola suatu bidang pekerjaan termasuk studi dan kajian proyek. <i>Provides management and human resources services to manage works including project studies and reviews.</i>
<i>Manpower Services</i>	Menyelenggarakan usaha penyediaan dan penempatan tenaga kerja guna memenuhi kebutuhan <i>outsourcing</i> di lapangan pengeboran migas serta panas bumi. <i>Organizes the provision and placement of workers to meet the outsourcing demands in oil, gas, and geothermal drilling fields.</i>
<i>Building & General Services</i>	Menyediakan jasa pemeliharaan dan perawatan gedung serta fasilitas penunjang perkantoran. <i>Provides maintenance services for buildings and supporting office facilities.</i>
<i>Marine Services</i>	Menyediakan armada kapal <i>accommodation work barge (AWB)</i> untuk melayani pekerjaan di area lepas pantai (<i>offshore</i>) dan penanggulangan tumpahan minyak dengan <i>oil boom</i> . <i>Provides accommodation work barge (AWB) vessel to serve projects in offshore areas and oil spill containment with an oil boom</i>
<i>Trading</i>	Menyediakan jasa penjualan <i>oilfield equipment</i> . <i>Provides oilfield equipment sales services.</i>
<i>Operation & Maintenance Services</i>	Menyediakan jasa instalasi, pengoperasian, dan perawatan fasilitas produksi minyak dan gas. <i>Provides installation, operation and maintenance services for oil and gas production facilities.</i>
<i>Chemical Services</i>	Menyediakan jasa penyediaan bahan kimia untuk menunjang kebutuhan pengeboran, produksi minyak dan gas, panas bumi maupun pemeliharaan pipa jalur minyak dan gas. <i>Provides chemical supply services to support demands in drilling, oil & gas and geothermal production, as well as oil & gas pipelines maintenance.</i>

SKALA PERUSAHAAN

COMPANY SCALE

Uraian <i>Description</i>	Satuan <i>Unit</i>	Tahun Laporan <i>Reporting Year</i>	
		2021	2022
Jumlah Client <i>Number of Client</i>	Lokasi <i>Location</i>	32	32
Jumlah Pekerja <i>Number of Employees</i>	Orang <i>Person</i>	207	217
Jumlah Pendapatan Usaha <i>Total Revenue</i>	Rp Miliar <i>Rp Billion</i>	2.454	2.712
Laba Tahun Berjalan <i>Profit for the Year</i>	Rp Miliar <i>Rp Billion</i>	84	92
Jumlah Aset <i>Total Assets</i>	Rp Miliar <i>Rp Billion</i>	1.137	1.128
Jumlah Liabilitas <i>Total Liabilities</i>	Rp Miliar <i>Rp Billion</i>	679	670
Jumlah Ekuitas <i>Total Equity</i>	Rp Miliar <i>Rp Billion</i>	458	542



INFORMASI TENTANG PEKERJA [GRI 2-7, 405-1]

INFORMATION ABOUT EMPLOYEES [GRI 2-7, 405-1]

Berdasarkan perhitungan *headcount* dari database karyawan aktif per 31 Desember 2022, Perseroan memiliki 217 orang pekerja *Head Office* yang terdiri dari pekerja tetap sebanyak 13 orang dan pekerja tidak tetap sebanyak 204 orang. Jumlah tersebut naik dibandingkan dengan tahun 2021 yang mencapai 205 orang.

Based on headcount calculations from the active employee database as of 31 December 2022, the Company had 217 Head Office employees consisted of 13 permanent employees and 204 temporary employees. This number increased compared to 2021 at 205 employees.

Komposisi Pekerja *Head Office* Berdasarkan Jabatan dan Jenis Kelamin [GRI 2-7, 405-1]

Composition of Head Office Employees by Position and Gender [GRI 2-7, 405-1]

Jabatan Position	2021				2022			
	Pria Male	Wanita Female	Jumlah Total	%	Pria Male	Wanita Female	Jumlah Total	%
Vice President/Vice President	2	0	2	1%	2	0	2	1%
Manajer/Manager	8	2	10	5%	10	3	13	6%
Asisten Manajer/ Manager Assistant	22	1	23	11%	20	1	21	10%
Supervisor/Supervisor	10	4	14	7%	14	6	20	9%
Staf/Staff	114	42	156	75%	119	42	160	74%
Total	156	49	205	100%	165	52	217	100%

Komposisi Pekerja *Head Office* Berdasarkan Jenjang Pendidikan [GRI 2-7, 405-1]

Composition of Head Office Employees by Education Level [GRI 2-7, 405-1]

Jenjang Pendidikan Education Level	2021				2022			
	Pria Male	Wanita Female	Jumlah Total	%	Pria Male	Wanita Female	Jumlah Total	%
Strata 2 (S2) Master's Degree	16	7	23	12%	18	4	22	10,1%
Strata 1 (S1) Undergraduate Degree	100	30	130	63%	105	36	141	65,0%

Jenjang Pendidikan Education Level	2021				2022			
	Pria Male	Wanita Female	Jumlah Total	%	Pria Male	Wanita Female	Jumlah Total	%
Diploma 3 Diploma 3	19	9	28	14%	21	8	29	13,4%
Diploma 1 Diploma 1	1	0	1	0%	2	1	3	1,4%
SLTA High School	18	3	21	10%	18	3	21	9,7%
SLTP Junior High School	2	0	2	1%	1	0	1	0,5%
Total	156	49	205	100%	165	52	217	100%

Komposisi Pekerja Head Office Berdasarkan Rentang Usia [GRI 2-7, 405-1]

Composition of Head Office Employees by Age Group [GRI 2-7, 405-1]

Kelompok Usia Age Group	2021				2022			
	Pria Male	Wanita Female	Jumlah Total	%	Pria Male	Wanita Female	Jumlah Total	%
< 30	54	33	87	42%	53	37	90	41%
30-50	83	15	98	48%	93	12	105	48%
>50	19	1	20	10%	20	2	22	10%
Total	156	49	205	100%	166	51	217	100%

Komposisi Pekerja Head Office Berdasarkan Status Kepegawaian [GRI 2-7, 405-1]

Composition of Head Office Employees by Age Group [GRI 2-7, 405-1]

Status Kepegawaian Employment Status	2021				2022			
	Pria Male	Wanita Female	Jumlah Total	%	Pria Male	Wanita Female	Jumlah Total	%
PKWT Fixed Term Employee	148	45	193	94%	155	49	204	93,5%
PKWTT Indefinite Term Employee	8	4	12	6%	10	3	13	6,5%
Total	156	49	205	100%	165	52	217	100%

PASAR YANG DILAYANI [GRI 2-6]

MARKETS SERVED [GRI 2-6]

Pada tahun 2022, Perseroan berhasil memperluas pangsa pasarnya dengan melayani perusahaan di berbagai industri energi untuk sektor minyak, gas, panas bumi dan energi lainnya. Dalam beberapa tahun ke depan, Perseroan akan terus berupaya memperluas pangsa pasar melalui penetrasi pasar dan diversifikasi layanan yang beragam untuk memastikan keberlanjutan usaha Perseroan. Sepanjang tahun 2022, pasar yang dilayani oleh Perseroan adalah sebagai berikut:

In 2022, the Company succeeded in expanding its market share by delivering service to companies in various energy industries for the oil, gas, geothermal and other energy sectors. In the next few years, the Company will continue to expand market share through market penetration and diversification of various services to ensure the Company's business sustainability. Throughout 2022, the markets served by the Company were as follows:

Sektor <i>Sector</i>	Jumlah Klien <i>Number of Clients</i>
Minyak & Gas Bumi <i>Oil & Gas</i>	28
Energi Baru Terbarukan <i>New Renewable Energy</i>	1
Sektor Perbankan <i>Banking Sector</i>	3



WILAYAH OPERASI [GRI 2-6]

OPERATING AREA [GRI 2-6]

Lokasi operasi Perseroan menyebar di berbagai wilayah Indonesia dengan rincian sebagai berikut:

The Company's operating locations were spread across various regions of Indonesia with details as follows:

Klien <i>Client</i>	Jasa yang Diberikan <i>Services Provided</i>	Lokasi <i>Location</i>
PT Pertamina (Persero)	<ul style="list-style-type: none"> Manpower Services Engineering, Procurement & Construction Building & General Services 	
PT Pertamina Patra Niaga	<ul style="list-style-type: none"> Engineering, Procurement & Construction Manpower Services 	Jawa/Java
PT Pertamina Patra Niaga	Engineering, Procurement & Construction	Indonesia Timur/Eastern Indonesia
PT Pertamina Hulu Rokan	<ul style="list-style-type: none"> Engineering, Procurement & Construction Manpower Services 	Sumatra
PT Pertamina Gas	<ul style="list-style-type: none"> Engineering, Procurement & Construction Building & General Services 	Jawa/Java
PT PDSI	<ul style="list-style-type: none"> Manpower Services Heavy Transport Equipment Services Food & Lodging Services Engineering, Procurement & Construction Light Vehicle Transport Services Oilfield Equipment Trading Building & General Services 	Seluruh Indonesia/Across Indonesia
PT PHE	Manpower Services	Jawa dan Sumatra/Java and Sumatra
PT PHE OSES	<ul style="list-style-type: none"> Operation & Maintenance Services Chemical Services Engineering, Procurement & Construction Food & Lodging Services Marine Services (AWB, Oil Boom, dan lain-lain) Manpower Services 	Jawa/Java

Klien Client	Jasa yang Diberikan Services Provided	Lokasi Location
PT PHE ONWJ	Food & Lodging Services	Jawa/Java
PT PHE OK	<ul style="list-style-type: none"> • Engineering, Procurement & Construction • Heavy Transport Equipment Services • Manpower Services 	Sumatra
PT PHE JM	<ul style="list-style-type: none"> • Operation & Maintenance Services • Food & Lodging Services • Manpower Services 	Sumatra
PT Pertamina Power Indonesia	<ul style="list-style-type: none"> • Manpower Services • Building & General Services 	Jawa/Java
PT Bank Rakyat Indonesia Tbk.	Building & General Services	Jawa/Java
PT Bank Negara Indonesia Tbk.	Building & General Services	Jawa/Java
Nusantara Regas	<ul style="list-style-type: none"> • Engineering, Procurement & Construction • Building & General Services 	Jawa/Java
PT Pertamina Hulu Rokan	<ul style="list-style-type: none"> • Manpower Services • Engineering, Procurement & Construction • Oilfield Equipment Trading 	Sumatra
PT Pertamina Hulu Kalimantan Timur	<ul style="list-style-type: none"> • Manpower Services • Food & Lodging Services 	Kalimantan
PT Pertamina Hulu Sanga Sanga	Food & Lodging Services	Kalimantan
PT Pertamina Hulu Mahakam	Food & Lodging Services	Kalimantan
PT Pertamina Hulu Energi TEJ	Manpower Services	Jawa/Java
PT Pertamina EP Cepu ADK	Engineering, Procurement & Construction	Jawa/Java
PT Pertamina Hulu Energi RT	Engineering, Procurement & Construction	Sumatra
PT Pertamina EP Asset 1 - 5	<ul style="list-style-type: none"> • Engineering, Procurement & Construction • Food & Lodging Services • Manpower Services 	Seluruh Indonesia/Across Indonesia

RANTAI PASOKAN [GRI 2-6]

SUPPLY CHAIN [GRI 2-6]

Dalam menjalankan operasional bisnisnya, Perseroan akan membutuhkan pasokan barang dan jasa yang berasal dari pihak ketiga di luar Perseroan. Oleh karena itu, Perseroan perlu memiliki rantai pasokan yang efisien dengan melibatkan penyedia barang dan jasa untuk memenuhi kebutuhan tersebut. Sebagai sebuah Perseroan yang berada pada lingkungan BUMN, pengadaan barang dan jasa di Perseroan mengacu pada regulasi yang berlaku antara lain Peraturan Menteri (Permen) BUMN RI No. PER- 07/MBU/04/2021 tentang Perubahan Kedua Atas Permen BUMN No. PER-03/MBU/08/2017 tentang Pedoman Kerja Sama BUMN.

Untuk memastikan kebutuhan barang dan jasa dapat tersedia, Perseroan menjalin kerja sama dengan berbagai pemasik barang dan jasa. Sebagai bentuk komitmen Perseroan untuk mendorong perekonomian nasional, Perseroan memastikan penggunaan pemasok dari dalam negeri dan pemasok *local* di wilayah operasi Perseroan. Selain itu, Perseroan juga mendukung adanya sinergi BUMN dengan melakukan kerja sama dengan berbagai BUMN untuk menjadi pemasok barang dan jasa bagi kebutuhan Perseroan.

In carrying out its business operations, the Company requires supplies of goods and services from third parties outside of the Company. Therefore, the Company needs to have an efficient supply chain that involves goods and service providers to meet these needs. As a Company in the SOEs environment, the procurement of goods and services in the Company refers to the applicable regulations, among those is the Regulation of the Minister of SOE of the Republic of Indonesia No. PER- 07/MBU/04/2021 concerning the Second Amendment to the Regulation of the Minister of SOE No. PER-03/MBU/08/2017 concerning Guidelines for Cooperation with SOE.

To ensure that the requirement for goods and services are available, the Company cooperates with various suppliers of goods and services. In tangible efforts of the Company's commitment to boost the national economy, the Company ensures employing domestic suppliers and local suppliers in the Company's operational areas. In addition, the Company also supports the synergy of SOEs by collaborating with various SOEs to become suppliers of goods and services for the needs of the Company.

Secara umum, kinerja pengadaan barang dan jasa di Perseroan adalah sebagai berikut:

In general, the performance of the procurement of goods and services in the Company was as follows:

Uraian <i>Description</i>	2021	2022
	(dalam jutaan Rupiah kecuali dinyatakan lain) <i>(in million Rupiah unless stated otherwise)</i>	
Nilai Pengadaan Barang <i>Goods Procurement Value</i>	430.200	514.810
Nilai Pengadaan Jasa <i>Service Procurement Value</i>	111.032	290.253
Nilai Pengadaan Pemasok Dalam Negeri <i>Domestic Supplier Procurement Value</i>	540.812	805.143
Nilai Pengadaan Pemasok Luar Negeri <i>Foreign Supplier Procurement Value</i>	USD29.440	USD2.904.395
Nilai Pengadaan Pemasok Lokal <i>Local Supplier Procurement Value</i>	6.153	63.920
Nilai Pengadaan Pemasok BUMN <i>SOE Supplier Procurement Value</i>	13.921	6.508



PERUBAHAN SIGNIFIKAN PADA ORGANISASI DAN RANTAI PASOKAN [GRI 2-6]

SIGNIFICANT CHANGES IN ORGANIZATION AND SUPPLY CHAIN [GRI 2-6]

Sepanjang tahun 2022, terdapat perubahan signifikan yang terjadi di Perseroan antara lain adanya penambahan lini bisnis baru yaitu *Contract Services* dan *Chemical Services*. Penambahan lini bisnis tersebut dilakukan seiring dengan strategi pengembangan cakupan pasar Perseroan dan optimalisasi lini bisnis.

Adanya penambahan lini bisnis baru ini tidak menyebabkan dampak yang signifikan bagi Perseroan. Perubahan yang terjadi yaitu pada perluasan aktivitas operasional, penambahan jumlah wilayah kerja dan penambahan jumlah pemasok.

Throughout 2022, there were significant changes that occurred in the Company, including the addition of new business lines, *Contract Services* and *Chemical Services*. The business lines addition was carried out in line with the strategies of the Company's developing market coverage and business lines optimization.

The addition of the new business line did not have a significant impact on the Company. Changes that occurred include expansion of operational activities, addition to the number of working areas and addition to the number of suppliers.

PENDEKATAN ATAU PRINSIP PENCEGAHAN

APPROACH OR PRINCIPLE ON PREVENTION

Dalam menjalankan aktivitas bisnis, Perseroan menyadari bahwa selalu ada ancaman dan risiko yang dihadapi baik secara langsung maupun tidak langsung. Untuk itu, Perseroan menerapkan prinsip pencegahan melalui manajemen risiko yang terukur dan disusun dengan prinsip kehati-hatian di seluruh lini bisnis Perseroan. Fungsi manajemen risiko di Perseroan dikelola secara terfokus oleh divisi *Strategic Planning, Business Development & Risk Management (SPBDRM)* untuk memastikan seluruh risiko yang dihadapi dapat diawasi dan dilakukan pencegahan. Uraian detail mengenai prinsip pencegahan akan disampaikan pada subbab Manajemen Risiko pada bab Tata Kelola Perseroan.

In carrying out the business activities, the Company realizes that there are always threats and risks faced either directly or indirectly. For this reason, the Company implements principle of prevention through measurable risk management that is prudently prepared in all of the Company's business lines. The risk management function in the Company is managed in a focused manner by the Strategic Planning, Business Development & Risk Management (SPBDRM) division to ensure that all risks encountered can be monitored and prevented. The detailed prudence principle will be described in the Risk Management sub-chapter in the Corporate Governance chapter.

PENGHARGAAN DAN SERTIFIKASI

AWARD AND CERTIFICATION



CSR & Pengembangan Desa Berkelanjutan Awards 2022 CSR & Sustainable Village Development Awards 2022

23 Juni 2022
23 June 2022

Penyelenggara:

Indonesian Social Sustainability Forum (ISSF) dan
Kementerian Desa, Pembangunan Daerah Tertinggal
dan Transmigrasi.

Organizer:

Indonesian Social Sustainability Forum (ISSF) and Ministry
of Villages, Disadvantaged Regions, and Transmigration.

Pencapaian:

Pemberdayaan Masyarakat melalui Program Perempuan
Kreatif Mandiri di Tuban, Jawa Timur - Medali Perak.
Pengembangan Batik Kontemporer Suku Sakai,
Riau - Medali Perak.

Achievement:

Community Empowerment through the Independent
Creative Women Program in Tuban, East Java -
Silver Medal.
Sakai Tribe Contemporary Batik Development
Program, Riau - Silver Medal.

Nusantara CSR Awards 2022 Nusantara CSR Awards 2022

26 Agustus 2022
26 August 2022



Penyelenggara:

La Tofi School of Social Responsibility.

Organizer:

La Tofi School of Social Responsibility.

Pencapaian:

- Penghargaan Peningkatan Mutu Pendidikan.
- Penghargaan Pemberdayaan Ekonomi Komunitas.

Achievement:

- Education Quality Improvement Award.
- Community Economic Empowerment Award.



Asia Sustainability Reporting Rating 2022

Asia Sustainability Reporting
Rating 2022

24 November 2022

24 November 2022

Penyelenggara:

National Center for Sustainability Reporting (NCSR).

Organizer:

National Center for Sustainability Reporting (NCSR).

Pencapaian:

Laporan Keberlanjutan, Silver Rank.

Achievement:

Sustainability Report, Silver Rank.

E2S Award 2022 E2S Award 2022

26 Desember 2022

26 December 2022



Sumber/source: www.portonews.com

Penyelenggara:

Energy and Mining Editor Society (E2S).

Organizer:

Energy and Mining Editor Society (E2S).

Pencapaian:

Best Corporate Secretary 2021.

Achievement:

Best Corporate Secretary 2021.

Continuous Improvement Program (CIP)

Continuous Improvement Program (CIP)

19-21 Oktober 2022

19-21 October 2022

Penyelenggara:

PT Pertamina Drilling Services Indonesia.

Organizer:

PT Pertamina Drilling Services Indonesia.

Pencapaian:

- Medali Perak
- Medali Emas

Achievement:

- Gold medal
- Silver medal



Indonesia Green Awards (IGA) Indonesia Green Awards (IGA)

21 Maret 2022
21 March 2022

Sumber/source: www.bestcsr.id

Penyelenggara:

The La Tofi School of Social Responsibility.

Organizer:

The La Tofi School of Social Responsibility.

Pencapaian:

Penghargaan Pengembangan Keanekaragaman Hayati.

Achievement:

Biodiversity Development Award.

CIP Sub Holding Upstream

CIP Sub Holding Upstream

13-15 Desember 2022

13-15 December 2022

Penyelenggara:

Sub Holding Upstream.

Organizer:

Sub Holding Upstream.

Pencapaian:

- Medali Emas

Achievement:

- Gold Medal

KEANGGOTAAN DALAM ASOSIASI [GRI 2-28]

MEMBERSHIP IN ASSOCIATIONS [GRI 2-28]

No.	Nama Organisasi <i>Organization Name</i>	Deskripsi <i>Description</i>	Keanggotaan <i>Membership</i>
1	Gabungan Pelaksana Konstruksi Nasional Indonesia (GAPENSI) <i>Indonesian National Contractors Association</i>	Keanggotaan pada asosiasi ini terus diperpanjang. <i>Membership in the association was continually updated.</i>	Anggota <i>Member</i>
2	Perkumpulan Penyelenggara Jasaboga Indonesia (PPJI) <i>Indonesian Food Service Providers Association</i>	Perseroan terdaftar sebagai anggota Perkumpulan Penyelenggara Jasaboga Indonesia. <i>The Company is registered as a member of the Association of Indonesian Food Service Providers.</i>	Anggota <i>Member</i>
3	Persatuan Pengusaha Pelayaran Niaga Nasional Indonesia (INSA) <i>Indonesian National Shipowners Association</i>	Perseroan terdaftar sebagai anggota asosiasi ini sejak tahun 1991. <i>The Company has been registered as a member of this association since 1991.</i>	Anggota <i>Member</i>
4	Kamar Dagang dan Industri (KADIN) <i>Chamber of Commerce and Industry</i>	Perseroan terdaftar sebagai anggota KADIN DKI Jakarta. <i>The Company is registered as a member of KADIN of DKI Jakarta.</i>	Anggota <i>Member</i>

TATA KELOLA PERUSAHAAN

CORPORATE GOVERNANCE

Pencapaian yang telah diraih Perseroan sepanjang tahun 2022 merupakan suatu prestasi yang dihasilkan dari penerapan tata kelola perusahaan yang baik (*Good Corporate Governance*) yang menjadi salah satu komitmen Perseroan dalam menjalankan aktivitas bisnisnya. Penerapan GCG di Perseroan tidak hanya sekedar memenuhi ketentuan dan peraturan yang berlaku semata, melainkan ditanamkan menjadi prinsip dan kunci dalam meningkatkan kinerja, daya saing dan keberlanjutan usaha dalam jangka panjang. Komitmen tersebut dibuktikan dengan membentuk *Champion GCG* yang terdiri dari para Perwira PDC lintas fungsi melalui SK Dirut No. 15/PDC1000/2019-S0 tanggal 9 Desember 2019.

Implementasi GCG di Perseroan dilakukan melalui kebijakan dan internalisasi budaya perusahaan sebagai wujud keteladanan atas prinsip-prinsip GCG yang mendasari proses dan mekanisme pengelolaan perusahaan. Pada praktiknya, Perseroan mengacu pada peraturan perundang-undangan yang berlaku serta *best practices* yang ada.

The Company's achievements throughout 2022 resulted from the implementation of Good Corporate Governance, which is one of the Company's commitments in carrying out its business activities. The GCG implementation in the Company does not merely comply with the applicable rules and regulations, but is instilled into principles and keys in improving performance, competitiveness, and business sustainability in the long term. This commitment is proven by forming GCG Champion, which consist of cross-functional PDC Officers through the President Director Decree No. 15/PDC1000/2019-S0 dated 9 December 2019.

The GCG implementation in the Company is carried out through policies and internalization of corporate culture, as an ideal product of GCG principles that serves as foundation to the processes and mechanisms in managing the company. In practice, the Company refers to the applicable laws and regulations as well as existing best practices.

DASAR HUKUM PENERAPAN GCG

LEGAL BASIS OF GCG IMPLEMENTATION

Dalam melaksanakan implementasi GCG, Perseroan merujuk kepada sejumlah peraturan perundang-undangan dan kebijakan pemerintah sebagai berikut:

- Undang-Undang (UU) No. 40/2007 mengenai Perseroan Terbatas (PT)
- UU No. 19/2003 mengenai BUMN
- UU No. 31/1999 tentang Pemberantasan Tindak Pidana Korupsi
- Permen BUMN No. PER-01/MBU/2012 tanggal 6 Juli 2012 mengenai Perubahan atas Permen BUMN No. PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN.

In implementing GCG, the Company refers to several laws and government policies, as follows:

- Law No. 40/2007 regarding Limited Liability Company
- Law No. 19/2003 regarding SOEs
- Law No. 31/1999 concerning the Eradication of Corruption Crimes
- Regulation of the Minister of SOE No. PER-01/MBU/2012 dated 6 July 2012 concerning Amendments to Regulation of the Minister of SOE No. PER-01/MBU/2011 dated 1 August 2011 concerning Implementation of Good Corporate Governance in SOE.

STRUKTUR TATA KELOLA

[GRI 2-9, 2-11, 2-12, 2-15]

GOVERNANCE STRUCTURE [GRI 2-9, 2-11, 2-12, 2-15]

Struktur tata kelola Perseroan merujuk pada UU No. 40 Tahun 2007 tentang Perseroan Terbatas (UU PT). Secara garis besar, struktur tata kelola perusahaan tercermin pada organ utama perusahaan yang terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi.

Secara prinsip, Rapat Umum Pemegang Saham merupakan pemegang kekuasaan tertinggi di Perseroan. Namun pada praktik pengelolaan Perseroan, badan tata kelola tertinggi terdiri dari 2 tingkatan yaitu Dewan Direksi sebagai dewan eksekutif yang diketuai oleh Direktur Utama dan Dewan Komisaris sebagai dewan pengawas yang diketuai oleh Komisaris Utama. Berdasarkan peran tersebut, terdapat batasan secara jelas yang dituangkan melalui Board of Manual yang mengatur mengenai tanggung jawab dan kewenangan antara Direksi dan Komisaris sehingga dapat menghindari konflik kepentingan. [GRI 2-11, 2-15]

Pada aspek keberlanjutan, Dewan Direksi dan Dewan Komisaris bersama Corporate Secretary melakukan diskusi setiap tahun untuk membahas mengenai isu-isu terkini terkait aspek ekonomi, sosial dan lingkungan untuk menetapkan arahan dan prioritas program TJSL. Selain itu, Dewan Direksi juga terlibat dalam pembahasan aspek keberlanjutan melalui management meeting yang dilakukan setiap bulan. Selain organ utama, Perseroan juga memiliki organ pendukung yang berfungsi mengoptimalkan tugas dan tanggung jawab organ utama serta membantu Dewan Komisaris dalam mengawasi aspek tata kelola, kinerja perusahaan dan aspek keberlanjutan.

Dewan Komisaris memiliki organ pendukung yaitu Komite Audit; Komite Risiko, Nominasi dan Remunerasi (RNR) serta Komite GCG & Investasi. [GRI 2-12]

The corporate governance structure refers to Law No. 40 of 2007 concerning Limited Liability Companies. Broadly speaking, the corporate governance structure is reflected in the company's main organs, which consist of the General Meeting of Shareholders (GMS), the Board of Commissioners (BOC) and the Board of Directors (BOD).

In principle, the General Meeting of Shareholders is the highest authority in the Company. But in carrying out the Company management, the highest governing body consists of 2 levels, namely the Board of Directors as the executive board chaired by the President Director and the Board of Commissioners as the supervisory board chaired by the President Commissioner. Based on these roles, there are clear boundaries set forth in the Board of Manual which regulates the responsibilities and authorities between the Directors and Commissioners so as to avoid conflicts of interest. [GRI 2-11, 2-15]

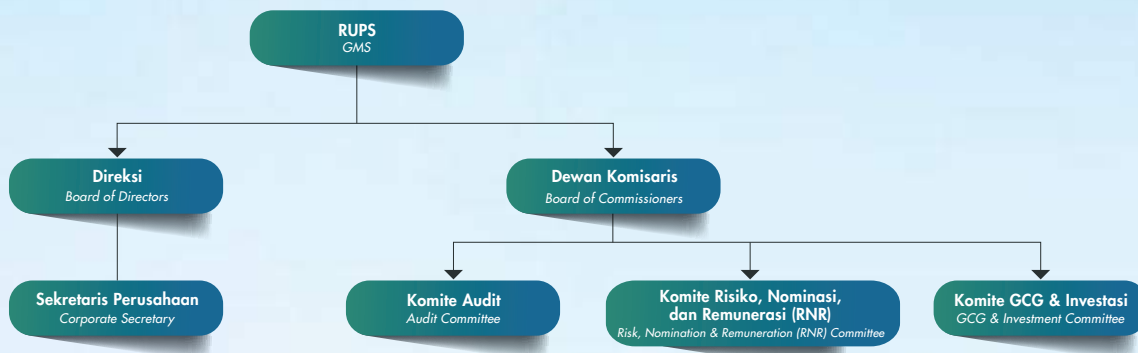
On the aspect of sustainability, the BOD, BOC and the Corporate Secretary hold yearly discussion to examine latest issues related to economic, social and environmental aspects to determine the direction and priority of the CSR programs. Additionally, the BOD is also involved in discussion about sustainability aspects through management meetings that are held monthly. In addition to the main organs, the Company also has supporting organs which functions to optimize the duties and responsibilities of the main organs and assist the BOC in overseeing aspects of governance, corporate performance and sustainability aspects.

The BOC has supporting organs, namely the Audit Committee; Risk, Nomination and Remuneration Committee (RNR) and GCG & Investment Committee. [GRI 2-12]

Sementara Direksi dibantu oleh Sekretaris Perusahaan untuk menunjang tugas-tugas yang bersifat administratif. Struktur tata kelola yang berlaku di Perseroan disajikan dalam bagan sebagai berikut:

Meanwhile the Board of Directors is assisted by the Corporate Secretary to support administrative tasks. The governance structure that applies in the Company is presented in the following chart as follows:

Tata Kelola Perusahaan Governance Structure



RAPAT UMUM PEMEGANG SAHAM

Rapat Umum Pemegang Saham merupakan pemegang kekuasaan tertinggi di Perseroan Terbatas sebagai wadah strategis yang kewenangannya tidak diberikan kepada Direksi atau Dewan Komisaris.

GENERAL MEETING OF SHAREHOLDERS

The General Meeting of Shareholders is the highest authority in the Company, as a strategic forum whose authority is neither granted to the BOD nor the BOC.

DEWAN KOMISARIS

Dewan Komisaris merupakan organ Perseroan yang bertugas menjalankan fungsi pengawasan secara umum dan/atau khusus sesuai dengan Anggaran Dasar Perseroan serta memberikan masukan kepada Direksi, guna memastikan terlaksananya tata kelola perusahaan yang baik dengan mempertimbangkan aspek-aspek berkelanjutan.

BOARD OF COMMISSIONERS

The BOC is the Company organ in charge of carrying out general and/or particular oversee function according to Company's Articles of Association as well as providing input to the BOD, to ensure the implementation of good corporate governance while considering on aspects of sustainability.

DIREKSI

Direksi merupakan organ tata kelola perusahaan yang memiliki kewenangan dan tanggung jawab penuh atas pengelolaan Perseroan serta pengambilan keputusan sesuai tugas dan kewenangannya untuk mencapai tujuan dan kepentingan Perseroan.

BOARD OF DIRECTORS

The BOD is a corporate governance organ who has full authority and responsibility for managing the Company and making decisions according to their duties and authorities to achieve Company's goals and interests.

Susunan Dewan Komisaris Perusahaan [GRI 2-9]

Composition of the Company's Board of Commissioners [GRI 2-9]

Nama Name	Jabatan Position	Jenis Kelamin Gender	Periode Jabatan Term of Office
Laode Abdul Hasar	Komisaris Commissioner	Laki-Laki Male	4 September 2019 – 3 September 2022 4 September 2019 – 3 September 2022
Hendrasmo	Komisaris Commissioner	Laki-Laki Male	22 Juli 2021 – 15 Desember 2022 22 July 2021 – 15 December 2022
Adhi Brahmantya	Komisaris Utama President Commissioner	Laki-Laki Male	23 September 2022 - saat ini 23 September 2022 - present
Muhanto Hatta	Komisaris Commissioner	Laki-Laki Male	23 September 2022 - saat ini 23 September 2022 - present
Desiantien	Komisaris Commissioner	Perempuan Female	23 September 2022 - saat ini 23 September 2022 - present
Suyus Windayana	Komisaris Commissioner	Laki-Laki Male	16 Desember 2022 – saat ini 16 December 2022 - present

Susunan Direksi Perusahaan [GRI 2-9]

Composition of the Company's Board of Directors [GRI 2-9]

Nama Name	Jabatan Position	Jenis Kelamin Gender	Periode Jabatan Term of Office
Tedyanus Rozarius	Direktur Utama President Director	Laki-Laki Male	11 Juli 2019 – 10 Juli 2022 11 July 2019 – 10 July 2022
Dicky Sulaimansyah	Direktur Operasi dan Marketing Operations and Marketing Director	Laki-Laki Male	26 Januari 2021 – 10 Agustus 2022 26 January 2021 – 10 August 2022
Faried Iskandar Dozyn	Direktur Utama President Director	Laki-Laki Male	13 September 2022 – saat ini 13 September 2022 - present
Apriandy Zainuddin	Direktur Operasi dan Marketing Operations and Marketing Director	Laki-Laki Male	11 Agustus 2022 – saat ini 11 August 2022 - present

Keberagaman Dewan Komisaris [GRI 405-1] Diversity of The Board of Commissioners [GRI 405-1]

Dewan Komisaris <i>Board of Commissioners</i>	Tingkat Pendidikan Terakhir <i>Educational Level</i>			Pengalaman Kerja <i>Work Experience</i>		Usia <i>Age</i>		Jenis Kelamin <i>Gender</i>	
	S1 Under-graduate Degree	S2 Master's Degree	S3 Doctorate	<20	>20	<50	>50	Laki-laki Male	Perempuan Female
Laode Abdul Hasar		✓			✓		✓	✓	
Hendrasmo			✓		✓		✓	✓	
Adhi Brahmantya		✓			✓		✓	✓	
Muhanto Hatta	✓				✓		✓	✓	
Desiantien		✓			✓		✓		✓
Suyus Windayana		✓			✓		✓	✓	

- Masa jabatan Laode Abdul Hasar sebagai Komisaris berakhir pada 3 September 2022.
- Masa jabatan Hendrasmo sebagai Komisaris berakhir pada 15 Desember 2022.
- Adhi Brahmantya diangkat sebagai Komisaris Utama terhitung mulai tanggal 23 September 2022.
- Muhanto Hatta diangkat sebagai Komisaris terhitung mulai tanggal 23 September 2022.
- Desiantien diangkat sebagai Komisaris terhitung mulai tanggal 23 September 2022.
- Suyus Windayana diangkat sebagai Komisaris terhitung mulai tanggal 16 Desember 2022.
- The term of office of Laode Abdul Hasar as Commissioner ended on 3 September 2022.
- The term of office of Hendrasmo as Commissioner ended on 15 December 2022.
- Adhi Brahmantya was appointed as President Commissioner effective 23 September 2022.
- Muhanto Hatta was appointed as Commissioner effective 23 September 2022.
- Desiantien was appointed as Commissioner effective 23 September 2022.
- Suyus Windayana was appointed as Commissioner effective 16 December 2022.

Keberagaman Direksi [GRI 405-1]

Diversity of The Board of Directors [GRI 405-1]

Direksi Directors	Tingkat Pendidikan Terakhir Educational Level			Pengalaman Kerja Work Experience		Usia Age		Jenis Kelamin Gender	
	S1 Under- graduate Degree	S2 Master's Degree	S3 Doctorate	<20	>20	<50	>50	Laki-laki Male	Perempuan Female
Teddyanus Rozarius*		✓			✓		✓	✓	
Dicky Sulaimansyah**	✓				✓		✓	✓	
Faried Iskandar Dozyn*	✓				✓		✓	✓	
Apriandy Zainuddin**	✓				✓	✓		✓	

*) Masa jabatan Teddyanus Rozarius sebagai Direktur Utama berakhir pada 10 Juli 2022 dan digantikan Faried Iskandar Dozyn terhitung mulai tanggal 13 September 2022.

**) Masa jabatan Dicky Sulaimansyah sebagai Direktur Operasi dan Marketing berakhir pada 10 Agustus 2022 dan digantikan Apriandy Zainuddin terhitung mulai tanggal 11 Agustus 2022.

*) The term of office of Teddyanus Rozarius as President Director ended on 10 July 2022 and was replaced by Faried Iskandar Dozyn effective 13 September 2022.

**) The term of office of Dicky Sulaimansyah as Operations and Marketing Director ended on 10 August 2022 and was replaced by Apriandy Zainuddin effective 11 August 2022.

PROSES PEMILIHAN BADAN TATA KELOLA [GRI 2-10]

SELECTION PROCESS OF GOVERNANCE BODY [GRI 2-10]

Direksi dan Komisaris diangkat oleh pemegang saham melalui Rapat Umum Pemegang Saham berdasarkan rekomendasi dari Komite Risiko, Remunerasi dan Nominasi (RNR). Pemilihan Direksi dan Komisaris didasarkan pada berbagai persyaratan yang mencakup persyaratan formal, persyaratan materiil dan persyaratan khusus. Sebelum dilakukan pengangkatan, calon Direksi dan Komisaris terlebih dahulu melakukan proses penilaian kemampuan dan kepatutan (*fit and proper test*) oleh pemegang saham. Selanjutnya, calon Direksi dan Komisaris yang dinyatakan lolos penilaian kemampuan dan kepatutan kemudian wajib menandatangani kontrak manajemen sebelum ditetapkan sebagai Direktur dan Komisaris.

Directors and Commissioners are appointed by the shareholders through the General Meeting of Shareholders based on recommendations from the Risk, Remuneration and Nomination (RNR) Committee. The selection of Directors and Commissioners is based on various requirements which include formal requirements, material requirements and special requirements. Prior to the appointment, candidate for the Directors and Commissioners undergo a fit and proper test by the shareholders. Then, the candidate who passed the fit and proper test is then required to sign a management contract before being appointed as Directors and Commissioners.

KEBIJAKAN DAN PENETAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI [GRI 2-19, 2-20]

POLICY AND DETERMINATION OF REMUNERATION OF THE BOARD OF COMMISSIONERS AND DIRECTORS [GRI 2-19, 2-20]

Penetapan remunerasi bagi Dewan Komisaris dan Direksi di Perseroan telah diatur dalam Kebijakan Tata Kelola Perusahaan yang berlaku di Perseroan. Remunerasi Dewan Komisaris dan Direksi ditetapkan melalui RUPS yang mengacu pada pedoman Pengelolaan Anak Perusahaan PT Pertamina (Persero). Pemberian remunerasi bagi Dewan Komisaris dan Direksi terdiri dari honorarium dan fasilitas/tunjangan. [GRI 2-19]

Determination of remuneration for the BOC and BOD in the Company is regulated in the Corporate Governance Policy that applies in the Company. The remuneration for the BOC and BOD is determined in the GMS which refers to the guidelines for the Management of PT Pertamina (Persero) Subsidiaries. Remuneration provision for the BOC and BOD consists of honorarium and benefits/allowances. [GRI 2-19]

Penetapan besaran remunerasi bagi Dewan Komisaris dan Direksi ditetapkan berdasarkan formula yang telah ditetapkan dan diputuskan melalui Keputusan Pemegang Saham setelah sebelumnya telah dilakukan kajian secara mendalam oleh Dewan Komisaris dan Pemegang Saham. [GRI 2-19]

Determining the amount of remuneration for the BOC and BOD is calculated based on a formula that has been established and decided in a Shareholders' Decision after an in-depth study by the BOC and Shareholders. [GRI 2-19]

Remunerasi bagi Dewan Komisaris dan Direksi mempertimbangkan berbagai faktor berikut:

1. Skala dan tingkat kompleksitas usaha
2. Kinerja perusahaan
3. Pencapaian KPI Dewan Komisaris dan Direksi
4. Kondisi makro ekonomi
5. Peraturan Perundang-undangan dan Kebijakan Tata Kelola Anak Perusahaan PT Pertamina (Persero)
6. *Benchmark* dari industri sejenis.

Prosedur penetapan remunerasi Dewan Komisaris dan Direksi dilakukan sesuai bagan berikut: [GRI 2-20]

Remuneration for the BOC and BOD takes into account the following factors:

1. The scale and level of complexity of the business
2. Company performance
3. KPI achievement of the BOC and BOD
4. Macroeconomic conditions
5. Laws and Governance Policies of Subsidiary of PT Pertamina (Persero)
6. Benchmarks from similar industries.

The procedure for determining the remuneration for the BOC and BOD is carried out according to the following chart: [GRI 2-20]

Analisis dan Evaluasi Kinerja *Performance Analysis and Evaluation*



STRUKTUR REMUNERASI [GRI 2-19, 2-21]

REMUNERATION STRUCTURE [GRI 2-19, 2-21]

Remunerasi bagi Dewan Komisaris dan Direksi dibagi ke dalam beberapa komponen seperti gaji, fasilitas dan tunjangan. Adapun struktur remunerasi bagi Dewan Komisaris dan Direksi Perseroan secara rinci adalah sebagai berikut:

Remuneration for the BOC and BOD is divided into several components such as salary, facilities and benefits. The detailed remuneration structure for the Company's BOC and BOD is as follows:

Nama Name	Komisaris Utama President Commissioner	Komisaris Commissioner	Direktur Utama President Director	Direktur Operasi & Marketing Operations and Marketing Director
Gaji Honorarium Salary	✓	✓	✓	✓
Tunjangan Perumahan dan Utilitas Housing and Utilities Allowance	-	-	✓	✓
THR Religious Holiday Allowance	✓	✓	✓	✓
Asuransi Purna Jabatan Post-Employment Insurance	✓	✓	✓	✓
Tunjangan Transportasi Transportation Allowance	✓	✓	-	-
Fasilitas Transportasi Transportation Benefit	✓	✓	✓	✓
Fasilitas Kesehatan Medical Benefit	-	-	✓	✓
Fasilitas Hukum Legal Benefit	✓	✓	✓	✓

Pada tahun 2022, realisasi remunerasi untuk Dewan Komisaris sebesar Rp2.569.264.035 yang terdiri dari Rp272.725.481 untuk Komisaris Utama dan Rp2.296.538.554 untuk Komisaris.

In 2022, the realized remuneration for the BOC was Rp2,569,264,035, which consisted of Rp272,725,481 for the President Commissioner and Rp2,296,538,554 for the Commissioners.

Sementara realisasi remunerasi untuk Direksi Perseroan pada tahun 2022 sebesar Rp6.633.900.321 yang terdiri dari Rp3.583.600.512 untuk Direktur Utama dan Rp3.050.299.809 untuk Direktur Operasi & Marketing.

Meanwhile, the actual remuneration for the Company's BOD in 2022 was Rp6,633,900,321, which consisted of Rp3,583,600,512 for the President Director and Rp3,050,299,809 for the Operations & Marketing Director.

Untuk alasan kerahasiaan, kami tidak dapat menyajikan rasio kompensasi total tahunan bagi individu dengan bayaran tertinggi terhadap median total kompensasi tahunan untuk seluruh pekerja maupun peningkatan rasio kompensasi tahunan pada periode ini. [GRI 2-21]

For confidentiality reasons, we are unable to provide neither the ratio of the annual total compensation for the highest paid individual to the median annual total compensation for all employees nor the increase in the annual compensation ratio for this period. [GRI 2-21]

EVALUASI DAN PROGRAM PENGEMBANGAN DIREKSI DAN KOMISARIS [GRI 2-17, 2-18]

EVALUATION & DEVELOPMENT PROGRAM FOR DIRECTORS AND COMMISSIONERS [GRI 2-17, 2-18]

Setiap tahun, Perseroan melakukan evaluasi kinerja Direksi dan Komisaris berdasarkan kriteria yang telah ditetapkan dalam *Board Manual*. Evaluasi kinerja Direksi dilakukan secara kolegal maupun secara individu yang dilakukan oleh Dewan Komisaris dan pemegang saham dalam RUPS berdasarkan pencapaian Key Performance Indicator (KPI). [GRI 2-18]

Every year, the Company evaluates the performance of the Board of Directors and Commissioners based on the criteria set out in the Board Manual. Performance evaluation of the Board of Directors is assessed collegially and individually by the Board of Commissioners and shareholders at the GMS based on the Key Performance Indicator (KPI) achievement. [GRI 2-18]

Sementara evaluasi kinerja Komisaris dilakukan oleh pemegang saham berdasarkan kontrak manajemen yang disampaikan kepada pemegang saham setiap tahunnya. [GRI 2-18]

While the performance evaluation of the Commissioners is assessed by the shareholders based on the management contract submitted to the shareholders annually. [GRI 2-18]

Untuk meningkatkan kualitas kepemimpinan dan kinerja Direksi dan Komisaris, Perseroan memfasilitasi pengembangan kompetensi melalui program pelatihan dan seminar. Selama periode pelaporan, pengembangan kompetensi diikuti oleh Direksi Perseroan dengan durasi selama 114 jam yang diikuti oleh Direktur Utama dan Direktur Operasi dan *Marketing*. Program pengembangan kompetensi Direksi disajikan pada bagan berikut:

To improve the leadership quality and performance of the Directors and Commissioners, the Company facilitates competency development through training programs and seminars. During the reporting period, competency development was attended by the Company's BOD for a duration of 114 hours, which was attended by the President Director and the Operations and Marketing Director. The competency development program for the Directors is presented below:

Pengembangan Kompetensi Dewan Komisaris dan Direksi [GRI 2-17]

Board of Commissioners and Board of Directors Competency Development [GRI 2-17]

Nama Program Pelatihan <i>Name of Training Program</i>	Waktu Pelaksanaan <i>Implementation Time</i>	Durasi Program (jam) <i>Program Duration (hours)</i>	Jumlah Peserta <i>Number of Participants</i>	Biaya (Rp) <i>Cost (Rp)</i>
Perbaikan Pengelolaan UMK di Lingkungan PDSI & Anak Perusahaan <i>Improvement of UMK Management in the Environment of PDSI & Subsidiaries</i>	24 Februari 2022 <i>24 February 2022</i>	100	2	0
Konsinyering Proses Bisnis <i>Business Process Consulting</i>	2-3 Juni 2022 <i>2-3 June 2022</i>	14	2	0

DELEGASI WEWENANG [GRI 2-13]

DELEGATION OF AUTHORITY [GRI 2-13]

Dalam mengelola aspek *Environmental, Social and Governance* (ESG), Perseroan memastikan pelaksanaan program kerja yang berkelanjutan sehingga dapat memberikan dampak seluas-luasnya bagi aspek masyarakat dan lingkungan. Untuk memastikan pengelolaan ESG yang tepat sasaran, Perseroan melakukan pendelegasian mengenai ESG kepada manajemen senior di Perseroan di antaranya kepada *Corporate Secretary* dan *QHSSE Manager*.

Corporate Secretary berperan memastikan peran serta Perseroan dalam aspek ESG dengan memastikan berjalannya tata kelola perusahaan yang baik dijalankan secara konsisten melalui berbagai perangkat GCG. *Corporate Secretary* secara aktif melakukan pengawasan dan menjalankan program kerja penguatan GCG seperti sosialisasi edukasi, *upskilling*, pengawasan WBS dan *self-assessment* GCG. Dalam pengelolaan aspek lingkungan dan sosial, *Corporate Secretary* secara aktif melaksanakan program TJSL yang didasarkan pada hasil identifikasi dan pemetaan potensi serta kebutuhan di wilayah kerja Perseroan.

Adapun peran dari *QHSSE Manager* dalam aspek ESG adalah dengan melakukan pengawasan dan pengelolaan aspek *environment*. Upaya yang dilakukan di antaranya dengan melakukan *assessment* terhadap kondisi lingkungan kerja, pendataan mengenai limbah, pendataan mengenai penggunaan energi, pendataan dan pengolahan limbah serta mengelola program kerja penghematan energi di seluruh lini bisnis maupun kantor pusat.

Corporate Secretary dan *QHSSE Manager* secara rutin melaporkan isu dan kinerja yang terkait dengan keberlanjutan kepada Dewan Direksi setiap bulan melalui *management meeting*. Selain itu, *Corporate Secretary* juga melaporkan kegiatan TJSL kepada Dewan Direksi dan Dewan Komisaris setiap tahun untuk dievaluasi kinerja maupun efektivitas dari kegiatan TJSL yang dilakukan.

In managing the *Environmental, Social and Governance* (ESG) aspects, the Company ensures the implementation of a sustainable work program such that it may impact as wide as possible to the community and environment. To ensure that administration of ESG reached the right target, the Company delegates ESG to senior management in the Company, including the *Corporate Secretary* and *QHSSE Manager*.

The *Corporate Secretary's* role is to ensure the Company's participation in the ESG aspect by arranging that good corporate governance is carried out consistently through various GCG soft structure. The *Corporate Secretary* actively oversees and carries out work programs to strengthen GCG such as educational outreach, *upskilling*, WBS supervision and GCG *self-assessment*. In managing environmental and social aspects, the *Corporate Secretary* actively carries out CSR programs based on the results of identifying, mapping potentials and needs in the Company's work areas.

The role of the *QHSSE Manager* in the ESG aspect is to supervise and manage environmental aspects. Efforts taken include conducting assessments of the condition of work environment, on waste, collecting data on energy use, collecting data and processing of waste, as well as managing energy saving work programs in all business lines and the head office.

The *Corporate Secretary* and *QHSSE Manager* regularly submitted reports of sustainability related issues and performance to the BOD monthly through management meetings. Additionally, the *Corporate Secretary* also reported CSR activities to the BOD and BOC on yearly basis to evaluate the performance and effectiveness of the CSR activities carried out.

KEBIJAKAN KEBERLANJUTAN

[GRI 2-23, 2-24, 2-25, 413-2]

SUSTAINABILITY POLICY [GRI 2-23, 2-24, 2-25, 413-2]

Saat ini, Perseroan belum memiliki kebijakan tertulis dan baku yang secara spesifik membahas mengenai kebijakan topik keberlanjutan. Walaupun demikian, Perseroan memiliki komitmen penuh terhadap topik keberlanjutan dengan memastikan tercakupnya topik-topik keberlanjutan pada setiap kebijakan di Perseroan. [GRI 2-23]

Komitmen tersebut ditunjukkan melalui berbagai kebijakan, peraturan maupun program kerja yang berorientasi pada aspek ekonomi, sosial dan lingkungan. Sebagai contoh, komitmen Perseroan pada aspek ekonomi yaitu memberikan kontribusi kepada negara melalui pembayaran pajak, memberikan kesempatan dalam proses pengadaan barang dan jasa bagi warga lokal maupun pembukaan lapangan kerja bagi warga lokal. Dari aspek sosial, Perseroan berkomitmen melaksanakan proses rekrutmen secara adil, transparan dan tanpa diskriminasi baik berdasarkan suku, agama, ras maupun kondisi fisik. Dari aspek lingkungan, Perseroan mengimplementasikan program TAKAKURA untuk pengolahan limbah terutama limbah organik yang dihasilkan dari operasional unit bisnis. [GRI 2-24]

Perseroan juga memfasilitasi dalam hal pengaduan terhadap aktivitas operasi yang berpotensi menimbulkan dampak negatif baik dari masyarakat maupun komunitas. Pengaduan tersebut dapat disampaikan kepada penanggung jawab proyek di setiap lokasi maupun dilakukan secara langsung melalui kontak Perseroan baik melalui *e-mail*, telepon, surat maupun melalui media komunikasi lain yang tersedia. Perseroan senantiasa akan menindaklanjuti setiap pengaduan melalui proses verifikasi serta memberikan tindak lanjut secara langsung di lapangan. Sepanjang periode pelaporan, tidak terdapat pengaduan dari masyarakat mengenai dampak negatif yang berpengaruh dari aktivitas operasional terhadap masyarakat. [GRI 2-25, 413-2]

At present, the Company have yet a written and standard policy that specifically addresses sustainability topic. However, the Company is fully committed to the topic of sustainability by ensuring that sustainability topics are included in every policy in the Company. [GRI 2-23]

This commitment is demonstrated through various policies, regulations and work programs that are oriented towards economic, social and environmental aspects. For example, the Company's commitment to the economic aspect is shown through tax payment contribution to the state, opportunities for local residents to participate in goods and services procurement process as well as job creation for local residents. From the social aspect, the Company is committed to carry out the recruitment process fairly, transparently and without discrimination based on ethnicity, religion, race or physical condition. From an environmental perspective, the Company implements the TAKAKURA program for waste treatment, especially organic waste generated from business unit operations. [GRI 2-24]

The Company also facilitates complaints regarding operating activities that might potentially cause negative impacts on both the public and the community. Complaints can be submitted to the person in charge of the project at each location or made directly through the Company's contacts either by *e-mail*, telephone, letter or through other available communication media. The Company always follows up on every complaint through a verification process and provides direct follow-up in the field. Throughout the reporting period, there were zero complaints from the public concerning the negative impact from the operational activities on the community. [GRI 2-25, 413-2]

MANAJEMEN RISIKO [GRI 2-25]

RISK MANAGEMENT [GRI 2-25]

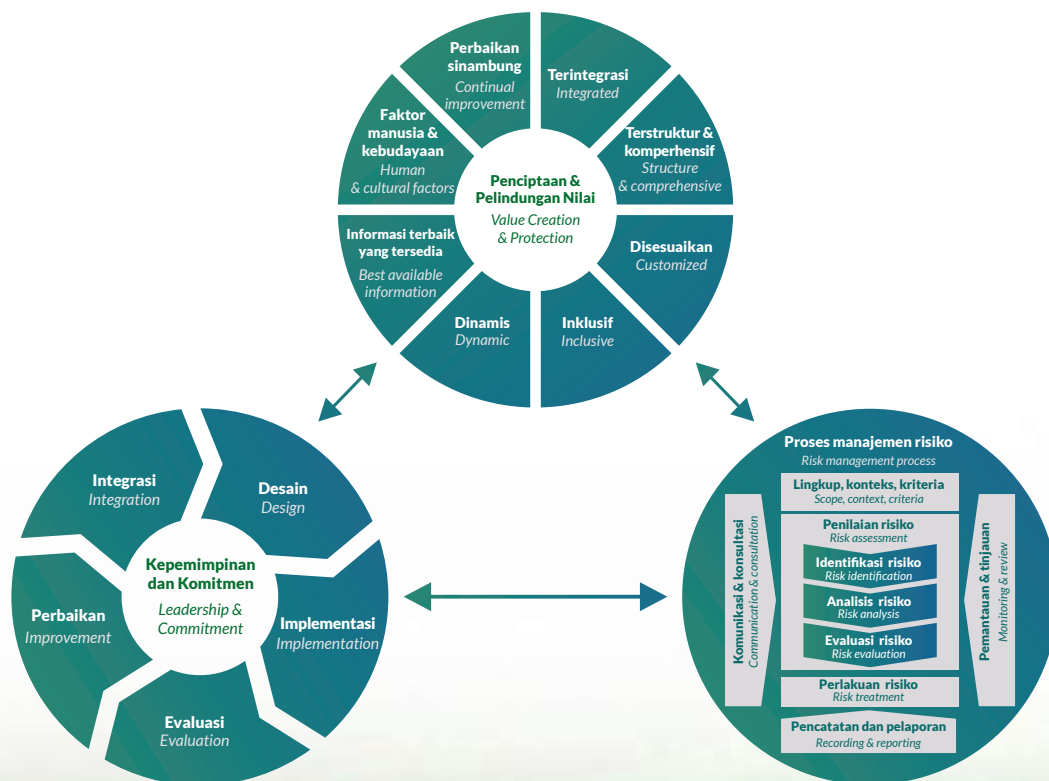
Dalam menjalankan aktivitas bisnis, Perseroan menyadari bahwa terdapat tantangan dan risiko yang berpotensi mempengaruhi kinerja Perseroan. Risiko yang dihadapi dapat berupa risiko operasional dan non-operasional yang berasal dari internal maupun eksternal. Untuk itu, Perseroan berupaya meminimalkan dampak dari potensi risiko yang dapat terjadi melalui pengelolaan risiko secara komprehensif, terukur, dan sistematis.

In carrying out business activities, the Company realizes that there are challenges and risks that may potentially affect the Company's performance. The risks faced may come in form of operational and non-operational risks from internal and external sources. Thus, the Company seeks to minimize the impact of potential risks that may occur through comprehensive, measurable, and systematic risk management.

Pada implementasinya, Perseroan mengadopsi prinsip dan kerangka kerja pengelolaan risiko berbasis ISO 31000:2018 yang dituangkan dalam Pedoman Manajemen Risiko No. A-009/PDC0000/2022-S9 Revisi Ke-1 yang mencakup 8 (delapan) *clause* prinsip Manajemen Risiko, 5 (lima) *clause* elemen kerangka kerja, dan 6 (enam) *clause* tahap proses pengelolaan risiko.

In its implementation, the Company adopts risk management principles and framework based on ISO 31000:2018 as outlined in Risk Management Guidelines No. A-009/PDC0000/2022-S9 Revisi Ke-1 which includes 8 (eight) clauses of risk management principles, 5 (five) clauses of framework elements, and 6 (six) clauses of risk management process stages.

Prinsip dan Kerangka Pengelolaan Risiko Berbasis ISO 31000 2018 Principles and Framework of Risk Management Based on ISO 31000 2018



Pengelolaan risiko di Perseroan secara khusus dilakukan oleh divisi SPBDRM yang memiliki peran dalam pengelolaan fungsi Manajemen Risiko. Selain dari pada itu, pengelolaan risiko juga dilakukan oleh masing-masing lini bisnis sehingga pengelolaan risiko dapat dilakukan secara komprehensif pada setiap pelaksanaan operasional bisnis.

Risk management in the Company is specifically carried out by the SPBDRM division, whose role is managing the Risk Management function. Apart from that, risk management is also carried out by each business line so that it can be carried out comprehensively in every implementation of business operations.

Pada 2022 Fungsi Manajemen Risiko Perseroan melakukan *assessment risk* dan telah mengidentifikasi sebanyak 32 *risk event* dengan 187 *treatment* (rencana mitigasi). Dari seluruh rencana mitigasi tersebut dapat dirinci sebagai berikut:

In 2022 the Company's Risk Management Function conducted risks assessment and identified a total of 32 risk events with 187 treatments (mitigation plans). The mitigation plans are detailed as follows:

Tabel Mitigasi Risiko Tahun 2022
Table of Risk Mitigation in 2022

	Rencana Mitigasi <i>Mitigation Plan</i>	<i>Evidence</i>
Triwulan/ <i>Quarter 1</i>	37	37
Triwulan/ <i>Quarter 2</i>	53	53
Triwulan/ <i>Quarter 3</i>	42	42
Triwulan/ <i>Quarter 4</i>	55	55

SISTEM PELAPORAN PELANGGARAN [GRI 2-16, 2-26, 2-27]

WHISTLEBLOWING SYSTEM [GRI 2-16, 2-26, 2-27]

Salah satu bentuk implementasi *Good Corporate Governance* di Perseroan adalah pada aspek komunikasi masalah penting kepada badan tata kelola tertinggi di Perseroan. Hal ini dilakukan dalam upaya mencegah terjadinya praktik bisnis yang tidak etis, fraud serta pelanggaran hukum. [GRI 2-16]

Untuk itu Perseroan mengimplementasikan *Whistleblowing System (WBS)* sebagai sarana komunikasi bagi seluruh pemangku kepentingan di Perseroan untuk melaporkan masalah penting yang berkaitan dengan Perseroan. Untuk memastikan objektivitas dan menghindari ancaman kepada pihak pelapor, pengaduan pelanggaran dilaporkan secara rahasia, anonim dan mandiri sehingga dapat memberikan rasa aman bagi pelapor.

Sepanjang tahun pelaporan, tidak terdapat pengaduan dugaan pelanggaran atau *critical concerns* yang dilaporkan melalui WBS Perseroan maupun yang disampaikan kepada Dewan Komisaris atau Direksi. Namun terdapat 1 pelanggaran terkait pelaksanaan SOP yang dilaporkan dan ditindaklanjuti oleh divisi SDM. Pelanggaran tersebut tidak termasuk ke dalam contoh ketidakpatuhan yang signifikan terhadap undang-undang dan peraturan yang mengakibatkan denda ataupun nonmoneter lainnya. [GRI 2-26, 2-27]

One form of implementation of *Good Corporate Governance* in the Company lies in the aspect of communicating important issues to the highest governance body in the Company. This is carried out to prevent unethical business practices, fraud and violations of the law. [GRI 2-16]

Thus, the Company implements a *Whistleblowing System (WBS)* as a means of communication for all stakeholders in the Company to report important issues related to the Company. To ensure objectivity and avoid threats to the reporter, complaints of violations are reported in confidentiality, anonymously and independently to provide a sense of security for the reporter.

Throughout the reporting year, there were no complaints of alleged violations nor critical concerns that were reported through the Company's WBS or submitted to the Board of Commissioners or the Board of Directors. However, there was 1 violation related to the implementation of the SOP that was reported and followed up by the HR division. Such violations did not included in significant instances of non-compliance with laws and regulations resulting in fines or other non-monetary consequences. [GRI 2-26, 2-27]

Jenis Laporan <i>Type of Report</i>	Jumlah Laporan <i>Number of Report</i>	Tindak Lanjut <i>Follow Up</i>
Pelanggaran SOP/ <i>Violation of Procedur</i>	1	Sudah ditindaklanjuti/ <i>has been followed up</i>
Kecurangan/ <i>Fraud</i>	-	-
Pelanggaran peraturan atau hukum/ <i>Violation of rules or laws</i>	-	-
Kelakuan tidak etis/ <i>Unethical Behaviour</i>	-	-
Penyuapan dan/atau Gratifikasi/ <i>Bribery and/or Gratuities</i>	-	-

MEKANISME SISTEM PELAPORAN PELANGGARAN [GRI 2-26]

MECHANISM OF WHISTLEBLOWING SYSTEM [GRI 2-26]

Pengaduan terhadap tindakan pelanggaran dilakukan melalui jalur formal yaitu disampaikan melalui atasan langsung, direktorat, maupun fungsi terkait. Namun apabila pelapor memiliki keraguan atau merasa bahwa sarana tersebut tidak efektif, maka pengaduan dapat dilakukan secara langsung kepada Pengelola WBS melalui sarana berikut:

Telepon: (021) 381 5909, (021) 381 5910,
(021) 381 5911

SMS dan Whatsapp: +62 811 861 5000

Faksimili: (021) 381 5912

Email: pertaminaclean@tipoffs.com.sg

Kirim Surat:

Attn: Tip-offs Anonymous

Pertamina Clean

P.O. Box 2600

JKP 10026

Seluruh pengaduan yang masuk melalui WBS akan dicatat dan dituangkan ke dalam format standar yang menghasilkan:

- Laporan penerimaan kontak sesuai kategori lingkup pengaduan/penyingkapan.
- Laporan penyingkapan (*disclosure report*).

Selanjutnya, tim investigasi melakukan penelaahan awal/klarifikasi terhadap pengaduan tersebut. Hasil penelaahan yang dilakukan kemudian disampaikan melalui laporan penyelesaian pengaduan/kasus yang kemudian dipresentasikan kepada Direktur Utama atau Direktur yang ditunjuk oleh Direktur Utama.

Complaints of violation can be made through formal channels, which is submitted through direct superiors, directorates, and related functions. However, if the complainant has doubts or consider that the method are not effective, complaints can be made directly to the WBS Manager through the following way:

Telephone: (021) 381 5909, (021) 381 5910,
(021) 381 5911

SMS and Whatsapp: +62 811 861 5000

Fax: (021) 381 5912

Email: pertaminaclean@tipoffs.com.sg

Mail:

Attn: Tip-offs Anonymous

Pertamina Clean

P.O. Box 2600

JKP 10026

All complaints that come through the WBS will be recorded and put into a standard format that results in:

- Report on contacts receipt according to the scope of complaint/disclosure category.
- Disclosure report.

Furthermore, the investigation team conducted an initial review/clarification of the complaint. The results of the review conducted are submitted through a complaint/case settlement report, which is later presented to the President Director or a Director appointed by the President Director.

PENANGANAN PELAPORAN PELANGGARAN [GRI 2-25, 2-26]

HANDLING OF VIOLATION REPORT [GRI 2-25, 2-26]

Setelah dilakukan pemaparan yang dilakukan oleh tim investigasi kepada Direktur Utama (atau Direktur yang ditunjuk oleh Direktur Utama), Direktur dapat menghasilkan beberapa keputusan berikut:

- Laporan pengaduan ditutup jika tidak terbukti.
- Memberikan sanksi sesuai ketentuan yang berlaku, jika terbukti dan terkait dengan tindakan administratif.
- Meneruskan tindak pidana tersebut kepada penyidik untuk proses lebih lanjut, jika terbukti dan terkait dengan tindak pidana umum atau korupsi. Dalam hal ini, tim melakukan koordinasi dengan pihak legal guna memastikan adanya bukti permulaan yang cukup. Jika bukti-bukti dinilai cukup, maka tim akan membuat rekomendasi kepada Direktur Utama untuk persetujuan. (Catatan: semua proses tersebut di atas dibuatkan Berita Acara).

After the investigation team presents the case to the President Director (or a Director appointed by the President Director), the Director may arrive on several decisions, as follows:

- The complaint report is closed if not proven.
- Give sanctions in accordance with applicable regulations, if proven and related to administrative actions.
- Forward the criminal case to investigators for further processing, if proven and related to general crimes or corruption. In this case, the team shall coordinate with legal parties to ensure there is sufficient initial evidence. If the evidence is deemed sufficient, the team will make a recommendation to the President Director for approval. (Note: all the processes mentioned above are made into official reports).

SANKSI/TINDAKAN DISIPLIN BAGI PELANGGAR [GRI 2-25, 2-26]

SANCTIONS/DISCIPLINARY ACTIONS FOR OFFENDER [GRI 2-25, 2-26]

Bentuk sanksi kepada Terlapor yang terbukti bersalah diberikan sesuai dengan ketentuan yang berlaku di Perseroan. Berdasarkan Peraturan Perusahaan, tindakan disiplin kepada pekerja dapat berupa teguran lisan, surat peringatan, pencabutan fasilitas, penundaan kenaikan golongan upah, penurunan golongan upah, pemindahan (mutasi dan demosi), pembayaran ganti rugi, atau pemutusan hubungan kerja sesuai dengan tingkatan kesalahan yang diperbuat.

Form of sanctions given to the Reported Party proven guilty is in accordance with the applicable provisions in the Company. Based on Company Regulations, disciplinary action against employees may be in the form of verbal warnings, warning letters, revocation of facilities, paygrade promotion delay, paygrade demotion, job relocation (transfer and demotion), compensation payment, or employment termination, in accordance with the degree of violation committed.



PEMENUHAN HAK DAN PELIBATAN PEMANGKU KEPENTINGAN [GRI 2-29]

FULFILLMENT OF RIGHTS AND STAKEHOLDERS' INVOLVEMENT [GRI 2-29]

Dalam menjalankan bisnisnya, Perseroan menjalin kerja sama dan kemitraan dengan berbagai pemangku kepentingan baik dari internal maupun eksternal. Kedudukan pemangku kepentingan bagi Perseroan sangatlah penting mengingat peran dan kontribusi masing-masing yang sangat berdampak pada kelangsungan bisnis dan pencapaian target Perseroan.

Untuk itu, Perseroan berupaya untuk membangun hubungan yang baik secara berkelanjutan sehingga dapat memberikan dampak positif bagi kedua belah pihak dalam jangka panjang. Upaya tersebut dilakukan melalui berbagai kegiatan yang berbeda-beda, bergantung pada tujuan kegiatan dan pemangku kepentingan yang terlibat.

Untuk membangun hubungan dengan pemangku kepentingan yang relevan, Perseroan melakukan identifikasi pemangku kepentingan dengan merujuk pada AA1000 *Stakeholder Engagement Standard* versi 2015, yang membagi proses identifikasi dan interaksi ke dalam lima atribut, yakni:

1. **Dependency** – Pihak yang secara langsung maupun tidak langsung memiliki ketergantungan terhadap aktivitas perusahaan atau sebaliknya;
2. **Responsibility** – Pihak terkait yang mana perusahaan memiliki tanggung jawab secara legal, komersial dan/atau etika;
3. **Tension** – Pihak yang membutuhkan perhatian dari Perseroan terkait isu ekonomi, sosial dan lingkungan;
4. **Influence** – Pihak yang memiliki pengaruh terhadap perusahaan atau strategi dan kebijakan pemangku kepentingan lain; dan

In carrying out its business, the Company establishes cooperation and partnerships with various internal and external stakeholders. The position of stakeholders for the Company is very important considering their respective roles and contributions which greatly impact on business continuity and the achievement of the Company's targets.

Hence, the Company strives to build good continuous relationships such that it may have a positive impact on both parties in the long term. These efforts are carried out through various different activities, depending on the objectives of the activity and the stakeholders involved.

To build relationships with relevant stakeholders, the Company conducts stakeholder identification by referring to the 2015 version of the AA1000 *Stakeholder Engagement Standard*, which divides the identification process and interaction into five attributes, namely:

1. **Dependency** – Parties who directly or indirectly depends on company's activities or vice versa;
2. **Responsibility** – Related parties for whom the Company has legal, commercial and/or ethical responsibilities;
3. **Tension** – Parties that require attention from the company regarding economic, social and environmental issues;
4. **Influence** – Parties who have influence on the Company or other stakeholders' strategies and policies; and

5. **Diverse Perspectives** – Pihak yang memiliki pandangan berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya.

Hasil identifikasi yang dilakukan akan menghasilkan pemetaan daftar pemangku kepentingan yang secara langsung maupun tidak langsung berkaitan dengan Perseroan. Pemangku kepentingan yang teridentifikasi di antaranya yaitu pemegang saham, pemerintah, pemasok, pelanggan, pekerja dan masyarakat.

Uraian secara lengkap mengenai pelibatan pemangku kepentingan disampaikan pada tabel sebagai berikut:

5. **Diverse Perspectives** – Parties with different perspectives that may influence a situation and encourage actions that were absent before.

The identification carried out will result in the mapping of list of stakeholders who directly or indirectly related to the Company. Identified stakeholders include shareholders, government, suppliers, customers, employees and the community.

A complete description of stakeholder engagement is presented in the following table:

Pemangku Kepentingan <i>Stakeholders</i> [GRI 2-29]	Topik Diskusi <i>Topic of Discussion</i> [GRI 2-29]	Metode Pelibatan <i>Method of Involvement</i> [GRI 2-29]	Frekuensi <i>Frequency</i> [GRI 2-29]
Pemegang Saham <i>Shareholders</i>	<ul style="list-style-type: none"> Kinerja perusahaan Implementasi Tata Kelola Perusahaan Keberlanjutan perusahaan <i>Company performance</i> <i>Implementation of Corporate Governance</i> <i>Corporate sustainability</i> 	<ul style="list-style-type: none"> Rapat Umum Pemegang Saham Penerbitan Laporan Keuangan Tahunan Penerbitan Laporan Tahunan Penerbitan Laporan Keberlanjutan <i>General Meeting of Shareholders</i> <i>Publishing of Annual Financial Reports</i> <i>Publishing of Annual Report</i> <i>Publishing of Sustainability Reports</i> 	<ul style="list-style-type: none"> Tahunan Tahunan Tahunan Tahunan <i>Annual</i> <i>Annual</i> <i>Annual</i> <i>Annual</i>
Pemerintah <i>Government</i>	<ul style="list-style-type: none"> Pemenuhan regulasi dan perundang-undangan yang berlaku Penyampaian informasi yang transparan Upaya menjalin hubungan yang harmonis Memberikan kontribusi kepada negara <i>Compliance with applicable laws and regulations</i> <i>Transparent disclosure of information</i> <i>Efforts to establish harmonious relationships</i> <i>Contribute to the country</i> 	<ul style="list-style-type: none"> Pengajuan dan pembaharuan perizinan terkait aktivitas usaha Penyajian informasi secara teratur melalui berbagai media Mengadakan pertemuan rutin Pembayaran pajak <i>Submission and renewal of licenses related to business activities</i> <i>Regular information updates through various media</i> <i>Hold regular meetings</i> <i>Payment of taxes</i> 	<ul style="list-style-type: none"> Sesuai kebutuhan berdasarkan regulasi Sesuai kebutuhan Sesuai kebutuhan Sesuai kebutuhan <i>As required based on regulations</i> <i>As required</i> <i>As required</i> <i>As required</i>

KINERJA EKONOMI KEBERLANJUTAN	KINERJA SDM	ASPEK QHSSE	ASPEK SOSIAL MASYARAKAT	ASPEK LINGKUNGAN
SUSTAINABLE ECONOMIC PERFORMANCE	HR PERFORMANCE	QHSSE ASPECT	COMMUNITY ASPECT	ENVIRONMENTAL ASPECT

Pemangku Kepentingan Stakeholders [GRI 2-29]	Topik Diskusi Topic of Discussion [GRI 2-29]	Metode Pelibatan Method of Involvement [GRI 2-29]	Frekuensi Frequency [GRI 2-29]
Mitra Kerja Business Partners	<ul style="list-style-type: none"> Memberikan keterbukaan informasi Tidak ada diskriminasi Pemenuhan hak dan kewajiban sesuai kontrak Kerja sama yang berkesinambungan 	<ul style="list-style-type: none"> Pre-bid meeting Proses <i>bidding</i> Negosiasi Pertemuan berkala (<i>Vendor Day</i>) 	<ul style="list-style-type: none"> Sesuai kebutuhan Sesuai kebutuhan Sesuai kebutuhan
	<ul style="list-style-type: none"> Provide information disclosure No discrimination Fulfillment of rights and obligations according to contracts Continuous cooperation 	<ul style="list-style-type: none"> Pre-bid meeting Bidding process Negotiation Regular meetings (<i>Vendor Day</i>) 	<ul style="list-style-type: none"> As required As required As required As required
Pelanggan Customer	<ul style="list-style-type: none"> Memberikan keterbukaan informasi Menjaga mutu dan kualitas pekerjaan Pelaksanaan <i>Quality Assurance</i> Implementasi sistem QHSSE secara komprehensif Melakukan <i>monitoring</i> pekerjaan secara teratur 	<ul style="list-style-type: none"> Survei kepuasan pelanggan Pertemuan rutin Komunikasi melalui berbagai media komunikasi 	<ul style="list-style-type: none"> 1 kali/tahun Sesuai kebutuhan Sesuai kebutuhan
	<ul style="list-style-type: none"> Provide information disclosure Maintain the quality and quality of work Implementation of <i>Quality Assurance</i> Implementation of a comprehensive QHSSE system Monitor work regularly 	<ul style="list-style-type: none"> Customer satisfaction survey Regular meetings Communication through various communication media 	<ul style="list-style-type: none"> 1 time/year As required As required

Pemangku Kepentingan Stakeholders [GRI 2-29]	Topik Diskusi Topic of Discussion [GRI 2-29]	Metode Pelibatan Method of Involvement [GRI 2-29]	Frekuensi Frequency [GRI 2-29]
Pekerja Employees	• Kesejahteraan pekerja	• Pengembangan dan evaluasi struktur remunerasi	• 1 kali/ tahun
	• Keselamatan dan Kesehatan Kerja	• Implementasi program K3	• Setiap waktu
	• Produktivitas kerja	• Penilaian kinerja pekerja	• 2 kali/ tahun
	• Pelatihan dan pengembangan	• Pelatihan dan pengembangan kompetensi	• Sesuai kebutuhan
	• Jenjang karir	• Pengembangan <i>talent pool</i> dan jenjang karir	• Tahunan
	• Tidak ada diskriminasi	• Rekrutmen secara terbuka	• Sesuai kebutuhan
	• <i>Employee welfare</i>	• <i>Development and evaluation of the remuneration structure</i>	• <i>1 time/year</i>
	• <i>Occupational Health and Safety</i>	• <i>OHS program implementation</i>	• <i>Always</i>
	• <i>Work productivity</i>	• <i>Employee performance appraisal</i>	• <i>2 times/year</i>
	• <i>Training and development</i>	• <i>Competency training and development</i>	• <i>As required</i>
• <i>Career path</i>	• <i>Development of talent pool and career path</i>	• <i>Annual</i>	
• <i>No discrimination</i>	• <i>Open recruitment</i>	• <i>As required</i>	
Masyarakat Community	• Kesempatan kerja	• Pelaksanaan rekrutmen tenaga kerja lokal	• Sesuai kebutuhan
	• Kesejahteraan dan kesehatan masyarakat	• Pelaksanaan program TJSL	• Sesuai rencana
	• Pemerataan ekonomi	• Pelibatan pada proses pengadaan	• Sesuai kebutuhan
	• <i>Employment opportunity</i>	• <i>Implementation of local workforce recruitment</i>	• <i>As required</i>
	• <i>Public welfare and health</i>	• <i>Implementation of CSR program</i>	• <i>As planned</i>
• <i>Economic equity</i>	• <i>Involvement in the procurement process</i>	• <i>As required</i>	

KINERJA EKONOMI KEBERLANJUTAN

SUSTAINABLE ECONOMIC PERFORMANCE

Pertumbuhan kinerja ekonomi bukan hanya dirasakan oleh pemangku kepentingan internal semata melainkan perlu juga dirasakan oleh pemangku kepentingan eksternal sebagai mitra Perseroan dalam menjalankan aktivitas bisnisnya.

Growth in economic performance has not been perceived by internal stakeholders only but also need to be recognized by external stakeholders who are partners of the Company in carrying out the business activities.

TINJAUAN INDUSTRI

INDUSTRY OVERVIEW

Kondisi Ekonomi Global dan Nasional

Tahun 2022 sebelumnya diproyeksikan akan menjadi babak baru dari pemulihan ekonomi paska pandemi Covid-19 dan resesi ekonomi. Namun pecahnya konflik geopolitik antara Rusia dan Ukraina pada Februari 2022 menciptakan krisis di pasar energi dan komoditas pangan dunia. Kondisi ini terjadi karena kedua negara tersebut merupakan salah satu negara penghasil komoditas energi dan pangan dunia.

Selain itu, invasi yang dilakukan militer Rusia ke Ukraina menyebabkan terjadinya guncangan di berbagai bidang seperti terganggunya aktivitas logistik di Laut Hitam, penerapan sanksi dan kelangkaan komoditas energi dan pangan yang berujung pada kenaikan harga komoditas tersebut. Pada akhirnya, kondisi tersebut menyebabkan terjadinya inflasi global yang membuat perlambatan pertumbuhan ekonomi global.

Situasi tersebut bahkan membuat Bank Dunia memangkas proyeksi pertumbuhan ekonomi dunia pada 2022 menjadi 2,9% dari proyeksi sebelumnya sebesar 4,1%. Sementara inflasi diperkirakan mencapai 5,7% di negara maju dan 8,7% di negara berkembang, yang berarti lebih tinggi dari kalkulasi sebelumnya.

Dalam menghadapi kondisi tersebut, Pemerintah Indonesia menjalankan berbagai langkah untuk mengurangi paparan risiko global terhadap perekonomian Indonesia dan mengendalikan tingkat inflasi. Beberapa langkah yang dilakukan diantaranya adalah mengikuti kenaikan suku bunga acuan, memberikan bantuan sosial dan subsidi ke daerah serta melakukan pengendalian harga dan ketersediaan pangan nasional.

Global and National Economic Conditions

Year 2022 was projected to be a new chapter of economic recovery after the Covid-19 pandemic and economic recession. However, the break of the geopolitical conflict between Russia and Ukraine in February 2022 created a crisis in the world energy and food commodity markets. The crisis occurred because the two countries are two of the world's energy and food commodity producing countries.

In addition, invasion by the Russian military to Ukraine impacted various fields, such as the disruption of logistic activities in the Black Sea, the imposition of sanctions and the scarcity of energy and food commodities that increased commodity prices. Eventually, these situations led to global inflation, which resulted in slowdown in global economic growth.

The circumstance forced the World Bank to cut its 2022 world economic growth projection to 2.9%, from the previous projection of 4.1%. Meanwhile, inflation was estimated to reach 5.7% in developed countries and 8.7% in developing countries, which was higher than previous calculations.

In facing these situations, the Indonesian government took various steps to reduce global risk exposure to the Indonesian economy and control the inflation rate. Several steps taken included lifting the benchmark interest rate, provision of regional social assistance and subsidies as well as national food prices and availability control.

Melalui berbagai langkah dan kebijakan tersebut, pertumbuhan ekonomi Indonesia tercatat masih stabil dan lebih baik dibandingkan dengan negara lain. Rilis dari Badan Pusat Statistik (BPS) mencatat, di tengah perlambatan ekonomi global dan kenaikan inflasi domestik, pertumbuhan ekonomi Indonesia pada tahun 2022 mengalami pertumbuhan sebesar 5,31%. Capaian ini lebih baik dibandingkan dengan pertumbuhan ekonomi pada tahun 2021 yang tumbuh sebesar 3,70%. Pertumbuhan ekonomi Indonesia melebihi pertumbuhan ekonomi negara-negara lain seperti China (3,9%), Amerika Serikat (1,8%), Jerman (1,2%), Uni Eropa (2,1%), dan Korea Selatan (3,1%).

Through various steps and policies, Indonesia's economic growth recorded stable and better growth compared with other countries. The release from the Statistics Indonesia (BPS) recorded that, amidst a global economic slowdown and rising domestic inflation, Indonesia's economic growth in 2022 experienced a growth of 5.31%. The achievement was better than 2021 economic growth at 3.70%. Indonesia's economic growth exceeded economic growth of other countries, such as China (3.9%), the United States (1.8%), Germany (1.2%), the European Union (2.1%), and South Korea (3.1%).

Pertumbuhan ekonomi yang tinggi dan stabil tersebut membawa optimisme bagi pelaku ekonomi di Indonesia. Namun tantangan lain yang perlu diwaspadai adalah nilai tukar rupiah terhadap dolar AS yang sejak pertengahan September 2022 hingga akhir Desember 2022 terus terdepresiasi menembus batas psikologis Rp15.000 per dolar AS. Dampak depresiasi rupiah salah satunya adalah mendorong inflasi dari jalur importasi (*imported inflation*).

High and stable economic growth brought optimism to economic players in Indonesia. However, another challenge that required attention was the rupiah exchange rate against the US dollar, which from mid-September 2022 to the end of December 2022, continued to depreciate past the psychological limit of Rp15,000 per US dollar. One of the impacts of the depreciation of the rupiah was imported inflation.

Rupiah vs USD Sepanjang 2022
Rupiah vs USD throughout 2022



Sumber/Source: Bank Indonesia

Berdasarkan Kurs Bank Indonesia, kurs rupiah pada perdagangan terakhir di tahun 2022 (30/12/2022) ditutup pada level Rp15.809,70. Jika dibandingkan sejak 1 Januari 2022, nilai tukar rupiah terhadap dolar AS telah melemah 10,25%.

Pelemahan rupiah yang terjadi disebabkan oleh penguatan dolar AS seiring terjadinya lonjakan suku bunga di AS dan meningkatnya ketidakpastian ekonomi global akibat ancaman resesi dunia. Kondisi pelemahan mata uang terhadap dolar AS tidak hanya terjadi pada rupiah saja, melainkan terjadi pula di berbagai mata uang negara-negara lainnya.

Lonjakan suku bunga yang dilakukan oleh Bank Sentral Amerika Serikat, The Federal Reserve (The Fed), yang sepanjang tahun ini sangat agresif menaikkan suku bunga acuannya memicu keluarnya modal dari pasar keuangan negara berkembang, termasuk Indonesia. Tingginya permintaan dolar AS di dalam negeri membuat dolar AS menguat terhadap rupiah, dan mata uang negara berkembang lainnya.

Perkembangan Jasa Industri Migas

Konflik geopolitik antara Rusia dan Ukraina menyebabkan lonjakan harga komoditas energi salah satunya adalah harga minyak dan gas dunia. Harga minyak dunia jenis WTI mencapai harga tertingginya di bulan Maret hingga menyentuh harga USD126,42 per barel, minyak dunia jenis Brent menyentuh harga USD134,91 per barel. Selain itu, harga natural gas juga mengalami kenaikan hingga menyentuh harga USD10,04 per MMBtu.

Kenaikan harga minyak dan gas dunia tersebut disikapi oleh Satuan Kerja Khusus Pelaksana Kegiatan Usaha Hulu Minyak dan Gas Bumi (SKK Migas) dengan terus mendorong Kontraktor Kontrak Kerja Sama (KKKS) untuk meningkatkan investasi dan program kerja yang lebih masif dan agresif.

Kegiatan pengeboran sumur pengembangan sebagai salah satu aktivitas utama hulu migas pada triwulan ketiga 2022 sudah melampaui capaian di tahun 2021. Hal ini menjadi pendorong bagi upaya peningkatan

Based on the Bank Indonesia Exchange Rate, the rupiah exchange rate at the last trade in 2022 (30/12/2022) closed at the level of Rp15,809.70. Compared to 1 January 2022, the rupiah exchange rate against the US dollar had weakened by 10.25%.

The weakening of the rupiah was caused by the strengthening of the US dollar in line with interest rates hike in the US and increasing global economic uncertainty due to the threat of global recession. The weakening of the currency against the US dollar occurred not only to the rupiah, but also to various other currencies.

The hike in interest rates carried out by the United States central bank, The Federal Reserve (The Fed), which had been very aggressive in raising the interest rate throughout year, had triggered capital outflows from financial markets in developing countries, including Indonesia. The high domestic demand for US dollars had strengthened the US dollar against the rupiah and other currencies of developing country.

Development of Oil and Gas Industry Services

The geopolitical conflict between Russia and Ukraine caused a surge in energy commodity prices, one of which was global oil and gas prices. The price of WTI oil reached its peak price in March at USD126.42 per barrel, while Brent oil touched USD134.91 per barrel. In addition, the price of natural gas also increased to USD10.04 per MMBtu.

The Special Task Force for Upstream Oil and Gas Business Activities (SKK Migas) responded to the surge in global oil and gas prices by continuing to push Cooperation Contract Contractors (KKKS) to increase investment and work programs in greater and more aggressive manner.

Development well drillings, one of the main upstream oil and gas activities, exceeded the 2021 achievements by the third quarter of 2022. It became the driving force for further efforts to

produksi minyak dan gas untuk dapat mendekati pada target 2022, sekaligus modal yang baik memasuki awal tahun 2023.

Realisasi investasi di sektor migas selama tahun 2022 mencapai USD12,3 miliar atau mencapai 93,18% dari target yang ditetapkan yaitu sebesar USD13,2 miliar. Namun realisasi investasi migas tersebut meningkat jika dibandingkan dengan tahun 2021 yang mencapai USD10,7 miliar.

Peningkatan realisasi investasi dan kapasitas migas nasional memberikan dampak positif pada aktivitas jasa penunjang industri migas seperti yang dilakukan oleh Perseroan. Apalagi, pemerintah juga mendorong peningkatan Tingkat Komponen Dalam Negeri (TKDN) sehingga meningkatkan kebutuhan barang dan jasa lokal.

CAPAIAN KINERJA EKONOMI PERSEROAN

Kenaikan harga komoditas minyak dan gas memang tidak secara langsung berdampak terhadap kinerja Perseroan. Namun dengan meningkatnya realisasi investasi dan kapasitas migas nasional mendorong kinerja ekonomi Perseroan tumbuh positif. Perseroan mencatatkan pendapatan sebesar Rp2,7 triliun, meningkat sebesar 12,5% dibandingkan pendapatan tahun 2021 yang mencapai Rp2,4 triliun. Pertumbuhan pendapatan tersebut juga diiringi dengan kenaikan laba bersih Perseroan yang mencapai Rp92 miliar, meningkat sebesar 9,5% dibandingkan laba bersih tahun 2021 yang mencapai Rp84 miliar.

Pendapatan Perseroan dihasilkan dari 10 lini bisnis dengan kontribusi terbesar berasal dari lini bisnis *contract services* yang mencapai Rp998 miliar atau mencapai 36% dari total pendapatan, kemudian pendapatan lini bisnis *manpower services* sebesar Rp442 miliar berkontribusi sebesar 15,6% dan pendapatan lini bisnis *food & lodging services* sebesar Rp415 miliar berkontribusi sebesar 15,38%.

Pada tahun 2022, Perseroan mencatatkan nilai aset sebesar Rp1,12 triliun menurun sebesar -0,79% dibandingkan nilai aset tahun 2021 yang mencapai Rp1,13 triliun.

increase oil and gas production, to achieve the 2022 target, as well as to build good standing entering early 2023.

The investment realization in the oil and gas sector during 2022 reached USD12.3 billion, or 93.18% of the target set at USD13.2 billion. However, the realization of the oil and gas investment increased compared to 2021 at USD10.7 billion.

The increase in investment realization and national oil and gas capacity had a positive impact on oil and gas industry supporting service activities similarly carried out by the Company. Moreover, the government also pushed for an increase in the Domestic Component Rate (TKDN), thereby increasing the demand for local goods and services.

ACHIEVEMENTS OF COMPANY ECONOMIC PERFORMANCE

The increase in oil and gas commodity prices did not directly impact the Company's performance. However, the increase in investment realization and national oil and gas capacity had impacted the Company's economic performance to grow positively. The Company recorded revenue of Rp2.7 trillion, a 12.5% increase compared to 2021 revenue that reached Rp2.4 trillion. The revenue growth was also followed by increase in the Company's net profit that reached Rp92 billion, a 9.5% increase compared to 2021 net profit at Rp84 billion.

The Company's revenue was generated from 10 business lines. The largest contribution came from contract services business line, which amassed Rp998 billion or 36% of total revenue, followed by revenue from the manpower services business line of Rp442 billion that contributed 15.6%, and revenue from the food & lodging services business line at Rp415 billion contributed 15.38%.

In 2022, the Company recorded asset value of Rp1.12 trillion, a decrease of 0.79% compared to the asset value in 2021 at Rp1.13 trillion.

Kinerja Ekonomi Perseroan Tahun 2022

Company Economic Performance in 2022

(dalam miliar Rupiah)
(in billion of Rupiah)

Keterangan Description	Realisasi 2022 2022 Realization	Target 2022 2022 Target	Pencapaian Target Target Achievement
Pendapatan Revenue	2.712	1.812	150%
Laba Kotor Gross Profit	220	193	114%
Laba/(Rugi) Usaha Operating Profit/(Loss)	140	135	104%
Laba/(Rugi) Sebelum Pajak Penghasilan Profit/(Loss) Before Income Tax	129	116	111%
Laba/(Rugi) Tahun Berjalan Profit/(Loss) for the Year	92	89	103%

Pertumbuhan kinerja tersebut diraih berkat kerja keras dari seluruh pihak di Perseroan yang telah berupaya melakukan optimalisasi pangsa pasar dengan menyoar wilayah kerja migas yang belum pernah dikerjakan oleh Perseroan serta melalui pengembangan bisnis baru yaitu *Chemical Services* sehingga membuka peluang pasar baru.

The achieved growth was attributed to the endeavors of every party in the Company, who have worked hard to optimize market share by targeting oil and gas work areas that had never been engaged by the Company before, as well as through the development of a new business, namely *Chemical Services*, thereby opened new market opportunities.

Realisasi Pendapatan Per Lini Bisnis

Revenue Realization Per Business Line

(dalam jutaan Rupiah)
(in millions of Rupiah)

No.	Lini Bisnis Business Line	RKAP 2022 WPB 2022	Realisasi 2022 Realization 2022	Realisasi 2021 Realization 2021	% Realisasi vs RKAP % Realization vs WPB	% Perubahan 2021-2022 % Difference 2021-2022
1	Food & Lodging Services	313.443	415.956	332.324	133%	25%
2	Contract Services	751.880	998.921	947.560	133%	5%
3	Manpower Services	-	422.816	-	-	-
4	Building & General Services	12.975	12.839	29.638	99%	-57%
5	Heavy Equipment & Trucking Services	21.435	303.532	174.568	1416%	74%
6	Light Vehicle Transport	5.472	23.758	23.708	434%	0,2%
7	Marine Services	232.802	26.236	12.285	11%	114%
8	Oilfield Equipment Trading	3.000	46.397	10.163	1547%	357%
9	Engineering, Procurement, Construction & Installation	448.714	387.717	895.121	86%	-57%
10	Operation & Maintenance Services	22.400	24.700	29.129	110%	-15%
11	Chemical Services	-	49.597	-	-	-
Total		1.812.121	2.712.469	2.454.496	150%	111%

Lini Bisnis *Food & Lodging Services*

Pada tahun 2022, lini bisnis *food & lodging services* mencatatkan pendapatan sebesar Rp416 miliar, meningkat sebesar 25% dibandingkan pendapatan tahun 2021 yang mencapai Rp332 miliar. Pendapatan tahun 2022 ini juga berhasil melampaui target RKAP dengan pencapaian sebesar 133% dari pendapatan yang ditargetkan sebesar Rp313 miliar. Capaian pendapatan ini sebagian besar berasal dari kontrak *carryover* yang berjalan sejak tahun 2021.

Lini Bisnis *Contract Services*

Pada tahun 2022, lini bisnis *contract services* mencatatkan pendapatan sebesar Rp999 miliar, meningkat sebesar 5% dibandingkan pendapatan tahun 2021 yang mencapai Rp947 miliar. Pendapatan tahun 2022 ini juga berhasil melampaui target RKAP dengan pencapaian sebesar 113% dari pendapatan yang ditargetkan sebesar Rp752 miliar.

Lini Bisnis *Manpower Services*

Pada tahun 2022, lini bisnis *manpower services* mencatatkan pendapatan sebesar Rp423 miliar. Pada periode pelaporan, pencatatan kinerja lini bisnis *manpower services* dipisahkan dengan lini bisnis *contract services* sehingga tidak tercatat capaian RKAP maupun pertumbuhan dibandingkan tahun 2021.

Lini Bisnis *Building & General Services*

Pada tahun 2022, lini bisnis *building & general services* mencatatkan pendapatan sebesar Rp12,9 miliar, menurun sebesar -57% dibandingkan pendapatan tahun 2021 yang mencapai Rp30 miliar. Capaian pendapatan tahun ini dibandingkan target RKAP mencapai 99% dari pendapatan yang ditargetkan sebesar Rp12,8 miliar.

Food & Lodging Services Business Line

In 2022, the food & lodging services business line recorded revenue of Rp416 billion, an increase of 25% compared to revenue in 2021 at Rp332 billion. The 2022 revenue also succeeded in exceeding the WPB target by achieving 133% of the targeted revenue of Rp313 billion. Most of the revenue achievement came from carryover contracts that had been running since 2021.

Contract Services Business Line

In 2022, the contract services business line booked revenue of Rp999 billion, a 5% increase compared to 2021 revenue which reached Rp947 billion. The 2022 revenue also manage to surpass the WPB target by securing 113% of the targeted revenue of Rp752 billion.

Manpower Services Business Line

In 2022, the manpower services business line recorded revenue of Rp423 billion. During the reporting period, the recorded performance for the manpower services business line was separated from the contract services business line such that.

Building & General Services Business Line

In 2022, the building & general services business line generated revenue of Rp12.9 billion, a 57% decrease compared to 2021 revenue which reached Rp30 billion. The year's revenue managed to achieve 99% of the WPB revenue target of Rp12.8 billion.

Lini Bisnis *Heavy Transportation Equipment (HTE)*

Pada tahun 2022, lini bisnis *heavy transport equipment (HTE)* mencatatkan pendapatan sebesar Rp303 miliar, meningkat sebesar 74% dibandingkan pendapatan tahun 2021 yang mencapai Rp174 miliar. Pendapatan tahun 2022 ini juga berhasil melampaui target RKAP dengan pencapaian sebesar 1.416% dari pendapatan yang ditargetkan sebesar Rp21 miliar. Capaian pendapatan ini sebagian besar berasal dari kontrak *carryover* yang berjalan sejak tahun 2021.

Lini Bisnis *Light Vehicle Transport*

Pada tahun 2022, lini bisnis *light vehicle transport* mencatatkan pendapatan sebesar Rp23,75 miliar, meningkat sebesar 0,2% dibandingkan pendapatan tahun 2021 yang mencapai Rp23,70 miliar. Pendapatan tahun 2022 ini juga berhasil melampaui target RKAP dengan pencapaian sebesar 434% dari pendapatan yang ditargetkan sebesar Rp5,4 miliar. Capaian pendapatan ini seluruhnya berasal dari kontrak *carryover* yang berjalan sejak tahun 2021.

Lini Bisnis *Marine Services*

Pada tahun 2022, lini bisnis *marine services* mencatatkan pendapatan sebesar Rp26 miliar, meningkat sebesar 114% dibandingkan pendapatan tahun 2021 yang mencapai Rp12 miliar. Pendapatan tahun 2022 ini belum berhasil melampaui target RKAP dengan pencapaian sebesar 11% dari pendapatan yang ditargetkan sebesar Rp232 miliar.

Lini Bisnis *Oilfield Equipment Trading*

Pada tahun 2022, lini bisnis *oilfield equipment trading* mencatatkan pendapatan sebesar Rp46 miliar, meningkat sebesar 114% dibandingkan pendapatan tahun 2021 yang mencapai Rp12 miliar. Pendapatan tahun 2022 ini belum berhasil melampaui target RKAP dengan pencapaian sebesar 11% dari pendapatan yang ditargetkan sebesar Rp3 miliar.

Heavy Transportation Equipment (HTE) Business Line

In 2022, the heavy transport equipment (HTE) business line recorded revenue of Rp303 billion, a 74% increase compared to 2021 revenue at Rp174 billion. The 2022 revenue also managed to exceed the WPB target with an achievement of 1,416% of the Rp21 billion targeted revenue. Most of the revenue achievement came from carryover contracts that have been running since 2021.

Light Vehicle Transport Business Line

In 2022, the light vehicle transport business line achieved revenue of Rp23.75 billion, a 0.2% increase compared to 2021 revenue which reached Rp23.70 billion. The 2022 revenue also succeeded in surpassing the WPB target by gaining 434% of the targeted revenue of Rp5.4 billion. The revenue achievement had been generated from carryover contracts that had been running since 2021.

Marine Services Business Line

In 2022, the marine services business line recorded revenue of Rp26 billion, an increase of 114% compared to revenue in 2021 that booked Rp12 billion. The 2022 revenue had not met the WPB target, with 11% achievement of the Rp232 billion targeted revenue.

Oilfield Equipment Trading Business Line

In 2022, the oilfield equipment trading business line booked revenue of Rp46 billion, an increase of 114% compared to 2021 revenues at Rp12 billion. The 2022 revenue had not fulfilled the WPB target, having achieved 11% of the targeted revenue of Rp3 billion.

Lini Bisnis *Engineering, Procurement, Construction & Installation (EPCI) dan Horizontal Directional Drilling (HDD)*

Pada tahun 2022, lini bisnis *Engineering, Procurement, Construction & Installation (EPCI) dan Horizontal Directional Drilling (HDD)* mencatatkan pendapatan sebesar Rp387 miliar, menurun sebesar -56% dibandingkan pendapatan tahun 2021 yang mencapai Rp895 miliar. Pendapatan tahun 2022 ini belum berhasil melampaui target RKAP dengan pencapaian sebesar 86% dari pendapatan yang ditargetkan sebesar Rp448 miliar. Pendapatan yang menurun ini diakibatkan oleh telah berakhirnya beberapa kontrak kerja EPCI & HDD sementara proyek baru EPCI & HDD yang didapatkan di tahun 2022 baru akan dimulai pada tahun 2023.

Lini Bisnis *Operation & Maintenance Services*

Pada tahun 2022, lini bisnis *operation & maintenance services* mencatatkan pendapatan sebesar Rp24,7 miliar, menurun sebesar -15% dibandingkan pendapatan tahun 2021 yang mencapai Rp29,1 miliar. Pendapatan tahun 2022 ini berhasil melampaui target RKAP dengan pencapaian sebesar 110% dari pendapatan yang ditargetkan sebesar Rp22,4 miliar.

Lini Bisnis *Chemical Services*

Pada tahun 2022, Perseroan melakukan optimalisasi lini bisnis *chemical services. Operation & Maintenance (O&M) Services*. Lini bisnis *chemical services* mencatatkan pendapatan sebesar Rp49 miliar yang berasal dari 3 kontrak baru yang diraih pada tahun 2022.

Engineering, Procurement, Construction & Installation (EPCI) and Horizontal Directional Drilling (HDD) Business Line

In 2022, the Engineering, Procurement, Construction & Installation (EPCI) and Horizontal Directional Drilling (HDD) business line recorded revenue of Rp387 billion, a decrease of 56% compared to 2021 revenue at Rp895 billion. The 2022 revenue had not met the WPB target, having achieved 86% of the targeted revenue at Rp448 billion. The decreased revenue was caused by completion of several EPCI & HDD work contracts, while new EPCI & HDD projects obtained in 2022 will start later in 2023.

Operation & Maintenance Services Business Line

In 2022, the operation & maintenance services business line booked revenue of Rp24.7 billion, a decrease of 15% compared to 2021 revenue which reached Rp29.1 billion. The 2022 revenue managed to exceed the WPB target by achieving 110% of the targeted revenue of Rp22.4 billion.

Chemical Services Business Line

In 2022, the Company optimized the chemical services business line. Operation & Maintenance (O&M) Services. The chemical services business line recorded revenue of Rp49 billion which came from 3 new contracts gained in 2022.

DISTRIBUSI NILAI EKONOMI

[GRI 201-1]

DISTRIBUTION OF ECONOMIC VALUE [GRI 201-1]

Perseroan tidak hanya mementingkan kepentingan internal untuk mencapai kinerja yang optimal namun juga berupaya untuk memberikan kontribusi yang maksimal dan berkelanjutan bagi para pemangku kepentingan yang terdiri dari pemerintah, pemegang saham, pekerja, masyarakat, pelanggan dan pemasok. Perseroan melakukan pemetaan terhadap nilai ekonomi yang diukur melalui nilai ekonomi langsung yang dihasilkan, nilai ekonomi yang didistribusikan dan nilai ekonomi yang ditahan. Nilai ekonomi langsung merupakan sejumlah pendapatan yang dihasilkan dari aktivitas operasional Perseroan. Sedangkan nilai ekonomi yang didistribusikan merupakan sejumlah pengeluaran Perseroan yang didistribusikan kepada para pemangku kepentingan Perseroan. Sementara nilai ekonomi yang ditahan adalah selisih antara nilai ekonomi yang dihasilkan dengan nilai ekonomi yang didistribusikan, yang digunakan untuk melakukan pengembangan bisnis Perseroan. Perhitungan nilai ekonomi Perseroan dirincikan pada table berikut:

The Company does not only prioritize internal interests to achieve optimal performance but also strives to provide maximum and sustainable contributions to stakeholders consisting of the government, shareholders, employees, communities, customers, and suppliers. The Company conducts mapping of the economic value as characterized by the direct economic value generated, distributed economic value, and retained economic value. Direct economic value is the amount of income generated from the Company's operational activities. Meanwhile, the distributed economic value is the amount of the Company's expenses which are distributed to the Company's stakeholders. While the economic value retained is the difference between the economic value generated and the economic value distributed, which will be put into the development of the Company's business. The calculation of the Company's economic value is detailed in the following table:

Nilai Ekonomi <i>Economic Value</i>	Jumlah (Juta Rupiah) <i>Total (Million Rupiah)</i>	
	2021	2022
Nilai Ekonomi Langsung yang Dihasilkan <i>Direct Economic Value Generated</i>		
Pendapatan Usaha/ <i>Revenue</i>	2.454.496	2.712.469
Pendapatan Bunga/ <i>Interest</i>	360	1.041
Pendapatan Selisih Kurs/ <i>Foreign Exchange Income</i>	38	173
Penghasilan Lain-Lain/ <i>Other Income</i>	14.646	-
Jumlah Nilai Ekonomi Langsung Yang Dihasilkan <i>Direct Economic Value Generated</i>	2.469.540	2.713.683

Nilai Ekonomi <i>Economic Value</i>	Jumlah (Juta Rupiah) <i>Total (Million Rupiah)</i>	
	2021	2022
Nilai Ekonomi yang Didistribusikan <i>Economic Value Distributed</i>		
Beban Pokok Pendapatan/ <i>Cost of Revenue</i>	(2.253.532)	(2.492.049)
Beban Usaha/ <i>Operating Cost</i>	(65.223)	(80.301)
Beban Keuangan/ <i>Finance Charges</i>	(18.965)	(11.399)
Beban Lainnya/ <i>Other Cost</i>	-	(940)
Pengeluaran untuk Pemerintah (Pajak)/ <i>Expense for the State (Tax)</i>	(160.262)	(112.430)
Pembayaran Dividen/ <i>Dividend Payment</i>	(5.178)	(8.431)
Pengeluaran untuk Masyarakat/ <i>Expenses for Community</i>	(774)	(832)
Jumlah Nilai Ekonomi Yang Didistribusikan <i>Total of Distributed Economic Value</i>	(2.503.934)	(2.706.382)
Nilai Ekonomi Langsung yang Ditahan <i>Economic Value Retained</i>	34.402	7.301

IMPLIKASI FINANSIAL SERTA RISIKO DAN PELUANG LAIN DARI PERUBAHAN IKLIM [GRI 201-2]

FINANCIAL IMPLICATIONS AND OTHER RISKS & OPPORTUNITIES OF CLIMATE CHANGE [GRI 201-2]

Perubahan iklim menjadi salah satu isu dan tantangan nyata yang dihadapi oleh seluruh masyarakat di berbagai belahan dunia termasuk di Indonesia. Perseroan menyadari bahwa perubahan iklim juga dapat berdampak bagi kelangsungan bisnis Perseroan dalam jangka panjang.

Climate change is one of the genuine issues and challenges faced by masses in every part of the world, including in Indonesia. The Company realizes that climate change can also bring impacts on the continuity of the Company's business in the long term.

Perseroan mulai memberikan perhatian lebih pada isu ini terutama pada upaya untuk mengurangi eksposur risiko terhadap Perseroan sehingga Perseroan mampu memiliki arah kebijakan dan strategi yang jelas dalam menghadapi isu perubahan iklim. Hingga saat ini, Perseroan masih berada pada tahap kajian awal sehingga Perseroan belum dapat memastikan seberapa besar implikasi dari perubahan iklim tersebut. Di sisi lain, Perseroan melihat peluang dari isu perubahan iklim yaitu dengan memperluas layanan perusahaan ke sektor energi baru terbarukan.

The Company has started to pay more attention to the issue, especially in efforts to reduce risk exposure to the Company such that the Company may set clear policy directions and strategies in handling the climate change issues. As of present, the Company is in the initial study phase, hence the Company cannot yet confirm the extend of the implications brought upon by climate change. On the other hand, the Company recognizes that the climate change issue presents opportunities to expand the company's services to the new and renewable energy sector.

BANTUAN FINANSIAL DARI PEMERINTAH [GRI 201-4]

FINANCIAL ASSISTANCE FROM GOVERNMENT [GRI 201-4]

Hingga akhir tahun pelaporan, Perseroan tidak menerima bantuan finansial dari Pemerintah baik berupa pemberian subsidi, hibah, pembebasan pajak maupun insentif finansial lainnya.

As of the end of the reporting year, the Company did not receive financial assistance from the Government in the form of subsidies, grants, tax exemptions or other financial incentives.

KONTRIBUSI KEPADA NEGARA

CONTRIBUTION TO THE STATE

Perseroan selalu berkomitmen untuk mematuhi kewajiban untuk memberikan kontribusi ekonomi kepada negara dengan mematuhi peraturan perpajakan yang berlaku. Upaya ini merupakan wujud kepatuhan dan transparansi Perseroan kepada pemerintah dalam menjalankan aktivitas bisnis. Pada tahun 2022, Perseroan memberikan kontribusi kepada negara melalui pajak sebesar Rp112 miliar atau meningkat 41% dibandingkan tahun sebelumnya sebesar Rp78,9 miliar.

The Company is always committed to abide by the duty to contribute to the economy by complying with applicable tax regulations. The endeavor is a fulfillment to Company's compliance and transparency with the Government in carrying out business activities. In 2022, the Company contributed to the state through taxes of Rp112 billion, an increase of 41% compared to the previous year of Rp78.9 billion.

Jenis Pajak <i>Tax Category</i>	Jumlah (Juta Rupiah) <i>Total (Million Rupiah)</i>
PPH 15	26.148.914
PPH 21	98.088.045.367
PPH 23	6.090.183.389
PPH 25	729.802.440
PPH 4(2)	7.495.892.718
Grand Total	112.430.072.828

RANTAI PASOKAN DAN PENGUNAAN INPUT LOKAL [GRI 204-1]

SUPPLY CHAIN AND USE OF LOCAL INPUT [GRI 204-1]

Dalam menjalankan aktivitas operasional, Perseroan tidak terlepas dari kebutuhan terhadap material, peralatan dan jasa penunjang baik untuk kebutuhan di kantor pusat maupun di wilayah operasional proyek. Untuk memastikan pemenuhan kebutuhan pengadaan barang dan jasa, proses ini menjadi salah satu kunci penting bagi Perseroan karena termasuk dalam proses *supply chain* management yang berperan penting dalam kelancaran aktivitas operasional dari awal hingga akhir. Pada prosesnya, Perseroan selalu memastikan pelaksanaan pengadaan barang dan jasa yang adil, objektif dan transparan untuk memastikan terpilihnya pemasok dengan standar kualitas yang baik dengan harga yang wajar. Perseroan juga berupaya memastikan kualitas kinerja pemasok dengan melaksanakan proses evaluasi dan penilaian kinerja pemasok setiap selesainya pekerjaan sehingga menjadi bahan evaluasi untuk proses pengadaan barang dan jasa selanjutnya.

Seiring dengan perkembangan bisnis Perseroan, sepanjang tahun 2022 Perseroan mencatatkan nilai pengadaan barang dan jasa senilai Rp805 miliar dengan proporsi pengadaan barang sebesar 63,9% atau senilai Rp514 juta dan pengadaan jasa sebesar 36,1% atau senilai Rp290 miliar.

In carrying out operational activities, the Company requires materials, equipment and supporting services both for activities at the head office as well as in project operational areas. Ensuring the requirements were fulfilled in the processes to procure the goods and services became very important for the Company. The processes are incorporated in the supply chain management process which plays an important role in the smooth running of operational activities from start to finish.

In the process, the Company always ensures the implementation of a fair, objective, and transparent procurement of goods and services to ensure the selection of suppliers with good quality standards at reasonable prices. The Company also seeks to ensure the quality of supplier performance by carrying out a supplier performance evaluation and assessment process after each project gets completed such that it becomes an evaluation material for the next process of procuring goods and services.

In line with the development of the Company's business, throughout 2022 the Company recorded procurement of goods and services valued at Rp805 billion with a proportion of goods procurement of 63.9% or Rp514 million and procurement of services of 36.1% or Rp290 billion.

Nilai Pengadaan Barang dan Jasa Value of Goods and Services Procurement

(dalam Jutaan Rupiah)
(in Million Rupiah)

Jenis Pengadaan Type of Procurement	Nilai Pengadaan Procurement Value (dalam Jutaan Rupiah in Million Rupiah)
Pengadaan Barang Procurement of Goods	514.890
Pengadaan Jasa Procurement of Services	290.253
Total Pengadaan Total Procurement	805.143

Sejalan dengan meningkatnya nilai pengadaan barang dan jasa, Perseroan turut berupaya mendukung pertumbuhan ekonomi nasional dan mendukung upaya implementasi TKDN secara optimal dengan memprioritaskan penggunaan barang dan jasa yang berasal dari pemasok di dalam negeri, baik untuk pengadaan barang maupun jasa. Sepanjang tahun 2022, pengadaan barang dan jasa yang berasal dari pemasok dalam negeri mencapai 95% atau senilai Rp805 miliar sementara pengadaan barang impor hanya sebesar 5% atau senilai USD2.904.395 atau setara dengan Rp41,6 miliar.

In line with increasing value of goods and services procurement, the Company is also trying to support national economic growth and optimally support the implementation of Domestic Component Rate efforts by prioritizing the use of goods and services sourced from domestic suppliers in procuring both goods and services. Throughout 2022, the procurement of goods and services sourced from domestic suppliers reached 95%, or value of Rp805 billion, while the procurement of imported goods was only 5%, at value of USD2,904,395 or the equivalent of Rp41.6 billion.

Nilai Pengadaan Barang dan Jasa Pemasok Dalam Negeri dan Luar Negeri [GRI 204-1] Value of Procurement of Goods and Services from Domestic and Foreign Suppliers [GRI 204-1]

Jenis Pengadaan Type of Procurement	Nilai Pengadaan Procurement Value (dalam Jutaan Rupiah in Million Rupiah)	Persentase Percentage
Pengadaan Barang & Jasa Pemasok Dalam Negeri Procurement of Goods & Services from Domestic Suppliers	805.143	95%
Pengadaan Barang & Jasa Pemasok Luar Negeri Procurement of Goods & Services from Foreign Suppliers	41.687	5%

Perseroan berkomitmen untuk mendorong perekonomian daerah dengan memberikan kesempatan kepada pemasok lokal yang berdomisili di wilayah operasi Perseroan. Upaya ini dilakukan dengan memprioritaskan pengadaan barang dan jasa dalam skala lokal untuk barang dan jasa yang bersifat penunjang seperti penyediaan hunian, penyewaan kendaraan dan pengadaan bahan baku makanan. Proses pengadaan barang dan jasa dari vendor lokal dilakukan melalui metode pemilihan langsung dengan tetap memperhatikan spesifikasi sesuai dengan standar industri yang berlaku yang mengacu pada Pedoman Pengadaan Barang/Jasa di Perseroan No. A-010/PDC0000/2022-S9..

The Company is committed to boost the regional economy by providing opportunities for local suppliers who domicile in the Company's operational areas. The endeavour is carried out by prioritizing the procurement of supporting goods and services on local scale, such as the provision of housing, vehicle rental and purchase of raw food ingredients. The process of procuring goods and services from local vendors is conducted through direct selection method, while still paying attention to specifications in accordance with applicable industry standards, which refer to the Company's Guidelines for Procurement of Goods/ Services No. A-010/PDC0000/2022-S9.

Nilai Pengadaan Barang dan Jasa Pemasok Lokal dan Non-Lokal [GRI 204-1]

Value of Procurement of Goods and Services from Local and Non-Local Suppliers [GRI 204-1]

Jenis Pengadaan <i>Type of Procurement</i>	Nilai Pengadaan <i>Procurement Value</i> (dalam Jutaan Rupiah <i>in Million Rupiah</i>)	Persentase <i>Percentage</i>
Pengadaan Barang & Jasa Pemasok Lokal <i>Procurement of Goods & Services from Local Suppliers</i>	Rp63.920.440.103	8%
Pengadaan Barang & Jasa Pemasok Non-Lokal <i>Procurement of Goods & Services from Non-Local Suppliers</i>	Rp782.909.921.626	92%

Sebagai bentuk komitmen Perseroan dalam mendukung sinergi BUMN, Perseroan berupaya untuk mendorong pengadaan barang dan jasa yang berasal dari BUMN maupun anak perusahaan BUMN. Sepanjang tahun 2022, Perseroan membangun kerja sama dengan 5 pemasok yang merupakan perusahaan BUMN dan anak perusahaan BUMN dengan rincian sebagai berikut:

As a form of the Company's commitment to support synergy among SOEs, the Company encourages the procurement of goods and services supplied from SOE as well as SOE subsidiaries. Throughout 2022, the Company built cooperation with 5 suppliers which are state-owned companies and subsidiaries with the following details:

Vendor Vendor	Jenis Pengadaan Procurement Type	Nilai Pengadaan Procurement Value
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK - Field ASD. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location.</i>	Rp306.517.200
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK - Field ASD. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location.</i>	Rp327.592.000
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK location.</i>	Rp405.736.080
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK - Field ASD M21PLO158A. <i>Procurement of fuel for the HTE Base Camp Project at the at the PHE OK - ASD Field location M21PLO158A.</i>	Rp455.757.120
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK - Field ASD. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location.</i>	Rp455.757.120
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK - Field ASD M21PLO280A. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location M21PLO280A.</i>	Rp523.564.800
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK - Field ASD M21TLO301A. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location M21TLO301A.</i>	Rp295.384.320
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK - Field ASD M21TLO301A. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location M21TLO301A.</i>	Rp526.579.560
PT Pertamina Patra Niaga	Pengadaan BBM untuk Base Camp Project HTE di lokasi PHE OK - Field ASD M21TLO435A. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location M21TLO435A.</i>	Rp549.725.280

Vendor <i>Vendor</i>	Jenis Pengadaan <i>Procurement Type</i>	Nilai Pengadaan <i>Procurement Value</i>
PT Pertamina Patra Niaga	Pengadaan BBM untuk <i>Base Camp Project</i> HTE di lokasi PHE OK - Field ASD M22TL0262A. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location M22TL0262A.</i>	Rp626.373.000
PT Pertamina Patra Niaga	Pengadaan BBM untuk <i>Base Camp Project</i> HTE di lokasi PHE OK - Field ASD M22TL0262A. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location M22TL0262A.</i>	Rp652.746.600
PT Pertamina Patra Niaga	Pengadaan BBM untuk <i>Base Camp Project</i> HTE di lokasi PHE OK - Field ASD M22TL0262A. <i>Procurement of fuel for the HTE Base Camp Project at the PHE OK - ASD Field location M22TL0262A.</i>	Rp594.804.600
PT Pos Logistik Indonesia	Pengadaan HTE Sewa Unit. <i>Procurement of HTE Rental Units.</i>	Rp7.700.000
PT Pertamina Training & Consulting	Permintaan Tenaga Administrasi untuk Kontrak Jasa Pengamanan di Yard Duri. <i>Requests for Administrative Personnel for Security Service Contracts at Duri Yard.</i>	Rp101.064.353
PT Pertamina Training & Consulting	Permintaan Tenaga Komandan Security di Kantor Pusat dan Wilayah Kerja PT PDC. <i>Requests for Security Commanders at the PT PDC Head Office and Working Areas.</i>	Rp178.253.902
PT Pertamina Training & Consulting	Permintaan Tenaga Pengamanan sesuai Kontrak Penyediaan Jasa Pengamanan di Yard Duri - No. 097/SP-PDC-2021. <i>Request for Security Personnel in accordance with the Contract for the Provision of Security Services at Duri Yard - No. 097/SP-PDC-2021.</i>	Rp52.042.139
PT Pertamina Training & Consulting	Jasa Komando dan Pengendalian (Kodal)/ Dinas Khusus dengan Korem 031/ Wira Bima, Provinsi Riau. <i>Command and Control Services (Kodal)/ Special Service with Korem 031/ Wira Bima, Riau Province.</i>	Rp263.070.000
PT Sucofindo Persero	Pengadaan Permohonan Sertifikasi. <i>Procurement of Certification Application.</i>	Rp6.600.000
PT Sucofindo Advisory Utama	Pengadaan Jasa Pekerjaan Perhitungan Harga Pasar <i>Matting Board</i> WK Rokan. <i>Procurement of Services to Calculate the Market Price of Matting Board for Rokan Work Area.</i>	Rp157.620.000
PT Sucofindo Persero	Jasa Verifikasi TKDN, Kontrak Labour Supply (4710003682 Jasa TK DWOWS) - S22TL1090A. <i>Domestic Component Rate Verification Services, Labor Supply Contracts (4710003682 DWOWS TK Service) - S22TL1090A.</i>	Rp24.420.000

KINERJA SDM

HR PERFORMANCE



KINERJA SDM

HR PERFORMANCE

Pekerja merupakan salah satu aset strategis bagi perusahaan yang memegang peranan kunci sebagai penggerak roda perusahaan, mendorong penciptaan nilai bagi Perseroan sekaligus sebagai garda terdepan dalam menciptakan kepuasan konsumen. Pekerja Perseroan merupakan insan-insan terpilih dengan kompetensi yang mumpuni di setiap bidangnya dengan loyalitas dan semangat tinggi dalam melaksanakan pekerjaannya.

Dengan peran yang sangat penting tersebut, Perseroan memandang bahwa perlunya pengelolaan SDM yang mampu mencetak kualitas individu terbaik yang memiliki kapabilitas mumpuni untuk dapat bersaing di tengah persaingan bisnis yang semakin tinggi. Pengelolaan SDM di Perseroan dilakukan secara terarah selaras dengan perkembangan bisnis dalam jangka panjang untuk mengakomodir kebutuhan bisnis yang terus berkembang. Perseroan memiliki rencana strategis pengelolaan SDM dan sistem pengelolaan SDM yang terus dievaluasi setiap tahun untuk mengakomodir dinamika yang terjadi dalam jangka pendek sehingga strategi pengelolaan SDM akan relevan dengan berbagai perubahan yang terjadi secara cepat.

Employees are one of the strategic assets for the Company which plays a key role as the driving force for the company, driving the value creation for the company as well as being at the forefront in creating customer satisfaction. The Company's employees are selected individuals with qualified competencies in each field, having high loyalty and enthusiasm in carrying out their work.

With this very important role, the Company realizes the need for HR management that has the capacity of producing the best quality individuals, who have qualified capabilities to compete in the midst of increasingly fierce business competition. HR management in the Company is carried out in a certain direction, in line with long term business development to accommodate growing business needs. The Company has a strategic plan for HR management that continues to be evaluated every year to accommodate the short term dynamics that occur so that the HR management strategy will be relevant to rapid various changes that occur.

DASAR HUKUM PENGELOLAAN SUMBER DAYA MANUSIA

LEGAL BASIS OF HUMAN RESOURCES MANAGEMENT

Kebijakan dan sistem pengelolaan SDM di Perseroan mengacu pada visi, misi, tujuan dan strategi bisnis Perseroan sehingga terciptanya keselarasan antara kondisi saat ini dengan kebutuhan jangka panjang. Kebijakan pengelolaan SDM juga berpedoman pada regulasi pemerintah dan kebijakan dari perusahaan induk yaitu PT Pertamina (Persero), sebagai berikut:

1. Undang-Undang Republik Indonesia Nomor 1 Tahun 1970 tentang Keselamatan Kerja
2. Undang-Undang Republik Indonesia Nomor 13 Tahun 2003 tentang Ketenagakerjaan
3. Undang-Undang Republik Indonesia Nomor 2 Tahun 2004 tentang Penyelesaian Perselisihan Hubungan Industrial
4. Peraturan Menteri Tenaga Kerja & Transmigrasi Nomor 19 Tahun 2012 tentang Syarat-syarat Penyerahan Pelaksanaan Pekerjaan kepada Perusahaan Lain
5. Pedoman Pengelolaan Strategis Sumber Daya Manusia PT Pertamina (Persero) No. A-005/K10000/2012-S0
6. Pedoman Pengelolaan Operasional Sumber Daya Manusia PT Pertamina (Persero) No. A-006/K10000/2012-S0
7. Pedoman *Corporation Management* PT Pertamina (Persero) No. A-007/K10000/2012-S0
8. Peraturan Perusahaan PT Patra Drilling Contractor Bidang Sumber Daya Manusia.

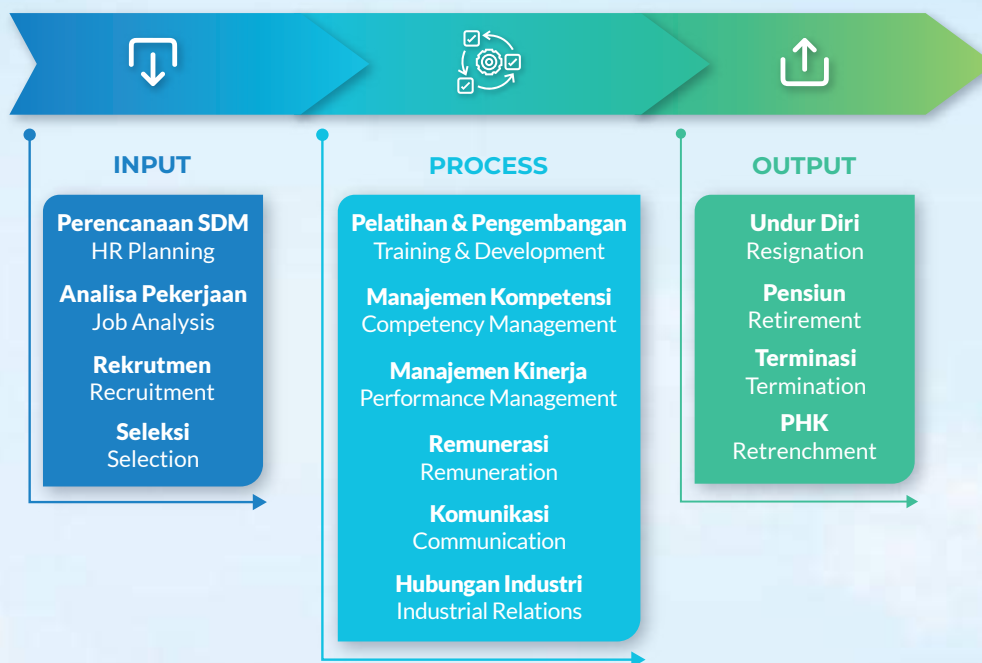
HR management policies and systems in the Company refer to the Company's vision, mission, goals and business strategy such that there is alignment established between current situation and long-term requirement. HR management policies are also based on government regulations and the policies of the holding company, PT Pertamina (Persero), as follows:

1. Law of the Republic of Indonesia No. 1 of 1970 concerning Work Safety
2. Law of the Republic of Indonesia No. 13 of 2003 concerning Labour
3. Law of the Republic of Indonesia No. 2 of 2004 concerning Settlement of Industrial Relations Disputes
4. Regulation of the Minister of Manpower & Transmigration No. 19 of 2012 concerning Requirements for Handing Over of Work Implementation to Other Companies
5. Guidelines for the Human Resources Strategic Management of PT Pertamina (Persero) No. A-005/K10000/2012-S0
6. PT Pertamina (Persero) Human Resources Operational Management Guidelines No. A-006/K10000/2012-S0
7. PT Pertamina (Persero) Corporation Management Guidelines No. A-007/K10000/2012-S0
8. PT Patra Drilling Contractor Company Regulations in the Human Resources Sector.

KERANGKA KERJA PENGELOLAAN SDM

HR MANAGEMENT FRAMEWORK

Proses Rekrut Sampai Pensiun Hire to Retire Process



Sistem pengelolaan SDM di Perseroan mengacu pada kerangka kerja *hire-to-retain* yang mencakup keseluruhan elemen penting dalam pengelolaan SDM. Melalui kerangka kerja tersebut, Perseroan memiliki program dan rencana kerja yang terarah di setiap elemennya. Berdasarkan kerangka kerja tersebut, pengelolaan SDM di Perseroan terdiri dari 3 tahapan utama berikut:

Input

Pada tahapan ini, Perseroan melakukan proses pemenuhan kebutuhan SDM secara selektif untuk menghasilkan talenta-talenta terbaik yang bergabung bersama Perseroan. Proses ini diawali dengan perencanaan tenaga kerja untuk mengakomodir

The HR management system in the Company refers to the hire-to-retain framework which covers all the important elements in HR management. Through this framework, the Company has programs and work plans that are directed at each of its elements. Based on this framework, HR management in the Company consists of the following 3 main stages:

Input

At this phase, the Company carries out the process of fulfilling HR requirement selectively to produce the best talents to join the Company. This process begins with manpower planning to accommodate HR demands appropriately from each division in the

kebutuhan SDM secara tepat dari setiap divisi di Perseroan. Selanjutnya, Perseroan melakukan *recruitment & selection* secara terbuka yang mengacu pada TKO No. B-078/PDC0000/2022-S9 tentang Proses Pelaksanaan Rekrutmen Reguler dan Non Reguler. tentang Pelaksanaan Rekrutmen. Pada pelaksanaannya, Perseroan melakukan perekrutan secara terbuka dan transparan baik untuk pekerja *entry level* maupun *professional hire*.

Process

Pada tahapan ini, Perseroan akan membentuk talenta-talenta terbaik melalui berbagai proses pengembangan sehingga kapabilitas SDM Perseroan dapat terus bersaing dengan perkembangan ilmu pengetahuan yang terus berkembang dengan cepat. Perseroan juga memastikan bahwa pekerja memiliki kemampuan bersaing di tengah perkembangan bisnis yang sangat dinamis sehingga dapat memberikan nilai tambah bagi Perseroan. Perseroan melakukan pengembangan dan pengelolaan SDM melalui 6 elemen yaitu:

1. *Training & Development*
Pengembangan pekerja sesuai dengan kebutuhan dari setiap fungsi kerja melalui pelatihan dan pengembangan secara tepat sasaran.
2. *Competency Management*
Penetapan dan pengelolaan kompetensi pekerja sesuai dengan kebutuhan bisnis terkini dan relevan dengan perkembangan ilmu pengetahuan di setiap bidangnya.
3. *Performance Management*
Penilaian kinerja pekerja yang mengacu pada Peraturan Perusahaan Bidang Sumber Daya Manusia, TKO No. B-004/PDC0000/2020-S9 tentang Penilaian Kinerja dengan KPI dan TKO No. B-003/PDC0000/2020-S9 tentang Penilaian Kinerja Pekerja.
4. *Remuneration*
Pengelolaan remunerasi yang ideal dan kompetitif untuk memastikan kesejahteraan dan memotivasi pekerja yang mengacu pada Peraturan Perusahaan Bidang Sumber Daya Manusia.

Company. Furthermore, the Company conducts open recruitment & selection which refers to TKO No. B-078/PDC0000/2022-S9 concerning Regular and Non-Regular Recruitment Process. Concerning Recruitment Implementation. In practice, the Company conducts recruitment in an open and transparent manner for both entry level workers and professional hires.

Process

At this stage, the Company forms the best talents through various development processes so that the Company's HR capabilities may stay competitive, with continuously fast paced knowledge developments. The company also ensures that workers have the ability to compete amidst very dynamic business developments such that they can provide added value to the Company. The Company develops and manages human resources through 6 elements, namely:

1. *Training & Development*
Employee development in accord to the demands of each work function through targeted training and development.
2. *Competency Management*
Establishment and management of employee competencies in accordance with the latest business requirements and relevant to developing knowledge in each field.
3. *Performance Management*
Employee performance appraisal refers to Company Regulations in Human Resources, TKO No. B-004/PDC0000/2020-S9 concerning Performance Assessment with KPI and TKO No. B-003/PDC0000/2020-S9 concerning Employee Performance Assessment.
4. *Remuneration*
Management of ideal and competitive remuneration to ensure welfare and motivate workers refers to Company Regulations in Human Resources.

5. Communication

Menciptakan pola dan sistem komunikasi yang jelas di seluruh lini organisasi baik secara horizontal antar pekerja maupun secara vertikal antara pekerja dengan atasannya sehingga seluruh aspirasi pekerja dapat tersampaikan dengan sebaik-baiknya.

6. Industrial Relation

Membangun suatu sistem hubungan antara para pemangku kepentingan yang terdiri dari pengusaha, pekerja/buruh dan pemerintah dengan tujuan untuk menciptakan hubungan yang harmonis.

Output

Pada tahap akhir, pengelolaan SDM akan menghasilkan *output* dari serangkaian proses yang telah dilakukan. Tahapan ini dapat diartikan sebagai akhir dari pekerja menyandang status sebagai pekerja Perseroan. Terdapat 4 elemen pada tahap *output* ini yaitu *resignation*, *retirement*, *termination* dan *retrenchment*. Pada tahapan akhir ini, Perseroan mengacu pada kebijakan dan sistem yang telah disepakati sehingga dapat saling menguntungkan baik dari sisi pekerja maupun Perseroan.

5. Communications

Create clear communication patterns and systems across all lines of the organization both horizontally between employees and vertically between employees and their superiors such that all employees' aspirations can be conveyed as well as possible.

6. Industrial Relations

Build a system of relationship between stakeholders consisting of employers, workers/ employees, and the government with the objective of creating harmonious relations.

Output

In the final stage, HR management produces output from a series of processes that have been carried out. This stage can be interpreted as the end journey of the Company's employee status holder. There are 4 categories in output stage, which are resignation, retirement, termination and retrenchment. For the final stage, the Company refers to the policies and systems that have been agreed upon such that it can be mutually beneficial from both the employees and the Company.



REKRUTMEN DAN TURNOVER PEKERJA

WORKER RECRUITMENT AND TURNOVER

Pertumbuhan kinerja dan dinamika bisnis yang berkembang dengan cepat mendorong kebutuhan terhadap talenta-talenta terbaik untuk mampu menciptakan nilai dan mencapai visi, misi serta tujuan Perseroan. Kebutuhan terhadap talenta berkualitas di seluruh divisi dilakukan melalui proses perencanaan kebutuhan SDM dan kemudian dipenuhi melalui proses *recruitment & selection*. Pada pelaksanaannya, Perseroan mengacu pada Peraturan Perusahaan Bidang Sumber Daya Manusia dan TKO No. B-006/PDC0000/2020-S9 tentang Pelaksanaan Rekrutmen Pekerja Perseroan.

Perseroan berkomitmen memberikan peluang dan kesempatan kerja yang seluas-luasnya demi mendorong pemerataan ekonomi secara nasional. Untuk itu, proses *recruitment & selection* dilakukan secara terbuka, transparan dan tanpa diskriminasi. Pelaksanaan *recruitment & selection* dilakukan melalui 2 jalur yaitu rekrutmen internal yang berasal dari induk Perseroan yaitu PT Pertamina Drilling Services Indonesia (PDSI) dan rekrutmen eksternal melalui pembukaan lowongan kerja bagi pelamar umum baik untuk *fresh graduate* maupun professional.

Untuk mendapatkan talenta terbaik sesuai kebutuhan, Perseroan telah menetapkan kriteria rekrutmen sesuai *job description* dan *job specification* yang diharapkan oleh user sesuai posisi dan kompetensi yang dibutuhkan. Informasi mengenai proses rekrutmen ini disosialisasikan melalui *platform* rekrutmen internal maupun eksternal.

Dalam pelaksanaan rekrutmen, Perseroan berkomitmen untuk patuh terhadap Peraturan Undang-Undang No. 13 Tahun 2023 tentang Ketenagakerjaan terutama pada pasal 68 mengenai usia minimum untuk calon pekerja yang diperbolehkan untuk bekerja. Berdasarkan peraturan tersebut, Perseroan menetapkan batas usia minimum 18 tahun bagi calon pekerja maupun mitra kerja yang bekerja sama dengan Perseroan. Dengan demikian, selama tahun 2022 tidak terdapat insiden pekerja di bawah umur yang dipekerjakan oleh Perseroan maupun oleh mitra kerja yang bekerja sama dengan Perseroan.

Growth performance and rapidly developing business dynamics drive the need for the best talents who are able to create value and achieve the Company's vision, mission and goals. The requirement for quality talent in all divisions is carried out through the planning process of HR demand, then it is accomplished through the recruitment & selection process. In its implementation, the Company refers to Company Regulations for Human Resources and Organizational Work Procedure No. B-006/PDC0000/2020-S9 concerning the Recruitment of Company Employees.

The Company is committed to provide the widest possible work opportunities in order to encourage national economic equality. For this reason, the recruitment & selection processes are carried out in an open, transparent and non-discriminatory manner. Recruitment & selection is carried out through 2 channels, namely internal recruitment from the parent company, PT Pertamina Drilling Services Indonesia (PDSI), and external recruitment through opening of job vacancies for general applicants, both fresh graduates and professionals.

To get the best talent according to demands, the Company sets recruitment criteria according to the job description and job specifications expected by users according to the position and competence required. Information regarding the recruitment process is broadcasted through internal and external recruitment platforms.

In carrying out recruitment, the Company is committed to comply with Law No. 13 of 2023 concerning Labour, especially in article 68 concerning the minimum age for prospective workers who are allowed to work. Based on these regulations, the Company stipulates a minimum age limit of 18 years for prospective workers and work partners who are in business with the Company. Thus, throughout 2022, there were no incidents of underage workers being employed by the Company or by partners working with the Company.

Perseroan menyadari bahwa terdapat dinamika yang terjadi di sisi pekerja sehingga menyebabkan terjadinya *turnover* selama tahun 2022. Perseroan berupaya untuk menjaga tingkat *turnover* pada *level* minimum dengan menciptakan lingkungan kerja yang kondusif dan memberikan kesempatan berkembang bagi seluruh pekerja yang pada akhirnya mampu menciptakan loyalitas dari seluruh pekerja.

The Company realizes that there may exist dynamics that occur on the employee side, thus causing turnover in 2022. The Company strives to maintain the turnover rate at a minimum level by creating a conducive work environment and providing development opportunities for all employees, which in turn is able to create loyalty from all employees.

Rincian Turnover Pekerja Tahun 2022

Summary of Employee Turnover in 2022

Deskripsi <i>Description</i>	Jumlah Karyawan Masuk <i>Number of Employees Hired</i>		Jumlah Karyawan Keluar <i>Number of Employees Left</i>	
	2021	2022	2021	2022
Usia/ <i>Age</i>				
<30	3	15	6	4
30-50	8	12	6	11
>50	1	1	1	5
Jenis Kelamin/ <i>Gender</i>				
Laki-Laki/ <i>Male</i>	10	18	9	16
Perempuan/ <i>Female</i>	2	10	4	4

Sepanjang tahun 2022, Perseroan merekrut total 28 pekerja baru yang tersebar ke dalam 12 departemen. Adapun rincian komposisi pekerja baru adalah sebagai berikut: [GRI 401-1]

Throughout 2022, the Company recruited a total of 28 employees spread across 12 departments. The detailed composition of the new employees are as follows: [GRI 401-1]

Pemenuhan Pekerja Tahun 2022

Employee Fulfillment in 2022

Departemen <i>Department</i>	Jumlah Pegawai Baru <i>Number of New Hire</i>
Finance & Business Support	1
Corporate Secretary	1
HR & GA	3
ICT & Facilities	1
Marketing & Business Development	4
Operations	4
QHSSE	1
SCM	2
SPBDRM	1
Treasury	3
Asset & Maintenance	1
Controller	6
Jumlah/Total	28

Selama tahun 2022, tercatat terjadi *turnover* pekerja sebanyak 20 orang dengan rincian sebagai berikut: [GRI 401-1]

During 2022, employee turnover was recorded at 20 people with the following details: [GRI 401-1]

Turnover Pekerja Berdasarkan Penyebab Tahun 2022

Employee Turnover by Causes in 2022

Deskripsi <i>Description</i>	Jumlah <i>Total</i>
Mengundurkan Diri <i>Resigned</i>	17
Pensiun <i>Retired</i>	3
Meninggal Dunia <i>Passed Away</i>	0
Jumlah/Total	20

Turnover Pekerja Berdasarkan Usia Tahun 2022

Employee Turnover by Age in 2022

Deskripsi <i>Description</i>	<30 tahun <i><30 years old</i>	30-50 tahun <i>30-50 years old</i>	>50 tahun <i>>50 years old</i>
Mengundurkan Diri <i>Resigned</i>	4	11	2
Pensiun <i>Retired</i>	0	0	3
Meninggal Dunia <i>Passed Away</i>	0	0	0
Jumlah/Total	4	11	5

Berdasarkan jumlah pekerja yang masuk dan meninggalkan Perseroan sesuai data tersebut, maka Perseroan dapat menghitung tingkat perputaran pekerja atau *turnover* selama tahun 2022. Perseroan mendefinisikan *turnover* pekerja sebagai tingkat intensitas pekerja untuk meninggalkan Perseroan dengan berbagai alasan atas keinginan sendiri. Dengan demikian, pekerja yang meninggalkan Perseroan karena alasan pensiun alami atau meninggal dunia tidak dihitung ke dalam perhitungan *turnover* pekerja.

Based on the number of employees entering and leaving the Company as conveyed by the data, the Company can calculate the employee turnover rate during 2022. The Company defines employee turnover as the rate of intensity of employee leaving the Company for various reasons at their own will. Thus, employee who leave the Company due to retirement or death are not calculated in the employee turnover calculation.

Untuk menghitung tingkat *turnover* pekerja,
Perseroan menggunakan formula sebagai berikut:

To calculate the employee turnover rate, the Company
uses the following formula:

$$\text{Turnover} = \frac{\text{Jumlah Pekerja Keluar}}{(\text{Jumlah Pekerja Awal Tahun} + \text{Jumlah Pekerja Akhir Tahun})/2} \times 100\%$$

$$\text{Turnover} = \frac{\text{Number of Employees Leaving}}{(\text{Total Employees at Beginning of Year} + \text{Total Employees at End of Year})/2} \times 100\%$$

Berdasarkan formula tersebut, maka tingkat *turnover*
pekerja adalah sebagai berikut: [GRI 401-1]

Based on this formula, the employee turnover rate is as
follows: [GRI 401-1]

Deskripsi <i>Description</i>	2022	2021
Jumlah Pekerja Baru <i>Number of New Employee</i>	28	12
Mutasi dari Proyek <i>Mutation from Project</i>	4	3
Jumlah Pekerja Keluar <i>Number of Employee Leaving</i>	20	12
Jumlah Pekerja Awal Tahun <i>Number of Employee Beginning of the Year</i>	205	239
Jumlah Pekerja Akhir Tahun <i>Number of Employee Ending of the Year</i>	217	205
Tingkat Turnover Pekerja <i>Employee Turnover Rate</i>	8,05%	5,38%

KEBERAGAMAN DAN KESETARAAN

DIVERSITY AND EQUALITY

Perseroan mendukung penuh program pemerataan ekonomi dan kesetaraan dalam hak mendapatkan pekerjaan bagi setiap orang. Oleh karena itu, Perseroan membuka peluang dan kesempatan kerja seluas-luasnya bagi seluruh pihak secara adil dan transparan tanpa adanya pembatasan ataupun diskriminasi dari sisi jenis kelamin, latar belakang pendidikan, usia, kondisi fisik, suku dan ras maupun berbagai indikator keberagaman lainnya. Pengangkatan calon pekerja murni didasarkan atas hasil seleksi dan evaluasi pada masa percobaan dan orientasi pekerja. Namun dikarenakan aktivitas operasional Perseroan sangat mengandalkan fisik, komposisi SDM perseroan didominasi oleh laki-laki.

Berdasarkan perhitungan dengan metodologi *headcount*, Per 31 Desember 2022, Perseroan memiliki 8.536 orang pekerja yang terdiri dari 217 orang pekerja di *Head Office* dan 8.319 orang pekerja Tenaga Kerja Jasa Penunjang (TKJP). Untuk pekerja *Head Office*, pekerja laki-laki tercatat sebanyak 164 orang dan perempuan sebanyak 53 orang. Sementara untuk pekerja Tenaga Kerja Jasa Penunjang (TKJP) tercatat pekerja laki-laki sebanyak 7.892 orang dan pekerja perempuan sebanyak 427 orang.

Secara lebih rinci, jumlah pekerja Perseroan per 31 Desember 2022 adalah sebagai berikut:

The Company fully supports the equitable distribution and equality economic program and the rights to be employed for everyone. Therefore, the Company opens the widest possible opportunities and job opportunities for all parties in a fair and transparent manner without any restrictions or discrimination in terms of gender, educational background, age, physical condition, ethnicity and race or various other indicators of diversity. The appointment of prospective workers is purely based on the results of selection and evaluation during the probationary period and employee orientation. However, because the Company's operational activities rely heavily on physicality, the composition of the Company's human resources is dominated by male.

Based on calculations using the headcount methodology, As of 31 December 2022, the Company had 8,536 employees consisted of 217 employees in the Head Office and 8,319 contract workers (TKJP). For Head Office workers, there were 164 male workers and 53 female workers. While for contract workers, there were 7,892 male workers and 427 female workers.

In more detail, the number of Company employees as of 31 December 2022 is as follows:

Komposisi Pekerja *Head Office* Berdasarkan Jenis Kelamin Tahun 2021-2022 [GRI 405-1] Composition of Head Office Employees Based on Gender in 2021-2022 [GRI 405-1]

Jenis Kelamin <i>Gender</i>	2022	2021
Laki-laki <i>Male</i>	165	156
Perempuan <i>Female</i>	52	49
Jumlah/Total	217	205

Komposisi Pekerja Head Office Berdasarkan Jabatan Tahun 2021-2022 [GRI 405-1]

Composition of Head Office Employees Based on Position in 2021-2022 [GRI 405-1]

Jabatan Positions	2022	2021
Vice President/Vice President	2	2
Manajer/Manager	13	10
Asisten Manajer/Assistant Manager	21	23
Supervisor/Supervisor	20	14
Staf/Staff	161	156
Jumlah/Total	217	205

Komposisi Pekerja Head Office Berdasarkan Status Pekerja Tahun 2021-2022 [GRI 405-1]

Composition of Head Office Employees Based on Employee Status in 2021-2022 [GRI 405-1]

Status Pekerja Employment Status	2022	2021
Pekerja Tidak Tetap Non-Permanent Employee	204	196
Pekerja Tetap Fixed Term Employee	13	11
Jumlah/Total	217	205

Komposisi Pekerja Head Office Berdasarkan Usia Tahun 2021-2022 [GRI 405-1]

Composition of Head Office Employees Based on Age in 2021-2022 [GRI 405-1]

Umur Pekerja Employee Age	2022	2021
<30	90	87
30-50	105	98
>50	22	20
Jumlah/Total	217	205

Komposisi Pekerja Head Office Berdasarkan Tingkat Pendidikan Tahun 2021-2022 [GRI 405-1]

Composition of Head Office Employees Based on Education Level
in 2021-2022 [GRI 405-1]

Tingkat Pendidikan Pekerja <i>Employee Education Level</i>	2022	2021
Pasca Sarjana/ <i>Postgraduate Degree</i>	22	24
S1/ <i>Undergraduate Degree</i>	141	129
D4/ <i>Diploma 4</i>	0	0
D3/ <i>Diploma 3</i>	29	28
D2/ <i>Diploma 2</i>	0	0
D1/ <i>Diploma 1</i>	3	1
SMA/Sederajat / <i>High School/Equivalent</i>	21	21
SMP/ <i>Junior High School</i>	1	2
Jumlah/Total	217	205

Komposisi Pekerja Head Office Berdasarkan Jabatan dan Jenis Kelamin [GRI 405-1]

Composition of Head Office Employees Based on Position and Gender [GRI 405-1]

Kategori <i>Category</i>	Pria <i>Male</i>	Wanita <i>Female</i>	Jumlah <i>Total</i>
Vice President/ <i>Vice President</i>	2	0	2
Manajer/ <i>Manager</i>	10	3	13
Asisten Manajer/ <i>Assistant Manager</i>	20	1	21
Supervisor/ <i>Supervisor</i>	14	6	20
Staf/ <i>Staff</i>	119	42	161
Jumlah/Total	165	52	217

Komposisi Pekerja Head Office Berdasarkan Jabatan dan Usia [GRI 405-1]

Composition of Head Office Employees Based on Position and Age [GRI 405-1]

Kategori Category	<30 tahun years old	30-50 tahun years old	>50 tahun years old	Jumlah Total
Vice President/Vice President	0	2	0	2
Manajer/Manager	0	9	4	13
Asisten Manajer/ Assistant Manager	2	17	2	21
Supervisor/ Supervisor	3	17	0	20
Staf/Staff	70	74	17	161

Sebagai perusahaan yang menyediakan jasa Tenaga Kerja Jasa Penunjang (TKJP), Perseroan mengelola 8.319 orang pekerja TKJP yang bekerja di berbagai proyek di seluruh area operasional Perseroan. Secara rinci, komposisi pekerja TKJP adalah sebagai berikut:

As a company that provides contract workers services, the Company manages 8,319 workers who work on various projects in all of the Company's operational areas. In detail, the composition of contract workers is as follows:

Komposisi Pekerja TKJP Berdasarkan Jenis Kelamin Tahun 2021-2022 [GRI 405-1]

Composition of Contract Workers Based on Gender in 2021-2022 [GRI 405-1]

Jenis Kelamin Gender	2022	2021
Laki-laki/Male	7.892	7.448
Perempuan/Female	427	377
Jumlah/Total	8.319	7.825

Komposisi Pekerja TKJP Berdasarkan Kelompok Usia Tahun 2021-2022 [GRI 405-1]

Composition of Contract Workers Based on Age Groups in 2021-2022 [GRI 405-1]

Kelompok Usia Age Group	2022	2021
≤20	13	32
21-30	1.252	1.850
31-40	3.541	3.585
41-50	3.163	1.988
>50	350	370
Jumlah/Total	8.319	7.825

Komposisi Pekerja TKJP Berdasarkan Tingkat Pendidikan Tahun 2021-2022 [GRI 405-1]

Composition of Contract Workers Based on Education Level in 2021-2022 [GRI 405-1]

Tingkat Pendidikan Pekerja <i>Employee Education Level</i>	2022	2021
Pasca Sarjana/ <i>Postgraduate Degree</i>	79	40
S1/ <i>Undergraduate Degree</i>	2.068	839
D3/ <i>Diploma 3</i>	1.381	2.007
D2/ <i>Diploma 2</i>	20	10
D1/ <i>Diploma 1</i>	107	45
SMA/Sederajat / <i>High School/Equivalent</i>	4.045	4.421
SMP/ <i>Junior High School</i>	593	435
SD/ <i>Elementary</i>	26	28
Jumlah/Total	8.319	7.825



PROGRAM PELATIHAN DAN PENGEMBANGAN PEKERJA

EMPLOYEE TRAINING AND DEVELOPMENT PROGRAM

Di tengah persaingan usaha yang ketat, Perseroan menyadari perlunya peningkatan kompetensi dan kualitas pekerja secara berkelanjutan untuk mampu menghadapi persaingan tersebut. Untuk itu Perseroan melaksanakan program pelatihan dan pengembangan sesuai dengan hasil evaluasi kompetensi pekerja dan berdasarkan kebutuhan dari setiap unit kerja. Pelaksanaan pelatihan dan pengembangan di Perseroan dilaksanakan melalui berbagai metode seperti pelatihan, *workshop*, seminar maupun *sharing session* yang secara rutin dilakukan atas inisiatif dari unit kerja.

Dalam pelaksanaannya, pelatihan dan pengembangan dilakukan secara internal maupun bekerja sama dengan pihak ketiga sebagai penyedia jasa pelatihan dan pengembangan. Sepanjang tahun 2022, Perseroan melaksanakan 67 program pelatihan dan pengembangan yang terdiri dari 47 pelatihan non-sertifikasi dan 20 pelatihan sertifikasi. [GRI 404-1]

In the midst of intense business competition, the Company realizes the need to improve employees' competence and quality on an ongoing basis to stay competent to face the competition. For this reason, the Company conducts trainings and development programs in accordance with the results of employee competency evaluations and based on the demands of each work unit. Implementations of trainings and developments in the Company are conducted through various methods such as training, workshops, seminars, and sharing sessions, which are regularly carried out at the work units' initiatives.

In practice, trainings and developments are carried out internally or in collaboration with third parties as providers of training and development services. Throughout 2022, the Company implemented 67 training and development programs that were consisted of 47 non-certified trainings and 20 certified trainings. [GRI 404-1]



Rata-Rata Jam Pelatihan Per Orang Berdasarkan Jenis Kelamin [GRI 404-1]

Average Training Hours Per Person by Gender [GRI 404-1]

	2022		2021	
	Jumlah Pekerja yang Mengikuti Pelatihan ¹ Number of Workers Participated in Training ¹	Rata-Rata Jam Pelatihan Average Hours of Training	Jumlah Pekerja yang Mengikuti Pelatihan ¹ Number of Workers Participated in Training ¹	Jam Pelatihan per Orang Hour of Training per Person
Berdasarkan Jenis Kelamin/Based on Gender				
Laki-Laki/Male	2.643	14,8	1.990	12,4
Perempuan/Female	834	14,8	731	3,4

¹Jumlah pekerja yang mengikuti pelatihan dihitung berdasarkan akumulasi terhadap jumlah peserta pada seluruh program pelatihan dan pengembangan./ The number of workers participated in training is calculated based on the accumulation of the number of participants in all training and development programs.

Rata-Rata Jam Pelatihan per Orang Berdasarkan Level Jabatan [GRI 404-1]

Average Training Hours per Person Based on Position Level [GRI 404-1]

Level Jabatan	2022			2021		
	Akumulasi Jumlah Peserta Accumulated Number of Participants	Akumulasi Jam Pelatihan Accumulated Training Hours	Rata-rata jam pelatihan perorang Average Training Hours per Person	Akumulasi Jumlah Peserta Accumulated Number of Participants	Akumulasi Jam Pelatihan Accumulated Training Hours	Rata-rata jam pelatihan perorang Average Training Hours per Person
Direksi/ Board of Directors	2,0	228,0	114,0	1,0	21,0	21,0
Manager/ Manager	128,0	1.237,0	9,7	68,0	737,0	10,8
Asst. Manager/ Asst. Manager	137,0	1.846,0	13,5	87,0	346,0	4,0
Supervisor/ Supervisor	172,0	2.944,0	17,1	72,0	444,0	6,2
Staff/ Staff	3.038,0	22.485,0	7,4	2.493,0	15.644,0	6,3

Secara rinci, program pelatihan dan pengembangan pekerja yang dilakukan selama tahun 2022 adalah: [GRI 404-2]

In detail, the employee training and development programs carried out during 2022 were: [GRI 404-2]

Program Pelatihan dan Pengembangan Non-Sertifikasi

Non-Certification Training and Development Program

No	Nama Program Pelatihan Name of Training Program	Total Durasi Program (jam) Total Program Duration (hours)	Jumlah Peserta Number of Participants	Biaya (Rp) Cost (Rp)
1	QHSSE Monthly Meeting	3	212	12.702.010
2	Contract Analyst	4	40	2.396.606

No	Nama Program Pelatihan Name of Training Program	Total Durasi Program (jam) Total Program Duration (hours)	Jumlah Peserta Number of Participants	Biaya (Rp) Cost (Rp)
3	Bedah Kontrak Contract Review	4	21	1.258.218
4	Contract Analyst	4	11	659.067
5	Project Monitoring & Controlling	12	24	1.437.963
6	Training CIP CIP Training	4	57	3.415.163
7	Tim PMS Academy The PMS Academy Team	1.500	15	898.727
8	QHSE Monthly Meeting	2	222	13.301.162
9	QHSE Monthly Meeting	3	139	8.328.205
10	Pelatihan Penyusunan Proses Bisnis Business Process Preparation Training	4	17	1.018.557
11	QHSE Monthly Meeting	3	253	15.158.531
12	Management Menyapa Management Greet	3	35	2.097.030
13	Upskilling System SAP Modul HR HR Module SAP Upskilling System	16	12	718.982
14	Konsinyering Proses Bisnis Business Process Meeting	16	29	1.737.539
15	CSMS	3	36	2.156.945
16	QHSE Monthly Meeting	3	234	14.020.144
17	Training Risk Register for HSSE Operation	3	13	778.897
18	Pembekalan AKHLAK dan BPJS Education on AKHLAK and BPJS (Healthcare and Social Security Agency)	3	47	2.816.012
19	QHSE Monthly Meeting	3	252	15.098.616
20	Health Talk "Makanan Kemasan: Apakah Aman?" Health Talk "Packaged Food: Is it Safe?"	24	24	1.437.963
21	HACCP, Personal Hygiene & Food Safety	19	19	1.138.388
22	Full Cycle CSMS	19	19	1.138.388
23	QHSE Monthly Meeting	222	222	13.301.162
24	Basic Fire Fighting	13	13	778.897
25	Manual Handling	13	13	778.897
26	Safety Observation (PEKA)	6	6	359.491
27	Pelaporan & Investigasi Kecelakaan Accident Reporting & Investigation	13	13	778.897
28	Konsinyering Re-Audit SUPREME 2022 SUPREME 2022 Re-Audit Meeting	26	17	1.018.557
29	Konsinyering Re-Audit SUPREME 2022 SUPREME 2022 Re-Audit Meeting	16	17	1.018.557

No	Nama Program Pelatihan Name of Training Program	Total Durasi Program (jam) Total Program Duration (hours)	Jumlah Peserta Number of Participants	Biaya (Rp) Cost (Rp)
30	Coaching E-LHKPN Coaching on web-based State Officials Wealth Reports	2	19	1.138.388
31	Financial Statement Analyst	16	3	179.745
32	Training Leadership Lv. Manager - Asst. Man	16	30	1.797.454
33	Rotating Equipment Engineering Design, Selection, & Optimizing Training	16	3	179.745
34	Basic Safety Batch II	3	17	1.018.557
35	Risk Register Batch II	3	18	1.078.473
36	SIKA	3,5	20	1.198.303
37	QHSSE Monthly Meeting	3	137	8.208.375
38	In House Training Leadership	16	42	2.516.436
39	Flow Assurance in Piping System	24	2	119.830
40	Internalisasi living core value AKHLAK Internalization of AKHLAK living core values	02.05	144	8.627.781
41	Work Life Balance	02.05	66	3.954.399
42	Tax Update	16	1	59.915
43	Sharing Knowledge Pengelolaan Investasi Sharing Knowledge of Investment Management	3	17	1.018.557
44	QHSSE Monthly Meeting	3	267	15.997.343
45	Industrial Relations Conflict	16	1	59.915
46	Perwira Talk - Harmonis Officer Talk - Harmonious	01.05	83	4.972.957
47	QHSSE Monthly Meeting	3	162	9.706.253

Program Pelatihan dan Pengembangan Sertifikasi Certification Training and Development Program

No	Nama Program Pelatihan Name of Training Program	Total Durasi Program (jam) Total Program Duration (hours)	Jumlah Peserta Number of Participants	Biaya (Rp) Cost (Rp)
1	Training IMO	24	24	92.386.047
2	Incident Investigation	8	1	3.849.419
3	Sertifikasi K3 Migas Oil and Gas HSE Certification	16	1	3.849.419
4	Lead Auditor Course ISO 45001:2018	16	2	7.698.837

No	Nama Program Pelatihan Name of Training Program	Total Durasi Program (jam) Total Program Duration (hours)	Jumlah Peserta Number of Participants	Biaya (Rp) Cost (Rp)
5	Basic Sea Survival	4	2	7.698.837
6	Sertifikasi K3 Migas Oil and Gas HSE Certification	16	2	7.698.837
7	K3 Migas - Pengawas HSE Oil and Gas - Supervisor	35	1	3.849.419
8	Petugas K3 Kimia Chemistry HSE Officer	56	7	26.945.930
9	Sertifikasi K3 Migas Oil and Gas HSE Certification	40	4	15.397.674
10	Basic Sea Survival	8	5	19.247.093
11	AK3 Kimia Chemistry Expert	84	4	15.397.674
12	K3 Migas Oil and Gas HSE	42	6	23.096.512
13	TOT	28	5	19.247.093
14	TOT Risk Register Audit SUPREME	3	6	23.096.512
15	Project Management	21	1	3.849.419
16	IMO Level 3	24	1	3.849.419
17	Basic Sea Survival	8	5	19.247.093
18	Basic Sea Survival	8	4	15.397.674
19	Basic Sea Survival	8	3	11.548.256
20	CHRS	16	2	7.698.837



SISTEM PENILAIAN KINERJA [GRI 404-3]

PERFORMANCE RATING SYSTEM [GRI 404-3]

Untuk mengukur pencapaian kinerja dan kualitas SDM, Perseroan melakukan penilaian kinerja dari setiap individu pekerja. Hasil penilaian tersebut akan digunakan sebagai dasar dalam menentukan strategi pengelolaan SDM dalam jangka panjang serta menjadi basis penentuan dalam menentukan *reward & punishment* secara objektif.

Sistem penilaian kinerja yang dilakukan Perseroan terbagi atas dua sistem penilaian yaitu penilaian kinerja bagi pekerja perbantuan dari induk perusahaan dan penilaian kinerja bagi pekerja organik di luar pekerja perbantuan. Sistem penilaian bagi pekerja perbantuan yang menempati level manajer ke atas dilakukan berdasarkan TKO No. B-004/PDC0000/2020-S9 tentang Penilaian Kinerja dengan KPI. Sistem penilaian dilakukan KPI dan kompetensi kepemimpinan berdasarkan Pertamina *Leadership Model* (PLM) yang dilakukan sebanyak 2 kali dalam setahun.

Sementara bagi pekerja organik di luar pekerja perbantuan dari induk perusahaan, sistem penilaian kinerja yang digunakan mengacu pada Sistem Manajemen Kinerja (SMK) sesuai TKO No. B-003/PDC0000/2020-S9 tentang Penilaian Kinerja Pekerja. Proses penilaian kinerja dilakukan dengan menetapkan sasaran kinerja yang dilakukan oleh pekerja bersangkutan (*evaluee*) dan atasan langsung dari pekerja yang bersangkutan (*evaluator*). Pada pertengahan tahun, dilakukan *mid-year evaluation* di mana evaluator mengevaluasi progres pencapaian sasaran kinerja *evaluee* sesuai sasaran kinerja yang ditetapkan di awal dan memberikan bimbingan terhadap rencana selanjutnya. Pada akhir tahun, dilakukan *end-year evaluation* yang juga merupakan penilaian final atas pencapaian kinerja pekerja selama satu tahun. Pada penilaian final ini, evaluator akan memberikan umpan balik mengenai kinerja pekerja selama satu tahun terakhir dan umpan balik untuk peningkatan kinerja pada tahun selanjutnya.

Pada tahun 2022, sebanyak 100% karyawan Head Office di Perseroan baik laki-laki maupun perempuan telah mengikuti penilaian kinerja sesuai dengan jadwal yang telah ditentukan. [GRI 404-3]

To measure the achievement of performance and quality of human resources, the Company conducts performance appraisals for each individual employee. The results of this assessment will be used as a basis for determining HR management strategies in the long term as well as a basis for determining reward & punishment objectively.

The performance appraisal system implemented by the Company is divided into two assessment systems, namely performance appraisal for assistance employees from the parent company and performance appraisal for workers aside of assistance employees. The assessment system for assistance workers who are positioned in the manager level and above is carried out based on TKO No. B-004/PDC0000/2020-S9 concerning Performance Assessment with KPI. The KPI assessment system and leadership competencies, which are based on the Pertamina Leadership Model (PLM), are carried out twice a year.

Meanwhile for organic workers other than assistance workers from the parent company, the performance appraisal system used refers to the Performance Management System according to TKO No. B-003/PDC0000/2020-S9 concerning Employee Performance Assessment. The performance appraisal process is carried out by setting performance targets to be carried out by the concerned employee (*evaluee*) and the direct supervisor of the employee concerned (*evaluator*). In the middle of the year, a mid-year evaluation is carried out, in which the evaluator reviews the achievement progress of the *evaluee's* performance targets according to the targets set at the beginning, then provides guidance on further plans. At the end of the year, an end-year evaluation is carried out, which is also the final assessment of employee performance achievements for one year. In this final assessment, the evaluator will provide feedback on employee performance over the past year and feedback for performance improvement in the following year.

In 2022, 100% of Head Office employees at the Company, both male and female, have attended performance appraisals according to a predetermined schedule. [GRI 404-3]

SISTEM REMUNERASI PEKERJA

[GRI 202-1, 202-2, 405-2]

EMPLOYEE REMUNERATION SYSTEM [GRI 202-1, 202-2, 405-2]

Perseroan berkomitmen memenuhi ketetapan dan kesepakatan bersama sesuai Konvensi 100, *International Labor Organization* tentang Konvensi Kesetaraan Remunerasi tahun 1951 melalui penerapan sistem remunerasi yang adil dan kompetitif. Sistem remunerasi di Perseroan dibangun secara objektif dan tanpa diskriminasi sesuai dengan *level* jabatan, kinerja, masa kerja dan hasil penilaian kinerja individu. Sistem remunerasi yang digunakan oleh Perseroan mengacu pada Pertamina *Reference Level* sehingga dapat menjamin objektivitas dan pemenuhan terhadap standar Upah Minimum Regional (UMR) yang telah ditetapkan pemerintah.

Perseroan memiliki banyak area kerja yang tersebar di 9 wilayah kerja utama. Hingga periode akhir pelaporan, Perseroan tidak memiliki manajemen senior yang berasal dari area lokal tempat aktivitas operasional Perseroan berjalan. Kebijakan Perseroan menyatakan bahwa karyawan di posisi senior management berasal dari induk perusahaan. Secara umum, sebanyak 100% manajemen senior di Perseroan berstatus Warga Negara Indonesia (WNI). [GRI 202-2]

Sebagai perusahaan yang memiliki wilayah operasional yang tersebar di berbagai wilayah, Perseroan memastikan bahwa remunerasi yang diberikan memenuhi standar upah minimum provinsi yang ditetapkan di setiap provinsi dengan rincian sebagai berikut: [GRI 202-1]

The Company is committed to fulfil the provisions and mutual agreements in accordance with Convention 100, the International Labor Organization concerning the Equal Remuneration Convention, 1951 through the implementation of a fair and competitive remuneration system. The remuneration system in the Company is *built* objectively and without discrimination according to position level, performance, years of service and individual performance appraisal results. The remuneration system employed by the Company refers to the Pertamina Reference Level to ensure objectivity and compliance with the Regional Minimum Wage (UMR) standards set by the government.

The Company has numerous work areas spread across 9 main work areas. Until the end of the reporting period, the Company did not employ senior management from the local area where the Company's operational activities were carried out. Company policy states that employees in senior management positions to be employed from the parent company. In general, 100% of senior management in the Company are Indonesian citizens (WNI). [GRI 202-2]

As a company that has operational areas spread across various regions, the Company ensures that the remuneration provided meets the standards of provincial minimum wage set in each province with the following details: [GRI 202-1]

No	Wilayah Kerja Working Area	Upah Pekerja Entry Level (dalam Rp) Entry Level Employee Wages (in Rupiah)	Upah Minimum Provinsi (dalam Rp) Provincial Minimum Wage (in Rupiah)	Rasio Gaji Pekerja Entry Level Dibandingkan Upah Minimum Provinsi Ratio of Entry Level Employee Salary to Provincial Minimum Wage
1	Jakarta	4.666.854	4.641.854	1,01
2	Cirebon	2.423.073	1.841.487	1,32
3	SBS/Southern Sumatra	3.169.446	3.144.446	1,00

No	Wilayah Kerja Working Area	Upah Pekerja Entry Level (dalam Rp) Entry Level Employee Wages (in Rupiah)	Upah Minimum Provinsi (dalam Rp) Provincial Minimum Wage (in Rupiah)	Rasio Gaji Pekerja Entry Level Dibandingkan Upah Minimum Provinsi Ratio of Entry Level Employee Salary to Provincial Minimum Wage
4	SBT/Eastern Sumatra	2.978.612	2.609.034	1,14
5	NAD/Aceh	3.215.030	3.166.460	1,02
6	Kalimantan	3.229.673	3.014.497	1,07
7	Bandung	3.799.861	1.841.487	2,06
8	Riau	2.963.564	2.938.564	1,01
9	Papua	3.561.932	3.561.932	1,00

Rasio Gaji Pokok dan Total Remunerasi Berdasarkan Jenis Kelamin [GRI 405-2] Ratio of Basic Salary and Total Remuneration Based on Gender [GRI 405-2]

	Gaji Pokok/Basic Salary	Total Remunerasi/Total Remuneration
Laki-Laki/Male	1,5	1,4
Perempuan/Female	0,7	0,7

Remunerasi yang diberikan kepada pekerja terdiri dari berbagai komponen untuk memberikan *benefit* yang ideal. Dalam penerapannya, terdapat perbedaan dalam komponen remunerasi yang diberikan kepada pekerja PWT dan PWTT. Perbedaan komponen remunerasi untuk pekerja PWT dan PWTT disajikan dalam tabel berikut: [GRI 401-2]

The remuneration given to employees consists of various components to provide ideal benefits. In practice, there are differences in the remuneration components given to permanent and fixed term workers. The differences in remuneration components for permanent and fixed term workers are presented in the following table: [GRI 401-2]

No	Komponen Remunerasi Remuneration Component	PWT Fixed Term Employee	PWTT Permanent Employee
1	Gaji Pokok Basic Salary	✓	✓
2	Tunjangan Fungsional Specialization Allowance	✓	-
3	Tunjangan Proyek Project Allowance	✓	✓
4	Tunjangan Perjalanan Dinas Business Trip Allowance	✓	✓
5	Kompensasi PKWT Compensation for Fixed Term Work Agreement	✓	-
6	Program Pensiun Pension Program	-	✓

No	Komponen Remunerasi <i>Remuneration Component</i>	PWT <i>Fixed Term Employee</i>	PWTT <i>Permanent Employee</i>
7	Cuti Melahirkan <i>Maternity Leave</i>	✓	✓
8	Tunjangan Daerah <i>Region Allowance</i>	✓	✓
9	Tunjangan Posisi <i>Position Allowance</i>	✓	✓
10	Tunjangan Pajak <i>Tax Allowance</i>	✓	✓
11	Tunjangan Hari Raya <i>Religious Holiday Allowance</i>	✓	✓

CUTI MELAHIRKAN [GRI 401-3]

MATERNITY LEAVE [GRI 401-3]

Selain memastikan kesejahteraan pekerja sesuai dengan peraturan yang berlaku, Perseroan juga mematuhi peraturan mengenai hak-hak normatif seperti hak cuti melahirkan. Perseroan memberikan hak cuti selama 3 bulan kepada pekerja perempuan yang hendak melahirkan sesuai yang dipersyaratkan pada Undang-Undang Ketenagakerjaan. Pelaksanaan cuti melahirkan tersebut dilakukan pada 1,5 bulan sebelum melahirkan dan 1,5 bulan setelah melahirkan. Selain itu, Perseroan juga memberikan cuti kepada pekerja pria yang istrinya hendak melahirkan yakni selama 3 hari kerja. Cuti bagi pekerja pria tersebut dimaksudkan untuk memberikan kesempatan untuk dapat melakukan persiapan dan pendampingan proses kelahiran buah hatinya.

Sepanjang tahun 2022, jumlah pekerja yang memiliki hak cuti melahirkan tercatat sebanyak 53 orang dengan jumlah pekerja yang mengambil hak cuti melahirkan sebanyak 4 orang. Dari jumlah tersebut, sebanyak 4 orang atau 100% dari pekerja perempuan yang mengambil hak cuti melahirkan telah kembali bekerja. Sementara itu untuk pekerja pria yang berhak mendapat cuti untuk mendampingi istrinya untuk proses kelahiran yaitu sebanyak 171 orang dengan pekerja pria yang mengambil hak cuti tersebut sebanyak 3 orang. Seluruh pekerja pria tersebut atau 100% pekerja pria telah kembali bekerja setelah masa cuti tersebut selesai. [GRI 401-3]

In addition to ensuring employees welfare in accordance with applicable regulations, the Company also complies with regulations concerning normative rights such as rights to maternity leave. The Company gives the rights of 3 months maternity leave to female workers who are going to give birth, as required by the labor law. The implementation of maternity leave is carried out 1.5 months before giving birth and 1.5 months after giving birth. In addition, the Company also allows parental leave for male workers whose wives are going to give birth, which is 3 working days. The leave for male workers is intended to provide an opportunity to prepare and assist the birthing process of their babies.

Throughout 2022, the number of workers who have rights to maternity leave is recorded at 53 people, with 4 workers taking their rights to maternity leave. Of these, 4 people or 100% of female workers who took maternity leave have returned to work. Meanwhile, there were 171 male workers who are allowed to take their leaves to accompany their wives' birthing process, and 3 people took their rights for the leave. All 100% of the male workers have returned to work after the leave period were over. [GRI 401-3]

PROGRAM PENSIUN

RETIREMENT PROGRAM

Setiap pekerja Perseroan akan memasuki usia purna karya sesuai regulasi yang berlaku yaitu pada usia 56 tahun. Terhadap pekerja yang pensiun, Perseroan memberikan apresiasi terhadap kontribusi dan dedikasi yang telah diberikan selama masa kerjanya. Apresiasi diberikan kepada pekerja dengan masa kerja minimal 15 tahun berupa pemberian Uang Penghargaan Atas Pengabdian (UPAP) yang di dalamnya terdiri dari Uang Pesangon, Uang Penghargaan Masa Kerja, dan uang penggantian perumahan, pengobatan serta perawatan. Sementara bagi pekerja dengan masa kerja kurang dari 15 tahun, apresiasi diberikan dalam bentuk uang pesangon tabel besar dan uang penggantian perumahan, pengobatan serta perawatan. Pekerja juga berhak mendapatkan upah bulan terakhir, biaya pemulangan pekerja dan keluarga ke tempat asal, pembayaran kompensasi hari-hari istirahat tahunan dan bantuan fasilitas istirahat secara proporsional.

Di samping pemberian uang penghargaan tersebut, Perseroan juga memastikan bahwa seluruh pekerja telah mengikuti program Jaminan Hari Tua (JHT) dari BPJS Ketenagakerjaan sehingga dapat menjadi bekal bagi pekerja saat memasuki usia pensiun. Pembayaran iuran JHT sebesar 5,7% dari gaji pokok ditanggung oleh pekerja sebesar 2% dan sisanya sebesar 3,7% ditanggung oleh Perseroan. Selain program JHT, Perseroan juga memiliki program DPLK yang diberikan kepada pekerja berstatus PWTT yang merupakan perbantuan dari PDSI sebanyak 10 orang. Iuran pembayaran DPLK sebesar 10% dari gaji pokok dengan skema pembayaran sebesar 8% ditanggung oleh Perseroan dan 2% ditanggung oleh pekerja.

[GRI 201-3]

Selain program yang diberikan pada saat memasuki usia pensiun, Perseroan juga memberikan program sebelum pekerja memasuki masa pensiun. Program tersebut merupakan Program Persiapan Masa Pensiun yang diselenggarakan oleh Pertamina (Persero) dan pelaksanaannya dilakukan melalui induk Perseroan yaitu PDSI. Hal ini bertujuan agar para pensiunan dapat melakukan kegiatan produktif setelah masa purna karya. Selama tahun 2022, terdapat 3 orang pekerja yang memasuki masa purna karya.

Every employee of the Company will enter retirement age according to applicable regulations, at the age of 56 years. For retiring employees, the Company gives appreciation to the contribution and dedication they have given during their tenure. Appreciation is given to employees with a minimum of 15 years of service, in the form of Awarding Fees for Service (*Uang Penghargaan Atas Pengabdian, UPAP*), which consists of Severance Pay, Tenure Appreciation Pay, as well as compensation for housing, medical treatment, and healthcare. Meanwhile, for employees with less than 15 years of service, appreciation is given based on the existing company's diagram of severance pay and compensation for housing, medical treatment and healthcare. Employees are also entitled to receive the final month's wages, travel expenses to return employees and their families to their place of origin, payment of compensation for annual rest days and proportionate rest facilities assistance.

In addition to giving the awarding fee, the Company also ensures that all workers have participated in Old Age Security (*Jaminan Hari Tua/JHT*) program from Social Security Administrator for Employment (BPJS *Ketenagakerjaan*) such that it may serve as provision for workers when they enter retirement age. Payment of JHT premium is 5.7% of the basic salary, in which 2% is borne by workers while the remaining 3.7% is borne by the Company. In addition to the JHT program, the Company also has DPLK program, which is given to fixed term workers whose status are assistance from PDSI, totaled at 10 people. The DPLK payment contribution is 10% of the basic salary, with a payment scheme of 8% borne by the Company and 2% borne by the workers. [GRI 201-3]

In addition to the programs provided as employee enters retirement age, the Company also provides programs prior to the retirement. The program is Retirement Preparation Program organized by Pertamina (Persero) and its implementation is carried out through Company's parent company, PDSI. This is aimed to allow retirees carry out productive activities after retirement. During 2022, there were 3 employees who entered retirement period.

HUBUNGAN INDUSTRIAL [GRI 2-30]

INDUSTRIAL RELATIONS [GRI 2-30]

Hingga periode pelaporan, Perseroan tidak memiliki serikat pekerja sehingga tidak tersedia Perjanjian Kerja Bersama. Walaupun demikian, Perseroan tetap berkomitmen meningkatkan harmonisasi dalam hubungan industrial melalui Peraturan Perusahaan (PP) yang mengatur mengenai hak dan kewajiban dari sisi Perseroan maupun pekerja, syarat kerja dan tata tertib yang harus dipatuhi oleh seluruh *stakeholders internal*.

As of the end of the reporting period, the Company did not have a labor union, thus there was no Collective Labor Agreement available. Nevertheless, the Company remains committed to improve harmony in industrial relations through Company Regulations, which regulate the rights and obligations of both the Company and the workers, working terms as well as rules that must be complied by every internal stakeholders.

TRANSFORMASI DIGITAL PENGELOLAAN SDM

DIGITAL TRANSFORMATION IN HR MANAGEMENT

Di tengah perkembangan teknologi informasi yang pesat, Perseroan memandang perlunya adopsi teknologi informasi pada proses pengelolaan SDM untuk mendorong efektivitas dan efisiensi pekerjaan. Untuk itu Perseroan melakukan digitalisasi proses bisnis pengelolaan SDM yang terintegrasi melalui *Human Capital Management System (HCMS)* dan *Human Capital Information System (HCIS)*. Saat ini terdapat 7 proses yang terdigitalisasi meliputi Penggajian, Absensi, Survei *Monitoring Kesehatan*, SPD, Tes Tertulis *Online*, Slip Gaji dan DRHS Data Diri.

Perseroan terus melakukan pemutakhiran sistem pengelolaan SDM berbasis digital yang dituangkan dalam rencana dan roadmap pengembangan sistem HCIS dan HCMS yang selaras dengan Rencana Jangka Panjang Perseroan.

In the midst of the rapid information technology development, the Company views necessary to adopt information technology for HR management process in the Company, to encourage work effectiveness and efficiency. Thus, the Company conducted digitization of HR management business processes that were integrated with Human Capital Management System (HCMS) and Human Capital Information System (HCIS). Currently, there were 7 digitalized processes covering Payroll, Attendance, Health Monitoring Survey, SPD, Online Written Test, Salary Slip and DRHS Personal Data.

The Company continues to update the digital-based HR management system conveyed in the HCIS and HCMS systems development plan and roadmap, which was aligned with the Company's Long Term Plan.

ASPEK QHSSE | QHSSE ASPECT

MENJAGA KESELAMATAN DAN KESEHATAN KERJA

MAINTAINING A SAFE AND HEALTHY WORK ENVIRONMENT

Perseroan memiliki kewajiban untuk menciptakan rasa aman dan nyaman bagi pekerja dalam melaksanakan aktivitas pekerjaannya. Untuk itu, aspek keselamatan dan kesehatan pekerja di lingkungan kerja menjadi prioritas utama bagi Perseroan yang dituangkan melalui kebijakan dan sistem pengelolaan QHSSE.

The Company has obligation to create a sense of security and comfort for workers in carrying out their work activities. Thus, workers' safety and health aspects in work environment becomes highest priority for the Company, as outlined in the QHSSE policies and management systems.



ASPEK QHSSE | QHSSE ASPECT

MENJAGA KESELAMATAN DAN KESEHATAN KERJA

MAINTAINING A SAFE AND HEALTHY WORK ENVIRONMENT

Perseroan meyakini bahwa kualitas lingkungan kerja sangat berpengaruh terhadap kinerja pekerja. Lingkungan kerja yang layak dan aman akan memberikan kontribusi yang besar bagi kinerja pekerja baik di kantor pusat maupun pekerja di lapangan yang memiliki tingkat kerawanan yang lebih tinggi. Dengan memastikan lingkungan kerja yang layak dan aman, seluruh pekerja akan dapat bekerja dengan tenang tanpa adanya kekhawatiran terhadap terjadinya hal-hal yang tidak diinginkan seperti insiden kecelakaan kerja maupun penyakit akibat kerja.

Mengingat pentingnya penciptaan lingkungan kerja yang layak dan aman, Perseroan memprioritaskan topik tersebut dengan tujuan utama adalah tercapainya *zero accident*. Perseroan berupaya untuk mencegah terjadinya kecelakaan kerja maupun penyakit akibat kerja karena berpotensi dapat mengurangi produktivitas kerja pekerja dan menimbulkan berbagai kerugian secara moral dan material.

Untuk itu, Perseroan menetapkan langkah nyata dalam melakukan pengelolaan lingkungan kerja melalui program pengelolaan *Quality, Health, Safety, Security & Environment (QHSSE)* yang secara khusus dikelola oleh divisi QHSSE untuk memastikan implementasi QHSSE yang menyeluruh sesuai dengan standar QHSSE yang berlaku.

The Company believes that the quality of the work environment greatly influences employee performance. A proper and safe work environment will provide a major contribution to the performance of workers both at the head office and in the field, which has a higher level of vulnerability. By ensuring a proper and safe work environment, all workers will be able to work safely without unnecessary worries about unwelcomed events happening, such as incidents of work accidents or work-related illnesses.

Given the importance of creating a decent and safe work environment, the Company prioritizes this topic with the main objective being to achieve zero accidents. The Company seeks to prevent work accidents and work-related illnesses because they have the potential to reduce worker productivity and cause various moral and material losses.

For this reason, the Company has taken concrete steps to manage the work environment through the *Quality, Health, Safety, Security & Environment (QHSSE)* management program, which is specifically managed by the QHSSE division to ensure the overall QHSSE implementation in accordance with the applicable QHSSE standards.

PENDEKATAN MANAJEMEN DALAM PENGELOLAAN QHSSE

[GRI 403-1, 403-7, 403-8]

MANAGEMENT APPROACH IN MANAGING QHSSE

[GRI 403-1, 403-7, 403-8]

Pengelolaan lingkungan kerja dilakukan melalui kebijakan pengelolaan QHSSE yang disusun berdasarkan *best practices* yang berlaku di sektor minyak dan gas sesuai standar nasional maupun internasional. Kebijakan QHSSE juga mengacu pada sejumlah peraturan perundang-undangan yang relevan terhadap aspek kesehatan dan keselamatan kerja yaitu sebagai berikut:

1. Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja.
2. Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan.
3. Undang-Undang No. 36 Tahun 2019 tentang Kesehatan.
4. Peraturan Pemerintah No. 50 tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan & Kesehatan Kerja.

Berdasarkan peraturan-peraturan tersebut, Perseroan kemudian menyusun aspek-aspek pengelolaan QHSSE yang dituangkan ke dalam kebijakan internal Perseroan meliputi:

1. Kebijakan Kesehatan, Keselamatan, Lindung Lingkungan dan Menghentikan Pekerjaan.
2. Kebijakan Mutu Perusahaan.
3. Peraturan Perusahaan Bidang Sumber Daya Manusia.
4. QHSSE Manual sebagai dasar kebijakan pelaksanaan QHSSE.
5. Pedoman Contractor *Safety Management System* (CSMS) No. A-003-PDC-2018-S0.

Management of the work environment is carried out through QHSSE management policies that are prepared based on best practices that apply in the oil and gas sector according to national and international standards. The QHSSE policy also refers to several relevant laws and regulations to aspects of occupational health and safety, namely as follows:

1. Law No. 1 of 1970 concerning Work Safety.
2. Law No. 13 of 2003 concerning Labor.
3. Law No. 36 of 2019 concerning Health.
4. Government Regulation No. 50 of 2012 concerning the Implementation of Occupational Safety & Health Management Systems.

Based on these regulations, the Company then compiles QHSSE management aspects which are then drafted into the Company's internal policies, which are:

1. Health, Safety, Environment Conservation Policy and Stop Work Policy.
2. Company Quality Policy.
3. Company Regulations in the Field of Human Resources.
4. QHSSE Manual as the basis for QHSSE implementation policies.
5. Guidelines for Contractor Safety Management System (CSMS) No. A-003-PDC-2018-S0.

Untuk memastikan implementasi QHSSE yang sesuai standar, Perseroan juga memastikan tercapainya sertifikasi standar penerapan sistem manajemen keselamatan dan kesehatan kerja yang meliputi:

1. ISO 9001:2015 terkait Sistem Manajemen Mutu.
2. OHSAS 18001:2007 terkait Sistem Manajemen Kesehatan dan Keselamatan Kerja.
3. ISO 14001:2015 terkait pendekatan manajemen untuk Perlindungan Lingkungan.
4. ISO 22000:2005 terkait Keamanan Pangan serta Sertifikat *Laik Hygiene*, dimiliki oleh proyek *Food & Lodging Services* yang berbasis dapur permanen.

Pencapaian tersebut menunjukkan komitmen Perseroan dalam rangka melindungi kesehatan, keselamatan dan keamanan kerja pekerja melalui berbagai program QHSSE yang dilakukan secara berkelanjutan di kantor pusat dan di lapangan. Hal ini turut memastikan bahwa pengelolaan QHSSE sesuai dengan standar sistem manajemen keselamatan dan kesehatan kerja yang berlaku secara internasional.

Dalam melaksanakan pengelolaan QHSSE, Perseroan juga memiliki kerangka kerja mencakup seluruh aspek QHSSE. Kerangka kerja yang Perseroan adalah Piramida Kecelakaan yang ditujukan untuk memastikan pengukuran tingkat keselamatan kerja di Perseroan secara komprehensif dan sesuai dengan standar yang berlaku di sektor energi dan jasa penunjangnya.

Melalui kerangka kerja ini, Perseroan dapat mengungkap dan mengidentifikasi berbagai masalah dan faktor yang berkaitan dengan kesehatan dan keselamatan kerja. Dengan demikian, Perseroan dapat menganalisis hubungan sebab akibat yang akan digunakan dalam penyusunan rencana tindakan pencegahan dan kewaspadaan insiden kerja.

Dalam penyusunan rencana tindakan tersebut, Perseroan melibatkan berbagai elemen karyawan untuk memberikan masukan terkait sistem pengelolaan QHSSE secara umum. Proses tersebut dilakukan melalui program kerja *Toolbox Meeting*, *General HSE Monthly Meeting*, Rapat P2K3 dan *Monthly HSSE Meeting*. [GRI 403-4]

To ensure QHSSE implementation according to the standards, the Company ensures the achievement of a standard certification for the implementation of occupational safety and health management system which includes:

1. ISO 9001:2015 regarding Quality Management System.
2. OHSAS 18001:2007 regarding to Occupational Health and Safety Management System.
3. ISO 14001:2015 regarding management approaches for Environmental Protection.
4. ISO 22000:2005 regarding to Food Safety Management System and Hygiene Proper Certificate, owned by the Food & Lodging Services projects with permanent kitchens.

These achievements demonstrate the Company's commitment to protect workers' occupational health, safety and security through various QHSSE programs, which are carried out continuously at the head office and in the field. This also ensures that all QHSSE management activities are in accordance with the international standards in implementing occupational health and safety management systems.

In carrying out QHSSE management, the Company also has a framework that covers all QHSSE aspects. The Company's framework is the Accident Pyramid, which aims at ensuring a comprehensive measurement of the level of work safety in the Company as well as ensuring it is in accordance with applicable standards in the energy sector and its supporting services.

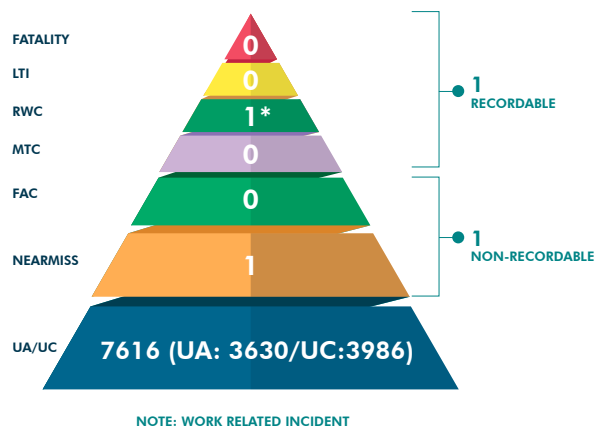
Through this framework, the Company may discover various issues and identify all factors related to occupational health and safety. Thus, the Company can analyze causal relationships employed in preparing plans for prevention and alertness against work incidents that may recur.

In preparing the action plan, the Company involves various employees to provide input related to the QHSSE management system in general. This process is carried out through the *Toolbox Meeting* work program, *General HSE Monthly Meeting*, *P2K3 Meeting* and *Monthly HSSE Meeting*. [GRI 403-4]

P2K3 atau komite QHSSE memiliki tugas, tanggung jawab dan kewenangan seperti menyetujui agenda rapat Komite QHSSE, memimpin dan memastikan peserta rapat dapat menyampaikan masalahnya dan memberikan masukan, mengambil keputusan dan penyelesaian terhadap permasalahan sesuai topik kebutuhan, menyampaikan masukan dari pesan Komite QHSSE lainnya dan memilih poin-poin yang akan dimasukkan dalam Rapat Tindak Lanjut terkait. Pertemuan P2K3 dilakukan setiap 3 bulan dengan otoritas pengambilan keputusan tertinggi diemban oleh Direktur Utama. [GRI 403-4]

The P2K3 (Committee of Trustees for Occupational Health and Safety) or QHSSE Committee has several duties, responsibilities, and authorities, which includes approving QHSSE Committee meeting agendas, leading and ensuring meeting participants can convey their issues and provide input, make decisions and resolve issues according to the required topic, conveying input from other QHSSE Committee and selecting points to be included in the subsequent Follow-up Meeting. The P2K3 meeting were held every 3 months, and the highest decision-making authority was held by the President Director. [GRI 403-4]

Piramida Recordable Incident Recordable Incident Pyramid



Jumlah Insiden Number of Incidents

$$TRIR = \frac{(MTC+RWC+LTI+FAT) \times 1.000.000}{\text{Jumlah Jam Kerja} \mid \text{Number of Working Hours}}$$

Accident Frequency Rate (AFR) adalah tingkat kekerapan kecelakaan dengan kategori hilang hari kerja (LTA) dikurangi oleh jumlah LTA per satu juta kerja pekerja.

The Accident Frequency Rate (AFR) is the frequency of accidents in the category of lost working days (LTA) reduced by the number of LTA per one million workers.

$$AFR = \frac{\text{Jumlah LTA yang tercatat} \mid \text{Total Recordable LTA} \times 1.000.000}{\text{Jumlah Jam Kerja} \mid \text{Total Work Hours}}$$

Implementasi sistem pengelolaan kesehatan dan keselamatan pekerja dilakukan bagi seluruh pekerja Perseroan. Sementara bagi pekerja yang merupakan pekerja dari pihak mitra kerja, Perseroan tidak melakukan pengelolaan dan pengawasan secara langsung terhadap aspek kesehatan dan keselamatan kinerja, melainkan menjadi tanggung jawab dari mitra kerja.

Namun demikian, Perseroan tetap memastikan bahwa mitra kerja memiliki sistem pengelolaan kesehatan dan keselamatan kerja sesuai dengan standar yang ditetapkan Perseroan untuk menghindari atau meminimalkan terjadinya penyakit akibat kerja maupun kecelakaan kerja. Untuk itu, Perseroan mengimplementasikan *Contractor Safety Management System (CSMS)* bagi seluruh rekanan atau mitra kerja yang dilaksanakan dalam proses pra kualifikasi, seleksi *monitoring* pekerjaan dan evaluasi mitra kerja.

Perseroan juga senantiasa melakukan sosialisasi kebijakan CSMS kepada seluruh mitra kerja untuk memastikan bahwa setiap mitra kerja mendapatkan informasi terkini sehingga memudahkan mitra kerja untuk menyiapkan seluruh kelengkapan dan dokumentasi dalam mengikuti proses pengadaan barang dan jasa. [GRI 403-7, 403-8]

The implementation of worker's health and safety management system is applied for all Company's employees. While for workers employed by work partners, the Company does not carry out direct management and supervision of workers' health and safety aspects, but is constituted under the responsibility of work partners.

However, the Company continues to ensure that work partners have an occupational health and safety management system in accordance with the standards set by the Company to eliminate or minimize the occurrence of work-related illnesses and accidents. For this reason, the Company implements the Contractor Safety Management System (CSMS) for all work partners that is carried out in the pre-qualification process, selection of project monitoring and evaluation of work partners.

The Company also continuously promotes CSMS policies to all work partners to ensure that every work partner gets the updated information, thus making it easier for work partners in preparing the entire necessities and documentation to comply with the goods and services procurement process. [GRI 403-7, 403-8]

PENGELOLAAN KUALITAS LINGKUNGAN KERJA

QUALITY MANAGEMENT IN WORK ENVIRONMENT

Salah satu faktor yang mendorong produktivitas kinerja pekerja adalah kualitas lingkungan kerja yang layak, aman dan nyaman. Meningkatnya kinerja pekerja akan berdampak positif pada meningkatnya kualitas layanan yang diberikan kepada pelanggan. Untuk memastikan kualitas lingkungan kerja yang baik, Perseroan menjalankan berbagai program pengawasan dan pengelolaan mutu lingkungan yang dilakukan secara rutin dan terjadwal yang meliputi:

One of the factors that drives the workers' productivity performance is the quality of proper, safe, and comfortable work environment. Increased worker performance will have a positive impact on increasing the quality of service provided to customers. To ensure a quality work environment, the Company carries out various regular and scheduled environmental quality monitoring and management programs, which include:

Program <i>Program</i>	Frekuensi (Dalam 1 Tahun) <i>Frequency (In 1 Year)</i>
Pengukuran Kebisingan <i>Noise Measurement</i>	1 kali/time
Pengukuran Pencahayaan <i>Illumination Measurement</i>	1 kali/time
Pengukuran Kualitas Air Keran <i>Tap Water Quality Measurement</i>	1 kali/time
Pengukuran Kualitas Air Minum <i>Drink Water Quality Measurement</i>	1 kali/time

Sementara itu untuk pengelolaan kualitas lingkungan kerja di lokasi proyek dilaksanakan sesuai persyaratan pada kontrak kerja. Secara umum, program kerja kualitas lingkungan kerja yang dilaksanakan di lokasi proyek meliputi:

Meanwhile, the quality management of work environment at project sites are carried out in accordance with the requirements in the work contracts. In general, the work program for the work environment quality implemented at the project site includes:

Program <i>Program</i>	Frekuensi (Dalam 1 Tahun) <i>Frequency (In 1 Year)</i>
Pengukuran Kebisingan <i>Noise Measurement</i>	1 kali/time
Pengukuran Pencahayaan <i>Illumination Measurement</i>	1 kali/time
Pengukuran Kualitas Air Keran <i>Tap Water Quality Measurement</i>	1 kali/time

PENGELOLAAN KESEHATAN LINGKUNGAN KERJA [GRI 403-6, 403-10]

HEALTH MANAGEMENT IN WORK ENVIRONMENT

[GRI 403-6, 403-10]

Pekerja merupakan salah satu aset yang berharga bagi Perseroan karena merupakan bagian dari pelaksana pekerjaan yang dilakukan. Untuk itu, faktor kesehatan pekerja menjadi salah satu hal yang sangat diperhatikan oleh Perseroan guna memastikan kondisi kesehatan kerja yang prima sehingga pekerja dapat melaksanakan aktivitas pekerjaannya secara optimal. Sebagai wujud dari komitmen tersebut, Perseroan menjalankan berbagai program kerja pada aspek *occupational health* yang terdiri dari:

Employees are one of the valuable assets for the Company because they are part of the executor of the work being carried out. For this reason, the workers' health factor is one of the things that the Company pays close attention to, in order to ensure excellent working conditions such that workers can conduct their work activities optimally. This commitment is manifested in the way the Company carries out various work programs in occupational health aspect, which consisted of:

Program Kerja Pengelolaan Kesehatan Lingkungan Kerja Tahun 2022

Work Program for Occupational Health Management in 2022

Program Kerja <i>Work Program</i>	Tindakan <i>Action Plan</i>	Frekuensi <i>Frequency</i>
Pemeriksaan Kesehatan <i>Medical Check Up</i>	<i>Annual Medical Check-Up</i>	Tahunan/ <i>Yearly</i>
	<i>Daily Check-Up</i>	Harian dan mingguan/ <i>Daily & weekly</i>
Health Communication	<i>Health Talk</i>	Sesuai jadwal/ <i>As scheduled</i>
	<i>Health Campaign Broadcast</i>	Mingguan/ <i>Weekly</i>
Occupational Health	<i>Health Risk Assessment</i>	Tahunan/ <i>Yearly</i>
	<i>Donor Darah/Blood Donation</i>	Tahunan/ <i>Yearly</i>
	<i>Chemical Hazard Assessment</i>	Tahunan/ <i>Yearly</i>
Wellness Program	<i>Ergonomic Program</i>	Tahunan/ <i>Yearly</i>
	<i>Weight Loss Program</i>	Sesuai jadwal/ <i>As scheduled</i>
	<i>Fun Walk</i>	Sesuai jadwal/ <i>As scheduled</i>
Awareness Covid-19	<i>Screening Covid-19</i>	Mingguan/ <i>Weekly</i>
	<i>Monitoring Covid-19</i>	Harian/ <i>Daily</i>
	<i>Penanganan Covid-19/Covid-19 Handling</i>	Sesuai kondisi/ <i>According to situation</i>

Melalui berbagai program kerja tersebut, sepanjang tahun 2022 tidak terdapat insiden penyakit akibat kerja baik di lokasi proyek maupun di kantor pusat. Risiko penyakit akibat kerja yang minim serta implementasi program kerja yang terarah mampu menekan risiko kemungkinan terjadinya penyakit akibat kerja. [GRI 403-10]

Untuk memastikan kesiapan kondisi fisik pekerja, Perseroan melaksanakan program *medical check-up* yang rutin dilakukan untuk memastikan pemenuhan syarat sehat untuk bekerja (*fit to work*). Pelaksanaan *medical check-up* diwajibkan bagi seluruh pekerja yang dilaksanakan setiap tahun sekali. Pada tahun 2022, *medical check-up* dilakukan kepada 265 orang dengan rincian sebagai berikut:

Through various work programs, throughout 2022 there were no incidents of work-related diseases, neither at the project site nor at the head office. The minimum risk of work-related diseases and the implementation of targeted work programs has reduced any risk of possible work-related diseases. [GRI 403-10]

To ensure the readiness of workers' physical condition, the Company implements a routine medical check-up program to ensure compliance with fit to work requirements. Having medical check-up is mandatory for all workers, which is carried out once a year. In 2022, medical check-ups was applied for 265 people, with the following details:

Realisasi Medical Check-up Tahun 2022 [GRI 403-3] Medical Check-up Realization in 2022 [GRI 403-3]

	Jumlah Pekerja <i>Number of Workers</i>	Pekerja Yang Telah Melaksanakan MCU <i>Workers who Had Undergone MCU</i>	Pekerja dengan Hasil MCU Melewati Batas Waktu (Expired) <i>Workers whose MCU Result Had Expired</i>
Gedung <i>Building</i>	7	7	-
HTE	5	5	-
LVT	11	10	-
Marine Services	4	4	-
Food & Lodging Services	13	13	-
EPCI & HDD	6	6	-
Manpower Services	-	-	-
Kantor Pusat <i>Head Office</i>	219	217	-
Total	265	262	-

Kemudian walaupun pandemi Covid-19 sudah berangsur pulih, namun Perseroan tetap berupaya untuk melakukan pencegahan melalui program kerja *Awareness Covid-19* yang dilaksanakan di seluruh area kerja baik di kantor pusat maupun di lapangan. Sepanjang tahun 2022, Perseroan melakukan *screening* kepada 1.099 orang pekerja dengan jumlah kasus positif mencapai 3 orang pekerja.

Even though the Covid-19 pandemic has gradually recovered, the Company was still committed to carry out prevention measures through the Covid-19 *Awareness work program*, which was carried out in every working area, both at the head office as well as in the field. Throughout 2022, the Company screened 1,099 workers with the number of positive cases amounted to 3 workers.

Rincian Hasil Screening Covid-19 Details of Covid-19 Screening Results

Keterangan Data <i>Data Description</i>	Jumlah <i>Total</i>
Total jumlah orang yang di-screening <i>Total number of persons screened</i>	1.099
Jumlah kasus positif berdasarkan screening <i>Number of positive cases based on screening</i>	3
Jumlah kasus negatif berdasarkan screening <i>Number of negative cases based on screening</i>	1.096

PENGELOLAAN KESELAMATAN LINGKUNGAN KERJA [GRI 403-2]

SAFETY MANAGEMENT IN WORK ENVIRONMENT [GRI 403-2]

Dalam menjalankan aktivitas pekerjaan terutama di lapangan, faktor keselamatan kerja menjadi faktor mutlak yang harus diutamakan untuk memastikan tidak terjadinya insiden dan kecelakaan kerja yang dialami oleh pekerja. Perseroan melakukan pemetaan terhadap risiko terjadinya kecelakaan kerja dalam seluruh aktivitas di lokasi proyek maupun di kantor pusat. Proses identifikasi bahaya dan penilaian risiko terkait pekerjaan dikontrol melalui *Risk Register* yang disampaikan/dilaporkan hingga Sub Holding Upstream setiap 3 Bulan, sesuai dengan TKO No. B-055/PDC0000/2021-S9 tentang *Risk Register*.

Pelaksanaan identifikasi bahaya dilakukan oleh fungsi QHSSE yang pada pelaksanaannya di lapangan dilakukan oleh personel yang memiliki kompetensi atau tersertifikasi terkait K3, baik itu Ahli K3 Umum atau Ahli K3 Migas dan juga Paramedik.

Disamping itu, pekerja juga dapat menyampaikan laporan bahaya terkait pekerjaan dan situasi berbahaya lainnya secara tertulis melalui *Form PEKA* baik secara *online* ataupun *hardcopy* yang ada di lapangan sesuai dengan TKO No. B-026/PDC0000/2021-S9 tentang Observasi Keselamatan Kerja. Perseroan juga mendorong *awareness* untuk menghindari situasi kerja yang dianggap bahaya dengan diberikan sosialisasi kebijakan K3LL kepada setiap pekerja baru saat *induction*, sehingga setiap pekerja maupun Perseroan memiliki standar yang sama terhadap situasi yang berbahaya pada pekerjaannya.

Apabila terdapat insiden pekerjaan, Perseroan melakukan investigasi sesuai dengan tingkatan insiden yang terjadi dengan mengacu pada TKO No. B-031/PDC0000/2022-S9 tentang Pelaporan Investigasi dan Kecelakaan yang hasilnya disampaikan kepada Pimpinan tertinggi untuk menindaklanjuti rekomendasi dari hasil investigasi yang telah dilakukan.

In carrying out work activities, especially in the field, occupational safety factor is an absolute priority to ensure that incidents and occupational accidents do not occur to workers. The Company conducted mapping of the risk of occupational accidents in all activities at project sites as well as at the head office. The process of identifying occupational hazards and assessing risks on either routine or unscheduled basis is controlled using the *Risk Register*, which is submitted or reported to the Sub Holding Upstream every 3 months, in accordance with TKO No. B-055/PDC0000/2021-S9 concerning *Risk Register*.

The implementation of hazard identification was carried out by the QHSSE function, and in practice was carried out by personnel who has competency or is certified in OHS, either a General Health Specialist or an O&G Health Specialist, as well as a paramedic.

In addition, workers may also submit written reports on occupational hazard and other hazardous situations through the *PEKA Form*, either through online or on paper in the field, in accordance with TKO No. B-026/PDC0000/2021-S9 concerning Occupational Safety Observations. The Company also raises awareness to avoid work situations that are considered hazardous by promoting HSE policy to every new employee during induction, such that both employee and the Company have uniform standards of hazardous situations at work.

Should a situation of work incident occurred, the Company will investigate according to the level of the occurred incident, with reference to TKO No. B-031/PDC0000/2022-S9 concerning Investigation and Accident Reporting, which results would be submitted to the highest leadership to be followed up with recommendations based on the results of conducted investigations.

Pada pelaporan di periode ini, Perseroan belum dapat menyajikan data mengenai risiko kecelakaan kerja per lini bisnis. Namun Perseroan akan berupaya untuk menyajikan data tersebut pada pelaporan di periode selanjutnya.

In reporting this period, the Company has not able to provide data regarding the risk of occupational accidents of each business line. However, the Company will endeavor to present this data in the next period reporting.

Namun dalam melakukan pengelolaan keselamatan kerja, Perseroan menyusun berbagai program kerja keselamatan lingkungan kerja yang meliputi:

However, in managing occupational safety, the Company has prepared various work programs for occupational environment safety, which include:

No	Program Kerja Work Program	Deskripsi Description
1	<i>Commitment & Recognition</i>	Pembuatan komitmen bersama mengenai penerapan QHSSE di Perseroan. <i>Create joint commitment regarding the implementation of QHSSE in the Company.</i>
2	<i>HSE Training</i>	Pelatihan dan peningkatan kompetensi mengenai aspek HSE bagi pekerja. <i>Training and competency improvement regarding HSE aspects for employees.</i>
3	<i>HSE Communication & Campaign</i>	Program komunikasi dan kampanye mengenai HSE untuk meningkatkan kesadaran HSE di Perseroan. <i>Communication programs and campaigns about HSE to increase HSE awareness in the Company.</i>
4	<i>HSE Inspection</i>	Program inspeksi untuk memastikan sarana dan prasarana di Perseroan memenuhi aspek HSE. <i>Inspection program to ensure facilities and infrastructure in the Company fulfills HSE aspects.</i>
5	<i>HSE Reporting</i>	Pelaporan kinerja HSE secara rutin untuk kebutuhan evaluasi. <i>Regular reporting of HSE performance for evaluation requirement.</i>
6	<i>Personal Protection Equipment</i>	Pemberian peralatan pelindung keselamatan kerja bagi pekerja. <i>Provision of work safety protective equipment for employees.</i>
7	<i>Survei Budaya/Culture Survey</i>	Survei implementasi budaya HSE yang dilakukan kepada pekerja. <i>Survey about HSE culture implementation conducted on employees.</i>
8	<i>Emergency Drill</i>	Pembentukan tim tanggap darurat untuk kondisi gawat darurat. <i>Form emergency response team for emergency situations.</i>
9	<i>CSMS</i>	Program perlindungan HSE bagi pekerja yang bekerja di Perseroan baik untuk pekerja internal maupun eksternal. <i>HSE protection program for employees working in the Company both for internal and external employees.</i>
10	<i>HSE Risk Management</i>	Implementasi manajemen risiko mengenai HSE untuk meminimalkan risiko. <i>Implementation of risk management related to HSE in order to minimize risk.</i>
11	<i>Digitalisasi Aspek HSE/ Digitalization of HSE Aspect</i>	Digitalisasi proses dan sistem HSE. <i>Digitalization of HSE processes and systems.</i>
12	<i>Behavior Based Safety</i>	Upaya pencegahan kecelakaan secara proaktif yang berfokus pada perilaku berbahaya yang berpotensi menyebabkan terjadinya kecelakaan. <i>Proactive accident prevention efforts that focus on dangerous behaviors that potentially may cause accidents.</i>
13	<i>Corporate Saving Rules</i>	Penetapan dan implementasi elemen-elemen khusus yang harus dipatuhi di area kerja. <i>Determination and implementation of specific elements that must be complied with in the work area.</i>
14	<i>Housekeeping</i>	Implementasi manajemen tata letak peralatan kerja, dokumen, bangunan, dan ruangan untuk meningkatkan kenyamanan dan mengurangi risiko bahaya di tempat kerja. <i>Implementation of layout management of work equipment, documents, buildings and spaces to increase comfort and reduce the risk of hazards in the workplace.</i>
15	<i>Supreme</i>	Implementasi sistem HSE dari induk yaitu sistem SUPREME. <i>Implementation of HSE system from the holding company, the SUPREME system.</i>

PENGELOLAAN KEAMANAN LINGKUNGAN KERJA

SECURITY MANAGEMENT IN WORK ENVIRONMENT

Perseroan juga memahami bahwa terdapat dinamika dan risiko yang berpotensi terjadi dalam menjalankan aktivitas operasional terutama dari sisi keamanan lingkungan kerja. Keamanan lingkungan kerja dalam hal ini berkaitan dengan keamanan terhadap perlindungan diri pekerja dan keamanan aset Perseroan dari ancaman internal maupun eksternal. Keamanan lingkungan kerja sangat berperan penting dalam menciptakan situasi kerja yang kondusif bagi seluruh pekerja sehingga seluruh pekerja dapat merasa aman dalam bekerja.

Untuk itu, Perseroan berupaya untuk memastikan keamanan lingkungan kerja dengan melaksanakan sistem keamanan lingkungan kerja yang baik demi memberikan rasa aman bagi pekerja melalui program kerja berikut:

The Company also understands that there are dynamics and potential risks that may occur during operational activities, especially in terms of work environment security. Work environment security relates to the security of workers self-protection and the security of the Company's assets from internal and external threats. Work environment safety plays an important role in creating a conducive working situation for all workers so that all workers can feel safe at work.

For this reason, the Company seeks to ensure a safe work environment by implementing a capable work environment security system in order to provide a sense of security for employees through the following work programs:

No	Program Kerja/Work Program	Frekuensi/Frequency
1	Competency Compliance	Setiap 3 bulan/Every 3 months
2	Inhouse Training Security	Bulanan/Monthly
3	Security Patrol	Harian/Daily
4	Security Random Check & Visit	Setiap 3 bulan/Every 3 months
5	Surat Izin Keluar Masuk Enter & Exit Permit	Harian/Daily
6	Penyusunan STK Security Risk Assessment Drafting of Work Procedure System of Security Risk Assessment	Sesuai jadwal/On schedule
7	Pembuatan Security Risk Assessment Preparation of Security Risk Assessment	Sesuai jadwal/On schedule
8	Stakeholder Engagement	Setiap saat/At all times

KINERJA QHSSE [GRI 403-9]

QHSSE PERFORMANCE [GRI 403-9]

Keberhasilan Perseroan dalam melakukan pengelolaan QHSSE ditunjukkan oleh kinerja aspek QHSSE dengan kinerja yang baik berdasarkan parameter pengukuran kinerja QHSSE diantaranya *Total Recordable Incident Rate* (TRIR) pada tahun 2022 sebesar 0,15, *safe man hours* sebesar 24.185.469 meningkat dibandingkan tahun 2021 yang sebesar 17.399.364, *first aid* sebanyak 1 kali, *near-miss incident* sebanyak 1 kali dan *property damage* sebesar 6 kali menurun dibandingkan tahun 2021 yang sebesar 8 kali.

The Company's success in managing QHSSE is shown by the QHSSE performance gained good score based on parameters of QHSSE performance measurement, including the Total Recordable Incident Rate (TRIR) in 2022 of 0.15, safe man hours of 24,185,469 hours that increased compared to 2021 at 17,399,364 hours, 1 time of first aid, 1 time of near-miss incident, and 6 times of property damage that decreased compared to 2021 at 8 times.

Kinerja Lagging QHSSE Indicator Tahun 2021-2022 [GRI 403-9] QHSSE Lagging Indicator Performance for 2021-2022 [GRI 403-9]

Indikator Indicator	2021	2022
Total Recordable Incident Rate Score (TRIR)	0	0.15
Fatality (FAT)	0	0
Lost Time Accident (LTA)	0	0
Safe Man Hours	17.399.364	24.185.469
First Aid	0	1
Near-Miss Incident	0	1
Property Damage	8	6
Motor-Vehicle Accident	0	0
Security Incident	0	0

PENGEMBANGAN KOMPETENSI KESEHATAN, KESELAMATAN DAN KEAMANAN LINGKUNGAN KERJA

COMPETENCY DEVELOPMENT FOR HEALTH, SAFETY AND SECURITY IN THE WORK ENVIRONMENT

Dalam upaya untuk meningkatkan kualitas pengelolaan dan kinerja QHSSE, Perseroan melakukan pengembangan kompetensi QHSSE yang diberikan kepada pekerja baik di kantor pusat maupun di lapangan. Pada tahun 2022, Perseroan melaksanakan 40 program pelatihan dan pengembangan QHSSE yang diikuti oleh 928 pekerja dengan total pelaksanaan jam pelatihan mencapai 89 jam. Pelaksanaan program pelatihan dan pengembangan tahun 2022 ini meningkat dibandingkan tahun 2021 yang sebanyak 5 program pelatihan dan pengembangan. [GRI 403-5]

In an effort to improve the quality of QHSSE management and performance, the Company developed employees QHSSE competencies at both the head office as well as in the field. In 2022, the Company carried out 40 QHSSE training and development programs that was attended by 928 workers with a total of 89 hours of training. The implementation of the 2022 training and development program has increased compared to 2021, when there were 5 training and development programs. [GRI 403-5]

Rincian Pelatihan dan Pengembangan Kompetensi QHSSE Tahun 2022

Details of QHSSE Competency Training and Development in 2022

No	Program Pelatihan Training Program	Tanggal Pelaksanaan Implementation Date	Durasi (dalam Jam) Duration (in Hours)	Jumlah Peserta Number of Participants	Lokasi Location
1	Training MSDS	17 Januari 2022 17 January 2022	1 jam/hour	3	PHE TEJ
2	Training JSA & SIKA	3 Februari 2022 3 February 2022	1 jam/hour	6	Yard Prabumulih
3	Training Housekeeping	18 Februari 2022 18 February 2022	1 jam/hour	3	PHE TEJ
4	Training First Aid	27 Februari 2022 27 February 2022	2 jam/hours	10	HTE PHE OK
5	Training APAR	13 Maret 2022 13 March 2022	1 jam/hour	15	PHE JM
6	Training Penggunaan APD PPE Training	25 Maret 2022 25 March 2022	1 jam/hour	14	Tangki Parepare Parepare Tank
7	Training JSA & SIKA	26 Maret 2022 26 March 2022	1 jam/hour	14	Tangki Parepare Parepare Tank
8	Training DDT	28 Maret 2022 28 March 2022	1 jam/hour	14	Tangki Parepare Parepare Tank

No	Program Pelatihan Training Program	Tanggal Pelaksanaan Implementation Date	Durasi (dalam Jam) Duration (in Hours)	Jumlah Peserta Number of Participants	Lokasi Location
9	Training Tanggap Darurat Emergency Response Training	29 Maret 2022 29 March 2022	1 jam/hour	14	Tangki Parepare Parepare Tank
10	Training CSMS	14 April 2022 14 April 2022	7 jam/hours	22	Kantor Pusat Head Office
11	Training CSMS	14 April 2022 14 April 2022	7 jam/hours	22	Kantor Pusat Head Office
12	Training APAR Housekeeping MSDS PTW HSE Golden Rules & CLSR	23 Mei 2022 23 May 2022	3 jam/hours	14	
13	Training Penggunaan APD PPE Use Training	26 Mei 2022 26 May 2022	1 jam/hour	4	PHE TEJ
14	Training CSMS	15-17 Juni 2022 15-17 June 2022	3 jam/hours	15	Kantor Pusat Head Office
15	Training Risk Register	30 Juni 2022 30 June 2022	2,5 jam/hours	13	Kantor Pusat Head Office
16	Training Risk Register	26 Juli 2022 26 July 2022	3 jam/hours	121	Kantor Pusat Head Office
17	Training ERP	26 Juli 2022 26 July 2022	1 jam/hour	12	Prapat Kurung, Surabaya
18	Training Basic Safety	27 Juli 2022 27 July 2022	3 jam/hours	88	Kantor Pusat Head Office
19	Training SIKA	28 Juli 2022 28 July 2022	4 jam/hours	140	Kantor Pusat Head Office
20	Training Basic Fire Fighting	15 Agustus 2022 15 August 2022	2,5 jam/hours	13	Kantor Pusat Head Office
21	Training Awareness Basic Fire Fighting dan Tanggap Darurat Awareness Basic Fire Fighting and Emergency Response Training	28 Agustus 2022 28 August 2022	4 jam/hours	21	Kantor Pusat Head Office
22	Training Manual Handling	15 Agustus 2022 15 August 2022	2,5 jam/hours	13	Kantor Pusat Head Office
23	Training Tanggap Darurat Emergency Response Training	29 Agustus 2022 29 August 2022	2 jam/hours	6	PEP Aset 5 Bunyu
24	Training PEKA	16 Agustus 2022 16 August 2022	2,5 jam/hours	6	Kantor Pusat Head Office
25	Training Basic Defensive Driving	30 Agustus 2022 30 August 2022	4 jam/hours	6	Kantor Pusat Head Office

No	Program Pelatihan <i>Training Program</i>	Tanggal Pelaksanaan <i>Implementation Date</i>	Durasi (dalam Jam) <i>Duration (in Hours)</i>	Jumlah Peserta <i>Number of Participants</i>	Lokasi <i>Location</i>
26	Training Pelaporan dan Investigasi Kecelakaan <i>Accident Reporting and Investigation Training</i>	30 Agustus 2022 <i>30 August 2022</i>	4 jam/hours	7	PEP Aset 5 Bunyu
27	Training MSDS	31 Agustus 2022 <i>31 August 2022</i>	2 jam/hours	16	PEP Aset 5 Bunyu
28	Training CSMS	19 Agustus 2022 <i>19 August 2022</i>	7 jam/hours	19	Kantor Pusat <i>Head Office</i>
29	Training Basic Safety	7 September 2022 <i>7 September 2022</i>	3 jam/hours	144	Kantor Pusat <i>Head Office</i>
30	Training CLSR	15 September 2022 <i>15 September 2022</i>	1 jam/hour	13	OCB Tj. Lesung
31	Training Life Jacket	9 September 2022 <i>9 September 2022</i>	1 jam/hour	15	OCB Tj. Lesung
32	Training PTW	11 September 2022 <i>11 September 2022</i>	1 jam/hour	15	OCB Tj. Lesung
33	Training APAR	23 September 2022 <i>23 September 2022</i>	1 jam/hour	24	OCB Tj. Lesung
34	Training APAR	23 September 2022 <i>23 September 2022</i>	1 jam/hour	3	PHE TEJ
35	Training Life Raft	23 September 2022 <i>23 September 2022</i>	1 jam/hour	24	OCB Tj. Lesung
36	Training First Aid	3 Oktober 2022 <i>3 October 2022</i>	1 jam/hour	14	SEM 1X
37	Training Risk Register	21 Oktober 2022 <i>21 October 2022</i>	1 jam/hour	7	Oil Boom PHE OSES
38	Training PEKA	23 Oktober 2022 <i>23 October 2022</i>	1 jam/hour	3	PHE TEJ
39	Training SIKA, JSA, PIP	13 November 2022 <i>13 November 2022</i>	1 jam/hour	9	SEM 1X
40	Training Pelaporan dan Investigasi Kecelakaan <i>Accident Reporting and Investigation Training</i>	29 Desember 2022 <i>29 December 2022</i>	3 jam/hours	6	Kantor Pusat <i>Head Office</i>

KINERJA EKONOMI
KEBERLANJUTAN

KINERJA SDM

ASPEK QHSSE

ASPEK SOSIAL
MASYARAKAT

ASPEK
LINGKUNGAN

SUSTAINABLE ECONOMIC
PERFORMANCE

HR PERFORMANCE

QHSSE ASPECT

COMMUNITY ASPECT

ENVIRONMENTAL
ASPECT



ASPEK SOSIAL MASYARAKAT | SOCIAL COMMUNITY ASPECT

KONTRIBUSI NYATA TERHADAP KESEJAHTERAAN MASYARAKAT

CONCRETE CONTRIBUTION TO COMMUNITY WELFARE

Membangun bisnis yang berkelanjutan membutuhkan peran serta dan dukungan dari masyarakat. Perseroan berkomitmen untuk memberikan dampak positif sebesar-besarnya kepada masyarakat dan lingkungan melalui pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) secara terarah.

Building a sustainable business requires participation and support from the community. The Company is committed to provide the optimum positive impact on the society and the environment through the implementation of the Corporate Social Responsibility (CSR) program in a directed manner.



Dalam menjalankan bisnisnya, Perseroan tidak hanya berorientasi kepada keuntungan semata namun juga berupaya untuk menjaga keseimbangan dan harmonisasi antara aspek *profit, planet* dan *people*. Upaya ini dilakukan untuk memastikan keberlanjutan usaha Perseroan serta memberikan dampak positif seluas-luasnya kepada masyarakat dan lingkungan.

Perseroan mengamati bahwa masih terdapat kesenjangan dari sisi kesejahteraan ekonomi, kesiapan infrastruktur, kesehatan maupun pendidikan yang seharusnya menjadi tanggung jawab bersama untuk memastikan pemerataan kualitas dan kesejahteraan yang sama.

Selain itu, pelaksanaan TJSL juga akan meningkatkan reputasi, menciptakan keharmonisan, serta menghadirkan nilai tambah bagi Perseroan di masa depan. Pelaksanaan program TJSL ini juga menjadi upaya bagi Perseroan untuk membangun hubungan yang harmonis dengan berbagai pemangku kepentingan melalui kerja sama dan peran serta dari para pemangku kepentingan, seperti pemerintah daerah, tokoh masyarakat dan/ atau adat, institusi POLRI/TNI, komunitas masyarakat dan lembaga swadaya masyarakat dalam pelaksanaan kegiatan TJSL.

Berdasarkan latar belakang tersebut, Perseroan berkomitmen untuk berkontribusi dalam mengurangi kesenjangan yang terjadi melalui program TJSL yang diberikan kepada masyarakat secara tepat sasaran. Pelaksanaan program TJSL tersebut berpedoman pada kerangka kerja berikut:

In carrying out its business, the Company goes further than being profit-oriented, but striving to maintain balance and harmonization between the aspects of profit, planet, and people. The effort is carried out to ensure the sustainability of the Company's business and provide the widest possible positive impact on the society and the environment.

The Company observes that there are gaps in terms of economic welfare, preparedness in infrastructure, health, and education, which should be a shared responsibility to ensure equal quality and equal welfare.

In addition, the CSR implementation will also improve reputation, create harmony, and provide added value to the Company in the future. Implementation of CSR programs is also part of Company's effort to build harmonious relationships with various stakeholders through cooperation and participation from stakeholders, such as local governments, community and/or customary leaders, POLRI/TNI (state police/ army) institutions, communities, and non-governmental organizations, upon carrying out CSR activities.

Having established this background, the Company is committed to contribute reducing the existing gap through CSR programs, which are provided to the community in an appropriate manner. The implementation of the CSR program is guided by the following framework:



Pilar TJSL Perseroan [GRI 413-1]

Company's CSR Pillars [GRI 413-1]



Berdasarkan kerangka kerja tersebut, terdapat 4 pilar yang menjadi prioritas Perseroan dalam melaksanakan program TJSL yaitu pilar pendidikan, kesehatan, lingkungan dan pemberdayaan ekonomi masyarakat. Secara rinci, keempat pilar tersebut mencakup bidang-bidang sebagai berikut:

a. Bidang Pendidikan

- Membuka akses dan meningkatkan kualitas pendidikan.
- Mendorong semangat berprestasi dan berkompetisi pada siswa.
- Meningkatkan tata kelola pendidikan yang baik.
- Mendukung program pemerintah dalam mencerdaskan bangsa.

b. Bidang Kesehatan

- Meningkatkan kualitas kesehatan dan kesadaran hidup bersih dan sehat.
- Menurunkan tingkat kematian ibu dan anak (balita) dengan prioritas masyarakat.
- Meningkatkan kualitas gizi balita dan anak.
- Membantu ketersediaan akses terhadap air bersih dan sanitasi yang baik.
- Mendorong pola hidup sehat di masyarakat.

Based on this framework, there are 4 pillars that become the Company's priorities in implementing the CSR program, namely the pillars of education, health, environment, and community economic empowerment. In detail, the four pillars cover the following areas:

a. Education

- Provide access to and improve education quality.
- Encouraging the spirit of achievement and competition in students.
- Improve proper education governance.
- Support government programs in educating the nation.

b. Health

- Improve quality of health and awareness of clean and healthy living.
- Reduce mortality rate of mothers and children (toddlers) based on community's priorities.
- Improve nutritional quality of toddlers and children.
- Help to provide access to clean water and good sanitation.
- Encourage a healthy lifestyle in the community.

c. Bidang Lingkungan Hidup

- Meminimalkan dampak negatif bagi lingkungan akibat kegiatan operasi Perseroan.
- Mendukung konservasi dan kelestarian lingkungan hidup.
- Mendukung pengembangan energi alternatif yang ramah lingkungan.
- Mengelola limbah plastik menjadi barang produktif dan ekonomis.
- Mendukung tersedianya udara bersih melalui konversi polutan.
- Meningkatkan kesadaran masyarakat untuk menjaga dan memelihara lingkungan hidup.

d. Bidang Pemberdayaan Ekonomi Masyarakat

- Membantu meningkatkan keterampilan masyarakat guna mengurangi tingkat kemiskinan.
- Melakukan pendampingan program pemberdayaan perempuan dalam meningkatkan kemampuan diri dan mendorong kesetaraan *gender*.
- Mendorong pengembangan diri masyarakat guna meningkatkan taraf hidup.
- Membantu *entrepreneurship community* untuk kemandirian dan peningkatan kesejahteraan hidup masyarakat.
- Mendorong pertumbuhan ekonomi berkelanjutan dan inklusif.
- Membuka lapangan pekerjaan yang layak untuk semua kalangan.
- Penanggulangan kejadian tanggap darurat kepada masyarakat di sekitar wilayah operasi.
- Mengurangi dampak negatif terjadinya bencana alam dan rehabilitasi korban.
- Mengantisipasi dan memberikan peringatan dini bahaya bencana alam bagi masyarakat.

Perseroan mendukung pelaksanaan TJSJ secara konsisten dan berkelanjutan melalui penyediaan anggaran TJSJ berdasarkan perencanaan yang sistematis dan terukur. Hal tersebut bertujuan untuk mengoptimalkan manfaat bagi masyarakat dan lingkungan serta menghadirkan citra positif dan memperkuat dukungan masyarakat terhadap Perseroan dalam menjalankan bisnisnya. Dengan demikian, Perseroan dapat fokus mewujudkan kinerja usaha yang berkelanjutan di seluruh wilayah kerja.

c. Environmental Sector

- Minimize negative impact on the environment due to the Company's project operations.
- Support environmental conservation and preservation.
- Support the development of environmentally friendly alternative energy.
- Manage plastic waste into productive and economical goods.
- Support the availability of clean air through pollutant conversion.
- Increase public awareness to protect and maintain the environment.

d. Community Economic Empowerment

- Help improve community skills to reduce poverty.
- Assist women's empowerment programs in improving self-efficacy and promote gender equality.
- Encouraging community self-development to improve living standards.
- Help the entrepreneurship community for self-sufficiency and improve community welfare.
- Foster sustainable and inclusive economic growth.
- Create decent jobs for all groups of people.
- Handle emergency response incidents to the community around the operational area.
- Reduce the negative impacts of natural disasters and rehabilitate victims.
- Anticipate and disseminate early warning information on natural disasters to communities.

The Company supports the CSR implementation in a consistent and sustainable manner by providing a CSR funds based on systematic and measurable planning. This aims to optimize benefits for the community and the environment as well as present a positive image and strengthen community support for the Company in running its business. Thus, the Company can focus on realizing sustainable business performance in all work areas.

KEBIJAKAN TJSL PERSEROAN

COMPANY'S CSR POLICY

Dalam melaksanakan program TJSL, Perseroan memiliki kebijakan TJSL yang menjadi landasan dalam pelaksanaan program kerja di seluruh wilayah operasi. Melalui kebijakan tersebut, Perseroan dapat memastikan bahwa pelaksanaan program TJSL dapat dilakukan secara tepat sasaran dan sesuai dengan peraturan perundang-undangan yang berlaku.

Perseroan mendasari kebijakan TJSL berdasarkan ISO 26000 *Social Responsibility* yang mencakup 6 prinsip yaitu *Human Rights, Labour Practice, The Environment, Operating Practice, Consumer Issues* dan *Community Involvement & Development*. Dengan demikian, Perseroan dapat memastikan bahwa kebijakan TJSL telah mencakup seluruh aspek penting yang berkaitan dengan TJSL sehingga Perseroan mampu menyelesaikan berbagai permasalahan yang terjadi di masyarakat.

In implementing the CSR program, the Company has a CSR policy which forms the basis for implementing work programs in all operating areas. Through this policy, the Company can ensure that the implementation of the CSR program can be carried out on target and in accordance with the applicable laws and regulations.

The Company based the CSR policy based on ISO 26000 *Social Responsibility* which includes 6 principles, namely *Human Rights, Labour Practice, The Environment, Operating Practice, Consumer Issues, and Community Involvement & Development*. Thus, the Company can ensure that the CSR policy covers all important aspects related to CSR so that the Company is able to find solutions to various problems that occur in the community.



Selain mengacu pada standar ISO 26000 *Social Responsibility*, kebijakan TJSL Perseroan juga didasarkan pada berbagai regulasi Pemerintah yang terdiri dari:

1. Undang-Undang (UU) No. 40 Tahun 2007 tentang Perseroan Terbatas.
2. UU No. 19 Tahun 2003 Pasal 88 tentang Badan Usaha Milik Negara.
3. Peraturan Pemerintah Nomor 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas.
4. Peraturan Menteri Negara (Permen) Badan Usaha Milik Negara (BUMN) No. PER-05/MBU/2007 tentang Program Kemitraan BUMN dengan Usaha Kecil dan Program Bina Lingkungan.
5. Permen BUMN No. PER-08/MBU/2013 tanggal 10 September 2013 tentang Perubahan Keempat atas Permen BUMN No. PER-05/MBU/2007 tentang Program Kemitraan BUMN dengan Usaha Kecil dan Program-program Bina Lingkungan.

Visi TJSL

Menjadi pengelola CID (*community involvement & development*) TJSL terpadang dan profesional di sektor usaha penunjang jasa energi di Indonesia.

Misi TJSL

1. Mengimplementasikan komitmen perusahaan terhadap TJSL untuk memberikan nilai tambah bagi *stakeholder* dalam upaya mendukung kemajuan perusahaan.
2. Mewujudkan kepedulian sosial PDC dan kontribusi perusahaan terhadap pengembangan masyarakat yang berkelanjutan.
3. Mengembangkan sistem tata kelola CID-TJSL yang sesuai dengan karakteristik kegiatan usaha perusahaan.
4. Meningkatkan kemampuan organisasi dan pengelolaan CID-TJSL.
5. Meningkatkan sinergi dengan stakeholder dalam pengelolaan dan pelaksanaan CID-TJSL perusahaan.

Apart from respecting the ISO 26000 Social Responsibility standard, the Company's TJSL policy is also based on various government regulations consisting of:

1. Law No. 40 of 2007 concerning Limited Liability Companies.
2. Law No. 19 of 2003 Article 88 concerning State-Owned Enterprises.
3. Government Regulation No. 47 of 2012 concerning Corporate Social Responsibility of Limited Liability Companies.
4. Regulation of the Minister of SOEs No. PER-05/MBU/2007 concerning the Partnership Program for SOE with Small Businesses and the Community Development Program.
5. Regulation of the Minister of SOEs No. PER-08/MBU/2013 dated 10 September 2013 concerning the Fourth Amendment to the Regulation of the Minister of SOEs No. PER-05/MBU/2007 concerning the Partnership Program for SOE with Small Businesses and Community Development Programs.

Vision of CSR

To become a respected and professional CSR CID (*community involvement & development*) organizers in the business sector of energy service support in Indonesia.

Mission of CSR

1. Implement the company's commitment to CSR to provide added value for stakeholders in efforts to support the company's progress.
2. Materialize PDC's social awareness and the company's contribution to sustainable community development.
3. Develop a CID-CSR governance system that is in accordance with the characteristics of the company's business activities.
4. Improve the organizational and management capabilities of CID-CSR.
5. Increase synergy with stakeholders in the management and implementation of the company's CID-CSR.

Tujuan TJSL

1. Membangun hubungan yang harmonis dan menciptakan kondisi yang kondusif untuk mendukung pertumbuhan perusahaan.
2. Memberikan kontribusi dalam memecahkan permasalahan sosial.
3. Meningkatkan nilai dan budaya perusahaan yang terintegrasi dengan strategi bisnis perusahaan
4. Bagian dari upaya membangun citra dan reputasi perusahaan.

Dasar Penetapan Program TJSL**1. Kebutuhan masyarakat**

Program disesuaikan dengan kebutuhan masyarakat sehingga dapat memberikan manfaat yang lebih luas secara tepat sasaran.

2. Inovatif dan spesifik

Program ditujukan sesuai dengan isu sosial yang spesifik dan dilakukan dengan pendekatan yang inovatif.

3. Potensial

Program ditujukan pada isu-isu yang berpotensi mengatasi masalah sosial dalam jangka panjang.

Arah TJSL

Perseroan memiliki arah yang jelas dalam melaksanakan program TJSL yaitu berupaya untuk membangun hubungan yang harmonis serta memberikan dampak positif yang sebesar-besarnya bagi masyarakat dan lingkungan di sekitar wilayah operasi. Perseroan juga berupaya membangun hubungan dan kolaborasi yang kuat bersama dengan berbagai pemangku kepentingan seperti pemerintah daerah, institusi pemerintah dan komunitas masyarakat untuk terus berdampingan dan saling mendukung dalam pelaksanaan bisnis Perseroan.

Secara internal, Perseroan juga memiliki arahan yang jelas mengenai pengembangan program TJSL yang telah dituangkan dalam rencana strategis TJSL jangka panjang. Hal tersebut merupakan sebuah bukti dari komitmen Perseroan untuk mendukung program pemerintah dalam membangun kesejahteraan dan kemakmuran masyarakat.

Purpose of CSR

1. Build harmonious relationships and create conducive conditions to support the company's growth.
2. Contribute to solving social problems.
3. Improve corporate values and culture that is integrated with the company's business strategy.
4. Part of efforts to build the company's image and reputation.

Basis for Determining The CSR Program**1. Community needs**

The program is adapted to the needs of the community so that it can provide broader benefits in an appropriate manner.

2. Innovative and specific

The program is aimed at specific social issues and is carried out with an innovative approach.

3. Potential

Programs are aimed at issues that have the potential to address long-term social problems.

Direction of CSR

The Company has a clear direction in implementing the CSR program, namely trying to build harmonious relationships and provide the optimum positive impact on the community and the environment around the operational areas. The Company also seeks to build strong relationships and collaborations with various stakeholders such as local governments, government institutions and communities to continue cooperation and support each other in carrying out the Company's business.

Internally, the Company also has clear directions regarding the development of the CSR program which has been set forth in the long-term CSR strategic plan. This is a proof of the Company's commitment to support government programs in building the welfare and prosperity of the community.

RENCANA STRATEGIS TJSL JANGKA PANJANG

LONG TERM CSR STRATEGIC PLAN

Perseroan berkomitmen untuk menjalankan program kerja TJSL secara berkesinambungan sehingga program kerja yang dijalankan dapat selaras dengan perkembangan isu-isu sosial yang terjadi di sekitar masyarakat. Perseroan memiliki rencana strategis (Renstra) TJSL periode 2019-2023 yang telah diumumkan dan dievaluasi secara konsisten setiap tahun. Dengan adanya rencana strategis ini, Perseroan memiliki *roadmap* yang jelas untuk mencapai tujuan jangka panjang Perseroan.

Perseroan memastikan bahwa rencana strategis TJSL selaras dengan tujuan bisnis Perseroan sehingga program kerja yang dijalankan dipastikan searah dengan perkembangan bisnis dan isu-isu yang terjadi di masyarakat. Untuk itu, Perseroan menyelaraskan rencana strategis TJSL dengan Rencana Jangka Panjang Perseroan (RJPP) sehingga terciptanya keselarasan dan harmonisasi antara strategi bisnis dengan strategi keberlanjutan.

The Company is committed to carry out the CSR work program on continuous basis so that the work program being carried out can be aligned with developing social issues that occur around the community. The Company has a CSR strategic plan (Renstra) for the 2019-2023 period, which has been consistently carried out and evaluated every year. With the strategic plan, the Company has a clear roadmap to achieve the Company's long-term goals.

The Company ensures that the CSR strategic plan is aligned with the Company's business objectives so that the work programs implemented are ensured to be in line with business developments and issues that occur in society. For this reason, the Company aligns the CSR strategic plan with the Company's Long-Term Plan (RJPP) to create alignment and harmonization between business strategy and sustainability strategy.



ROADMAP PROGRAM TJSL PDC

ROADMAP OF PDC CSR PROGRAM

Strategi Strategy

Meningkatkan pemahaman dan kapabilitas internal mengenai CID-TJSL CSV (*Creating Shared Value*) dan pengembangan *framework* serta tata kelola CID-TJSL CSV dengan mengadopsi ISO 26000.

Improve internal understanding and capability regarding CID-TJSL CSV (*Creating Shared Value*) and development of *framework* and governance of CID-TJSL CSV by adopting ISO 26000.

2019	<ul style="list-style-type: none"> • Pembuatan sistem manajemen CID-TJSL. • Inisiasi penyusunan Renstra CID-TJSL (2020-2025). • <i>Review dan update</i> STK/TKO TJSL • Pelatihan CID-TJSL. • Penyusunan program CID-TJSL. 	<ul style="list-style-type: none"> • <i>Establish</i> CID-CSR management system. • <i>Initiate preparation of the</i> CID-CSR Strategic Plan (2020-2025). • <i>Review and update</i> CSR STK/TKO (Work Procedure System/Organization Work Procedure). • <i>Conduct training on</i> CID-CSR. • <i>Develop the</i> CID-CSR program.
2020	<ul style="list-style-type: none"> • Sosialisasi program. • Implementasi program TJSL. • Pelatihan CSV. • Penyusunan program CSV. 	<ul style="list-style-type: none"> • <i>Program familiarization.</i> • <i>Implement</i> CSR program. • <i>Conduct training on</i> CSV. • <i>Draft</i> CSV program.
2021	<ul style="list-style-type: none"> • Persiapan implementasi ISO 26000. • Pelatihan TJSL/CSV dan ISO 26000. • <i>Review</i> STK/TKO CID-TJSL. • Implementasi CSV. 	<ul style="list-style-type: none"> • <i>Prepare implementation of</i> ISO 26000. • <i>Training of</i> CSR/CSV and ISO 26000. • <i>Review the</i> STK/TKO of CID-CSR. • <i>Implement</i> CSV 2022.
2022	<ul style="list-style-type: none"> • Asesmen ISO 26000. • Pelatihan CID-TJSL. • Pedoman ISO 26000 dan implementasi di perusahaan. 	<ul style="list-style-type: none"> • <i>Assessment of</i> ISO 26000. • <i>Conduct training on</i> CID-CSR. • <i>ISO 26000 guidelines and implementation in the</i> company.
2023	<ul style="list-style-type: none"> • Implementasi ISO 26000. • <i>Review</i> STK CID-TJSL. • Implementasi program CID-TJSL-CSV. 	<ul style="list-style-type: none"> • <i>Implement</i> ISO 26000. • <i>Review of</i> CID-CSR work procedure system. • <i>Implement the</i> CID-CSR-CSV program.

Strategi Strategy

Meningkatkan efektivitas program-program CID-TJSL-CSV guna kelancaran operasional *project*.

Improve the effectiveness of CID-CSR-CSV programs for smooth project operations.

<p>2019</p>	<ul style="list-style-type: none"> • Melakukan pemetaan tingkat pengelolaan CID-TJSL internal. • Melakukan program TJSL <i>based on charity/philanthropy</i>. • Melakukan pelatihan program CID/TJSL/CSV. • Melakukan usulan program tahunan. 	<ul style="list-style-type: none"> • <i>Map the internal CID-CSR management level.</i> • <i>Conduct CSR programs based on charity/philanthropy.</i> • <i>Conduct training on CID/CSR/CSV programs.</i> • <i>Conduct annual program proposals.</i>
<p>2020</p>	<ul style="list-style-type: none"> • Melakukan <i>social mapping</i>. • Penerapan program CID-TJSL-CSV. • Melakukan pelatihan <i>Social Return On Investment (SROI)</i>. • Melakukan penyusunan program CID-TJSL-CSV. 	<ul style="list-style-type: none"> • <i>Conduct social mapping.</i> • <i>Implement the CID-CSR-CSV program.</i> • <i>Conduct training on Social Return On Investment (SROI).</i> • <i>Conduct preparation of the CID-CSR-CSV program.</i>
<p>2021</p>	<ul style="list-style-type: none"> • Melakukan inisiasi <i>pilot project</i> pengukuran SROI dan analisa. • Melakukan program-program pemberdayaan masyarakat berbasis ISO 26000 dan <i>CSV concept</i>. • Melakukan pelatihan CSV dan SROI. 	<ul style="list-style-type: none"> • <i>Initiate pilot project for SROI measurement and analysis.</i> • <i>Conduct community empowerment programs based on ISO 26000 and CSV concept.</i> • <i>Conduct training on CSV and SROI.</i>
<p>2022</p>	<ul style="list-style-type: none"> • Menerapkan program CID-TJSL terintegrasi. • Melanjutkan inisiasi program <i>pilot project</i> pengukuran SROI. 	<ul style="list-style-type: none"> • <i>Implement an integrated CID-CSR program.</i> • <i>Continue the initiation of the SROI measurement pilot project program.</i>
<p>2023</p>	<ul style="list-style-type: none"> • Menerapkan program CID-TJSL-CSV terintegrasi. • Melanjutkan inisiasi program <i>pilot project</i> pengukuran SROI. 	<ul style="list-style-type: none"> • <i>Implement an integrated CID-CSR-CSV program.</i> • <i>Continue the initiation of the SROI measurement pilot project program.</i>

Strategi Strategy

Menjaga kontinuitas komitmen serta dukungan yang kuat pada *level shareholder*, BOD, dan manajemen PDC pada berbagai program unggulan CID-TJSL-CSV untuk didayagunakan dalam meraih pengakuan yang semakin positif dari lembaga nasional maupun internasional.

Maintain continuity of commitment and strong support at the level of shareholder, BOD, and PDC management in various flagship programs of CID-CSR-CSV to be utilized in gaining increasingly positive recognition from national and international institutions.

2019 Penyusunan komitmen manajemen dalam menjaga *stakeholder engagement*. *Formulate management commitment in maintaining stakeholder engagement.*

2020 Publikasi agresif pengelolaan CID-TJSL-CSV melalui *channel* media Pertamina/PDSI atau media internal lainnya serta media sosial. *Aggressive publication of CID-CSR-CSV management through Pertamina/PDSI media channels or other internal media and social media.*

2021

- Sertifikasi penyusunan laporan *sustainability report* GRI.
- Persiapan penyusunan laporan *sustainability report* GRI.
- Melibatkan BOD, BOC, dan manajemen dalam kegiatan CID-TJSL-CSV.

- Certification for the preparation of the GRI *sustainability report*.
- Preparation for composing GRI *sustainability report*.
- Involve BOD, BOC, and management in CID-CSR-CSV activities.

2022

- Pembuatan buku profil CID-TJSL-CSV PDC.
- Memposisikan SR GRI PDC di tingkat nasional.
- Melibatkan BOD, BOC, dan manajemen dalam kegiatan CID-TJSL-CSV.

- Compose the PDC CID-CSR-CSV profile book.
- Position the PDC's SR GRI at the national level.
- Involve BOD, BOC, and management in CID-CSR-CSV activities.

2023

- Intensifikasi publikasi program CID-TJSL-CSV melalui berbagai media.
- Persiapan *positioning* SR GRI di tingkat internasional.
- Melibatkan BOD, BOC, dan manajemen dalam kegiatan CID-TJSL-CSV.

- Intensify the publication of the CID-CSR-CSV program through various media.
- Preparation to position SR GRI at the international level.
- Involve BOD, BOC, and management in CID-CSR-CSV activities.

PELIBATAN MASYARAKAT LOKAL

[GRI 413-1]

LOCAL COMMUNITY ENGAGEMENT [GRI 413-1]

Upaya Perseroan dalam mendorong terciptanya dampak positif bagi masyarakat tidak hanya dilakukan melalui program-program TJSL melainkan juga dilakukan melalui pelibatan masyarakat lokal dalam pelaksanaan aktivitas operasional dan program TJSL. Hal tersebut diharapkan dapat memperkuat hubungan baik secara berkelanjutan sehingga dapat memberikan dampak positif terhadap kelangsungan bisnis Perseroan dalam jangka panjang.

Perseroan melakukan pelibatan masyarakat melalui berbagai pendekatan seperti program sosialisasi proyek, perekrutan tenaga kerja dari masyarakat lokal, memberikan kesempatan dalam proses pengadaan barang dan jasa, kerja sama pelaksanaan program TJSL maupun memberikan bantuan secara langsung melalui program TJSL. Perseroan meyakini dengan dilakukannya pelibatan masyarakat dapat memberikan dampak positif berupa peningkatan kesejahteraan dari sisi ekonomi, sosial dan lingkungan serta terjalinnya hubungan yang harmonis untuk mendukung aktivitas operasional Perseroan.

The Company's efforts to encourage the creation of positive impacts on society are not only carried out through CSR programs but also carried out by involving local communities in the activities of CSR operational and programs implementation. It is expected to strengthen good relations in a continuous manner to have a positive impact on the Company's long term business continuity.

The Company engages the community through various approaches such as project socialization programs, recruit workers from local communities, provide opportunities in the goods and services procurement process, cooperate for the implementation of CSR program as well as provide direct assistance through the CSR program. The Company believes that community involvement can have a positive impact in the form of increasing welfare from an economic, social, and environmental perspective as well as establishing harmonious relationships to support the Company's operational activities.

PROGRAM TANGGUNG JAWAB SOSIAL KEPADA MASYARAKAT DAN LINGKUNGAN [GRI 413-1]

CORPORATE SOCIAL RESPONSIBILITY PROGRAM TO THE COMMUNITY AND ENVIRONMENT [GRI 413-1]

Komitmen Perseroan untuk berkontribusi dalam membangun kesejahteraan masyarakat diwujudkan melalui berbagai program kerja yang sesuai dengan kondisi dan kebutuhan masyarakat. Untuk memastikan keselarasan program dengan kebutuhan masyarakat, program kerja TJSL dikembangkan melalui proses perencanaan yang matang dimulai dari proses identifikasi dan pemetaan kebutuhan serta potensi yang ada di sekitar lokasi proyek. Proses ini dilakukan melalui proses survei dan diskusi bersama pemangku kepentingan setempat untuk memahami kondisi secara aktual. Selanjutnya berdasarkan temuan tersebut, Perseroan menyusun prioritas dan rancangan program TJSL yang menjadi acuan pelaksanaan TJSL untuk 1 tahun ke depan.

Selain program TJSL Terprogram dari internal, Perseroan juga membuka kesempatan bagi pemangku kepentingan untuk menyampaikan aspirasi mengenai peluang dan potensi program TJSL lainnya yang disampaikan secara langsung kepada Perseroan melalui pengajuan proposal. Perseroan memastikan seluruh proposal yang masuk akan diseleksi oleh tim TJSL guna memastikan relevansi usulan program yang disampaikan. Apabila usulan diterima, Perseroan akan menindaklanjuti usulan tersebut sebagai program TJSL Non-Program yang kemudian pada pelaksanaannya dapat dilakukan secara bersama-sama atau dilakukan oleh pengusul melalui pengawasan dari tim TJSL Perseroan.

The Company's commitment to contribute building community welfare is realized through various work programs that are in accordance with the conditions and needs of the community. To ensure program alignment with community needs, the CSR work program is developed through a careful planning process, starting from the process of identifying and mapping the existing needs and potential around the project site. This process is carried out through a survey process and discussions with local stakeholders to understand the actual situation. Furthermore, based on these findings, the Company draft of CSR programs priorities and design as a reference for CSR implementation for the next 1 year.

In addition to the Programmed CSR from internal program, the Company also opens opportunities for stakeholders to convey their aspirations concerning potentials to other CSR programs, which may be submitted directly to the Company through proposals. The Company ensures that all incoming proposals will be selected by the CSR team to ensure the relevance of the proposals submitted. If the proposal is accepted, the Company will follow up on the proposal as a Non-Programmed CSR, which can be carried out jointly or independently by the proposal requester through supervision from the Company's CSR team.

Peran serta Perseroan dalam program TJSL tidak hanya dilakukan melalui pemberian bantuan secara langsung. Lebih dari pada itu, Perseroan menginginkan program TJSL dapat memberikan dampak yang berkelanjutan dalam jangka panjang. Ditambah lagi, tahun 2022 menjadi fase *recovery* dari terjadinya pandemi dan resesi ekonomi sehingga menjadi momentum untuk melakukan pemulihan ekonomi masyarakat. Berdasarkan latar belakang tersebut, sepanjang tahun 2022 Perseroan berfokus untuk menjalankan program kerja TJSL di bidang pemberdayaan ekonomi masyarakat. Perseroan telah merealisasikan dana untuk program TJSL sebesar Rp831 juta yang terbagi ke dalam program TJSL terprogram senilai Rp464 juta dan program TJSL non-program senilai Rp367 juta dengan rincian sebagai berikut:

The Company's participation in the CSR program is not only carried out through direct assistance. More than that, the Company wants the CSR program to have a sustainable impact in the long term. In addition, 2022 was the recovery phase from the pandemic and economic recession such that it would become the momentum to carry out community economic recovery. Based on the circumstances, throughout 2022 the Company focused on carrying out the CSR work program in the community economic empowerment sector. The Company has disbursed CSR funds of Rp831 million, which were divided into programmed CSR at Rp464 million and non-programmed CSR at Rp367 million, with the following details:

Implementasi Program TJSL Tahun 2022 Implementation of 2022 CSR Program

Bidang Sector	Program Program	Provinsi Province	Dana Kegiatan (Rp) Activity Fund (Rp)
TJSL Terprogram/Programmed CSR			
Pemberdayaan Ekonomi Masyarakat Community Economic Empowerment	Budidaya Pertanian Hortikultura Jambu Kristal <i>Horticulture Cultivation of Crystal Guava</i>	Riau	118.135.380
	Pengembangan Batik Sakai Seri II & <i>Eco Printing</i> <i>Development Of Sakai Batik Series II & Eco Printing</i>	Riau	171.671.610
	Pengolahan Sampah Organik Sawit Untuk Menopang Perekonomian Rumah Tangga <i>Treatment of Palm Organic Waste to Support Household Economy</i>	Riau	174.420.510
Sub Total untuk TJSL Terprogram Sub Total for Programmed CSR			464.227.500
TJSL Non-Program/Non-Programmed CSR			
	Bantuan Aceh <i>Aid at Aceh</i>	Nangroe Aceh Darussalam	1.100.000
	Bantuan Laptop ke Sekolah di Rokan Hilir <i>Donate Laptop to Schools in Rokan Hilir</i>	Riau	25.000.000
	Qurban dari Head Office <i>Donate Sacrificial Animal from Head Office</i>	Jakarta	98.000.000

IKHTISAR KINERJA KEBERLANJUTAN	TENTANG LAPORAN KEBERLANJUTAN	SAMBUTAN DIREKTUR UTAMA	TATA KELOLA KEBERLANJUTAN	PROFIL PERUSAHAAN
SUSTAINABILITY PERFORMANCE HIGHLIGHTS	ABOUT THE SUSTAINABILITY REPORT	GREETINGS FROM THE PRESIDENT DIRECTOR	SUSTAINABILITY GOVERNANCE	COMPANY PROFILE

Bidang Sector	Program Program	Provinsi Province	Dana Kegiatan (Rp) Activity Fund (Rp)
TJSL Non-Program/Non-Programmed CSR			
	Qurban dari lini bisnis FLS <i>Donate Sacrificial Animal from FLS business line</i>	Cirebon	25.000.000
	Qurban dari lini bisnis EPCI (Proyek Wellpad) <i>Donate Sacrificial Animal from EPCI business line (Wellpad Project)</i>	Riau	25.000.000
	Qurban dari lini bisnis EPCI (Proyek MOR V) <i>Donate Sacrificial Animal from EPCI business line (Project MOR V)</i>	Surabaya	9.000.000
	Donor Darah - HUT PDC <i>Blood Donation - PDC Anniversary</i>	Jakarta	9.741.190
	Kegiatan Sosial Yayasan SD - HUT PDC <i>Social Activities at Elementary School Foundation - PDC Anniversary</i>	Jakarta	14.249.632
	Santunan Yayasan dan Masjid - HUT PDC <i>Donation to Foundation and Mosque - PDC Anniversary</i>	Jakarta & Prabumulih	106.932.000
	Bantuan untuk Korban Gempa di Cianjur <i>Assistance for Earthquake Victims in Cianjur</i>	Cianjur	53.450.000
Sub Total Untuk TJSL Non-Program/ Sub Total for Non-Programmed CSR			367.472.822
TOTAL DANA TJSL/ TOTAL CSR FUND			831.700.322

Terdapat 3 program TJSL terprogram bidang pemberdayaan ekonomi masyarakat yang dilaksanakan oleh Perseroan dengan rincian program sebagai berikut:

1. Budidaya Pertanian Hortikultura Jambu Kristal

Memberikan paket pelatihan dan pendampingan mengenai budidaya, diversifikasi produk olahan dan teknik pemasaran secara *offline* dan online yang dilakukan di Desa Minas Timur, Kecamatan Minas, Kabupaten Siak, Provinsi Riau. Program kerja ini dilakukan melalui pelatihan dan pendampingan budidaya jambu kristal kepada 40 keluarga buruh sawit yang termasuk dalam anggota Kelompok Wanita Tani (KWT) Desa Minas Timur yang dilakukan selama 6 bulan dari 1 Juni 2022 – 30 November 2022. Melalui program kerja ini, para peserta diharapkan mampu memanfaatkan lahan sekitar rumah untuk budidaya jambu kristal dengan kualitas yang baik dan dapat memasarkan produk bernilai tambah sehingga memberikan nilai ekonomi yang lebih tinggi.

There were 3 programmed CSR programs in the community economic empowerment sector that were carried out by the Company with the following program details:

1. Crystal Guava Horticulture Agriculture

Provided training and mentoring packages regarding cultivation, processed product diversification as well as offline and online marketing techniques at Minas Timur Village, Minas District, Siak Regency, Riau Province. The work program was carried out through training and mentoring of crystal guava cultivation to 40 families of oil palm workers who are members of the Minas Timur Village Women Farmers Group (KWT). It was conducted for 6 months from 1 June 2022 – 30 November 2022. Through this work program, participants expected to be able to utilize the land around the house for good quality crystal guava cultivation and able to market the value-added products to provide higher economic value.

2. Pengembangan Batik Sakai Seri II & Eco Printing

Perseroan melaksanakan program kerja pengembangan batik sakai seri II & *eco printing* yang merupakan kelanjutan dari program tahun 2021. Program kerja ini ditujukan untuk menciptakan usaha mandiri dan menjadikan Kecamatan Minas sebagai sentra penghasil batik sakai asli Minas Riau dengan kualitas terbaik. Program kerja ini dilakukan melalui pelatihan dan pendampingan teknik membatik, pemberian 10 paket peralatan membatik, 10 paket peralatan batik cap dan pelatihan pemasaran secara *offline* dan *online*. Program kerja ini diikuti oleh 20 orang ibu-ibu dan remaja putri di Desa Jambai Makmur selama 6 bulan pada periode 1 Juni 2022 – 20 November 2022.

3. Pengolahan Sampah Organik Sawit Untuk Menopang Perekonomian Rumah Tangga

Sebagai upaya untuk meningkatkan pengetahuan dan keterampilan masyarakat dalam memanfaatkan limbah sawit, Perseroan memberikan pelatihan dan pendampingan mengenai pemanfaatan limbah organik sawit bagi 40 keluarga petani/buruh sawit di Desa Bangko Mukti, Kecamatan Bangko Pusako, Kabupaten Rokan Hilir, Riau selama 6 bulan pada periode 1 Juni 2022 – 30 November 2022. Selain memberikan pelatihan dan pendampingan, Perseroan juga memberikan bantuan 2 unit mesin serut lidi sawit dan 1 unit mesin pencacah limbah sawit untuk bahan pembuatan kompos.

2. Development of Batik Sakai Series II & Eco Printing

The Company conducted a work program for the second series of batik sakai development & *eco printing*, which was a continuation of the 2021 program. The work program was aimed at creating independent businesses and turned Minas District into a center for genuine Minas Riau sakai batik production of the best quality. The work program was carried out through training and mentoring in batik techniques, through provision of 10 packages of batik equipment, 10 packages of stamped batik equipment as well as offline and online marketing training. The work program was attended by 20 female adults and teenagers in Jambai Makmur Village for 6 months in the period of 1 June 2022 – 20 November 2022.

3. Treatment of Palm Organic Waste to Support the Household Economy

In an effort to improve community knowledge and skills in utilizing palm oil waste, the Company provided training and assistance on topic of organic palm waste utilization for 40 families of palm oil farmers/workers in Bangko Mukti Village, Bangko Pusako District, Rokan Hilir Regency, Riau for 6 months in period 1 June 2022 – 30 November 2022. Apart from providing training and mentoring, the Company also provided assistance in form of 2 units of palm stick shaving machines and 1 unit of palm waste chopping machine for composting materials.

ASPEK LINGKUNGAN | ENVIRONMENTAL ASPECT

MENJAGA KELESTARIAN ALAM DAN LINGKUNGAN HIDUP UNTUK MASA DEPAN

CONSERVING NATURE AND THE ENVIRONMENT FOR THE FUTURE

Kelestarian alam dan lingkungan merupakan tanggung jawab bersama yang harus dilakukan untuk memastikan kualitas kehidupan yang baik dan layak di masa depan.

Nature and environmental preservation are shared responsibilities that must be carried out to ensure a good and decent quality of life in the future.



KONTRIBUSI BAGI KELESTARIAN LINGKUNGAN

CONTRIBUTION TO ENVIRONMENTAL SUSTAINABILITY

Kelestarian lingkungan merupakan salah satu topik yang menjadi fokus utama Perseroan untuk mendukung kehidupan yang baik dan layak di masa depan. Saat ini, terdapat upaya pembangunan ekonomi yang tidak diiringi dengan keseimbangan dalam menjaga lingkungan dan alam sehingga menjadi suatu permasalahan utama untuk menjaga kelangsungan hidup di masa depan. Peningkatan bencana ekologis seperti banjir, tanah longsor, kekeringan maupun perubahan iklim yang terjadi menjadi salah satu indikasi bahwa terjadinya ketidakseimbangan antara pembangunan ekonomi dan kelestarian alam.

Berdasarkan latar belakang tersebut, Perseroan berupaya untuk memberikan kontribusi nyata melalui pengembangan nilai-nilai dan paradigma baru untuk menyeimbangkan pertumbuhan ekonomi dengan aspek sosial dan lingkungan. Sebagai badan usaha yang bergerak di bidang jasa penunjang di industri energi, Perseroan menyadari bahwa terdapat banyak potensi risiko terhadap alam dan lingkungan yang dihasilkan dari aktivitas bisnis Perseroan. Untuk itu, Perseroan menyusun berbagai upaya dan langkah-langkah nyata melalui program kerja pengelolaan lingkungan yang diperkuat oleh kebijakan internal mengenai pengelolaan lingkungan.

Environmental sustainability is one of the topics that has become the Company's focus in supporting a good and decent life in the future. Currently, there are economic development efforts that has not been balanced by nature and environmental protection such that it becomes a major problem to maintain future sustainability. The increase in ecological disasters such as floods, landslides, droughts, and climate change are indications that there is imbalance between economic development and natural preservation.

Owing to the circumstances, the Company seeks to make a real contribution through the development of new values and paradigms to balance economic growth with social and environmental aspects. As a business entity engaged in supporting services in the energy industry, the Company realizes that there are many potential risks to the nature and the environment resulting from the Company's business activities. For this reason, the Company has prepared various concrete efforts and steps through environmental management work program that is strengthened by internal policies concerning environmental management.

PENDEKATAN MANAJEMEN DALAM PENGELOLAAN LINGKUNGAN HIDUP

MANAGEMENT APPROACH IN ENVIRONMENTAL MANAGEMENT

Perseroan memiliki komitmen tinggi terhadap kelestarian lingkungan hidup yang ditunjukkan melalui Kebijakan Kesehatan, Keselamatan, Lindung Lingkungan dan Menghentikan Pekerjaan. Perseroan mendasari kebijakan dan regulasi yang berkaitan dengan kelestarian lingkungan hidup yang terdiri dari:

1. UU No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup (UUPLH).
2. UU No. 30 Tahun 2007 tentang Energi.
3. Peraturan Pemerintah (PP) No. 27 Tahun 2012 tentang Izin Lingkungan.
4. UU No. 11 Tahun 2020 tentang Cipta Kerja.
5. PP No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup.
6. PP No. 20 Tahun 1990 tentang Pengendalian Pencemaran Air.
7. Keputusan Menteri Negara Lingkungan Hidup No. 111 Tahun 2003 Tentang Pedoman Mengenai Syarat dan Tata Cara Perizinan Serta Pedoman Kajian Pembuangan Air Limbah ke Air atau Sumber Air.
8. Peraturan Menteri Energi dan Sumber Daya Mineral No. 13 Tahun 2012 tentang Penghematan Pemakaian Tenaga Listrik.
9. Peraturan Menteri Lingkungan Hidup dan Kehutanan (LHK) No. 6 Tahun 2021 tentang Tata Cara Persyaratan Pengelolaan Limbah Bahan Berbahaya dan Beracun.
10. Peraturan Menteri LHK No. 19 Tahun 2021 tentang Tata Cara Pengelolaan Limbah Non Berbahaya dan Beracun.

The Company has a high commitment to environmental sustainability as shown through its Health, Safety, Environmental Protection Policy and Stop Work Policy. The Company based the policies and regulations related to environmental sustainability on the following:

1. Law No. 32 of 2009 concerning Environmental Protection and Management (UUPLH).
2. Law No. 30 of 2007 concerning Energy.
3. Government Regulation No. 27 of 2012 concerning Environmental Permits.
4. Law No. 11 of 2020 concerning Job Creation.
5. Government Regulation No. 22 of 2021 concerning the Implementation of Environmental Protection and Management.
6. Government Regulation No. 20 of 1990 concerning Water Pollution Control.
7. Decree of the Minister of Environment No. 111 of 2003 concerning Guidelines on Requirements and Procedures for Licensing as well as Guidelines for the Study of Wastewater Discharge into Water or Water Sources.
8. Regulation of the Minister of Energy and Mineral Resources No. 13 of 2012 concerning Saving Electricity Usage.
9. Regulation of the Minister of Environment and Forestry No. 6 of 2021 concerning Procedures for Requirements for the Management of Hazardous and Toxic Wastes.
10. Regulation of the Minister of Environment and Forestry No. 19 of 2021 concerning Procedures for Managing Non-Hazardous and Toxic Waste.

Kebijakan dan regulasi tersebut menjadi landasan dalam menyusun kebijakan pengelolaan lingkungan hidup di Perseroan sehingga Perseroan dapat memastikan bahwa cakupan pengelolaan lingkungan yang dijalankan telah memenuhi ketentuan yang dipersyaratkan.

Kebijakan pengelolaan lingkungan hidup menjadi pedoman bagi pelaksana program lingkungan hidup yang diemban oleh divisi QHSSE. Untuk mendorong partisipasi aktif dari seluruh pekerja, pengelolaan lingkungan hidup tidak hanya dilakukan oleh divisi QHSSE saja, namun Perseroan juga mendorong pelaksana lini bisnis untuk memiliki budaya sadar dan menjadi garda terdepan dalam melakukan pengelolaan lingkungan hidup secara aktif pada setiap aktivitas operasional yang dijalankan. Dengan adanya partisipasi aktif dari setiap lini bisnis diharapkan dapat meminimalkan dampak negatif terhadap lingkungan secara signifikan.

These policies and regulations form the basis for formulating environmental management policies in the Company so that the Company may ensure that the scope of environmental management carried out meets the requirements.

The environmental management policy serves as a guideline for implementing environmental programs carried out by the QHSSE division. To encourage the active participation of all employees, environmental management is not only carried out by the QHSSE division, but the Company also encourages business line implementers to have culture of awareness and stay at the forefront of active environmental management in every operational activity carried out. With the active participation of every business line, it is expected to minimize the negative impact on the environment significantly.

STRATEGI PENGELOLAAN DAMPAK TERHADAP LINGKUNGAN

IMPACT MANAGEMENT STRATEGY TOWARDS THE ENVIRONMENT

Pengelolaan lingkungan hidup dilakukan di seluruh area kerja Perseroan yaitu di kantor pusat dan di area proyek. Perseroan mendorong seluruh pemangku kepentingan internal untuk memiliki tanggung jawab individu dalam memberikan dampak secara langsung maupun tidak langsung terhadap kelestarian lingkungan hidup. Untuk itu, Perseroan memiliki strategi pengelolaan lingkungan untuk kantor pusat dan area proyek.

Di kantor pusat, pengelolaan lingkungan dilakukan melalui beberapa program kerja yaitu program penghematan penggunaan kertas dan penghematan air dan listrik. Pada program penghematan penggunaan kertas, seluruh pekerja didorong untuk meminimalkan penggunaan kertas melalui kampanye penggunaan kertas dua sisi, penggunaan kembali sisa limbah kertas dan meminimalkan penggunaan *hardfile*. Selain itu Perseroan juga mendorong penghematan penggunaan listrik dan air melalui kampanye hemat air dan listrik yang dilakukan melalui *broadcast* serta pemasangan poster di berbagai sudut ruang kerja.

Sementara di area proyek, Perseroan melaksanakan berbagai program seperti *monitoring* aktivitas operasi yang berpotensi menimbulkan dampak negatif terhadap lingkungan, meminimalkan penggunaan bahan berbahaya dan beracun, melakukan pengolahan limbah berdasarkan jenis limbah yang dihasilkan serta melakukan penghematan penggunaan energi dan air melalui *broadcast* dan pemasangan poster di berbagai sudut area kerja.

Environmental management is carried out in all of the Company's work areas, at the head office and in the project area. The Company encourages all internal stakeholders to bear individual responsibility in making a direct or indirect impact on environmental sustainability. For this reason, the Company has an environmental management strategy for the head office and project areas.

At the head office, environmental management is carried out through several work programs, which are save paper program and save water and electricity program. In the paper saving program, all employees are encouraged to minimize paper use through campaigns of both sides paper use, reuse paper waste and minimize hard files. In addition, the Company also encourages savings of electricity and water usage through campaigns carried out by broadcasts and posters placements in various corners of the workspaces.

Meanwhile in the project area, the Company carries out various programs such as monitoring on operational activities that have the potential to impact negatively on the environment, minimize the use of hazardous and toxic materials, conduct waste treatment based on the type of waste produced as well as saving energy and water use through broadcasts and posters placements in various work area corners.

Selain itu program yang dilakukan di internal, Perseroan juga melaksanakan program pengelolaan lingkungan hidup melalui program TJSL berbasis lingkungan yang dilakukan secara berkesinambungan. Melalui program TJSL berbasis lingkungan, Perseroan berharap dapat menyelesaikan isu-isu lingkungan yang terjadi di masyarakat dan menjaga kelestarian lingkungan secara lebih luas.

In addition to the programs carried out internally, the Company also implements environmental management programs through the environmental-based CSR program carried out on an ongoing basis. Through the environmental-based CSR program, the Company hopes to find solutions to environmental issues that occur in communities and maintain environmental sustainability more broadly.



PENGELOLAAN ENERGI

[GRI 302-1, 302-2, 302-3, 302-4, 302-5]

ENERGY MANAGEMENT [GRI 302-1, 302-2, 302-3, 302-4, 302-5]

Aktivitas bisnis yang dijalankan oleh Perseroan terutama di area proyek tidak terlepas dari kebutuhan konsumsi energi yang tinggi. Jenis energi yang digunakan Perseroan terdiri dari energi listrik, bahan bakar minyak (BBM) berjenis solar dan gas. Energi listrik dibutuhkan sebagai sumber energi penerangan dan sumber energi untuk perangkat elektronik yang sumber pasokannya berasal dari PLN. Bahan bakar minyak (BBM) berjenis solar dibutuhkan untuk menjalankan berbagai aktivitas operasional seluruh lini bisnis seperti mengoperasikan alat berat, kendaraan dan mesin yang sumber pasokannya berasal dari pihak ketiga sebagai penyedia BBM. Sementara itu Perseroan juga membutuhkan energi gas yang digunakan untuk menjalankan aktivitas operasional pada lini bisnis *food & lodging services* yang sumber pasokannya berasal dari pihak ketiga.

Tingginya kebutuhan terhadap konsumsi energi, Perseroan memandang perlunya inisiatif untuk menggunakan energi secara bijak sehingga dapat meminimalkan emisi yang dihasilkan serta meminimalkan biaya penggunaan energi. Inisiatif tersebut dilakukan melalui berbagai kampanye penghematan energi dengan media *broadcast e-mail* dan pemasangan poster kampanye hemat energi. Selain itu setiap lini bisnis juga didorong untuk menyusun rencana kebutuhan energi dan menjalankan *operational excellence* di setiap aktivitas bisnis sehingga dapat mendorong efisiensi penggunaan energi.

The business activity carried out by the Company, especially in the project area, is inseparable from the requirement for high energy consumption. The type of energy used by the Company consists of electricity, diesel, fuel, and gas. Electrical energy is required as a source of energy as well as energy source for electronic devices, which source of supply comes from Indonesia State Electricity Corporation (PLN). Diesel fuel energy is required to carry out various operational activities in all business lines, such as operating heavy equipment, vehicles, and machinery which supply sources come from third parties as fuel providers. Meanwhile, the Company also requires gas energy which is used to carry out operational activities in the food & lodging services business line, which is sourced from third parties.

With the high demand for energy consumption, the Company views necessary for initiatives to use energy wisely to minimize the emissions produced as well as minimize the cost of energy usage. This initiative has been carried out through various energy saving campaigns by medium of e-mail broadcasting and installing energy saving campaign posters. In addition, each line of business is also encouraged to plan energy requirements and implement operational excellence in every business activity to promote efficient energy use.

Namun saat ini, pengurangan penggunaan energi di Perseroan maupun dalam aktivitas operasional belum dapat dimonitor dan dicatat oleh Perseroan dikarenakan sistem pengelolaan energi yang belum memadai dan masih dalam tahap pengembangan awal. Pada tahun selanjutnya, Perseroan akan mengupayakan untuk menyajikan data mengenai jumlah pengurangan energi pada aktivitas operasional di lokasi proyek maupun di kantor pusat. [GRI 302-4, 302-5]

However, currently, the reduction in energy use in the Company as well as in operational activities were not monitored and recorded yet by the Company as the energy management system was inadequate and in the initial development phase. In the subsequent year, the Company strives to present data regarding the amount of energy reduction in operational activities at project sites and at the head office. [GRI 302-4, 302-5]

Sepanjang tahun 2022, penggunaan energi dalam aktivitas bisnis Perseroan adalah sebagai berikut: [GRI 302-1]

Throughout 2022, energy use in the Company's business activities was as follows: [GRI 302-1]

Jenis Energi Energy Type	Unit Unit	Jumlah Amount	Nilai Rupiah Value in Rupiah
Solar Diesel	GigaJoule	20.520	15.600.000.000
Listrik Electricity	GigaJoule	1.177	1.333.387.501
Gas Gas	GigaJoule	29.726	15.004.372.608

Penggunaan Energi berdasarkan Lini Bisnis [GRI 302-1] Energy Usage based on Business Lines [GRI 302-1]

Jenis Energi Energy Type	Jumlah & Satuannya Quantity and Units	Jumlah & Satuan Quantity & Units (dalam/in GigaJoule)	Nilai Rupiah Value in Rupiah
<i>Heavy Equipment & Trucking Services</i>			
Solar/Diesel	600.000 Liter	20.520	15.600.000.000
<i>Food & Lodging Services</i>			
Gas/Gas	782.260 m ³	29.726	15.004.372.608
<i>Building & General Services</i>			
Listrik/Electricity	155.518 kWh	560	1.085.669.439
<i>Kantor Pusat/Head Office</i>			
Listrik/Electricity	171.467 kWh	617	247.718.062

- Data konsumsi energi dihitung berdasarkan akumulasi dari data pembelian dan pembayaran energi yang dilakukan sepanjang tahun 2022/ Energy consumption data was calculated based on the accumulation of data on energy purchases and payments made throughout 2022.
- Konsumsi solar diukur dengan liter, faktor konversi menggunakan 1 liter = 0,036 GJ/Diesel consumption was measured in liter, the conversion factor employed was 1 liter = 0.036 GJ.
- Konsumsi listrik diukur dengan kWh, faktor konversi menggunakan 1 kWh = 0,004GJ/Electricity consumption was measured in kWh, conversion factor employed was 1 kWh = 0.004 GJ.
- Konsumsi gas diukur dengan Kg yang dikonversi ke m³, faktor konversi menggunakan 1 Kg = 1,406 m³ dan 1 m³ = 0,03826 GJ/Gas consumption was measured in Kg, which was converted to m³. The conversion factor employed was 1 Kg = 1.406 m³ and 1 m³ = 0.03826 GJ.

Pada periode selanjutnya, Perseroan berupaya membangun sistem pencatatan energi di luar organisasi dengan menetapkan persyaratan tersebut pada kontrak kerja sama dengan klien dan ditetapkan dalam kebijakan QHSSE. Untuk mengimplementasikan hal tersebut, Perseroan akan melakukan diskusi dengan klien sehingga kebijakan yang dibangun sesuai dengan kesepakatan bersama klien.

Perseroan memiliki aktivitas bisnis yang operasionalisasinya diserahkan secara penuh kepada klien terutama untuk lini bisnis *Heavy Equipment & Trucking* dan *Light Vehicle Transport* termasuk dalam aspek pembelian bahan bakar minyak. Hingga periode pelaporan, perusahaan tidak memiliki data terkait konsumsi energi di luar organisasi dikarenakan data tersebut merupakan data internal milik klien yang bersifat *confidential*. [GRI 302-2]

Oleh karena itu, Perseroan hanya dapat menghitung intensitas energi berdasarkan total konsumsi energi di dalam organisasi dibagi dengan total pendapatan, dengan total konsumsi energi sebesar 51.423 GJ dan pendapatan sebesar Rp2,7 triliun, rasio intensitas energi di Perseroan yaitu sebesar 0,000000019 GJ/Rupiah. [GRI 302-3]

For the subsequent period, the Company seeks to build energy documentation system with external side of the organization by stipulating these requirements in cooperation contracts with clients as well as specifying the stipulation in the QHSSE policy. To implement these, the Company shall have discussions with the clients such that the policies developed would be in accordance with the agreement with the clients.

The Company runs business activities which operations are fully entrusted to clients, especially for the Heavy Equipment & Trucking and Light Vehicle Transport business lines, to this extent of purchasing fuel oil aspect. As of the end of reporting period, the company did not have data related to energy consumption outside of the organization as these internal client data is confidential. [GRI 302-2]

Therefore, the Company can only calculate energy intensity based on total energy consumption within the organization divided by total revenue, whereby with total energy consumption of 51,423 GJ and revenue of Rp2.7 trillion, the ratio of energy intensity in the Company was 0.000000019 GJ/Rupiah. [GRI 302-3]

PENGELOLAAN AIR

[GRI 303-1, 303-2, 303-3, 303-4, 303-5]

WATER MANAGEMENT

[GRI 303-1, 303-2, 303-3, 303-4, 303-5]

Selain kebutuhan terhadap energi, Perseroan juga membutuhkan konsumsi air untuk melaksanakan aktivitas operasional baik di kantor pusat maupun di area proyek. Air digunakan untuk memenuhi kebutuhan harian maupun menjadi bagian dari kebutuhan untuk aktivitas operasional lini bisnis. Perseroan menyadari bahwa ketersediaan air bersih dan layak semakin terbatas di tengah isu pemanasan global. Untuk itu, Perseroan berkomitmen untuk mendorong penggunaan air secara bijak serta memperhatikan sumber pengambilan air untuk memastikan ketersediaan air bersih secara berkelanjutan.

In addition to energy needs, the Company also requires water consumption in carrying out operational activities both at the head office as well as in the project areas. Water is utilized to fulfill daily necessities as well as part of the needs for operational business line activities. The Company realizes that the availability of clean water is increasingly limited amid global warming concerns. Hence, the Company is committed to encourage using water wisely and paying attention to water sources to ensure clean water availability in a sustainable manner.

Untuk memastikan ketersediaan air bersih yang berkelanjutan, Perseroan berupaya menggunakan air yang diambil dari sumber air yang diyakini tidak akan mempengaruhi kebutuhan air dari masyarakat sekitar. Selain itu, khusus untuk lini bisnis *Building & General Services* untuk pengelolaan Graha PDSI, Perseroan memanfaatkan penggunaan air PAM serta menerapkan peraturan yang ketat bagi seluruh *stakeholder* dalam menggunakan air secara bijak. Sementara untuk lini bisnis *Food & Lodging Services*, Perseroan menggunakan sumber air yang diproduksi yang dipasok oleh pihak ketiga untuk kebutuhan penyediaan makan dan minum bagi pekerja di area proyek.

Berdasarkan *Water Risk Atlas* yang diterbitkan oleh *World Resource Institute*, seluruh area kerja Perseroan merupakan area rendah risiko kelangkaan air. Rasio total air yang diambil terhadap ketersediaan air yang terbarukan berada di bawah 10%. Berdasarkan hasil asesmen tersebut, Perseroan meyakini bahwa seluruh area kerja tidak berada pada area stres air.

Selama tahun 2022, volume air yang digunakan Perseroan tercatat sebesar 21.150 m³ atau setara 21,15 megaliter. Penggunaan air tersebut tersebar di 3 area yaitu kantor pusat, area proyek lini bisnis *Food & Lodging Services* dan area proyek lini bisnis *Building & General Services*. Rincian penggunaan air dari setiap lini bisnis adalah sebagai berikut:

To ensure the availability of sustainable clean water, the Company practices is to use water from sources that surely unaffacting the water needs of the surrounding community. In addition, specifically for the *Building & General Services* business line in managing the Graha PDSI, the Company utilizes tap water and implements strict regulations for all stakeholders in using water wisely. Meanwhile for the *Food & Lodging Services* business line, the Company uses water supplied by third parties for the provision of food and drink for workers in the project area.

Based on the *Water Risk Atlas* published by the *World Resource Institute*, all of the Company's work areas were located in low risk areas of water scarcity. The ratio of total water sourced to renewable water availability was below 10%. Based on the results of this assessment, the Company believes that all work areas were not in water-stressed areas.

Throughout 2022, the volume of water used by the Company was recorded at 21,150 m³ or equivalent to 21.15 megaliter. The use of water is spread over 3 areas, namely the head office, the *Food & Lodging Services* business line project areas and the *Building & General Services* business line project areas. The details of water usage for each line of business are as follows:

Rincian Penggunaan Air per Lini Bisnis Tahun 2022 [GRI 303-5] Details of Water Use per Business Lines in 2022 [GRI 303-5]

Lokasi <i>Location</i>	Volume (megaliter)
Kantor Pusat/ <i>Head Office</i>	0,81
<i>Food & Lodging Services</i>	1,19
<i>Building & General Services</i>	19,15
Total	21,15

- Pengukuran data penggunaan air dilakukan melalui data laporan pembayaran dan pembelian air/ *Data measurement of water usage was conducted through water payments and purchases report data.*
- Air yang digunakan seluruhnya merupakan jenis air tawar/ *The water used was entirely fresh water.*
- Tidak ada air yang diambil dari sumber air yang berasal dari daerah stres air/ *No water was taken from water sources originating from water-stressed areas.*

Rincian Penggunaan Sumber Air Tahun 2022 [GRI 303-3, 303-5]

Details of Use of Water Sources in 2022 [GRI 303-3, 303-5]

Lokasi <i>Location</i>	Volume (megaliter)
Air PAM <i>Water Company</i>	19,96
Air yang Diproduksi <i>Produced Water</i>	1,19
Total	21,15

1. Pengukuran data penggunaan air dilakukan melalui data laporan pembayaran dan pembelian air/*Data measurement of water usage was conducted through water payments and purchases report data.*
2. Air yang digunakan seluruhnya merupakan jenis air tawar/*The water used was entirely fresh water.*
3. Tidak ada air yang diambil dari sumber air yang berasal dari daerah stres air/*No water was taken from water sources originating from water-stressed areas.*

Hingga periode pelaporan, Perseroan hanya mencatat penggunaan air yang digunakan di kantor pusat, lini bisnis *Food & Lodging Services* dan lini bisnis *Building & General Services*. Namun Perseroan belum melakukan pencatatan terhadap pembuangan air yang digunakan, terutama pada penggunaan air di kantor pusat, seluruh pencatatan dan metode pembuangan air diserahkan sepenuhnya kepada pemilik dan pengelola gedung. Perseroan tidak memiliki parameter tertentu mengenai zat khusus yang berbahaya dari pembuangan air, dikarenakan seluruh aktivitas diserahkan kepada pengelola gedung. Namun ke depannya, Perusahaan tengah menyiapkan sistem pendataan dan pembuangan air yang lebih terkelola yang pada tahap awal akan diprioritaskan untuk aktivitas di lokasi project. [GRI 303-4]

Di samping itu, Perseroan memahami bahwa aktivitas bisnis memiliki potensi efluen yang harus dikelola untuk memastikan pemenuhan baku mutu yang telah ditetapkan Pemerintah. Pada level proyek, Perseroan menjalankan pengukuran kualitas efluen apabila dipersyaratkan dalam kontrak pekerjaan. Perseroan tidak memiliki acuan terhadap kebijakan maupun SOP tertentu. Pada proses ini, Perseroan hanya melakukan pengelolaan efluen domestik yang berasal dari kamar mandi/ toilet. Namun di luar hal tersebut, Perseroan memiliki program pemetaan *waste management plan* yang dilakukan setiap bulan di kantor pusat maupun di lokasi proyek. [GRI 303-2]

As of end of the reporting period, the Company recorded only the water usage at the head office, the *Food & Lodging Services* and the *Building & General Services* business lines. However, the Company has not recorded the disposal of water used, especially at the head office, where all records and methods of water disposal are managed entirely by the building owner and manager. The Company did not have parameters regarding specific hazardous substances in relation to water disposal, because the task responsibility was carried out by the building manager. However, in the future, the Company would prepare a better managed data collection and disposal system, which, in the early stages, would prioritize activities at the project sites. [GRI 303-4]

In addition, the Company understands that business activities have potential effluents that must be managed to ensure compliance with the quality standards set by the Government. At the project level, the Company carries out effluent quality measurements if required in the work contract. The Company did not refer to any certain policies or SOPs. In this process, the Company managed only domestic effluent from restrooms. But apart from that, the Company has a waste management plan mapping program that is carried out every month at the head office and at the project site. [GRI 303-2]

PENGELOLAAN LIMBAH SECARA BERTANGGUNG JAWAB

[GRI 306-1, 306-2, 306-3, 306-4, 306-5]

RESPONSIBLE WASTE MANAGEMENT

[GRI 306-1, 306-2, 306-3, 306-4, 306-5]

Limbah merupakan salah satu residu yang dihasilkan dari aktivitas operasional di area proyek. Dari aktivitas operasional, Perseroan menghasilkan berbagai jenis limbah baik berupa limbah padat maupun limbah cair yang masuk ke dalam kategori limbah B3 maupun non-B3.

Perseroan menyadari bahwa limbah yang dihasilkan tidak dapat dibiarkan begitu saja, perlu langkah yang tepat untuk menghindari dampak negatif limbah terhadap lingkungan. Perseroan mengategorikan limbah yang dihasilkan ke dalam 3 kategori untuk memastikan pengelolaan limbah dilakukan secara tepat sesuai kategori berikut:

Waste is one of the residues generated from operational activities in the project areas. From operational activities, the Company produces various types of waste, both in the form of solid waste and liquid waste, which fall into the category of toxic & hazardous waste and non-toxic & non-hazardous waste.

The Company realizes that the waste produced cannot be ignored, it takes correctly measured steps to avoid the negative impact of the waste on the environment. The Company categorizes the waste generated into 3 categories to ensure proper waste management according to the following categories:

Kategori Limbah yang Dihasilkan Generated Waste Category

LIMBAH ORGANIK ORGANIC WASTE



Limbah Sisa Makanan Operasi
Food & Lodging Services
Food Waste from Food and
Lodging Services Operations

LIMBAH ANORGANIK INORGANIC WASTE



Limbah Perkantoran Operasi *Head Office* dan *Site Office* (Plastik & Kertas)
Office Waste from Head Office
and Site Offices Operations
(Plastic & Paper)

LIMBAH B3 TOXIC & HAZARDOUS WASTE



- Limbah Oli Bekas Operasi HTE
- Limbah Kawat Las & Oli Bekas Operasi EPCI
- Limbah Minyak Goreng Bekas
- Limbah Medis Operasi *Head Office* (Kegiatan *Screening Covid-19*)

- Oil Waste from HTE Operations
- Welding Wire & Lubricants Waste from EPCI Operations
- Frying Oil Waste
- Medical Waste from Head Office Operations (*Covid-19 Screening Activities*)

Setiap jenis limbah selalu dikelola secara tepat sesuai dengan jenis limbah guna meminimalkan dampak negatif terhadap lingkungan. Secara umum, pengelolaan limbah di Perseroan dilakukan melalui 4 program kerja berikut:

1. Program Komposting

Program komposting dilakukan terhadap limbah organik yang dilakukan melalui Program Takakura. Perseroan membuat Takakura *Composter* untuk mengolah sampah organik seperti sisa sayuran, sisa nasi, sisa ikan dan sampah buah untuk menjadi pupuk kompos.

2. Pengurangan Limbah Plastik

Perseroan berupaya mengurangi limbah plastik melalui berbagai program seperti kampanye mengurangi sampah plastik, kampanye penggunaan *tumbler* serta penggunaan *paper bag* maupun *tote bag*.

3. Pemanfaatan Kertas Bekas

Kertas bekas merupakan limbah yang paling banyak dihasilkan dari aktivitas di kantor pusat. Limbah kertas dimanfaatkan kembali sebagai kertas *draft*, buku catatan daur ulang maupun pengolahan kembali limbah kertas menjadi kertas daur ulang.

4. Pengelolaan Limbah B3

Limbah B3 banyak dihasilkan dari aktivitas operasional di lapangan terutama berasal dari lini bisnis EPCI dan HTE. Limbah yang dihasilkan berupa limbah oli, kawat, limbah medis dan limbah B3 lainnya. Pengelolaan limbah B3 dilakukan melalui kerja sama kontraktual dengan pihak ketiga yang memiliki kapabilitas spesifik pada pengelolaan limbah B3 untuk memastikan penanganannya sesuai dengan standar yang berlaku.

Dalam menjalankan aktivitas operasional di setiap lini bisnis, Perseroan menggunakan berbagai bahan baku yang dapat menghasilkan residu berupa timbulan limbah. Material yang secara langsung menghasilkan limbah di antaranya adalah oli pelumas dari lini bisnis *Heavy Equipment & Trucking* serta bahan makanan dan minyak goreng yang digunakan dalam aktivitas pengolahan makanan di lini bisnis *Food & Lodging Services*.

Each type of waste is always managed appropriately and accordingly to minimize the negative impact on the environment. In general, waste management in the Company is carried out through the following 4 work programs:

1. Composting Program

The composting program is carried out for organic waste through the Takakura Program. The Company makes Takakura *Composter* to process organic waste such as vegetable waste, rice waste, fish waste and fruit waste to become compost.

2. Reduction of Plastic Waste

The Company seeks to reduce plastic waste through various programs such as campaigns to reduce plastic waste, campaigns for *tumblers* usage, and the use of *paper bags* and *tote bags*.

3. Utilization of Used Paper

Used paper makes the majority of waste generated from activities at the head office. Paper waste is reused as *draft paper*, recycled notebooks, and reprocessed paper waste into recycled paper.

4. Toxic & Hazardous Waste Management

Majority of toxic and hazardous waste is generated from operational activities in the field, especially from the EPCI and HTE business lines. The waste generated ranges in the form of waste oil, wire, medical waste as well as other toxic and hazardous waste. Toxic and hazardous waste management is carried out through contractual cooperation with third parties who have specific capabilities in toxic and hazardous waste management to ensure it is handled in accordance with applicable standards.

In carrying out operational activities in each business line, the Company uses various raw materials which may produce residues in the form of waste generation. Materials that directly generated waste included lubricating oil from the *Heavy Equipment & Trucking* business line as well as ingredients and used frying oil utilized in food processing activities in the *Food & Lodging Services* business line.

Dari proses yang dilakukan di setiap lini bisnis, pada akhirnya menghasilkan limbah berupa oli bekas yang berasal dari oli pelumas, limbah organik yang berasal dari bahan makanan dan limbah non-organik dari minyak goreng. Dalam pengelolaannya, Perseroan hanya mengelola sampah organik melalui program komposting Takakura, sementara limbah lainnya dikelola oleh pihak ketiga. Perseroan tidak mengetahui secara pasti apakah pihak ketiga secara langsung mengirimkan limbah ke Tempat Pembuangan Akhir (TPA) atau dialihkan ke lokasi lain. [GRI 306-1, 306-2, 306-3, 306-4, 306-5]

Berdasarkan data dari logbook pemantauan limbah, sepanjang tahun 2022, limbah yang dihasilkan oleh Perseroan adalah sebagai berikut:

The processes carried out in each business line eventually generated waste in the form of used oil from lubricating oil, organic waste from food ingredients and non-organic waste from frying oil. The Company managed organic waste through the Takakura composting program, while other wastes were managed by third parties. The Company does not know for certain whether third parties directly transferred the waste to the Final Disposal Site (Tempat Pembuangan Akhir/TPA) or diverted them to another location. [GRI 306-1, 306-2, 306-3, 306-4, 306-5]

Based on data from the waste monitoring logbook, throughout 2022, the waste generated by the Company was as follows:

Rincian Limbah yang Dihasilkan [GRI 306-1, 306-2, 306-3] Details of Waste Produced [GRI 306-1, 306-2, 306-3]

Jenis Limbah Type of Waste	Masukan Contribute	Proses Process	Lini Bisnis Business Line	Satuan Unit	Jumlah Quantity	Strategi Penanganan Management Strategy
Limbah B3/Toxic & Hazardous Waste						
Oli Bekas Waste Oil	Oli dan Pelumas Oil & Lubricant	Operasi alat berat & Kendaraan Heavy equipment & Transportation Operation	HTE & LTE	Ton Tones	18,43	Kerja sama dengan pihak ketiga untuk pengangkutan dan pengelolaan limbah Cooperate with third parties for the waste transportation and processing.
Limbah Non-B3/Non-Toxic & Non-Hazardous Waste						
Organik Organic	Bahan Masakan/ Food Ingredients	Pengolahan Makanan Food Processing	FLS	Ton Tones	169	Diolah melalui program Takakura (Komposting) Processed using the Takakura (Composting) program.
Non-Organik Non-Organic	Minyak Goreng Cooking Oil	Pengolahan Makanan Food Processing	FLS	Ton Tones	81	Kerja sama dengan pihak ketiga untuk pengangkutan dan pengolahan limbah Cooperation with third parties for the waste transportation and processing.

LAPORAN KESESUAIAN DENGAN STANDAR GRI

STATEMENT OF GRI STANDARDS IN ACCORDANCE CHECK

IAC0222305KS



Laporan Kesesuaian dengan Standar GRI Statement of GRI Standards in Accordance Check

National Center for Corporate Reporting (NCCR) telah melakukan pengecekan kesesuaian dengan Standar GRI atas Laporan Keberlanjutan PT Patra Drilling Contractor 2022 ("Laporan"). Pengecekan dilakukan untuk memberikan gambaran tentang sejauh mana Standar GRI telah diterapkan dalam Laporan tersebut. Pengecekan ini bukan merupakan opini atas kinerja keberlanjutan maupun kualitas informasi yang dimuat dalam Laporan tersebut.

Kami menyimpulkan bahwa Laporan ini telah disusun sesuai dengan Standar GRI -2021.

Jakarta, 11 Mei 2023

The National Center for Corporate Reporting has conducted a GRI Standards in Accordance Check on PT Patra Drilling Contractor Sustainability Report 2022 ("Report"). The check communicates the extent to which the GRI Standards has been applied in the Report. The check does not provide an opinion on the sustainability performance of the reporter or the quality of the information provided in the Report.

We conclude that this report has been prepared in accordance with GRI Standards 2021.

Jakarta, May 11, 2023

National Center for Corporate Reporting
GRI Standards Aligning Service

A handwritten signature in black ink, appearing to read 'Andrew K. Twohig'.

Andrew K. Twohig, BCom, BA (Hons), MA, CSRA
Director

INDEKS REFERENSI SILANG GRI

GRI CROSS REFERENCE INDEX

Statement of Use	PT Patra Drilling Contractor telah melaporkan sesuai (<i>in accordance</i>) dengan GRI Standards untuk periode 1 Januari 2022-31 Desember 2022. <i>PT Patra Drilling Contractor has reported in accordance with the GRI Standards for the period 1 January 2022-31 December 2022.</i>
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	-

Aspek Material <i>Material Aspects</i>	Indeks <i>Index</i>	Keterangan <i>Remarks</i>	Catatan <i>Notes</i>	Halaman <i>Page</i>
Profil Organisasi	2-1	Rincian organisasi <i>Organizational details</i>	Dilaporkan <i>Reported</i>	39, 44, 45, 47,
	2-2	Entitas yang dimasukkan dalam laporan <i>Entities included in the organization's reporting</i>	Dilaporkan <i>Reported</i>	15
	2-3	Periode, frekuensi dan titik kontak pelaporan <i>Reporting period, frequency and contact point</i>	Dilaporkan <i>Reported</i>	15,29
	2-4	Penyajian kembali informasi <i>Restatements of information</i>	Dilaporkan <i>Reported</i>	15
	2-5	Penjaminan eksternal <i>External assurance</i>	Dilaporkan <i>Reported</i>	24
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya <i>Activities, value chain and other business relationships</i>	Dilaporkan <i>Reported</i>	49, 53-58
	2-7	Tenaga kerja <i>Employees</i>	Dilaporkan <i>Reported</i>	51-52
	2-8	Pekerja yang Bukan Pekerja Langsung <i>Workers who Are Not Employees</i>	Informasi tidak sepenuhnya tersedia dalam catatan saat ini. Besar mayoritas pekerja kami karyawan <i>Information not fully available in current records. A large majority of our workers are employees</i>	
Tata Kelola <i>Governance</i>	2-9	Struktur dan komposisi tata kelola <i>Governance structure and composition</i>	Dilaporkan <i>Reported</i>	67, 69
	2-10	Pencalonan dan pemilihan badan tata kelola tertinggi <i>Nomination and selection of the highest governance body</i>	Dilaporkan <i>Reported</i>	72
	2-11	Ketua badan tata kelola tertinggi <i>Chair of the highest governance body</i>	Dilaporkan <i>Reported</i>	67
	2-12	Peran badan tata kelola tertinggi dalam mengawasi manajemen dampak <i>Role of the highest governance body in overseeing the management of impacts</i>	Dilaporkan <i>Reported</i>	67
	2-13	Delegasi tanggung jawab untuk mengelola dampak <i>Delegation of responsibility for managing impacts</i>	Dilaporkan <i>Reported</i>	77

Aspek Material <i>Material Aspects</i>	Indeks <i>Index</i>	Keterangan <i>Remarks</i>	Catatan <i>Notes</i>	Halaman <i>Page</i>	
Strategi, Kebijakan dan Praktik <i>Strategy, Policies and Practices</i>	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan <i>Role of the highest governance body in sustainability reporting</i>	Dilaporkan <i>Reported</i>	21	
	2-15	Konflik kepentingan <i>Conflicts of interest</i>	Dilaporkan <i>Reported</i>	67	
	2-16	Komunikasi masalah penting <i>Communication of critical concerns</i>	Dilaporkan <i>Reported</i>	81	
	2-17	Pengetahuan kolektif badan tata kelola tertinggi <i>Collective knowledge of the highest governance body</i>	Dilaporkan <i>Reported</i>	76	
	2-18	Evaluasi kinerja badan tata kelola tertinggi <i>Evaluation of the performance of the highest governance body</i>	Dilaporkan <i>Reported</i>	76	
	2-19	Kebijakan remunerasi <i>Remuneration policies</i>	Dilaporkan <i>Reported</i>	73, 75	
	2-20	Proses untuk menentukan remunerasi <i>Process to determine remuneration</i>	Dilaporkan <i>Reported</i>	73	
	2-21	Rasio kompensasi total tahunan <i>Annual total compensation ratio</i>	Dilaporkan <i>Reported</i>	75	
	2-22	Pernyataan tentang strategi pembangunan berkelanjutan <i>Statement on sustainable development strategy</i>	Dilaporkan <i>Reported</i>	30-36	
	2-23	Komitemen kebijakan <i>Policy commitments</i>	Dilaporkan <i>Reported</i>	78	
	2-24	Menanamkan komitmen kebijakan <i>Embedding policy commitments</i>	Dilaporkan <i>Reported</i>	78	
	2-25	Proses untuk memperbaiki dampak negative <i>Processes to remediate negative impacts</i>	Dilaporkan <i>Reported</i>	78,79, 83.84	
	2-26	Mekanisme untuk mencari nasihat dan mengemukakan masalah <i>Mechanisms for seeking advice and raising concerns</i>	Dilaporkan <i>Reported</i>	81-84	
	2-27	Kepatuhan terhadap hukum dan peraturan <i>Compliance with laws and regulations</i>	Dilaporkan <i>Reported</i>	81	
	2-28	Asosiasi keanggotaan <i>Membership associations</i>	Dilaporkan <i>Reported</i>	63	
	Keterlibatan Pemangku Kepentingan <i>Stakeholder Engagement</i>	2-29	Pendekatan untuk keterlibatan pemangku kepentingan <i>Approach to stakeholder engagement</i>	Dilaporkan <i>Reported</i>	85-88
		2-30	Perjanjian perundingan kolektif <i>Collective bargaining agreements</i>	Dilaporkan <i>Reported</i>	132

Aspek Material <i>Material Aspects</i>	Indeks <i>Index</i>	Keterangan <i>Remarks</i>	Catatan <i>Notes</i>	Halaman <i>Page</i>
Pengungkapan dalam Topik Material	3-1	Proses untuk menentukan topik material <i>Process to determine material topics</i>	Dilaporkan <i>Reported</i>	19-20
	3-2	Daftar topik material <i>List of material topics</i>	Dilaporkan <i>Reported</i>	21-23
	3-3	Manajemen topik material <i>Management of material topics</i>	Dilaporkan <i>Reported</i>	21
GRI 201: Kinerja Ekonomi <i>Economic Performance</i>	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan <i>Direct economic value generated and distributed</i>	Dilaporkan <i>Reported</i>	99-100
	201-2	Impikasi Finansial serta Risiko dan Peluang Lain Akibat dari Perubahan Iklim <i>Financial Implications and Other Risks and Opportunities Due to Climate Change</i>	Dilaporkan <i>Reported</i>	100
	201-3	Kewajiban Program Pensiun Manfaat Pasti dan Program Pensiun Lainnya <i>Defined Benefit Plan Obligations and Other Retirement Plans</i>	Dilaporkan <i>Reported</i>	131
	201-4	Bantuan Finansial yang Diterima dari Pemerintah <i>Financial Assistance Received from Government</i>	Dilaporkan <i>Reported</i>	101
GRI 202: Keberadaan Pasar <i>Market Presence</i>	202-1	Rasio standar upah pekerja pemula berdasarkan jenis kelamin terhadap upah minimum regional <i>Ratios of standard entry level wage by gender compared to local minimum wage</i>	Dilaporkan <i>Reported</i>	128
	202-2	Proporsi Manajemen Senior yang Berasal dari Masyarakat Setempat <i>Proportion of senior management hired from the local community</i>	Dilaporkan <i>Reported</i>	128
GRI 204: Praktik Pengadaan <i>Procurement Practice</i>	204-1	Proporsi Pengeluaran untuk Pemasok Lokal <i>Proportion of Expenses for Local Vendors</i>	Dilaporkan <i>Reported</i>	102-104
Energi <i>Energy</i>	302-1	Konsumsi Energi dalam Organisasi <i>Energy Consumption Within the Organization</i>	Dilaporkan <i>Reported</i>	172-173
	302-2	Konsumsi Energi di Luar Organisasi <i>Energy Consumption Outside of the Organization</i>	Dilaporkan <i>Reported</i>	172, 174
	302-3	Intensitas Energi <i>Energy Intensity</i>	Dilaporkan <i>Reported</i>	172, 174
	302-4	Pengurangan Konsumsi Energi <i>Reduction of Energy Consumption</i>	Dilaporkan <i>Reported</i>	172, 173
	302-5	Pengurangan pada Energi yang Dibutuhkan untuk Produk dan Jasa <i>Reductions in energy requirements of products and services</i>	Dilaporkan <i>Reported</i>	172, 173

Aspek Material <i>Material Aspects</i>	Indeks <i>Index</i>	Keterangan <i>Remarks</i>	Notes	Halaman <i>Page</i>
Air dan Efluen <i>Water and Effluent</i>	303-1	Interaksi dengan air sebagai sumber daya bersama <i>Interactions with water as a shared resource</i>	Dilaporkan <i>Reported</i>	174
	303-2	Manajemen Dampak yang Berkaitan dengan Pembuangan Air <i>Management of water discharge related impacts</i>	Dilaporkan <i>Reported</i>	174, 176
	303-3	Pengambilan Air <i>Water Withdrawal</i>	Dilaporkan <i>Reported</i>	174, 176
	303-4	Pembuangan Air <i>Water Discharge</i>		174, 176
	303-5	Konsumsi Air <i>Water Consumption</i>	Dilaporkan <i>Reported</i>	174 - 176
Limbah	306-1	Timbulan Limbah dan Dampak signifikan terkait Limbah <i>Waste generation and significant waste-related impacts</i>	Dilaporkan <i>Reported</i>	177, 179
	306-2	Pengelolaan Dampak yang Signifikan Terkait Limbah <i>Management of Significant Waste-Related Impacts</i>	Dilaporkan <i>Reported</i>	177, 179
	306-3	Timbulan Limbah <i>Waste Generated</i>	Dilaporkan <i>Reported</i>	177, 179
	306-4	Limbah yang Dialihkan dari Pembuangan Akhir <i>Waste Diverted from Disposal</i>	Dilaporkan <i>Reported</i>	177, 179
	306-5	Limbah yang Dikirim ke Pembuangan Akhir <i>Waste Diverted to Disposal</i>	Dilaporkan <i>Reported</i>	177, 179
Ketenagakerjaan <i>Ethics and Integrity</i>	401-1	Perekrutan Pekerja Baru dan Pergantian Pekerja <i>New Employee Hires and Employee Turnover</i>	Dilaporkan <i>Reported</i>	114-116
	401-2	Tunjangan yang Diberikan Kepada Pekerja Purnawaktu yang Tidak Diberikan Kepada Pekerja Sementara atau Paruh Waktu <i>Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees</i>	Dilaporkan <i>Reported</i>	129
	401-3	Cuti Melahirkan <i>Parental Leave</i>	Dilaporkan <i>Reported</i>	130
	403-1	Sistem Manajemen Kesehatan dan Keselamatan Kerja <i>Occupational Health and Safety Management System</i>	Dilaporkan <i>Reported</i>	135-137
	403-2	Identifikasi Bahaya, Penilaian Risiko dan Investigasi Insiden <i>Hazard identification, risk assessment, and incident investigation</i>	Dilaporkan <i>Reported</i>	142

Aspek Material <i>Material Aspects</i>	Indeks <i>Index</i>	Keterangan <i>Remarks</i>	Notes	Halaman <i>Page</i>	
Keselamatan dan Kesehatan Kerja <i>Occupational Safety and Health</i>	403-3	Layanan Kesehatan Kerja <i>Occupational Health Services</i>	Dilaporkan <i>Reported</i>	141	
	403-4	Partisipasi, Konsultasi dan Komunikasi Pekerja tentang Kesehatan dan Keselamatan Kerja <i>Worker participation, consultation, and communication on occupational health and safety</i>	Dilaporkan <i>Reported</i>	134-137	
	403-5	Pelatihan Bagi Pekerja Mengenai Keselamatan dan Kesehatan Kerja <i>Worker Training on Occupational Health and Safety</i>	Dilaporkan <i>Reported</i>	146-148	
	403-6	Peningkatan Kualitas Kesehatan Pekerja <i>Promotion of Worker's Health</i>	Dilaporkan <i>Reported</i>	139	
	403-7	Pencegahan dan Mitigasi Dampak dari Kesehatan dan Keselamatan Kerja yang Secara Lanagsung Terkait Hubungan Bisnis <i>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</i>	Dilaporkan <i>Reported</i>	135, 138	
	403-8	Pekerja yang Tercakup dalam Sistem Manajemen Kesehatan dan Keselamatan Kerja <i>Workers covered by an occupational health and safety management system</i>	Dilaporkan <i>Reported</i>	135, 138	
	403-9	Kecelakaan Kerja <i>Work-Related Injuries</i>	Dilaporkan <i>Reported</i>	145	
	403-10	Penyakit Akibat Kerja <i>Work Related Ill-Health</i>	Dilaporkan <i>Reported</i>	139-140	
	Pelatihan dan Pendidikan <i>Training and Education</i>	404-1	Rata-Rata Jam Pelatihan Per Tahun Per Pekerja <i>Average Hours of Training Per Year Per Employee</i>	Dilaporkan <i>Reported</i>	122-126
		404-2	Program untuk Meningkatkan Keterampilan Pekerja dan Program Bantuan Peralihan <i>Programs for Upgrading Employee Skills and Transition Assistance Programs</i>	Dilaporkan <i>Reported</i>	123-126
404-3		Persentase Karyawan yang Menerima Tinjauan Rutin terhadap Kinerja dan Pengembangan Karier <i>Percentage of employees receiving regular performance and career development reviews</i>	Dilaporkan <i>Reported</i>	127	
Keanekaragaman Dan Kesempatan Setara <i>Diversity and Equal Opportunity</i>	405-1	Keberagaman Badan dan Tata Kelola Pekerja <i>Diversity of Governance Bodies and Employees</i>	Dilaporkan <i>Reported</i>	51-52, 70-71, 117-121	
	405-2	Rasio Gaji Pokok dan Remunerasi Perempuan Dibandingkan Laki-Laki <i>Ratio of basic salary and remuneration of women to men</i>	Dilaporkan <i>Reported</i>	128, 129	
Masyarakat Lokal <i>Local Community</i>	413-1	Operasi dengan Keterlibatan Masyarakat Lokal, Penilaian Dampak dan Program Pengembangan <i>Operations with Local Community Engagement, Impact Assessments, and Development Programs</i>	Dilaporkan <i>Reported</i>	152, 161-165	
	413-2	Operasi yang Secara Aktual dan yang Berpotensi Memiliki Dampak Negatif terhadap Masyarakat Setempat <i>Operations with significant actual and potential negative impacts on local communities</i>	Dilaporkan <i>Reported</i>	78	

LEMBAR UMPAN BALIK

FEEDBACK PAGE

Terima kasih telah membaca Laporan Keberlanjutan 2022 PT Patra Drilling Contractor. Untuk meningkatkan transparansi kinerja keberlanjutan dan kualitas Laporan Keberlanjutan tahun selanjutnya, kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik dengan mengirim *e-mail* atau mengirim formulir ini melalui kontak informasi yang sudah disediakan.

Thank you for reading the 2022 Sustainability Report of PT Patra Drilling Contractor. In our efforts to increase the transparency of sustainable performance and the quality of subsequent Sustainability Reports, we ask stakeholders to provide feedback by sending an e-mail or the form below through the available contact information.

No	Pertanyaan <i>Question</i>	Setuju <i>Agree</i>	Netral <i>Neutral</i>	Tidak Setuju <i>Disagree</i>
1	Laporan Keberlanjutan ini memberikan informasi yang bermanfaat mengenai kinerja ekonomi, sosial dan lingkungan yang telah dilakukan Perseroan. <i>The Sustainability Report gives useful information regarding the economic, social and environmental performance that had been carried out by the Company.</i>			
2	Informasi ini meningkatkan kepercayaan Anda pada keberlanjutan Perseroan. <i>The information presented increases trust to the sustainability of the Company.</i>			
3	Laporan ini telah disajikan secara terstruktur. <i>The report has been served in proper structure.</i>			
4	Data dan informasi yang disajikan lengkap, transparan dan berimbang. <i>Data and information presented are complete, transparent and balanced.</i>			
5	Laporan ini menarik dan mudah dimengerti. <i>The report is engaging and easy to understand.</i>			

**PENILAIAN TERHADAP KEGIATAN
MANAJEMEN KEBERLANJUTAN
PT PATRA DRILLING CONTRACTOR**

**ASSESSMENT TOWARDS SUSTAINABLE
MANAGEMENT ACTIVITIES OF PT PATRA
DRILLING CONTRACTOR**

Mohon berikan saran/usul/komentar Anda atas laporan ini:

Please provide your suggestion/recommendation/comment over the report:

.....
.....
.....
.....
.....
.....

Profil Anda | Your Profile

Nama Lengkap :

Full Name

Pekerjaan :

Occupation

Nama Lembaga/Perusahaan :

Name of Institution/Company

Jenis Kelembagaan/Perusahaan :

Type of Institution/Company

Terima kasih atas kesediaan Anda meluangkan waktu untuk mengisi lembar umpan balik ini. Kami sangat menghargai kritik, saran dan masukan Anda.

Thank you for your willingness and time to respond the feedback page. We greatly appreciate your critic, suggestion and input.

Kirimkan lembar ini kepada:

Send this page to:

Sekretaris Perusahaan

Corporate Secretary

Kantor Pusat

Head Office



PT Patra Drilling Contractor
Alamanda Tower, Lantai 9-10
Jln. TB Simatupang Kav 23-24
Cilandak Barat, Jakarta Selatan,
12430-Indonesia



PT Patra Drilling Contractor
Alamanda Tower, 9th-10th Fl.
Jln. TB Simatupang Kav 23-24
Cilandak Barat, Jakarta Selatan,
12430-Indonesia



Telepon : +62 21 8067 0970
Situs Web : www.pertamina-pdc.com
Surel : info@pertamina-pdc.com



Telephone: +62 21 8067 0970
Website: www.pertamina-pdc.com
E-mail: info@pertamina-pdc.com



LAPORAN KEBERLANJUTAN | 2022 | SUSTAINABILITY REPORT

PT PATRA DRILLING CONTRACTOR

Alamanda Tower, Lantai 9-10
Jl. TB Simatupang Kav 23-24
Cilandak Barat, Jakarta Selatan,
12430-Indonesia
Telp. +62 21 8067 0970
www.pertamina-pdc.com